

Robin Doss

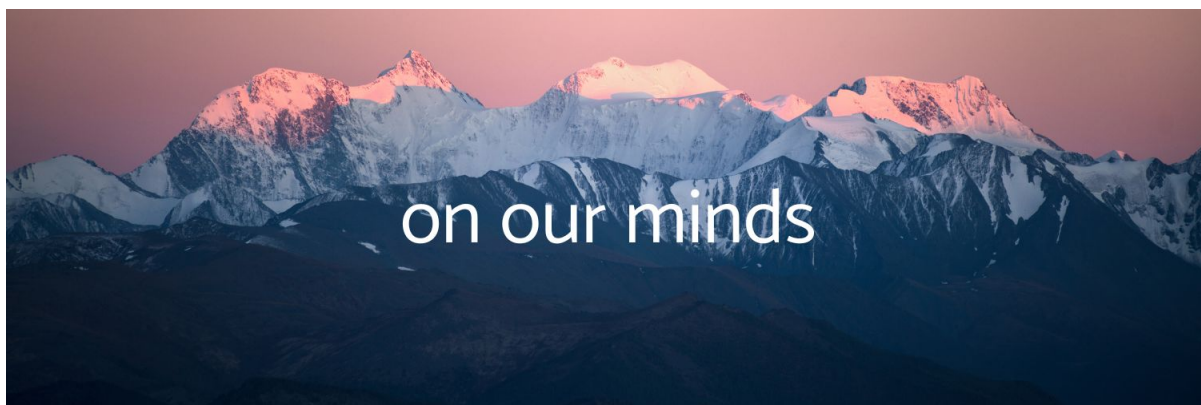
From: InteraWorking <cathey.stamps@interaworks.com>
Sent: Thursday, May 15, 2025 4:31 PM
To: Robin Doss
Subject: Filling Your Cup



Welcome back to *InteraWorking*, a select community of change agents who are interested in exploring the art of inspiring results. This week we are discussing how to foster greater mental health and resilience for yourself and your team.

In this issue:

- How to create greater health, wholeness, and resilience
- The training needed to foster mental health as a leader
- Implications of the state of the global workplace



"Workplace mental health programs are not a luxury—they are a necessity. The ROI is not only financial but cultural and human."

— World Health Organization

You can't pour from an empty cup — and yet, managers are being asked to do just that. According to the latest *Gallup State of the Global Workplace* report, engagement is declining, especially among managers. The pressure of ongoing workplace and economic changes is taking a toll on their mental health and performance.

Gallup's top recommendations for boosting engagement and productivity? Invest in training and developing managers. Ironically, many organizations are cutting training and wellness budgets — a short-sighted move. Just like elite athletes train far more than they perform, employees also need time and support to grow and sustain high performance.

Instead, today's workforce is expected to perform and develop simultaneously, without the resources to do either well — leading to burnout, disengagement, and rising mental health concerns.

So what can you do to increase engagement and mental health on your team?

Learn more about what you can do to lead yourself and others toward greater health, wholeness, and resilience in our most recent blog: [You Can't Pour From an Empty Cup](#)



5 ways to lead the way to better mental health:

Facilitate conscious conversations.

Get comfortable with talking with anyone about anything so you can reach alignment on important matters, confront the issues everyone is avoiding, and manage conversations when emotions are strong and the stakes are high. **The biggest part of having conscious**

conversations is trusting that you can find a way to connect in spite of upset and discord.

Learn to move from conflict to collaboration.

While conflict can feel uncomfortable because we don't always learn the tools for managing it, conflict can ultimately deepen understanding, strengthen connections, and nurture innovation. Learn how to move past challenging interactions, bad habits, and hidden issues to a path of lasting resolution and open communication. **It will help you avoid settling for bittersweet compromise and the seeds of resentment and toxic team culture.**

Activate empathy.

Create and expand your capacity to listen, understand, consider, include, and develop more open relationships for a culture of increased connections, possibilities, and new opportunities. **Empathy is a muscle that needs to be trained and exercised.** Personal life experience will help, but because life experiences vary so dramatically, intentional focus and training builds the empathy skills today's leaders need to lead in the modern, diverse workplace. Learning and reading about a variety of life experiences and situations and learning how to accommodate multiple perspectives will help foster healthier levels of understanding, connection, and relational dynamics.

Lead from the inside out.

True leadership comes from within. **It's about doing your personal work to deal with some of the habits and beliefs that may hold you back** from stepping into your true presence and authentic self as a leader. There are some basic skills leaders can master to establish self-awareness and a growth mindset, which will allow them to display and inspire creative calm and decisive strength, ultimately leading to exceptional results.

Build positive new habits.

Positive habit formation improves resiliency and our ability to innovate. The science behind cognitive behavioral therapy can be applied in the workplace and in our personal approaches to work and life. Learn more about the strategies and structures that work for you and that could also support your team. **The more operations you can have relying on positive habits, the more mental and emotional space you will have to manage the unpredictable** so that it doesn't leave you drained of energy and resources.

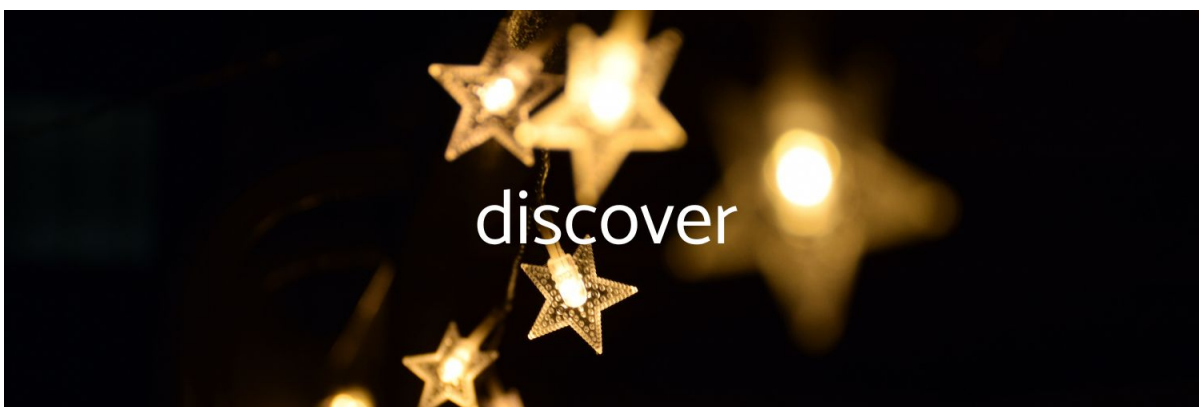


Engagement receded for the first time in four years.

Global employee engagement declined to 21% in 2024, with managers experiencing the largest drop. This marks only the second decline in engagement in the past 12 years — a worrying sign for organizations already struggling with productivity.

Global employee life evaluations declined for a second consecutive year, with managers experiencing the largest drop as well and overall mental health is taking a hit.

The global workplace is at a turning point. Read the 2025 report to see the full data on employees and what actions leaders can take to invigorate workplaces: [Gallup 2025 State of the Workplace Report](#).



Our [**InteraLabs Masterminds Learning Circle**](#) is a transformative, 10-month journey designed to help InteraWorks learners embrace Quantum Leadership while empowering them to have their **Best Year Yet®**.

Each month, participants will explore cutting-edge leadership topics guided by InteraWorks' proven methodologies and practices. **The experience will empower learners to achieve extraordinary results, cultivate resilience, and**

lead with purpose in an ever-evolving world. This is more than just a program – it's a community of forward-thinking leaders engaging in experiential learning, meaningful collaboration, and deep self-reflection.

The InteraLabs Masterminds Learning Circle is offered as a gift to our learners.

Join us for our next session on May 30th from 8-9am CT/US for Leading With Purpose. Discover your leadership purpose and learn to lead authentically by aligning with your core values.

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