

To prevent burnout and take care of folks long-term, leaders and teams must cultivate a culture of well-being.

While money might not be budgeted this year to make your benefits more generous...

HERE ARE 10 FREE WAYS TO BOOST YOUR TEAM'S WELL-BEING & SUCCESS.

Humans do their best work when they are healthy, rested, focused and motivated. Even small shifts in practices for physical, mental & team health can have a big impact. Focusing on well-being unlocks teamwork, inspiration, productivity, resilience, and joy.



10 FREE WAYS YOUR OFFICE CAN SUPPORT THE WHOLE TEAM FOR SUCCESS

1. Schedule work-time (even) more flexibly.

Work flexibility was the #1 appreciated thing in the Nonprofit Burnout Prevention Survey. It looks like: approved work-from-home for most staff, encouraging workouts at lunch, defining flex Fridays, parents having explicit flexibility to get to soccer/doctor/school events. Explicit management support for different workstyles & lifestyles fosters greater productivity and loyalty.

2. Drop the dress code a notch.

Just drop it down a notch from wherever you are now. A less-dressed-up office saves money on clothes and dry cleaning, simultaneously making your workers more comfortable in the office and better able to move/exercise during commuting and their workday. Or, consider “seasons of jeans” (beyond Fridays) or other creative solutions if you can’t make permanent changes.

3. Support managers’ well-being; they will share the love.

If managers are supported in setting their own wellness goals, they will later set better goals with their teams. They can use healthy mini-goals (physical examples: walking meetings and drinking water) to hold each other accountable and celebrate successes together. Wellness is a great practice tool for appreciative inquiry and strengths-based management.

4. Review health care policies -- what’s covered lately?

Your health care plan(s) might be covering preventative/alternative care, mental health, an Employee Assistance Plan, a Medical FSA or other wellness stuff you never knew about. If you have a broker or HR, bring ‘em in, or, call the 1-800 on your health plan, ask questions and report back to the team.

5. Bring the financial folks back for (free) advice.

These folks are helpful and knowledgeable, but many organizations don’t build a relationship beyond the initial retirement-plan conversation. Bring ‘em back for personal finance lessons/Q&A on savings, retirement, credit cards, basic budgeting. Financial Health education was voted “most needed” in December 2017’s Nonprofit Burnout Prevention Survey.

6. Shift the staff meeting.

This is something most offices can revisit. Ask for staff feedback -- what do we need? What do we want more or less of? Take an opportunity to add wellness, storytelling, shorten meeting, or follow new practices for a fixed time period. Also models feedback and openness to change.

7. Set up DIY-PD.

Most employees want more Professional Development (PD); you can Do It Yourself (DIY). Staff members will share skills and hone presenting abilities, and colleagues will learn as well as value their team member's expertise. Create a brown bag series and take sign-ups/requests: Understanding Instagram, Making killer PPTs, Why we should/n't Vlog, Steps of Storytelling, What is Ramadan, Transgender in DC, How to master Outlook.

8. Create affinity groups or discussion groups for articles / books / talks

When you foster employee interests & friendships, you are building trust and increasing retention. One option: encourage (BYO) lunches for inclusive affinity groups to bond about whatever folks show interest in: Black Panther movie, silent meditation, mustard-making, Latinx music, CrossFit (limit it to all wellness topics to be more directive). Or, foster discussion and trust within teams by assigning or crowdsourcing one reading/video, then talking about it. Some material is challenging; you build trust slowly by starting with low-risk topics.

9. Increase vacation.

Close the office. Everyone loves more paid time off; some innovative offices have "unlimited vacation" policies. If there is a slower week in Winter/August/After-Conference when everyone is exhausted or checked-out, if you can cover/rotate the basics, please close the office. Days off = always great.

10. Create a wellness committee.

Give this group direction, ability to self-educate, a little power to gather feedback from folks and a little bit of a budget. They should recommend more changes based on what they learn.

*Invest in capacity building, from the inside out,
by creating a culture of well-being at work.*

More resources at
www.NonprofitComfort.com