

Leader Tips for Improving Teammate Well-being



As a leader, what you do has an impact on burnout and the overall well-being of yourself and your team. We know stress is on the rise and people are putting in more hours consistently in an ever-changing environment.

We also know that as a leader, your support for your team matters. Leaders are one of the most significant drivers in how supported teammates feel. When leaders spend time seeking to understand their team's needs with empathy it's proven to reduce burnout and improve well-being for both parties.

Here are three behaviors you can perform regularly to help prevent burnout and improve your team's well-being and overall resilience.

Stay Connected	Lean In	Take Action
What To Do		
Make sure to check in with everyone on your team routinely to get a sense of their current state.	Listen actively and acknowledge their responses.	Ask what available resources they have accessed and reinforce that they know how to access the Hardship Support page on PeopleConnect. Gain commitment that they will let you or another leader know if they are feeling rundown, burned out or need help.

Stay Connected	Lean In	Take Action
How To Do It		
<p>Round with the team (in-person and virtually). Ask the following types of questions:</p> <ol style="list-style-type: none"> 1. How are you currently feeling about work and the team? 2. What types of things are on your mind or getting in the way? 3. How are you maintaining or improving your work/life balance? 4. What resources are you aware of that exist within Atrium Health to help you with these things? 	<p>Listen with the intent to understand by letting the conversation take its own direction.</p> <p>Follow their lead. Let them talk as much or as little time as they need.</p> <p>Be present. Put your phone away and ask them to do the same.</p> <p>Remote? Turn on your camera and watch for body language queues.</p> <p>Say it again. Paraphrase their responses to ensure you understand.</p> <p>Acknowledge. Say thank you for sharing.</p> <p>Clarify emotions. Say, "it sounds like you're frustrated that things are getting in the way," or "it sounds like you would like my help to..."</p>	<p>Say: Thank you for sharing all of that information. Here is what I can do right now to help...</p> <p>Share: Please know that I want to create a safe space for you to let me know if you are feeling burned out.</p> <p>Ask: Are you aware of existing resources on the teammates site for your burnout, well-being and resilience?</p> <p>Share: If you are feeling burned out or run down please do not hesitate to let me know."</p>

i Additional Learning:

- [10 Steps to Effective Listening](#)
- [To Prevent Burnout, Hire Better Bosses](#)
- [4 Keys to Effective Administrative Rounding](#)
- [Prevent Burnout by Making Compassion a Habit](#)
- [Quick Tips to Support Employees Through Critical Incidents in the Workplace](#)