

## Well-being Discussion Guide for Managers and HRBPs

We are committed to the well-being of employees so that they can be their best self at home and at work. That's why we encourage our leaders and their teams to find time to focus and learn more about how different domains in their lives can affect their mental health and foster a culture that embraces our whole self.



### Areas to focus on:

Professional Well-being

Financial Well-being

Physical Well-being

Social Well-being

Emotional Well-being

Our mental health partner, Modern Health, combines technology and care from certified coaches and licensed therapist to guide individuals to the right level of support at the right time. Each employee has access to a full spectrum of support to meet their unique needs.

As a manager and HRBP leader, you are in a unique position to create an open and honest environment on your team to encourage employees to take care of their well-being including their mental health. Here are some ideas on how to bring up mental health topics:



Discuss a topic in your team meeting and offer the opportunity for those who feel comfortable to share ideas on what people can do to focus on the topic.



If you feel comfortable, discuss your own personal story around the topic.



During your 1x1 with employees, ask if they would be interested to continue the conversation around the topic of the month.



Share reminder about Circles for that month and provide suggested sessions.



Share reminder about using their coaching and therapy sessions.

To help with your conversations with your team, here are some questions to help start the discussion:

### Start your team meeting with a discussion on the monthly topic

*Supplement with this question:*

Does anyone feel comfortable in sharing how they are this month's topic?

### To the extent you feel comfortable, discuss your own personal story around the topic of your choice

If you have a personal experience with the topic at hand, and it feels appropriate and safe to share with your coworkers, feel free to do so. This can help with being authentic and vulnerable to show another side of yourself to those you support.

### Check in with your employees during 1x1 to see if they would like to continue to discuss the topic

In 1x1's, ask your employees to see if they would like to continue the discussion around topic. For those that say yes, check in to see if they would like to set a goal. Reminding them that setting time to focus on a goal could be a great way to focus on the topic. Check in at the end of the month to review progress.

### Reminder about Circles for the month and provide suggested sessions:

Refer to the [Circles](#) schedule to see if there are any relevant topics for employees to attend.

### Reminder about using their coaching and therapy sessions:

We offer our employees access to therapy and coaching sessions to help you work on your mental wellness. Encourage your coworkers to schedule a session with a provider on the topic at hand to improve their wellness.