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# Is your workplace mentally healthy?

## Curiosity

- Have I got each person periodically just outside their comfort zone to learn?
- Am I giving them time to rebound from learning before putting them outside the comfort zone again?
- Am I personally able to remain curious?
- Am I regularly discussing 'failures' as a team to work out what we can learn and do differently as a team?
- Am I comfortable responding to the constant change in the workplace?
- Am I consciously triggering curiosity in the team during times of change?

## Contribution

- Are there clear position descriptions for every role?
- Has every role got measurable KPIs that link to others in the team, to mine, and the organisations?
- Can everyone see each other's KPIs?
- Are those KPIs achievable within the hours people are employed?
- Is everyone capable of doing the job I need them to do?
- Can I measure what I expect of them?
- Am I regularly providing feedback on what they do?
- Is this feedback encouraging AND rewarding?
- Am I consciously taking action each week to make sure every team member genuinely feels valued for their contribution?

## Connection

- Do I know the personal background of each person in the team?
- Do I know what motivates each person in the team? What recognition receives the best response? What their ambitions are and why?
- Am I consciously taking actions each week to motivate my direct team at a personal level?
- Do I see the team working effectively together?
- Do team members come together to solve not criticise when things go wrong?
- When someone is sick, do I stay connected with them during time away from work? And does the team?
- When I have 'failed' the team or someone in the team do I acknowledge it?