

Leadership behaviours to **SUPPORT MENTAL HEALTH**

These behaviours can be practiced every day to promote and support employees' psychological health.

What is most important is that they are practiced with authentic intention.

Tips for becoming an authentic leader:

- **SEEK HONEST FEEDBACK.** Constantly look for real-time feedback on how others are seeing and experiencing you.
- **REFLECT DAILY ON YOUR LEADERSHIP STYLE.** Pause at the end of each day and reflect on things you did well, along with opportunities for improvement.
- **BE CLEAR ABOUT PURPOSE.** Start each day with a clear vision of your purpose and commitments to your people and prioritize them over personal metrics.
- **TAKE TIME TO BUILD AUTHENTIC RELATIONSHIPS.** Get to know your people, what is important to them, what they care about, and how you can support them.

12 DAILY LEADERSHIP BEHAVIORS that can positively impact the overall experience and mental health of employees:

 SHOW YOU VALUE	 SHOW YOU RESPECT	 SUPPORT
<p>WELCOME - make it a point to acknowledge people with intention</p>	<p>RECOGNIZE - talent, competencies and skills</p>	<p>ASK - how you can help</p>
<p>CHECK IN - regularly ask how they are doing</p>	<p>EMPOWER - ask for point of view</p>	<p>PROVIDE ENCOURAGEMENT - praise good work</p>
<p>GRATITUDE - recognize contributions</p>	<p>AUTONOMY - encourage employees to make decisions</p>	<p>SAFE - provide a psychologically safe workplace and create a space where employees feel safe to ask questions</p>
<p>CELEBRATE - acknowledge importance of employees' efforts to organizational success</p>	<p>REWARD - say thank you, and, when appropriate, demonstrate appreciation</p>	<p>PROVIDE OPPORTUNITY - on regular basis share all available training & development opportunities, and support resources.</p> <p style="text-align: right;">Do not assume people know.</p>

For more information contact Workplace Safety & Prevention Services

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