

Resource #8: Mental Health Check-ins

How they work and why!

Incorporating mental health into the workplace can create immense value for employees and their work. It fosters communication, collaboration, and healthy relationships for both the individuals and the team, often leading to more efficient work practices, higher productivity, customer satisfaction, and happy employees.


Feeling cared about, and that wellness matters to the company and leadership, is one of the strongest ways to create mutual respect and loyal staff. By offering regular ways of checking in on how everyone is doing, understanding and communication is built between co-workers, which fosters shared strategies of how to cope with challenges, address difficulties, and identify strengths.

Regular check-ins, which are more brief and authentic in nature, allow for consistent feedback to employees and honest engagement from them which builds investment in both the company and loyalty to it. Regular check-ins negate the use of yearly performance review, which tend to focus solely on performance, and instead approaches each employee with a more whole-person lens to foster respect, value, and efficiency through helpful relationship and skill building.

Normalize:

- having some high/good days and some low/not great days
- Setting goals and not achieving them, or achieving them differently
- Communication styles are different
- Confidentiality and privacy are important in different degrees to different people
- Sharing can be uncomfortable, but can create new ideas or growth
- Asking for help, support, insight, or advice, can support teamwork and growth

Check-in questions which support self and teamwork assessment
 Re: "How am I really?"

ASK YOURSELF		ASK SOMEONE ELSE	
How am I feeling today?		How are you feeling today?	
What am I feeling today?		What are you feeling today?	

Where am I feeling it mostly?	Where are you feeling that mostly?
What has been on my mind lately?	What has been on your mind lately?
How am I caring for my body?	How are you caring for your body?
What am I doing to provide some balance in life right now?	What are you doing to provide some balance in your life right now?
Am I sleeping properly?	Are you sleeping properly?
Am I providing my body with healthy nutritious food?	Are you providing your body with the nutritious food it needs?
Have I had enough water today?	Are you drinking enough water?
What am I doing to provide space for Joy/Laughter in my life?	What are you doing to make room for joy and laughter in your life?
What am I doing to explore creativity in my life?	What are you doing to explore creativity in your life?
Am I moving my body enough?	Are you moving your body enough?
Who is in my corner for support?	Who is in your corner for support?
What is a great or interesting thing that happened for me today/this week?	What is a great or interesting thing that happened for you this week?
What is a difficult or challenging thing for you right now? What are you doing to provide support for yourself?	What is a difficult or challenging thing for you? What did you do to provide yourself support or ask for it?
How am I staying connected socially to others, be it family or friends?	How are you staying connected socially to others, family, friends, groups?
What is my stress level on a scale of 1-10 and what will I do to cope in a healthy way?	What is your stress level on a scale of 1-10 and what will you do to cope in a healthy way?
What am I feeling confident and passionate about?	What are you feeling confident and passionate about?
Is there an area I can support someone else in that would help the team out?	Is there an area you can support one of your coworkers in, to better help the team?

Check-ins allow Employers to assess:

Employee performance
Customer satisfaction
Goal achievement
Staff wellness
Areas for growth
Areas of success

Teamwork and relationships
Healthy workplace culture
Identifying champions
Direction for new opportunities

Communication skills
Connection
Areas of passion and talent
etc.