

LEADERSHIP

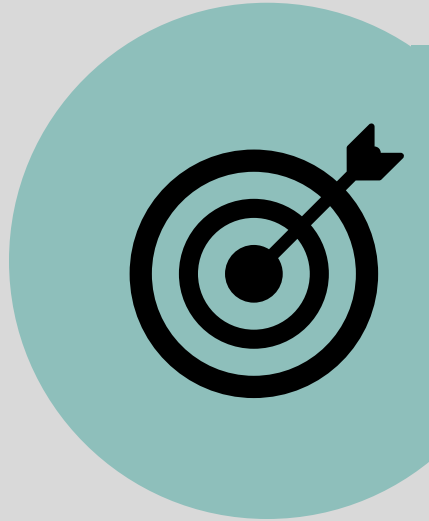
Steps to Promote Mental Wellbeing in Public Safety Personnel and Healthcare Workers

COVID-19 created a volatile and ambiguous environment that proved difficult to manage. Understanding your role as a leader, and how that influences your employees, can help you make positive changes during the Pandemic and help you prepare for future crises.



1. ENVISION

Determine the guiding values, beliefs, and goals that will lead you through challenging situations.

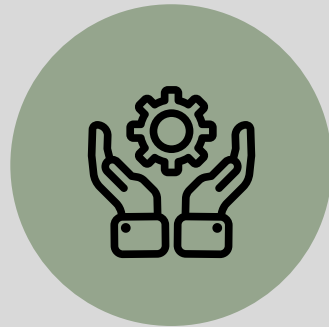


ENVISION

Values, beliefs, and goals must be grounded in an ethical and moral commitment to care for employees - your people are your greatest asset!

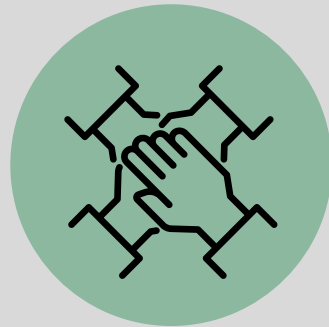
Every new policy, procedure, and action must deliver on these organizational pillars. Especially in ever-changing, ambiguous circumstances.

Foster a sense of hope, optimism, and shared responsibility for the success of the organization.



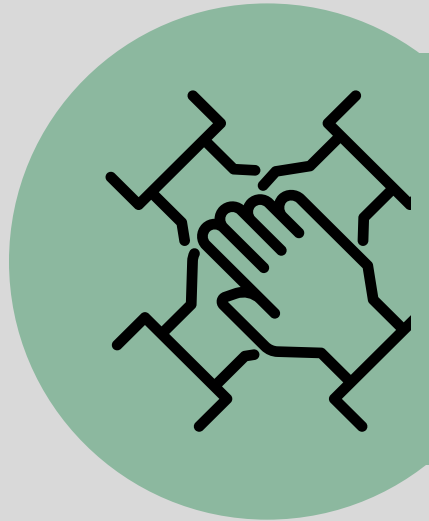
3. INSPIRE

Commitment and follow through on the shared vision.



2. ALIGN

Leaders actively include and consult Public Safety Personnel and Health Care Workers to develop a common vision.

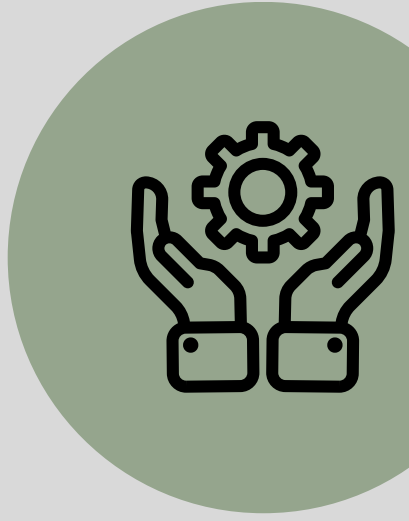


ALIGN

Two-way dialogue ensures the organization's values, beliefs, and goals align with staff aspirations. Feedback and discussion will increase buy-in and uptake.

Allowing staff to have input regarding current procedures, modifications, and implementation keeps staff invested, increasing perceptions of control despite situational complexity.

Having a genuine open-door policy sends the message that you are actively listening and engaged.



INSPIRE

Lead by example. Help employees develop confidence in their decision-making, especially during a crisis period. Confidence creates resiliency.

A successful environment focuses on desired outcomes while simultaneously prioritizing psychological safety and growth of employees.

Encourage the life-long learner in yourself and staff to promote positive coping in ever-changing and demanding environments.

Sources:

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