

# Prioritizing Employee Wellbeing

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1/2 Credit



# Disclaimer

This information is not intended to be legal advice and may not be used as legal advice. Legal advice must be tailored to the specific circumstances of each case.

Every effort has been made to assure this information is up-to-date. It is not intended to be a full and exhaustive explanation of the law in any area, nor should it be used to replace the advice of your own legal counsel.

Any opinions expressed are the opinions of the speaker and not their organization or RMAI.



# Topics for Today's Discussion

- Communication is critical
- Importance of Mid-level Managers and Supervisors
- Understanding Individual Behaviors
- Recommendations



# Communication Strategy

- Comfort vs. Confidence
- Regular and Factual communication
- Consistent messaging
- Top Down strategy
- What is changing/Staying the same?
- Inject a little humor😊



# Key Discussion guide:

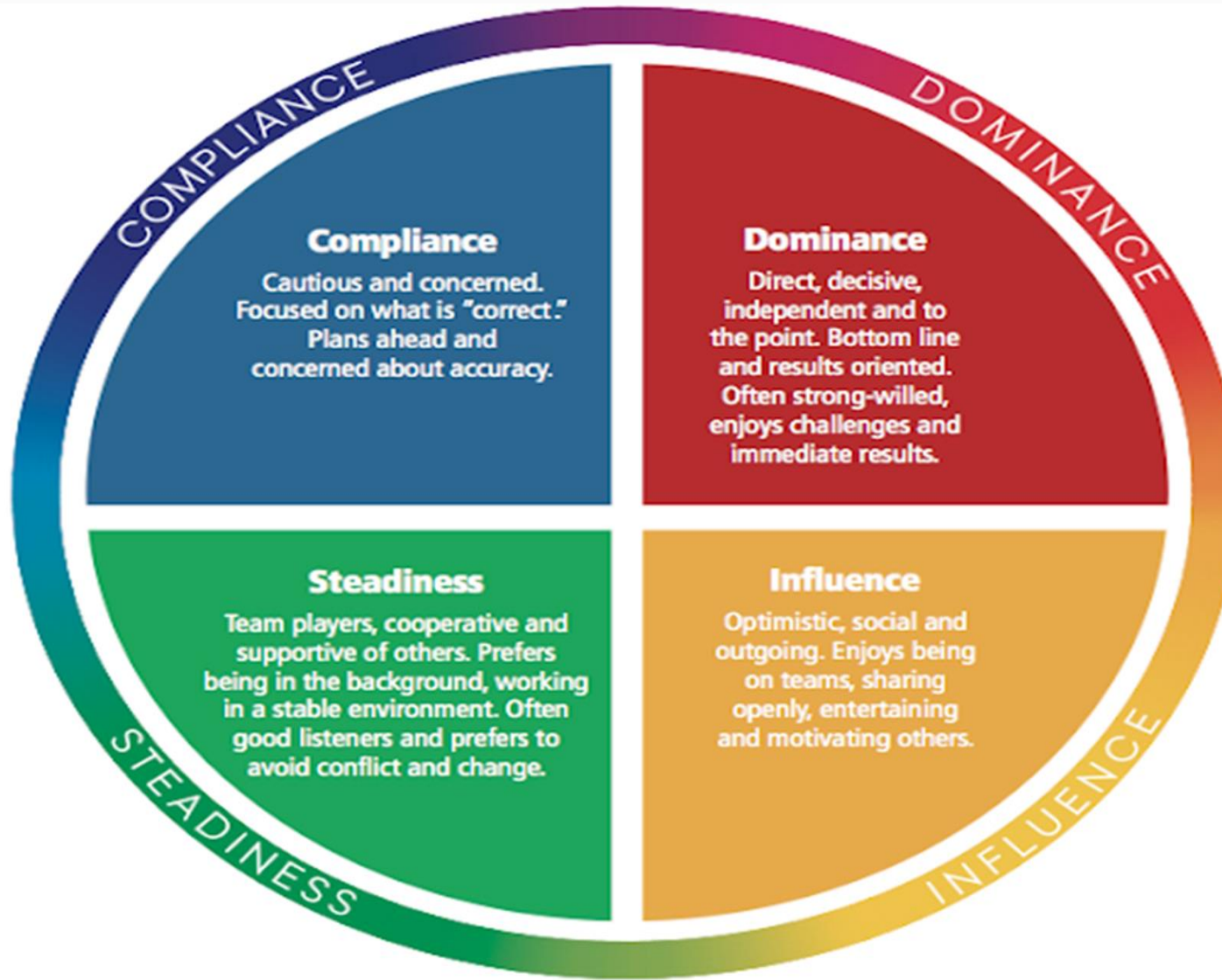
What do I know for sure?	What am I thinking about Today?	What am I Optimistic about?



<ul style="list-style-type: none"> <li>What do I know for sure?</li> </ul>	<ul style="list-style-type: none"> <li>What am I thinking about today?</li> </ul>	<ul style="list-style-type: none"> <li>What am I optimistic about?</li> </ul>
<ul style="list-style-type: none"> <li>Building has been thoroughly cleaned</li> <li>Protocols have been established to ensure safety of team members and patrons</li> <li>Plan in place to manage 25% occupancy</li> <li>Suppliers are at 100% capacity</li> <li>75% of staff will be returning to work</li> <li>Changed marketing strategies to encourage business</li> </ul>	<ul style="list-style-type: none"> <li>What is community's willingness to be back out in public?</li> <li>What will the public opinion about establishment be post-COVID-19?</li> <li>How have eating/drinking habits changed in the past 8 weeks?</li> <li>What if we see a spike in cases?</li> </ul>	<ul style="list-style-type: none"> <li>Flexibility of our business</li> <li>Generosity of our Community</li> <li>Our reputation in the community</li> <li>Commitment of this team to success of our business.</li> </ul>

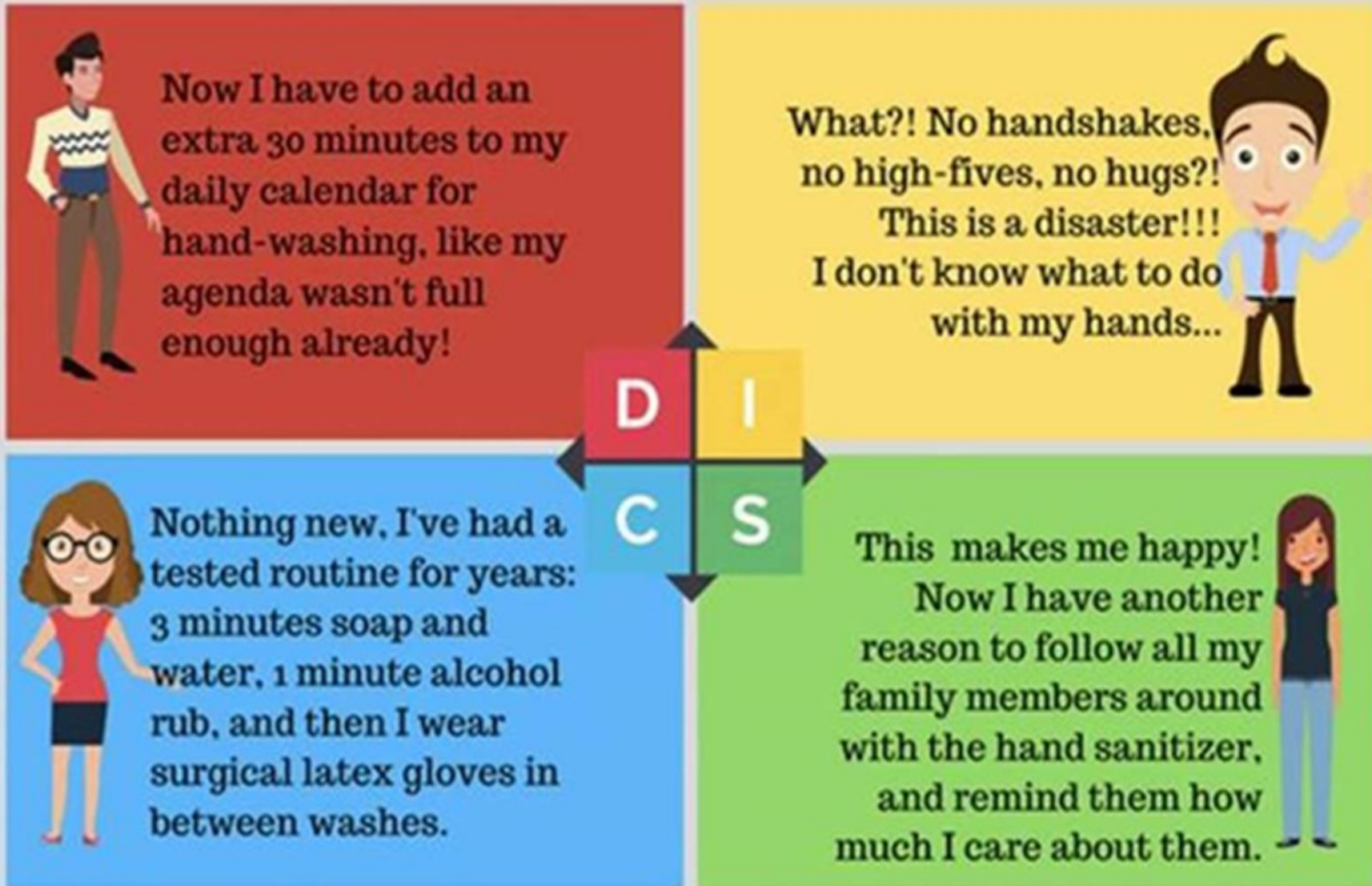


# Understanding Individual Behaviors





# How does each DISC style react to the guidelines to wash their hands more often?





# Recommendations

- Assess your Culture
- Communication Strategy
  - Where you are/ what's changed
  - Employee/Leadership Task Force
- Consider individual situations
  - Empathy
  - Flexibility
  - Resources



# Coming Soon

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