

Hi Everyone,

The email below can be shared in its entirety or as a two-part series. Simply forward whatever you like to your colleagues, employees, or family members as you find appropriate. We recommend adding in specific health plan benefits, as well. The highlighted **PART 1 and PART 2** are where we recommend separating the content if you wish.



PART 1 Subject of the email “Safe to speak up?”

Our work takes up a large portion of our waking hours. That is why it is important to consider how your workplace and environment are contributing to your overall health and wellbeing. If we take it a step further, we can examine how the feelings of “safety” contribute to our health and wellbeing — either positively or, unfortunately for those who do not feel safe, negatively, leading to fear, anxiety, physical and emotional health issues and more. Consider these questions to evaluate whether you have a psychologically safe workplace.

- Do I feel safe to share my ideas at work? Workplaces where people feel free to share will have better collaboration, innovation, and overall job satisfaction.
- Is there someone in my workplace that is safe for me to talk to? Stats show that if you have besties in your workplace, you are likely to stay with the organization longer and feel more fulfilled by your work.
- How do you feel on Sunday nights? Culture is how someone feels on a Sunday night about going into work Monday morning. If you feel uneasy and like you are truly dreading Monday where it is affecting your sleep, diet, and mental health, it is time to re-evaluate your work situation.
- Do I feel like I belong in my team and/or organization? Belonging is a key factor to feeling connected to your workplace and wanting to bring your best self to the workplace. If you feel like you don't belong, is there a way to get more connected to your teammates or others in your organization?

[DOWNLOAD](#) - Monthly Materials

[WATCH HERE](#) for some ideas on building psychological safety in your workplace.

JUST ONE THING: Make a list and/or meal plan before you go to the grocery store this week.



PODCAST – Prescription for Life

The Prescription for Life Podcast features Bellin Health experts sharing content on improving your health and wellbeing in a variety of ways. This month, we welcome Molly Vandervest, president of The Bellin Health Foundation; and Bellin patient, Mike Calawerts, who shares his story of a second chance at life. You won't want to miss it!

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PART 2 Subject of the email: "Feeling safe at work starts with you"



Although leaders can have a significant impact on if and how people feel about the work they are doing, we as individuals can all contribute to a healthier culture in our workplaces. Here are some ideas:

- Tune into people's actions and behaviors and notice any red flags. If you notice that someone is acting differently, whether they seem unusually distant or sad, reach out to them and see if something is going on that they would like to talk about.
- Be the person who shuts down toxicity. Sometimes we share gossip and negative information to try and bond ourselves to each other. Be the person who speaks only positively about others or ask questions to try and dispel rumors that can harm your relationships and workplace culture.

- Don't be afraid to reach out to people. Sometimes we get so busy with our own work and lives, we forget the power of connecting to those we spend so many hours with each week. Take five minutes a day to truly connect with someone, whether you take the time to listen to how they spent their weekend—or learn what their kids are doing these days. Remembering that we are all human beings helps us know that we all like to be acknowledged, even in little ways.



Listen to our latest [Mental Health Moments](#) webinar, brought to you by the Lifesaver Wellbeing Series. In this segment we chat with Bellin Health Licensed Behavioral Health Therapists, Hannah Bauer and Micaella VanderBoom, talk about how we can recognize and manage burnout. Listen now and pass along to others who may benefit from this information. **ALSO AVAILABLE IN PODCAST FORMAT. [LISTEN HERE](#)**

Mental Health Moments podcasts are posted bi-monthly, featuring mental health experts from Bellin.