

# How To Encourage Vulnerability In The Workplace

Vulnerability, when harnessed safely in the workplace, can lead to employees feeling more comfortable being open and honest with their struggles, concerns, questions, ideas and even mistakes; ultimately allowing for stronger team performance. Here are some ideas you could try, to encourage vulnerability in the workplace:



## Seek Feedback

Understanding how comfortable your employees feel speaking about their mental health is a great starting point for creating a safe culture of sharing. You can do this by sending out a quick survey or anonymous poll to all employees.



## Create An 'Innovation Hub' For New Ideas

This could be a regular forum for employees to join and share ideas on workplace wellbeing initiatives as well as having a safe space to openly talk.



## Encourage Employees To Ask For Help

Encourage employees in team meetings to share “at the moment I’m really struggling with” or “I need help with” within the workplace, then arrange a team building session to create possible solutions in a collaborative way.



## The “I’ll Go First...” Initiative

Encourage leaders to share one workplace scenario where they’ve felt vulnerable and how they dealt with it. You could share these around on a poster or go one step further and make them into a series of videos that are shared across the company.



## A Lunchtime Walk And Talk Group

Put your phones away, get your trainers on and take a walk in nature whilst having a chat with your colleagues. Not only is this a great way to get people to open up, but it also encourages physical exercise and a break away from work. You could have multiple groups running each week to cater for hybrid workers too!



## The “We’ve All Been There” Initiative

At the end of a team meeting, encourage employees to share a mistake they have made or when things might have gone wrong at work. This small initiative can have a great impact on encouraging workplace vulnerability.