

Employee wellbeing check-ins

According to recent research, 70% of people say that their managers have a greater impact on their mental health than their doctor or therapist. With that in mind, it's important that managers foster a culture of care within their teams and regularly provide wellbeing check-ins with their employees on a 1:1 basis.

What could that check-in look like?

1. “How are you? How are you really?”

Remember to always ask twice! This may seem like a simple question, but in reality, we are conditioned to respond with “I’m fine”.

Focus all of your attention on them and let them know you are really listening and that you care. If the employee is not doing well, explore this gently and see what support you can provide internally or through external signposting.



2. “How are you feeling about your workload?”

Asking this question lets the employee talk about any issues they may be having with their workload.

It gives you the chance to understand if they are working beyond, within or under their capacity. If they are feeling overwhelmed and their workload is too high, it's important to address this and not ignore it.



↪ Make sure to look at what reasonable adjustments you can make if their workload is unmanageable

3. “Is anything impacting your productivity?”

Look to understand their barriers (if any) to productivity at the moment. Do they have a poorly child at home, are they feeling anxious and stressed or just feel disconnected to their work right now?



Knowing what barriers an employee may have means you can provide necessary support and be attentive to their individual needs.

→ This can be things impacting them from both a working and personal perspective

4. “What do you do for your wellbeing?”

If you know what employees do to support themselves, you can encourage them to partake in that activity if you notice they stop engaging with it.



Get them to think about this inside and outside of the workplace too. Is it blocking out a lunch break each day or going to the gym after work that helps them?

5. “Is there anything you need more or less of?”

Do they need more time for projects or more stimulating tasks? Do they need less meetings in their diary or less days in the office?



Be guided by the employee here and empower them to feel comfortable raising any problems with you, as well as advocating for what they need from you as their manager or the wider business too.

→ Try to focus this question on what they need more or less of at work