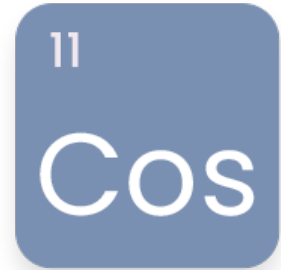


Company Support

Company Support refers to the general perception employees have around the extent to which their organization values their contributions and cares about their wellbeing.



For leaders aiming to better understand and impact the Company Support dimension of adaptability, here are 10 small activities that can facilitate this process:

- **Feedback Sessions:** Regularly schedule individual or group feedback sessions where employees can express their feelings about company support and discuss potential improvements.
- **Support Surveys:** Distribute anonymous surveys to assess employees' perceptions of company support, including questions about resources, emotional health, and the responsiveness of management to employee needs.
- **Open Forums:** Host monthly open forums or town hall meetings where employees can speak freely about their work experiences, challenges, and suggestions for better support from the company.
- **Resource Audits:** Conduct audits of the resources currently available to employees, such as tools, training, and support systems, to identify gaps and areas for enhancement.
- **Work Environment Committees:** Establish committees made up of employees from different levels and departments to review and recommend improvements to the work environment and support structures.
- **Manager Training:** Implement training programs for managers that focus on emotional intelligence, supportive leadership practices, and strategies for fostering a supportive work environment.
- **Mentorship Programs:** Develop a mentorship program that pairs less experienced employees with more experienced ones, fostering a culture of support and knowledge sharing.
- **Recognition Programs:** Create a recognition program that acknowledges not just high performance but also efforts towards supporting colleagues and enhancing the team environment.
- **Well-being Workshops:** Offer workshops that focus on well-being and stress management, educating employees on how to leverage company support during challenging times.
- **Adaptability Workshops:** Conduct workshops or training sessions that help employees understand how to adapt to changes within the company and how the company supports these adaptations.

Emotional Health

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Emotional Health refers specifically to the degree to which individuals are thriving at work, by experiencing positive moments while limiting the negative ones.

To support and enhance the Emotional Health dimension within a team, leaders can engage in a variety of activities that foster a healthy emotional climate at work. Here are 10 activities designed to promote and sustain emotional health in the workplace:

- **Mental Health Awareness Training:** Provide training for all employees on recognizing mental health issues and the importance of emotional health. This can help destigmatize mental health challenges and encourage open discussions.
- **Regular Mental Health Check-ins:** Implement regular check-ins where employees can discuss their emotional wellbeing in a safe and confidential environment with their managers or HR professionals.
- **Creation of Quiet Zones:** Establish quiet zones in the workplace where employees can go to relax or decompress when they feel overwhelmed. This can provide a physical space for emotional respite during stressful work periods.
- **Emotional Health Workshops:** Offer workshops led by experts on topics such as emotional resilience, coping mechanisms for stress, and how to maintain work-life balance.
- **Support Groups:** Facilitate the formation of peer support groups within the workplace where employees can share experiences and coping strategies in a supportive environment.
- **Access to Counseling Services:** Provide employees with access to professional counseling services, either on-site or through external providers, as part of the employee benefits package.
- **Mindfulness and Relaxation Sessions:** Organize regular sessions on mindfulness, meditation, or yoga to help employees learn relaxation techniques that can alleviate emotional distress.
- **Enhanced Communication Channels:** Ensure that there are open lines of communication across all levels of the organization. Encourage employees to express their thoughts and feelings about their work environment and any improvements they think are necessary.
- **Employee Feedback Mechanism:** Implement an effective system for employees to provide feedback on their emotional health concerns and suggestions for workplace improvements without fear of reprisal.
- **Promote Work-Life Balance:** Actively promote a work-life balance by setting expectations around work hours, encouraging time off, and supporting flexible work arrangements where feasible.

Team Support

Team Support refers to the team environment in which employees feel they can share new knowledge, are supported through challenges, and feel they can openly discuss their opinion.



Enhancing the Team Support dimension in an organization can significantly boost team cohesion and performance. Here are 10 practical activities that leaders can implement to strengthen this crucial aspect of adaptability:

- **Team Building Retreats:** Organize retreats that are not just fun but also include problem-solving activities which require teamwork and cooperation, helping to strengthen relationships and understanding among team members.
- **Regular Team Meetings:** Hold regular team meetings to discuss projects, address any concerns, and encourage open communication. Ensure that these meetings include a segment for team members to provide support and feedback to each other.
- **Cross-functional Projects:** Create opportunities for team members to work on cross-functional projects. This encourages collaboration across different areas of the business and fosters a broader sense of team support and unity.
- **Peer Recognition Programs:** Develop a peer recognition program where team members can acknowledge their colleagues' contributions and support. This can be through simple acts like thank-you cards, shout-outs in meetings, or a formalized recognition system.
- **Communication Skills Training:** Provide training on communication skills to help team members manage disagreements constructively. This training should focus on empathy, active listening, and finding mutually beneficial solutions to challenges.
- **Team Support Charters:** Work with teams to create 'support charters' that outline how members can support each other, including guidelines for collaboration, communication preferences, and mutual support expectations.
- **Shared Goals and Objectives:** Ensure that all team members are aligned with shared goals and objectives. This alignment fosters a sense of common purpose and encourages support as they work towards these goals together.
- **Skill-sharing Sessions:** Encourage team members to lead informal training sessions to share their skills and knowledge with others in the team. This not only promotes learning but also enhances mutual respect and support within the team.
- **Team Feedback Mechanisms:** Implement mechanisms such as feedback boxes or regular surveys to collect insights on team dynamics and areas where support is needed. Use this feedback to make informed adjustments and improvements.
- **Health and Wellness Activities:** Promote team participation in health and wellness activities, such as group exercises, wellness challenges, or workshops on mental health. Shared activities like these can improve team cohesion and support.

Work Environment

Work Environment represents the systems and methodologies in place around you, not the physical workspace. It encompasses aspects of the organizational system. Does the organization facilitate and encourage self-disruption, rapid experimentation, and regular adaptation, or does it hamper them?



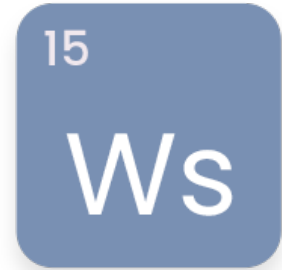
Improving the Work Environment dimension involves creating a space that supports productivity, well-being, and employee satisfaction. Here are 10 practical activities leaders can undertake to positively impact the work environment:

- **Flextime Trial:** Implement a short-term flextime policy allowing employees to choose their working hours within certain constraints. Measure productivity and employee satisfaction before and after the trial to assess the impact.
- **Reverse Mentoring Program:** Set up a program where younger or less experienced employees' mentor senior staff about topics such as new technology, social media, or current trends. This can foster cross-generational learning and innovation.
- **Innovation Hour:** Dedicate one hour per week where employees can work on a project unrelated to their regular tasks. This could lead to new ideas and methods that can be beneficial to the organization.
- **Virtual Suggestion Box:** Introduce an anonymous digital suggestion box where employees can freely share their ideas for improving the workplace without fear of criticism.
- **Team Swap:** Temporarily swap team members from different departments to foster new ideas and increase interdepartmental understanding. Monitor the effects on teamwork and the flow of new ideas.
- **Lunch and Learn Sessions:** Organize informal lunchtime meetings where employees can present on something they are passionate about, whether work-related or not. This can enhance team bonding and spark new interests.
- **Microlearning Modules:** Develop short, voluntary learning modules on various topics such as emotional intelligence, resilience, or digital skills. Track participation and feedback to gauge interest and impact.
- **Work Environment Committees:** Create committees tasked with proposing changes to the physical or cultural work environment. Each committee can pilot small changes, and successful ones can be implemented organization wide.
- **Job Crafting Workshops:** Conduct workshops that allow employees to slightly alter their job to better fit their skills and passions. Assess changes in job satisfaction and productivity following these workshops.
- **Feedback Loops:** Implement a new, rapid feedback system on a small scale where employees can receive immediate feedback on ideas or tasks. This can increase the pace of learning and adaptation.

Work Stress

Work Stress is the sense of general overwork and overwhelm within your organization.

To effectively manage and reduce work stress within teams, leaders can implement the following ten activities designed to create a more supportive and less stressful work environment:



- **Stress Management Workshops:** Conduct workshops focused on stress management techniques such as mindfulness, meditation, and time management. Equip employees with tools to handle stress more effectively.
- **Flexible Work Arrangements:** Offer flexible working hours or the option to work from home. Flexibility can reduce stress related to commuting and work-life balance, allowing employees to work in ways that suit their personal circumstances best.
- **Clear Communication of Job Roles:** Ensure that each team member has a clear understanding of their job roles and responsibilities. Ambiguity can cause stress, so clarity can help reduce anxiety about job expectations.
- **Regular One-on-One Meetings:** Hold regular one-on-one meetings with team members to discuss their concerns, workload, and career development. These meetings can help identify stress points and explore solutions collaboratively.
- **Health and Wellness Programs:** Implement health and wellness programs that include activities like yoga, pilates, or corporate gym memberships. Physical activity is proven to reduce stress and improve mental health.
- **Workload Reviews:** Regularly review employee workloads to ensure they are manageable. Adjust assignments when necessary to prevent overload and burnout.
- **Professional Development Opportunities:** Provide opportunities for professional growth and development. Employees who feel they are growing in their careers are likely to experience lower stress levels.
- **Team Social Events:** Organize social events that are not necessarily related to work. Socializing can reduce stress and build stronger, more supportive relationships among team members.
- **Supportive Feedback Environment:** Foster an environment where feedback is constructive and supportive, not critical. This approach can help reduce performance anxiety and stress among team members.
- **Employee Assistance Programs (EAP):** Offer access to an Employee Assistance Program where employees can seek professional help for stress, anxiety, and other mental health issues in a confidential manner.