Museum Worker Well-Being Series

45 Ideas in 45 Minutes: Support Healing, Boost Morale & Prevent Burnout

March 31 at 11:00 a.m. CT/ Noon ET

Presented by:

AMM
ASSOCIATION OF MIDWEST MUSEUMS

Mutual of America Financial Group™
Retirement Services • Investments
Your supervisor gave you a care package with everything you need to help you cope with the stress and range of emotions you’re feeling right now. What’s inside?

**Team A**

Recognizing that self-care, if expected, is still work.

Thank you note

Herbal tea

Child care

Time

Flexibility (work remotely, for example)

Resources for support (such as mental health)

Health insurance plan that covers counseling, therapy, mental health.

Supervisor’s time to learn what employee needs.

Take things OFF the priority list
Your supervisor gave you a care package with everything you need to help you cope with the stress and range of emotions you’re feeling right now. What’s inside?

Team B

- gift certificate for therapy sessions, with lists of providers
- regular supervisor check-ins to help prevent burn out before it happens
- declaring no email times/days or no meeting days/times
- gift card for house cleaning
- gift card for lunch
- a good chair
- a box of tissues
- deliberate slowing down modeled by leadership, guilt free
- can we get some good weather?
- sanctioned time to catch up - extended break a couple of times a week or special snacks, back to person warranted more tic
- time for spending outside as breaks from endless zooms
- kittens
- prompts to get outside, scheduled walks
- ice cream!
- tequila
- coffee
- inside museum walks
- remote work option
- nice space for breaks
- tea
- chocolate
- nap
- in house yoga classes
- exercise plan or offering
- bonus vacation or personal day
- gift certificate and appointment for a massage (on the clock)
- generally offering a good health insurance plan for everyone that includes mental health coverage - related to the therapy suggestion
- alcohol, bar time
- tech assistance and equipment with training
- 5 minute screen break every hour
When enthusiasm and energy are lacking, it’s definitely a sign of burnout. What are some things your supervisor has done to lift your spirits or motivate the team? Or rather, what do you wish your supervisor would do? For those who are supervisors, imagine you are in your employees’ shoes. What would you want your supervisor to do?

- Take things off the priority list
- Small care packages
- Games and fun activities
- Coffee and food
- Movie and pizza night
- Staff lunch
- Reduce workload
- Send postcards
- Mini reception
- CALM app
- Wellness day
- Chance to learn what everyone does, get out of bubble
- Staff retreat (PAID day, but being sure all can attend without extra work)
- Supervisors are out working with staff when busy
- $100 or cash bonus, with support for taxes
- Extra float or mental health time off
- Encourage use of vacation time
- Trips to other museums or field trips
- Listen
- Take an interest in my life
- Sit down and talk with us individually
When enthusiasm and energy are lacking, it’s definitely a sign of burnout. What are some things your supervisor has done to lift your spirits or motivate the team? Or rather, what do you wish your supervisor would do? For those who are supervisors, imagine you are in your employees’ shoes. What would you want your supervisor to do?

- Acknowledge that burnout exists +1
- Support sick days to be taken for mental health as well as physical health
- Building a training around burnout for new hires
- Interventions from supervisors to prevent it when those signs start showing up
- Model flexibility, kindness, patience, and calm.
- Taking the time to communicate with everyone
- Front line manager doing a journal 3-5 minute start to the day (general allow for a personal take or a professional take), short meditation on taking a new perspective
- Front line workers: incorporate downtown that is still work time, break from face to face interaction
- Happy hour online meetings to check-in with each other when remote
- Reduced hours
- Flexibility in hours
- Increased flexibility for those with children or for those doing caregiving
- Team meals: Both lunch in the office (sanctioned break) and out-of-office dinners
- Physical objects that help with safety or things that help facilitate new safety procedures (masks, good quality rubber door stops, webcams with good microphones, knit caps with museum logo for outside)