

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

supervisor acknowledgement of transition and what we have all been through and continue to go through

gift certificate for therapy sessions, with lists of providers

kittens

ice cream! generally offering a good health insurance plan for everyone that includes mental health coverage related to the therapy suggestion

gift certificate and appointment a massage (on the clock)

Regular supervisor check ins to help prevent burn out before it happens

remote

work

option

calendar

declaring no email times/days or no meeting days/times

> prompts to get outside, scheduled walks

tea

chocolate

coffee

alcohol, bar time

inside museum walks

exercise plan or offering

nap

nice space for breaks

bonus

vacation or

personal day

invites for all these things

gift card for lunch

gift card

for house

cleaning

a good chair

a box of tissues

time for spending outside as breaks from endless zooms

in house yoga classes

tech assistance and equipment with training

catch up -extended break a couple of times a week or special snacks, back to person warranted more tlc

sanctioned time to

deliberate slowing down-modeled by leadership, guilt free

can we get some good weather?

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? Coffee Movie and Take things Small care Games Staff and off the priority pizza and fun packages list lunch night activities food Chance to Send CALM Reduce learn what Mini Wellness postcards everyone workload reception day app does, get out of bubble Staff retreat Supervisors (PAID day, but are out Trips to other \$100 or cash being sure all working with bonus, with museums or can attend staff when field trips support for without extra busy Extra float taxes work) Adding extra or mental **Encourage use** paid day to health of vacation acknowledge time time off hard work

Team A

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

> building a training around burnout for new hires

bringing in an expert to talk about burnout (identify burnout, discussions around it)

> happy hour online meetings to check-in with each other when remote

support sick days to health as well as

front line workers: incorporate downtown that is still work time. break from face to face interaction

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

How about. normalizing/valuing curiosity over efficiency?

> Interventions from supervisors to prevent it when those signs start showing up

reduced hours

> flexibility in hours

increased flexibility for those with children or for those doing caregiving

dinners

Team B

bring in donuts or pizza

> day care provided in house

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

be taken for mental physical health

> Modeling flexibility, kindness, patience, and calm.

> > Taking the time to communicate with everyone

> > > Team meals, Both lunch in the office (sanctioned break) and out-of-office