

Toolkit Asking the right Questions- Health & Wellbeing

Great people managers know that it is usually more about asking the right questions than giving the answers. Asking the right Health & Wellbeing questions will help you support your team's wellbeing.

Managers caring about employees' health and wellbeing is a key engagement driver. This is not about spoon-feeding your team but making sure you create an inclusive environment where they feel they can bring their whole selves to work and feel supported to manage their own health and wellbeing.

Here are some questions you can try at one of your check-ins:

1. Do you feel our team demonstrates a commitment to the health and wellbeing of employees? What could we do more of?
2. Do you feel you have the freedom to adjust your work schedule to fit with your personal life? What stops you?
3. Is there anything that I am doing/the team is doing that prevents you from doing your best work? What would you change?
4. Do you think I encourage a balance between work and family life? What more could I do?
5. Do you feel the demands of your workload are manageable?
6. Do you feel that you can live a physically healthy lifestyle? What would help?
7. When you feel stressed, what happens and how do you deal with it/how can I help?
8. Have you got the support available at work to get help when that happens? What else could we do?
9. Do you have somewhere you can go during the day where you can relax?
10. You know I'm always here to listen not judge?
11. When's your next holiday/time off –how could we help to make it stress free?
12. Do you prefer to completely switch off in your own time or keep in contact? How can I/the team support that?
13. Does your physical work environment help contribute positively to your work? What could make it better?



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14. Do you find it easy to start up conversations and collaborate with others? What would make it better?
15. What frustrates you at work/makes you stressed? What could we do to prevent that?
16. Do you feel as a team we welcome different views and opinions? What could we do differently?