

# Reflection Questions

How can our workplace better support both the physical and mental health needs of all workers?

What are workers saying they need to feel physically and psychologically safer in our workplace?

What opportunities exist for rest within our work schedule and workplace? How do we know if they are adequate?

How does our workplace prioritize DEIA policies and initiatives? Do workers recognize it as an organizational priority?

How do workers describe feeling included (or not) in our workplace?

How might we facilitate respectful, friendly working relationships between coworkers?

What do individuals and teams say they need to make collaboration more effective?

How might we create moments for social connection before or after our formal meeting agendas?

How are we ensuring that no one needs to work during their off hours?

Do the leaders in our workplace model healthy behaviors and boundaries?

How might we give workers more autonomy or a bigger voice in their duties?

What would it look like for workers to manage their own time in our workplace?

What opportunities are there in our workplace to meaningfully recognize and appreciate workers' efforts?

Does every worker understand our organization's mission and how their work contributes to achieving it?

How might we create a culture of gratitude and affirmation amongst all levels of our organization?

How might we more transparently share results from worker surveys and follow through on their ideas?

How might we provide equitable learning and development opportunities to all workers?

What does mentorship look like in our workplace? How could it be improved?

How can we facilitate more opportunities for timely and fair feedback for workers and leaders?

What factors might be limiting our workers' growth?