



Strategies for Inspiring Employees During COVID

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1. Be Where Your Employees Are:

Don't ask your employees to go somewhere that you wouldn't feel comfortable going. If your employees are in the office, then show up there. If they're out on a job, see if you can stop by. They need to know that you are keeping them safe and that you aren't throwing them to the wolves.

2. Lean In to What Your Employees Are Experiencing:

Now is the time to find out how you can better understand your employees. If situations come up, then ask questions that come from a space for collaboration and problem-solving. Is there a way to adapt? Is there a solution that will work for both of you? If you can lean in and make changes that you normally wouldn't make for the benefit of everyone involved, you'll show that you are compassionate and flexible.

3. Stay Present:

Don't let yourself get caught up in commiserating or negativity. If employees are complaining about masks or worrying about future shutdowns, just set the example of staying present. All we can do is make the best of the situation we're in. Don't add to the negativity by engaging in those conversations. Just show that we're doing the best we can, taking everything day by day, and staying in the moment.



4. Set Up Ways to Let Your Employees Know You Care:

Show your employees that you care about them and their wellbeing. Find ways that you can offer little things to help them take care of themselves. Here are just a few suggestions:

- See if you can secure discount codes from local gyms for your employees
- Bring in a fitness trainer
- Sign up for a Fitbit corporate wellness program
- Remind your employees about mental health insurance benefits
- Promote your Employee Assistance Program if you have one
- Offer affiliate codes for food delivery services
- Tell your employees how appreciative you are. Recognize them and make sure they know that you value them.

5. Talk About Mental Health

One of the most important things you can do is to talk about mental health. Be open. Normalize it. Let them know that it's okay to struggle and be vulnerable. Make sure they know that there are resources available to help.