Restore and Re-energize

**Big idea:** Offer restoration days to all staff

**Big idea:** foster a "yes if" culture – blend commitment to excellence and service with clarity about what is needed for success and balance

**Benefits and supports**
- Staff want to feel valued, heard, influential, energized, and able to have some autonomy over their work and life. They want to experience the excitement, impact and meaning in their work they felt when they first came to work here, and want to feel supported in making choices for their own self-care. They want to be inspired and supported to give back.

**Professional growth and mentorship**
- Overarching need: people want feedback and suggestions to be translated into concrete action – they want to feel like we are all working to re-energize together

**Sustainable Staffing and Resources**
- Alleviate weight of workload
  - Increase resources where possible, and where not, reduce the mental and emotional weight of our workloads:
    - Expand and strengthen community partnerships to share client resources/load
    - Identify client needs that can be channeled to a focused resource (here or outside)
    - Cultivate a “yes, if!” culture – pause and understand the conditions necessary to embark on new initiatives
    - Hold regular, supportive workload conversation to look for how to share, prioritize, make decisions about what to let go of
    - More organization-wide coordination of workloads and planning

**Sustainable staffing and resources**
- Advocate for resources from government to increase our capacity
- Convert contract to full time staff wherever possible, and work for full staffing
- Equitable and competitive compensation

**Connect to meaning and passion**
- Demonstrate impact and elevate client stories to remind staff of value of our work
- Set aside protected time to work on the aspects of work that give the most joy and meaning (including innovation, research, teaching, IDEA and other project)
- Incorporate Spotlight Recognition into team meetings, practice councils, committee meetings

**Create flexible choices for self-care and work-life harmony**
- Give people options for guilt-free opportunities to take time off, draw boundaries, disconnect from work, turn off email – it isn’t the same for everyone, but everyone should be encouraged
- Allow each team to make individual decisions about flex hours and work from home as appropriate rather than global policy

**Transparent dialogue and honesty**
- Deepen managerial connectivity to staff experience
  - Everyone needs to feel safe to bring up issues and problems -- judgement free
  - Deepen the culture of trust at all levels of management -- "tell us and we will act"
  - Develop training and resources for leaders to engage honestly and fully with staff experience

**Re-connect to teams and others**
- Coffee times, town halls with specific topics
- Social committee, holiday lunches, etc.

**Enhanced benefits and supports**
- Enhance benefits like rapid accrual of vacation time, flexible options for self-care, physical activity, etc.
- Benefits for all, including part-time staff.
- Fair, equitable and transparent compensation.
- Incorporate Stress First Aid program videos into team meetings and practice councils.
- Mindful Self-Compassion course /daily 15 minute guided mindfulness

**Professional growth and mentorship**
- Create a flexible wellness fund team leaders can draw on
- Support staff with individualized growth and development in areas they care about