



# Creating Conversations

Talking About Wellness in the Workplace

## Our Purpose

### Real Conversations About How We're Doing

In a world defined by fast-paced workloads and mounting stress, social connections become even more valuable. Research highlights the immense benefits of relationships in combating stress, anxiety, and burnout. As leaders and peers, we have the opportunity to set a tone of care and support for each other within our workplace and beyond.

We invite you to strive to Create Conversations within your teams and amongst those you work with. By having individual conversations with those around you, you'll foster genuine connections, recognizing them as people beyond their roles. Your actions will echo your commitment to their well-being and create a culture of support and psychological safety.

## Step 1: Pose a Question

### Keep It Simple, Make It Impactful

This endeavor doesn't require complexity. It's as easy as initiating a conversation and asking thoughtful, open-ended questions. Kickstart the dialogue with questions like:

- "How are you doing today?"
- "What's going on in your world?"
- "What aspects of your role bring you joy?"
- "How can I best support you?"
- "What has you feeling inspired these days?"
- "How are you taking time for yourself?"
- "How would you describe your work-life balance lately?"



### Support This Movement in Your Signature Line

Help remind each other to connect. Besides prompting these conversations with your fellow employees, you can also show support for this movement by adding the following to your signature line:

For example:  
"I want to know —really know—  
How are YOU today?"

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## Step 2: Listen

### Take Time to Really Hear Them

Genuine connection starts with active listening. Remove distractions, make eye contact, and show curiosity. It's not about offering solutions; it's about creating a space where your fellow employees can share. Let your genuine interest inspire them to open up.

- I'm so [sorry, excited, sad, relieved] to hear that.
- I'd like to hear more.
- How might this be affecting your work?
- What might be helpful to you?
- What else is going on in your life?

## Step 3: Show Consideration and Care

### Be Attentive and Responsive to Their Needs

Convey your care and concern through your actions and genuine interest. Let them direct the conversation. Create an environment of ongoing dialogue over time.

- Be available to provide both a listening ear and emotional support
- Validate their emotions by showing understanding and acceptance
- Thank them for taking the time to share
- Invite them to have future conversations
- Offer additional support or resources

## Conclusion

If the conversation becomes intense, try to approach the situation with sensitivity and care. Acknowledge the discomfort and express your willingness to listen and support without judgment. Remind them that they can share as much or as little as they're comfortable with. Maintaining an open, non-judgmental stance and prioritizing their emotional comfort can help navigate through challenging moments and foster a sense of trust and understanding. If you are concerned for them, encourage them to reach out to a mental health professional.

Our actions can ripple and impact lives in profound ways. By creating an environment of care, empathy, and understanding, we can all contribute to a healthier, happier workforce. Let's prioritize well-being, one genuine conversation at a time. Remember, it's not just about work; it's about fostering a resilient and supportive community where everyone thrives.



### Additional Supports (Links)

#### [Suicide Prevention Mesa County](#)

Suicide Prevention Mesa County has many helpful resources including resources for crisis, prevention, survivors, and classes for suicide prevention and mental health.

#### [Suicide Prevention| CDC](#)

**National Suicide Prevention Lifeline:**  
**988 or 800-273-TALK (8255)**

**Colorado Crisis Text Line:**  
**Text "CO" to 741741**

