



## Embracing Your Bigger Why

### EMOTIONAL HEALTH SKILLS AND PRACTICES

#### BIGGER WHY PRACTICES:

##### **INDIVIDUAL PRACTICE: To-Do List Meaning Makeover**

Identify a few to-dos on your list and ask “Who does this help?” Then, come up with the answer and be specific—when you get this task done, who will benefit from it?

- If you feel stuck, talk about a project/task with a colleague to help you reconnect to a sense of purpose around it

##### **LEADER PRACTICE: Who does this help?**

Help your team members connect to their Bigger Why within their work and feel more motivated and resilient by having regular conversations about how the work is impacting others and who it helps.

- As a team, talk about how this project, initiative, effort is helping someone else (another team, the company, customers, etc.)
- In your 1:1s, encourage your employees to reflect on how their work is positively impacting others

#### SELF-CARE PRACTICES:

##### **INDIVIDUAL PRACTICE: Emotional Energy Check-In**

A few times a day, pause and check-in with yourself. Ask yourself:

1. How am I feeling?
2. Do I want to feel this way?

If the answer is no, then, ask yourself: What is 1 small thing I can do right now to shift? (This could be as simple as taking a short break to reset.)

- This is a really helpful practice to do at moments of transition—for example, before you start your workday, have an important meeting, at the end of the day before you switch to family/personal time.

### **INDIVIDUAL PRACTICE: 10-Minute Self-Care Reset**

Schedule a regular 10-minute break during your day.

Ask yourself: “What is fueling or restful that I can do right now?” and then do that for 10 minutes.

- Your 10-Minute Reset can be simple, from taking a quick walk outside (or even around your office), closing your eyes and just focusing on your breath for a bit, or grabbing a cup of tea and drinking it without multitasking.
- It’s great to schedule your break in the afternoon, when our energy usually slumps.

### **SELF-CARE TEAM RITUAL: *Self-Care Report***

Each week (or daily during high stress periods), one team member makes refueling a priority for themselves. Support from other team members is highly encouraged! At the following team meeting, that person reports back on what they did to rest and refuel, and they tag someone else to focus on their self-care next.

#### **Suggested Self-Care Report format** (*put the report on the agenda!*)

1. Here’s what I did
2. Here’s how it helped me
3. Here’s something new I learned about myself
4. Here’s what I want to take forward into the next week and beyond
5. I tag \_\_\_\_\_ to focus on Self-care for the coming week

## 5 Emotional Health Skills



**ACCEPTANCE:** Acknowledging your feelings and the situation with clarity instead of judgment and using that as your starting point for moving forward.

When you actively accept your emotions and challenges, you're able to respond from an elevated place, as an observer, and choose the best next step, rather than reacting from a place of judgment or fear—and you can help your colleagues do the same. Practicing this skill in teams builds a foundation of trust, improves problem-solving, and reduces wasted energy and fear of openly sharing mistakes or failures.

**GRATITUDE:** Making an active choice to notice the small, positive moments in everyday life—even when times are challenging—and sharing your appreciation for other people with them.

When you practice gratitude, you derive more joy and satisfaction from your work, and increase your resilience and ability to be fully present with your colleagues. When you express gratitude towards others, you elevate them by helping them feel valued, you amplify what you want them to do more often, and you boost their enthusiasm, motivation, and resilience.

**INTENTIONAL KINDNESS:** Being actively kind to others with the intent to support or elevate them in some way, without expecting anything in return.

When you do something kind, you and the receiver experience positive emotions and feel less isolated and stressed. You cultivate open communication, civility, empathy, warmth, and helpfulness, while creating a ripple effect of kindness and belonging within your team, company, and customers.

**THE BIGGER WHY:** Regularly connecting with your sense of meaning and purpose by identifying how your daily activities and tasks support bigger goals, help others, or contribute to a cause you believe in.

When you connect to your Bigger Why, you unify and elevate goals, tasks, and projects, which helps you and the people on your team connect to a sense of purpose in your daily work. This increases motivation, productivity, job satisfaction, resilience, and the ability to get through challenges with less stress—for you and everyone around you.

**SELF-CARE:** Actively nurturing a kinder friendship with yourself by practicing self-compassion, learning how to rest and renew, and finding ways to fuel your mind, body, and soul.

Proactive self-care helps you feel and be at your best, and reduces overwhelm and the risk of burnout. When you share how you invest in yourself and encourage your colleagues to make self-care a priority, you amplify each other's ability to reduce stress and significantly improve well-being, resilience, and motivation.