

CULTIVATE A POSITIVE ATMOSPHERE

Attitudes are contagious and positivity breeds positivity. Just as with dress codes, as the practice owner, you set the tone. Your demeanor has more influence than you think.

- Respect staff and be realistic. You all undergo tough experiences and stress. Acknowledge each other's stress -that's taking a community approach to wellness.
- Emotional weather reports at staff meetings: each person presents a 'weather report' saying what the forecast is for themselves now and later that day in meteorological terms. It's an upbeat, supportive way to check in with your staff.
- Let staff meetings be fun and revisit your practice's mission/core values periodically.
- Openly advocate for a culture of positivity- it's contagious. Be willing to change the way you do things if doing them differently would improve things in challenge areas.

A practice is like a family, and families all need some fun to round things out and keep stress at bay.

- Have staff outings regularly (ie: quarterly). Share videos at lunchtime. Work a little fun into the day. The staff will surely have lots of ideas of their own.
- Take/post staff photos in your staff area. Make sure everyone's represented.
- Encourage staff to make/bring healthy snacks to share. Have a potluck or take turns.
- Create healthy staff challenges-score points for fitness, eating enough servings of veggies a day, etc. Consider a gym membership as a staff prize, perk or even added to compensation packages. Some local gyms may be willing to negotiate a group membership for your practice. It's worth a phone call to find out.
- Celebrate self-care: a quiet night at home, socializing with friends, attending a concert or anything else that your staff members enjoy on their off time is part of their personal formula for balance and should be respected.