**Fostering a psychologically safe team environment:**

These steps can help your team become more receptive to discussing workplace well-being.

* **Practice active listening.**Be fully present when someone speaks, use nonverbal cues to indicate that you’re listening, reflect on what you’ve heard, and summarize it.
* **Ask open-ended questions.** Prompt discussions among team members by posing questions that require thoughtful answers and can lead to more questions.
* **Recognize participation.** When an employee shows vulnerability by asking a question or sharing an idea, express gratitude, empathy, and appreciation for their insight.
* **Acknowledge issues and their impact.** When problems or concerns arise, validate them and discuss possible impacts, as well as solutions.

These small actions will go a long way toward making people feel heard and valued, and they’ll encourage more employees to participate in workplace well-being discussions. Be prepared to follow-up on obstacles they identify. Follow-through is an important part of authenticity that will reinforce the psychological safety and positive feeling of being cared about that you hope to create.

Encourage employees to engage by discussing your own struggles with mental well-being and the steps you take to address them and build mental fitness. This vulnerability goes a long way in helping your team feel more psychologically safe and comfortable discussing workplace well-being. It’ll also encourage them to follow in your footsteps and focus on their own personal well-being.

Be thoughtful about what you choose to share — as