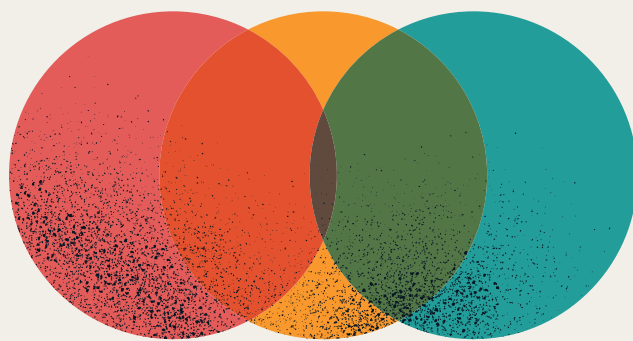# Team Temperature Check

Connect with your staff as a group to assess opportunities to address common challenges to workplace wellness.

Estimated time: 45 minutes

In-Person Instructions

1. Set up 10 sheets of paper around the room and write one of the statements below on top of each piece of paper:

    ▶ Our team is aligned on our goals.

    ▶ I understand my role and what is expected of me.

    ▶ I feel valued and appreciated.

    ▶ The pace of my work is sustainable and reasonable.

    ▶ I have the support and resources I need to do my job.

    ▶ I have ownership over my work.

    ▶ I feel cared for as a person.

    ▶ Our team collaborates effectively and positively.

    ▶ I have a positive work-life balance.

    ▶ In the past week, I had fun at work.

2. Provide your group with green, yellow and red stickers, post-it notes or markers.

3. Explain that each person should add a green indicator to each statement they agree with, a yellow indicator to those they somewhat agree with and a red indicator for those things that they do not agree with.

4. Give the whole group (including yourself) 12 minutes to review and respond to each piece of paper.*

5. Prioritize the topic(s) with the most red indicators to brainstorm opportunities for improvement using a WEapproach (template on page 3).

6. Identify 1–2 action steps to take.

7. If there are many red and yellow indicators, make time in future meetings for further brainstorming.

If you think some of your group may not be as transparent with you in the room, step outside and add your indicators after the team has completed their review.

Virtual/Hybrid Instructions

1. Use a virtual whiteboard and write one of the statements below at the top of each board:

   ▶ Our team is aligned on our goals.

   ▶ I understand my role and what is expected of me.

   ▶ I feel valued and appreciated.

   ▶ The pace of my work is sustainable and reasonable.

   ▶ I have the support and resources I need to do my job.

   ▶ I have ownership over my work.

   ▶ I feel cared for as a person.

   ▶ Our team collaborates effectively and positively.

   ▶ I have a positive work-life balance.

   ▶ In the past week, I had fun at work.

2. Share the whiteboard link with the team.

3. Depending on the features of your virtual whiteboard, invite staff to use green, yellow and red indicators to apply their responses.

4. Explain that each person should add a green indicator to each statement they agree with, a yellow indicator to those they somewhat agree with and a red indicator for those statements that they do not agree with.

5. Give the whole group (including yourself) 12 minutes to respond.

6. Prioritize the topic(s) with the most red indicators to brainstorm opportunities for improvement using a WEapproach (template on the next page).

7. Identify 1–2 action steps to take.

8. If there are many red and yellow indicators, make time in future meetings for further brainstorming.

WEapproach to Problem Solving

ANALYTICAL	CONCEPTUAL
What research-based options or alternatives could we consider?	What does our ideal state look like?

STRUCTURAL	SOCIAL
What best practices can we review?	Who/what department in our organization does this really well that we learn from?

1/3 ← EXPRESSIVENESS → 3/3

How can we provide feedback on how the shifts are going?

1/3 ← ASSERTIVENESS → 3/3

What could be some quick wins and long-term wins in this area?

1/3 ← FLEXIBILITY → 3/3

What can't we change and where do we have opportunity for adjustments?