

How to raise wellbeing concerns courageously and supportively

Do:

- » Raise in private and in confidence
- » Express your feelings of concern
- » Frame your motives i.e. speaking because you care about and respect them/yourself
- » Be sensitive, empathic and thoughtful
- » Persevere and ask questions from different angles
- » Listen to tone and look for body language
- » Offer support, escalate (with permission) if you feel it's unresolved

Don't:

- » Force, shame or judge
- » Drop 'helpful' hints
- » Assume you know how the other person is feeling
- » Joke about it, invalidate or diminish in any way
- » Over share personal information or give unsolicited advice
- » Treat it like a performance issue
- » Give up



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