

DEVELOPED BY



# MINDFUL EMPLOYER

*canada*



ONE - ON - ONE

*Template*

Resolving workplace challenges with intention.



Sarah Jenner

EXECUTIVE DIRECTOR



---

Mindful Employer is a small office and we often find ourselves working independently. Because of our busy travel schedule, we began to notice a decrease in interaction and felt a bit in the dark about what everyone was working on and how projects were going. It felt like we were losing our connection and sense of comradery. Little did we know then that we would someday face a similar situation, but this time because of a pandemic.

We developed a conversation template we could use to connect so that we still felt like a team, even if we were a thousand miles apart. This resource is a simple list of questions that a leader can share with their staff. Give them time to review the questions and then connect with them virtually (or one-day face-to-face) to discuss their answers.

These bi-weekly one-on-one's have provided an opportunity to create open communication and a deeper understanding of what makes each of us unique. After you've begun to build a foundation of trust and understanding, staff may feel more comfortable sharing when they're struggling, need help prioritizing or have ideas about how the organization can be improved.

I hope you find this template as helpful as we have.

Sarah Jenner Executive Director,

# ONE-ON-ONE

## Questions

01

**What's something you feel proud of this week?**

02

**What challenges or frustrations have you faced this week?**

03

**How could we resolve this?**

04

**How have you supported a colleague or client this week?**

05

**How have you supported yourself this week?**

# MINDFUL EMPLOYER CANADA'S MISSION



## What is Our Mission?

Dealing with the obstacles of today requires leaders who resolve workplace challenges with intention.

Mindful Employer Canada emerged out of a pursuit to inspire and support organizations to create workplaces that are productive, inclusive, innovative, and ambitious.

We do this by creating programs that teach leaders how to resolve workplace challenges using strategies that focus on commitment rather than compliance and empowerment rather than criticism. This can help leaders meet goals like commitment-based management, having difficult conversations, fair process leadership, and setting personal goals.

Leveraging our programs and adjusting how your leaders resolve workplace challenges will reward your organization with positive improvements in leadership success, team culture, employee retention, and disability statistics, which impact the advancement of your organization as a whole.

Established in 2013, Mindful Employer Canada is an organization driven by progressive ideas, comprehensive strategies, and a strong belief in improving the employee experience.

## Why should we focus on leadership development?

The reality is employees aren't settling for toxic workplaces and detrimental leaders anymore. And why should they? We invest almost half of our lifetime at work. Don't we deserve to do that in a place that values us? That appreciates us? That supports us? We know the workplace can affect an employee's mental health. We know there are resources to help leaders be better. As organizations, we need to show leaders strategies that support workplace mental health and more importantly, how to use them to improve the employee experience.

That's where our programs excel.

# WHERE TO

*Find Us*



WWW.FACEBOOK.COM

You can find us on Facebook by searching @MindfulEmployerCanada  
#MindfulEmployerCanada #MindfulLeader

WWW.INSTAGRAM.COM

You can find us on Instagram by searching @MindfulEmployerCanada  
#MindfulEmployerCanada #MindfulLeader

WWW.LINKEDIN.COM

You can find us LinkedIn by searching Mindful Employer Canada  
#MindfulEmployerCanada #MindfulLeader

SPECIAL THANKS TO:



Stronger  
Communities  
Together™

