Personal Experience with the Impact of Mental Health:

- 1. How have you or others you've cared about been affected by mental health and/or burnout?
- 2. How have you or others you've cared about sought help when mental health or burnout was at crises point?

Modeling Self-Care and Well-Being Practices:

- 3. What practices do you use in caring for your own mental health and well-being?
- 4. When are your self-care tools effective for you? When are they less effective?

Comfort Discussing Mental Health with Others:

- 5. What fears do you have about discussing mental health with others at work—either your own mental health or the mental health of another employee?
- 6. What support do you need to feel more comfortable in these conversations?

Providing Additional Support:

- 7. What resources does your organization provide to support the well-being and mental health of employees?
- 8. How do you build awareness of these resources on your team?

Ways to Use Self-Assessment Tools:

- Use questions to guide a leadership team discussion and determine team-level interventions
- Use questions (or selected questions) to create an anonymous, online survey for leaders and determine organization-level interventions
- Complete the questions individually to determine personal interventions