



May Your Mental Health Shine

Support mental health and well-being by making it part of your team culture. Encourage conversations and actions to support your health and that of your co-workers.

ACTIVITY

Take time to discuss mental health and well-being during your unit-based team meeting or huddle. Ask your co-workers to take the stress test on the next page and compare results. Are your team members feeling anxious? If so, brainstorm ways to support each other and set a team goal to reduce stress.



SMART Goal: Use this template to measure your team's success.

We will decrease our average stress level scores from _____ to _____
SPECIFIC MEASURABLE
 by _____% using the **stress test** as a metric by _____.
ATTAINABLE RELEVANT TIME-BOUND (DATE)

BONUS ACTIVITY

Choose one of the following activities to do as a team for one month. Measure stress levels before and after to check for improvement.



Ask each member to take 5 minutes to listen to a mindfulness audio via [Calm](#), [myStrength](#) or other wellness app.



Spend 5–10 minutes of your huddle sharing emotions and/or expressing gratitude.



Encourage team members to take 5-minute daily breaks to enjoy nature.

Help Yourself and Others

- » Be intentional about regularly checking in with your co-workers.
- » Emphasize the importance of supporting one another.
- » Make [One Moment Meditation](#) [KP intranet] part of your team's agenda.
- » Show [gratitude](#) [KP intranet] by recognizing your peers and manager.
- » Practice [30 Ways in 30 Days](#) to help your team members build resilience and joy.
- » Seek professional help. The [Employee Assistance Program](#) [KP intranet] offers free counseling services to workers and their families.



Stress Test

Choose the number that best describes your state of mind. Tally your score at the bottom.

1. I feel rushed; I do not seem to have enough time.

Not at all Not really Very little A bit Somewhat Quite a bit Very much Extremely
 1 2 3 4 5 6 7 8

2. I suffer from physical aches and pains, sore back, headaches, stiff neck, stomachaches.

Not at all Not really Very little A bit Somewhat Quite a bit Very much Extremely
 1 2 3 4 5 6 7 8

3. I feel preoccupied, tormented and worried.

Not at all Not really Very little A bit Somewhat Quite a bit Very much Extremely
 1 2 3 4 5 6 7 8

4. I feel confused; my thoughts are muddled, I lack concentration and I can't focus my attention.

Not at all Not really Very little A bit Somewhat Quite a bit Very much Extremely
 1 2 3 4 5 6 7 8

5. I feel a great weight on my shoulders.

Not at all Not really Very little A bit Somewhat Quite a bit Very much Extremely
 1 2 3 4 5 6 7 8

6. I have difficulty controlling my reactions, emotions, moods or gestures.

Not at all Not really Very little A bit Somewhat Quite a bit Very much Extremely
 1 2 3 4 5 6 7 8

7. I feel stressed.

Not at all Not really Very little A bit Somewhat Quite a bit Very much Extremely
 1 2 3 4 5 6 7 8

Add up your total score. If you scored:

40 and above: Severely stressed

20 – 30: A little stressed

30 – 40: Moderately stressed

Under 20: Not stressed

TOTAL: