

# Mental Fitness Practices Checklist:

## Attitudinal Asset Practices



- The simple act of saying thank you to others contributes to positive attitudes in the workplace. Practice gratitude, and thank someone today for a job well done!
- Smiling at colleagues and asking them how they are doing may uplift them and encourage positivity in the workplace.
- Host fun office events with teams working together toward a common goal. Organizing team games such as *The Amazing Race*, *Jeopardy* or trivia contests can provide a break from everyday routines and help to increase team engagement. Elicit ideas or suggestions from team members on how to structure such activities.
- Invite team members to create a list of things for which they are thankful such as family, good friends or health. Ask them to attach these lists to their desks, filing cabinets or other places that they will see often. Encourage team members to discuss their sources of gratitude with each other.
- The outdoor “Walking Meeting” is a new idea that has engaged many workplaces. You can accomplish the same goals while enjoying the fresh air and getting exercise together!
- One of the best ways to restore positive thoughts is to be *other-centered*. As a team, undertake a collective action once a week to contribute to others outside the workplace. This could be accomplished by organizing volunteer opportunities, or by collecting clothing or canned items to be donated. An other-centered culture improves employee morale and results in a more positive work environment.

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- Change your space! The average person spends between 30-50 hours per week in their workspace. Encourage team members to switch up their workspaces every few months. Bring in a new lamp, pictures or a personal memento. A newly decorated space can help to lift people's spirits.
- Ask team members to share one positive work outcome per week with their colleagues during a staff or team meeting. This task assists in identifying and focusing on the positives. When challenges or areas of concern are discussed, invite team members to also focus on the positive. Explore the existing strengths of the team that can be engaged to build solutions to current problems, or reframe the challenge as an opportunity to further develop the team and enhance its capacity to succeed.
- In undertaking collective projects, identify and act on opportunities for short-term or immediate successes, and share credit among team members.
- Create a logic model with team members to demonstrate how their daily activities link to the overall mission and vision of the organization. As part of building this visual diagram, encourage people to share their passion about their work and how it links with the goals and values of the team.
- Carry out a learning session or workshop on the topic of *optimism*. Discuss the importance of maintaining a positive disposition and sense of optimism, even in the face of difficult or challenging situations. Refer to Seligman's work that has shown evidence that people who become more optimistic tend to challenge their negative thinking patterns.

