

Your first step in leading with heart



As a LCMC Health leader, you play an important role in creating opportunities for professional fulfillment and impacting the well-being of your team members. The Be Well Center recognizes your impact and is committed to provide knowledge, tools, and resources to help you build a culture of wellness among teams.

What is well-being rounding?

Rounding is a structured and proactive approach to “checking-in” with employees and gathering feedback on strengths and areas of improvements. Well-being rounding focuses on improving the work environment and conditions that impact employee well-being.

Why should you focus on well-being rounding?

Well-being rounding ensures that our teams know:

- We support their well-being
- We value them and their work
- We are committed to resolving issues that impact the work environment, efficiency, top of license practice, and overall well-being.

Well-being rounding outcomes

Successful well-being rounding leaders leads to:

- Increased employee satisfaction, performance, engagement, and retention.
- Healthy, meaningful relationships with leadership
- Reduced employee burnout and turnover
- Improved communication and relationship building between front line and senior leaders.

Look for these signs of burnout while rounding

1
Burnout

- Pessimism and self-doubt
- Disengagement
- Physical and emotional exhaustion
- Poor performance

2
Onset of stress

- Decreased productivity
- Fatigue
- Imitable
- Avoidance behaviors

3
Chronic burnout

- Anger, anxiety, depression
- Physical illness caused by stress
- Absenteeism

4
Burnout

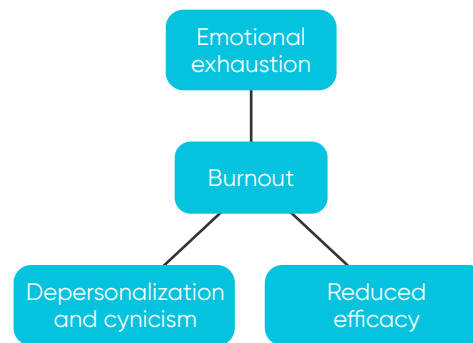
- Pessimism and self-doubt
- Disengagement
- Physical and emotional exhaustion
- Poor performance

5
Chronic burnout

- No motivation
- Social isolation
- Chronic health issues
- Depression

Who should you round with?

Leaders should round on those that report directly to them. The goal is to ensure that everyone is being rounded on.



Tips for well-being effective rounding

- Well-being rounding should be intentional and systematic. Establish a cadence
- Ensure conversations are authentic and natural; it is okay to be vulnerable.
- Rounding should elicit feedback -two-way conversation.
- Emphasize importance of well-being.
- Ask questions that matter to staff.
- Highlight wins
- Follow-up on feedback received from rounding
- Execute on commitments made during rounding and loop in senior leadership when challenges are greater than your span of control /scope

Well-being rounding toolkit



Name _____

Department/Unit _____ Date/Week of _____

| Purpose - Key focus for rounding |
|----------------------------------|
| |

| Steps | Comments | |
|---|----------|------|
| Personal connection: Family, hobbies, sports, etc. (ex. How was your vacation?) | | |
| Well-being: How are you doing today? What is working well for your today? | | |
| Recognition: Is there someone I can recognize for their extraordinary work? | Who | When |
| Tools and equipment: Do you have the necessary tools, equipment, and information to do your job? | | |
| Processes and systems: Any processes that needs improvement? Do you have ideas on how to improve them? | | |
| Feedback: Any additional questions, comments, or issues I can help you with? | | |
| Follow Up – I want to be responsive. Here is what we have done since I last rounded with you... | | |
| Summary – Here is a recap of what we discussed and what is owned for our next follow up | | |

| Follow-up notes for leadership |
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