

Guide To Implementing a Culture of Care

Management

Daily

Get to know your staff. Ask personal questions about their family and take time to talk about yourself and your family.

Greet your staff members regularly and call them by name.

Routinely acknowledge employees' strengths and positive attributes in front of others.

Weekly

Come in early during the night shift and stay over into the evening shift one day per week to interact with employees from those shifts.

Monthly/Quarterly

Organize team-building activities such as potlucks, coed sports teams, cookouts, etc.

Develop some form of compassion or "pay-it-forward" challenge to inspire regular acts of kindness. Consider including residents and employees' family members for certain challenges.

Develop an employee engagement committee that meets regularly. The committee should include all departments and shifts.

Employees

Daily

Get to know your managers and peers. Ask personal questions about their family and take time to talk about yourself and your family.

Greet your managers and peers regularly and call them by name.

Routinely acknowledge peers' strengths and positive attributes.

Weekly

Make an effort to interact with peers who work during the night and/or evening shifts.

Monthly/Quarterly

Attend and offer to help organize team-building activities such as potlucks, coed sports teams, cookouts, etc.

Participate in and offer to help organize some form of compassion or "pay-it-forward" challenge to inspire regular acts of kindness. Consider including residents and employees' family members for certain challenges.

Help develop and attend employee engagement committee meetings regularly. The committee should include all departments and shifts.