

The U.S. Surgeon General's Framework
for Workplace Mental Health & Well-Being

Reflection Questions

2022



Reflection Question

What are workers saying they need to feel physically and psychologically safer in our workplace? How can we objectively assess their safety?

Protection from Harm



Reflection Question

What opportunities exist for rest within our work schedule and workplace? Are they adequate? How do we know if they are adequate?

Protection from Harm



Reflection Question

How can our workplace better support both the physical and mental health needs of all workers?

Protection from Harm



Reflection Question

How does our workplace prioritize DEIA policies and initiatives? Do workers recognize it as an organizational priority?

Protection from Harm



Reflection Question

How do workers describe feeling included (or not) in our workplace?

Connection & Community



Reflection Question

How might we facilitate respectful, friendly working relationships between coworkers?

Connection & Community



Reflection Question

What do individuals and teams say they need to make collaboration more effective?

Connection & Community



Reflection Question

How might we create moments for social connection before or after our formal meeting agendas?

Connection & Community



Reflection Question

How are we ensuring that
no one needs to work during
their off hours?



Work-Life Harmony

Reflection Question

Do the leaders in our
workplace model healthy
behaviors and boundaries?



Work-Life Harmony

Reflection Question

How might we give workers
more autonomy or a bigger
voice in their duties?



Work-Life Harmony

Reflection Question

What would it look like for
workers to manage their own
time in our workplace?



Work-Life Harmony

Reflection Question

What opportunities are there in our workplace to meaningfully recognize and appreciate workers' efforts?



Mattering at Work

Reflection Question

Does every worker understand our organization's mission and how their work contributes to achieving it?



Mattering at Work

Reflection Question

How might we create a culture of gratitude and affirmation amongst all levels of our organization?



Mattering at Work

Reflection Question

How might we more transparently share results from worker surveys and follow through on their ideas?



Mattering at Work

Reflection Question

How might we provide equitable learning and development opportunities to all workers?

Opportunity for Growth



Reflection Question

What does mentorship look like in our workplace? How could it be improved?

Opportunity for Growth



Reflection Question

How can we facilitate more opportunities for timely and fair feedback for workers and leaders?

Opportunity for Growth



Reflection Question

What factors might be limiting our workers' growth?

Opportunity for Growth

