

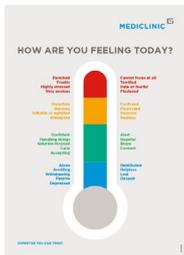
THERMOMETER GUIDELINES FOR LINE MANAGERS



'HOW ARE YOU FEELING TODAY?'



BASICS TO GET YOU STARTED



These guidelines are aimed at providing you with pointers on how to use the 'How are you feeling today?' emotions thermometer.

Purpose of the thermometer

- It provides individuals with an opportunity to indicate and talk about their thoughts, feelings and concerns while dealing with the COVID-19 pandemic.
- It gives line managers an indication as to how their teams are doing physically and mentally, and whether collective and/or individual action is required to support the wellbeing of staff.

NOTE: This is not a tool to diagnose mental health or psychological pathology, but rather a tool aimed at stimulating team conversations during challenging situations.

- Use this tool for regular team check-ins.
- Apply your discretion as to how and when you would like to use the thermometer.
- Communicate the purpose of the thermometer to your team and how you plan to use it.
- Ensure you create a safe space for your team to engage openly and honestly.
- Participation is voluntary, so encourage your team to participate.



SUPPLIES

You will need the following:

- A wall or noticeboard in an area that has sufficient space for the team on duty to huddle around the thermometer
- A whiteboard marker for the individuals to indicate what their emotions are on the thermometer
- An eraser to remove markings

ADDITIONAL GUIDELINES



DISCUSS

Consider using this tool at the beginning of each shift.

- Ask team members to plot where they are on the thermometer (in the blue, green, orange or red zone) as they come on duty.
- At a convenient time, huddle around the completed thermometer and discuss with the team members how they are doing.

Consider the following probing questions for the team:

- What do you notice about the distribution?
- What are we currently doing right that we must continue doing to support each other?
- What actions can or should we take to ensure everybody is in the green zone?
- How have the markings shifted from our previous check-in?
- What do you need?
- What can you do for each other?



- You may ask your own, probing questions. Keep the questions open-ended to stimulate conversation.
- Where necessary, facilitate the ABC technique for your team by using the emotional, physiological, and/or cognitive strategies from 'Leading the Mediclinic Way'. (Click **here** for access to the manual.)
- As the leader, review the team's thermometer, consider the distribution and take appropriate action.

REVIEW

- Are most of the team members in the green zone? Consider what you can do to sustain this.
- Are there outliers (people in the blue or red zone)? Might they need individual support? Encourage them to come and speak to you.
- If you identify a staff member who is truly struggling emotionally, rather refer them to Incon or a trained professional. Do not attempt to counsel them yourself.



Contact your Human Resources Business Partner if you require more assistance on how to utilise the tool.

CONTACT