

# Focusing on the whole person



Some of our country's workforce, our team members or our family members, are essential workers that are needed onsite during this lock down period, others are working remotely and others are unable to work. Any of these situations could have an impact on how we are feeling.

Focusing on how your team is feeling, ensures that you have a happy healthy team.

At Kaelo, we create healthy teams by focusing on the whole person. We believe the whole person comes to work. The healthier the employee, and the people who depend on them, the more productive that employee will be. We therefore consider all aspects of overall health – physical, mental, financial, familial, social, spiritual and vocational.

So how can you do this?

Zig Ziglar's, wheel of life is a great tool that helps us determine what makes up a whole person.

Each petal represents an area that makes up a person. When one of these is out of balance, the person is out of balance.

The most important step in creating a healthy team is to focus on how each individual is, in each of these areas.

Spend time in one-on-one sessions checking in on these key items:

- Spiritual
- Physical
- Intellectual
- Career
- Financial
- Social
- Family

By understanding what is important to each individual, how they are feeling or coping in each of these areas will allow you to address any of their concerns, help them set goals and grow in the areas that are important to them and help them focus on their "whole person".



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## ENSURING A HAPPY, HEALTHY TEAM

### Healthy Team Norms



Having a happy, healthy team is important at any time but is even more important during this period. As a country we are experiencing a range of emotions and it is our job to reassure our teams that we will be okay and that we are stronger together.

Here are a few tips to help you create a healthy team.

#### Make the team a priority

Let them know that they are important and that you value each of them.

#### Focus on the contribution that the team is making

Explain the vision and objectives of the organisation, the contribution that each team member makes towards that goal. Let them know why they are on this team, what you expect from them and what you hope to accomplish.

#### Share

If you want to build trust within your teams, you as a leader need to share with your team. If you share your vulnerability, your team will feel more comfortable.

#### Invest time into the team

Nurture relationships, in and out of the workplace. The more time you spend with people, the deeper the trust is developed.

How you do this whether you are working remotely or if you are onsite, should be exactly the same... the only difference is whether you do this in person or virtually.

- Have virtual or small team meetings to check-in as a team
- Keep your one-on-one sessions with your team. If you haven't started, now is the time

Had to adapt to remote working? Click on the buttons below to access additional resources:

Video  
Conferencing

Managing  
Remotely