

Cultivating Psychological Safety and a Mindset of Abundance with Ruthann Weeks

The pandemic has severely impacted our mental health and forced us into isolation and an unfamiliar work set-up. Now more than ever, we have to foster a culture of kindness and empathy in our workplaces. As a business owner and leader, it is your responsibility to set your team up for success. It starts with encouraging your team members to express themselves and fail forward.

In the episode, Ruthann Weeks shows us how valuable mental health is and how to raise awareness for this cause in the workplace. She also shares insights on how to promote our employees' psychological safety. This workbook will help you implement Ruthann's ideas to create a better work environment. It will also guide you as you develop an abundance mindset that will lead you to success.

QUOTE TO REMEMBER:

'No matter how good a care we take of ourselves, our own psychological health, in an environment that's not psychologically safe, it begins to erode that wellness that we've tried to bring because of that real effect because everything is interconnected.'

Activity: Building a Better Workplace and Mindset

Raising Mental Health Awareness

How has the pandemic impacted your well-being and that of your employees? What steps have you been taking to mitigate its negative effects?

One of the best things we can do to care for our employees' mental health is to permit them to share their concerns. We can start by allowing ourselves to be vulnerable and share our concerns.

How do you show your team members that it's okay not to be okay?

Do you regularly check in with your employees? If not, do you plan to make this a habit? How else can you show your empathy and concern for them?

Fostering Psychological Safety

Before listening to the episode, what did you know about psychological safety? Do you think your team members felt safe in your work environment?

What is the difference between psychological health and psychological safety? How does the latter impact the former?

Out of Ruthann’s tips to foster psychological safety, which one do you think you need to work on the most? How do you plan to do so?

I need to work on...
I can do this by implementing the following steps...

Acknowledging the work your team has done is just as important as recognising areas of improvement. How do you show appreciation for your team and reward them for their work? Do you personalise these rewards according to each member?

Developing an Abundance Mindset

The abundance mindset entails believing that there is an infinite amount of resources in the universe. As such, there is no need for you to limit yourself.

In what ways do you think you have limited yourself in the past? How can you break free from these limiting beliefs?



How can you show up in the world as the best version of yourself?

Ruthann’s mantra is ‘I expand in love, success and abundance every single day’. Try to think of one that aligns with the abundance mindset. Be sure to say this to yourself every day!

My mantra:

What You Will Learn from the Activity

This activity aims to assist business leaders and owners in creating a better work environment. It does this by tackling three crucial concepts: mental health, psychological safety, and the abundance mindset.

First, you will reflect on the importance of mental health and how you can take care of your employees’ mental well-being. Even something as simple as frequent mental health check-ins with your team can be helpful.

Then, you’ll delve deeper into how you can build psychological safety in your workplace. Once you implement even simple changes in your company culture, you can stop bullying and harassment.



Lastly, this activity will guide you through a set of questions meant to help you develop an abundance mindset. When you have all three of these pieces in place, your company can flourish even in these unprecedented times.

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