

Mental Fitness Practices Checklist: Professional Asset Practices



- Start a mentoring program. Match new team members with senior staff members who can act as helpful supports as individuals begin their careers. Mentorship helps to build positive team relationships, and provides senior employees with opportunities to share their expertise.
- Each quarter, provide team members with a list of accessible training opportunities - online or in-person events - that may be valuable for meeting service and training qualifications.
- Encourage people to ask questions and to seek clarification. This entails promoting the value that every question is a good question. Team members should be encouraged to consult one another as part of regular team interactions.
- Encourage team members to gain additional experience through participation in community non-profit or volunteer organizations. As part of team meetings, explore the range of community activities in which team members are involved and identify specific professional skills that have been acquired through such participation.
- Invite members of the team to share practical wisdom related to their areas of expertise as part of professional development activities for the full workplace team.
- Organize opportunities for team members to shadow a colleague for a day. This will provide opportunities for learning from each other and sharing effective workplace practices.
- Arrange opportunities for team members to visit other workplace sites that have similar missions and vision. Have team members observe and record key information related to effective workplace practices and approaches. Provide time to share these insights at a staff meeting.

Professional Asset Practices

- Provide professional development or training activities for team members on evaluation approaches for assessing existing programs or new initiatives. Key training themes may include ways to collect, analyze and apply data.
- Apply problem-solving approaches that can be used by team members to address challenges or goals related to the general workplace climate, routines or team functioning (e.g. SWOT analysis, Strength-based Problem Solving or Needs Assessment).
- Encourage team members to attend conferences or other training events. Invite team members to share key information and resources from such events.
- Undertake a book study on a relevant professional or workplace theme with a small group or full team. Create a schedule for reading and discussing specific chapters from the book as part of professional learning or regular team meetings.

