



Our Fatigue.

Our Well-Being. Our Imperative.

A Curated Well-Being Guide



A Curated Well-Being Guide for Continued Learning & Action

On the 7th of October 2020, I was honored to host a conversation about the imperative for our individual and collective Well-Being. I had the privilege of welcoming a diverse group of thought-leaders to *Our Well-Being | Our Imperative | Our Fatigue*. Each shared her respective lens, insights and observations as well as strategies for each of us (as individuals | colleagues | managers | leaders) to be mindful, to acknowledge and to mitigate fatigue.

- Dedicated to improving the human condition at work, [Dr. Dana Sumpter](#) | Associate Professor of Organization Theory & Management | Graziadio School of Business | Pepperdine University
- Embodying a commitment to advance Black Professionals on their career journeys, [Denise Campbell](#) | Client Director & Assistant Vice President of National Accounts | AIG
- An empathetic & inclusive leader who has long-prioritized the Well-Being of her employees and herself, [Rekha Skantharaja](#), the CEO of Tangram Insurance Services

Thank you to [The Institutes CPCU Society](#) for prioritizing and making space to address this critical business imperative at its 2020 Annual Meeting. As numerous studies have shown, employee Well-Being improves employee engagement, the key driver of individual and organizational performance. Another benefit to organizations that acknowledge, prioritize and honor employee Well-Being is the fostering of a strong sense of psychological safety, i.e. their employees feel supported in sharing ideas, elevating concerns, raising questions authentically and without fear of repercussion. This is more critical than ever, "during a prolonged crisis like the pandemic. Building psychological safety in virtual teams takes effort & strategy that pays off in engagement, collegiality, productive dissent, and idea generation" ([HBR](#)).

We are all experiencing unprecedented fatigue living and working through a global pandemic coupled with our collective acknowledgment of the even graver public health crisis of the devastating impact of systemic racism & social injustice within our country. Feeling the pressure to "always be on", hovering on the edge of burn-out, experiencing race-based traumatic stress, navigating the logistics and mental load of the "double-shift" (working & parenting from home), caring for elderly or at-risk family-members... Our concerns are many, overwhelming and valid.

I hope this Well-Being Guide provides you with opportunities for continued learning and action as you move forward with intention in creating space to listen, share and honor Well-Being.

With Regards,
Megan Stewart Hodge
Founder | [Cultiver LLC](#)

A Curated Well-Being Guide for Continued Learning & Action

[Our Well-Being](#) | [Our Imperative](#) | [Our Fatigue](#)

SESSION RECORDING

October 7, 2020



READ

[Are You Offering the Mental Health Benefits Your BIPOC Employees Need?](#) | by Andrea Holman and Joe Grasso | Harvard Business Review

[Avoid Re-Traumatizing Your Black Employees: A Three Step Guide to Safely Launching An Affirming Corporate Anti-Racism Program](#) | by Nzinga Harrison | Medium

[How to Foster Psychological Safety in Virtual Meetings](#) | by Amy C. Edmondson and Gene Daley | Harvard Business Review

[Maternal Optimism](#) | by Jamie Ladge and Danna Greenberg

[Psychological Safety. Here's How to Create It](#) | by Laura Delizonna | Harvard Business Review

[What Makes People Feel Upbeat at Work](#) | by Maria Konnikova | The New Yorker

[Women in the Workplace 2020](#) | Lean In & McKinsey

A Curated Well-Being Guide for Continued Learning & Action



LISTEN

Couples that Work | Jennifer Petriglieri | Work and Life with Stew Friedman Podcast

Evidence-Based Ideas for Managing Boundaries | Ellen Kossek | Work and Life with Stew Friedman Podcast

Featuring Guest Dr. Dana Sumpter | Allowed | Dr. Caneel Joyce

Featuring Guest Dr. Dana Sumpter | Wharton's Work/Life | Dr. Stewart Friedman | Sirius XM

Women at Work | Harvard Business Review Podcast



WATCH

Don't Underestimate Working Mothers | TEDx talk | Dr. Dana Sumpter | Dr. Caneel Joyce

Managing life's opportunities as a working mother | Stephanie Herseth Sandlin | TEDxBrookings



MEDITATION

Insight Timer | Meditation App

Multimedia Resources | *Meditation, mindfulness, spirituality and productivity, plus some playlists if you prefer to meditate with background music. Check back often because we'll continue to keep this section updated with some of our favorites! Guided Meditation Classes & Lessons* | **Reverie Meditation**



CULTIVER

FOSTERING CULTURES OF INCLUSION