

ADDENDUM A: EXAMPLE QUESTIONS

Used correctly the heat map facilitates conversation around the status of individuals against predetermined factors to identify areas where they are coping and areas where they may require support. The example questions below are designed to guide your conversation in measuring the status of the individual's psychological well-being, work outputs, and quality of leadership.

PSYCHOLOGICAL WELL-BEING (MANAGING SELF)

- ☐ How would you currently rate your own personal emotional and psychological well-being?
- ☐ What factors are currently helping or hindering your personal psychological well-being?
- ☐ What has your emotional response to the Covid-19 crisis looked like thus far and how has it changed over time?
- ☐ What challenges do you currently experience in terms of managing your emotional response?
- ☐ What support do you need to improve your personal psychological well-being?

WORK OUTPUTS (MANAGING WORK)

- ☐ How would you currently rate yourself in terms of being in control of your work demands?
- ☐ What is currently on your work to-do list and how are you progressing on these tasks / responsibilities?
- ☐ Which of the items on your current to-do list is currently on target (in terms of expected deadlines and standards) and which are not? What are the key reasons for this?
- ☐ What factors are currently hindering or helping you achieve your work outcomes?
- ☐ What support do you need right now to help you feel more in control of your work demands?

LEADERSHIP (LEADING OTHERS)

- ☐ How are your team currently doing in terms of work outputs, emotional well-being and teamwork?
- ☐ How often do you check in on the individuals on your team?
- ☐ What tools do you use to keep track of your team members during these difficult times?
- ☐ What actions/ initiatives have you implemented to support your direct reports?
- ☐ What challenges do you currently experiences in terms of leading your team?
- ☐ What support do you need right now in terms of leading your team?