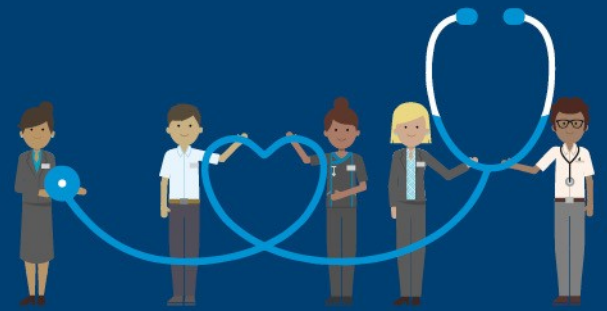


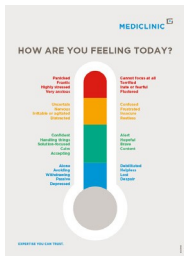
# THERMOMETER GUIDELINES FOR LINE MANAGERS



**'HOW ARE YOU FEELING TODAY?'**



## BASICS TO GET YOU STARTED



These guidelines are aimed at providing you with pointers on how to use the 'How are you feeling today?' emotions thermometer.

### Purpose of the thermometer

- It provides individuals with an opportunity to indicate and talk about their thoughts, feelings and concerns while dealing with the COVID-19 pandemic.
- It gives line managers an indication as to how their teams are doing physically and mentally, and whether collective and/or individual action is required to support the wellbeing of staff.

**NOTE: This is not a tool to diagnose mental health or psychological pathology, but rather a tool aimed at stimulating team conversations during challenging situations.**

- Use this tool for regular team check-ins.
- Apply your discretion as to how and when you would like to use the thermometer.
- Communicate the purpose of the thermometer to your team and how you plan to use it.
- Ensure you create a safe space for your team to engage openly and honestly.
- Participation is voluntary, so encourage your team to participate.



### SUPPLIES

You will need the following:

- A wall or noticeboard in an area that has sufficient space for the team on duty to huddle around the thermometer
- A whiteboard marker for the individuals to indicate what their emotions are on the thermometer
- An eraser to remove markings

## ADDITIONAL GUIDELINES



### DISCUSS

Consider using this tool at the beginning of each shift.

- Ask team members to plot where they are on the thermometer (in the blue, green, orange or red zone) as they come on duty.
- At a convenient time, huddle around the completed thermometer and discuss with the team members how they are doing.

Consider the following probing questions for the team:

- What do you notice about the distribution?
- What are we currently doing right that we must continue doing to support each other?
- What actions can or should we take to ensure everybody is in the green zone?
- How have the markings shifted from our previous check-in?
- What do you need?
- What can you do for each other?



- You may ask your own, probing questions. Keep the questions open-ended to stimulate conversation.
- Where necessary, facilitate the ABC technique for your team by using the emotional, physiological, and/or cognitive strategies from 'Leading the Mediclinic Way'. (Click **here** for access to the manual.)
- As the leader, review the team's thermometer, consider the distribution and take appropriate action.

#### REVIEW

- Are most of the team members in the green zone? Consider what you can do to sustain this.
- Are there outliers (people in the blue or red zone)? Might they need individual support? Encourage them to come and speak to you.
- If you identify a staff member who is truly struggling emotionally, rather refer them to Incon or a trained professional. Do not attempt to counsel them yourself.



Contact your Human Resources Business Partner if you require more assistance on how to utilise the tool.

#### CONTACT