

Seven Things You as a Leader Can Do Right Now

COVID-19 CONSIDERATIONS FOR HEALTH CARE LEADERS

1 Talk with your staff ...and listen

Tell staff you care about their safety and well-being. Name someone who staff can talk to about their concerns, and explain how leadership will answer their concerns.

2 Walk the floors

Walk the floors weekly show that you support your staff. Consider developing symbols of appreciation for employees. Minnesota Veterans Home created small “Hero” pins for staff working on the COVID-19 unit.

3 Show safe PPE use

Name a leader to show staff the right way to put on and take off personal protective equipment (PPE). Have that person check with staff every week to be sure they are still using PPE the right way.

4 Start a buddy system

Set up a buddy system for staff to support each other. Buddies should: check that they each use PPE the right way; share their concerns; talk about stress; and look out for each other’s safety and well-being.

5 Share information

Post well-being resources and positive messages, so staff know they are heard and seen.

6 Connect staff to support services

Do as much as possible to protect staff from physical and mental stress, so they can fulfill their roles. Be aware of how staff is affected by high workloads, grief, and stigma or fear in their families or communities.

Treat staff to a pizza lunch, snacks, or care packages (e.g., hand lotion, laundry soap pods).

Offer mental health and psychosocial support, and psychological first aid training. COVID Cares Support Services offers 20-minute support sessions.

See [Minnesota Psychiatric Society](http://www.mnpsychsoc.org) (<http://www.mnpsychsoc.org>)

7 Hold COVID-19 exercises

Host a planning and training session called, “A Day in our COVID-19 Life.” Get your team thinking about how their roles and realities change when residents in their communities have COVID-19 disease.



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