

Mapping Out Meaning for Employee Wellbeing



What is Your Purpose?





Mapping Out Meaning Map

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Psychological
Safety

Pro Social
Behaviors

Compassion

Empathy

Trust

High Quality
Relationships

Tensility

Emotional Carrying
Capaticty

Mutuality

Positive Regard

Connectivity

Purpose

Burnout

Emotional
Exhaustion

Cynicism

Lack of personal
accomplishment



Builds

Buffers

(Autonomous)

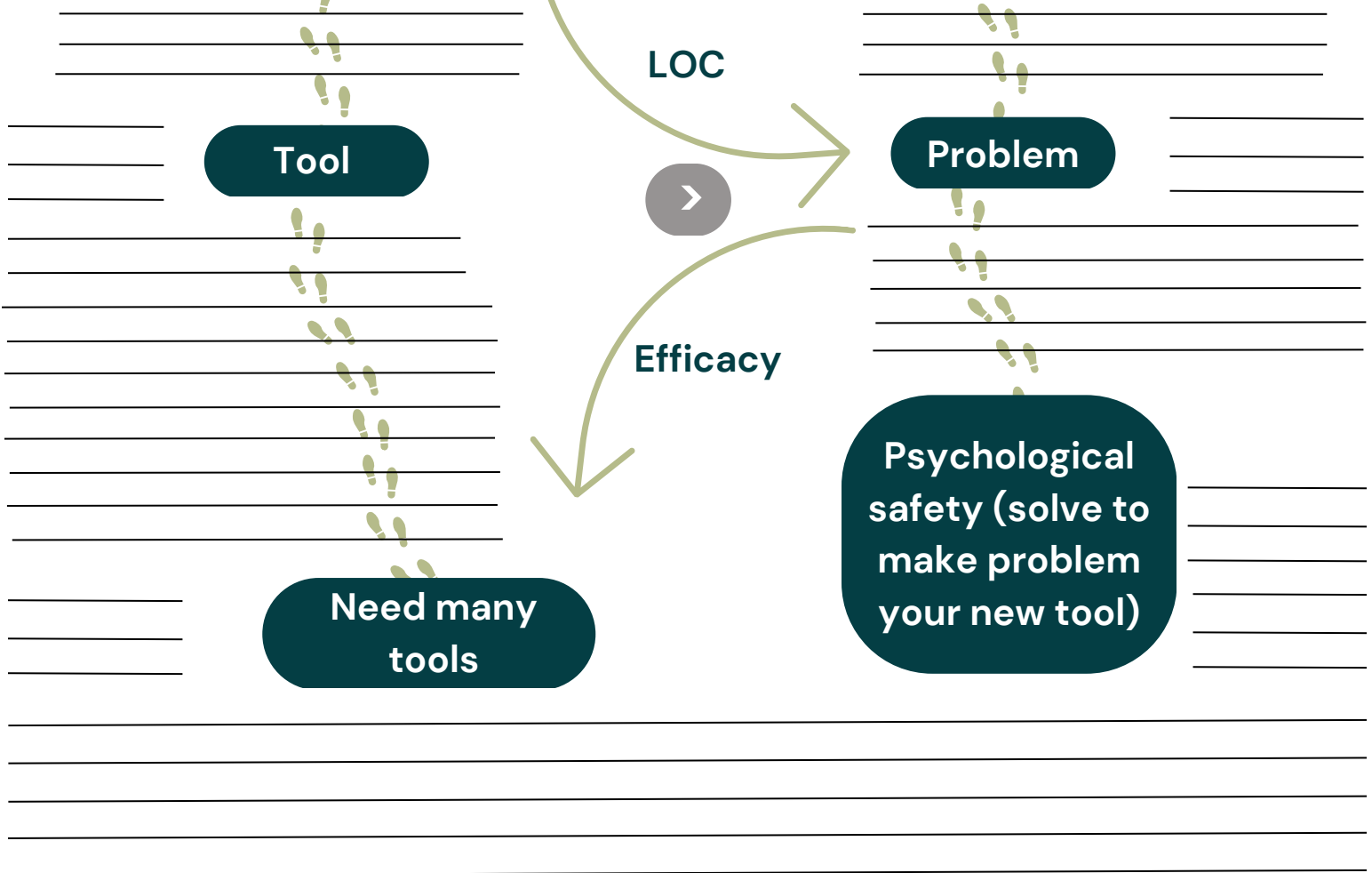
(Controlled)

**Biopsychosocial
Model of Challenge
and Threat****Resources > Demand
= CHALLENGE****Resources < Demand
= THREAT**

LOC

Tool**Problem**

Efficacy

**Need many
tools****Psychological
safety (solve to
make problem
your new tool)**

Organizational Change Map

Change: (Unfreeze)

Process or Standard (Pick something you want to change or a problem you want to solve)

[illegible]

Briefly map out how you could create urgency for this change you are wanting to make. Ask “What’s the cost of status quo?”

URGENCY



COALITION



Who will you assemble onto your team to steer change (think beyond senior leaders and get creative)?
