Helping veterans adapt

- Certain management strategies can be effective when supervising military veterans. Evaluate their performance without preconceived notions of how you think they're programmed to act.

- Clarify their work mission by providing them with well-documented operating procedures and protocols.

- Give them time to adapt to the nuances of your office culture, and show understanding if PTSD appears to affect their performance.

- Once they've learned their role, don't micromanage. Challenge them with a degree of authority and responsibility.

Supporting all employees in the workplace

Current workplace research shows the benefits of promoting inclusion at work. Organizations with diverse staffing patterns have improved rates of employee engagement and retention, innovation, efficiency, and overall financial performance. Diverse qualities can include people's religious beliefs, ethnicity, physical abilities or handicaps, sexual or gender orientation, economic and educational background, military service history and cultural preferences.

To promote better inclusion:

- Be fair to all by expecting the same quality and standard of work from every team member. Even the appearance of unfairness or bias can be problematic.

- Take personal responsibility for how you respond to people's differences, and set a respectful tone—a good example—for your team.

- Don't shame individuals who display an initial shortcoming in tolerance; try to use such events as learning opportunities.

Webinar——Gain new management insights by joining our webinar on Wednesday, September 25: Understanding and Managing Military Veteran Employees. Register here.
Mind Your Mental Health

Unfortunately, suicide rates in the U.S. over the past decade have risen across the lines of age, gender, race and ethnicity. Although it’s not a manager’s job to diagnose employees’ personal problems, awareness of suicide risk can save lives.

- In this tip sheet, review the many misconceptions people have about who could potentially attempt suicide, and get facts that will increase your understanding.
- There are a number of observable factors in people’s personal situations and behaviors that suggest suicide risk. Check out the warning signs of suicide in adults.
- If you have had serious depression and/or thoughts of suicide, filling out this brief confidential checklist can help you decide whether to consider reaching out for professional assistance.

Working on Wellness

If you have a chronic medical condition, it may seem like the illness controls your life. Take back some control!

- Physical health: Continue regular appointments and good communication with your doctor(s). Getting regular counseling on your condition helps keep your treatment on track.
- Mental health: Don’t let the illness define you. Continue to pursue personal goals. Long-term diseases have many ups and downs; be gentle with yourself!

Daily Diligence

The following are ideas for supporting an inclusive workplace.

- Introduce your commitment to diversity and inclusion early in each employee’s job cycle. Post signage communicating how every employee can contribute to an inclusive workplace. Celebrate events and holidays for underrepresented minorities.
- Provide development workshops for adjacent skills such as communication and empathy for other employees. An inclusive workforce is an emotionally intelligent one.

The importance of diversity

- 70% of companies emphasizing diversity are more likely to report that they’ve captured a new business market.
- 67% of job seekers said that a diverse workforce is an important factor to them when considering companies and job offers.
- 57% of employees believe employers should be doing more to promote diversity.

Sources: Glassdoor, Harvard Business Review.