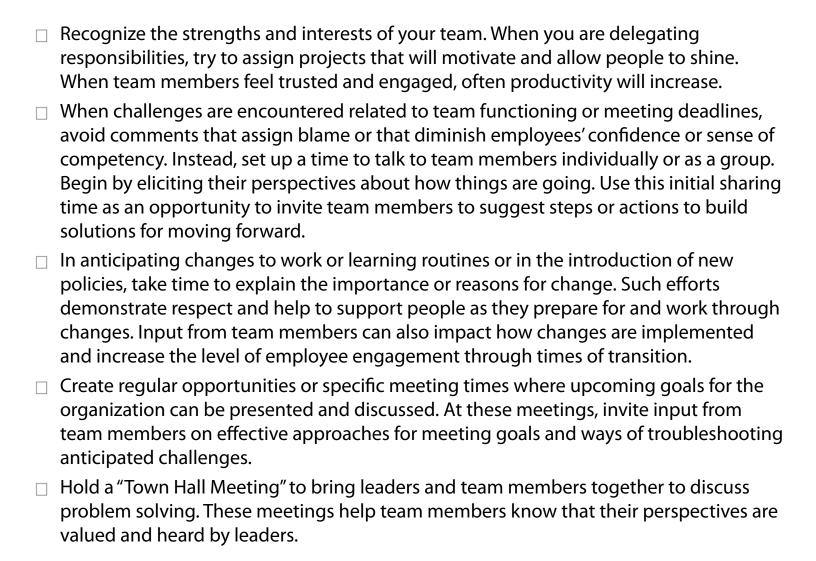
Mental Fitness Practices Checklist: Autonomy Support



In staff meetings, ask each team member to record ideas for increasing autonomy in the workplace. Collect the ideas and review them. Let team members know that their opinions are valued.
Each year, many organizations provide employees with professional development workshops, guest lectures or luncheons on relevant topics. As you plan for the upcoming year, rather than choosing the topics on your own, include team members' perspectives. Present a number of topics and have team members prioritize which ones interest them the most.
Create an idea box or online resource where team members can write suggestions for the organization. Review these ideas every month and implement those that fit with the organization's mission. Send out a group email to all team members when one of their ideas is implemented.
Hold professional development sessions on Respectful Workplaces that place emphasis on hearing and valuing the voices of others. Discuss with team members ways in which respectful workplace practices can be reinforced as part of structured routines and in informal interactions among people.
Create opportunities for collaborative projects that can be undertaken by team members. Brainstorm with team members possible options for collaborative initiatives or projects that include shared goals and actions.
Use informal or more structured anonymous surveys as a means for receiving feedback from employees on the workplace climate. The information gleaned from these data collection activities may provide beneficial insights for the development of strategic actions for promoting healthy workplace relationships and routines.