

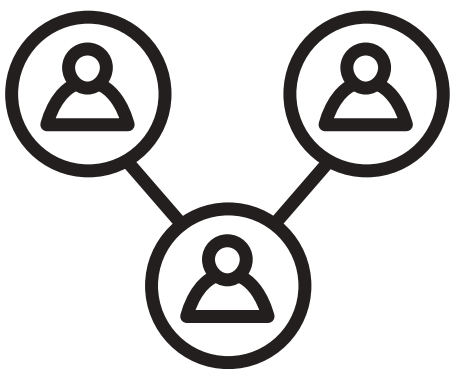
# CREATING A CULTURE OF CARE

Gallup identified four traits of successful managers discussed in this Inc. article:

- › They are honest and transparent
- › They are supportive
- › They recognize the talents and strengths of their team
- › They display empathy

## CONNECTION

### Celebrate, Establish, Motivate

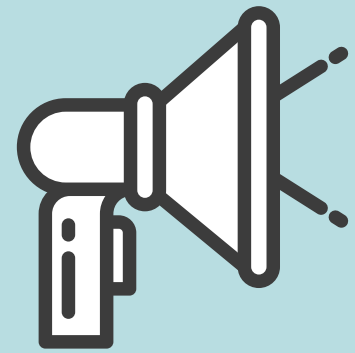


- Celebrate wins and successes – celebrations and acknowledgement of successes are important
- Establish rituals and traditions
- Know what drives and motivates individuals on your team

## AWARENESS

### Explore, Model, Support

- Existing policies and programs need supportive leadership who will explore, model, support, and communicate them
- Acquaint yourself with the myriad of programs and supports that OSU has to offer employees, the Healthy Campus Coalition [website](#) can help with this



## RESPECT

### Honesty, Transparency, Communication

- Communicate with honesty and transparency, create an environment of open communication for more effective feedback
- Keep employees informed, share information whenever possible



## EMPATHY

### Open, Kind, Listen

- Support members of your team during times of difficulty. This includes disrupting acts of bias and stigma, correcting mis-perceptions, and infusing empathy and care in all practices and communications
- Be open and kind, listen attentively

