Discussion Goal:

The Department of Natural Resources is committed to supporting a workplace that fosters diversity, engagement, leadership and employee wellness while promoting individual success and a connection to the department’s mission. During the performance review, the supervisor and employee discussed ways to support a thriving work environment for all DNR employees including healthy work/life wellness habits, promoting inclusivity and diversity, and opportunities for growth and development.

Guidance:

Supervisors should encourage:

A healthy work / life and wellness habits including: using earned leave for rest and relaxation, using sick time when appropriate, taking lunches and breaks, participating in Well Wisconsin program activities, and the importance of disconnecting during non-work hours.  Supervisors should promote the concept that leave is an earned benefit and should be used by staff within the approved timelines. Supervisors and their employees should review vacation balances and discuss plans to use earned vacation balances through the end of the calendar year.

Supervisors should promote:

A welcoming and inclusive work environment where diversity thrives, cooperation and understanding are encouraged, and engages staff in a way that will promote greater organizational effectiveness.

Supervisors should discuss:

Training and leadership opportunities, employee development needs and ways to engage and motivate employees for a greater connection to their work, the organization, the mission and their co-workers.