

Epic Well-being August 2026 Leader Toolkit

Monthly Theme: Awareness and Preparation

Helping You Navigate the Epic Transition

As Penn State Health prepares for Epic go-live on Oct. 31, employees across the organization are balancing implementation activities alongside their regular responsibilities. We understand the stress this can cause and want to help you support employee well-being, reinforce resilience and reduce change fatigue—all without creating additional meetings or adding to your administrative burden. Whether you're adjusting to new workflows, learning new tools or supporting your team through the shift, Penn State Health has tools and resources to help.

We encourage you to embed well-being into existing Epic governance, communications and change management activities. This approach leverages existing workgroups, advisory councils, Change Champions and communication channels to provide support where leaders and employees are already engaged.

Regular check-ins with staff

1. Ongoing leader check-in questions

Use these questions consistently throughout the Epic transition to check in with your team during 1:1s, huddles, rounding or informal check-ins:

- How are you feeling this week, personally and professionally?
- What's going well?
- What support do you need from me or the team?
- What is one thing we can do to make next week better?

2. This month's conversation starter: Awareness and preparation

As Epic implementation activities increase, consider incorporating these timely questions into team conversations this month:

- What are you most concerned about in the next few weeks?
- What would make you feel more confident about our success?
- What communication from leadership would be most helpful right now?

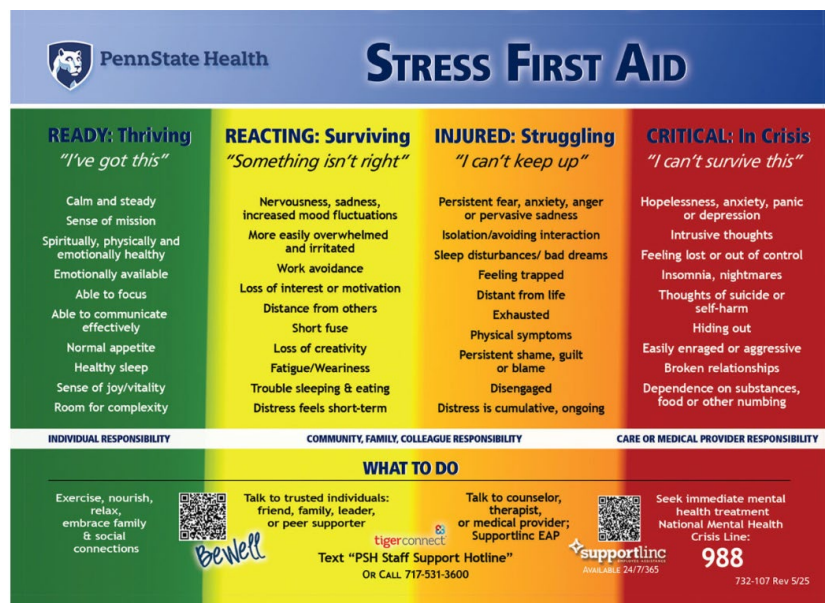
Remember: These questions are conversation starters, not a checklist. Listen, follow up and take action when you can.

Resources:

- Explore the many [Lunch & Learn trainings](#) available through BeWell. With a variety of topics to support your well-being, there's something for everyone. Sample training modules related to this month's themes include:
 - [Creative Problem Solving](#) (Intellectual)
 - [Preventing Burnout](#) (Emotional)
- [Well-Being Trainings | Penn State Health BeWell](#)
- Stress First Aid <https://bewell.pennstatehealth.org/stress-first-aid/>

Tips for managers:

- Utilize Stress First Aid in all Epic meetings, team discussions and huddles.
 - Expect surprises, resistance and strong emotions. Bring resilience and patience to all meetings and conversations.
 - Is now the right time to talk or is it best to revisit?
 - Don't take it personally – listen more than you speak.
 - Be consistent and give gratitude and grace.
- Use [Paws Up Points](#), [E-cards](#) and/or handwritten [thank you cards](#) to reward and recognize employees. Celebrate small wins!
- Pause, breathe, focus: Take five minutes for yourself before stepping into action. Use grounding techniques (deep breaths, brief mindfulness).
- Provide clear, compassionate, frequent communication even when all the answers aren't available.
- Use honest, simple messaging. "It's okay to not be okay."



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STRESS FIRST AID

READY: Thriving <i>"I've got this"</i>	REACTING: Surviving <i>"Something isn't right"</i>	INJURED: Struggling <i>"I can't keep up"</i>	CRITICAL: In Crisis <i>"I can't survive this"</i>
Calm and steady Sense of mission Spiritually, physically and emotionally healthy Emotionally available Able to focus Able to communicate effectively Normal appetite Healthy sleep Sense of joy/vitality Room for complexity	Nervousness, sadness, increased mood fluctuations More easily overwhelmed and irritated Work avoidance Loss of interest or motivation Distance from others Short fuse Loss of creativity Fatigue/Weariness Trouble sleeping & eating Distress feels short-term	Persistent fear, anxiety, anger or pervasive sadness Isolation/avoiding interaction Sleep disturbances/ bad dreams Feeling trapped Distant from life Exhausted Physical symptoms Persistent shame, guilt or blame Disengaged Distress is cumulative, ongoing	Hopelessness, anxiety, panic or depression Intrusive thoughts Feeling lost or out of control Insomnia, nightmares Thoughts of suicide or self-harm Hiding out Easily enraged or aggressive Broken relationships Dependence on substances, food or other numbing
INDIVIDUAL RESPONSIBILITY	COMMUNITY, FAMILY, COLLEAGUE RESPONSIBILITY	CARE OR MEDICAL PROVIDER RESPONSIBILITY	

WHAT TO DO

Exercise, nourish, relax, embrace family & social connections 	Talk to trusted individuals: friend, family, leader, or peer supporter  Text "PSH Staff Support Hotline" OR CALL 717-531-3600	Talk to counselor, therapist, or medical provider; Supportline EAP  Available 24/7/365	Seek immediate mental health treatment National Mental Health Crisis Line: 988 732-107 Rev 5/25
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