



Epic Well-being September 2026 Leader Toolkit

Monthly Theme: Resilience and Readiness

Helping You Navigate the Epic Transition

Resilience and readiness are especially important as our Oct. 31 Epic go-live date quickly approaches. Employees are balancing implementation activities, new learning and changes to familiar workflows alongside their regular responsibilities.

This month's toolkit focuses on practical ways managers can help teams build resilience, stay engaged and prepare for the transition — without adding meetings or administrative work.

Embed well-being into existing Epic activities. Use established governance, communications, Change Champions, advisory councils and other existing channels to reinforce well-being and resilience 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: Resilience and Readiness

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

- What can I do differently to better support you?
- Are there barriers I can help remove?
- Is there anything you're not getting from me that you need?
- What's taking the most energy from you this week?
- How are you doing personally, beyond the project itself?

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

**Resources:**

- [Resiliency Toolkit](#)
- 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 trainings related to this month's themes include:
 - [Building Resilience for Optimal Performance](#) (Occupational)
 - [Time Management](#) (Occupational)
- [Well-Being Trainings | Penn State Health BeWell](#)
- SupportLinc EAP
 - In-the-moment support
 - Convenience referrals
 - **Mindfulness and resilience:** Access to virtual support groups, TextCoach®, and digital therapy tools to strengthen emotional fitness.
 - **Self-care resources:** Tip sheets and digital toolkits focused on stress, and emotional wellbeing and more!

SupportLinc Employee Assistance Plan (EAP)

Phone: 888-881-5462

Website: mysupportlinc.com

Group code: psh

**Tips for managers:**

- 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."
- Remind teams about the availability of resources, especially SupportLinc EAP.
 - Early support can help prevent stress from escalating and provide employees with practical coping strategies.
- Utilize [Stress First Aid](#) in all meetings and in casual conversation.
- Use PAWS UP! points to reward and recognize employees.



Grounding & Breathing Techniques

For Healthcare Staff During Stressful Moments

When stress spikes, your body and brain shift into survival mode. These quick tools help calm your nervous system so you can reset and stay present.

Stand still or sit upright

Press your feet gently into the ground

Notice the contact with the floor

Breathe in slowly... then exhale fully

Say to yourself:
*I'm grounded.
I'm here.
I'm okay.*

The "Feel Your Feet" Reset

5 things you can see

4 things you can touch

3 things you can hear

2 things you can smell

1 thing you can taste or are grateful for

5-4-3-2-1 Grounding

Reminder:

You are human. You are not alone. You are allowed to pause. Take care of yourself the way you take care of others.

Inhale through your nose for 4 seconds

Hold your breath for 4 seconds

Exhale slowly through your mouth for 4 seconds

Hold again for 4 seconds

Box Breathing (4-4-4-4)

Inhale for 4 seconds

Exhale slowly for 6-8 seconds

Repeat 3-5 times

The Long Exhale