

Epic Well-being October 2026 Leader Toolkit

Monthly Theme: Support & Connection

Helping You Navigate the Epic Transition

As we approach our Oct. 31 Epic Go-Live, staying connected and supporting one another is more important than ever. This month, focus on meaningful check-ins, recognizing the efforts of your team, and creating a culture where employees feel comfortable asking for support.

October 10 is World Mental Health Day — a reminder that mental health and well-being are an important part of how we care for ourselves and support one another. During times of change, small moments of connection, compassion and encouragement can make a meaningful difference.

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: Support & Connection

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

- Is there a challenge you're facing that I may not be aware of?
- Do you feel connected to your coworkers and team?
- Are there any priorities that feel unclear or competing?
- What's helping you stay motivated during this time?
- What small win should we celebrate as a team?

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 trainings related to this month's themes include:
 - [Healthy Workplace Relationships: Developing Supportive Connections](#) (Social)
 - [Work-Life Balance](#) (Social)
- [Well-Being Trainings | Penn State Health BeWell](#)
- Stress First Aid <https://bewell.pennstatehealth.org/stress-first-aid/>
- SupportLinc Employee Assistance Plan (EAP)
 - **In-the-moment support**
 - **Self-Care Resources:** SupportLinc can provide support for stress, emotional well-being, change fatigue, work-life balance and other personal or work-related concerns with digital toolkits, tip sheets and more.
 - SupportLinc is confidential and available at no cost to employees and household members.



Phone: 888-881-5462

Website: mysupportlinc.com

Group code: psh

Tips for Managers:

- [MindStream – 5-minute Breathing Technique for De-Escalation for Healthcare Employees](#)
- Encourage and model frequent stretch and walk breaks.
- Promote work-life balance. Lead by example by avoiding after-hours communication unless necessary
- Utilize Stress First Aid in all meetings and in casual conversation – ask ‘What Color Are You?’
- Recognizing and rewarding employees for their hard work is a key factor in boosting engagement. You can use PAWS UP! Points for this.
- Provide clear, compassionate, frequent communication even when all the answers aren't available.
- Use honest, simple messaging. “It's okay to not be okay.”
- Share resources.

Looking for Additional Resources?

Explore the BeWell **Newsletters & Toolkits** for additional resources, conversation starters and well-being content you can share with your team. [Explore BeWell Newsletters & Toolkits](https://bewell.pennstatehealth.org/)



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