DNR received the Excellence & Innovation in Employee Well-being Award from Well Wisconsin on Dec. 4 at the State Capitol

DNR worked to find meaningful ways to leverage the leadership of Supervisors to create a culture of well-being that promotes a healthy work/life balance throughout the organization.

**How:**

Added a discussion goal to the DNR Performance review form as a reminder to talk about work-life balance with individual employees.

DNR review season in on a FY cycle. Mid-year review of leave balances helps determine if employees need help setting aside leave time for rest and relaxation during times when vacancies or high workload may make it difficult.

Provided easy to use tools to help supervisors quickly access their employee leave balances to assist in the conversation.

Created a theme around personal and professional wellness for All Supervisor meeting to provide information and ideas on how to better support their own and their employee’s well-being.

Created a goal under the department leadership objective for supervisors encouraging them to set an example by managing their own work/life balance

**Additional Notes:**

Initiative was enacted by the DNR Secretary and Department Leadership which further reinforced and highlighted the level of commitment while helping to fast track the initiative.

The goal for supervisors under the leadership/additional supervisor objective is not rated individually but is part of the overall goal of providing leadership to their team centered around the concepts of promoting and role modeling a healthy work life balance.

The discussion goal is not rated – it is used as a placeholder to remind supervisor/employee that it should be discussed at the performance review meeting.