

Quick Guide for Frontline Leaders

Starting Conversations About Ergonomics & Self-Care

Support your team's wellbeing in real time—one small conversation at a time.



REMEMBER! →

1. **Keep it conversational, not clinical**
2. **Show you're listening—then offer help, not just advice**
3. **Normalise these chats as part of good leadership**
4. **Share your own self-care strategies—lead by example**

5 QUESTIONS TO START THE CONVERSATION

1

“What part of your day feels physically hardest on your body right now?”

- ☐ Listen for signs of discomfort or strain.
- ☐ Explore patterns: long calls, poor posture, eye strain?

2

“Have you been able to take movement or screen breaks that actually help?”

- ☐ Encourage sharing what's working—and what isn't.
- ☐ Offer practical ideas from your training.

3

“What's something in your workstation setup that doesn't quite feel right?”

- ☐ Discuss keyboard, monitor height, chair comfort, lighting, etc.
- ☐ Offer to troubleshoot or escalate if needed.

4

“What's one small change you could try this week to feel better while working?”

- ☐ Support experimentation and habit-building.
- ☐ Follow up next week to check how it went.

5

“Would it help if we looked at a few quick tips together?”

- ☐ Share visuals, examples, or routines from your Beyond Ergo resources.
- ☐ Frame it as a team investment, not a correction.



Keep a “micro-action list” handy—simple tips like posture resets, chair tweaks, or 30-second desk stretches. Use them to spark ideas during these chats.