

Building Systems for Better Outcomes



Public Safety
Wellness

Identify Your Goal What is one goal you want to achieve at your agency?

Example: Reduce officer burnout, improve access to mental health resources, strengthen leadership support for wellness, etc.

Analyze the Current System

- What are the common barriers (e.g., stigma, scheduling, cost)?
- Are wellness efforts integrated into all levels of the agency, or are they siloed into human resources, training, or a check-up once per year?
- Are wellness strategies integrated into performance evaluations, promotional processes, and leadership training?

Design and Align the Right Systems

- Are policies in place that mandate and enforce wellness initiatives rather than just suggest them?
- How can policies be adapted to create a culture of proactive wellness rather than just reactive support after a crisis?
- What existing policies, routines, and leadership approaches impact the outcome?

Implement and Reinforce the Right Systems Notes

- How do we ensure these changes become embedded into department culture?
- Do briefings also include discussions regarding calls that could cause physiological responses?
- Are there ongoing opportunities for officers to provide feedback and participate in wellness efforts?

Monitor, Adapt, and Reinforce the System

- Is the system still working, or does it need adjustments?
- Are officers engaging with the wellness resources available?
- How do we track progress and make improvements over time?

Clear, J. (2018). *Atomic Habits: An Easy & Proven Way to Build Good Habits & Break Bad Ones*. Penguin.
Sinek, S. (2019). *The Infinite Game*. Portfolio. Stanley, A. (2023). *Systems: Liberating Your Organization*

