This Roundtable discussion has focused on awareness, as well as organizational solutions, to help improve Mental Health within our Industry. This approach will assist individuals and individual firms, but we would like to focus the Breakout Session on Project Team Mental Health.

Question: Please explore how we can improve the Mental Health of our project teams who are composed of many individuals from many different firms.

Team #1

- *Have detailed conversation with owner; be bold; Share reality*

- *Don't overcommit (yourself and for others); Don't be afraid*

- *Be accountable & dependable; strong communication; be aware of your role*

- *Right-size conversations; have the right people talk with the employees*

- *Encourage Teamwork & Open Communication*

- *Be transparent with expectations; share with the client*

- *People-centric approach vs Project-centric*

- *Health checks; implement action*

- *Respect, trust, empathy*

Team #2

Project Stress:

- *Can't say no/over commit*

- *Unrealistic expectations*

- *Bring a solution if you can't say "No". Open up different channels to solution*

Thoughts:

- *Educate team members (across disciplines)*

- *Be open and honest*

- *Define Core goals for project. Goals may change if needed*

- *Team member spotlight*

- *Need to communicate, then communicate more*

- *Leaders set the tone (I got your back)*

Team #3

- *Get buy-in from entire team*
- *Understand the stressors of team members*
- *Event + Response = Outcome (E+R = O)*
- *Don't freak out (appropriate reaction)*
- *"Cares" moments (humanize)*
- *Shared experiences build trust*
- *Commitment to work together (IPD)*