

Staff Support Mapping Tool

Wellness isn't a solo act. It's a shared responsibility.

INSTRUCTIONS:

This tool helps leadership teams or wellness committees reflect on how support is distributed and experienced within the organization. Use it during meetings, retreats, or planning sessions to clarify who supports whom—and identify gaps where additional care may be needed.

Step 1: Identify Support Roles

For each category, list the name(s) of the person(s) filling that role. If the role is unclear or missing, write “None” or leave blank.

Support Role	Who Fills This Role?
Emotional support within the team	
Supervisor or manager support	
HR or formal wellness contact	
Informal “go-to” person	
Peer support or friendship	
Professional mental health support	
External support (coach, mentor)	
Other:	
Other:	



Step 2: Reflect on Support Patterns

Which roles feel strong and consistent?

Where do gaps or over-reliance show up?

Who might be quietly carrying others without enough support for themselves?

Step 3: Action Planning

One action we can take to strengthen support:

One conversation we need to have as a team:

One small shift to balance the care load:

Affirmation:

It's not selfish to need support. It's sacred. A cared-for team can care well for others.