

Opening credits:

[action music playing]

Two animated women arguing in an office room with a desk behind them and window overlooking the city. Scene drops down and a male and female superhero dressed in blue and green outfits fly up. Male superhero has speech bubble appear that says, 'Someone needs our help!' Superheroes fly off into the city. Women arguing in the office. Male and female superheroes fly across the window behind the women. Male and female superheroes drop down from top of screen and land on top of a building. City buildings in the background. Office room with two women continuing to argue. Elevator doors to the right opens up and the male and female superheroes run out and throw their arms above their heads. Speech bubble appears above male superhero that says, 'We can help! Come with us!' Superheroes run off the screen to the right. The two women point to an Ask Joe logo that appears.

Two female voices: Ask Joe!

Female voice: And Jeanne!

Screen fades to black.

[sad music]

Shelley: Well, I'm glad we could all meet and go over the final stages of the project. Is everyone feeling good about their follow-up tasks?

Elliott: Actually, Shelley, can you stay on so I can talk to you for a minute?

Shelley: Absolutely, no problem. Everyone else is free to go. Have a great day, team!

Shelley: Ok, Elliott. What's on your mind? Is everything ok?

Elliott: Not really. I've really been struggling lately. I haven't told anybody this, but my family is having some health and financial trouble, and it's getting to me. I can't put it out of my head, even at work.

Shelley: That's totally understandable. I've noticed you haven't really been yourself lately.

Elliott: Yeah, I've been in a funk for a couple weeks now. I just don't know how to get out of it and I'm afraid it's hurting my work.

Shelley: Mental health is something many of us have been struggling with over the last couple years. You're definitely not alone. What can I do to help you?

Elliott: Honestly, I'm not sure. I don't want to let the team down, but I'm not feeling like myself lately and it's hurting my performance.

Shelley: Well, let's not focus on that right now. My main concern is making sure you are taken care of first.

Shelley: I know someone who might know what to do. Let's ASK JOE!

[Theme music playing in background]

A blue comic book style background. Ask Joe logo is in the background between a male cartoon character with black hair and glasses wearing a blue superhero outfit with green gloves and a female character with blonde hair and glasses wearing a green and blue superhero costume and green gloves. Scene moves off screen to the top to reveal a comic book on a wooden table. Camera zooms in quickly to the comic book cover and the screen folds down like a page turning to reveal live action Jeanne.

Jeanne: Shelly is on the right track to helping Elliott. First of all, she has done a great job at building trust because Elliott felt comfortable coming to her with his concern. Shelly also showed great care and empathy for Elliott by stating her first concern was making sure he was taken care of. That's a supervisor we'd all like to have!

Jeanne: It's tough dealing with the challenges of daily life these days. When you bring in additional stressors like financial issues, family health problems, and even child or elder care, it's understandable that things could feel overwhelming, and performance might suffer. In times like these, it's helpful to have someone in your corner for support.

Jeanne: If you feel like you are struggling mentally and emotionally a few simple tips might help:

Jeanne: Take care of your body. When you are stressed or struggling it is even more important than usual to get plenty of sleep, eat healthy and exercise. You might not feel like taking the effort to do these things but even small steps in the right direction will help.

Jeanne: Pamper and prioritize yourself. As they say on a plane, put your own oxygen mask on first. You can't be at your best to help others if you have not already taken care of yourself. Make time for just you, even if it is just a few moments or a small gesture.

Jeanne: Take media breaks. Rarely is the news or social media uplifting these days. Limit how much you watch, read, listen or participate in these outlets. If there is something happening in the world that you need to know, it will find its way to you, it did for centuries before our instant new cycle began.

Jeanne: Connect with others. Talk with people you trust about how you are feeling and the things that might be overwhelming you. Talking with someone can help you cope with stress by distracting you from your stressful thoughts or releasing some build-up tension. Those you care about want to support you and listening is a gift they are happy to be able to give.

Jeanne: There are also some practical things Shelley can do that coupled with the above suggestions, can set Elliott on a path to feeling valued and supported.

Jeanne: Sit down with Elliott to review his work capacity and discuss with him any adjustments that might need to be made. Help him feel in control by asking what he might need rather than creating a plan on your own. Document the plan and revisit it regularly together to see progress and make any needed changes.

Jeanne: Consider reasonable accommodations such as schedule changes, adjusting performance objectives or providing breaks as needed. Understanding the situation and creating a plan together will

contribute to employee engagement and loyalty.

Jeanne: Recommend the credit union's Employee Assistance Program. These programs are typically offered at no additional cost as part of a company's health plan and offer a WEALTH of resources such as counseling services, community resources, access to health programs and more!

Jeanne: Under the best of circumstances many of us struggle to take care of ourselves, instead, putting others needs ahead of our own. Life today is certainly not the best of circumstances and when leaders encourage and support self-care it gives employees, it gives employees the permission to do the same.

Jeanne: Have a leadership question? Email Askjoe@mycuservices.com, we'd love to help!

Red screen with dots slides over Jeanne. White text appears on screen.

Female voice: Have a leadership concern and don't know where to turn? Ask Joe and Jeanne! Send your questions to askjoe@mycuservices.com.

[theme music playing]

White screen with blue, red and green paint splashing together to form Vizo Financial logo. Logo fades to a green Vizo Financial logo 'V', a red heart and the words, "CUs" in green on a light gray background. Dark gray words appear underneath that read, 'A Vizo Financial Production'

Logo fades out and disclaimer text appears on screen.

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Fade to black.