

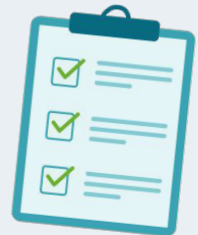
Managing Teams during Elections

Election season can heighten emotions and potentially create tension within teams. As a leader, it's crucial to maintain a healthy, productive work environment for your team throughout the uncertainty and stress. These strategies can help.



Set expectations around political talk

It's important for people to know what is or isn't appropriate to discuss at work. If your company doesn't have a policy on this, it's up to you to communicate your expectations around this. Should people avoid political talk altogether? Or are they OK to discuss as long as they are respectful? Consider dedicating time in a meeting or message to address this directly. You can share [this guide](#) and say something like, "As we enter election season, remember we all have different opinions. If you do choose to talk about politics, please be respectful and do not let it keep us from working well together."



"We don't have to agree, but we do have to respect each other."
Election season is long. You may need to give your team a few reminders.



Lead by example

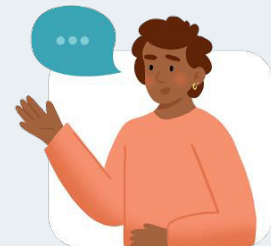
As the team leader, your behavior sets the tone. People look to you, your words, and your actions to determine what is or isn't appropriate. That means what you say is just as important as what you do. It's crucial to model the behavior you expect to see from everyone else—including staying neutral, respectful, and focusing on the work.

It's also important for people to see you taking care of your own [mental and emotional health](#) by taking breaks, practicing [self-care](#), and reaching out for support when you need it.



Acknowledge the impact

Validating people's feelings and fears is an important way to build and maintain trust. If someone on your team shares that they're struggling, you can acknowledge their concerns and experiences without taking a stance. Try responding with something like, "There's a lot going on right now, it makes sense that you're stressed. How can I support you?"



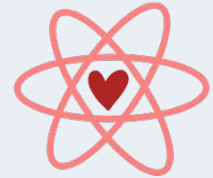
Check your bias

Make sure you're managing everyone the same way. Even if you disagree with someone's political views, it's your job to treat everyone with fairness and respect. While it's sometimes easier said than done, it is possible. Sometimes growth is found in figuring out how to make room for two things to be true at the same time, even when they feel at odds with each other. In this case, you disagree politically and you still need to work together. Find a way to focus on their professional contributions rather than their political beliefs.



Emphasize shared characteristics and goals

While it's easy to focus on differences during this time, it can be helpful to redirect attention to shared goals and teamwork. Make connections by pointing it out when you notice people have something in common, like a shared hobby. In meetings, celebrate teamwork by highlighting people who have collaborated or supported each other well recently and remind everyone about the goals you're working toward together.



Schedule strategically

When possible, avoid scheduling important meetings or deadlines on or right after election day. People may feel more emotionally charged during this time, and this can minimize conflict and distraction. If this isn't possible, set clear expectations up front by reminding people of the team's expectations around election discussions and redirecting focus back to work. You might say something like, "I want to acknowledge that people might be experiencing heavy or heightened emotions today. We're all responding in our own way to the results, so please be mindful of each other. Respect each other's feelings and privacy by steering clear of any political conversations right now."



Familiarize yourself with your company's mental health resources, like Lyra Health, so you can point your team to the right support if they're having a hard time.

Managing teams isn't easy, but Lyra is here to help.

Explore videos, articles, therapy, coaching, and more at

care.lyrahealth.com.