



INTRODUCING LOLLIPOP TO YOUR TEAM

A few words at your next team meeting

How you introduce Lollipop sets the tone for how your team uses it. This is a ready-to-read script for a brief, in-person introduction — about five minutes near the top of a regular team meeting. Make it your own; say it in your own voice.

 ~5 minutes

 Whole team, in person

 At or just before launch

Before you start: keep it warm and short. The goal isn't to explain every feature — it's to help people understand *why* the company is doing this, and that taking part is genuinely up to them.



Open with the why

 **SAY SOMETHING LIKE**

"I want to take a couple of minutes to tell you about something we're starting called Lollipop. It's a simple way for the company to check in on how everyone's doing — not your work, but you. We care about how this team is feeling, and this helps me be a better support to each of you."



Cover four things



Why

Regular well-being check-ins so everyone feels seen and heard — and so I can offer support when it's needed. *"We're doing this because we care how you're doing."*



How

A quick check-in arrives by text or email — a mood and an optional note, in a few clicks. A low response simply lets me know to reach out. *"It takes about a minute."*



Confidential

What you share stays private — between you, me, and HR. It's never used for reviews, discipline, or promotions. *"This is about support, never evaluation."*



Optional

You're never obligated to share. But if you do, it's seen, it matters, and we'll respond thoughtfully. *"No pressure — it's here when you want it."*

Make it personal

One or two honest sentences here matter more than anything scripted. Tell your team you'll be taking part too, and that you mean it.

 **SAY SOMETHING LIKE**

"I'll be checking in right alongside you — this isn't something I'm asking you to do that I won't. If you ever get a check-in and you're having a rough day, it's completely okay to say so. That's exactly what it's for."

"And if something's going on that you'd rather talk about directly, my door is open. You don't need to wait for a check-in."

Close with an invitation

 **SAY SOMETHING LIKE**

"You'll see your first check-in soon. Give it a try when it comes — it really does take a minute. Thanks, everyone. I'm glad we're doing this together."

If someone asks...

"Who sees my answers?"

Only me as your manager, and HR. They're never shared with the wider team, and never used for performance reviews, discipline, or promotion decisions.

"Do I have to do it?"

No — it's completely optional, every time. Some people check in often, some only when they need to. Either is fine.

"What happens if I say I'm not doing well?"

I'll get a quiet heads-up and reach out to see how I can support you. No alarm, no record against you — just a check-in from me.

"How long does it take?"

About a minute. You pick how you're feeling, optionally add a note, and you're done.

"Is this tracking my productivity?"

No. It asks how you're *feeling*, not what you're producing. It exists to help us support each other, nothing else.

That's all it takes. A short, sincere introduction — the why, the how, that it's confidential and optional — plus your own genuine note that you're in it too. That's what turns a new tool into something your team actually trusts.