

Ten Minute Wellbeing Tips for Managers

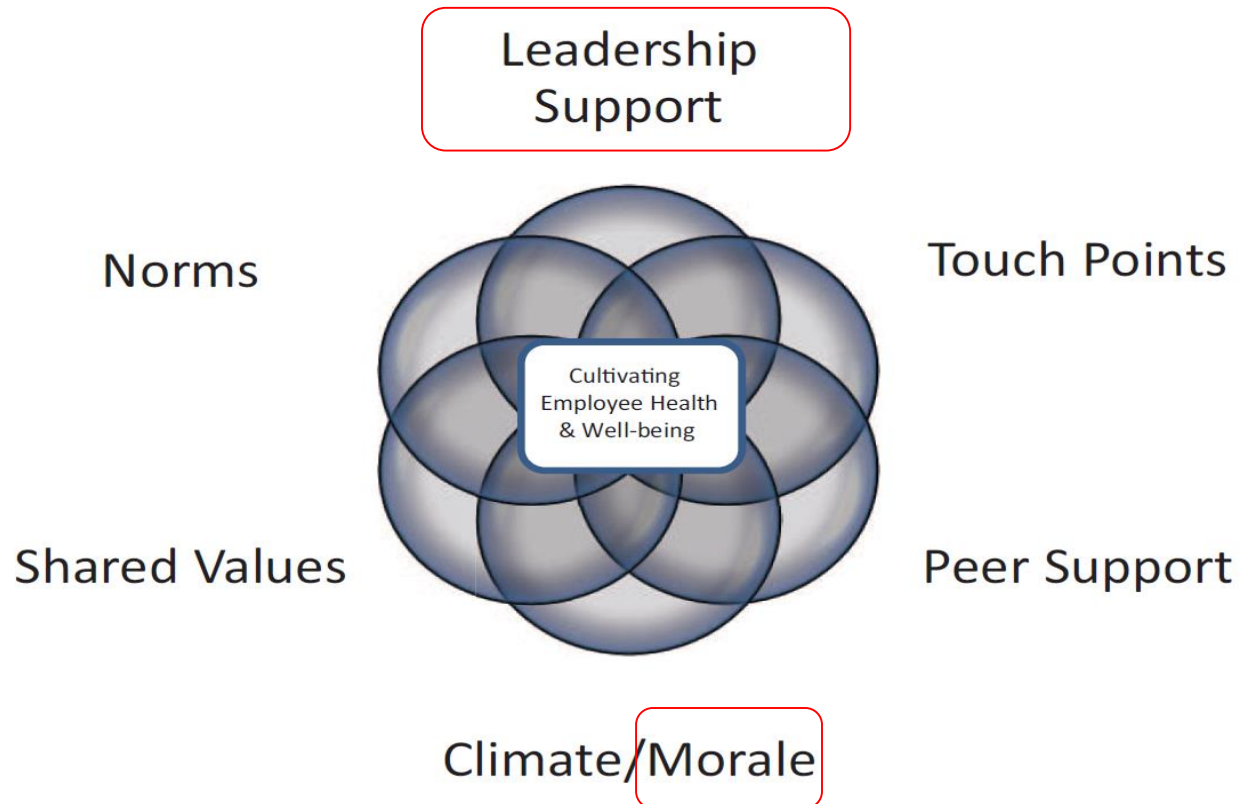


Powered by the Office of Wellbeing

Vision: For our employees to leave work at the end of the day healthier than when they arrived

Theme: Leading to Build Morale

Episode 24: Empowerment & Autonomy



Take home #1: You do not have to do this alone..

Teamwork

is the ability to work together toward a common vision. The ability to direct individual accomplishments toward organizational objectives. It is the fuel that allows common people to attain uncommon results.

—Andrew Carnegie

Autonomy

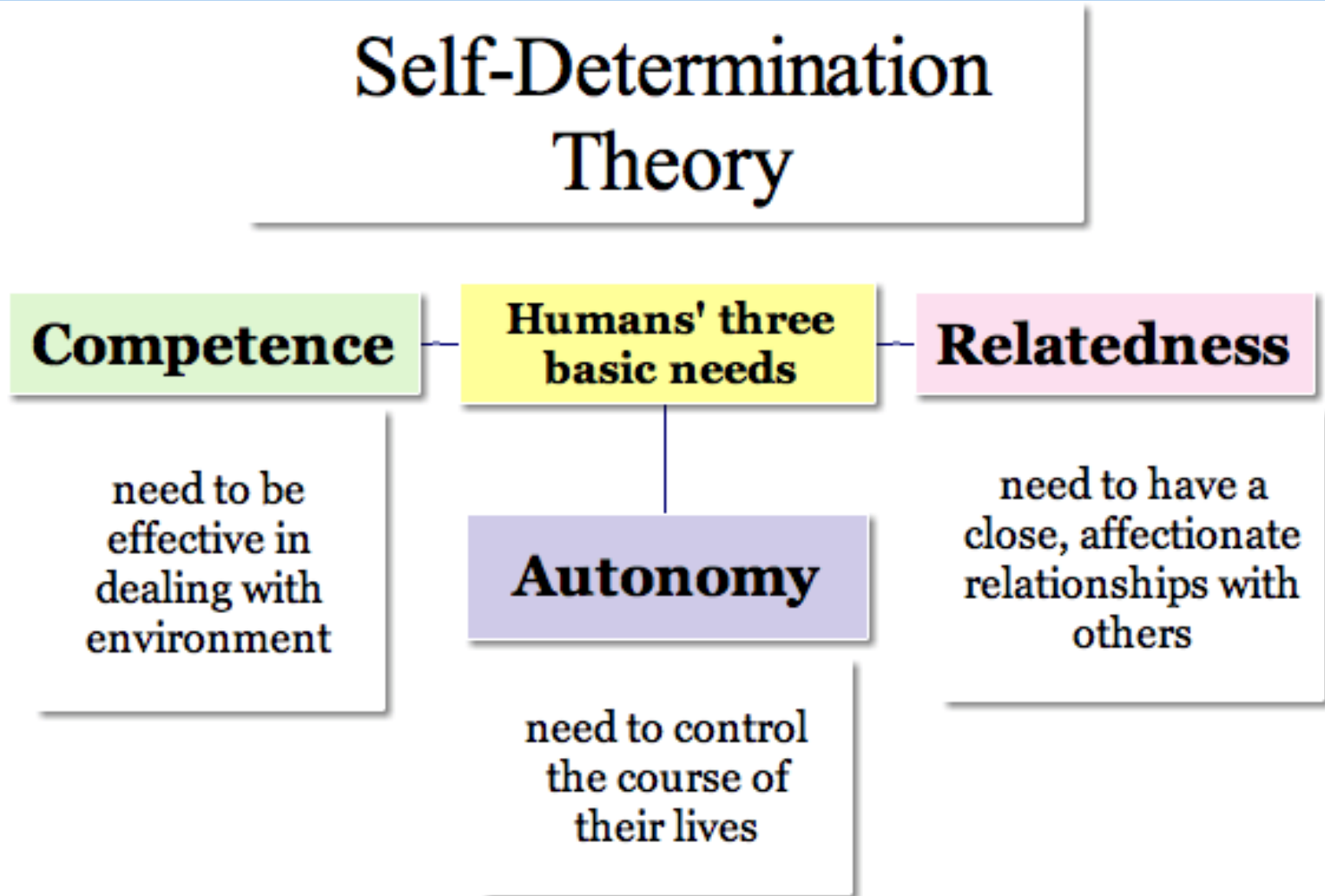
EDWARD L. DECI AND RICHARD M. RYAN



“Human autonomy is the basis for true self-esteem.”

Deci, E. L., & Ryan, R. M. (1995). Human autonomy: The basis for true self-esteem. In M. Kernis (Ed.), *Efficacy, agency, and self-esteem* (pp. 3149). New York: Plenum.

Ryan and Deci's Self-Determination Theory



Take home #2:

Harness the power of peers.

Daniel H. Pink

Empowerment

“Increasing the capacity
of individuals or groups

to make choices [about what they want]

and to transform those choices

into desired actions & outcomes”

Take home #3: I cannot empower any one without their consent



Empowerment is the antidote for feeling powerless and out of control



**Pitfalls of
over-
being helpful**

- Invite your team to create a shared well-being “why”
- Start by focusing on existing strengths
- Give people space & time to “explore” what might be possible
- Listen to ideas & opinions (even if they differ)
- Encourage questions

- Co-create your team well-being goals & plan (the how's and the what's)
- Start small (early wins build motivation)
- Support and recognize your team's successes
- Support your team if they're struggling to overcome obstacles
- Express your appreciation ... often ... & celebrate the wins

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Manager tip #27

Invite team members to participate in creating a shared WHY statement for your well-being work.

Agenda tip #29

Add updates about the ongoing development, roll-out & success of your well-being plan as a standing agenda item.



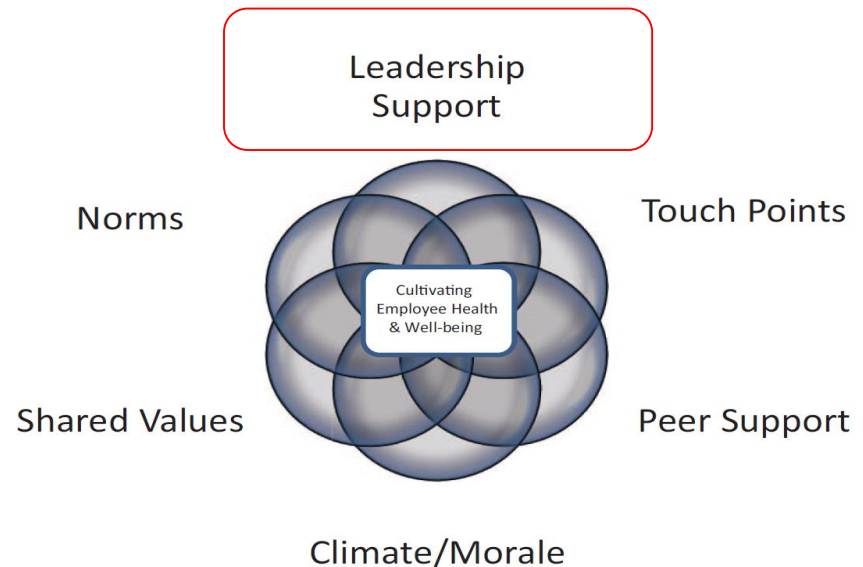
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- Please answer two questions before you go!

Next week:

- Learning from and letting go of the past



Connect with Healthy at Hopkins and the Office of Wellbeing

Healthy at Hopkins

- Access the portal via my.jh.edu and click on the 'Healthy at Hopkins' tile
- 833-554-4554
- healthyathopkins@jhmi.edu

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- <https://www.hopkinsmedicine.org/joy-at-jhm/office-of-well-being>
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Additional Wellbeing and Leadership Resources

- LinkedIn Learning
- Sure People

What Question Do You Have?

