

Ten Minute Wellbeing Tips for Managers

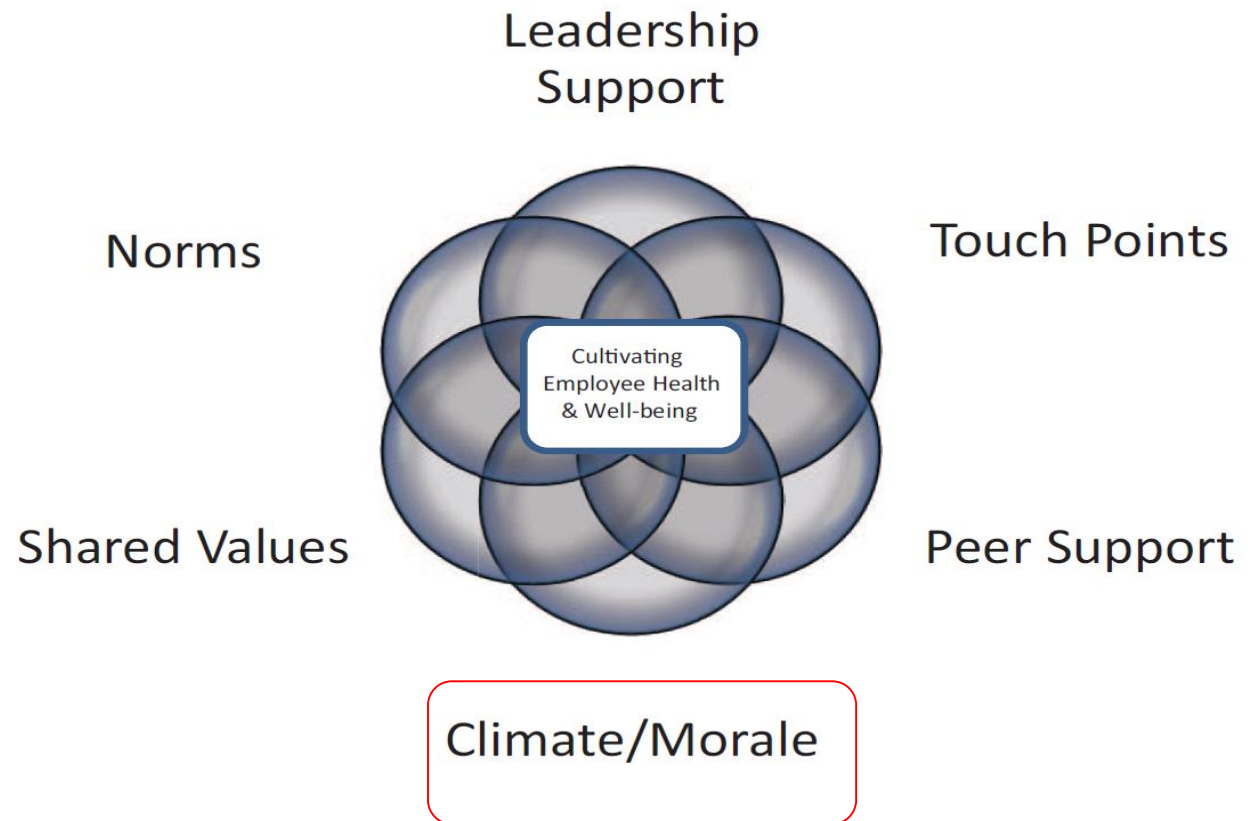


Powered by the Office of Wellbeing

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

Theme: Positive Outlook

Episode 25: Learning from & letting go of the past



CHANCE

CHANCE

“

THE PAST IS A PLACE
YOU CAN LEARN FROM,
NOT A PLACE YOU WANT TO LIVE.

- Tony Robbins

We focus on fears & losses

THE SCIENCE OF FEAR

Negativity Bias is our predisposition to focus on the negative aspects of a situation.
All humans have it, and it hijacks our brains - we feel losses more than gains.



"Fear is generally an ineffective tool for motivating genuine personal engagement."

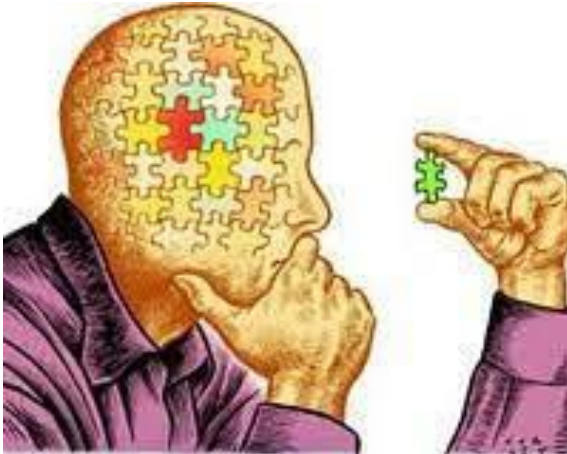
- O'Neill, Nicholson-Cole (2009)



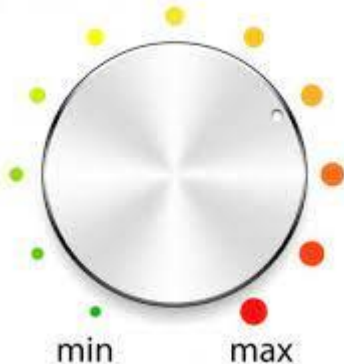
**"The negative screams
at you but the
positive only
whispers."**

- BARBARA FREDRICKSON

Name it to tame it!



- Fear of the unknown
- Fear of the unpredictable
- Fear of future failure
- Fear of vulnerability
- Fear of losses
 - Relationships
 - Resources
 - Choices (autonomy)
 - Status/competence
 - Etc.



The 3 C's of Cognitive Behavioral Therapy



ATCH

Identify the thought that came before the emotion.



HECK

Reflect on how accurate and useful the thought is.



HANGE

Change the thought to a more accurate or helpful one as needed.

What else is true?



VISION BOARD

Start Action

Your Healthy

FOOD

SOU

STRONGER

Do Good, Feel A

3 BREATHE FOR More G

HEALTHY BODY

Mirac

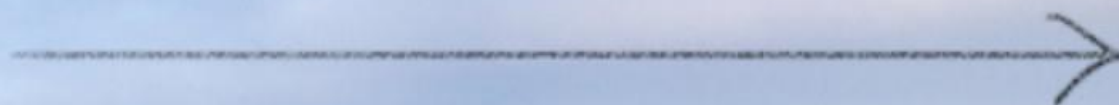
HOW TO

LOVE

JOURNEY

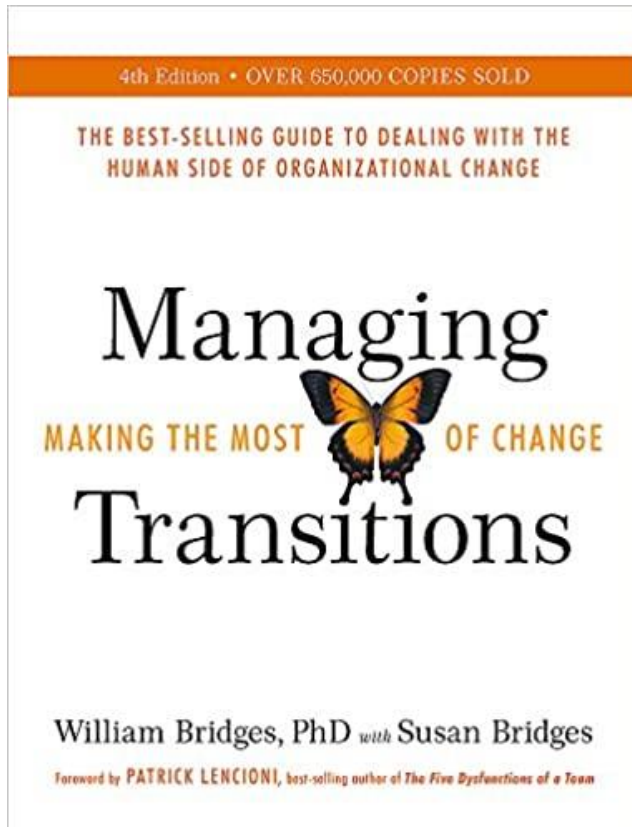
ES, U CAN!

LETTING GO
to move



FORWARD

The Importance of Honoring Endings




Transition starts with an ending.
This is paradoxical but true.

This first phase of transition begins when people identify what they are losing and learn how to manage these losses. They determine what is over and being left behind, and what they will keep.

take it



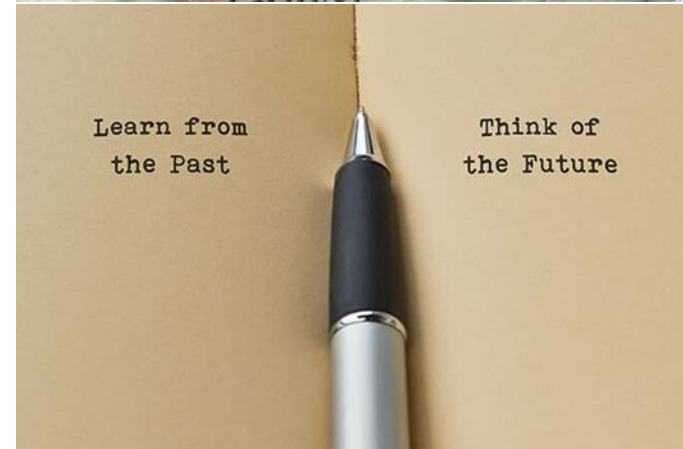
or leave it

A photograph of a sunset or sunrise. The sun is a bright, glowing orb positioned exactly on the horizon line. The sky above is a deep orange, while the foreground is a dark, silhouetted landscape.

Every end is a new
beginning.

Honorable Closure

- **Gratitude**
- **Celebration**
- **Memorializing**



Seek, and express gratitude for, your hidden “treasure”



What do we know* now
that is serving us well, that
we would not have known
without this experience?”

What can we do* now that
we would not have been
able to do without this
experience?

* Feel free to change the verbs to suit you.

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Episode 25: Learning from & letting go of the past

Manager tip #28

Acknowledge that it's often hard to let go
(naming something often reduces its power over us)

Agenda tip #30

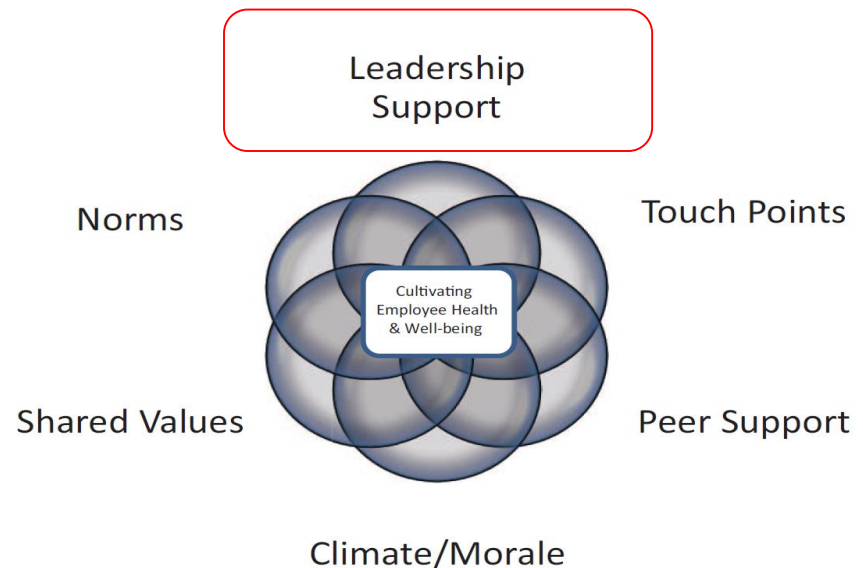
Include opportunities to reflect on lessons learned and how you will use these to support your future work



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- Please answer two questions before you go!
- Looking forward (future orientation)



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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What Question Do You Have?

