

Ten Minute Wellbeing Tips for Managers



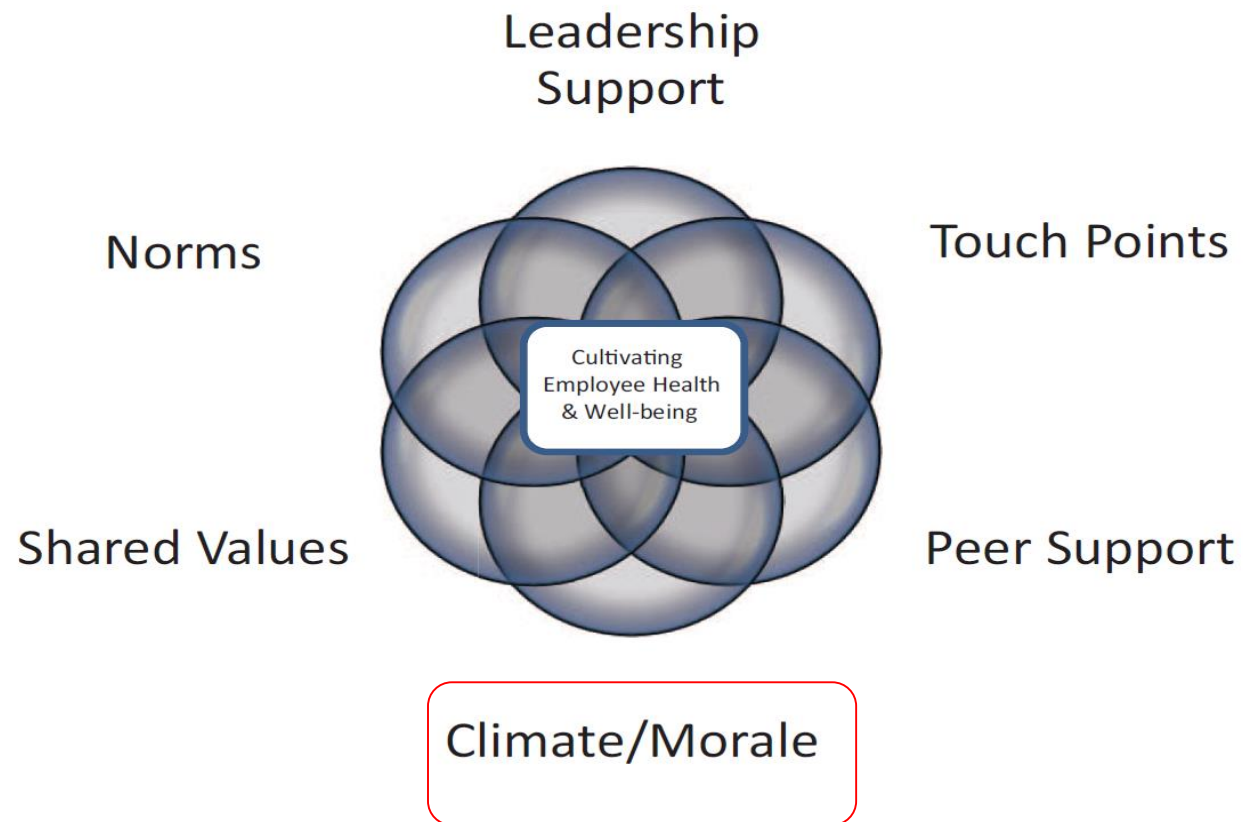
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Vision: For our employees to leave work at the end of the day healthier than when they arrived

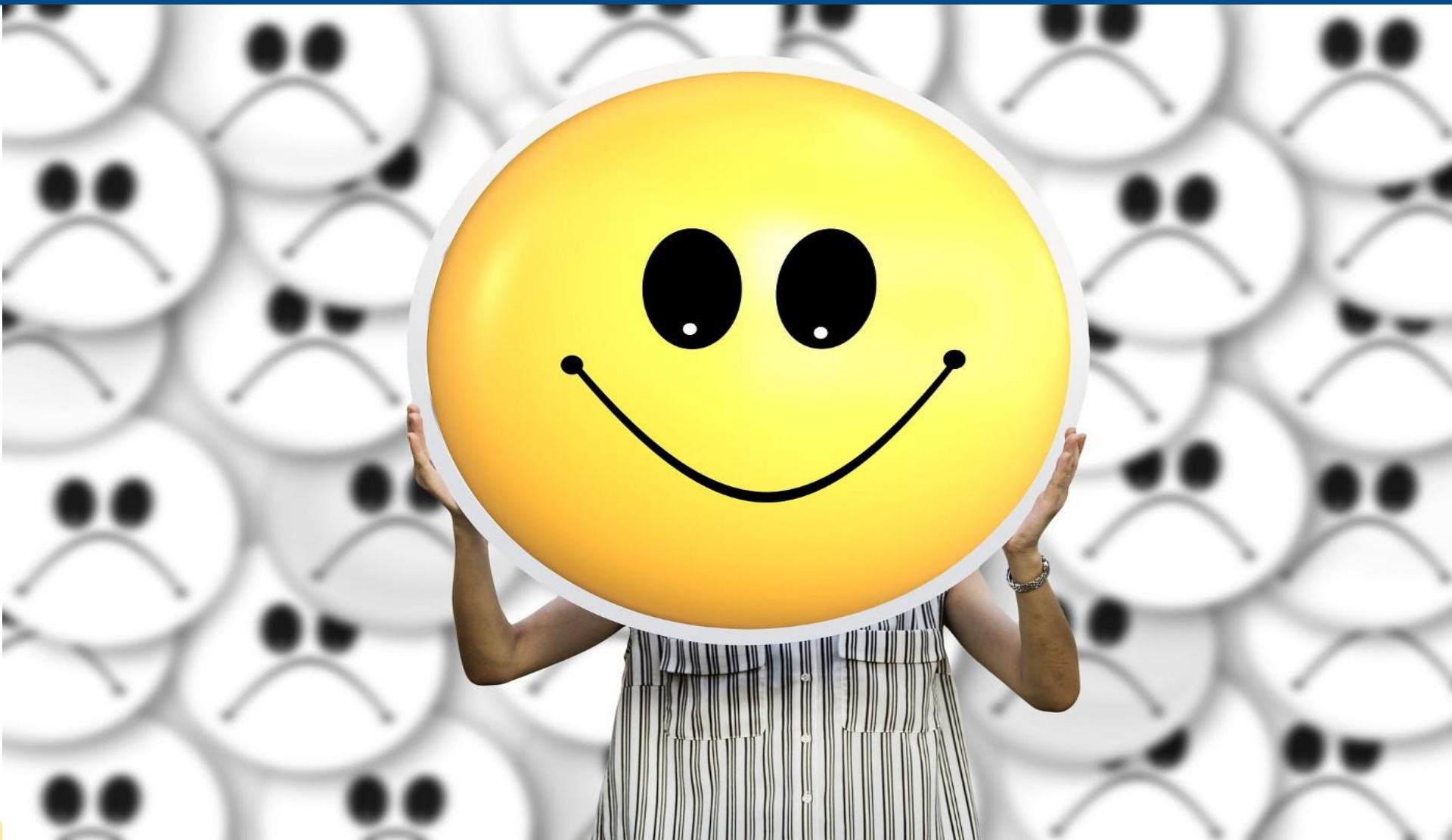
Carolyn J. Cumpsty-Fowler, PhD, MPH, ACC
Senior Director for Nursing Well-Being
Johns Hopkins Health System

Theme: Positive Outlook

Episode 26: Looking forward and future orientation




Let's not confuse a positive outlook with toxic positivity



A balanced positive outlook acknowledges and holds space for both



Positive outlook and future orientation are growth-focused



"Failure is an opportunity to grow"

"I like to try new things"

"I can learn to do anything I want"

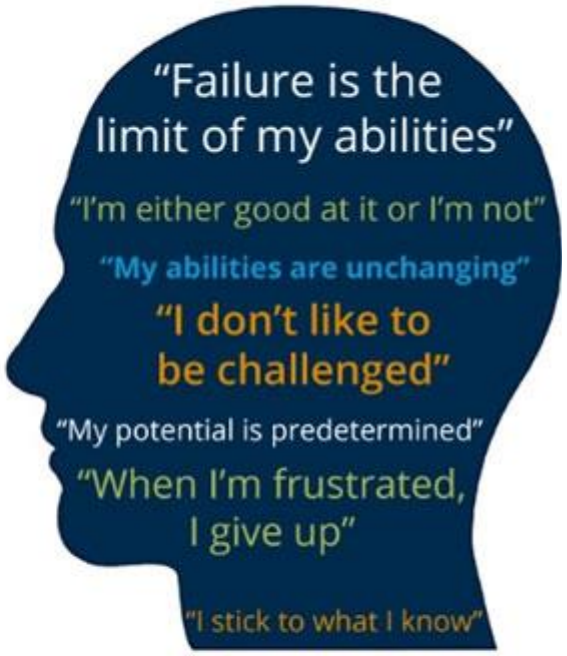
"Challenges help me grow"

"My effort and attitude determine my abilities"

"Feedback is constructive"

"I am inspired by the success of others"

GROWTH
mindset



"Failure is the limit of my abilities"

"I'm either good at it or I'm not"

"My abilities are unchanging"

"I don't like to be challenged"

"My potential is predetermined"

"When I'm frustrated, I give up"

"I stick to what I know"

FIXED
mindset

Future orientation has a positive impact on well-being



- Physical health
- Mental health
- Life satisfaction
- Ongoing learning and development
- Financial well-being

Benefits of future thinking & growth mindset at work



- Solution-finding
- Agility & adaptability
- Innovation
- Entrepreneurship
- Employee engagement*
- Employee development*

Support colleagues to embrace the idea that we can influence our future



1. Be aware of “all-or-nothing” thinking in yourself & others



Try this question ...



What else is true?

2. Embrace the power of

NOT YET

3. Co-create your vision



VISION

4. Provide a compass, not a map



Theme: Positive Outlook

Episode 26: Learning from & letting go of the past

Manager tip #29:

Involve your team in co-creating the vision for your shared future work

Agenda tip #31:

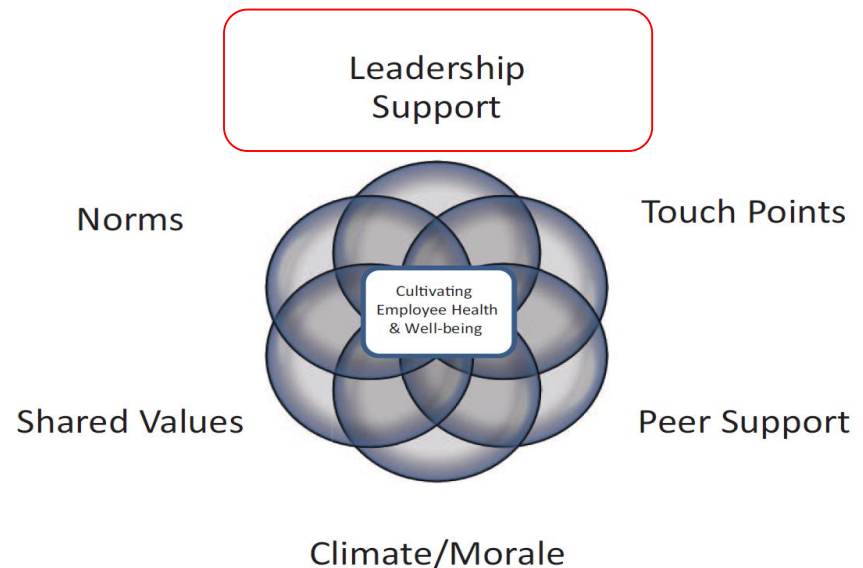
Introduce the concept of “Not Yet” thinking. Reflect on how it supports a growth mindset.



Theme: Positive Outlook

Episode 26: Looking forward and future orientation

- Please answer two questions before you go!
- Noticing non-verbal communication



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What Question Do You Have?

