

Ten Minute Wellbeing Tips for Managers



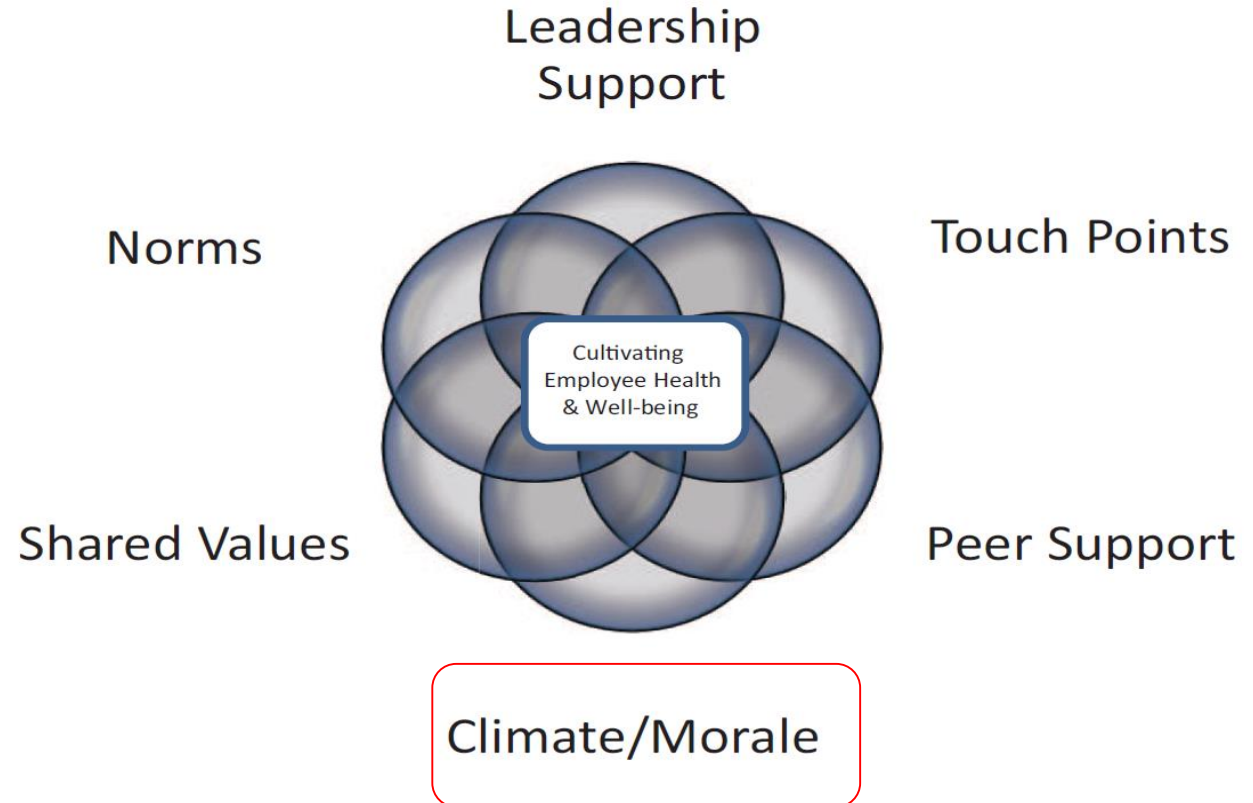
Powered by the Office of Wellbeing

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

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Theme: Sense of Community

Episode 31: Getting to Know Each Other's Strengths



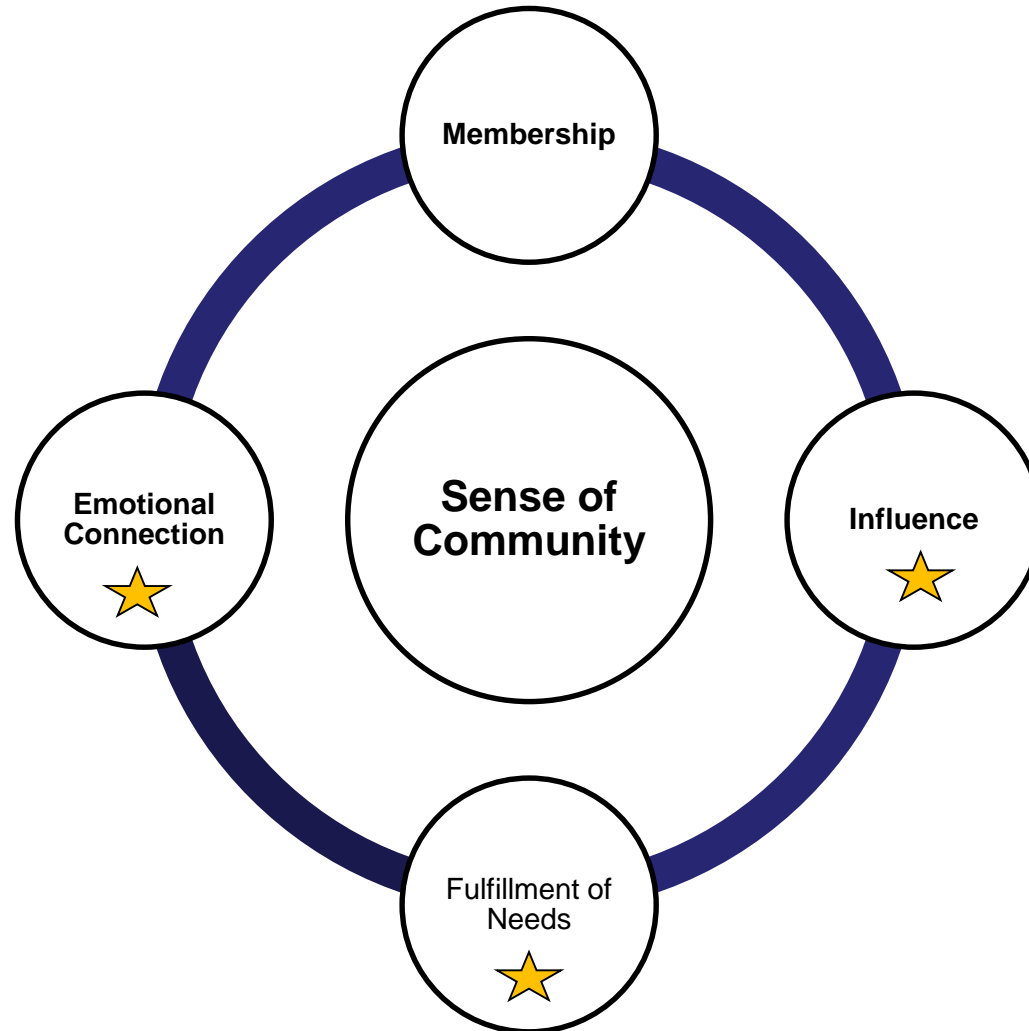
Understanding the Connection

natural
Strengths
abilities
gifts
Qualities
Core talents



Strength-based workplaces are significantly more collaborative and inclusive (Gallup)

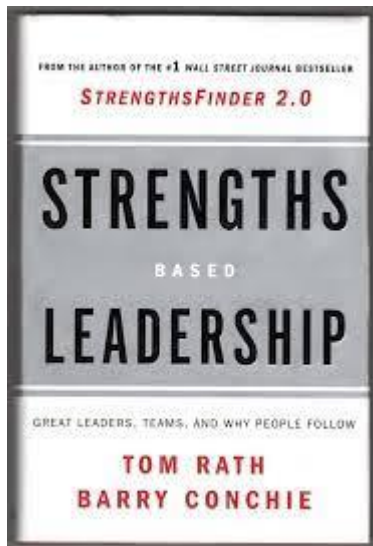
Sense of Community: 4 Elements



Gallup Q3

At work, I have the opportunity to do what I do best every day

Strengths & Engagement



Rath and Conchie
(2008) p2

“In the workplace, when an organization’s leadership fails to focus on individuals’ strengths, the odds of an employee being engaged are a dismal 1 in 11 (9%).

But when an organization’s leadership focuses on the strengths of its employees, the odds soar to almost 3 in 4 (73%). So that means when leaders focus on and invest in their employees’ strengths, the odds of each person being engaged goes up *eightfold*”

Strengths-Focused Leadership



“The best leaders know their people and are more aware of those people's strengths than they are of their weaknesses. Great leaders aren't blind to their own or others' weaknesses; they just know that their competitive edge lies within their strengths.”

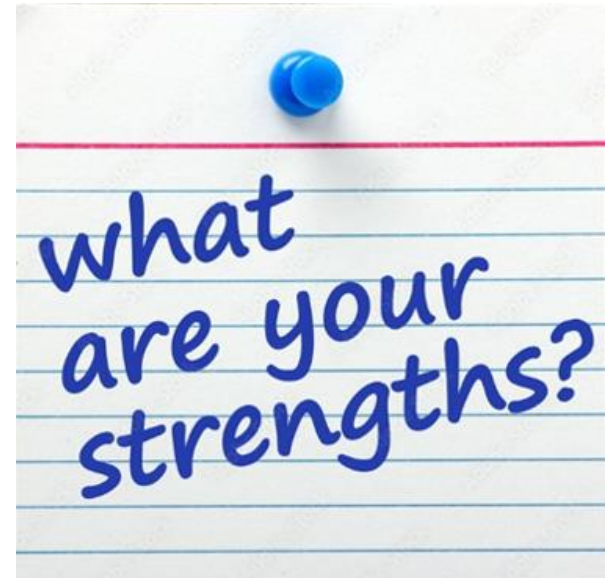
Source: https://www.gallup.com/cliftonstrengths/en/356072/how-to-be-better-leader.aspx?gclid=Cj0KCQjwmuITBhDoARIsAPiv6L8rL9QWXxdnvzr3mIQHsgGaTGU3FSGbbnJ9Hbp4mwbXa3H2wOeyikEaAnRDEALw_wcB

A sunset over the ocean with a yellow bar at the top and bottom. The sun is low on the horizon, casting a golden glow across the sky and reflecting on the water. The text "DISCOVER YOUR STRENGTHS" is overlaid in white.

DISCOVER
YOUR STRENGTHS

Strengths discovery

1. Formal Assessments
2. Discovery Conversations
 - Includes personal reflection
3. Noticing energy shifts



Option 1: Formal Strengths Assessments



Clifton Strengths Finder – Gallup



Strengths Profile Assessment

- Cappfinity

- Assesses 60 strengths
- Free starter profile - <https://www.strengthsprofile.com/>
- Two levels of profile reports (paid)



Character Strengths Assessment

VIA Institute on Character

24 Character Strengths (less than 15 minutes)



- Free assessment - <https://www.viacharacter.org/character-strengths-via>
- Four paid report options

Option 2: Discovery Conversations

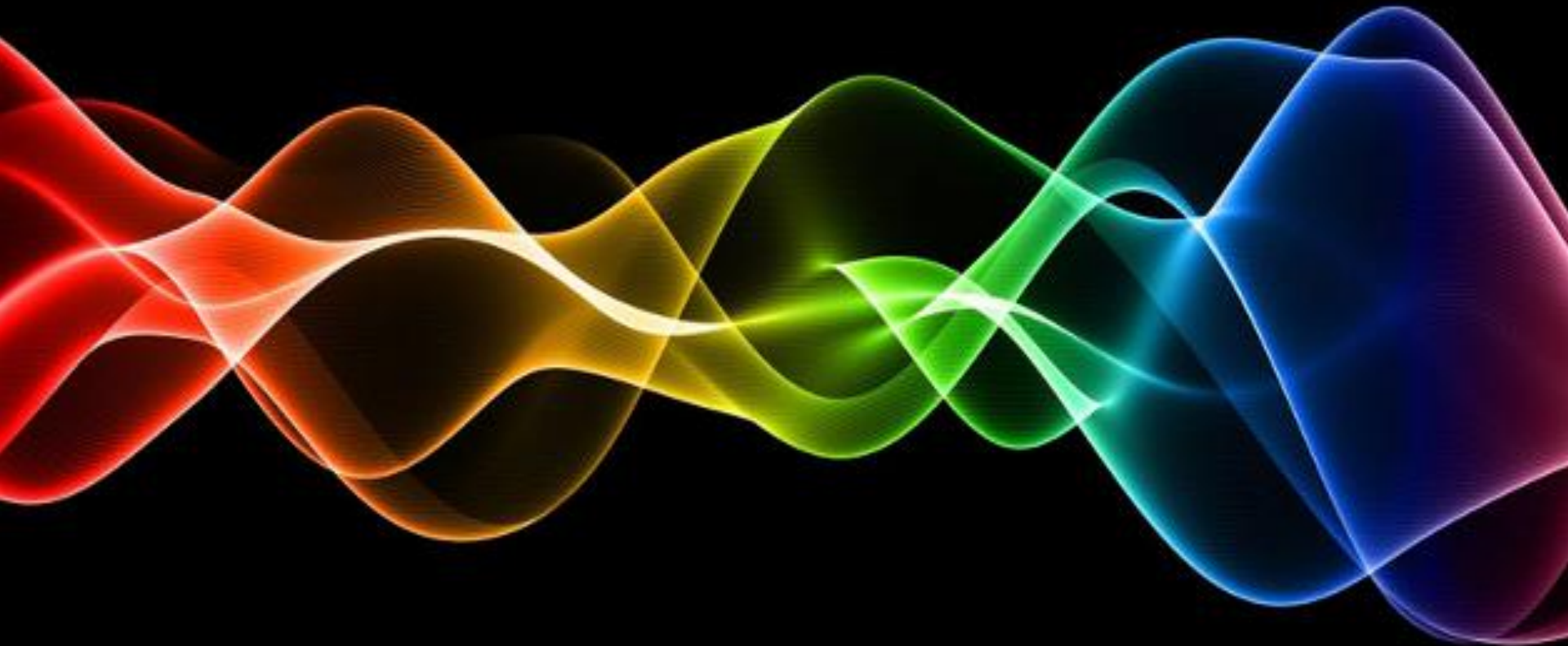
*Everyone has unique
strengths and talents.
What are yours and how
often do you use them?*

Sample Discovery Questions

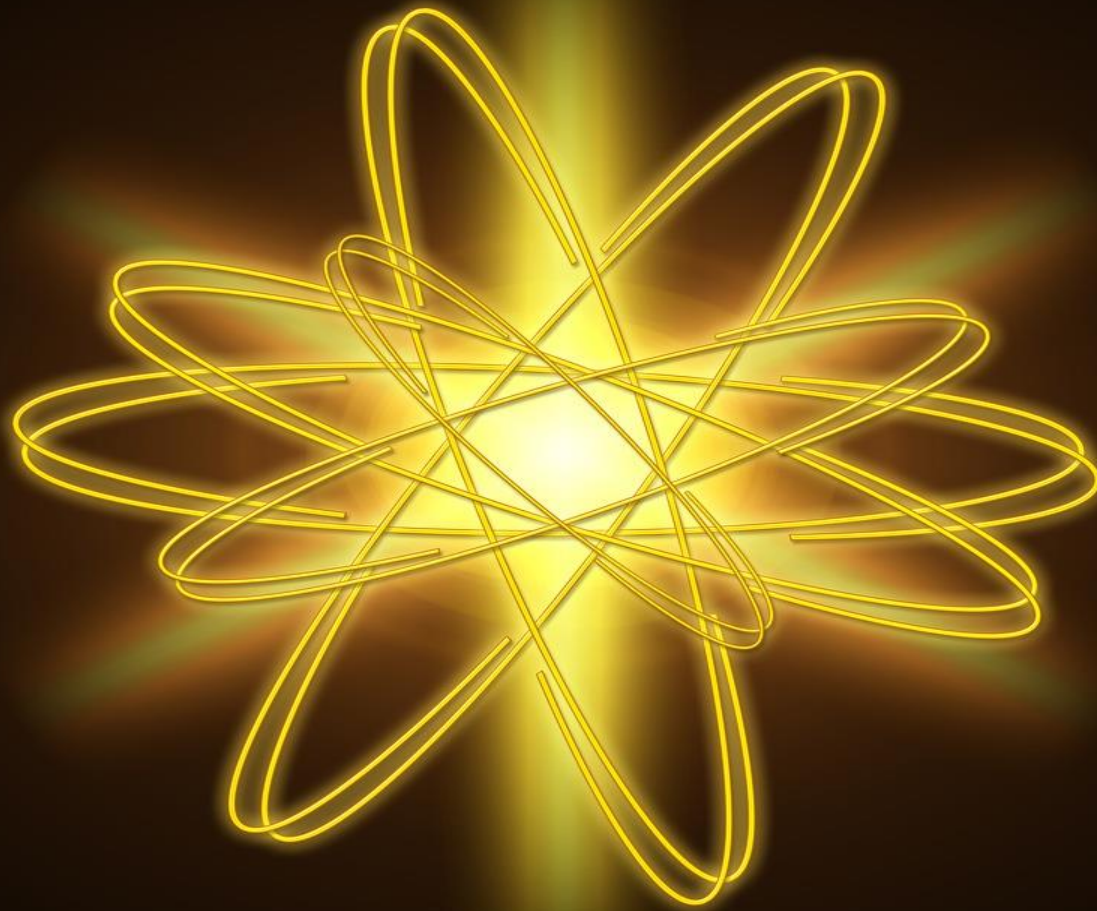


- What is the best thing about you?
- What do you like most about yourself?
- What do you enjoy doing most?
- Tell me about the time when you felt you were making a difference?
- What brings out your best?
- What is your most significant achievement?
- What are your greatest skills?
- What makes you feel you are being who you really are?
- What makes you feel you're doing what you are really meant to do?
- What are you most looking forward to in the future?

Option 3: Notice the energy!



When do people light up? When do they shine?



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Episode 31: Getting to Know Each Other's Strengths

Manager tip #33:

Practice strengths-spotting every day. The more you look for strengths, the more you'll see.

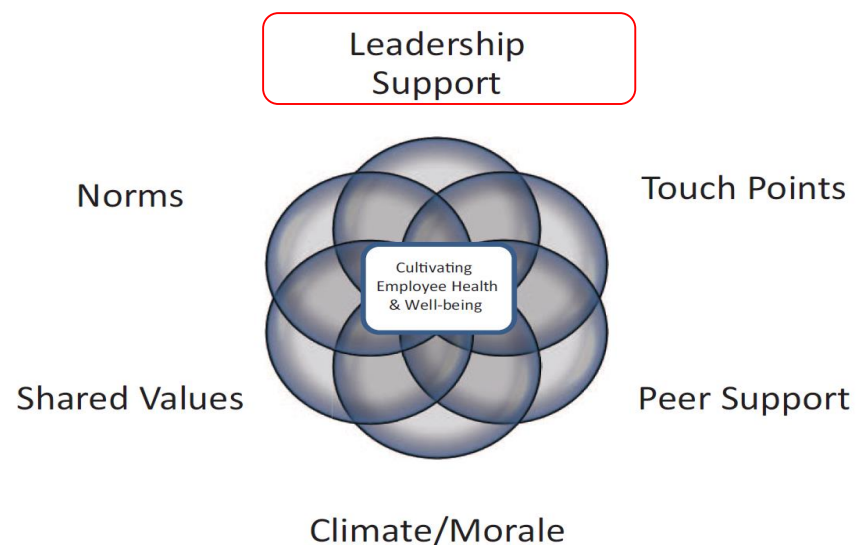
Agenda tip #37:

Include opportunities to discuss and acknowledge individual and team strengths.



Coming up next

Addressing resistance



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

Office of Wellbeing

- <https://www.hopkinsmedicine.org/joy-at-jhm/office-of-well-being>
- OWB@jhmi.edu

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Additional Wellbeing and Leadership Resources

- LinkedIn Learning
- Sure People

What Question Do You Have?

