

Ten Minute Wellbeing Tips for Managers



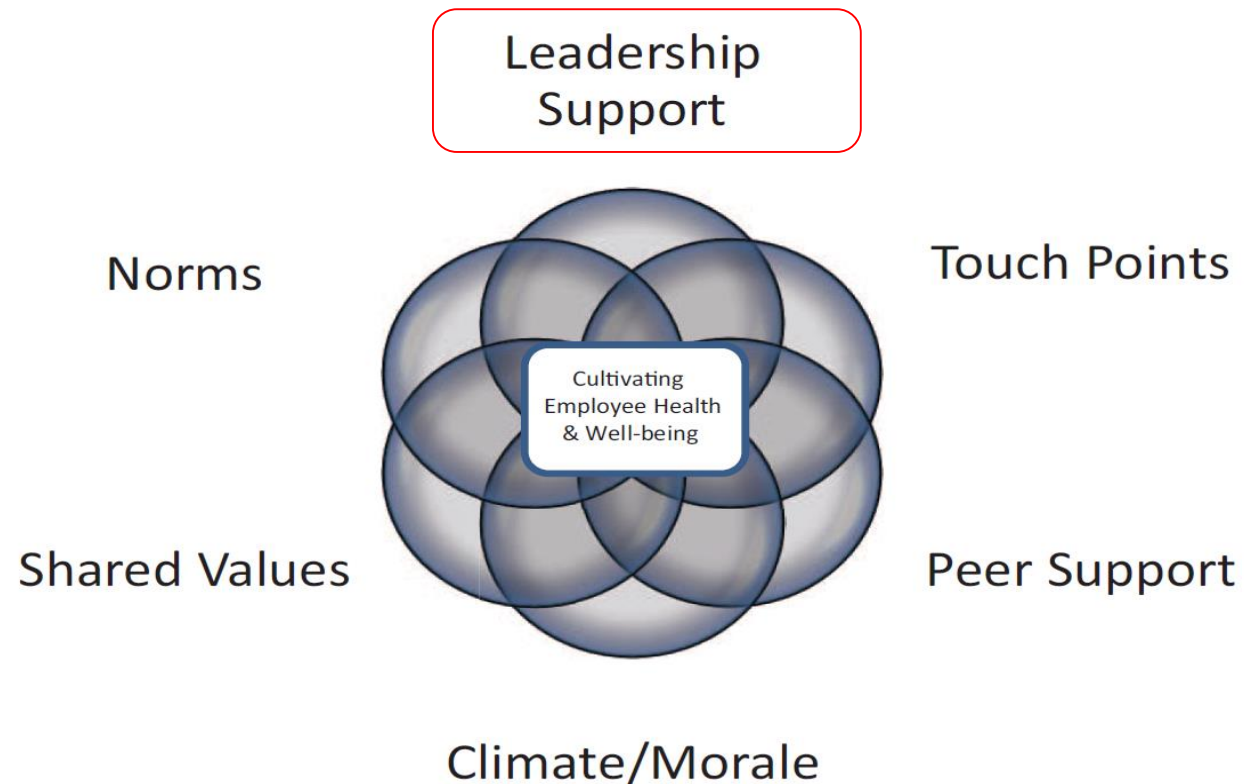
Powered by the Office of Wellbeing

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

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Theme: Leading with Well-Being

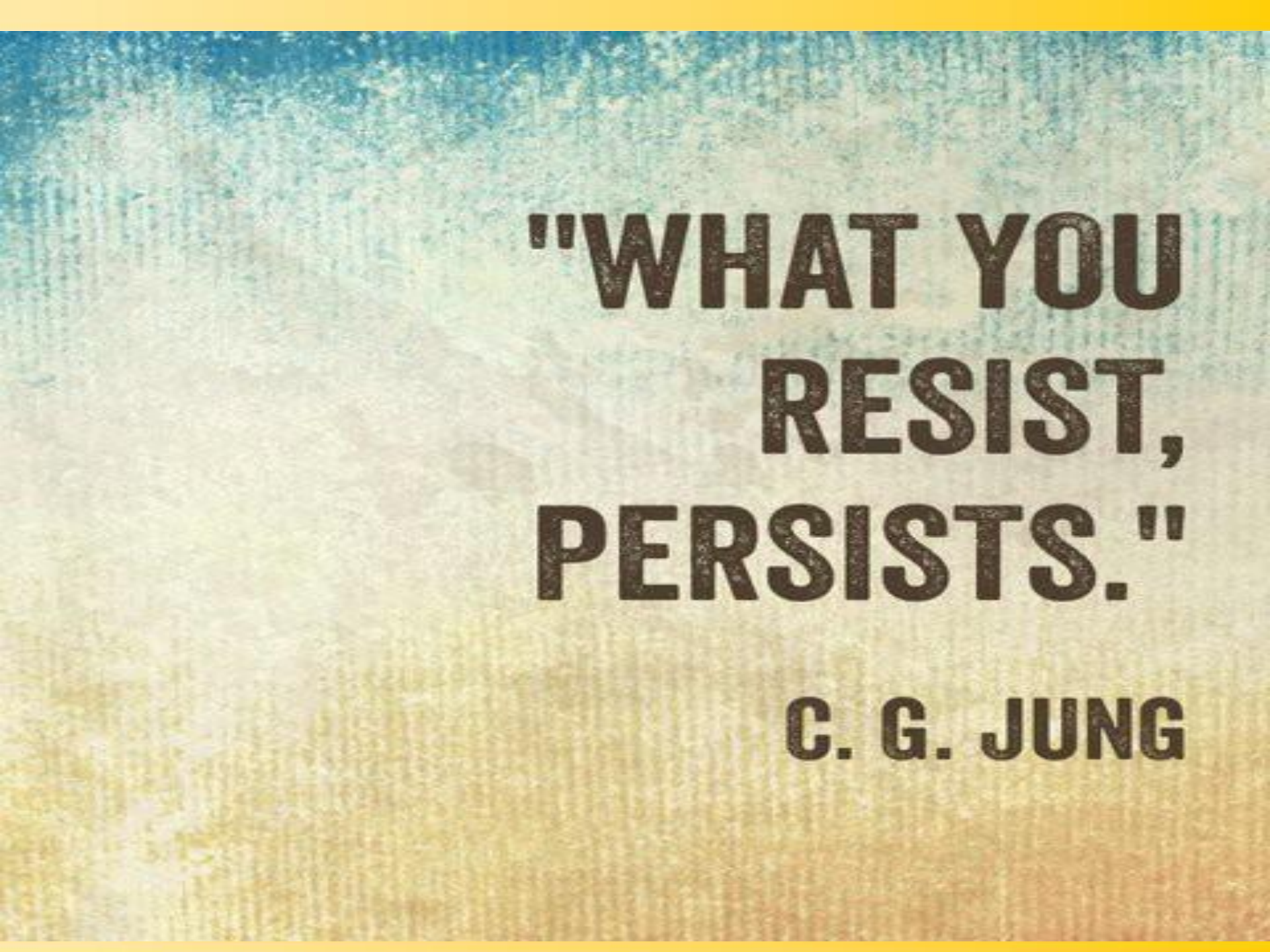
Episode 32: Addressing resistance





IMAGINE THIS





**"WHAT YOU
RESIST,
PERSISTS."**

C. G. JUNG





1. Remember, our brains are programmed to resist change

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

2. Commit to Curious Listening

LEVELS OF LISTENING

Listening to understand

Listening to disagree

Listening, waiting to speak

No listening



3. Choose your questions wisely

WHY?

4. Lean in to Empathy

em • pa • thy

noun

The ability to step into the shoes of another person, aiming to understand their feelings and perspectives, and to use that understanding to guide our actions.

5. Manage your attention & the energy carefully

DO NOT FEED
THE WEEDS!

IGNORE "PESKY BEHAVIORS" (AKA WEEDS) AND
USE ENCOURAGEMENT TO WATER WHAT YOU WANT TO FLOURISH



YOU GIVE LIFE TO
WHAT YOU GIVE
ENERGY TO



WHAT
YOU
PAY
ATTENTION
TO
WILL
GROW

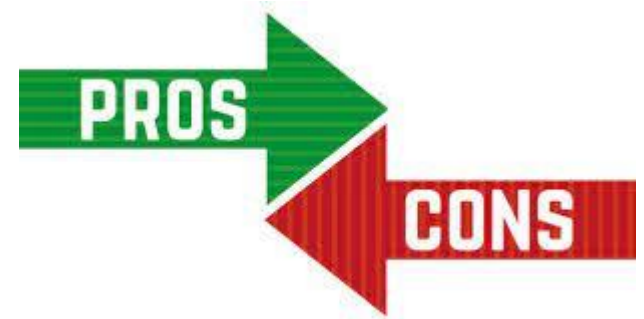
6. Build your awareness of where they are now – and why



- Invite them to examine how things are **now**, in the present moment

7. Ask “Thinking” Questions

- Explore a positive vision of the future
- Suspend disbelief

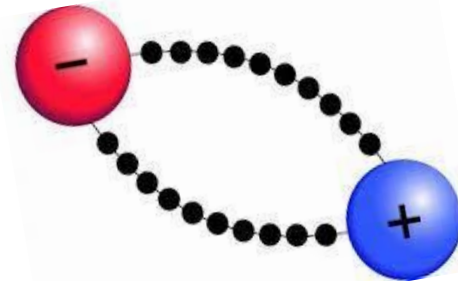


8. Build a path from thinking to action



Final thought: Leverage the energy

- Resistance and pushback require effort and energy
- Change and transformation require energy
- Energy can be transferred
- Skillful resistance management supports people to redirect negative energy into positive action



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Manager tip #34:

Don't be afraid of resistance. Be curious about it!

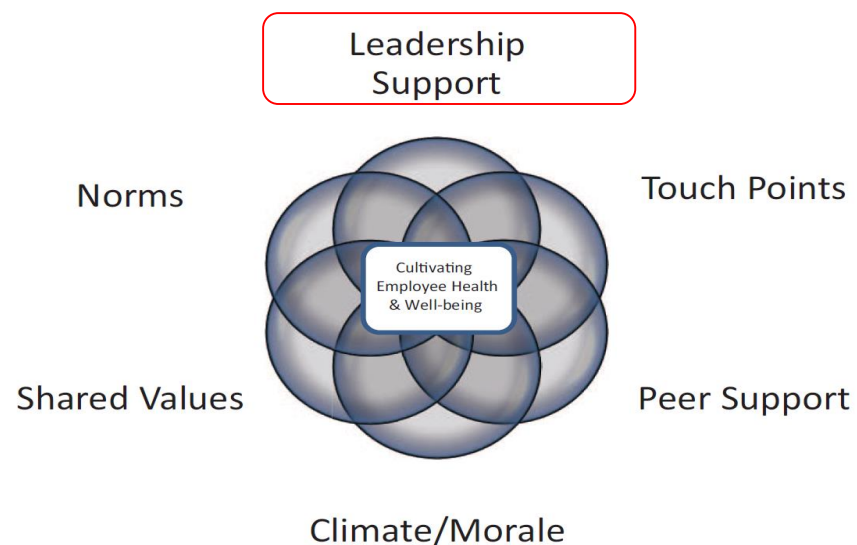
Agenda tip #38:

Schedule pro's and con's conversations about change efforts – before and during any change process.



Coming up next

Embracing change and transition



Connect with Healthy at Hopkins and the Office of Wellbeing

Healthy at Hopkins

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- healthyathopkins@jhmi.edu

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What Question Do You Have?

