

Ten Minute Wellbeing Tips for Managers



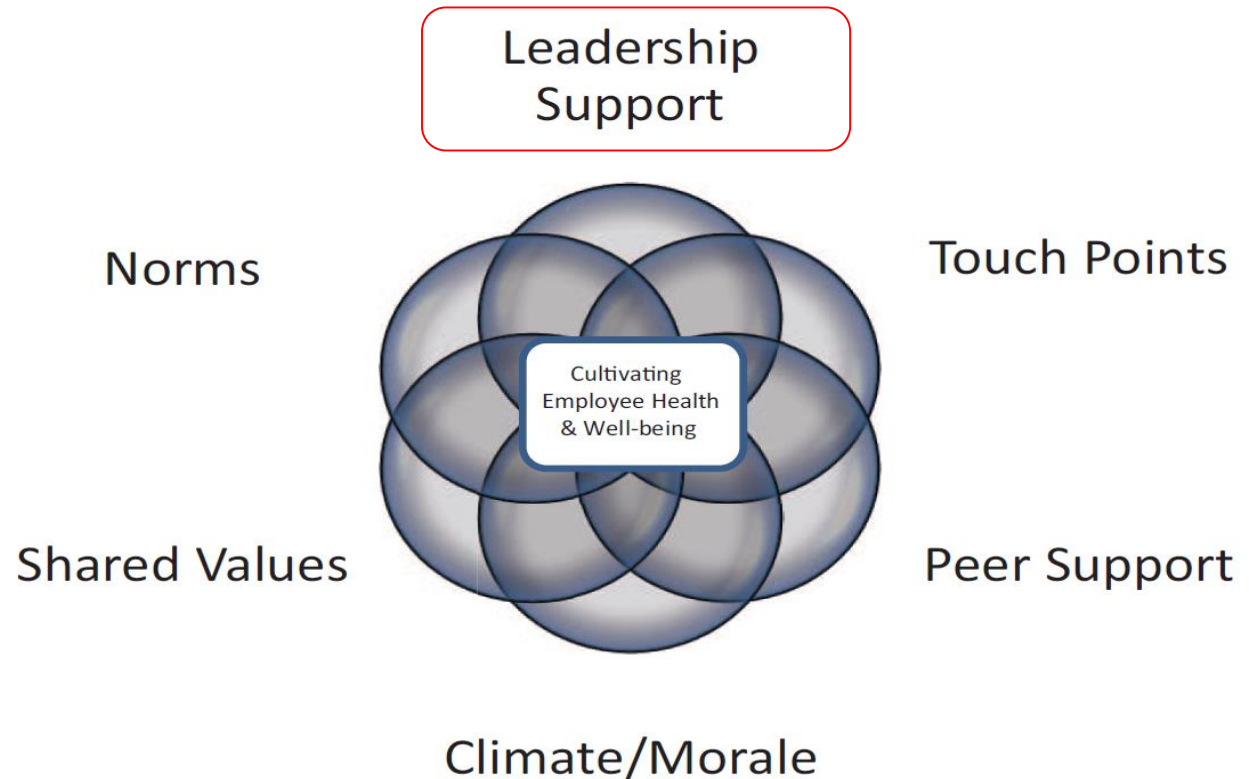
Powered by the Office of Wellbeing

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

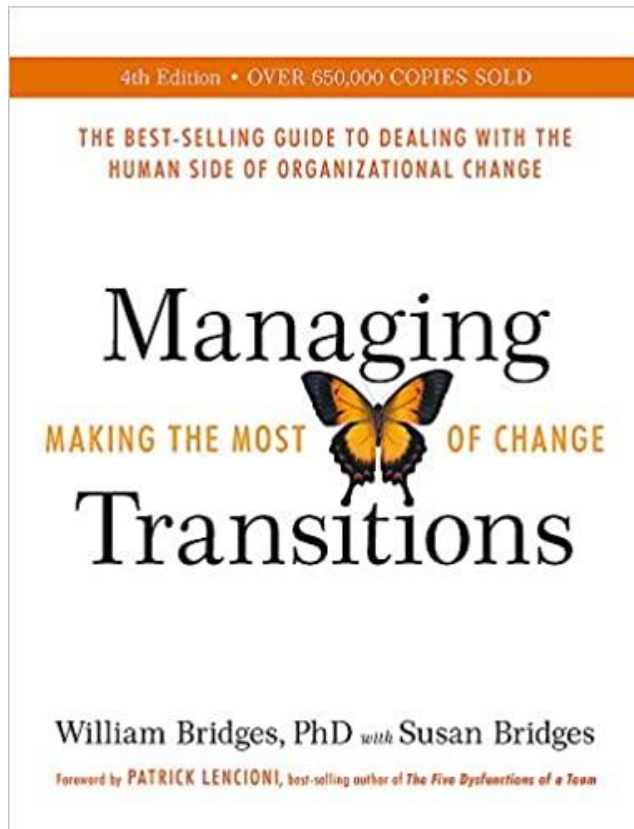
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Senior Director for Nursing Well-Being
Johns Hopkins Health System

Theme: Leading with Well-being in Mind

Episode 33: Embracing Change & Transition

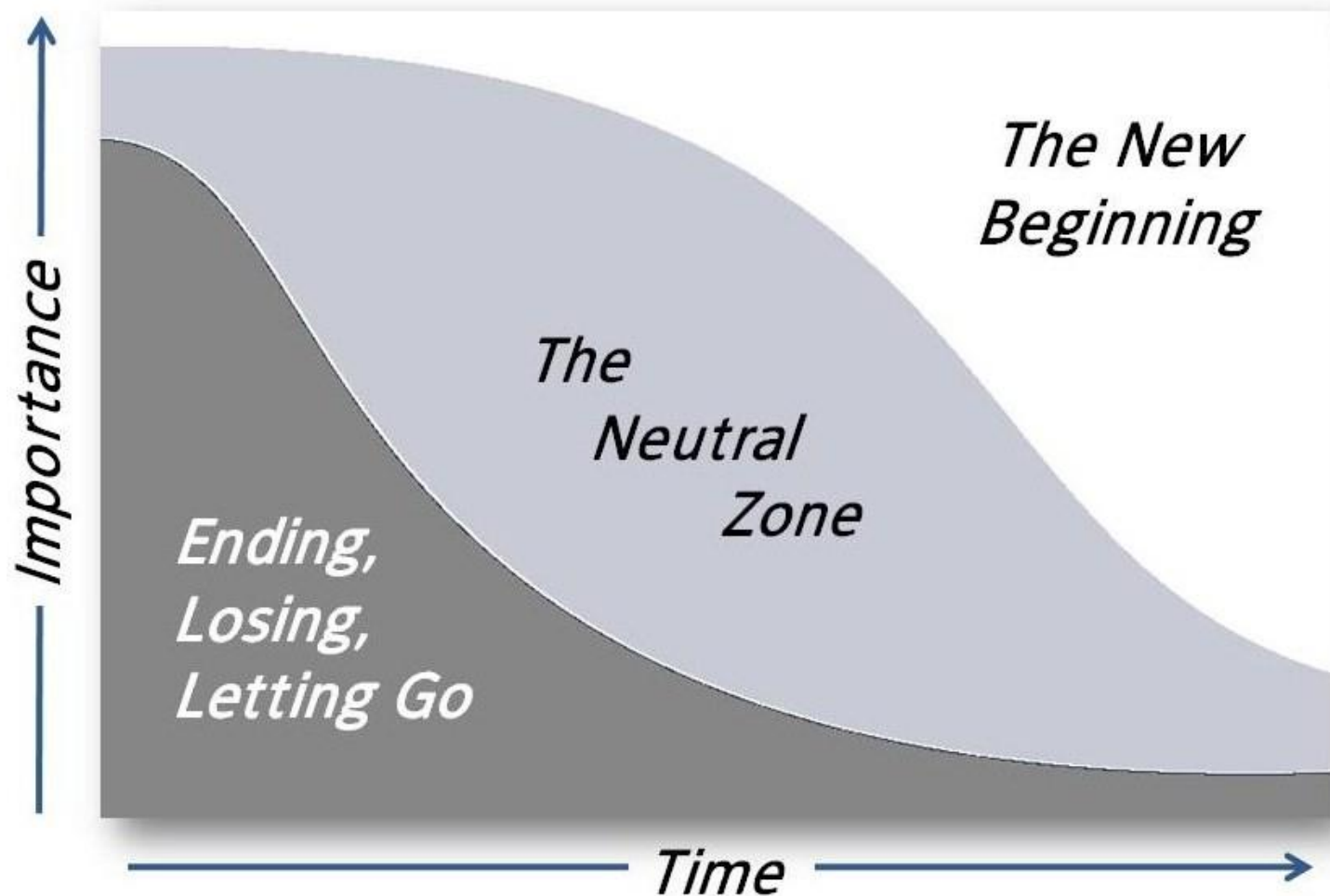


The difference between change and transition



- Change is situational
- Transition is psychological; it is a three-phase process

The 3 Phases of Transition



LETTING GO
to move



FORWARD

“The starting place for dealing with transition is not the outcome, but the ending you’ll have to make as a team to leave the old situation behind.”

“It’s not so much that we’re afraid of change or so in love with the old ways, but it’s the place in between that we fear ... It’s like being between trapezes. It’s Linus when his blanket is in the dryer. There’s nothing to hold on to”

~ Marilyn Ferguson (1938-2008)

Resource: Session 25

Learning from and letting go of the past



Ten-Minute Well-Being Tips for Managers

Every week, we'll share important strategies on how to address well-being as a leader along with information about the impact well-being has on your team.

Join us this coming Wednesday, 11:30 am!

Register now

View Past Episodes

By Date

By Topic

Additional Resources

<https://www.hopkinsmedicine.org/joy-at-jhm/office-of-well-being/resources/leadership/manager-tips>

Direct link to session 25 video:

<https://www.youtube.com/watch?v=vvXXeMmNgww&list=PL6ShoiJMrpsetmV1ro3Yy-fgKyg4Xajfr&index=26>

Leading through the neutral zone

Bad news: This is a difficult time

- Anxiety increases
- Productivity and engagement decreases
- Old weaknesses resurface and/or get worse
- Inter-personal polarization increases
- Consensus and teamwork decrease
- Loyalty to the organization decreases
- Well-Being may be compromised

Good news: This can be a very creative time

- Although the neutral zone can feel chaotic, it is also more hospitable to creative thinking and new ideas than times when we feel very settled.

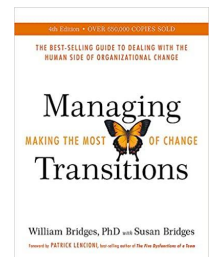
What can we do to support transitions?

“Normalize” the neutral zone

it's
normal

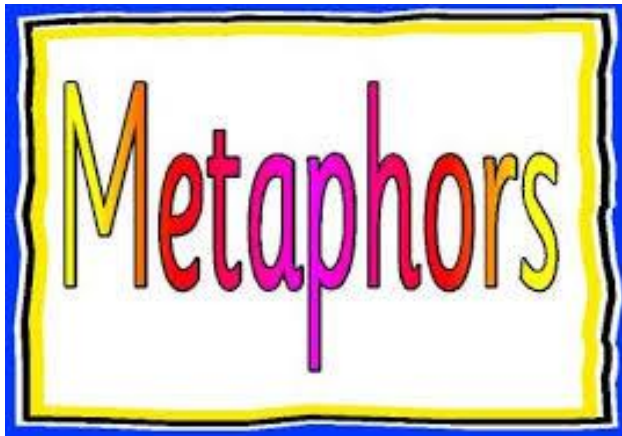


Managing Transitions, 4th edition (2016) pp 49-50 and 60-62



Redefine the neutral zone

- How can we reimagine this journey?



Provide structure & strength

Try to limit or remove
non-essential changes

Group changes into a meaningful
whole that connects to something
we care about



Provide milestones and short-term goals
that support a sense of achievement and
movement forward

Provide educational opportunities if there
are new skills required

Create Opportunities for Connection and Creativity

In transition we need to feel:

- Connected to what's happening
- Connected to each other
- Supported in our journey
- Safe to provide feedback and ideas
- Safe to suggest and try new ways of being and doing



Monitor the Transition



Encourage Experimentation

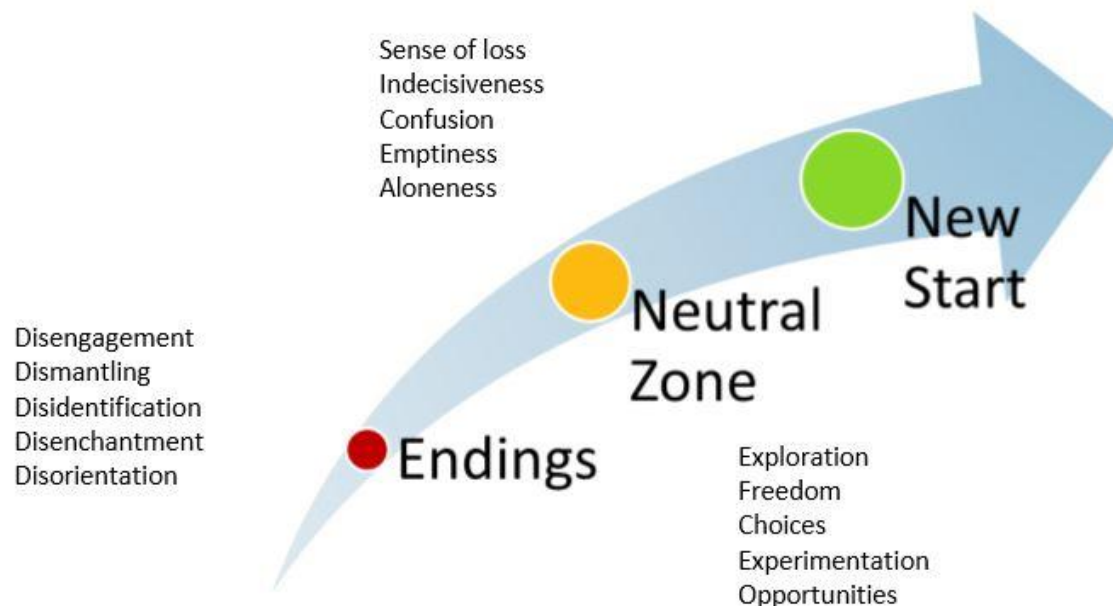
- Old normal to new opportunity
- Try new things
- Recognize some may not work or “fit”
- Notice your need for certainty and closure – try to hold space for the creative, experimentation process.

Never be afraid to try new things, and make some mistakes, it's all part of life and learning.



Experimentation moves us closer to our new beginning

Change Model: William Bridges



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Manager tip #35:

Transition is challenging for leaders too. Give yourself some space to acknowledge and process how you feel.

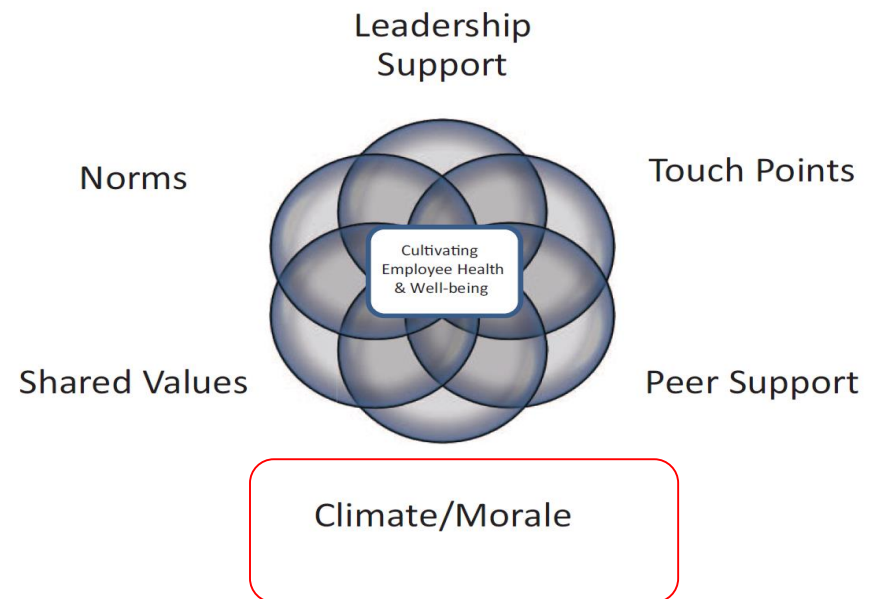
Agenda tip #39:

Include low-stress opportunities for creative brainstorming.



Next week

Gratitude



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?

