

Ten Minute Wellbeing Tips for Managers



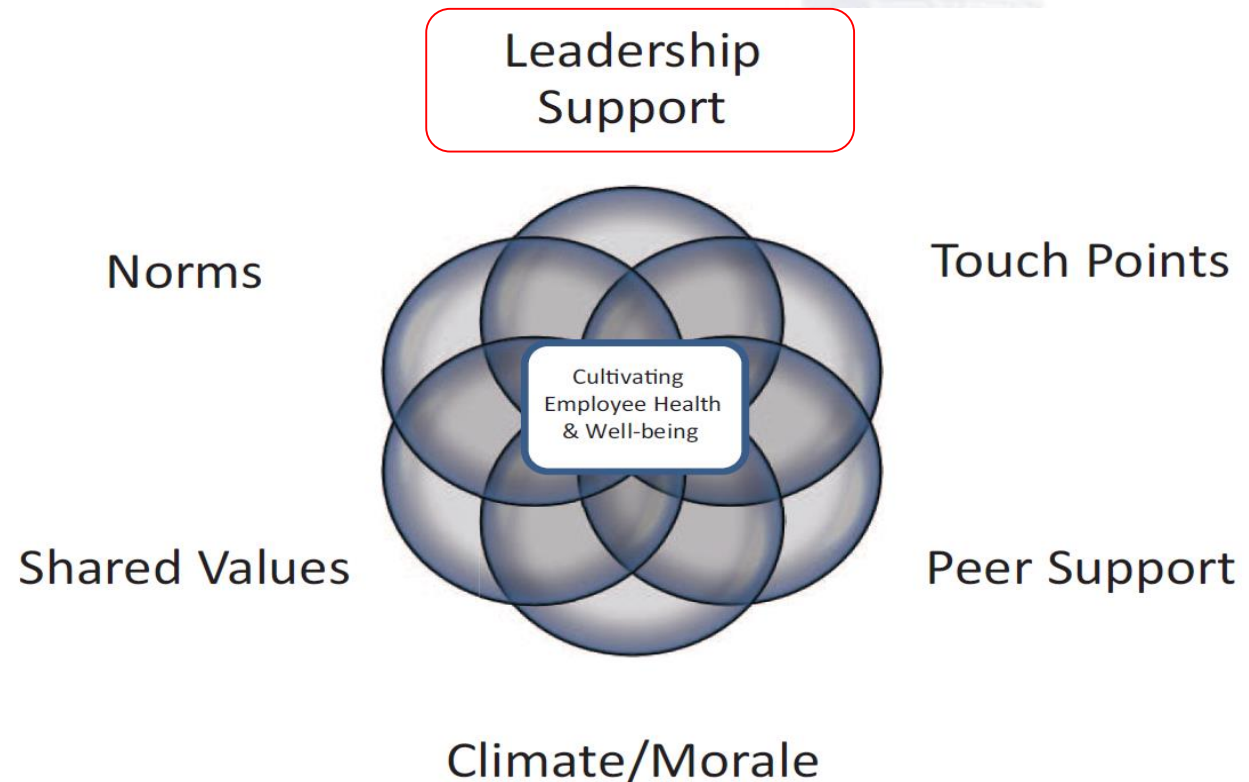
Powered by the Office of Wellbeing

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

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Theme: Becoming a Better Leader

Episode 41: Providing and accepting support



Perceived social support is essential to our well-being



- Improves ability to cope with stressful situations
- Alleviates the effects of emotional distress
- Promotes lifelong good mental health
- Enhances self-esteem
- Lowers cardiovascular risks, such as lowering blood pressure
- Promotes healthy lifestyle behaviors
- Encourages adherence to a treatment plan for a health condition

Social support at work increases

- Resilience
- Self-Efficacy
- Engagement

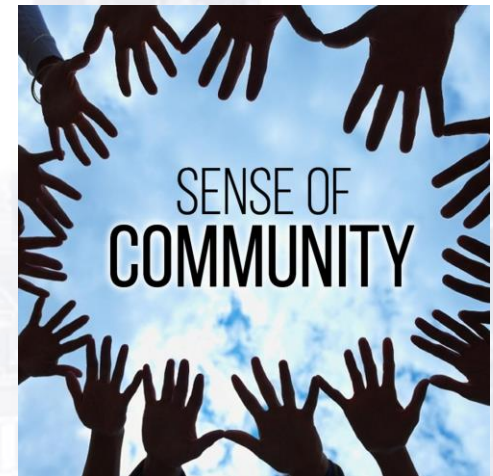


* Research continues to explore and explain the relationship between these factors,

Support and sense of community

(Sense of Community was introduced in Session 10)

“A feeling that members have of belonging, a feeling that members matter to one another and to the group, and a shared faith that members' needs will be met through their commitment to be together.”



McMillan & Chavis (1986)

McMillan, D.W., & Chavis, D.M. (1986). Sense of community: A definition and theory. *Journal of Community Psychology*, 14(1), 6-23.

Perceived support & social connection



We are hardwired to connect with others, it's what gives purpose and meaning to our lives, and without it there is suffering.

— Brené Brown —

Connecting through support



Supporting empowerment & autonomy



**Pitfalls of
over-
being helpful**



Who supported you?

What support did you need?

How did they support you?



Getting the right support



The best support acknowledges strength, potential & choice

natural
Strengths abilities
gifts Qualities
Core talents

It never suggests that asking for or receiving support is about weakness - or not being enough.



Gold standard

Support people in the way
you would like to be
supported in this situation

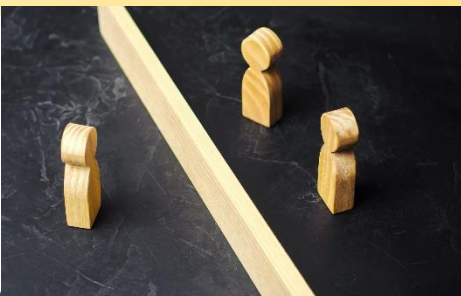
Platinum standard

Support people in the way
they would like to be
supported in this situation

Support as Partnership



- Support should start with a focus on the person, not the problem
- What do they hope, or need, or want to accomplish?
 - It's not only about supporting “doing”
 - We may hope for support with things that involve: our way of being, feeling, connecting, relating, changing, learning, deciding, accepting, saying no, resolving, solving, sustaining, or gaining perspective
- How would they like to be supported
 - Ask “what would support you ...”?
 - “How could I be of support to you?”



Barriers to offering support

- We are busy or distracted with our own work and challenges
- We're not fully present when we're with someone
- We don't notice that support is needed
- We are not sure how to support them
- We don't want to offer the wrong support (get it wrong)
- We assume other people will offer support if it's needed
- We don't want our offer to be misinterpreted or rejected
- We don't feel safe offering support (especially to more senior people)
- We want to protect the other person's privacy
- We think that if people really want support they'll ask for it

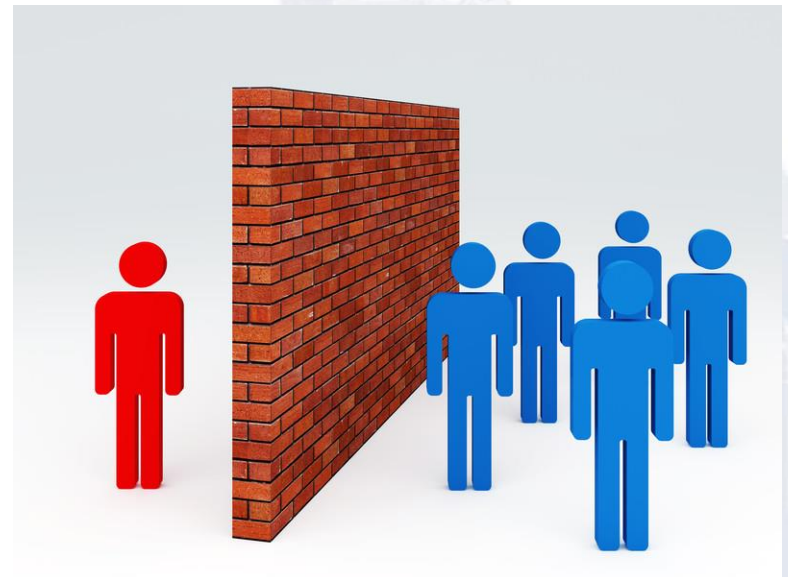
Barriers to asking for support

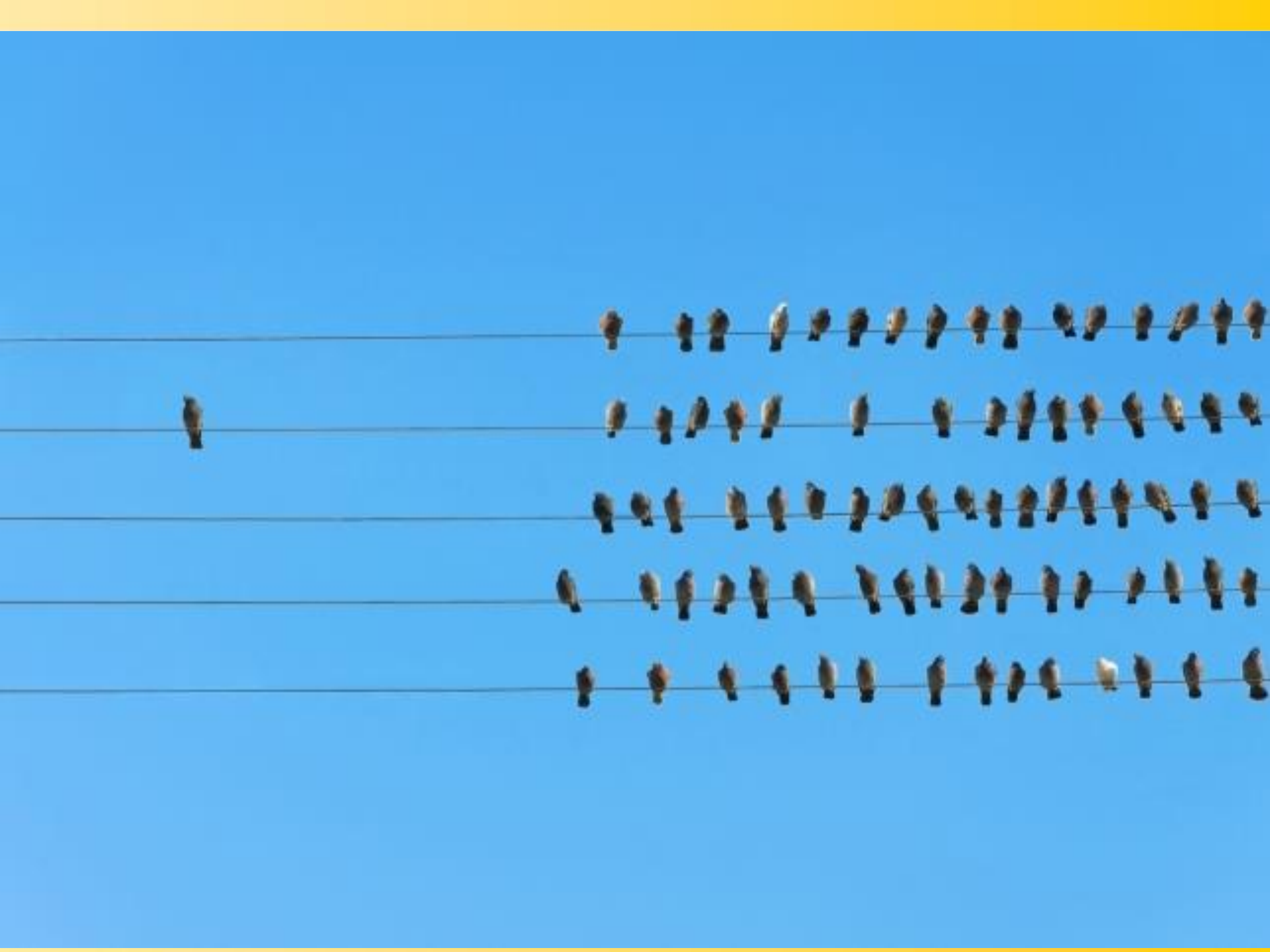
Fear of:

- being seen as weak or needy
- being seen as not [.....] enough
- imposing on others
- Consequences

Not knowing:

- Who to ask
- How to ask
- What support resources are available
- What support you need
- That people may enjoy supporting you





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Manager tip 43

Make asking for support safer by modeling this behavior.

Manager tip 44

When delegating work, or reviewing progress, ask “what would support your success”?



Next week:

Developing a coaching mindset



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Healthy at Hopkins

- Access the portal via my.jh.edu and click on the 'Healthy at Hopkins' tile
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What Question Do You Have?

