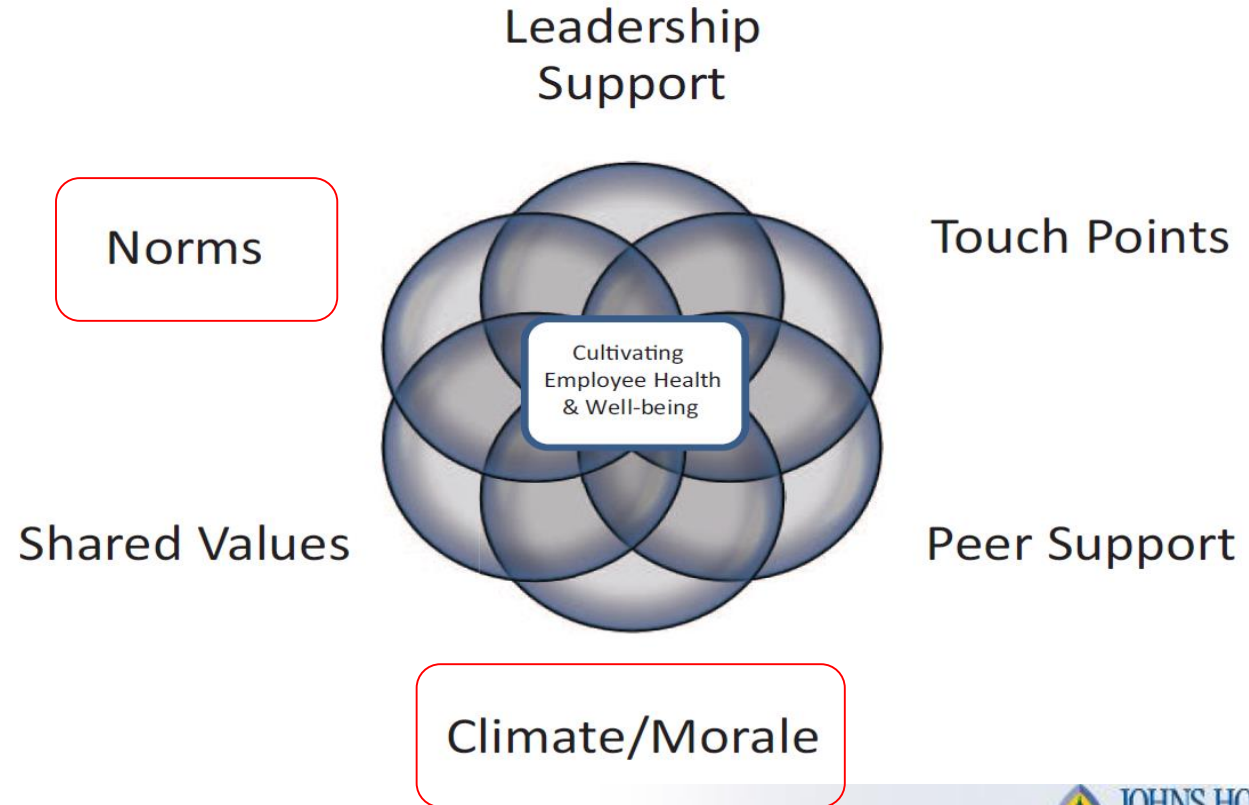# Ten Minute Wellbeing Tips for Managers

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 43: Developing a gossip free zone

Leadership Support

Norms

Touch Points

Cultivating Employee Health & Well-being

Shared Values

Peer Support

Climate/Morale

Why do we like to gossip?

- To build our sense of social connection and feeling of group acceptance

- It's entertaining and emotionally rewarding

- We may feel relief if we think we're not as badly-off as those we talk about

- To break up the routine or monotony of a day

- It can give people a sense of power or insider status

- To get back at people we dislike or believe are "less-than" us in some way.

Robbins ML, Karan A (2019) Who Gossips and How in Everyday Life? *Social Psychology and Personality Science.*
https://doi.org/10.1177/1948550619837000
https://www.psychologytoday.com/us/blog/let-their-words-do-the-talking/202106/why-people-gossip

JOHNS HOPKINS
M E D I C I N E

Gossip: Positive, negative or neutral?

Gossip: "sharing information about someone who is not present"

Positive   **Negative**   **Neutral**

JOHNS HOPKINS
MEDICINE
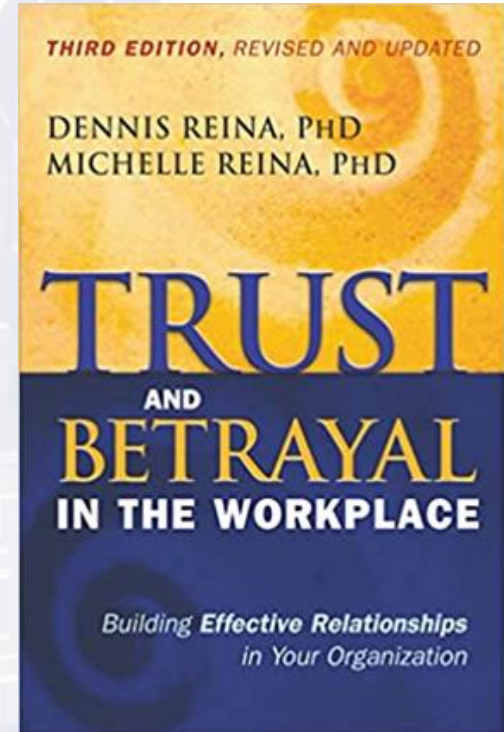
Gossip and Trust

"Gossip is the most frequent trust breaker practiced by teams"

Drs. Dennis and Michelle Reina

2015 p.65

Gossip is one-sided

"Casual or unconstrained conversation or reports about other people, **typically involving details that are not confirmed as being true**."
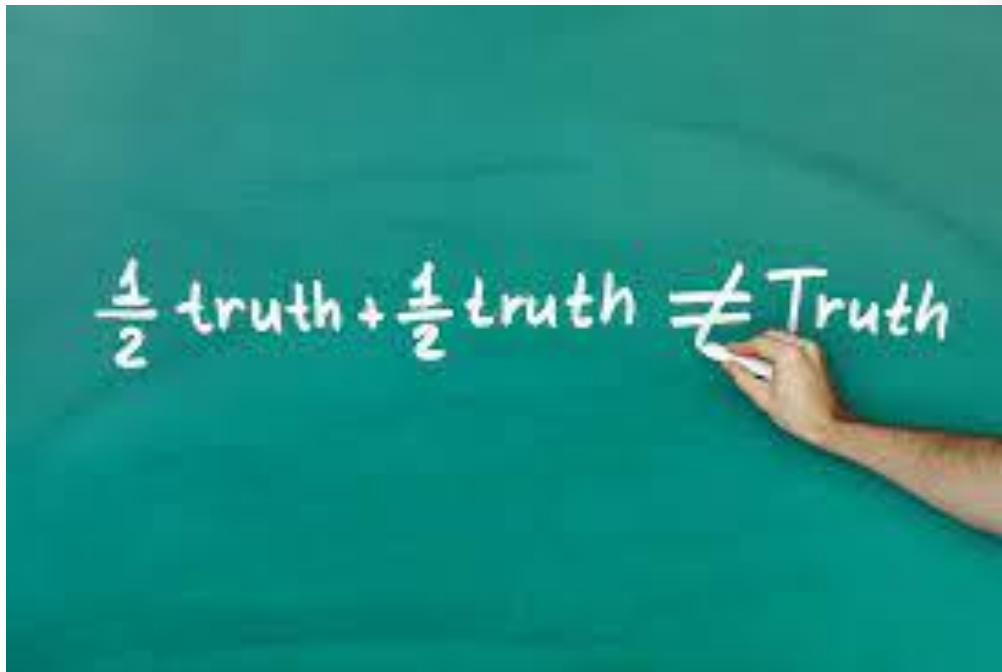
Oxford Languages

Repetition of gossip does not make it true – just more damaging

Gossip violates our core values of integrity, honesty and respect

Integrity stems from the Latin word 'integer' which means whole and complete. So integrity requires an inner sense of 'wholeness' and consistency of character.

When you are in integrity, people should be able to visibly see it through your actions, words, decisions, methods, and outcomes.

JOHNS HOPKINS
M E D I C I N E

Gossip is contagious and controlling

Integrity is doing the right thing, even when no one is watching.

C.S. LEWIS

Not gossiping - or allowing gossip to continue when we hear it - may feel risky and hard to do when people are watching or listening.

Gossip hurts all of us!

We're not gossiping, we're "venting"

When is venting not gossip?

✓ Expressing feelings, emotions, or frustration

✓ Expressing our own feelings of concern about a situation we are experiencing – without talking about another

✓ Using the opportunity to unload our own ideas, options, thoughts – even if they're not fully formulated yet

Venting becomes gossip when we talk about others who are not present, blame others, judge others, make assumptions about people's thoughts, motives, abilities or intentions; exaggerate or over-generalize, or share second-hand "information"

Managing Gossip: Foster Curiosity

Start with small steps. They add up!

NO GOSSIP ZONE

Raise awareness

- Why are you telling me this?
- Why are we talking about this?

Stop the spread …

- Have you discussed this directly with Tricia?

If not,

- When are you planning to have that conversation with her?

- What support do you need to make it more comfortable talking to her?"

Tell the truth about how you feel about gossip

I don't feel comfortable talking about this without John here. I know I appreciate it when people talk to me directly.

The 5 Gatekeepers of Speech

1. Is it true?
2. Is it kind?
3. Is it beneficial?
4. Is it necessary?
5. Is it the right time?

Finally…notice the bright spots

What we pay attention to grows.

Theme: Sense of Community
Episode 43: Building a Gossip-Free zone

Manager tip 47

Consider designating your office a "Gossip-free zone"

Agenda tip 47

Schedule time to discuss the impact of gossip and strategies to manage it together.

QUICK TIPS

healthy
AT HOPKINS
A member of the Office of Well-being

Next week:

Mood Contagion

Connect with Healthy at Hopkins and the Office of Wellbeing

Healthy at Hopkins

- Access the portal via my.jh.edu an 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

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What Question Do You Have?