

Ten Minute Wellbeing Tips for Managers



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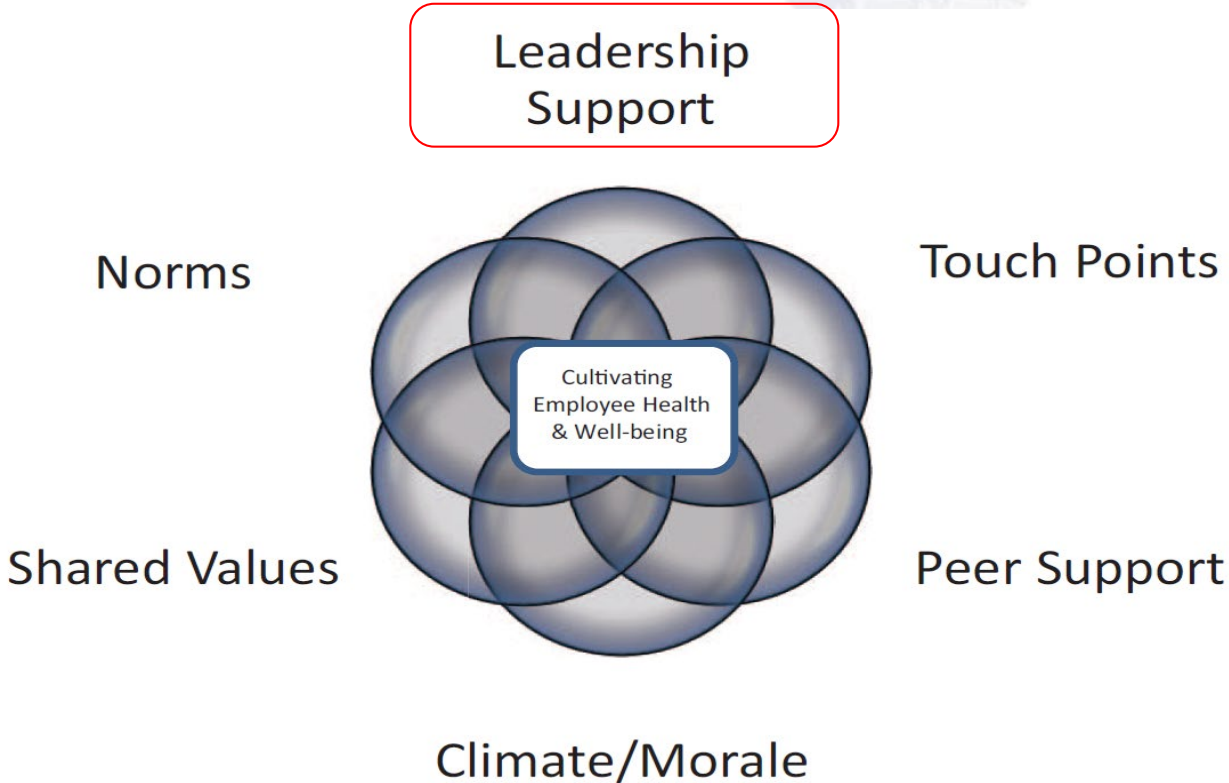
Vision: For our employees to leave work at the end of the day healthier than when they arrived

Bill Thomas, MA

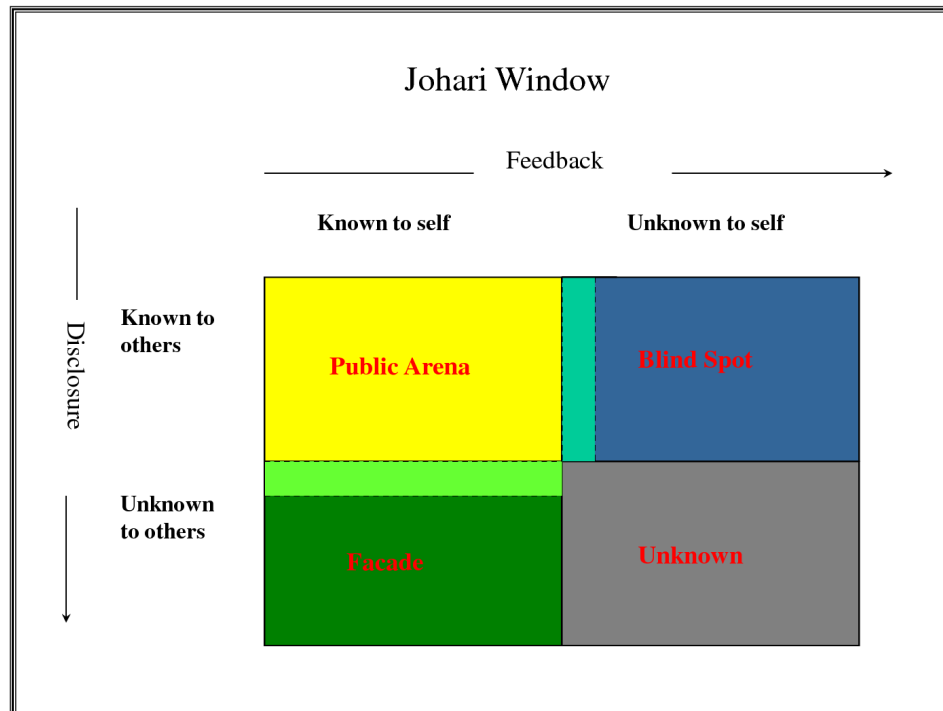
Program Manager for Diversity, Inclusion and Health Equity Training
Office of Diversity, Inclusion and Health Equity
Johns Hopkins Medicine

Theme: Becoming a Better Leader

Episode 45: Cultural Humility: Being an Authentic Leader in a World of Differences



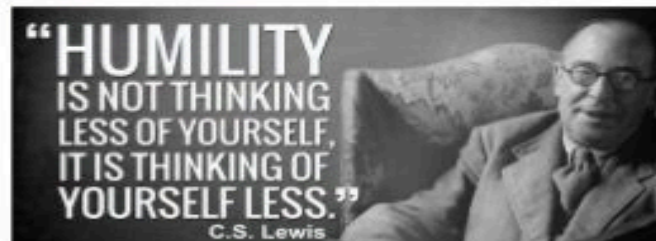
Johari Window



Cultural Humility vs Cultural Competence

Cultural humility model

- **Humility:** *"Having a sense that one's own knowledge is **limited** as to what truly is another's culture."* (Hook et al. 2013)
 - Other-oriented rather than self-focused
 - Respect for others
 - Lack of superiority
 - Entertaining hypotheses rather than drawing conclusions



Cultural Competence

- Awareness of one's own cultural worldview,
- Attitude towards cultural differences,
- Knowledge of different cultural practices and worldviews, and,
- Cross-cultural skills.

The Dangers of “Tips and Tricks”

- One size does not fit all
- Intersectionality influences what is important to one’s identity
- ‘Tricks can backfire’: “I don’t speak ...”
- Tips are sometimes based on assumptions
- Running the risk of being misunderstood

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Manager tip 49

Notice, Observe, Listen before speaking

Manager tip 50

Commit to being open to feedback about my own behavior





Resources for Diversity,
Inclusion and Health
Equity

We build resources to ensure that patients are respected, practitioners are supported, students are equipped, faculty members are empowered, leadership is diverse, inclusion is sustained, communities are embraced and lives are saved.

Contact Us

[844-JHDVRSTY \(543-8778\)](tel:844-JHDVRSTY) |

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#HopkinsBetterTogether

Our Resources & Services

<https://www.hopkinsmedicine.org/diversity/resources/>

Examples

- Online trainings
- In-person trainings
- Cultural resources
- Language resources

For further information, please contact:

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Next week:

Practicing compassionate self-awareness

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
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Office of Wellbeing

- <https://www.hopkinsmedicine.org/joy-at-jhm/office-of-well-being>
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Additional Wellbeing and Leadership Resources

- LinkedIn Learning
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What Question Do You Have?

