

# Ten Minute Wellbeing Tips for Managers



*Powered by the Office of Wellbeing*

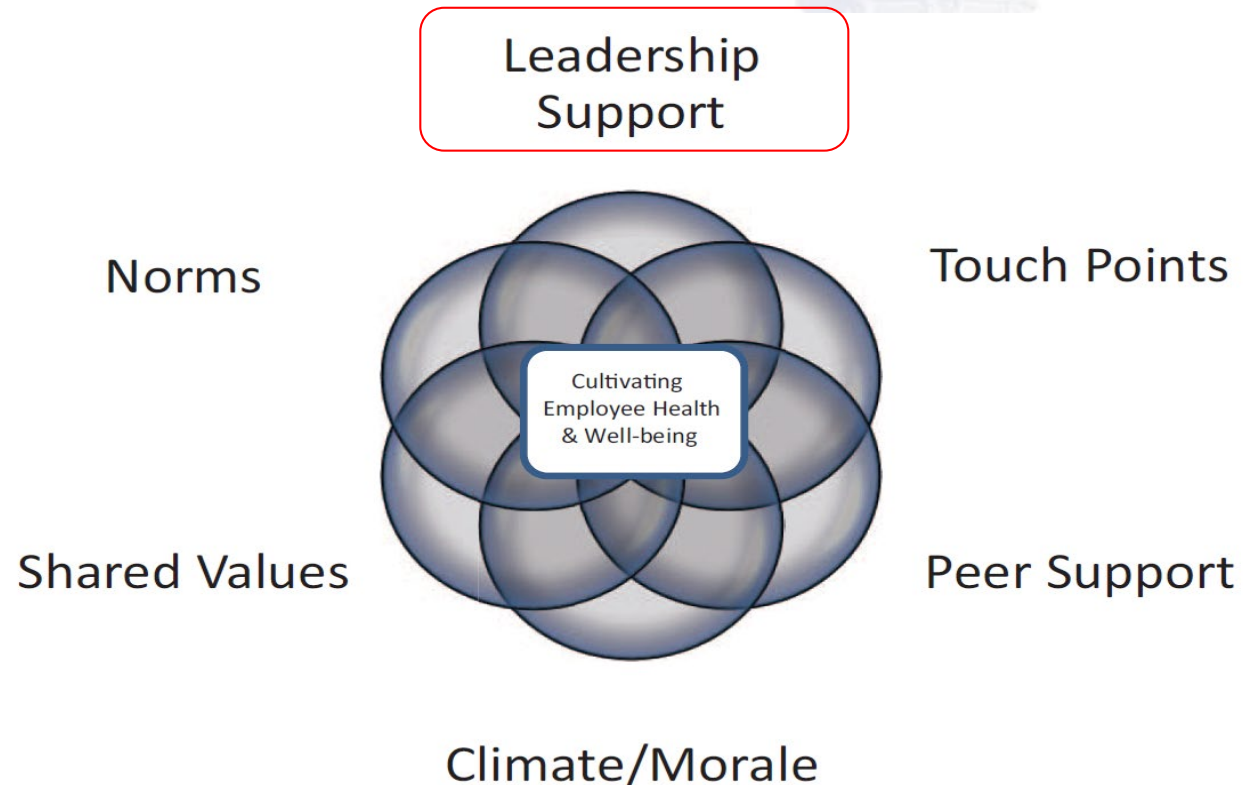
*Vision: For our employees to leave work at the end of the day healthier than when they arrived*

**Bill Thomas, MA**

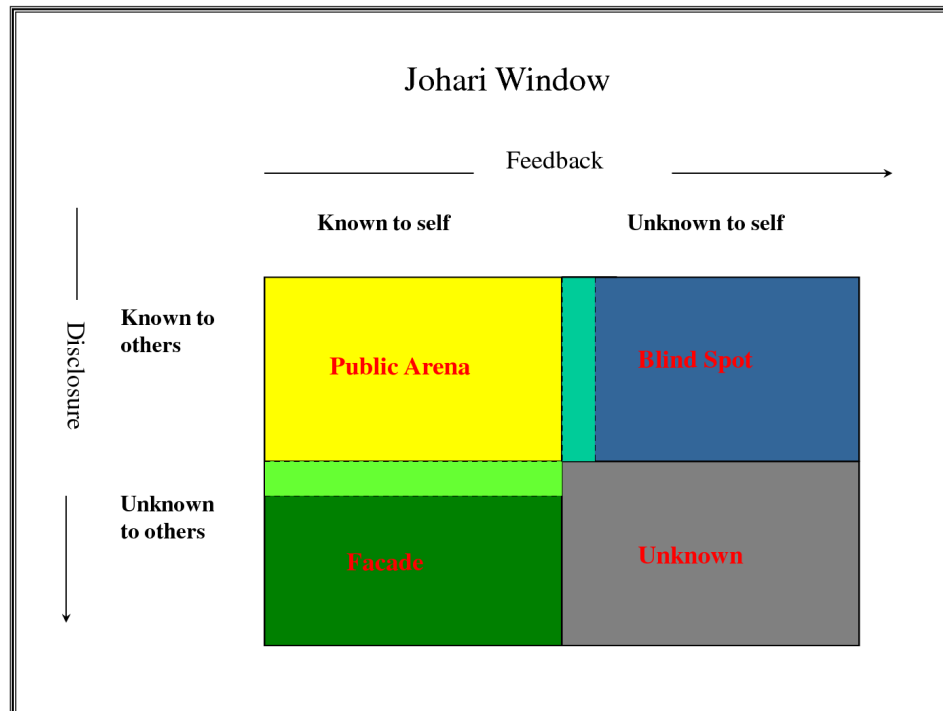
Program Manager for Diversity, Inclusion and Health Equity Training  
Office of Diversity, Inclusion and Health Equity  
Johns Hopkins Medicine

# Theme: Becoming a Better Leader

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



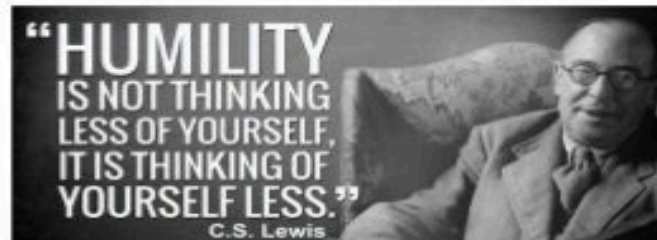
# Johari Window



# 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

Theme: Becoming a Better Leader

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

### 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
- healthyathopkins@jhmi.edu

## Office of Wellbeing

- <https://www.hopkinsmedicine.org/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?

