

Ten Minute Wellbeing Tips for Managers



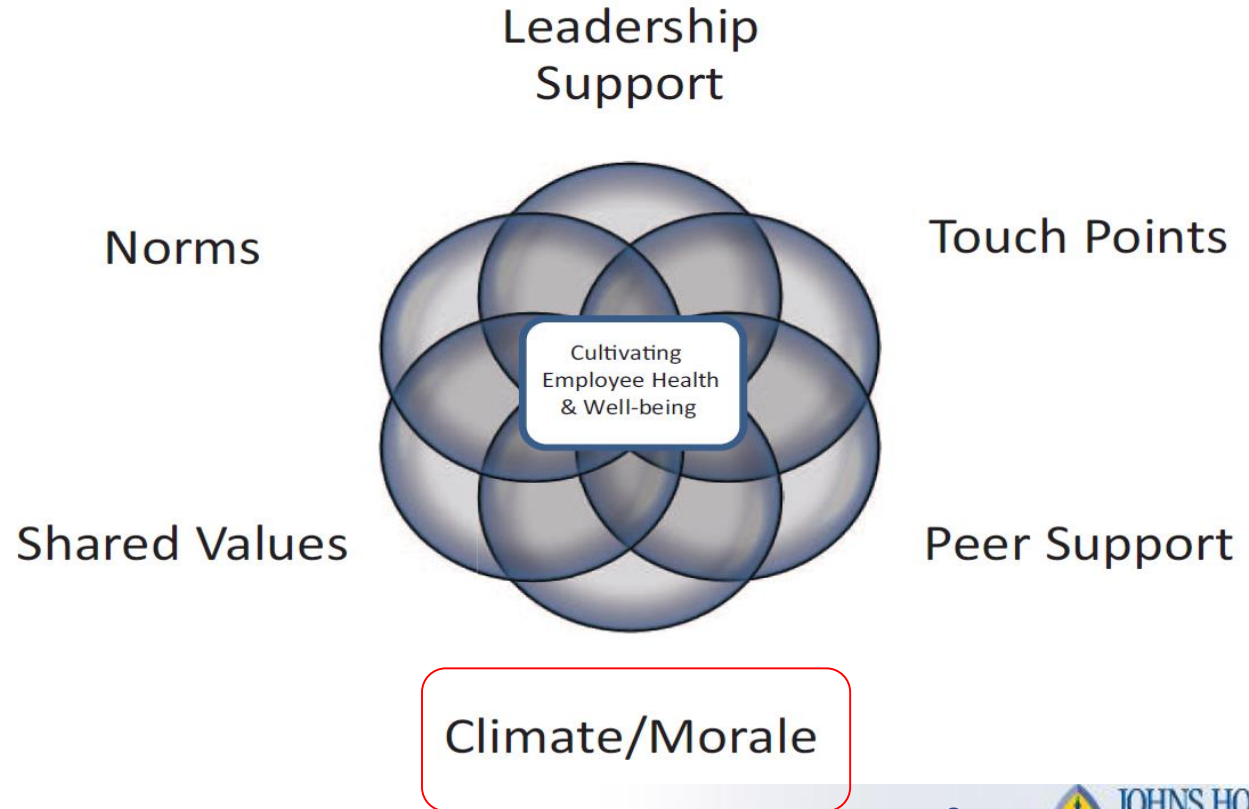
Powered by the Office of Wellbeing

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

Carolyn J. Cumpsty-Fowler, PhD, MPH, ACC
Senior Director for Nursing Well-Being
Johns Hopkins Health System

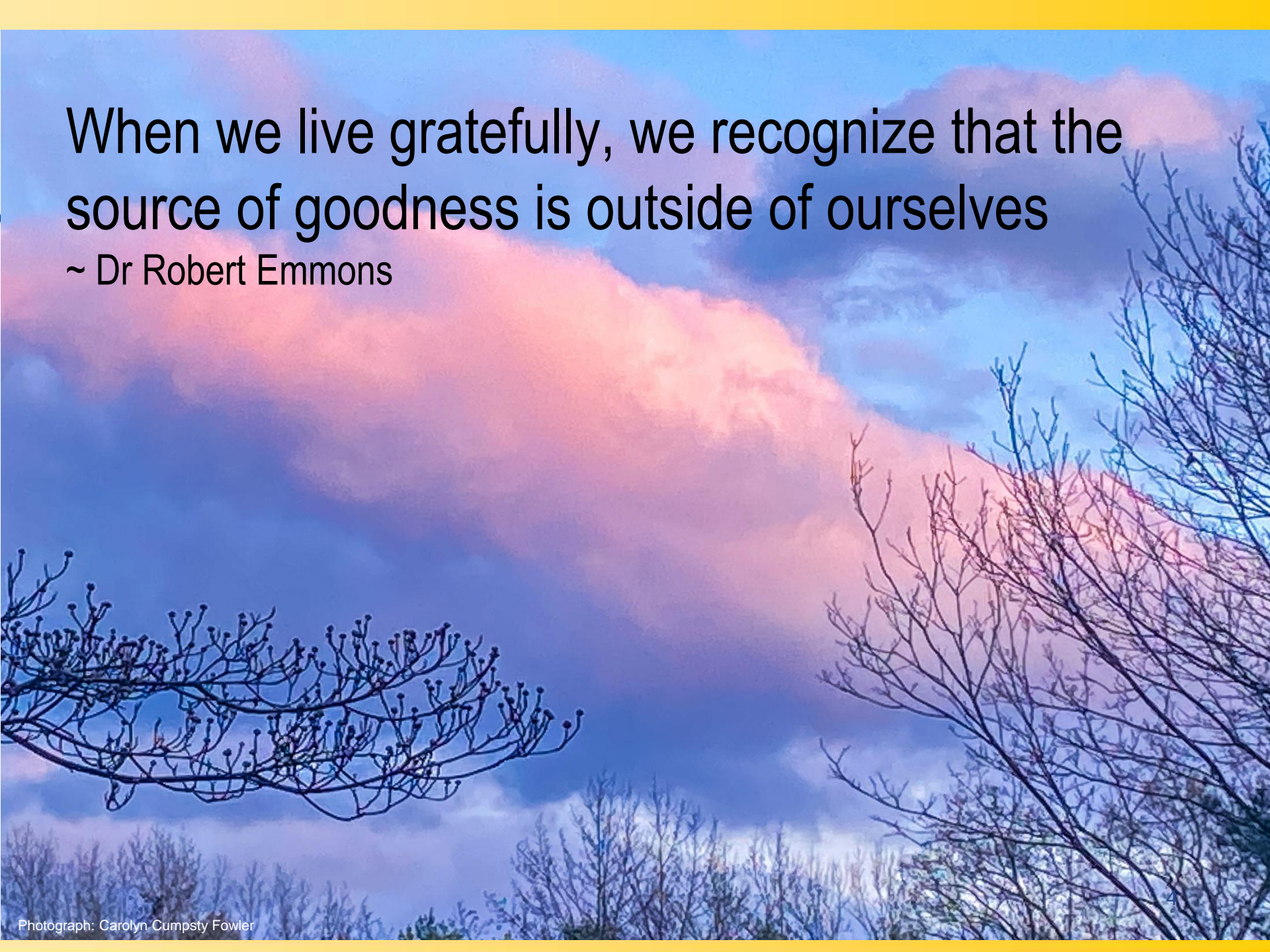
Theme: Positive Outlook

Episode 34: Gratitude



A photograph of a still life on a wooden table with a blue and white painted texture. On the left is a purple ceramic mug filled with dark coffee. To its right is a white paper napkin with the words "Gratitude changes everything" printed in a blue, serif, all-caps font. A silver and black ballpoint pen lies diagonally across the right side of the napkin. The background is the wooden table surface.

Gratitude
changes
everything



When we live gratefully, we recognize that the
source of goodness is outside of ourselves

~ Dr Robert Emmons

Activity

Think about what went well for you yesterday

- Why did this go well?
- Who contributed to this going well?
- How grateful did you feel?
- Did you tell anyone about this?
- Did you express your gratitude for this?

i'm grateful.

Grateful Living Practice: Stop - Look - Go



In daily life we must see that
it is not HAPPINESS
that makes us
GRATEFUL, but
gratefulness
that makes us happy.

(Brother David Steindl-Rast)

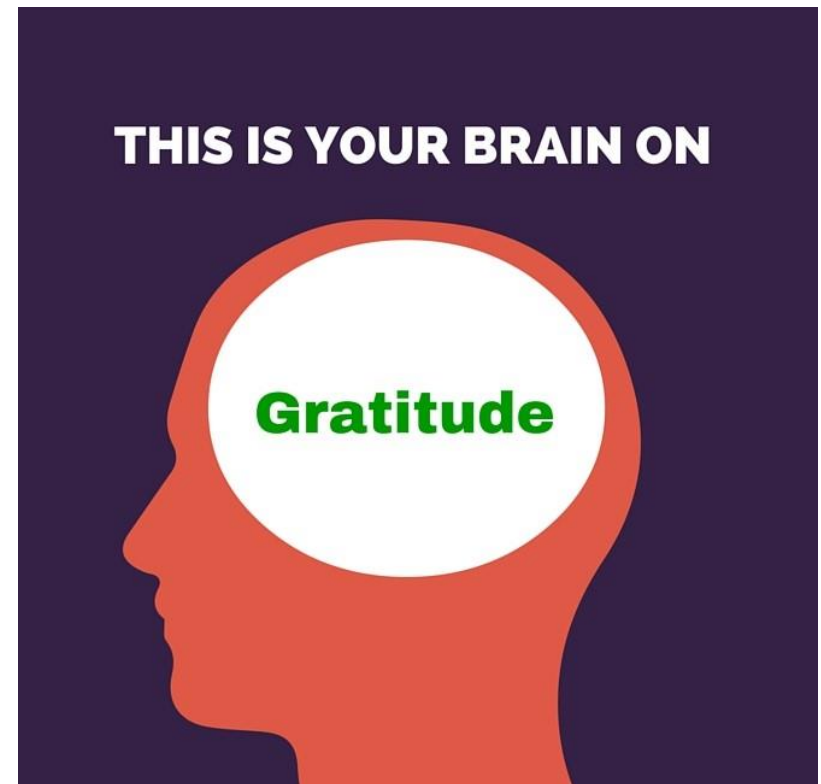
Well-Being Benefits of Gratitude



- Enhanced well-being and life satisfaction
- Higher quality relationships and connection
- Better physical health
- Improved mental health

Gratitude and our Brains

- Associated with serotonin and dopamine release
- Reduces pain
- Improves sleep quality
- Aids stress regulation
- Reduces anxiety and depression
- Supports the release of toxic emotions

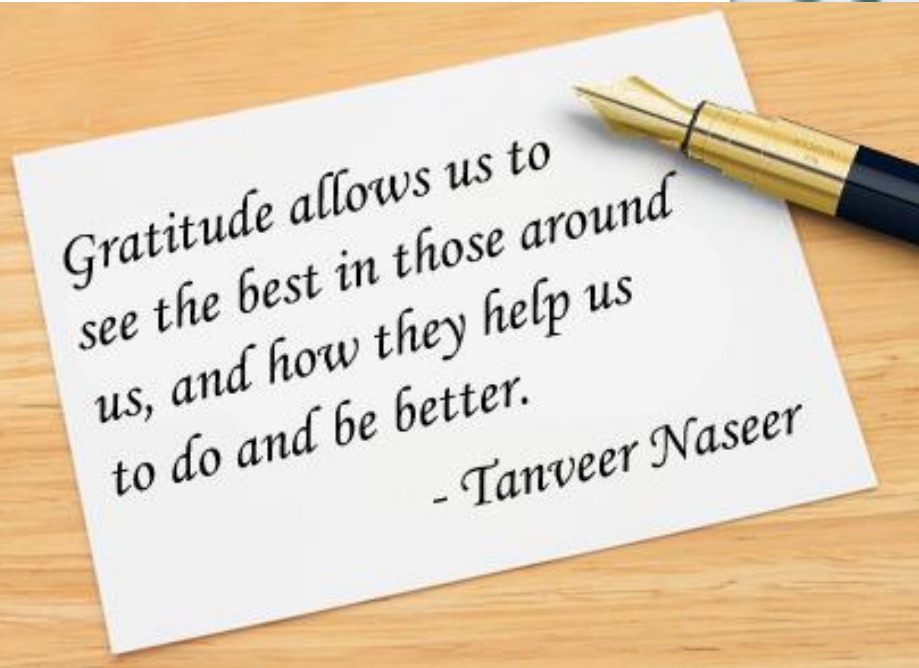


Gratitude A.R.C Model (Emmons)

GRATITUDE

- **Amplifies**
- **Rescues**
- **Connects**

Why a leader's gratitude is important – especially now



The most impactful expressed gratitude is:

- Authentic
- Specific
- Timely
- Unexpected
- Personalized
- Influential – it encourages others to offer their own expressed gratitude



Finding the space to practice grateful leadership



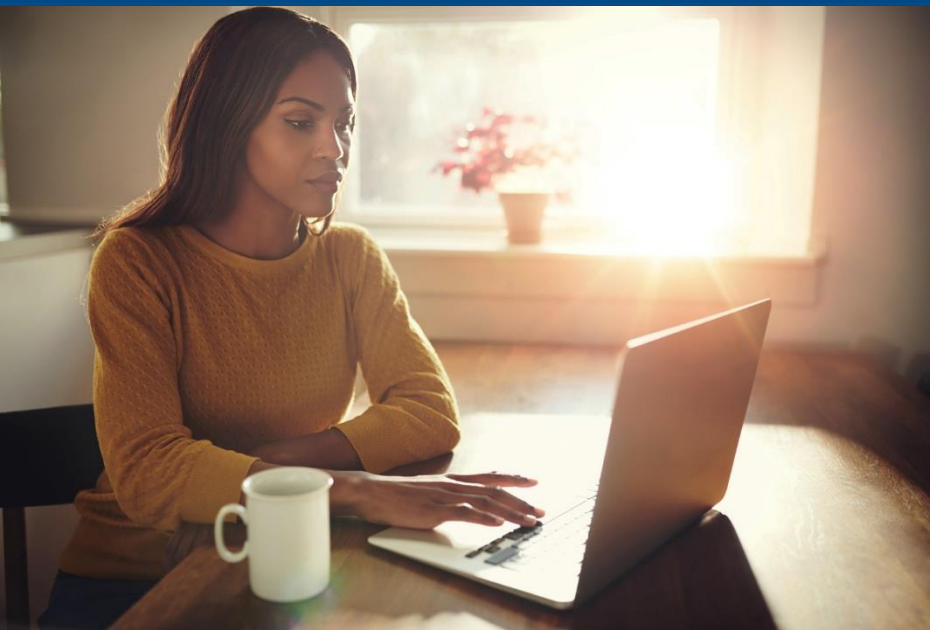
Grateful Leading Practice – Daily Question Reflection

- What one thing can I do today to make a positive difference?
- What new insights are emerging for me today?
- Who has touched my life unexpectedly today?
- In what way can I offer my gifts to my team and be of service today?
- With whom or where can I be still and listen?
- What acts of kindness have I noticed?
- What happens when I look with fresh eyes?



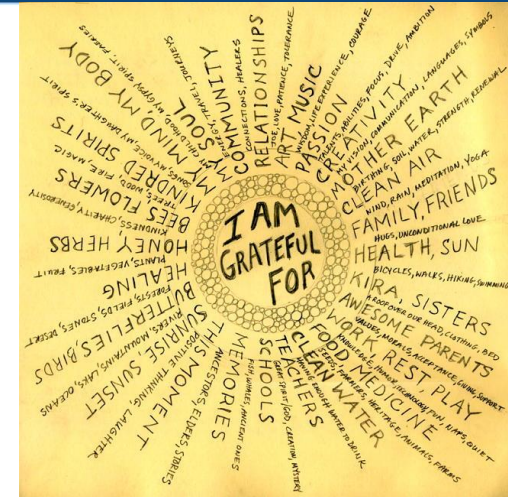
<https://gratefulness.org/practice/daily-questions/>

Express your gratitude in writing



Gratitude Resources

- Grateful.org <https://gratefulness.org/>
- Dr Robert Emmons' books:
 - The Little Book of Gratitude (2016)
 - Gratitude Works! (2013)
- The 34 Best TED Talks and Videos on the Power of Gratitude - <https://positivepsychology.com/gratitude-ted-talks-videos/>
- Dr. Pat Sullivan and Linda Roszak Burton's article *Discovering the Power of Grateful Thinking* (April 2022)
<https://aornjournal.onlinelibrary.wiley.com/doi/10.1002/aorn.13684>



Please watch this video – and share it with your team



Brother David Steindl-Rast's meditation on "A Good Day" reimagined by filmmaker Louie Schwartzberg.

<https://gratefulness.org/resource/gratitude-a-film/>

Theme: Positive Outlook

Episode 34: Gratitude

Agenda tip #40

Watch the gratitude video together and reflect on how you feel after doing so.

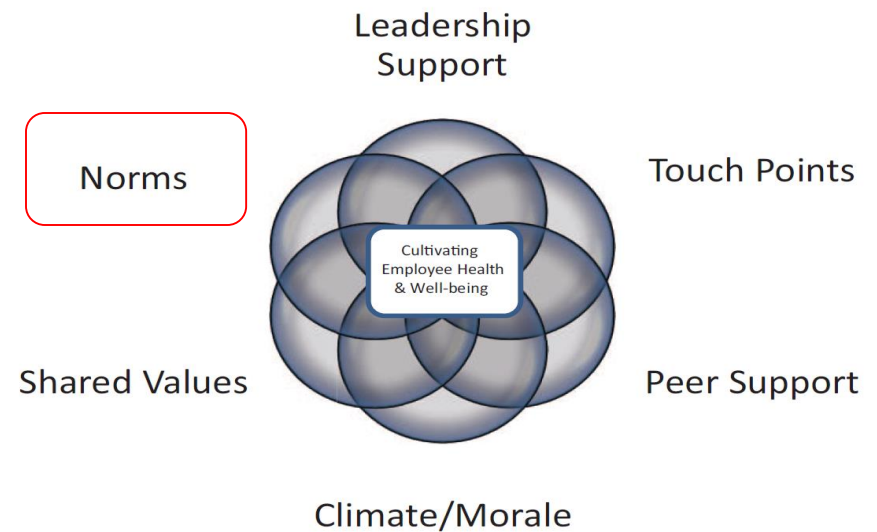
<https://gratefulness.org/resource/gratitude-a-film/>

Manager tip #36: Express your gratitude often (it's good for your team and for you)



Next week

Defining a team well-being goal



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

Follow us on Twitter and Instagram



@HealthyHopkins



@HealthyatHopkins

Additional Wellbeing and Leadership Resources

- LinkedIn Learning
- Sure People

What Question Do You Have?

