

Ten Minute Wellbeing Tips for Managers



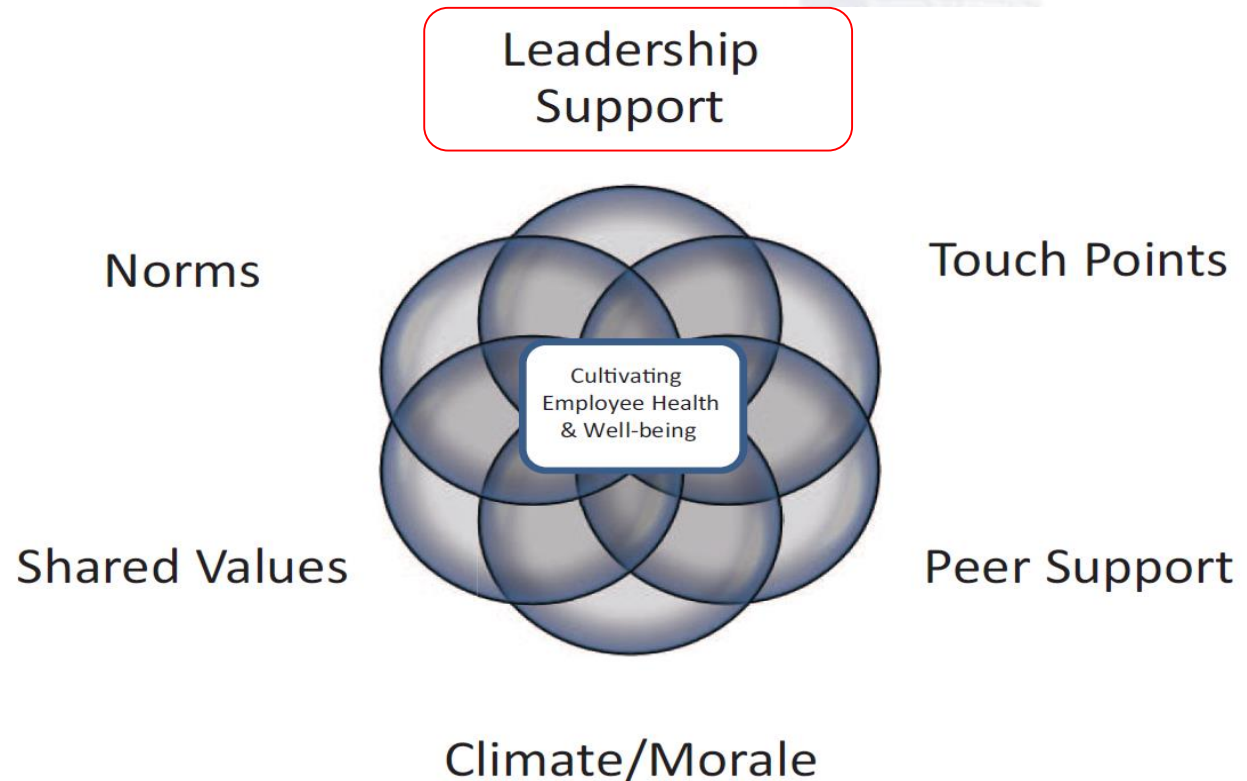
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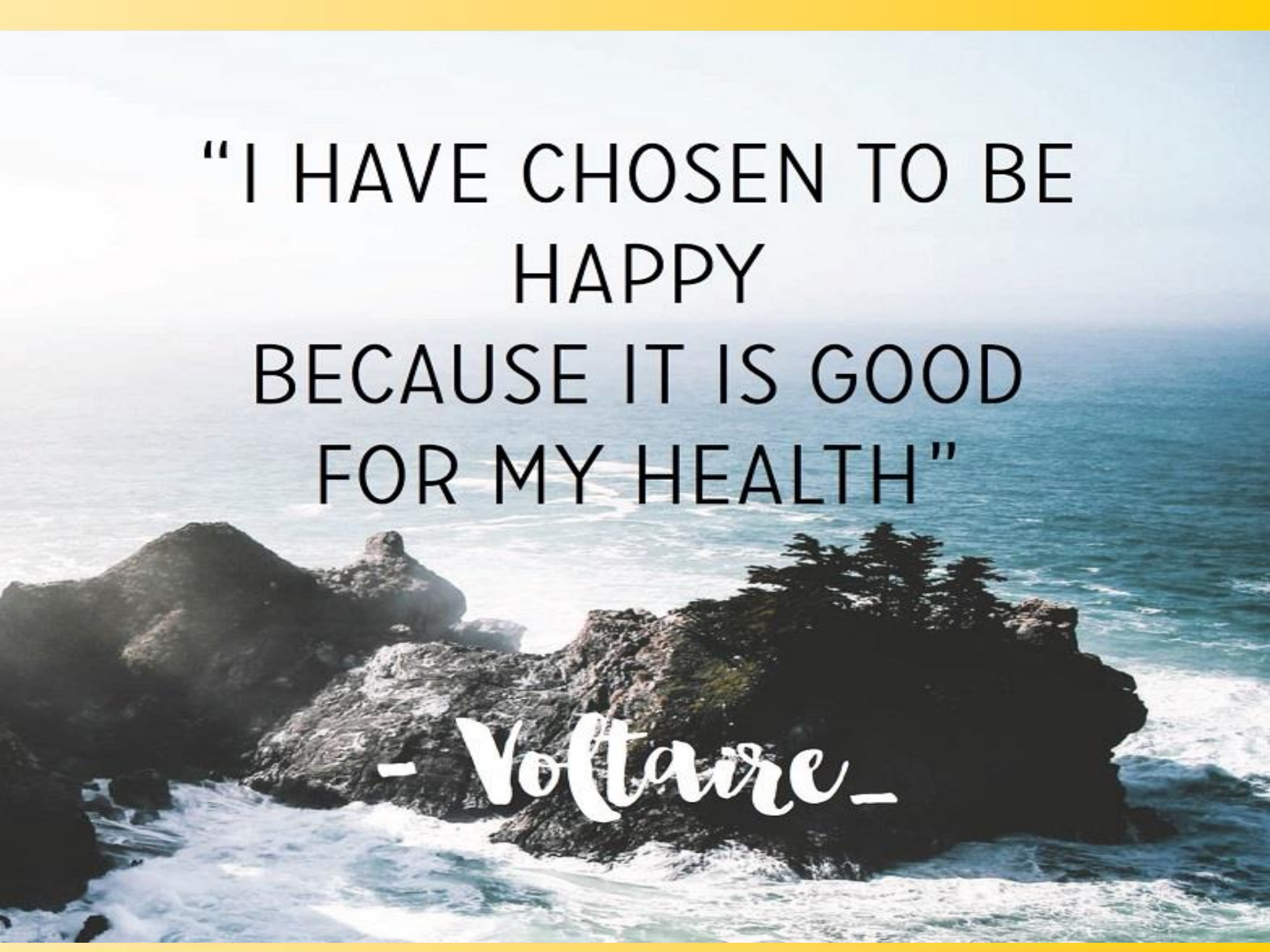
Vision: For our employees to leave work at the end of the day healthier than when they arrived

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Theme: Becoming a Better Leader

Episode 40: The Learning Leader





"I HAVE CHOSEN TO BE
HAPPY
BECAUSE IT IS GOOD
FOR MY HEALTH"

- Voltaire -

What we'll learn today

1. Why learning is good for
 - our own well-being
 - our team's well-being
2. Attributes of learning leaders
3. Building a learning habit



<https://www.cdc.gov/hrqol/wellbeing.htm#three>



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Characteristics of Learning Leaders



- Curious
- Humble
- Relational and collaborative
- Tolerance for ambiguity or uncertainty

The Transformational Power of Curiosity



I think, at a child's birth, if a mother could ask a fairy godmother to endow it with the most useful gift, that gift would be curiosity.

(Eleanor Roosevelt)



Why?
How?
Why?
Where?
When?
What?

HUMILITY

“..is not thinking less of yourself,
but thinking of yourself less,”

C.S. Lewis

Courage
Confidence

Curiosity
Humility

Balance

Beyond Heroes

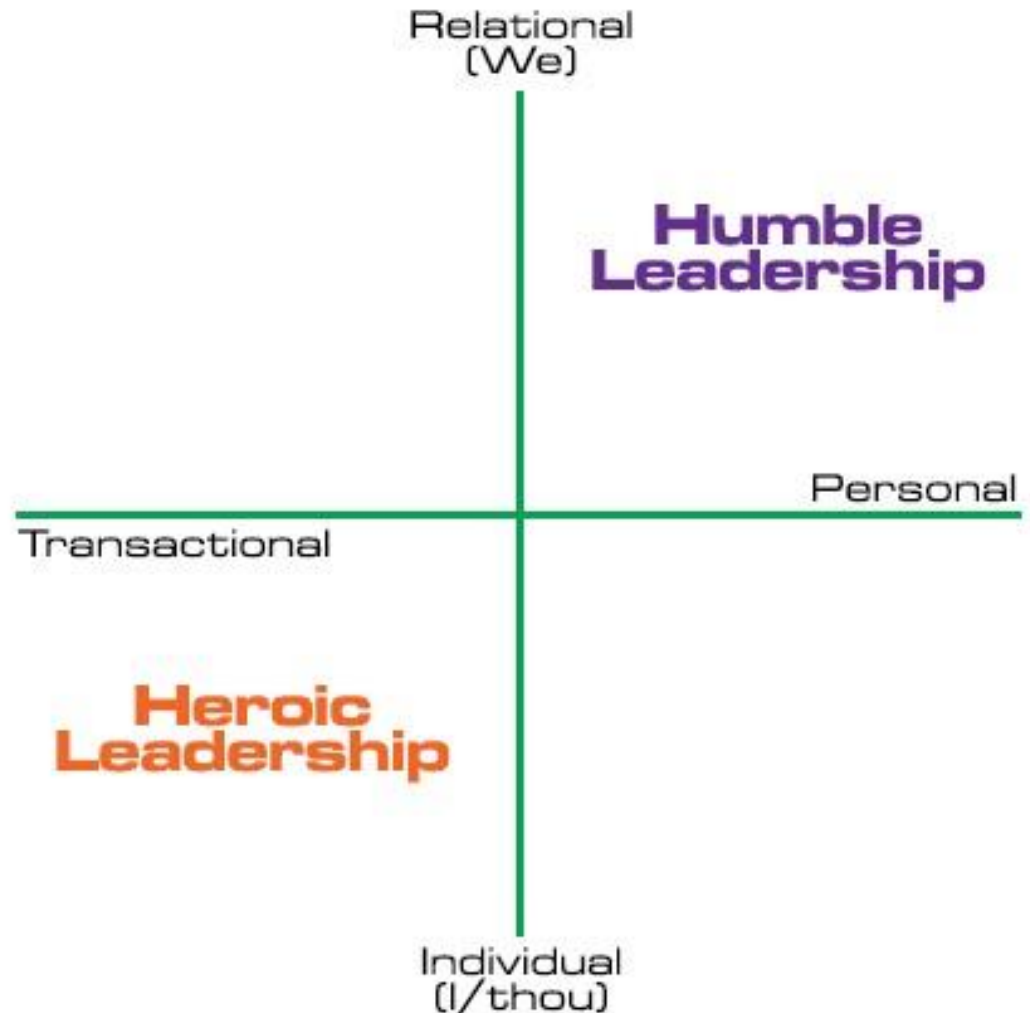
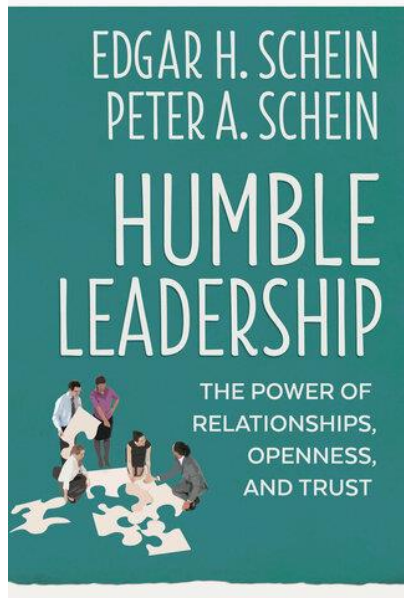


**A Lean Management
System for Healthcare**

Kim Barnas
with Emily Adams

Forewords by Jim Womack and John Toussaint, MD

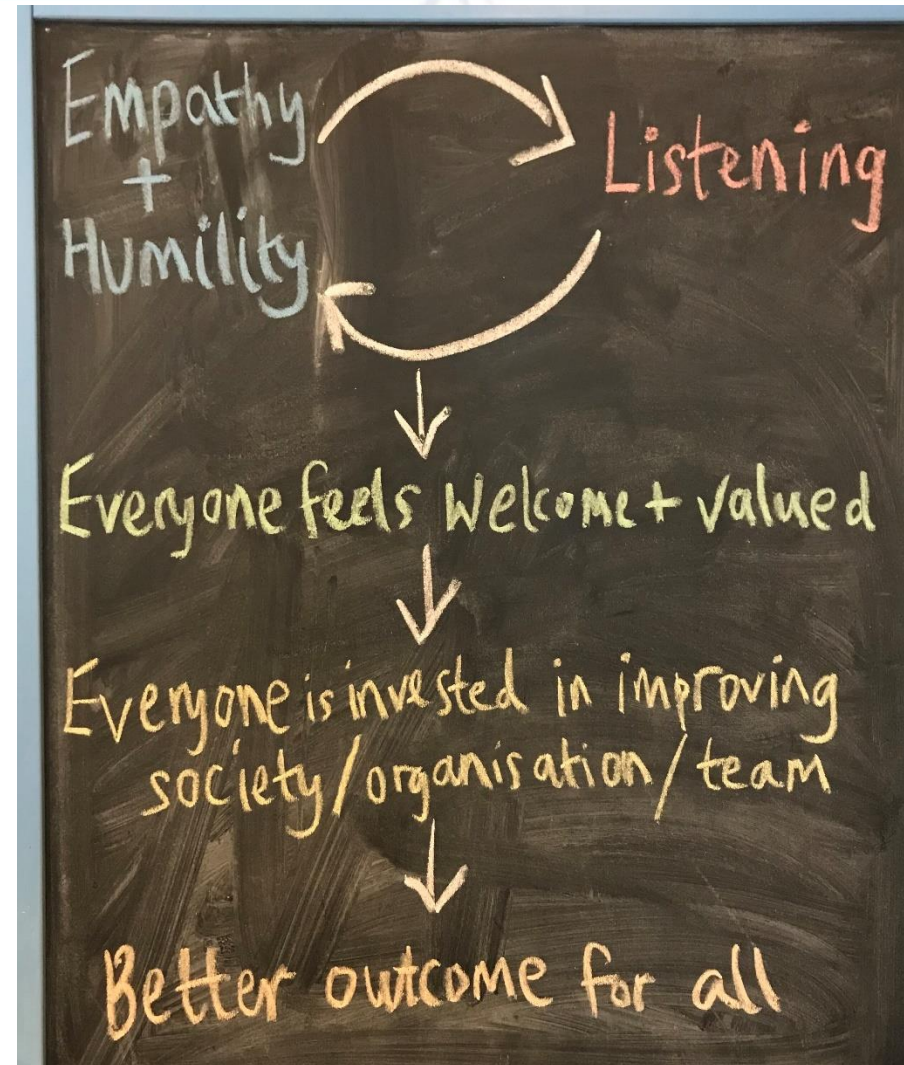
Humble Leadership is Collaborative



Learning leadership behaviors

- Hold space for others to talk and share ideas
- Listen to understand & do not interrupt
- Have an open mind
- Are committed to getting things right (rather than being right)
- Admit mistakes &/or limitations
- Embrace differences and diverse ideas
- Are patient and can tolerate uncertainty
- Build a learning culture.

Learning leaders also show empathy



*Every minute of every
day brings new
opportunities to learn
something we've never
known before.*



HABITS

A row of six light-colored wooden blocks, each with a black letter, spelling out the word "HABITS". The blocks are arranged horizontally on a dark wooden surface. In the background, several other wooden blocks are scattered, some showing letters like 'C', 'J', 'M', 'I', 'E', and 'W'. In the foreground, there are more wooden blocks, some showing letters like 'C' and 'I', but they are out of focus.

Building a learning habit



1. Identify something you want to learn & why
2. Be specific
3. Set a measurable goal
4. Schedule times - and reminders - on your calendar
5. Consider using a behavioral cue
6. Monitor your learning efforts – what's working & what's not
7. Spend time with other learners
8. Celebrate your learning habit and where it leads you!

Never be afraid to
try new things, and
make some mistakes,
it's all part of
life and learning.

Questions to try with your team



- What are we able to do now that we weren't able to do three months ago?
- What did we learn that made this possible?
- How did we support each other's learning and growth?
- If we look back three months from now, what else would you hope to have learned?
- How can we make that happen?

Question resource –

<https://medium.com/10x-curiosity/questions-to-get-you-unstuck-9460c4dbc74f>

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Agenda tip 46

Add regular opportunities for team members to share their curiosity questions

Manager tip 42

Encourage your team to share what they're learning, and do the same. Notice the energy when they do.



Next week: Providing & Receiving Support

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

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Additional Wellbeing and Leadership Resources

- LinkedIn Learning
- Sure People

What Question Do You Have?

