

Ten Minute Wellbeing Tips for Managers

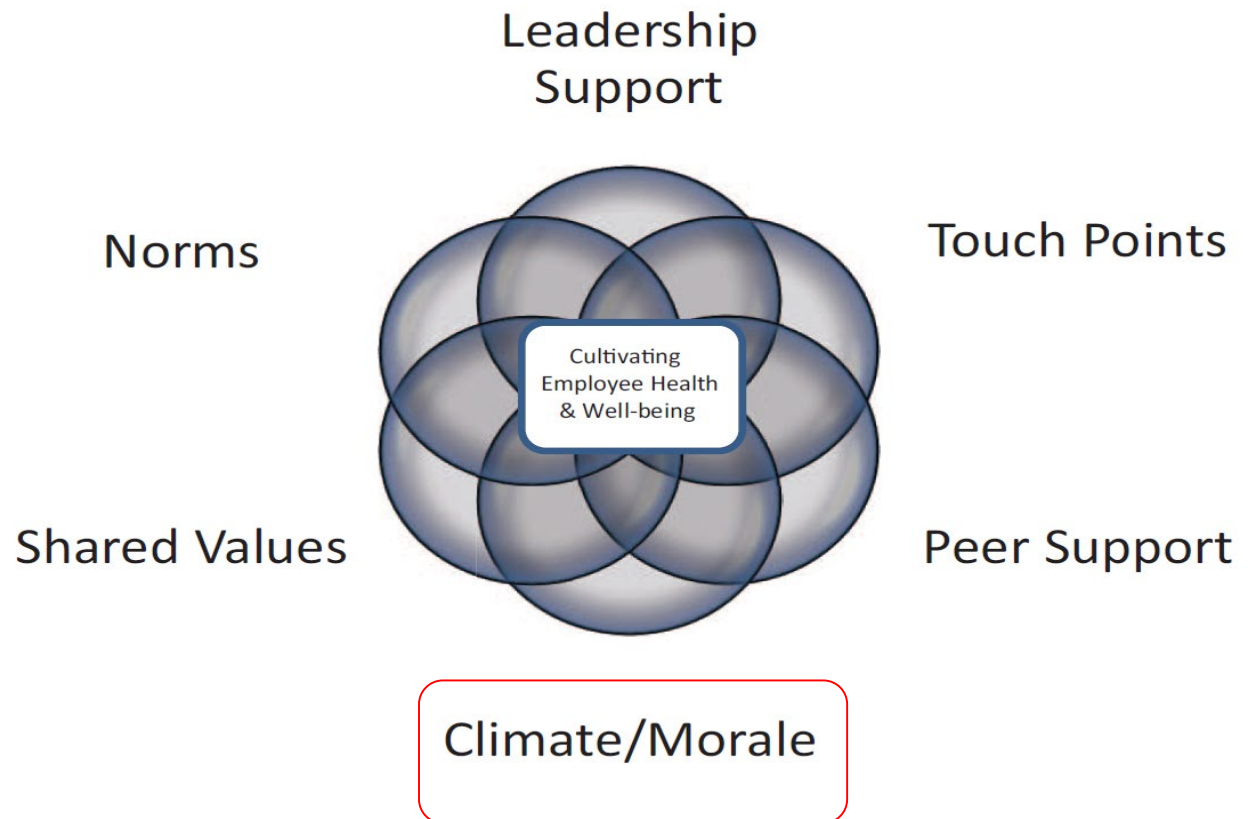


Powered by the Office of Wellbeing

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

Theme: Sense of Community

Episode 10: Sharing



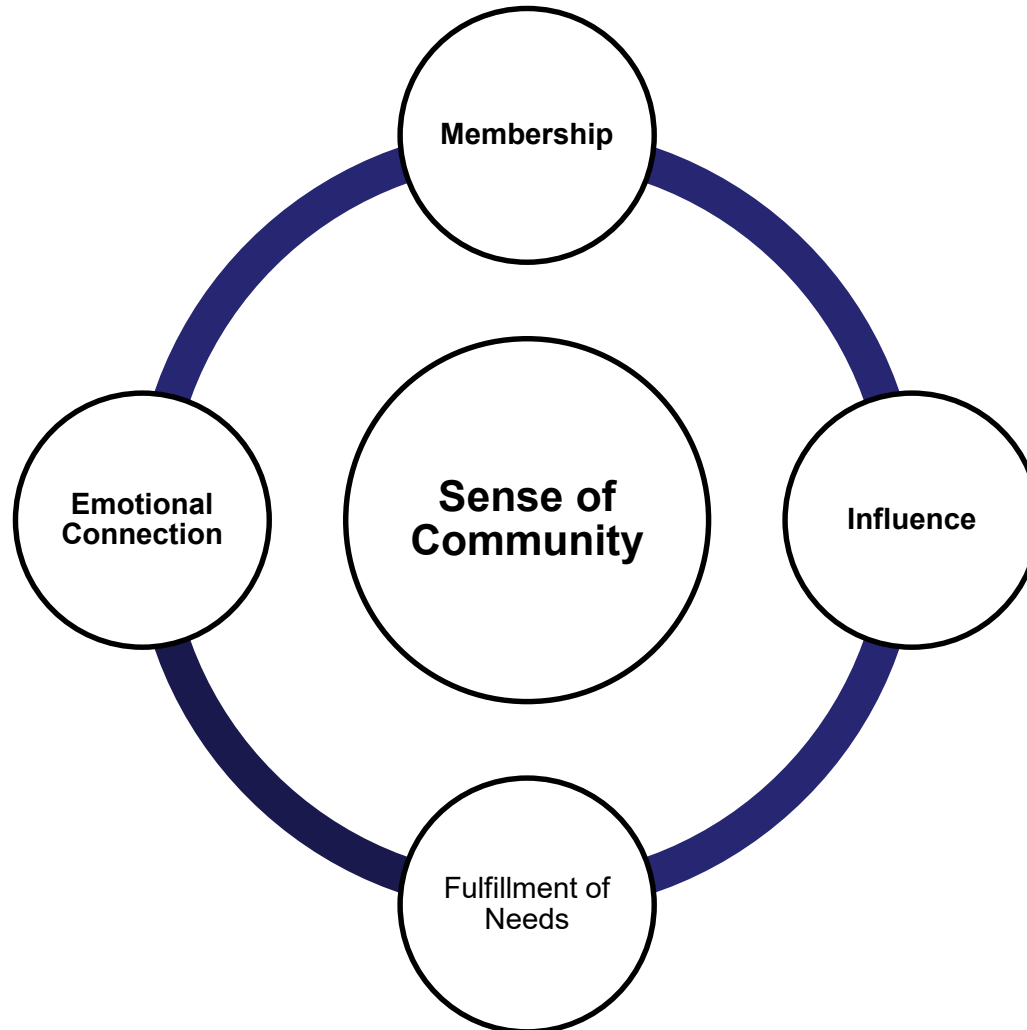
Sense of Community Defined

“A feeling that members have of belonging, a feeling that members matter to one another and to the group, and a shared faith that members' needs will be met through their commitment to be together.”



McMillan & Chavis (1986)

Sense of Community: 4 Elements



The Practice of Sharing



Shared Emotional Connection

How to Share with Care



Caring sharing is NOT:

- Gossip of **any** kind, ever!
- Exclusionary sharing (no cliques)
- Triggering for others



Important Considerations

- Respect boundaries
- Respect the need for emotional safety
- Respect for people's right to privacy
- Respect for people's unique lived experiences



Center for Creative Leadership

*"At its core, respect is a continuous process
of paying attention to people."*



Sharing Safely

- Be invitational
- Be willing to share yourself
- Lean towards positive experiences – preferably accessible experiences
- Pay attention when you're sharing
- Listen, listen, listen!





What or who are you grateful for?

What or who uplifts you?

What or who gives you strength?

What or who helps you get through hard times?

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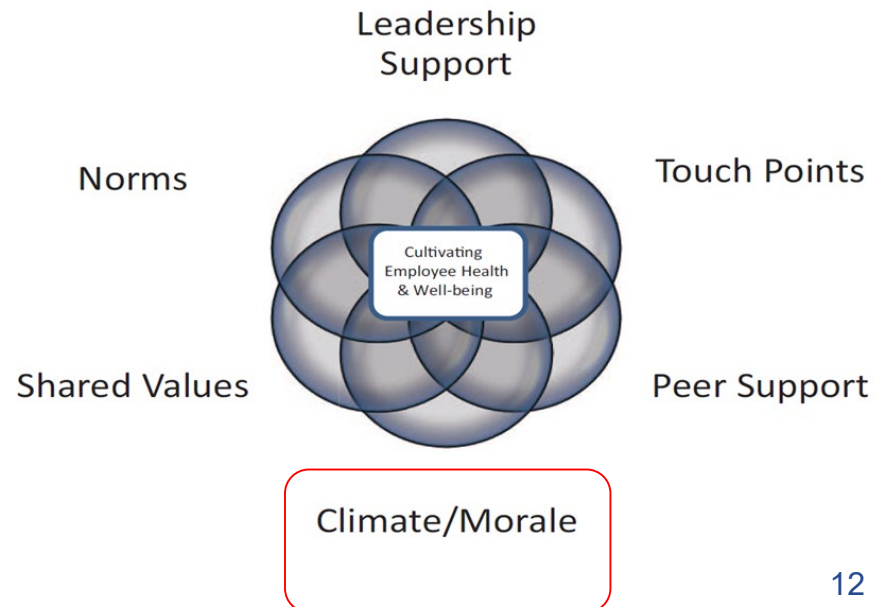
- Manager tip #13: Commit to sharing something personal daily.
- Agenda tip #13: Encourage sharing as part of meetings – possibly as an opening or closing activity.



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- Please answer two questions before you go!
- Next week: Word Choice



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- Access the portal via my.jh.edu and click on the 'Healthy at Hopkins' tile
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Additional Wellbeing and Leadership Resources

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What Questions Do You Have?

