

Ten Minute Wellbeing Tips for Managers



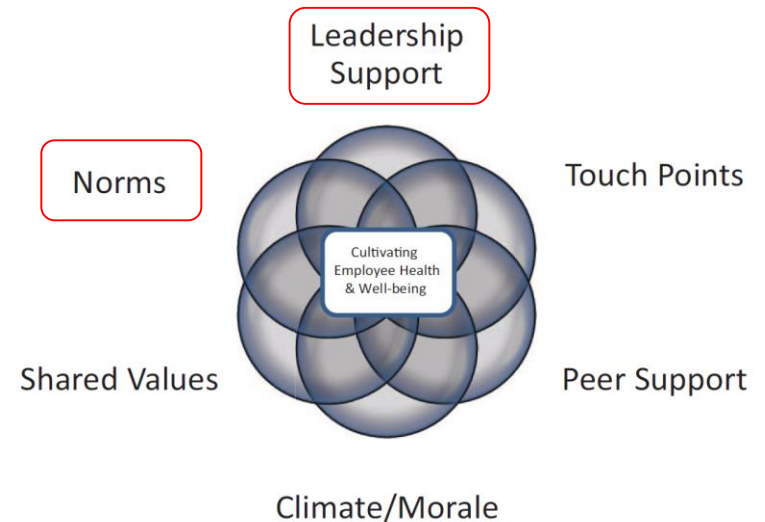
Powered by the Office of Wellbeing

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

Theme: Norms

Episode 19: Leadership Role in Team Norms

- **Last Week's Episode:**
Opinions Count



Remember this Guy?

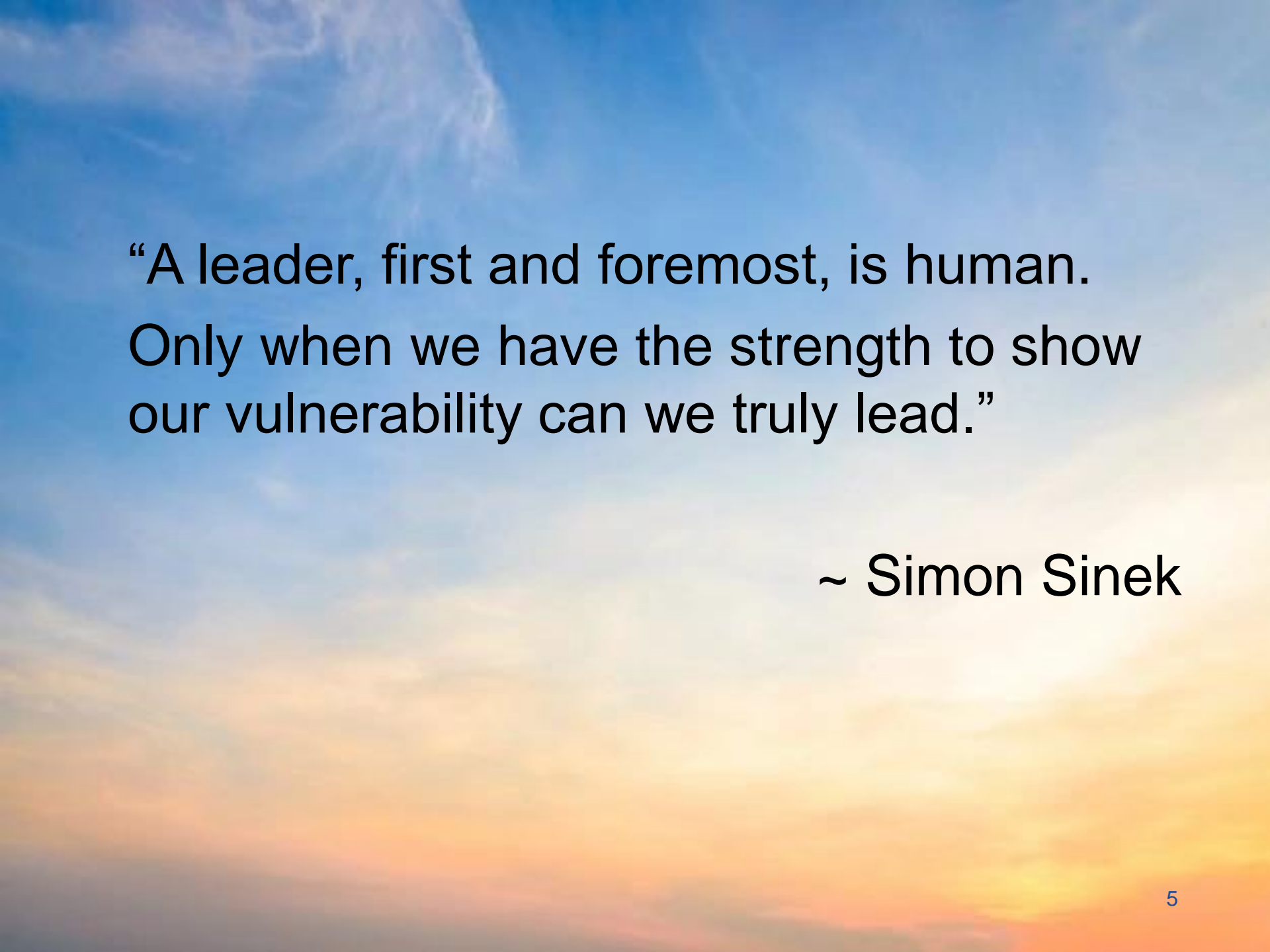


Listening, Listening & Speaking

“We have two ears and one mouth so that we can listen twice as much as we speak.”

Epictetus





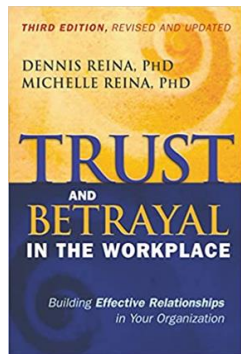
“A leader, first and foremost, is human.
Only when we have the strength to show
our vulnerability can we truly lead.”

~ Simon Sinek

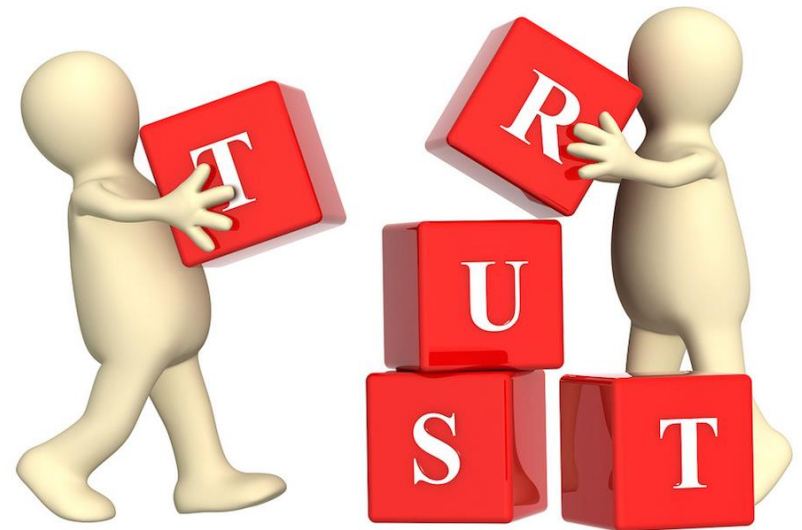
Trust is built behaviorally

“Trust begins with you: with your attitudes, your intentions, and your behaviors with in your relationships”

~Drs Dennis & Michelle Reina



Trust and Betrayal in the Workplace, 3rd ed. 2015 p. 2



How to Support Norm Change

- Identify possible norms
- Involve the team
- Consider influencers



Wait, there's more...

How to Support Norm Change

- Be a role model
- Identify resources
- Identify obstacles



Bring in the Coach!



Theme: Norm

Episode 19:

- **Agenda tip # 22:** Discuss creating a healthy norm or eliminating an unhealthy norm on your team.
- **Manager tip# 22:** Identify an unhealthy norm



Theme: Norms

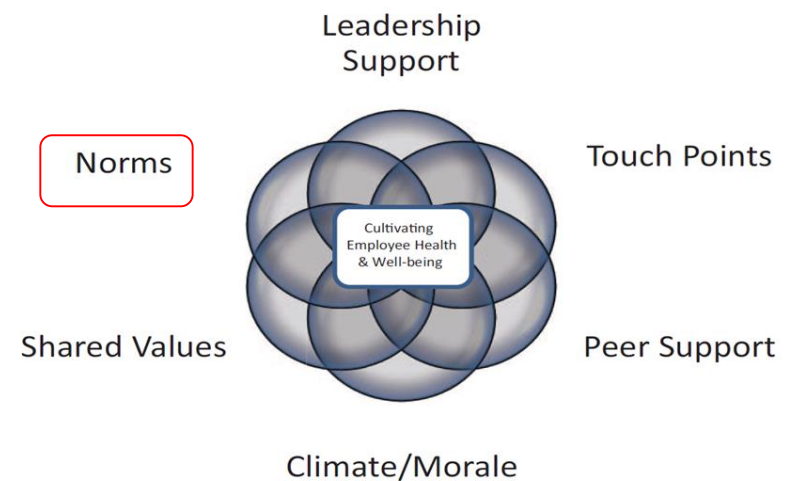
Episode 7: Introduction

Answer two questions before you go!

Next week:

Work Life Balance – Part 1

* Work boundaries norm



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

Pick My Brain...

What Question Do You Have?

