



# Leading with Wellbeing

Creating environments where humans thrive.



# Today's Presenter



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# Our Agenda

01

**Self-Care**

02

**Leading with  
Wellbeing**

03

**Purpose &  
Agency**

04

**Q&A**



# Positive Emotions

Joy

Gratitude

Pride

Serenity

Interest

Amusement

Hope

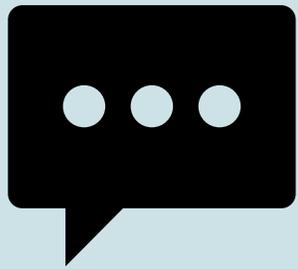
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Inspiration

# 01

## Self-Care

The practice of taking an active role in protecting one's own wellbeing and happiness.



**ANSWER IN  
CHAT**

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What is one  
thing you do to  
take care of  
yourself?

# Self-Care Categories & Examples

Physical	Mental	Inspirational/ Spiritual	Emotional	Social
Movement	Mindfulness	Purpose in work	Cognitive Reappraisal	Connection
Green Exercise	Meditation	Prayer	Savor Positive Emotions	Hugs (when appropriate)
Sleep	Deep Breathing	Volunteer	Cultivate Awe	Fun/Play
Naps	Coloring	Rest	Gratitude	Talk to a Friend
Hydration	Puzzles	Nature	Music	Ask for Help
Nutrition	Single Task	Reflection	Humor	Take a Class
Gardening	Knitting/Hand work	Sparking Joy	Movies/Books (empathy)	Cooking

# Self-Care Resources



**GLOBAL WELLNESS  
INSTITUTE™**  
EMPOWERING WELLNESS WORLDWIDE



**MIT**  
MANAGEMENT  
SLOAN SCHOOL



CENTER *for*  
**BRAINHEALTH®**  
THE UNIVERSITY OF TEXAS AT DALLAS

**ANSWER IN CHAT**

What are your favorite self-care resources? (e.g., websites, books, etc.)

02

# Leading With Wellbeing

6 Areas of Focus

LEADING WITH  
**Wellbeing**



03

# Purpose & Agency

How to develop these 2 key areas.

# Purpose

Perception that one's life and work is meaningful and serves a greater objective.

## ORGANIZATIONAL BENEFITS

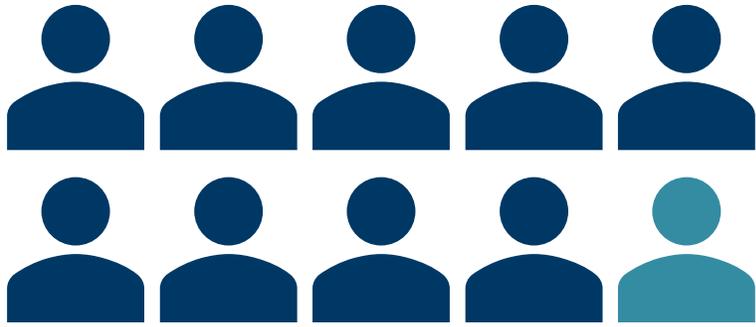
- When work provides a **sense of purpose**, has intrinsic **value and meaning**, and when employees can connect how their work fits into the larger work or the organization, employees are more likely to be
- **Motivated, satisfied, and committed** to their work and organization
- Creative, contribute **new ideas**, and strive for significant goals and objectives



## Purpose Poll Questions:

- In the past 90 days, I have reflected on why my work matters to me.
- In the past 90 days, I have asked others to reflect on how their work connects to their personal goals or values.

# Research Suggests ...



**9 out of 10** People are willing to earn less money to do more meaningful work.

# 69%

**Less likely** to plan on quitting jobs within 6 months.

Employees with very meaningful work spend **1 additional hour** per week **working** and take **2 fewer days of paid leave** per year.

*9 out of 10 people are willing to earn less money to do more-meaningful work.* Harvard Business Review. (2018, November 6). <https://hbr.org/2018/11/9-out-of-10-people-are-willing-to-earn-less-money-to-do-more-meaningful-work>

# Purpose Leadership Practices

## ANSWER IN CHAT

What part of your work is most energizing right now?



Offer employees opportunities to creatively engage in their work, share knowledge, and co-create the process of how work gets done.



Have leaders connect current projects with their personal or an organizational purpose and share often with employees.



Build in time during team meetings to discuss and clearly articulate the connection between current projects and the company or department's overall purpose.



Talk with others about what aspects of work they find meaningful.

# Agency

**Control over one's actions and their consequences.**

## **ORGANIZATIONAL BENEFITS**

When employees perceive a **sense of control** as opposed to being externally controlled, they tend to be more well and:

- More **focused**
- More persistent to **achieve their goals**
- Performing at **higher levels**



## Agency Poll Questions:

- In the past 90 days, I have sought out opportunities to join projects or lead efforts that interest me at work.
- In the past 90 days, I have given others the freedom to choose how to best perform their job.

# Things You Can Control

## ANSWER IN CHAT

List some things you  
can control.

Your beliefs

Your attitude

Your thoughts

Your perspective

How honest you are

Who your friends are

What books you read

How often you exercise

How many risks you take

How kind you are to others

How you interpret situations

How kind you are to yourself

How often you say “I love you”

How often you say “thank you”

How you express your feelings

Whether or not you ask for help

How often you practice gratitude

How many times you smile today

The amount of effort you put forth

How much time you spend worrying

Whether or not you judge other people

Whether or not you try again after a set back

How much you appreciate the things you have

# Agency Leadership Practices



Flexible work arrangements



Options and opportunities to influence



Autonomy in how work gets done



What else?

# The Big Takeaways

- Savor positive emotions
- Self-care is critical and only part of the solution
- Leading with Wellbeing: 6 areas to consider
- Purpose and Agency

# Call to Action

## Contagious Wellbeing & Thriving

Please **consider wellbeing** in the work you do and the interactions you have with others.

**Take care** of yourself. You deserve it!

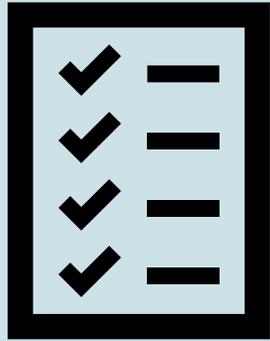


# Take-aways

## Additional Resources

- 7-day wellbeing challenge
- Articles
- Wellbeing Scan (Supporting Self, Supporting Others, Organizational)
  - Includes discussion questions





# Leading With Wellbeing Scan

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04

Q&A

What questions do you have?



THANK YOU.

