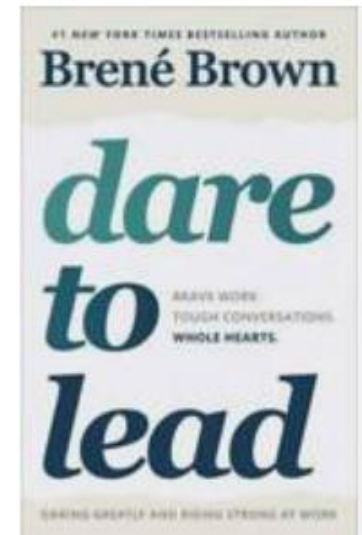
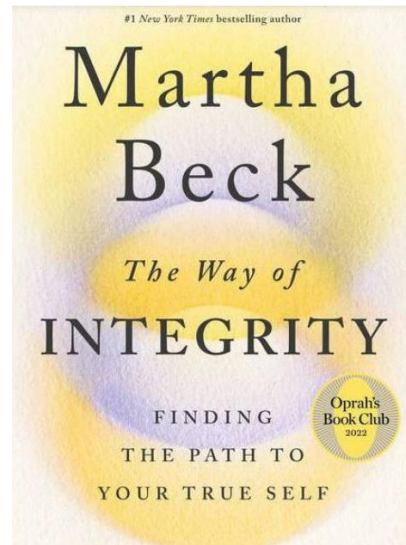
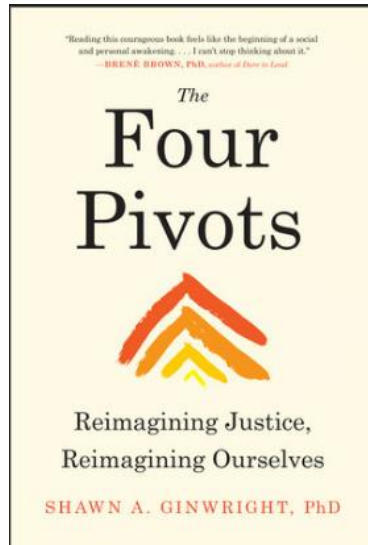


Am I okay?
Are you okay?
Integrity in Leadership

Dennis Worsham
Public Health – Seattle & King County
Partnership with Curry International Tuberculosis Center



Three books and beyond

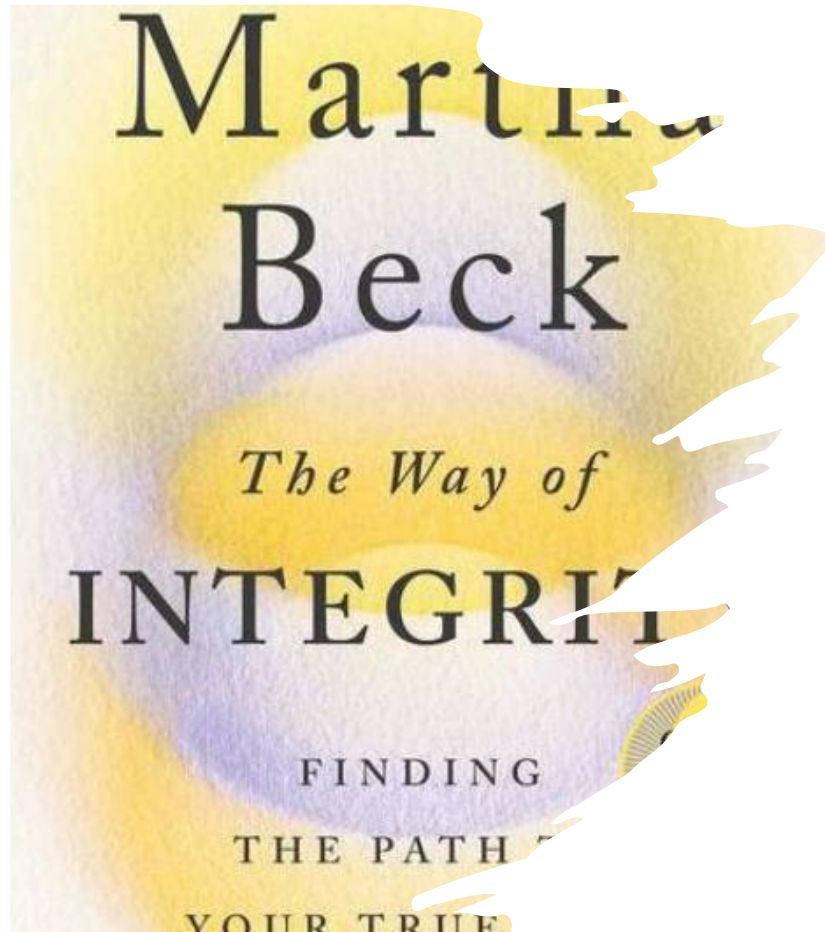
Two Areas of Focus: You the Leader and Your Team!

How are you doing?

How is your team doing?

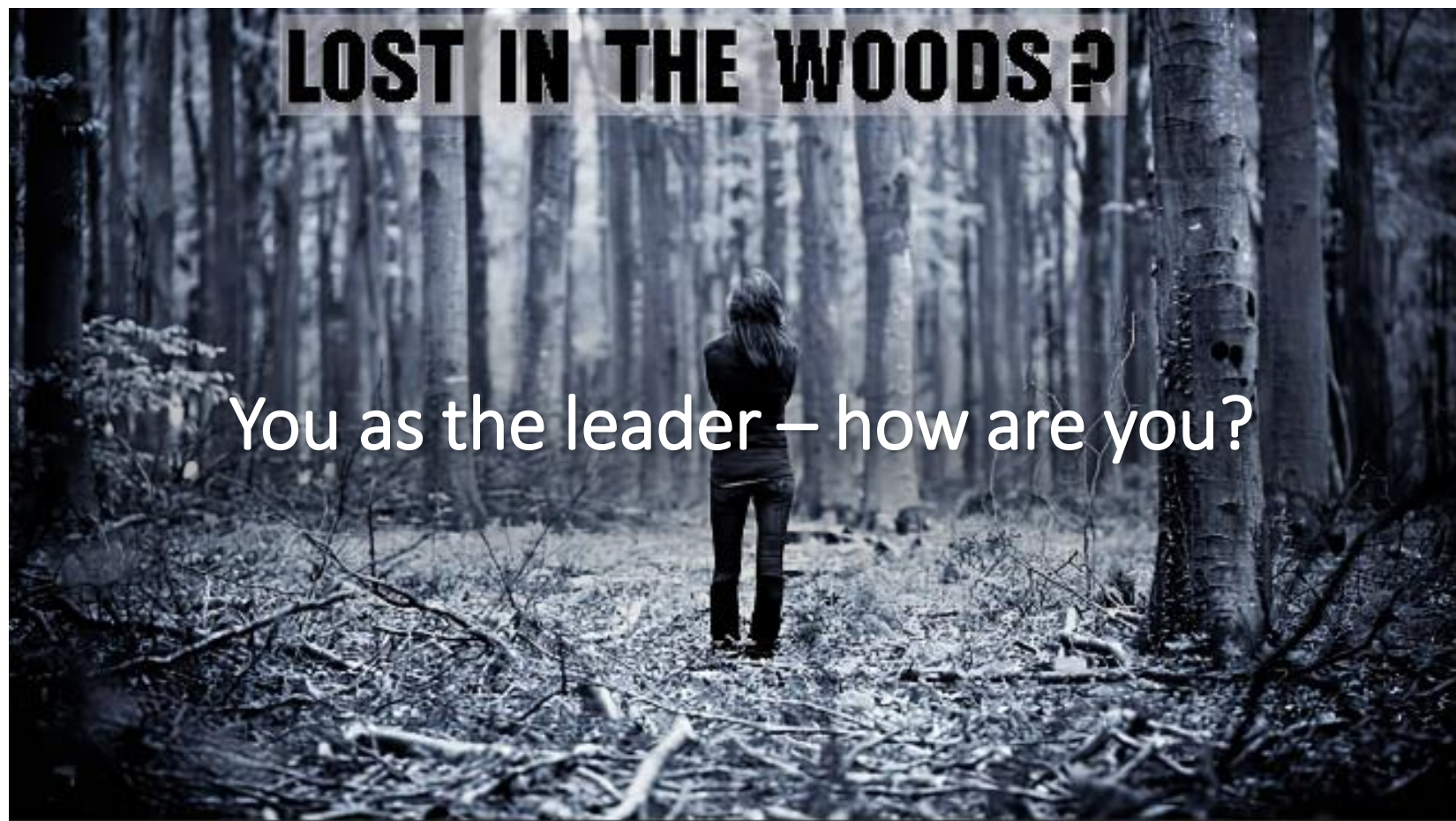
Things you can do to find balance and perspective as a leader.

Things you can do to create a culture of well-being and belonging as a team.



The Divine Comedy

“Midway through the journey of our life,” says Dante, “I found myself in a dark forest, for the right was lost.”



LOST IN THE WOODS?

You as the leader – how are you?

How are you doing?

Are you in the dark woods?

- Symptoms of the dark woods -
 - Feeling a lack of purpose
 - Emotional Misery
 - Physical Deterioration
 - Consistent Relationship Failures
 - Consistent Career Failures or job hopping
 - Bad habits you can't break

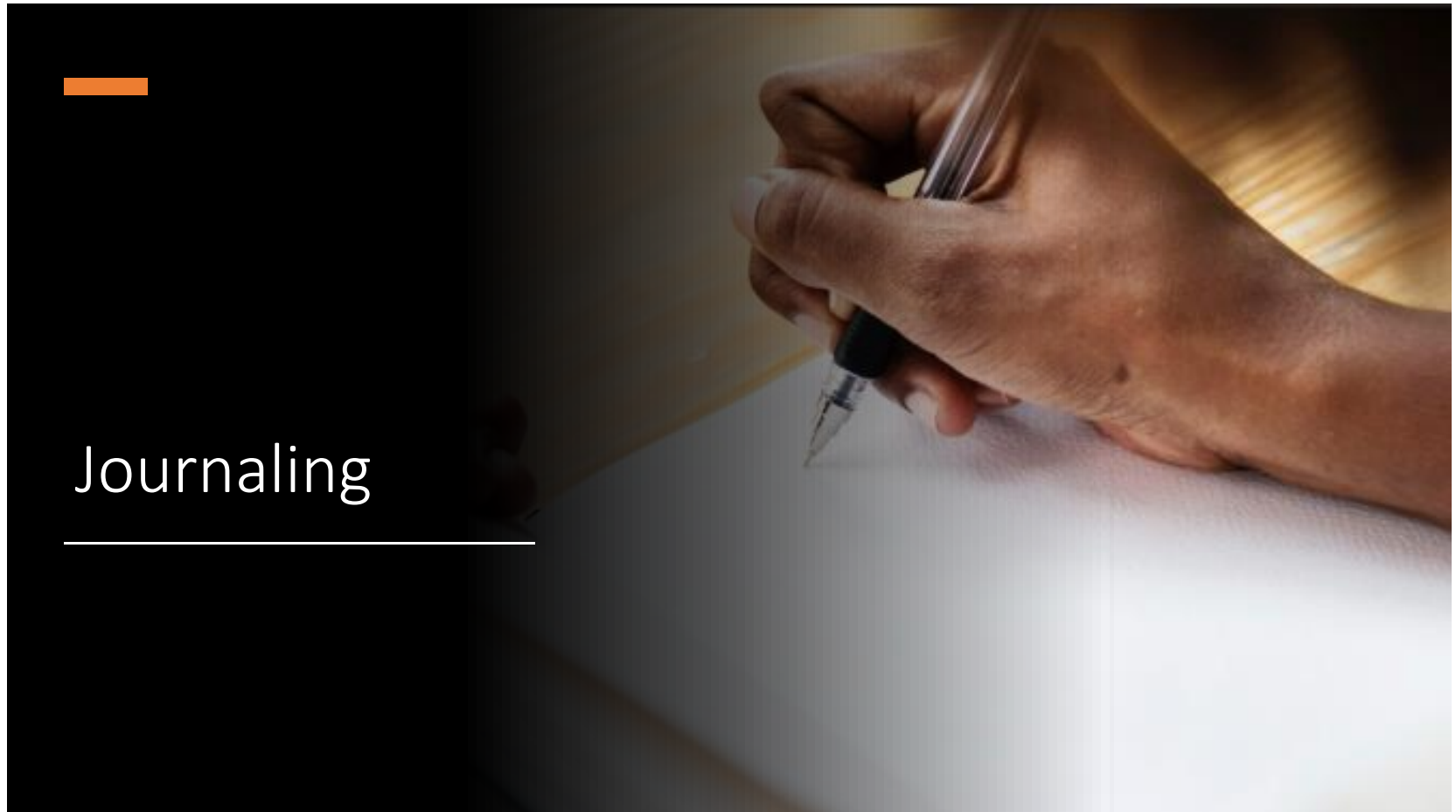


Your life is always speaking to you in whispers, guiding you to your next right step. And in many situations, the whisper is also the first warning. It's a quiet nudge from deep within saying, Hmmm, something feels off. A small voice that tells you, This is no longer your place of belonging. It's the pit in your stomach, or the pause before you speak. It's the shiver, the goosebumps that raise the hairs on the back of your neck. Whatever form the whisper takes, it's not a coincidence. Your life is trying to tell you something. Heeding these signs can open the doors to your personal evolution, pushing you toward your life's purpose. Ignoring them or sleepwalking through your life, is an invitation to chaos.

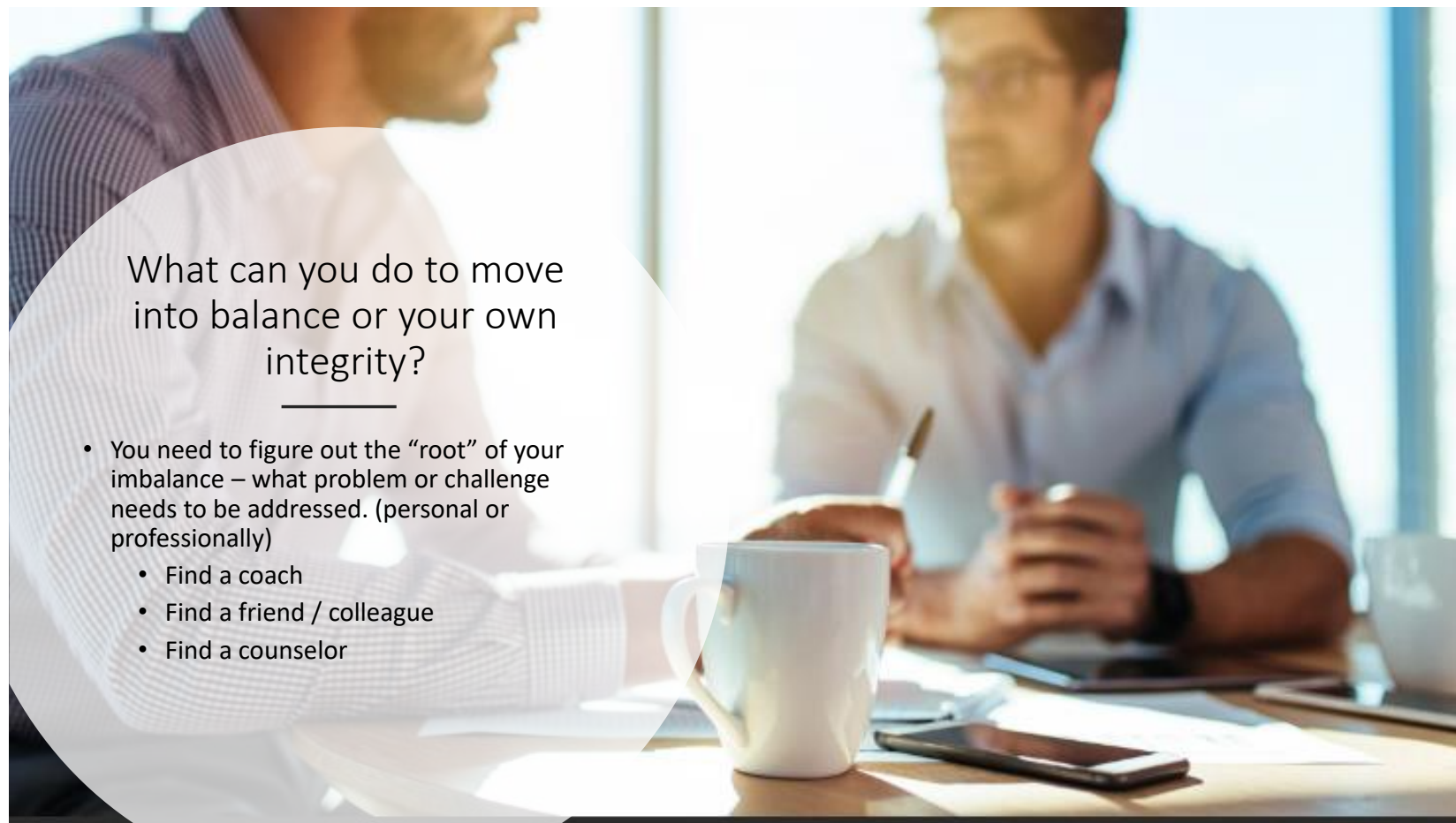
Exercise – Checking in on yourself -

True or False

1. In general, I see people as good and loveable.
2. I sometimes feel my daily activities are meaningless.
3. I adore the company of my friends and loved ones.
4. My job feels like a heavy burden.
5. I feel "on purpose" and fulfilled even on the most ordinary days.
6. I have trouble sustaining loving relationships.
7. I have frequent infections (colds, flu, etc.) even when the people around me aren't sick.
8. There's an undercurrent of contentment that supports me at all times.
9. I get to make a living doing something I love.
10. I don't feel really seen and understood by anybody.
11. I believe my presence is changing the world for the better in small ways or large.
12. My relationships are often troubled by anger and mistrust.
13. I don't need any mood-altering substances or exciting activity to feel great.
14. Other people seem to be accomplishing great things, but I just don't measure up.
15. I have friends whose company I don't really enjoy.
16. I sleep deeply and restfully almost every night.
17. I can almost always count on my loved ones to understand me.
18. Though frightening things sometimes happen, I always feel basically safe.
19. I have aches, pains, and fatigue that limit my activities.
20. I frequently feel annoyed at whoever happens to be around me.
21. I love my job and can't wait to get to it.
22. I often feel so worried I don't sleep well.
23. My life is full of love and companionship.
24. I don't feel as if my work contributes anything important to the world.
25. Even when people around me get sick, I almost always stay healthy.
26. I often feel an underlying sense of sadness or despair.
27. I believe everyone's essence is basically good.
28. I feel angry, even when I am alone.

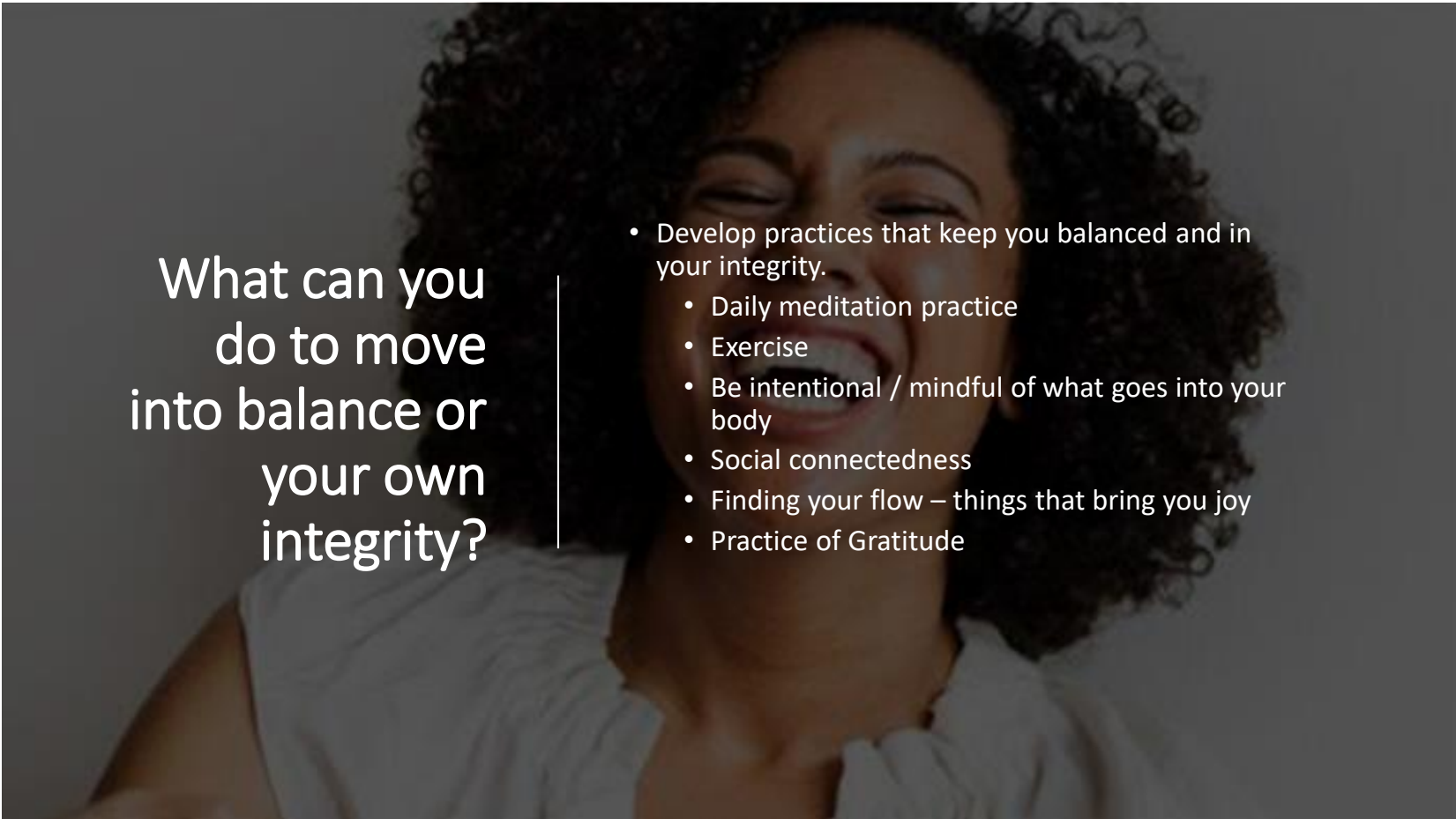


Journaling



What can you do to move into balance or your own integrity?

- You need to figure out the “root” of your imbalance – what problem or challenge needs to be addressed. (personal or professionally)
 - Find a coach
 - Find a friend / colleague
 - Find a counselor



What can you
do to move
into balance or
your own
integrity?

- Develop practices that keep you balanced and in your integrity.
 - Daily meditation practice
 - Exercise
 - Be intentional / mindful of what goes into your body
 - Social connectedness
 - Finding your flow – things that bring you joy
 - Practice of Gratitude

Make TIME everyday!

Thankfulness — To express gratitude to someone or something every day.

Insight — Read or listen to something that forces you to explore your mind.

Meditation — Spend at least 15 mins alone doing breathwork and meditation each day.

Exercise — can be simple stretching or a gym workout.





Medicine Wheel

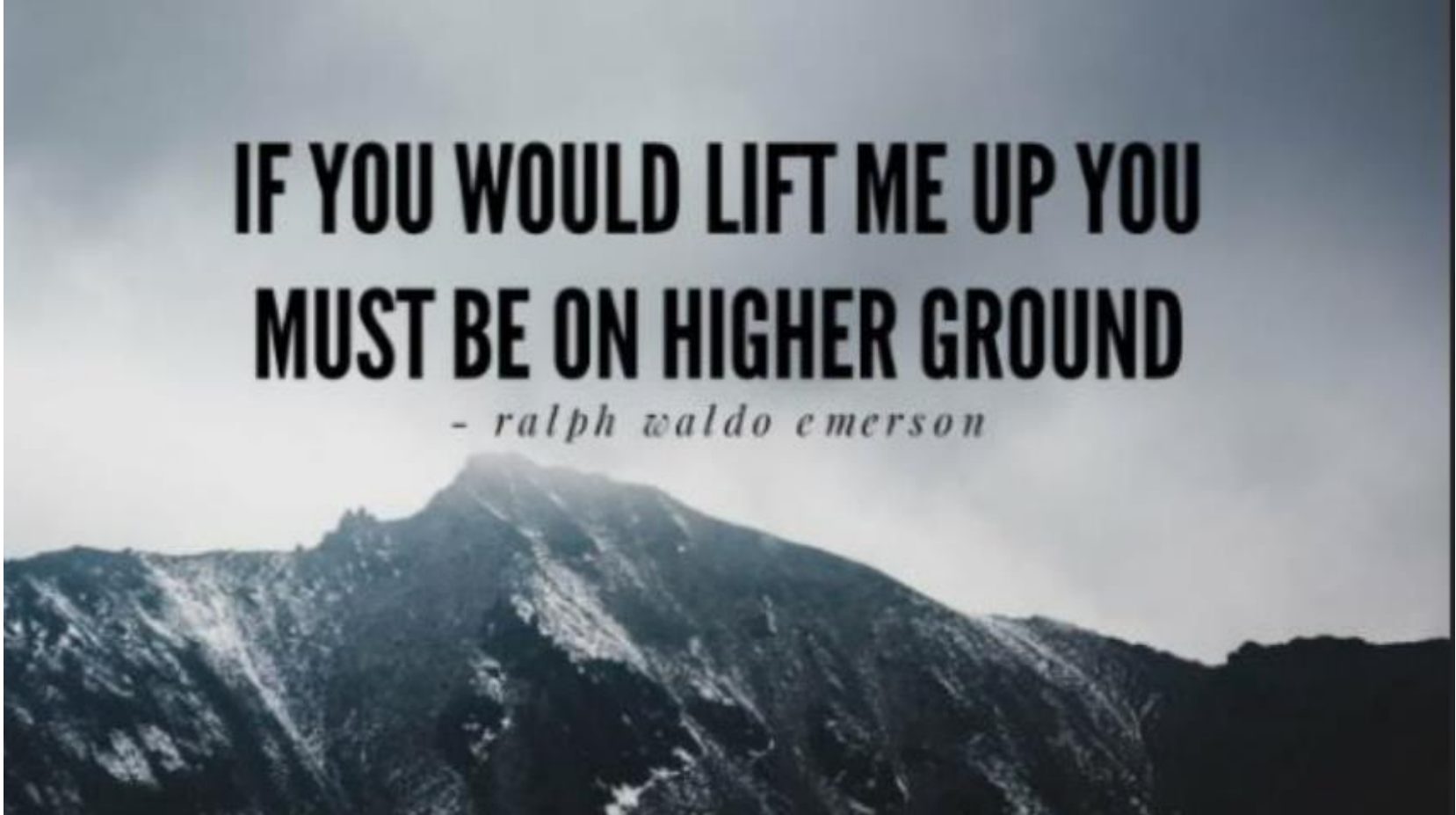


SETTING YOUR INTENTION



Connecting and Reflecting





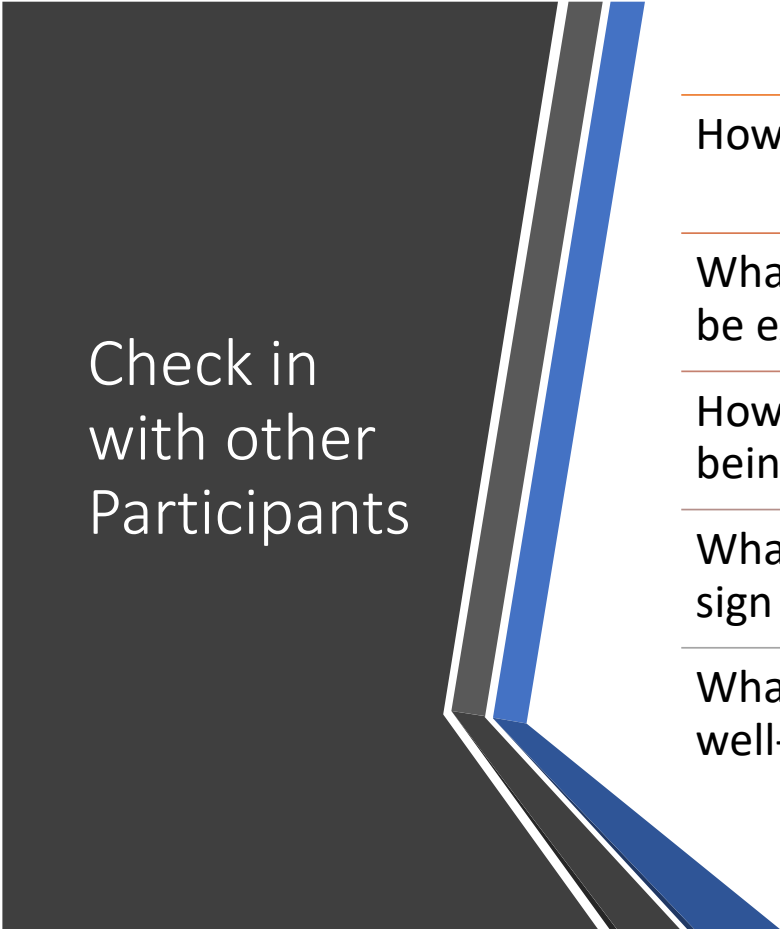
**IF YOU WOULD LIFT ME UP YOU
MUST BE ON HIGHER GROUND**

- ralph waldo emerson





How is your team?



Check in
with other
Participants

How is your team doing?

What challenges does your team seem to be experiencing?

How are you assessing your team's well-being?

What is showing up in your workforce as a sign of burnout?

What are things you are doing to address well-being and burnout?



Building a Healthy and Thriving Team

- A culture of well-being and belonging
- Leadership that is more transformational that transactional
- More transparent and engaging
- Clear Priorities and Vision
- Build a culture of appreciation and gratitude

Why building company culture of well-being and belonging is so important?



According to Harvard Business Review, culture is the “tacit social order of an organization;” it shapes attitudes and behaviors and “can unleash tremendous amounts of energy toward a shared purpose and foster an organization’s capacity to thrive.”¹ Employees who work at companies with a strong, positive culture tend to:

- Feel inspired by the company’s mission.
- Say they are treated well, recognized, and appreciated by their managers.
- Experience less stress and are more engaged.
- Feel “psychologically safe” and free to be their authentic selves.
- Be more loyal and less likely to leave.



Key elements to create your culture of well-being and belonging!

- Consider your values.
- Listen to what employees want and need.
- Make employees' mental health a priority.
- Offer flexibility.
- Role-model healthy behaviors.
- Embrace employees' lives outside of work.
- Create forums where employees can talk about their interests, family, and life.
- Encourage community service.
- Create a healthy work environment.
- Offer numerous ways for employees to increase daily physical activity.
- Enlist the support of well-being culture champions.

****Remember, a healthy company culture doesn't happen overnight.****

Better On-Boarding and Engagement Creates a Sense of Belonging

- Have a plan before they arrive
- Have someone meet them when they arrive
- Assign a “buddy”
- Have a welcome packet with key information
- Build in an orientation for new employees
- Have a welcome message from leadership
- Take them to lunch on day one



Difference Between Transactional and Transformational Leadership



BASIS FOR COMPARISON	TRANSACTIONAL LEADERSHIP	TRANSFORMATIONAL LEADERSHIP
Meaning	A leadership style that employs rewards and punishments for motivating followers is Transactional Leadership.	A leadership style in which the leader employs charisma and enthusiasm to inspire his followers is Transformational Leadership.
Concept	Leader lays emphasis on his relation with followers.	Leader lays emphasis on the values, ideals, morals and needs of the followers.
Nature	Reactive	Proactive
Best suited for	Settled Environment	Turbulent Environment
Works for	Developing the existing organizational culture.	Changing the existing organizational culture.
Style	Bureaucratic	Charismatic
How many leaders are there in a group?	Only one	More than One
Focused on	Planning and Execution	Innovation
Motivational tool	Attracting followers by putting their own self interest in the first place.	Stimulating followers by setting group interest as a priority.

A quote by Jack Welch is centered on a rectangular background. The background is a grayscale photograph of a beach with waves breaking on the shore. The text is in a clean, sans-serif font. The quote is: "Trust happens when leaders are transparent." Below the quote, the name "Jack Welch" is written in a smaller font. The entire graphic is framed by a white border and is flanked by two vertical yellow bars on each side.

Trust happens when
leaders are transparent.

Jack Welch

Transparency
and
Engagement

6 WAYS TO BE A MORE TRANSPARENT LEADER

1. Be honest
2. Be open and accessible
3. Ask questions and show interest
4. Confront difficult situations
5. Provide access to information
6. Involve people in decision making



Help to set clear priorities and vision

- Long range – strategic planning
- Short range – weekly, daily, monthly planning
- Be Flexible
- Be intentional
- Be informed
- Be Clear





Benefits of Showing Appreciation and Gratitude in the workplace

- It can boost employee morale and job satisfaction
- It reduces stress and absenteeism
- It boosts employee productivity
- It increases employee retention
- It helps attract talent



Ways to Create a Culture of Appreciation and Gratitude in the Workplace



- Promptly send thank you notes and emails
- Personalize your approach to the appreciation
- Celebrate both the big and small victories
- Incorporate gratitude into leadership
- Make gratitude part of your storytelling
- Create opportunities to express gratitude
- Build a culture of recognition in the workplace
- Promote peer-to-peer appreciation

Building a Healthy and Thriving Team - RECAP

- A culture of well-being and belonging
- Leadership that is more transformational than transactional
- More transparent and engaging
- Clear Priorities and Vision
- Build a culture of appreciation and gratitude

Journaling



Connecting and Reflecting





SETTING YOUR INTENTION



Find your balance!

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