

Leadership Skills for a Healthy Workplace

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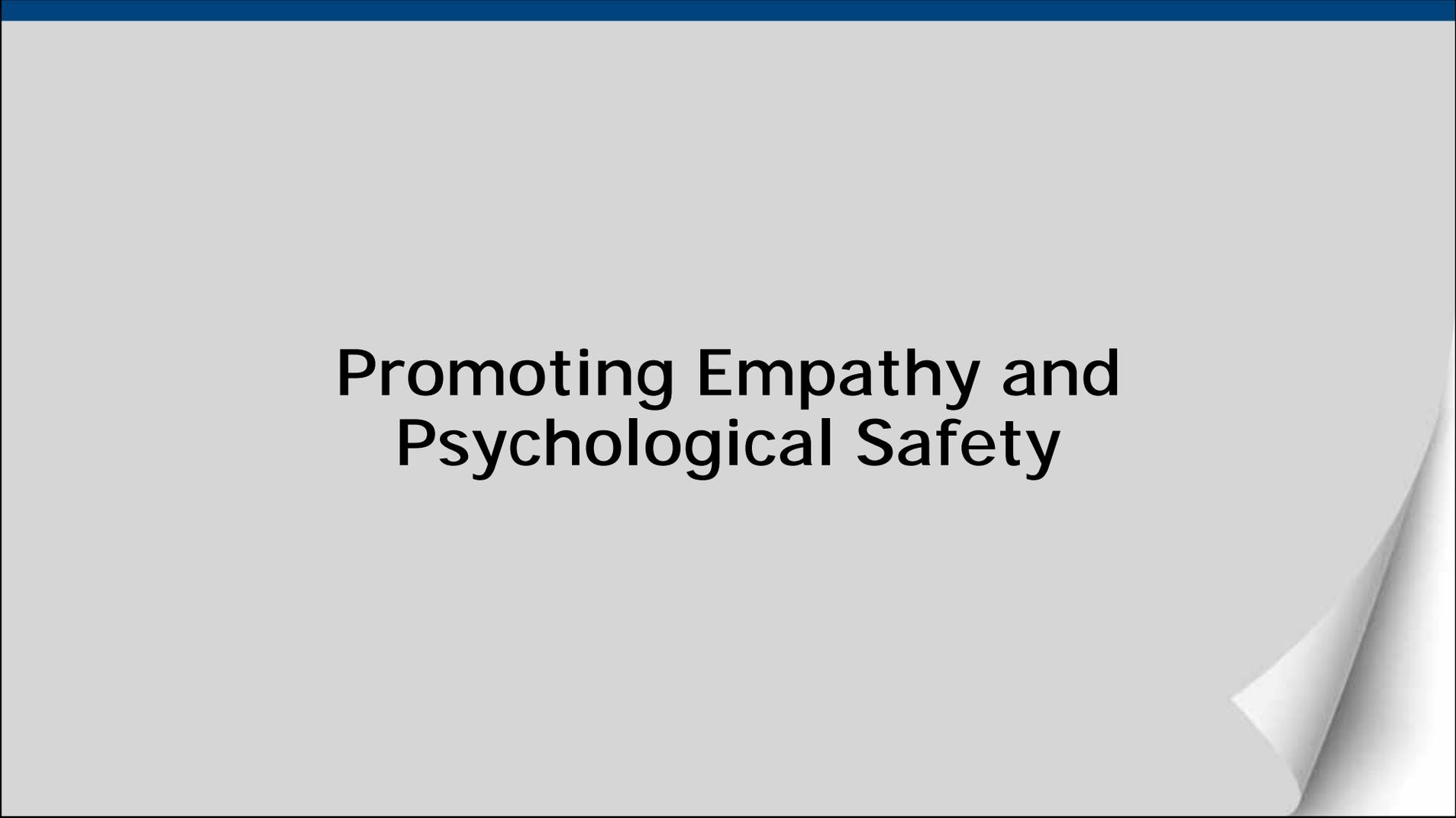


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International Foundation
OF EMPLOYEE BENEFIT PLANS 

Session Outcomes

- Strategies to foster psychological safety and demonstrate empathy and support
- Understand the relationship between connectedness and wellbeing
- Best practices for establishing healthy boundaries and supportive workplace norms



Promoting Empathy and Psychological Safety

Empathy vs. Sympathy vs. Compassion

- **Empathy**
 - Trying to feel what it's like to be in someone else's situation.
- **Sympathy**
 - Concern for someone who is experiencing something difficult or painful.
- **Compassion**
 - Relating to someone's situation and wanting to help them. Compassion is more engaged than empathy and can involve putting others' needs before your own.

Empathy vs. Sympathy vs. Compassion

- **Empathy**
 - Ask how you can support them during this time.
- **Sympathy**
 - Send a gesture of support; meal service, card or flowers.
- **Compassion**
 - Refer to resources available. Sacrificing your own health and well-being isn't appropriate.

Supportive Behaviors of Leaders



- Provide emotional support
- Serve as a role model
- Provide instrumental support
- Engage in creative work-family management

Psychological Safety Is NOT...

- About being nice, but also not about being rude or without tact
- Avoiding conflict or coddling colleagues
- Group decision-making or consensus
- Lowering performance standards or a lack of accountability



Psychological Safety Is...



"...A shared belief held by members of a team that the team is safe for interpersonal risk-taking. It describes a team climate characterized by interpersonal trust and mutual respect in which people are comfortable being themselves."

—Amy Edmondson, Ph.D.

Psychological Safety and Accountability



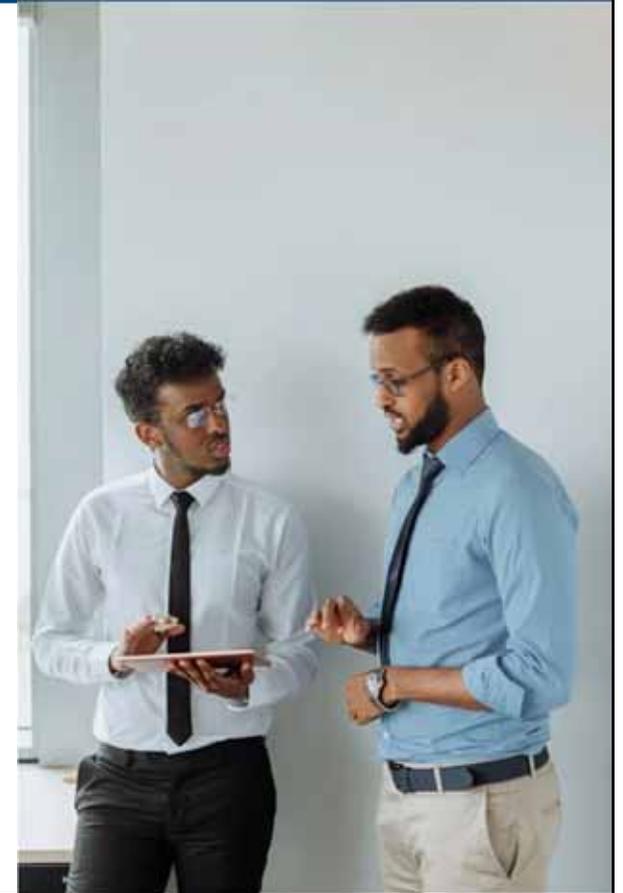
Inclusion Safety



- Be fully present in team meetings and 1:1s
- Ask questions to learn more and coach, when possible, instead of directing
- Show appreciation and recognition

Learner Safety

- Transparency is your best friend
- Have a consistent cadence for learning
- Bring the outside in—
Learn about each other



Contributor Safety



- Identify and continually use strengths.
- Create opportunities for idea sharing and then act.
- Establish the right cadence of formal and informal feedback.

Challenger Safety

- Respect contributor knowledge.
- Promote 20% project time.
- Celebrate risk.

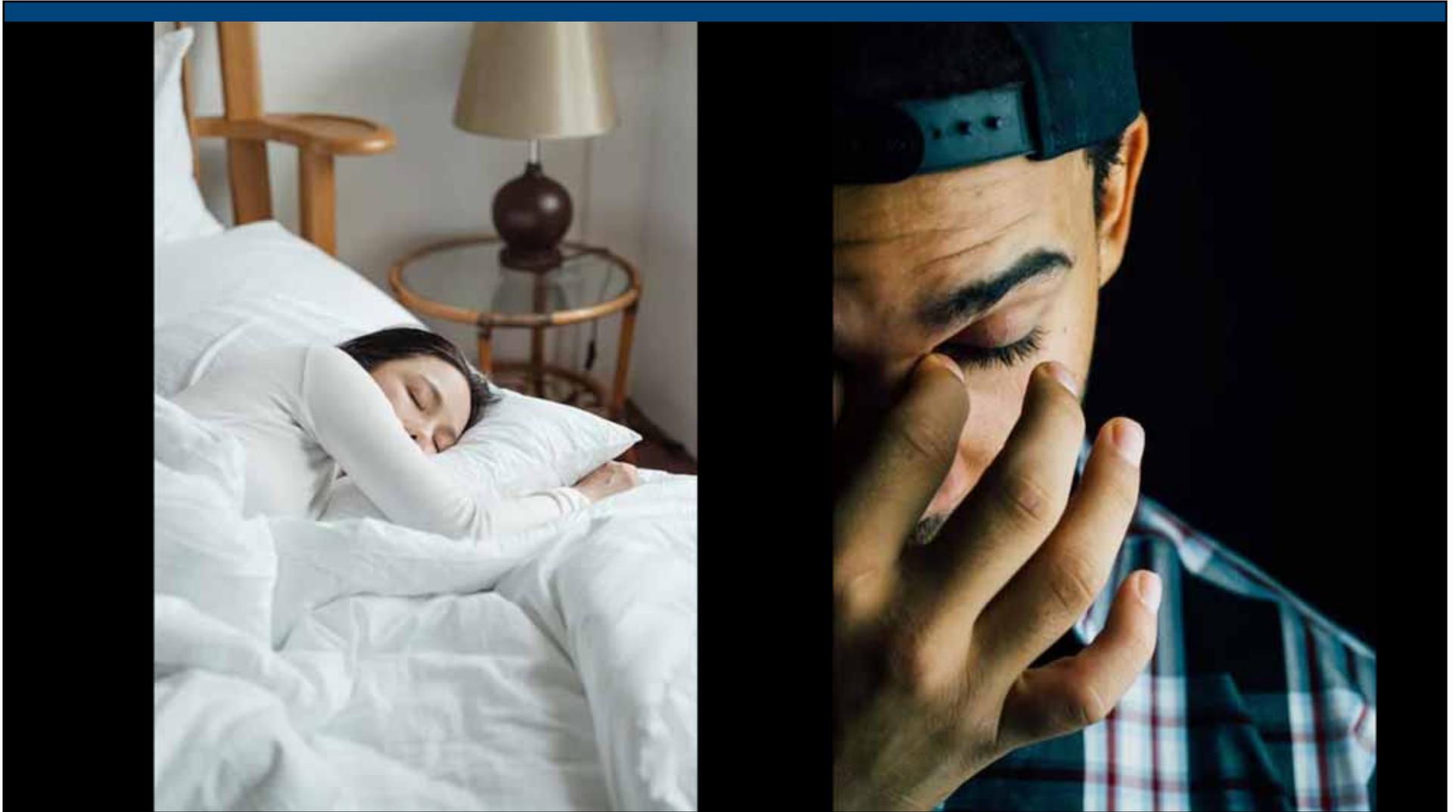


Connectedness and Wellbeing

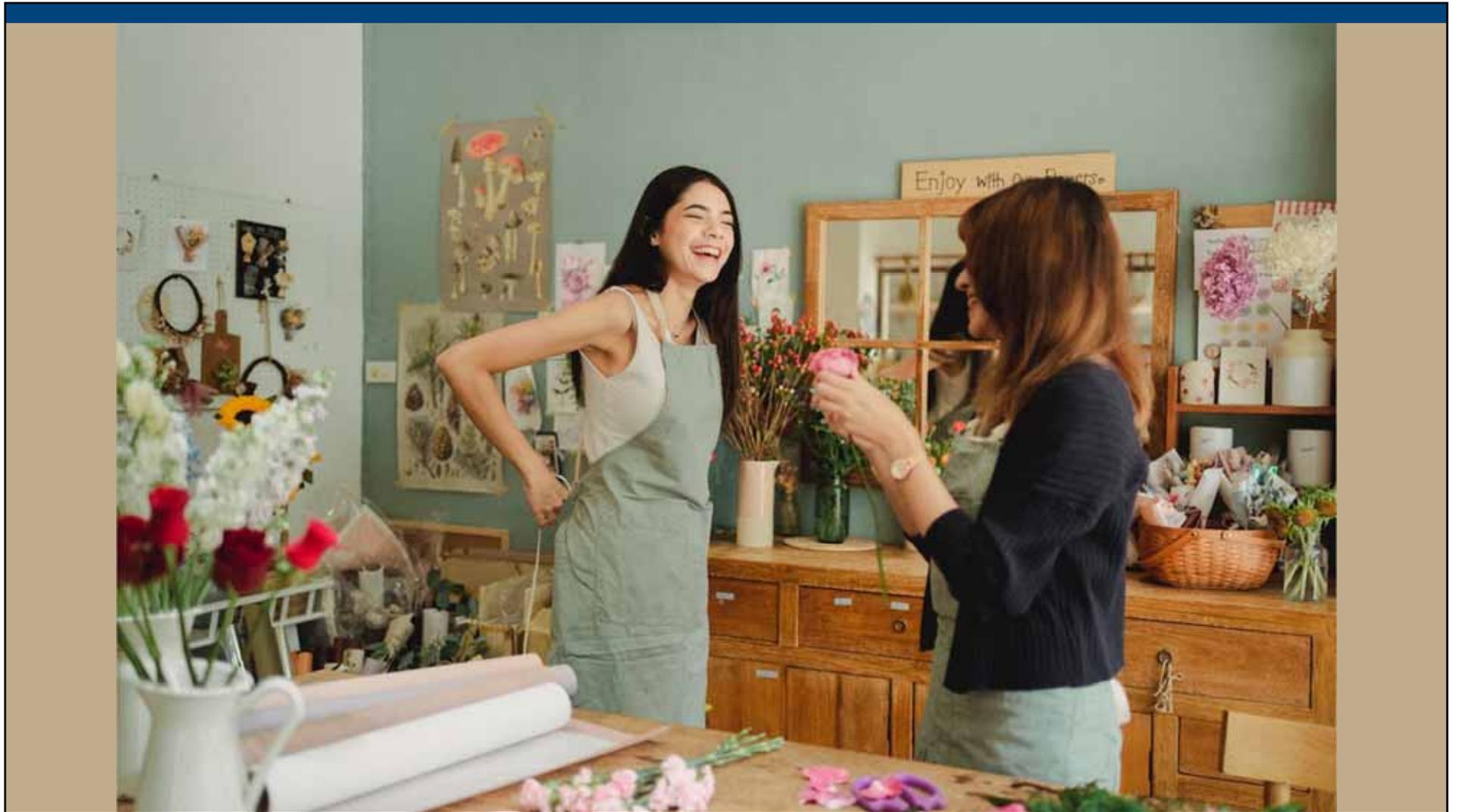


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The Impact of Belonging

- 75% reduction in sick days
- 50% drop in turnover risk
- 56% increase in job performance

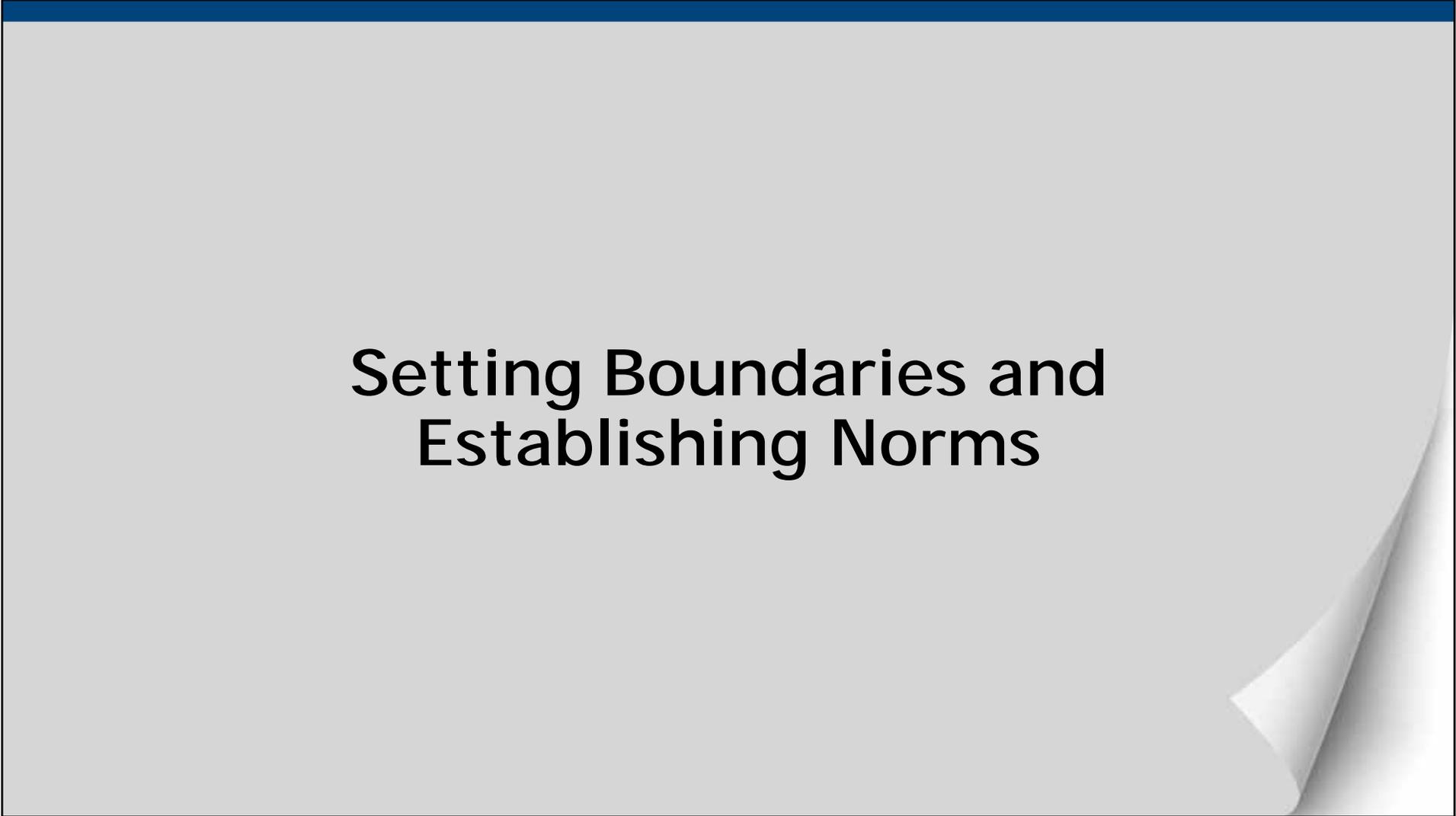


Rosen, Kellerman and Reece, 2021

Actions Leaders Can Take



1. Commit to learning together as Leaders
 - Participate and share microlearning and development.
2. Lead with transparency, vulnerability and accountability.
 - Consistency in messaging, actions and behaviors.
3. Center worker health, happiness and equity in decision making.
 - Focus on the triple win—For the worker, organization and stakeholders.



Setting Boundaries and Establishing Norms

Protect Your Health and Wellbeing

- Self-care isn't selfish—
It's essential
- Role model healthy behaviors:
 - Visibly take lunch and other breaks
 - Don't work during time off
 - Show vulnerability as appropriate
 - Initiate conversations about stress and mental health
 - Share about your hobbies outside of work



Establish boundaries and norms



- Create and enforce separation between work and home life
 - No emails, calls, texts outside of employee shift working hours
 - Explore flexibility in schedules
 - Offer wellness breaks
 - Have a “no meetings” day or time block
 - Ensure accountability and do not tolerate toxic behaviors

Key Takeaways and Q&A

Review Session Outcomes

- Strategies to foster psychological safety and demonstrate empathy and support
- Understand the relationship between connectedness and wellbeing
- Best practices for establishing healthy boundaries and supportive workplace norms

Key Takeaways

- Prioritize your own health and well-being.
- Psychological safety is essential for thriving organizations.
- Fostering belonging supports the wellbeing of your workforce, and your bottom line.
- Boundaries protect your health.
- Everyone is a leader when it comes to workplace wellbeing. Lead by example to support a healthy workplace.

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Session Evaluation

