

Well-being at Work Learning Collaborative

Lead From the Inside Out: Lean Into Your Strengths and Values

July 18, 2023



Great Lakes (HHS Region 5)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration



Advocates for
Human Potential, Inc.



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Real World Solutions for Systems Change

Welcome to the Learning Collaborative

SESSION 1: Well-being in the Workplace Starts With You: *Core Components of Sustaining Your Own Self-care and Fostering Work–Life Harmony as a Team*



SESSION 2: Lead From the Inside Out: *Lean Into Your Strengths and Values*

SESSION 3: Be a Beacon of Belonging: *Build Bold, Inclusive Spaces That Enable Psychological Safety*

SESSION 4: Activate Agency: *Help Each Team Member Succeed by Fostering Intentionality, Anticipation, Action, and Self-reflection*



Evaluation and Continuing Education (CE)

To receive **four NAADAC CE credits**, you **must** attend all four sessions and complete an evaluation following the final session.

*This course has been approved by Advocates for Human Potential, Inc. (AHP), as a NAADAC Approved Education Provider, for educational credits. NAADAC Provider **81914**, AHP, is responsible for all aspects of the programing.*



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Today's Agenda

01

Welcome and
Follow-up from
Last Session

02

Self-awareness
and Living in
Alignment

03

How Our
Values Show
Up at Work

04

Wrap-up



What do you want the culture of this group to be?

- Laughter and fun
- Courage and vulnerability
- Openness—for discussion, for information, for learning
- Transparency and honesty
- Open-mindedness
- Curiosity and seeking to learn
- Be flexible and collaborative
- Speak kindly and respectfully; we can speak directly, but in a kind way
- Be attentive to yourself; have self awareness for where you're at in this space
- Make it a comfortable space to ask for anything you need.
- Be engaged in the discussion; give input and try not to multitask.
- Refrain from judging.
- OK to make mistakes and share novel, unusual, or atypical ideas.
- Be here now.
- Own learning and offer expertise.
- Love thy neighbor.
- Be discreet.
- Permission.

How Do You Try to Cultivate a Culture of Well-being?

When Attuning, We..

Focus on what energizes team members: bonuses, peer bonding, celebrating success of the clients and individual team members; give positive feedback that's energizing.

When Nurturing, We...

Own up to mistakes, use supervision, ask questions, are authentic, offer forgiveness, welcome fresh ideas while valuing experience, give verbal support and encouragement.

When Boundarying, We...

Consider how unmet needs drive conflict/gossip and directness; focus on what we can do better rather than on what went wrong; encourage open acknowledgement of mistakes as a path for growth.

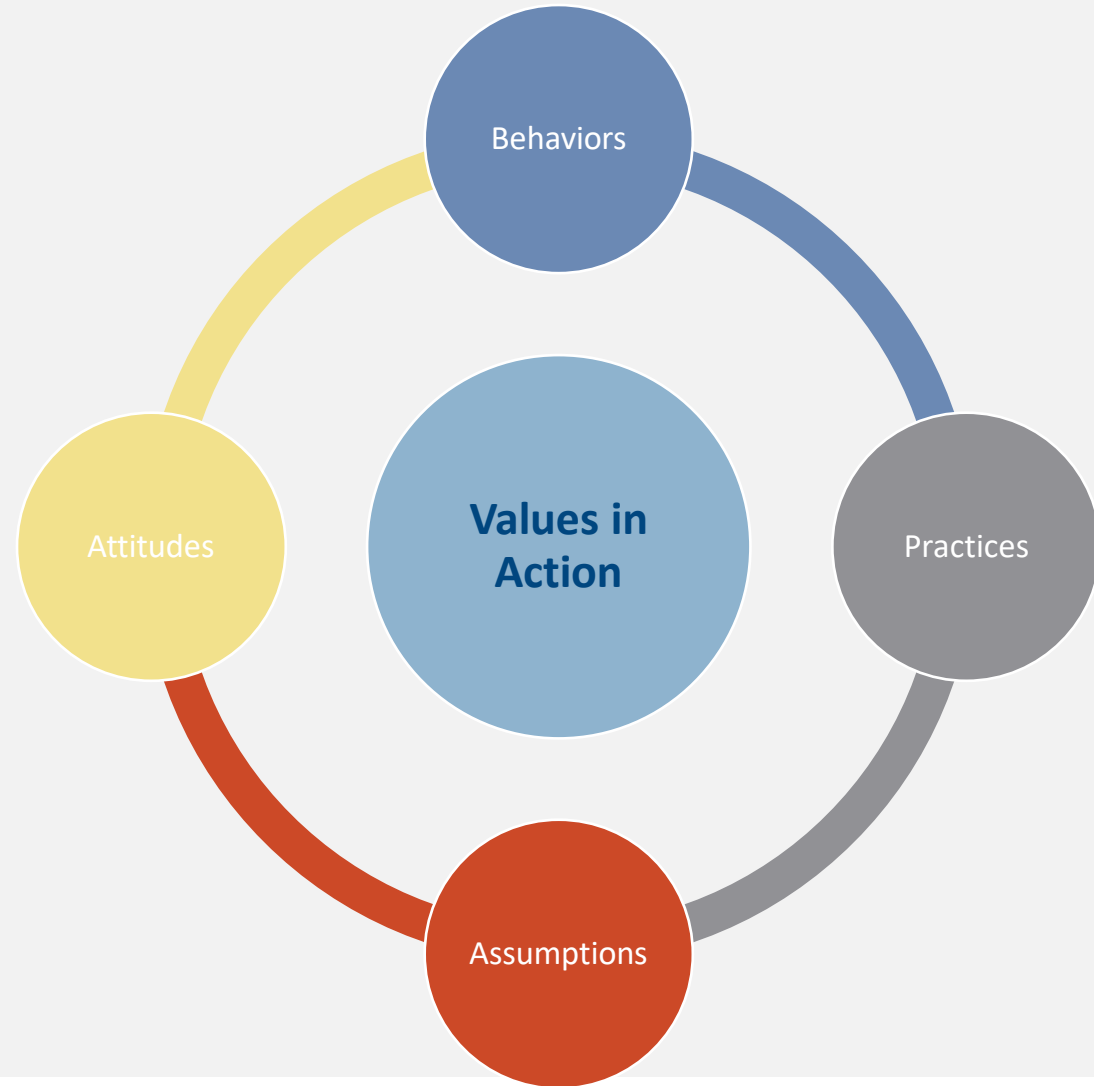
When Structuring, We...

Get input from the team, review changes with staff before implementation, gather info with surveys, encourage feedback, provide the “why” of changes to the team.



Workplace Culture

Well-being culture is shaped by our shared values and agreements on how to engage with one another.



“Your core values are the deeply held beliefs that authentically describe your soul”

— John C. Maxwell

Understanding Your Strengths

- **Definition:** Character strengths are the positive parts of your personality that impact how you think, feel, and behave.
- Your strengths are essentially your “values in actions.”
- Knowing and naming your strengths are important parts of self-discovery and heightening self-awareness and growth as an individual in both your personal life and your work life.
- Allow your strengths to be the pathways on which you live in your values.
- *I invite you to think about what some of your strengths are.*
- Some examples may be confidence, courage, curiosity, kindness, positivity, trustworthiness.
- If you are curious and want to know more, there is a [short 10 min. survey](#) you can take to learn more about yourself.




What Do *You* Value?





The Power of Naming

- Giving something a name makes it real.
- It grounds us in who we really are.
- I invite you to update your name in this Zoom meeting to include
- **One Strength** and **One Value** for the remainder of this meeting.



Why go through this process?

- Knowing your Strengths and Core Values is the first step in **building self-awareness**.
- They **become your lens** for decision-making.
- You will start **gravitating toward similar people** whose values match yours.
- You will start letting your **authentic self out**. There is tremendous power in knowing who you are and what you stand for.
- That power will result in **greater confidence** in both your personal and work life.

Let's break out and share.



-
- What are your strengths and values?
 - Why are they important to you?
 - How do they show up for you at work?
 - How do they show up for you in your life?

Group Share

“Be a living expression of your values. Wear them. Speak them. Make decisions aligned with them”

—@CEOofYourLife



Self-awareness

How do you know when you are living in your values?

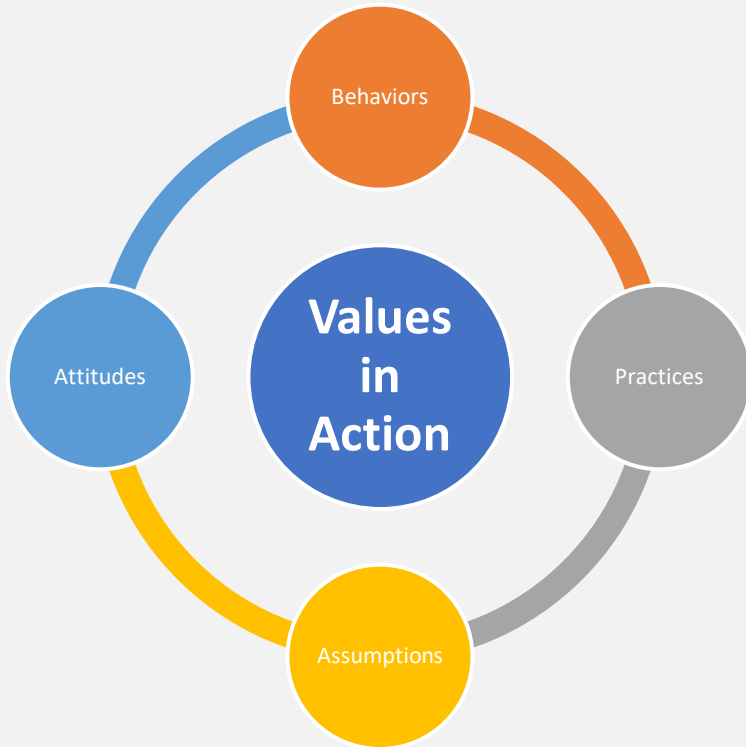
How do you know when you are not?



- Find a comfortable position.
- Start to focus on your breath.



Our Values @ Work



- When we are clear about what we value, we can better ensure that our *behaviors*, *practices*, *assumptions*, *attitudes* align with those values.
- This looks like showing up authentically in every meeting, email, phone call, and face-to-face conversation inside and outside the workplace.
- Living into our values means that we do more than profess our values; we practice them—we walk the talk.
- We tap into our intuition, we notice what our body is telling us—our felt sense, our breath.
- We tune into and get curious about our behaviors.



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Values *in Action* @ Work

- Now that you have greater self-awareness as to your strengths and values, I encourage you to explore the strengths and values of those you work with.
- Take a look at those in this group today; you can see their name, a strength, and a value listed under their picture.
- Do you see any *shared* values?



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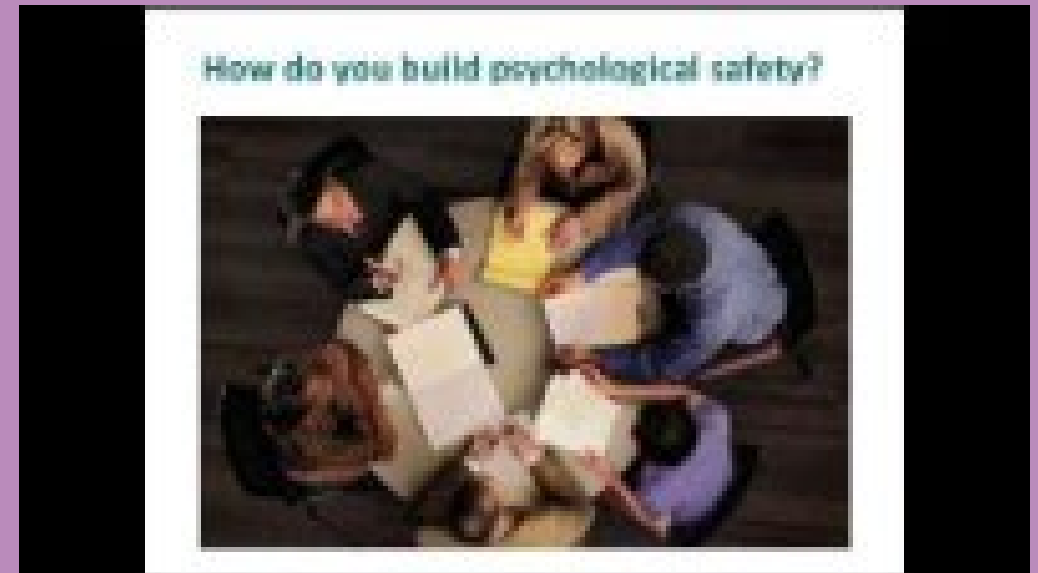
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Between Session Reflection: What Does Psychological Safety Look Like?

Instructions: Please watch this 11 min. video on [psychological safety](#) before the next session.



See You Soon!

SESSION 3: Be a Beacon of Belonging:
*Build Bold, Inclusive Spaces That Enable
Psychological Safety*

August 10, 2023

2:30 p.m.–3:30 p.m. ET

1:30 p.m.–2:30 p.m. CT

