

Well-being at Work Learning Collaborative

Activating Agency: Help Each Team Member Succeed by Fostering Intentionality, Anticipation, Action, and Self-reflection

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Great Lakes (HHS Region 5)

ATTC

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



Advocates for
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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 today's 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
Past Session

02

Activate and
Cultivate Staff
Agency

03

Empower
Employees
Through Work
Structures

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.
 - Flexible and collaborative.
 - Speak kindly, respectfully—we can speak directly, but in a kind way.
 - Be attentive to oneself—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 to share novel, unusual, atypical ideas.
 - Be here now.
 - Own learning and offer expertise.
 - Love thy neighbor.
 - Be discrete.
 - Permission.

Between Session Reflection

1. How We Confuse Agency and Motivation at Work
2. Agency Is the Highest Level of Personal Competence



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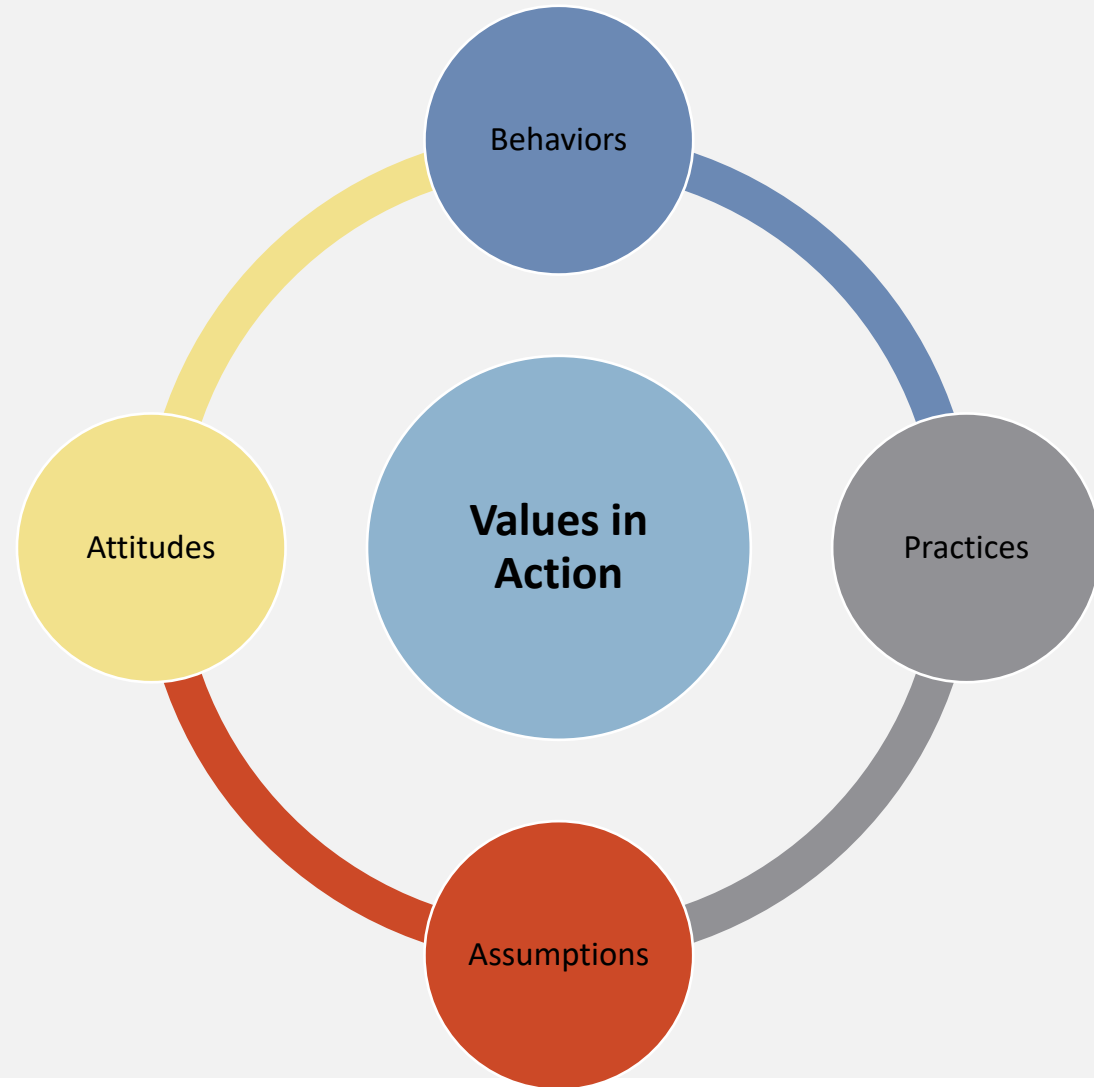
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Workplace Culture

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



Activating Agency

Actionable steps you can take each day to bring more well-being to you, your team, and your organization.

Why foster
employee agency?

*Now, more than ever, employees want
autonomy, and employers want to feel
confident in their staff.*

Defining Agency

Agency: Where capability meets permission

Capability: Skills, experience,
and knowledge

Permission: Rank, permission, and
contractual agreement



Agency is a **competence** that leads to **real progress** toward an employee's desired goals.



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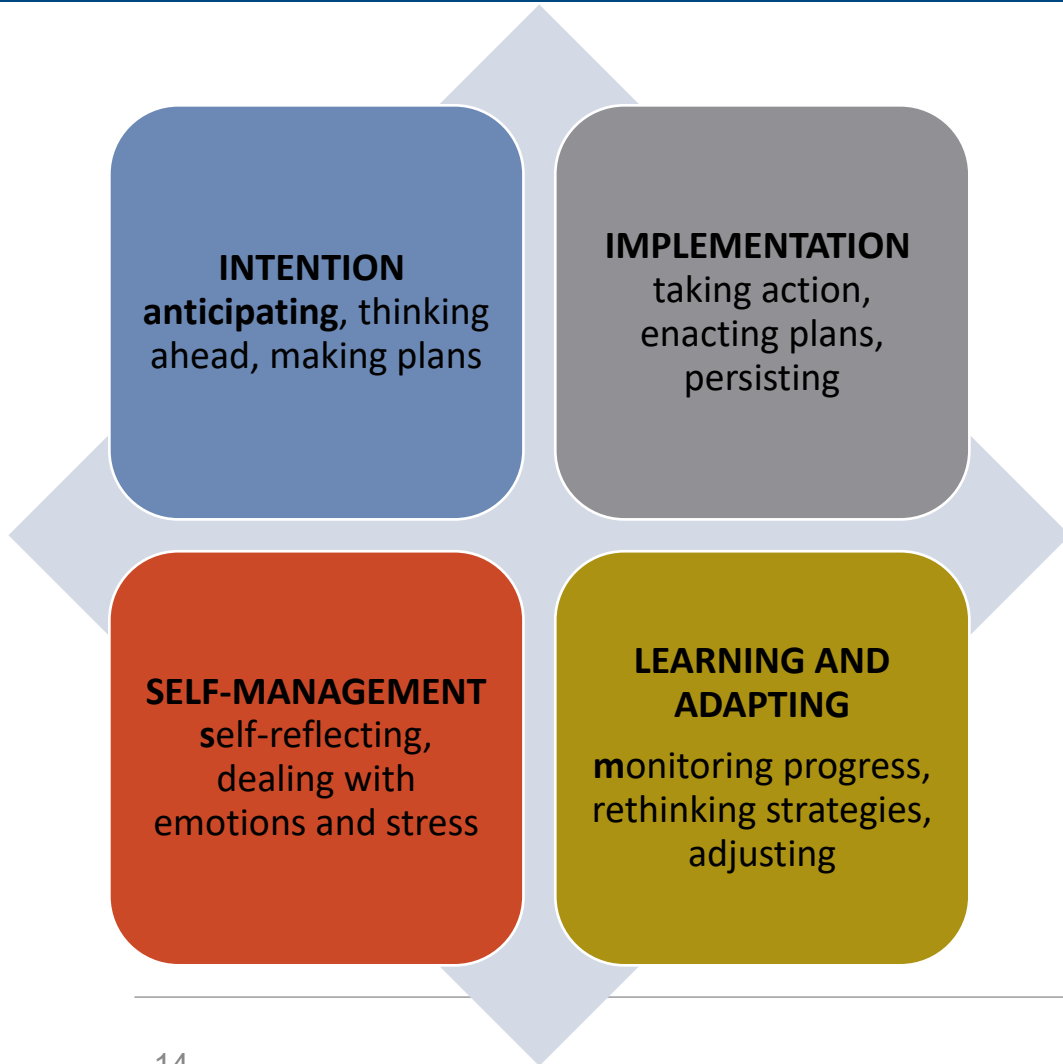
4 Pillars to Activate Staff Agency



Cultivating Agency

Putting the Pillars Into Practice: You can take each day to bring more well-being to you, your team, and your organization.

4 Pillars Breakout Room



Discuss the pillar of activating agency that is assigned to your room.

The question for your discussion is:

How do you currently nurture this pillar among your staff, and what does it look like in day-to-day practice?

Choose a speaker to summarize key points and insights from your group when we reconvene.

Supporting a Culture of Agency: Tips for Supervision

Co-create the solution

- Avoid “**righting reflex.**”
- **Think through options** to resolve a problem.

Open Communication

- **Communicate** leadership actions to staff.
- Create an **environment of transparency.**
- Use check-ins to **reflect**, think out loud, brainstorm, and explore next steps.

Promote Innovation

- Encourage creative ideas and assign **atypical staff pairings.**
- Encourage staff to think for themselves (test **new** ways of doing their job).



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Empower Employee Autonomy Through Work Structures

Encouraging autonomy through flexibility.

Creating Pathways to Success and Setting Boundaries

Share your tools

- What are the **unwritten rules** of the organization?
- What **resources** would make staff more efficient?
- What **skills and experiences** will strengthen their skill set?

Encourage boundaries

- Set availability expectations.
- Respect employee **work boundaries**.



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Work Structures That Influence Staff Agency

Scheduling

- Allow employees to choose **when and how** work is accomplished.

Decision-making

- **Involve staff** in the decision-making process.
- **Allow staff to have a voice** in strategic planning, policies, and procedures.

Workflows

- Invite staff to **redesign workflows**.
- Find ways to avoid redundant, ineffective workflows.



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Benefits of Autonomy and Agency

Improved
Engagement

Enhanced Sense of
Belonging

Supports Inclusion
Efforts

Increases
Psychological Safety

Real progress
toward desired goals



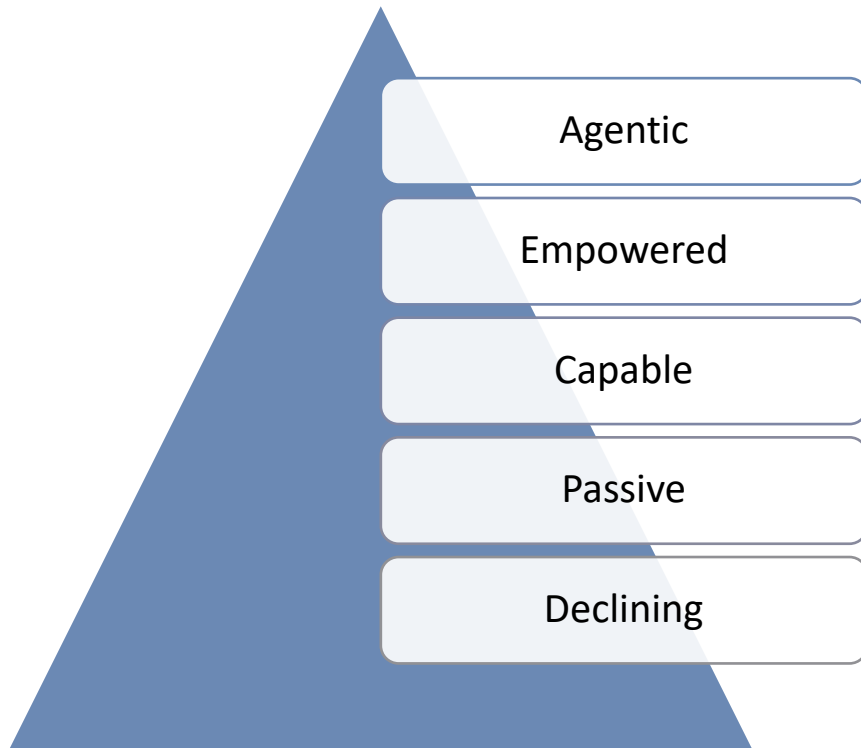
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A Vision for the Future



Every staff member has the capacity to **act independently**, make choices, and **impact** their surroundings or circumstances.

*An “agentic” staff possesses attributes, behaviors, or qualities that **demonstrate a sense of autonomy, self-determination, and the ability to take purposeful actions.***

Thank you!

Please take a minute to provide us with feedback.

[Continuing
Education Survey](#)

[GPRA Survey](#)

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Resources

- Bateman, T. S. (2022, March 27). Agency Is the Highest Level of Personal Competence. Psychology Today. [Agency Is the Highest Level of Personal Competence | Psychology Today](#)
- Blair, M. (2022, July 8). How We Confuse Agency and Motivation at Work. Psychology Today. [How We Confuse Agency and Motivation at Work | Psychology Today](#)
- Center for Wellbeing at Work. (n.d.). Activate Energy. Center for Wellbeing at Work. [Activate Agency – W4IL \(wellbeing4working.com\)](#)
- Center for Wellbeing at Work. (n.d.). Supervisor’s Quick Guide to Cultivating Personal Agency. Center for Wellbeing at Work. [Supervisor's Quick Guide to Cultivating Personal Agency \(wellbeing4working.com\)](#)
- Center for Wellbeing at Work. (n.d.). Tip Sheet: Giving Employees Control. Center for Wellbeing at Work. [TIP SHEET: Giving Employees Control \(wellbeing4working.com\)](#)
- Current Priorities of the U.S. Surgeon General: Workplace Well-Being. (n.d.). U.S. Department of Health and Human Services Office of the U.S. Surgeon General. [Workplace Mental Health & Well-Being — Current Priorities of the U.S. Surgeon General \(hhs.gov\)](#)