

Preparing for Sustained Joy & Well-being in Leadership Roles

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Objectives

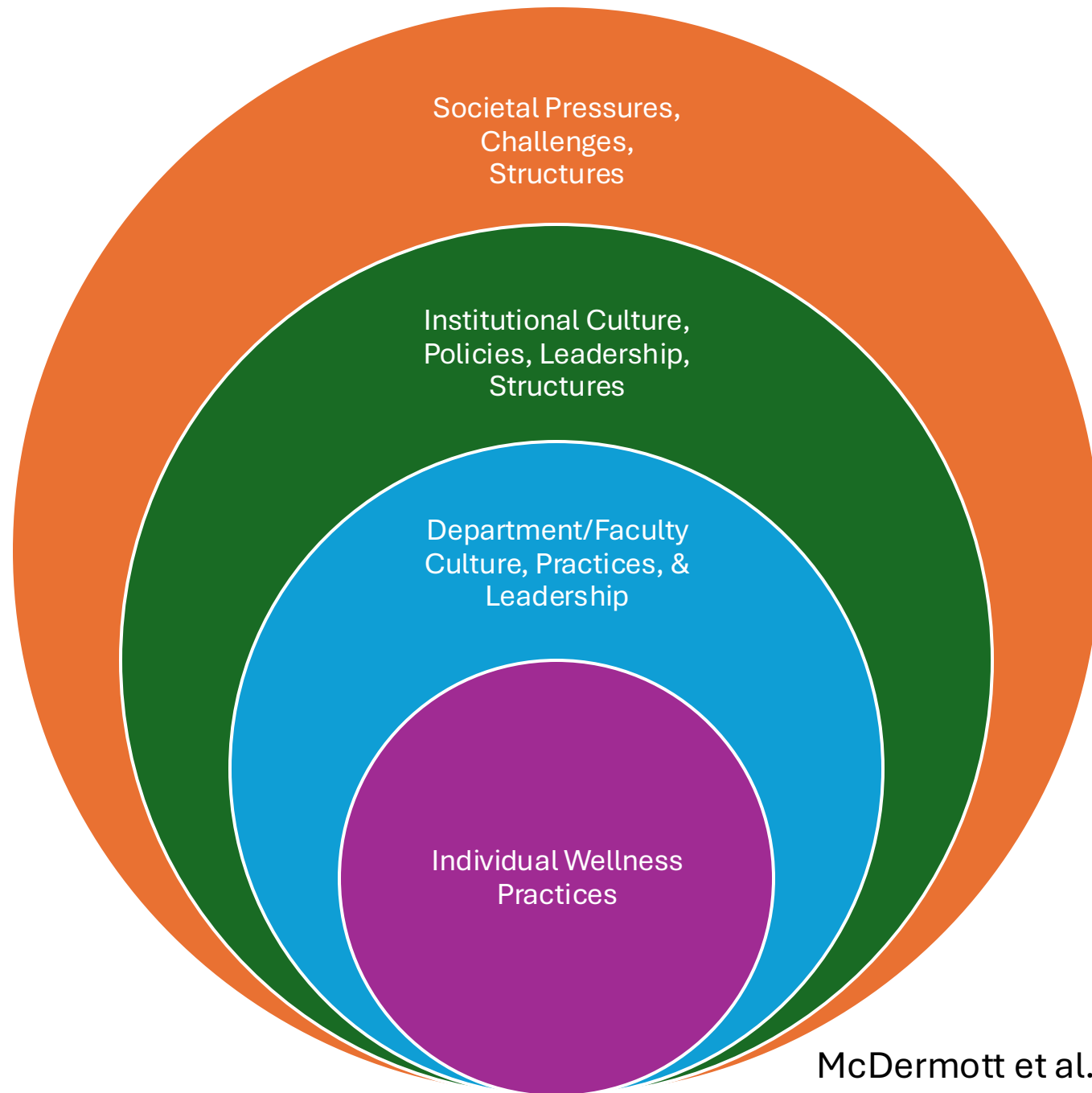
- Explore what joy, well-being and flourishing are and are not
- Spend time interacting and connecting
- Move one step forward



Starting reflections

When do you experience the most joy in your work?

What hinders your experiences of joy in your work?



McDermott et al., 2020; Kolomitro et al., 2020

Toxic Positivity

- Excessive optimism/happiness
- Suppressing challenging emotions
- Impedes emotional growth
- Contributes to stress and burnout

Wyatt, 2024



Toxic Resilience

Constant push to cope when we need to change the situation, care for ourself, or seek support

What is joy?

Joy as...

- a positive affective state
- something we can broaden and build
- becoming more truly oneself
- connecting us more strongly to other people
- sharing with others to spread
- sharing in the joy of others to cultivate

Fredrickson, 2001; Johnson, 2020





PERMA

Positive Emotions:
Joy, Hope,
Compassion,
Gratitude

Engagement:
Feeling attached,
absorbed

Relationships:
Feeling
connected,
supported

Meaning:
Feeling Valued,
Connected

Accomplishment:
Progressing
towards goals

Reduce stressors,
promote positive
coping & resilience

Create meaningful
opportunities to
draw on strengths
and interests

Promote
opportunities for
collaboration &
interaction for
teams

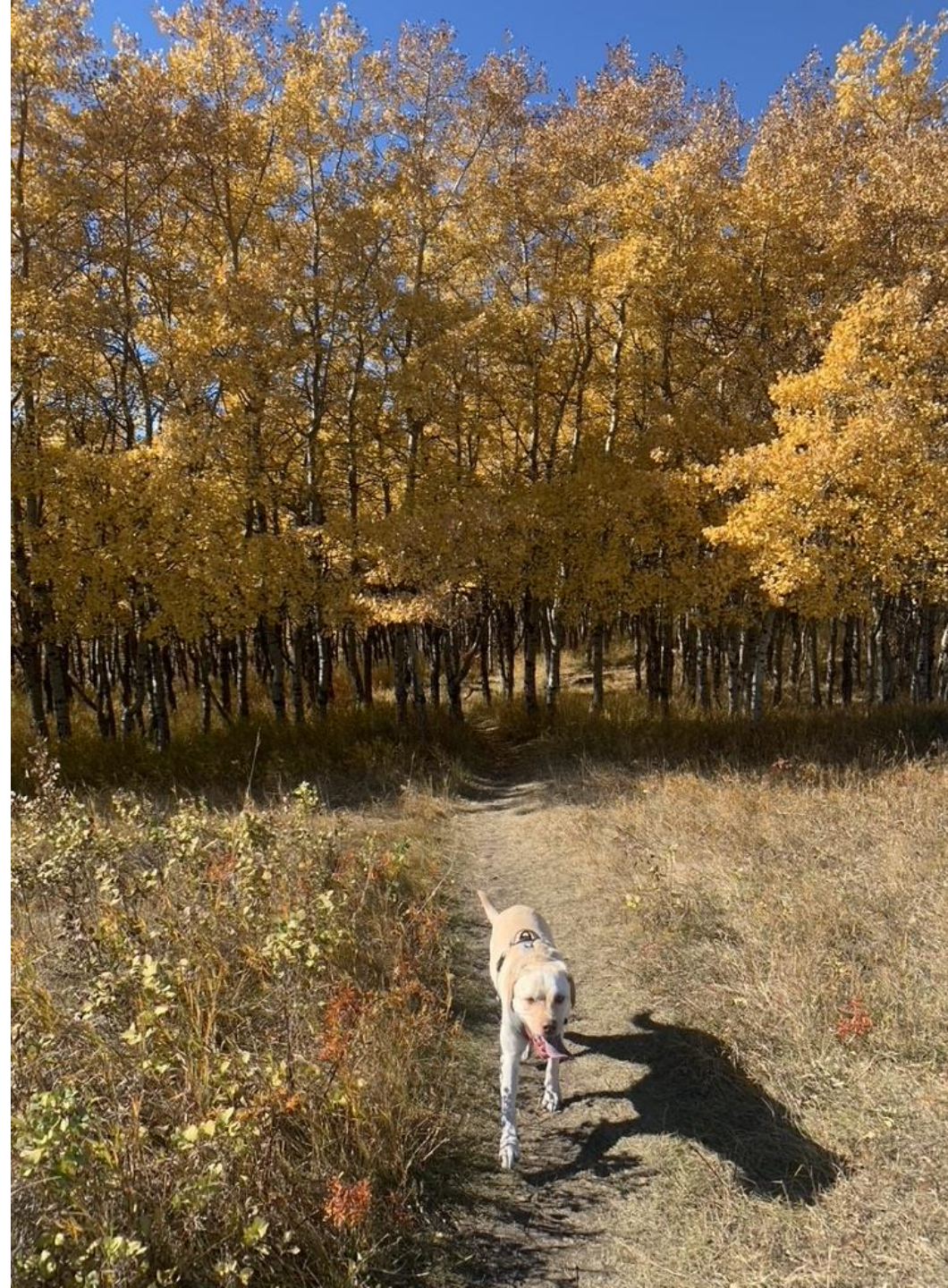
Help others
connect to purpose
& promote
reflection

Provide autonomy
& celebrate success

PERMA+4

- Physical health
- Mindset
- Work Environment
- Economic Security

Donaldson et al., 2022





Our task

In pairs or triads, spend about 10 minutes at each chat station, and post ideas:

- As a leader (or emerging leader), what can you do to support yourself in these areas?
- As a leader (or emerging leader), what can you do to support your teams or colleagues in each of these areas?
- Ensure you record your ideas on the flipcharts.



Individual reflection

- If you had to explain the most meaningful and relevant thing you learned today in one sentence, what would you say? Who would you most like to share this learning with?
- What one action or next step will you take as a result of today's discussions? How does this relate to your PERMA self-assessment (if applicable)?
- How will you keep yourself accountable to this next step? What supports might help you?

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