

# 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

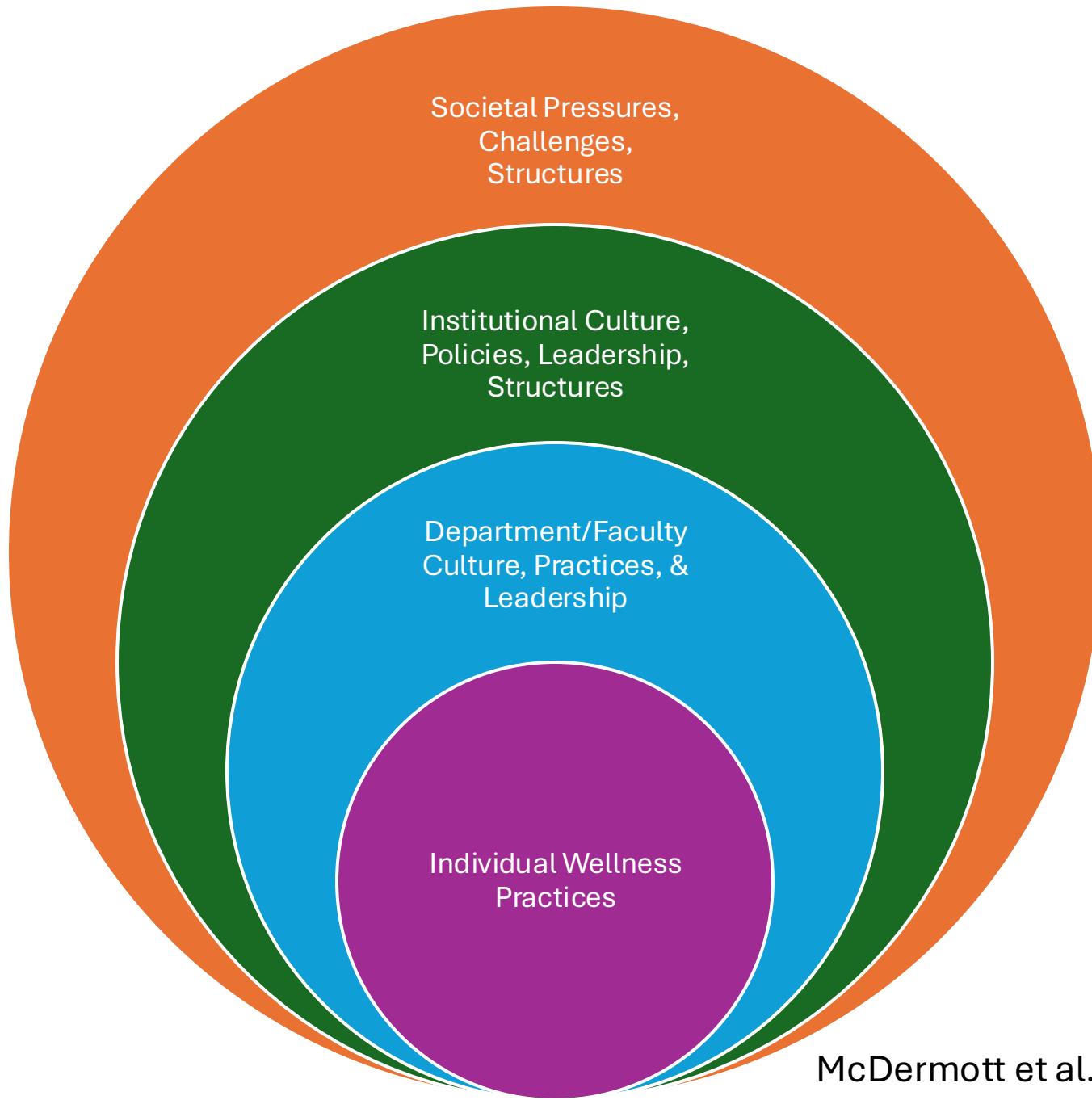


# Starting reflections

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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

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



# 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



# 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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