

Leadership Strategies to Build & Sustain a Healthy Workplace Culture

WASBO/WASPA School Personnel Academy
December 3, 2020

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Using chat...

1. What was your **highest stress level during the last week?**

- *Scale of 1 (lowest) to 10 (highest)*

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Using chat...

1. What was your **highest stress level during the last week?**

- *Scale of 1 (lowest) to 10 (highest)*

1. What kind of **self-care** did you engage in **during the last week?**

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Like many of you, I manage...

- Department
- Offices
- Programs
- Workstreams
- Projects
- Enhancements
- Presentations
- Reports

TECHNICAL

ADAPTIVE

- Change
- Professional development
- Team dynamics
- Interdepartmental relationships
- External relationships
- The lives of my team
- The lives of my family
- And at least indirectly, the lives of my team's families

... all during decreasing enrollments, budget cuts, power dynamics, work from home, racial tensions, contentious elections, during a global pandemic!

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You may be a "psycho-boss" if...

- You work >50 hours/week
- You don't take AM/PM breaks
- You lose sleep thinking about work
- You (sometimes) hate your job
- You eat too much
- You drink too much
- You have given up hobbies
- You make people cry in meetings
- You miss family events for work
- You regularly work evenings and/or weekends or both
- You have cancelled a vacation but don't remember why
- You send work emails after 1am
- You are the only one who can do anything around here
- You skip meals to work
- You have heard about self-care but don't do it

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The common denominator is... **you!**

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So, what is “Mindfulness?”



Mindfulness means paying attention in a particular way: on purpose, in the present moment, and non-judgmentally.

-- Jon Kabat-Zinn

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Listening

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Using chat...

1. What came up for you?
 - What did you notice?

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Using chat...

1. **What came up** for you?

- *What did you notice?*

1. How was that **different?**

- *How did it compare to your usual way of being -- your usual way of listening?*

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Using The Pause... To Respond

Between stimulus and response there is a space.
 In that space is our power to choose our
 response. In our response lies our growth and
 our freedom.

-- Viktor E Frankl

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Breathing

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Using chat...

- 1. **What came up** for you?
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Using chat...

- 1. **What came up** for you?
 - *What did you notice?*

- 1. **How might this practice help** us deal with stressful situations?

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Using chat to close us out...

- What might be your **one intention around self-care** for the coming week?

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Using chat to close us out...

- What might be your **one intention around self-care** for the coming week?
- Above all... can you commit to one **“radical act of sanity and love”** for yourself, for your team, for your family, and for theirs?

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More Information & Resources:

UW Health's [Mindfulness Based Stress Reduction](#) for classes, guided practice, drop-in sessions

UW-Madison's [Center for Healthy Minds](#) for research

[Harvard Business Review](#) -- just search for “mindfulness” or “self-care”

Andrew Statz -- (608) 235-2973 or andrew@psycho-boss.com for even more info and to deepen our practice together

Join me afterward in our Discussion Room

Thank you, and I'd be happy to talk anytime!

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