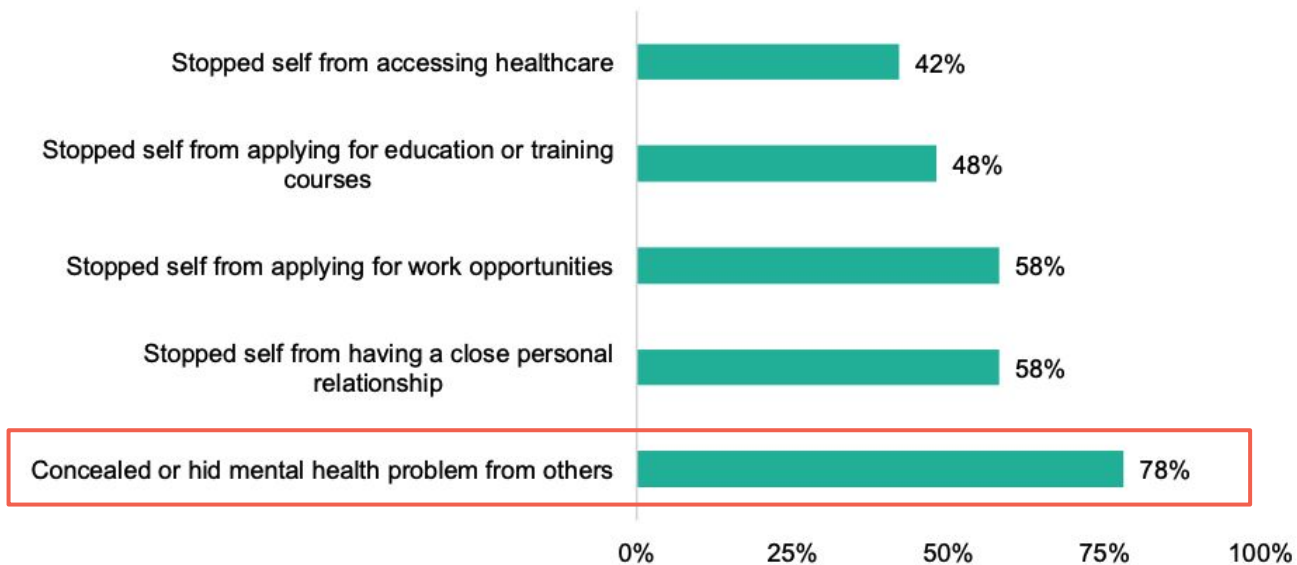


Prioritising Wellbeing as a Core Leadership Value

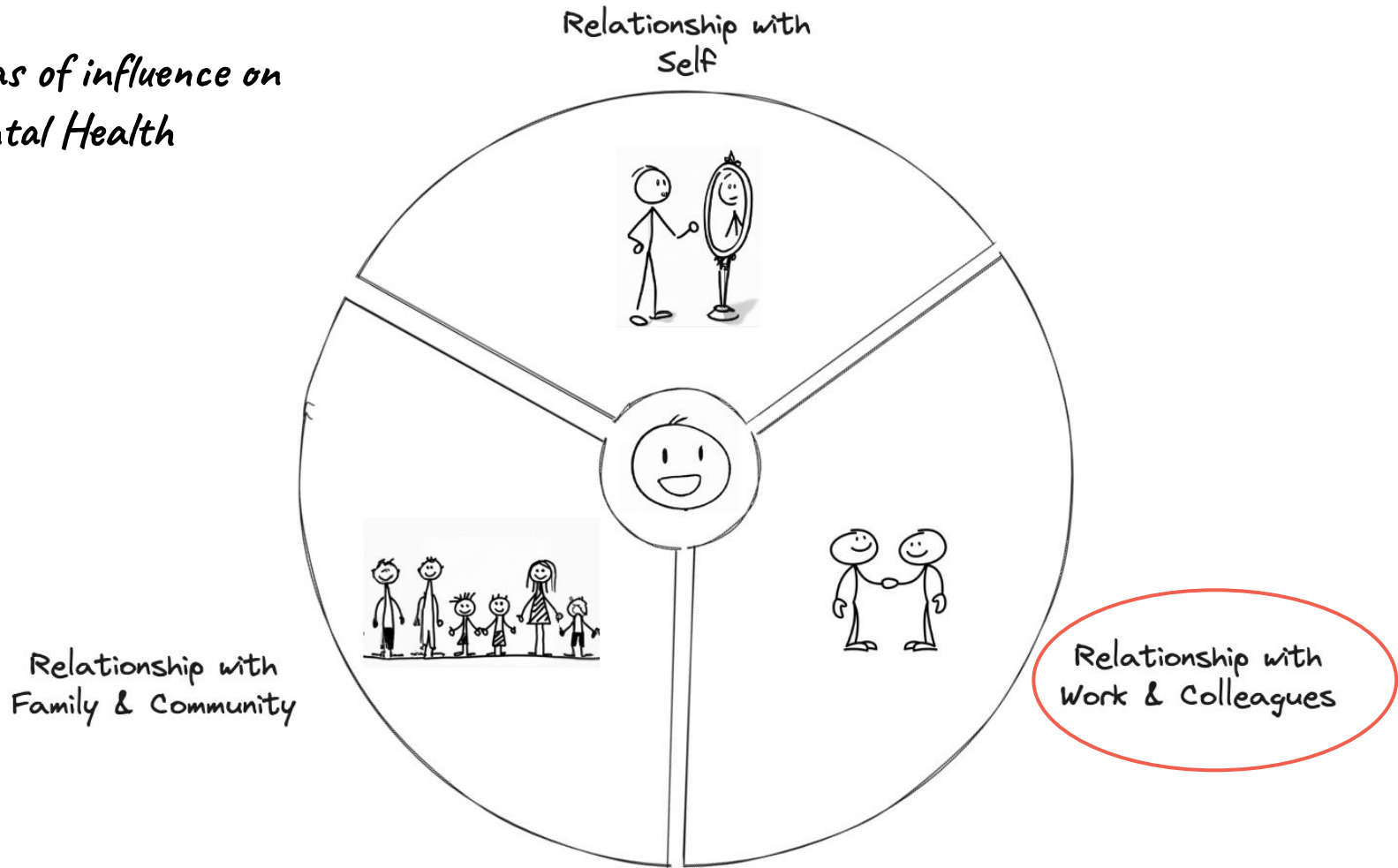


- **> 2 in 5, or 44% of Australians** aged 16–85
... have experienced a mental health disorder at some time in their life
- **> 1 in 5, or 21% of Australians**
... have experienced a mental health disorder in the last 12 months

Figure 14. Proportion of people with recent personal lived experience who have avoided something in anticipation of stigma.



Areas of influence on Mental Health







About 3,540,000,000 results (0.38 seconds)

People's personal values tend to change over time. What was important to you in high school is likely different from what you value most in retirement. And since these morphing values change based on your experiences, each person's personal values are unique to their journey. 27 Apr 2022



BetterUp

<https://www.betterup.com> › blog › does-your-work-matc...

[What are personal values? Discover yours in 5 steps - BetterUp](#)

About featured snippets • Feedback

People also ask

Is it normal for values to change over time? ^

Values also change over time. As you go through major life experiences, you may decide some things are more important to you than others, and that's okay. As long you're self-aware and adjust your actions accordingly, you'll set yourself up for a fruitful life. 26 Sept 2022



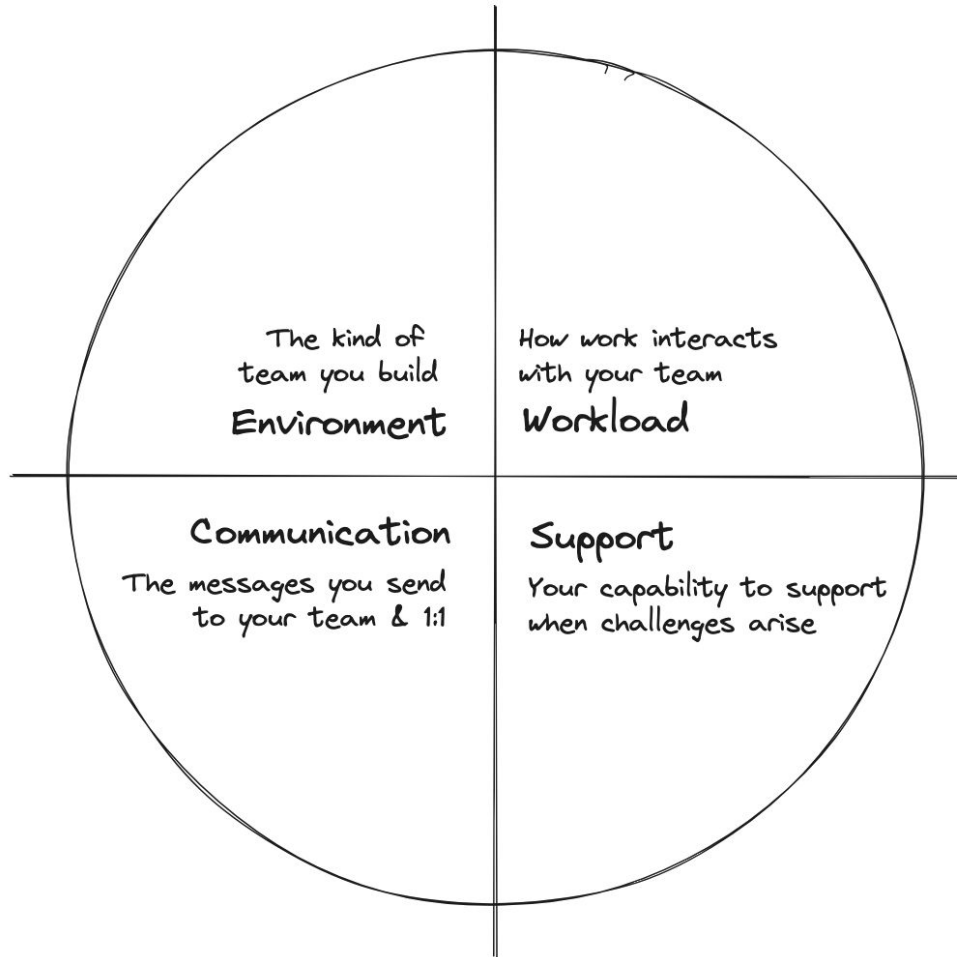
betterup.com

<https://www.betterup.com> › blog › how-are-personal-val...

[How Are Personal Values Formed? Learn to Live Better With Alignment](#)

Leadership influence on
MH & Wellbeing

Domain



Environment



- Diversity
- Flexibility
- Psychological Safety
- Behavioural Norms, Feedback and Performance

Inclusion@Work Index 2023-2024 Early Findings

Diverse, inclusive teams are **six times more likely** to report work had a **positive impact on mental health**

(57% in inclusive teams,
compared to 9% in non-inclusive teams).

Compared with people at low-trust companies, people at high-trust companies report: 74% less stress, 106% more energy at work, 50% higher productivity, 13% fewer sick days, 76% more engagement, 29% more satisfaction with their lives, 40% less burnout.

- 1. Evaluate and set explicit norms and expectations**
 - Drop the baggage, address the elephants.
 - Align on norms to set the foundation for inclusivity.
- 2. Model vulnerability**
 - Normalise “I don’t know.”
 - Acknowledge missteps and learn from them.
- 3. Remember everyone has a unique perspective**
 - Only ask when you really want to know.
 - Don’t put people on the spot.
 - Be welcoming of perspective, not defensive.
 - Thank people for sharing their opinion.
- 4. Be a transparent communicator**
 - ... and be clear that you want feedback.
- 5. Create a culture of appreciation**
- 6. Get to know your team**

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 - ... and be clear that you want feedback.
5. **Create a culture of appreciation**
6. **Get to know your team**

What would Ted do?



Workload



- Volume of Hours
- Capacity Planning
- Level of Challenge
- Reactive vs. Proactive
- Risk Distribution

To Build a Top Performing Team, Ask for 85% Effort

by Greg McKeown

June 08, 2023

Summary. An outdated way of thinking about peak performance is: “maximum effort = maximum results.” But research shows that it doesn’t actually work that way in reality. Here’s what actually works: The 85% rule, which counterintuitively suggests that to reach maximum output, you need to refrain from giving maximum effort. Operating at 100% effort all of the time will result in burnout and ultimately less-optimal results. **While the precise number 85% may just be a rule of thumb, it’s a helpful one for managers who want to create high-performance teams without burning people out.**

<https://hbr.org/2023/06/to-build-a-top-performing-team-ask-for-85-effort>

**Let people know when an
85%-right decision is acceptable.**

“If you can be any kind of person, be the kind who ends the meeting early.”

**To be a top performing Leader,
demonstrate 85% effort.**

Communication



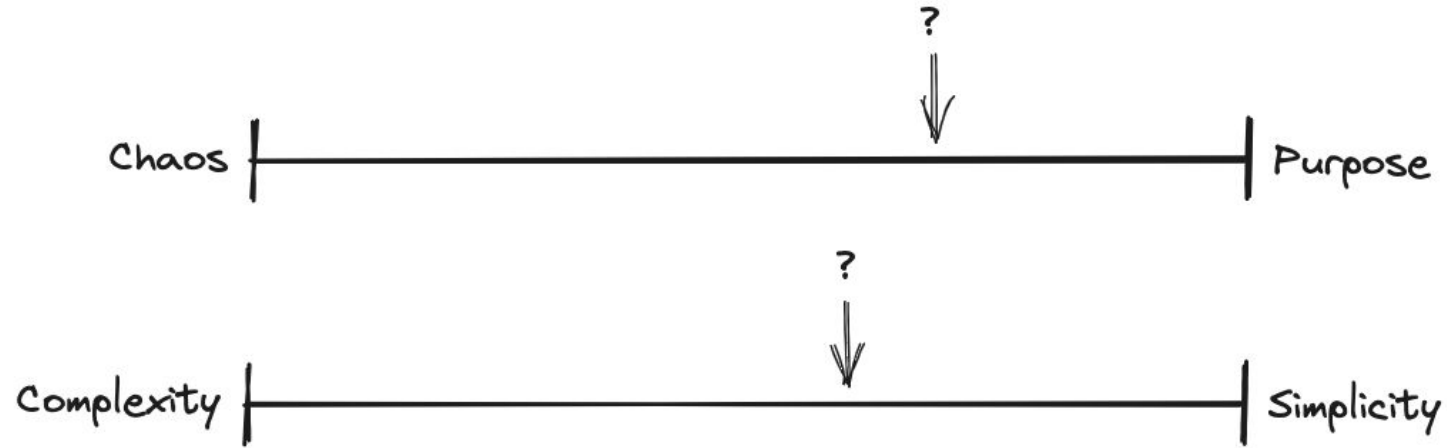
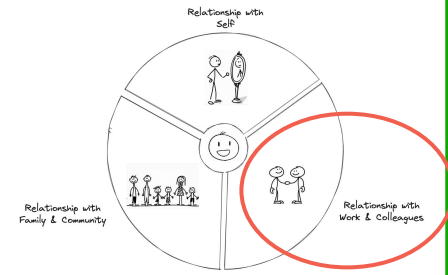
- Norms
 - Timing
 - Reactiveness
- Intention & Impact
- Being Present

Communication



- Norms
 - Timing
 - Reactiveness
- Intention & Impact
- Being Present

Intention



Being Present & Open

Realize deeply that the present moment is all you ever have. **Make the Now the primary focus of your life.**

- Eckhart Tolle

Support



- Obligations
 - Awareness
 - Preparedness
- Organisational Supports
- Personal Knowledge & Capability



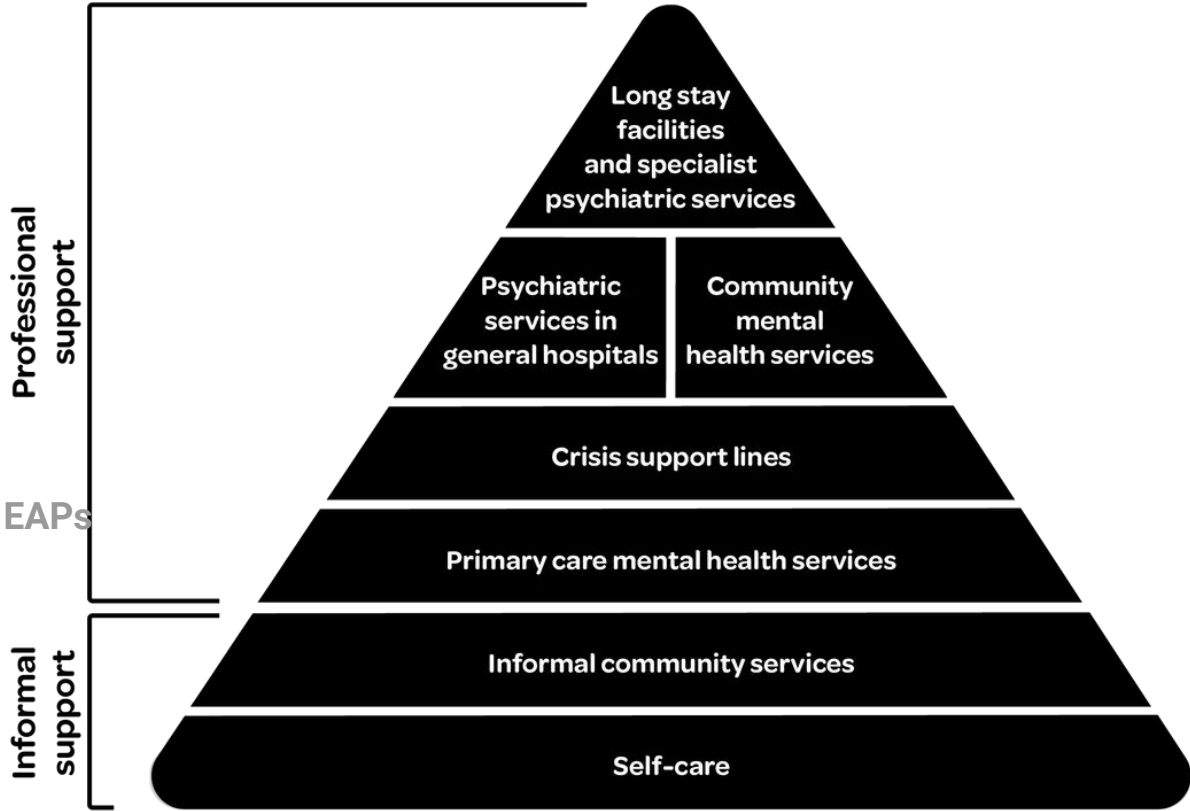
Disability Discrimination Act 1992

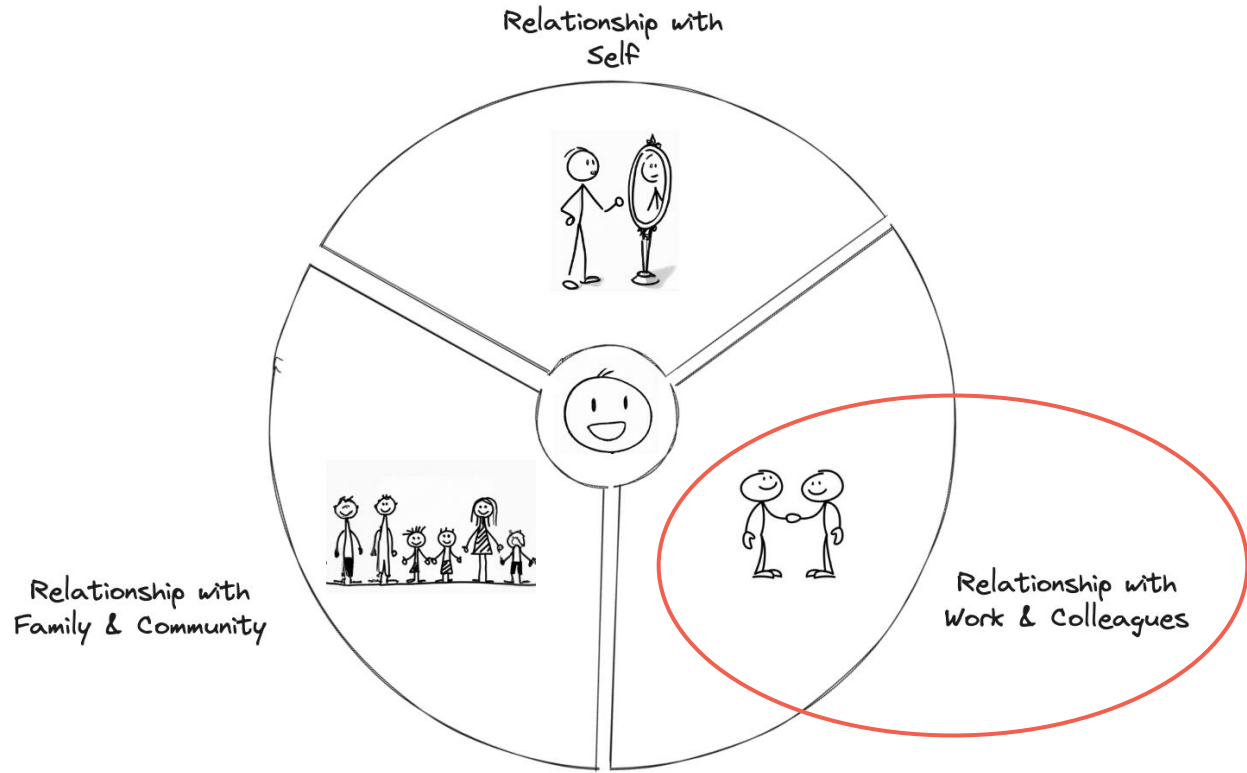
No. 135, 1992

- There is **no legal obligation** for a worker to disclose information about their [mental illness].
- As a manager, **you have a responsibility** to assist workers with mental illness by providing changes which will enable them to perform their duties more effectively in the workplace (these are known as ‘reasonable adjustments’).



headtohealth.gov.au





Kindness Reminder:

You aren't personally responsible to resolve the mental health challenges others might be experiencing. You can guide people to available supports - each person must be willing and ready to access the help they need.



Domain



Download the slides & links at
<https://richardnichols.net/>

Other Links & Resources To Support:

[How Supportive Leaders Approach Emotional Conversations](#)

[How to Help Someone with Anxiety | Johns Hopkins Medicine](#)

[I'm worried about someone - Lifeline Australia](#)

[How to help someone with anxiety or depression|Beyond Blue](#)

[The Subtle Signs That Someone Might Be Struggling With Anxiety - Hey Sigmund](#)