

Leadership Bites:

Social Wellbeing

LEADERSHIP LEARNING IN 20 MINUTES



Leadership Academy

South East

Contribution:

Making a difference is what drives and motivates us. It's not about moving mountains or raising millions. It's about playing a part.

Try:

- Thinking about what you want people to remember you for. What do you need to do to be that person?
- Donating your time, skills, know-how and/or patience. You don't need to contribute money to make a difference. You're not valued at work because you pay the company money; you're valued for your ideas, expertise, compassion and connections.
- Phoning a vulnerable stranger – yours may be the only voice they hear all day.
- Using supportive and encouraging language. Feedforward to help someone grow and improve.

Paying Forward:

Not with money (necessarily) but with compassion and care. Research suggests that making others feel good lasts 8 times longer than if we do something to make ourselves feel good.

Try:

- Buying the bargain hot sausage roll when you're in the supermarket and giving it to the rough sleeper. Or 'banking' a hot drink at the café for someone that needs it.
- Leaving a note of thanks on the windscreen of an emergency services vehicle.
- Smiling and saying hello rather than looking at the floor.
- Telling someone what you admire about them. Send them a text, email, or a pass on your treat to them – their happiness will last longer than if you have it yourself.

Social Energy and Wellbeing

Belonging:

Whether it's to a person, a group, a pet or a goal – we all want to feel connected, comfortable and completely at peace with ourselves. To feel included, is to feel like we matter.

Try:

- Saying yes to new invitations. If you always say no, you'll stop being asked.
- Putting yourself out there. Tell someone what you're interested in, and actively listen to what they're interested in. You're likely to find commonality.
- Making an effort with the people that show kindness, patience and reserved judgement.
- And show all those things to them.
- Be part of something bigger. And be clear about your part. E.g. Sports, Social Clubs, Quiz Teams, Board Membership.

Beliefs, Values and Traditions:

We're at our best when strongly rooted to a cause. Our intent, positive and authentic; our actions, assertive and tenacious.

Try:

- Following your energy. You're more likely to find new ways of solving problems, and to a high standard.
- Going with your gut. Trust your instincts; they're full of integrity. Say your piece when it needs to be heard.
- Knowing what drives you and striking a balance that feels good and healthy i.e. family, work, friends, finances/security.
- Reaching out to someone when you notice resonance. Tell them what they said or did that struck a chord with you.
- Sharing the funny family game you play around the dinner table or at Christmas. Break the ice and find common ground by bringing laughter and lightness to others through your own traditions.

Time to reflect...

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Take some time to note down your thoughts on what you've learned:

What resonated?

What has made you curious?

What small changes could you make to start having an impact differently and quickly?

What might you need to share with your team, and commit to 'testing and learning' together?



Further learning ...

For further information and learning, as well as suggested activities, feel free to visit the [People.NHS.uk](https://www.People.NHS.uk) website or our [South East Leadership Academy site](#).

