

'Wellbeings Lead Well Being'



Associate Professor Nina Fotinatos, Centre for Learning Innovation and Professional Practice



Wellbeings Lead Well Being

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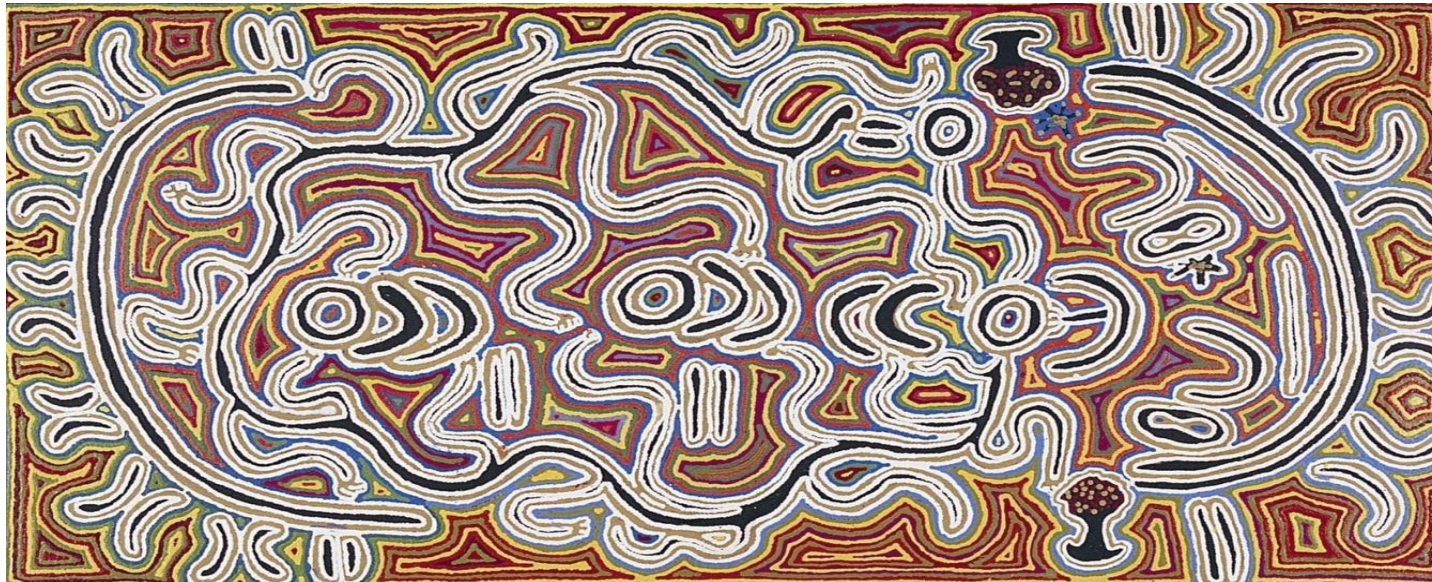
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Acknowledge to country

‘The University of Canberra acknowledges the Ngunnawal peoples as the traditional custodians of the land upon which the University's main campus sits, and pays respect to all Elders past and present’



Overview

Part 1

Personal Challenges and Context

Part 2

*'Unleashing the Power of Confidence:
Strength Based Perspectives and WellBeing'*

Part 3

Harnessing Wellbeing Frameworks





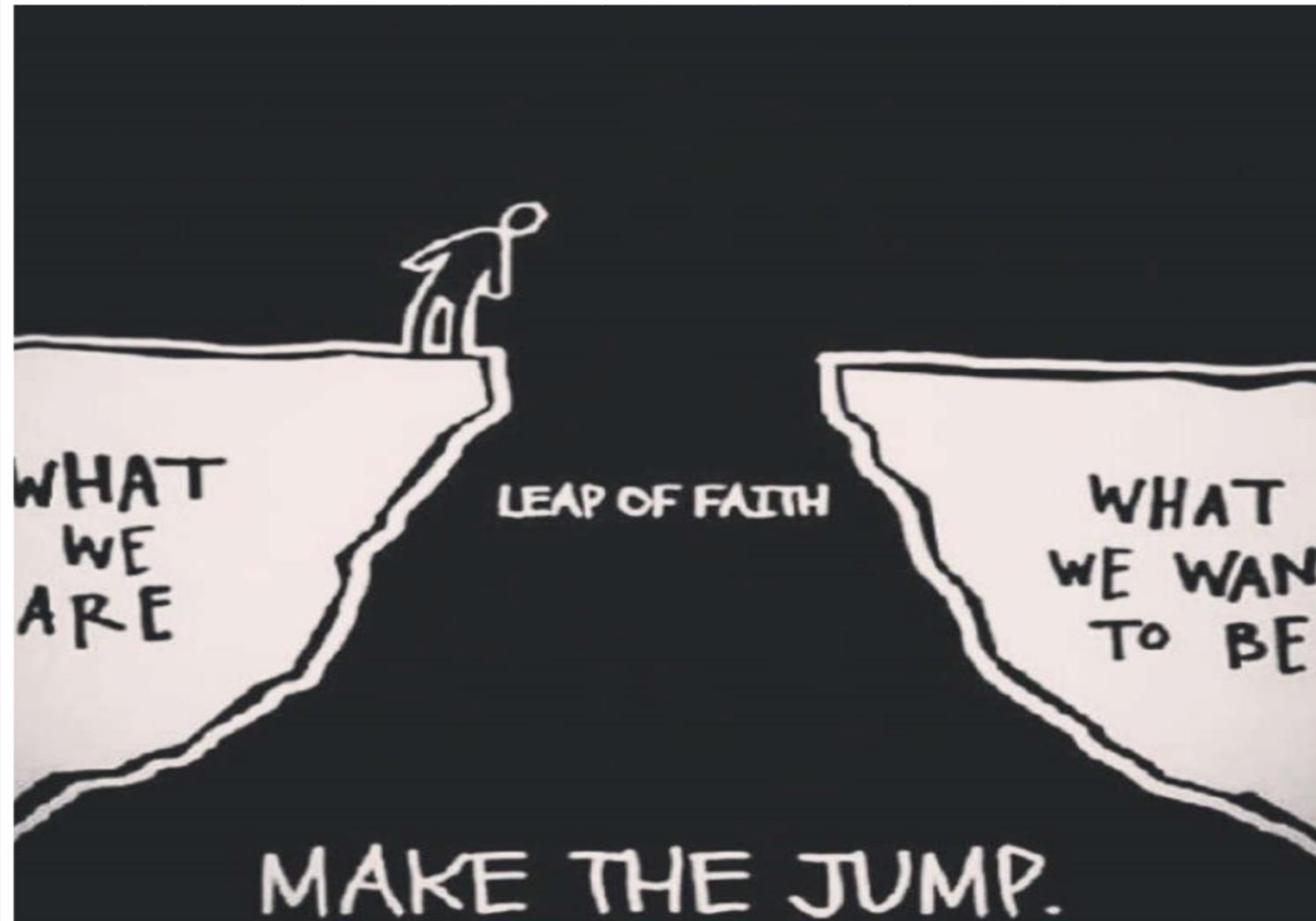
Part 1: Personal Challenges and Context



Leap of Faith

Medical
Scientist
(1999-2009)

Senior
Lecturer in
Biomedical
Science
(2009-2014)



June 2014:
Director CLIPP
Leadership/
Management
of L&T Centre
(38 staff)



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VUCA (Volatile, Uncertain, Complex, Ambiguity) Leadership

21st Century Leadership in a V.U.C.A. Environment (SCAILES Framework)

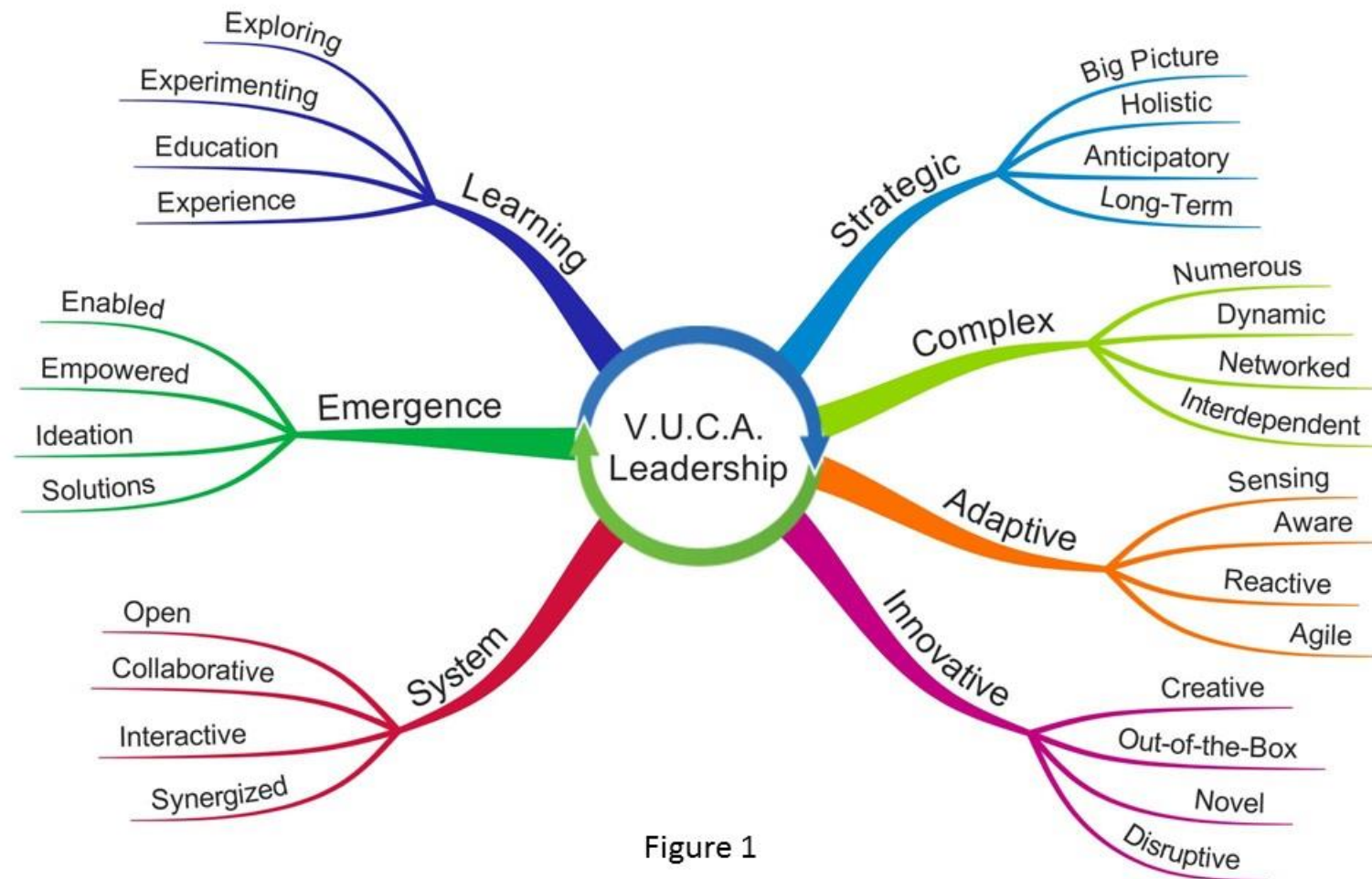
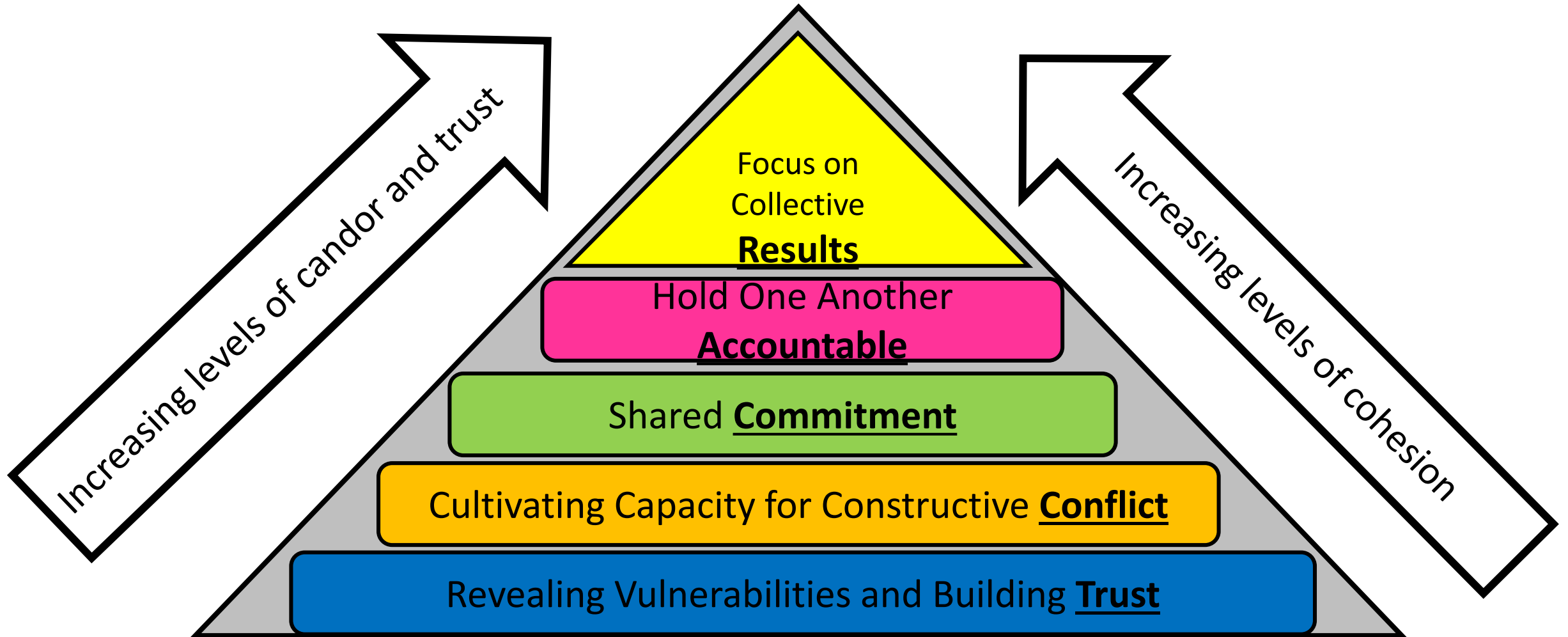


Figure 1



New Role: New Focus

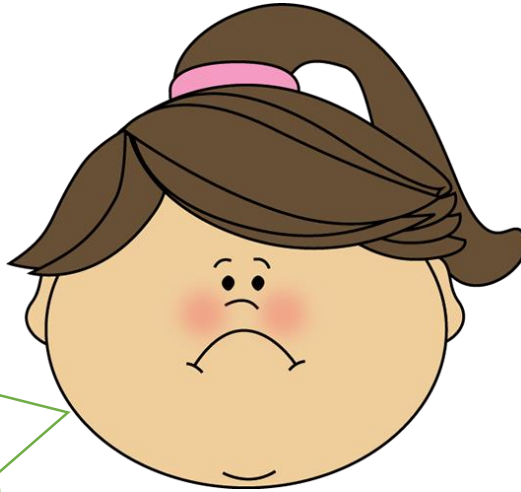


Challenges! Challenges! Challenges!

Managing staff
who do not want
to work (at all)

Managing false
accusations and
personal attacks
on character

Managing difficult and
poor performance that
effects faculty
relationships and centre
functions



Managing
bullying and
destructive
behaviour



Personal Exhaustion and Impact

Poor Sleep
(April 2016)

Poor health
habits

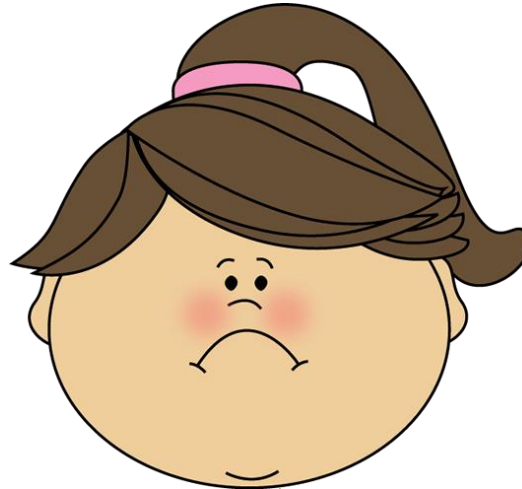
Always
worrying

Super
reactionary @
home (June
2016)

Panic attack
(Sep 2016)

Canary died
(Aug 2016)

Crashed my car
(Oct 2016)



Distracted
at work





Part 2: Unleashing the Power of Confidence: Strength Based Perspectives and WellBeing



Strength Based Perspectives in Psychology

‘Strengths are not an opportunity to shine; they are an opportunity to contribute’

‘With every challenge, focus on your strengths to get you through’

Reference: Robert Diswas-Diener; Portland State University, Oregon, USA.



Centre for Positive Psychology at UoM: Lee Waters (1)

How do we do wellbeing in an evidenced based way?

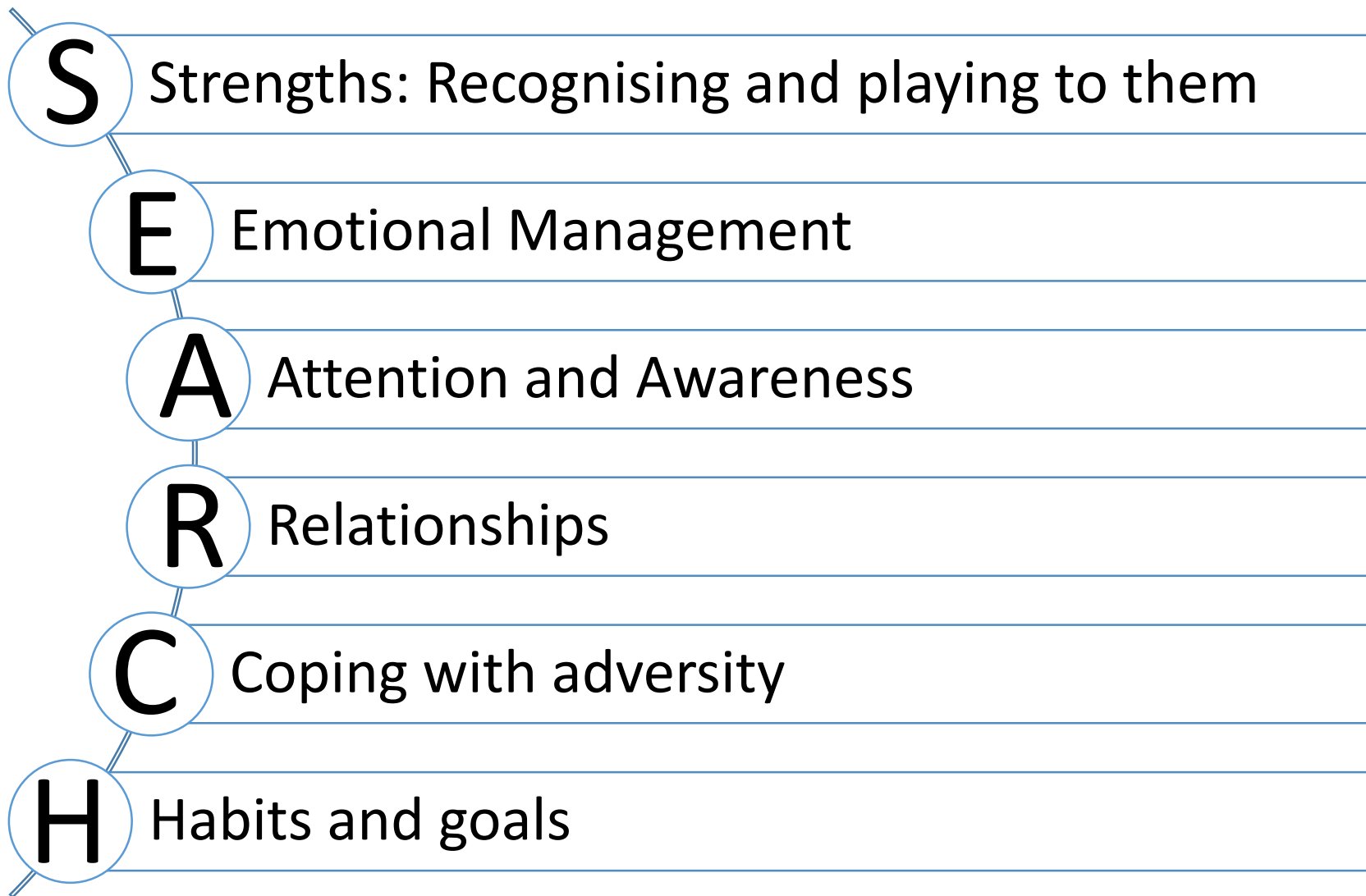
Learning in schools is a deeply emotional process; It is more than just academic success

Your well being can change from minute to minute

Without being mindful of your well being, how to provide support and proper leadership of those around you to support students and staff in our workplaces?



'SEARCH' Theory: Lee Waters (2)



Leadership Resilience Program: Donna Anderson

How to we Manage our Personal Wellbeing to Become a Resilient Optimal Leader?

- Assist in the development of psychological wellbeing through identification of values and goal setting
- Leader Optimism: Changing Mind Sets
- Building Wellbeing & Resilience
- Individual and group coaching
- Encourage self reflection and growth



'Wellbeings Lead Well Being': Anabelle Knight

Program Pillar:

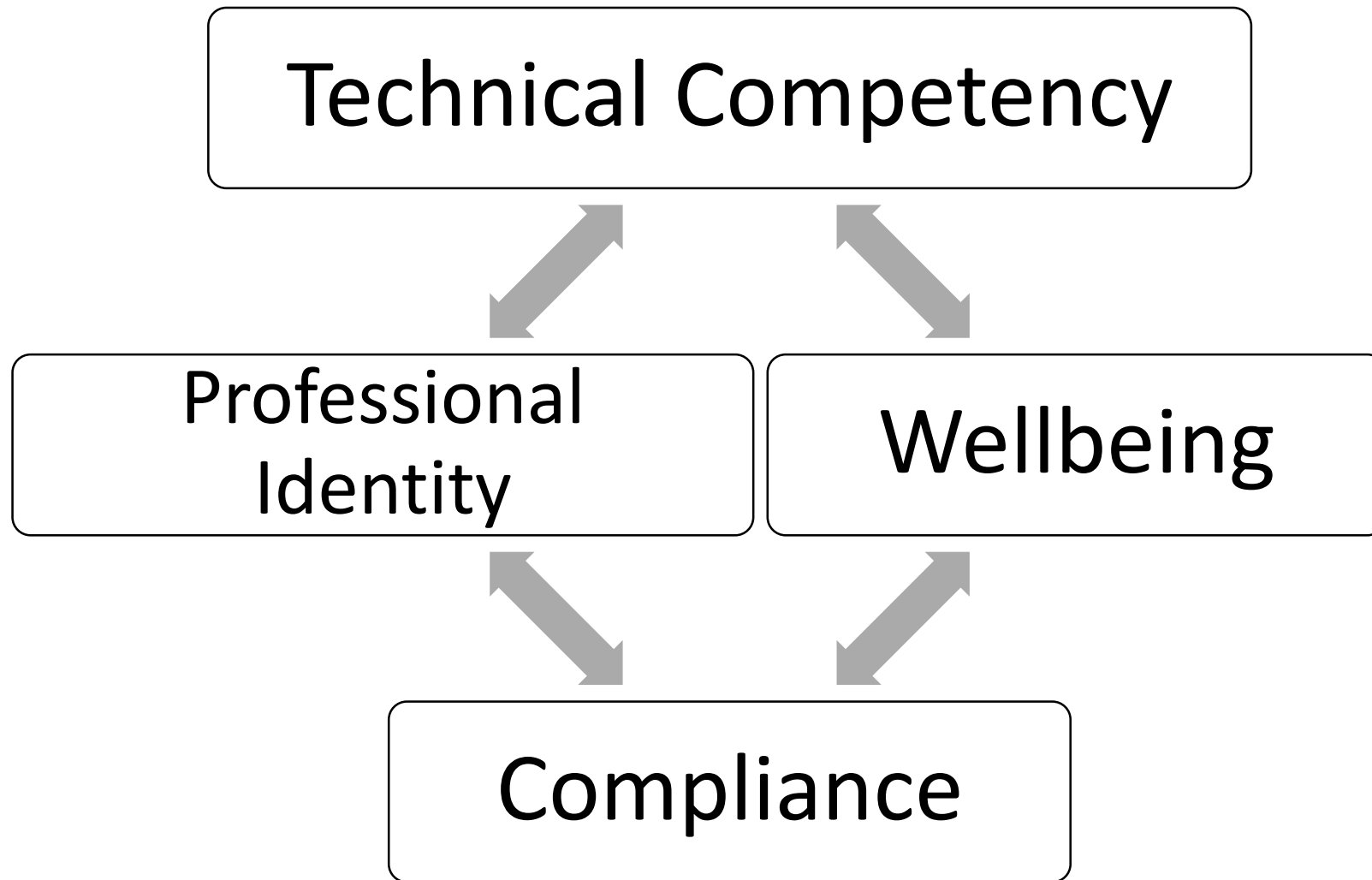
- Emotional regulation
- Quality Conversations
- Growth Mindset
- Goal Setting
- Trust
- Individual Differences
- Collaboration

Strategies Include:

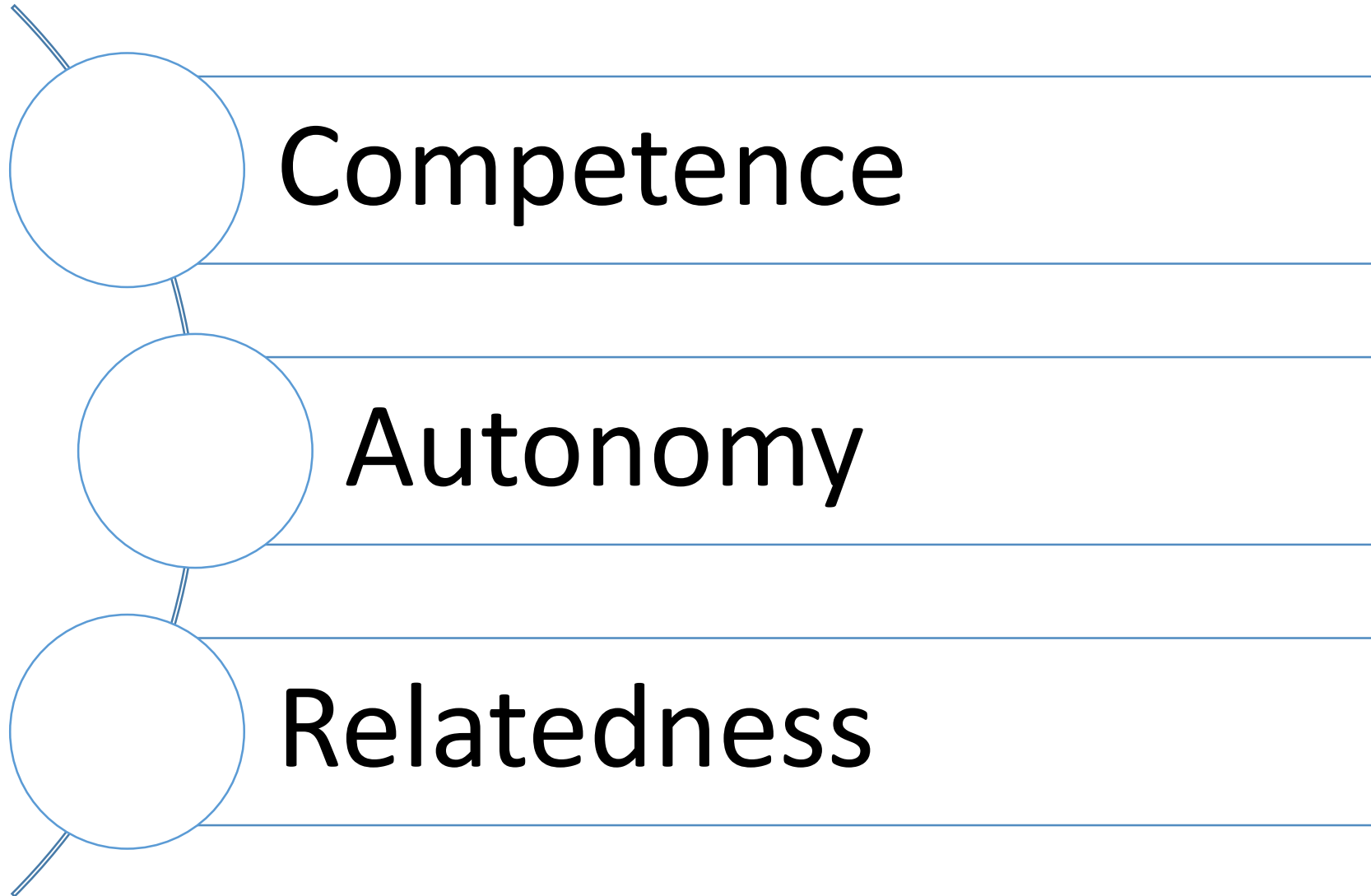
- Coaching
- Mentoring
- Peer Observation



‘Wellbeings Lead Well Being’: Anabelle Knight



'Self-Determination' Theory: Annabelle Knight



'HOPE' Theory: Annabelle Knight



'HOPE' Theory

There also is evidence that building hope among employees enhances the organizational mission. For instance, Lovallo (1997) found that when employees had high levels of optimism, they were more likely to “scale up” from cognitive operations to group behavior. In other words, employees invested more cognitive energy in individual tasks that contributed in turn to larger unit or group goals within the organization. In short, such positive, hope-related thoughts enhanced the task completion climates of the organizations.

Book Title: Handbook of Workplace Spirituality and Organizational Performance, Second Edition

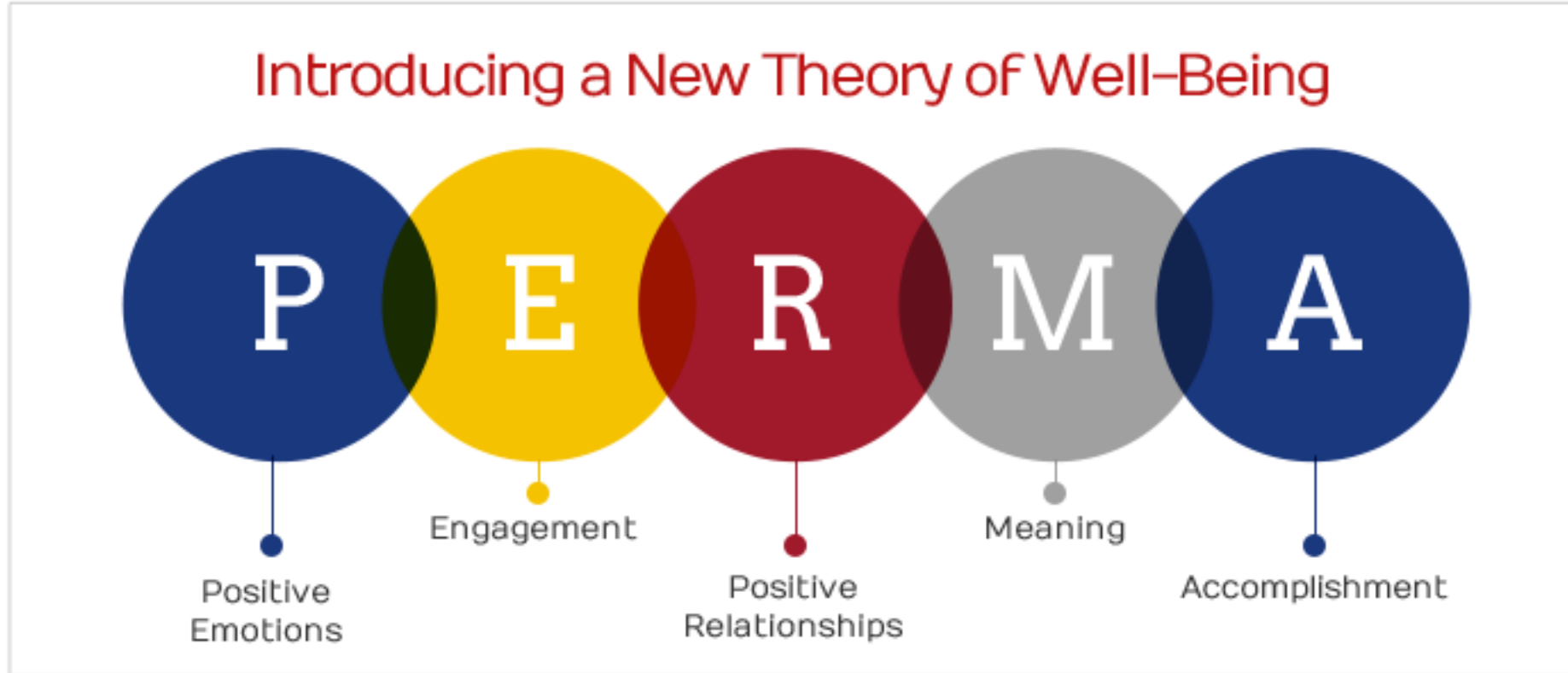
Robert A. Giacalone and Carole L. Jurkiewicz,

M. E. Sharpe, Armonk, New York, London, England (2010)

Chapter: Research on Hope and the Workplace, Page 243, Link online [here](#)



'PERMA' Theory: Annabelle Knight

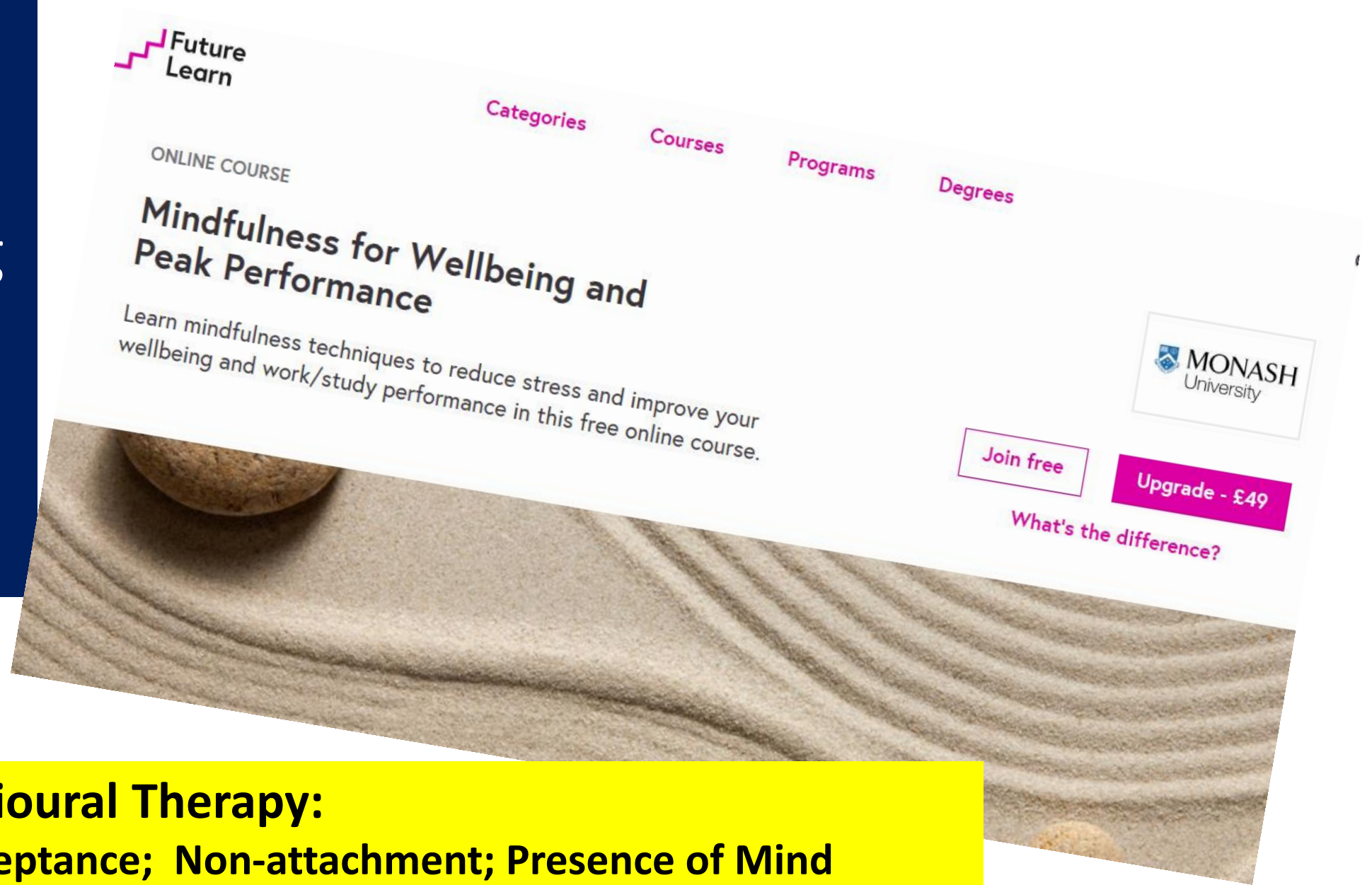




Part 3: Harnessing Wellbeing Frameworks



Mindfulness for Wellbeing and Peak Performance



Cognitive Behavioural Therapy:

1. Perspective; Acceptance; Non-attachment; Presence of Mind



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Resilience @ Work Scales



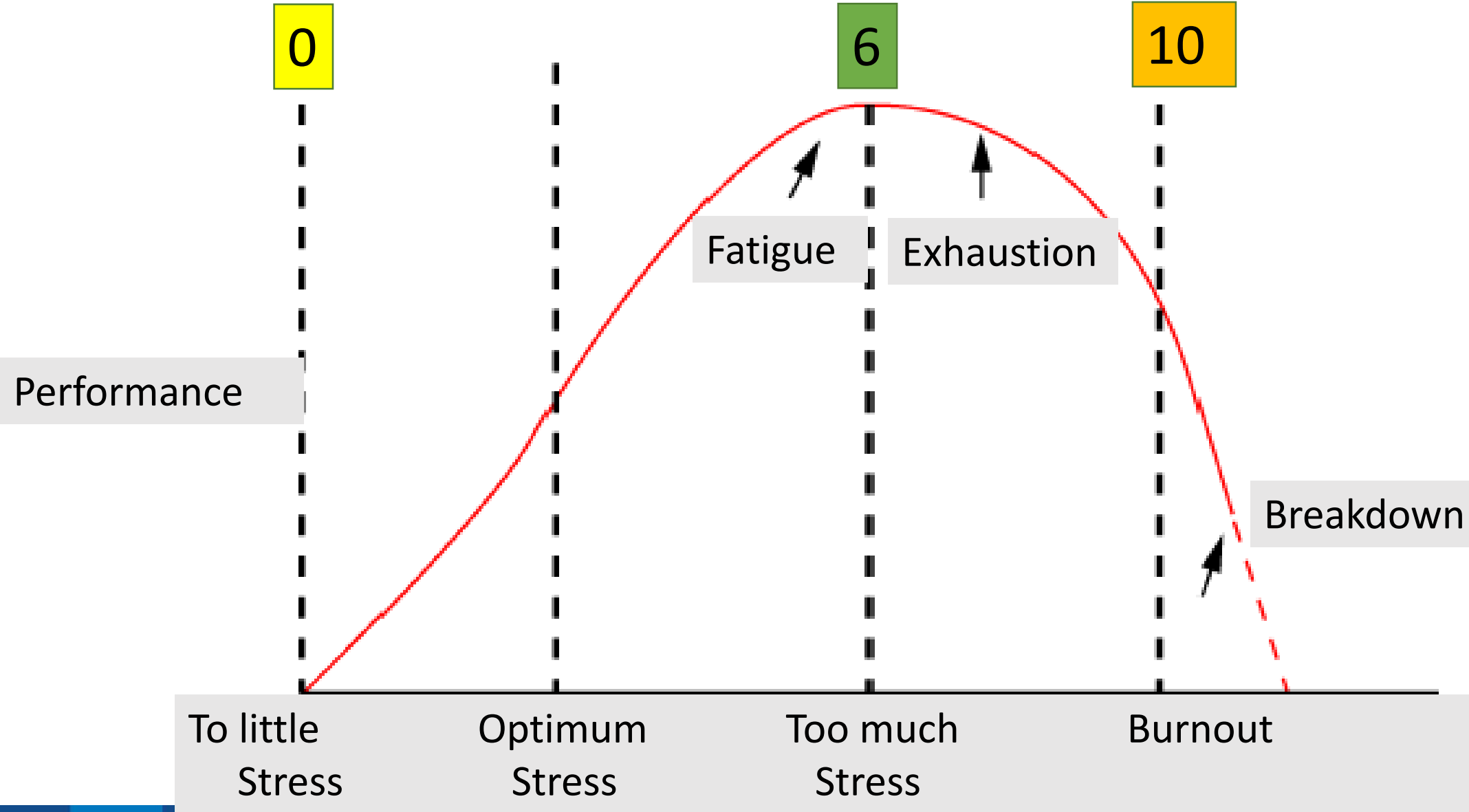
Emotional Intelligence (EQ-I 2.0)



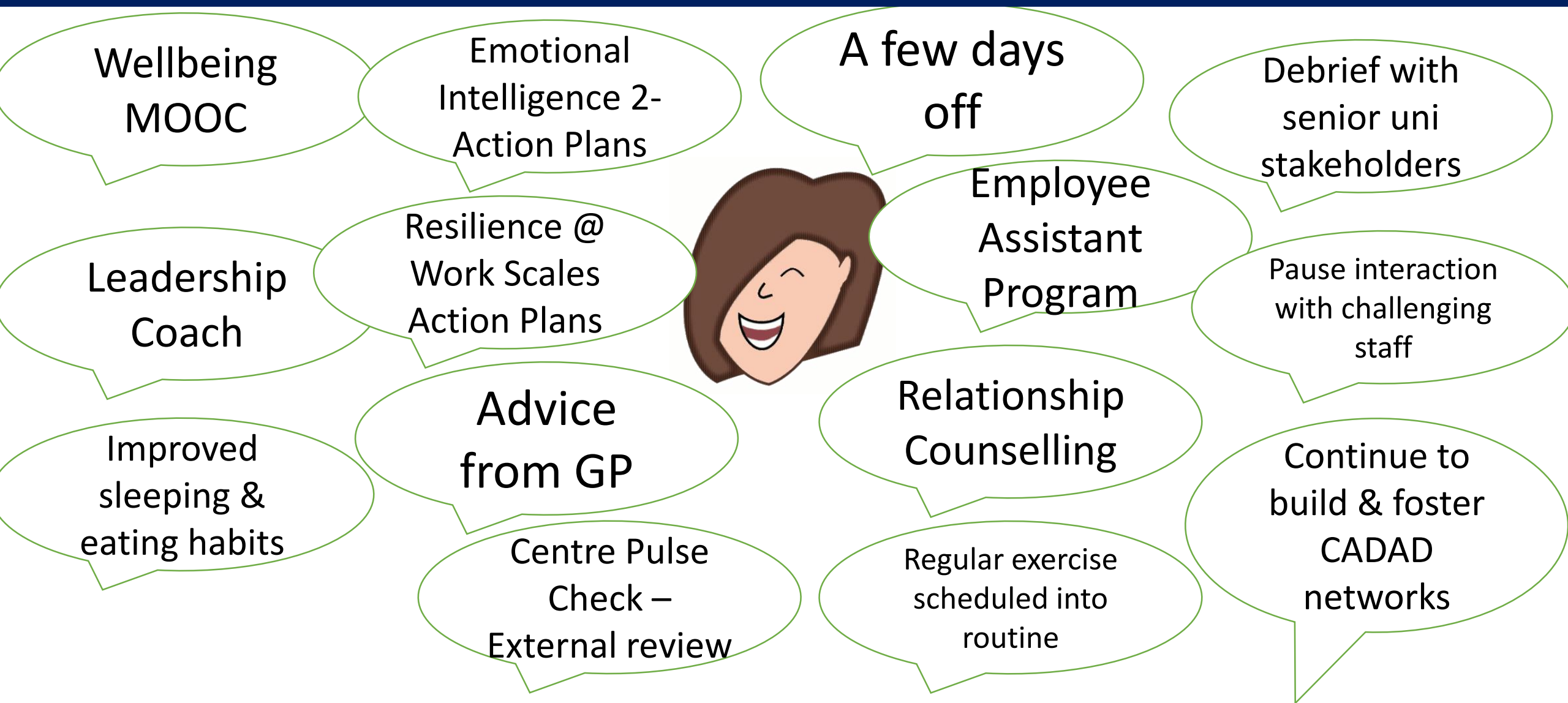
Self Reflection on key domains identified through EQ-Survey



The Human Performance Curve



Moving on



Thank you to CADAD Executive for the opportunity

National
Tour in
Leadership



P1: CQU (Julie
Fleming) (3)
P2: Conference
(CADAD)
P3: UQ (Susan
Rowland) (1)



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Any questions?

Acknowledgements & Appreciation

- 2016 Council of Australian Directors of Academic Development Professional Development Grant
- 2016 CADAD Executive Team



References

- Permah: <https://www.authentichappiness.sas.upenn.edu/sites/default/files/PERMA.png>
- 'Leap of Faith' image: http://www.truthinsideofyou.org/wp-content/uploads/2015/03/leap_of_faith.jpg
- 'Resilience @ Work Scales' image: <http://d4462130.u92.platformpublishing.com.au/wp-content/uploads/2011/08/RAW-Scale-Model.png>
- 'Emotional Intelligence' image: <http://www.psycholawlogy.com/wp-content/uploads/2012/11/image21.png>
- VUCA Leadership Model; <http://www.doncio.navy.mil/uploads/0520EWI95573.jpg>
- Australia Map: <http://australiemap.facts.co/australiemapof/AustraliaPhysicalMap.png>
- Acknowledgement to Country: <https://www.canberra.edu.au/about-uc/reconciliation/indigenous-acknowledgement-and-welcome-to-country>
- Indigenous Art: <https://c479107.ssl.cf2.rackcdn.com/files/40740/width668/wgt9r83t-1391569569.jpg>
- Image of lady – cartoon: https://wpclipart.com/people/female/happy_lady_T.png
- Image of sad lady – cartoon: <http://content.mycutegraphics.com/graphics/emotions/girl-sad-face.png>

