

# *'Wellbeings Lead Well Being'*



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



# Copyright

Commonwealth of Australia  
**Copyright Act 1968**  
**Warning**

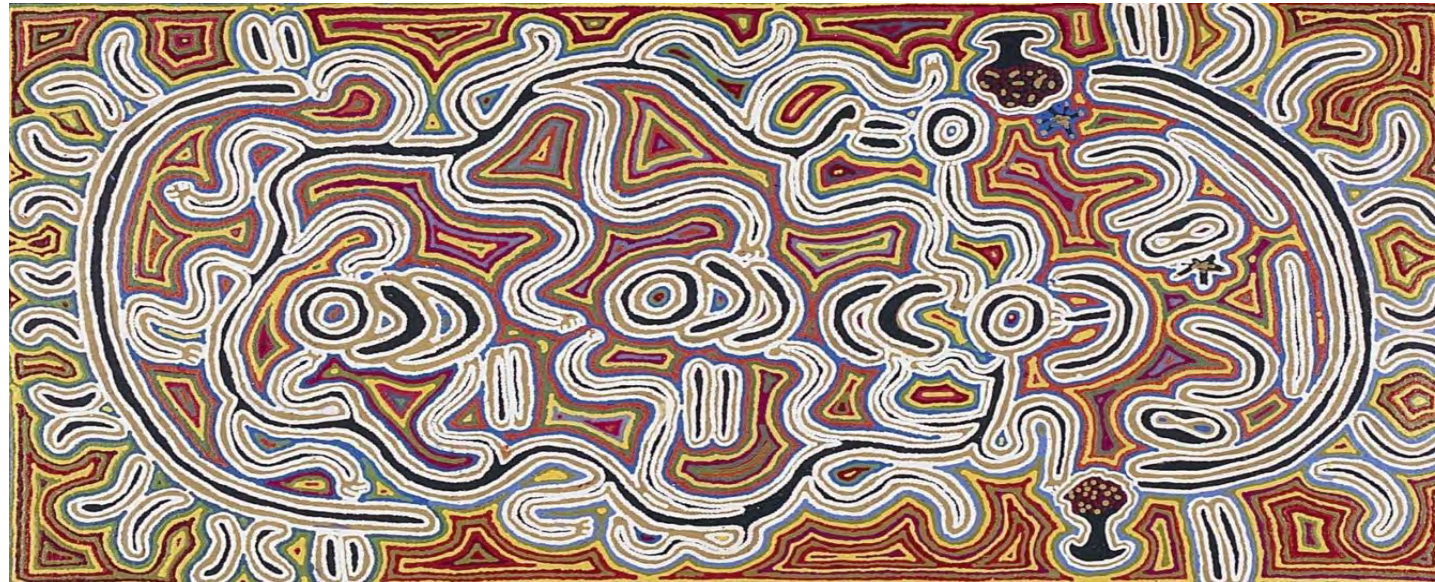
This material has been copied and communicated to you by or on behalf of Federation University Australia under Part VA of the *Copyright Act 1968* (**the Act**).

The material in this communication may be subject to copyright under the Act. Any further copying or communication of this material by you may be the subject of copyright or performers' protection under the Act.  
Do not remove this notice.



# 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)



# VUCA (Volatile, Uncertain, Complex, Ambiguity) Leadership

## 21<sup>st</sup> Century Leadership in a V.U.C.A. Environment (SCAILES Framework)

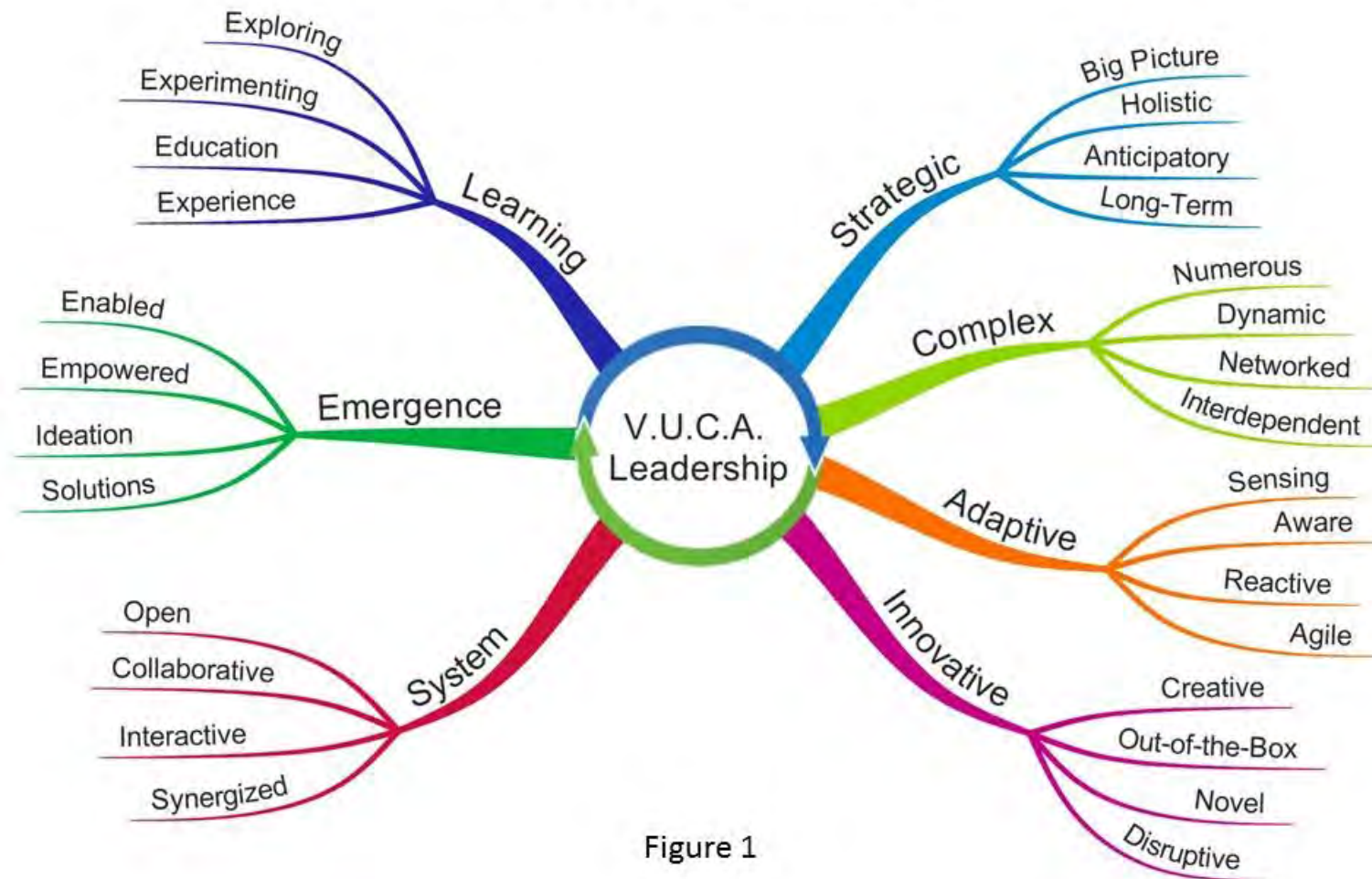
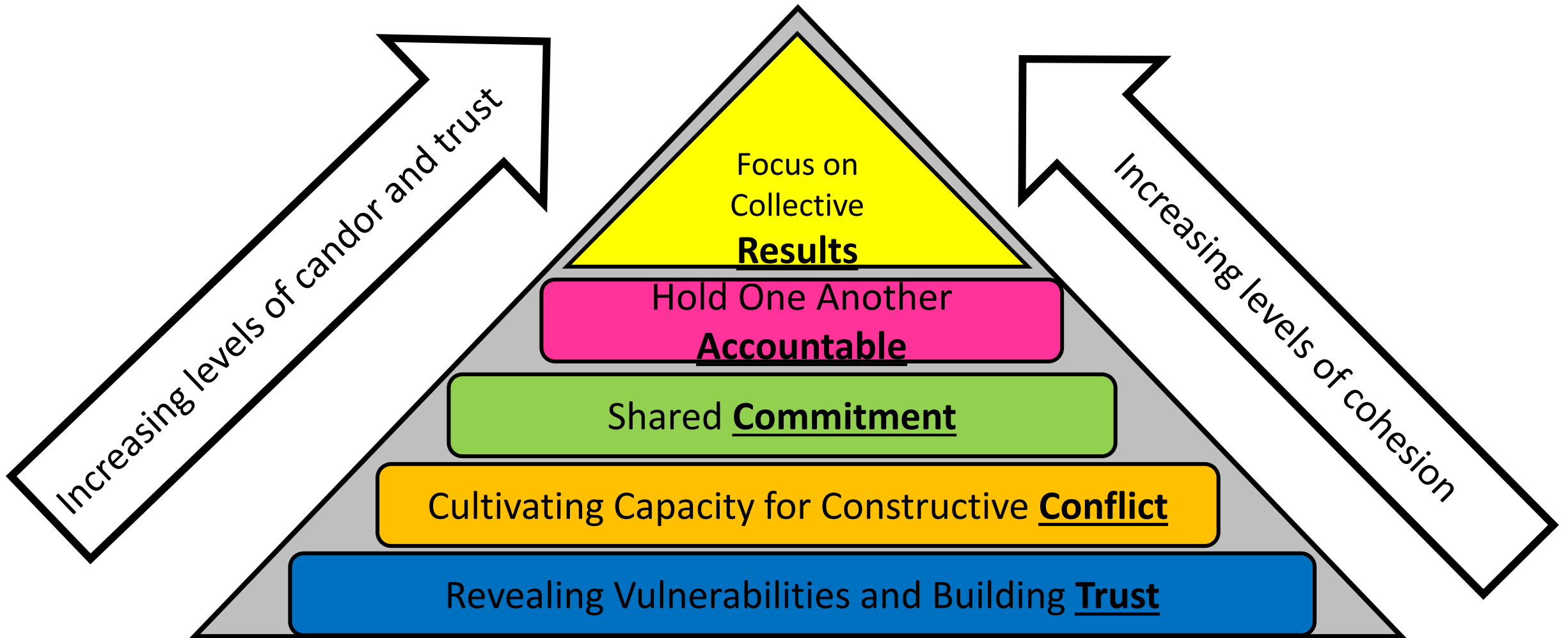


Figure 1



# New Role: New Focus

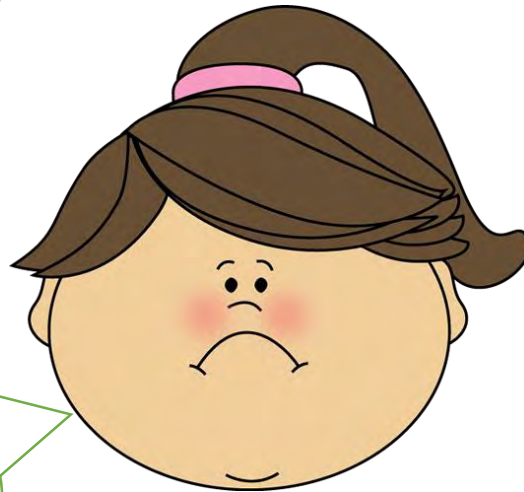


# Challenges! Challenges! Challenges!

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



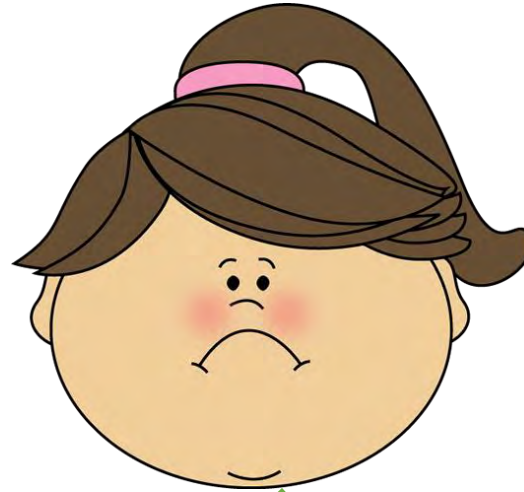
# Personal Exhaustion and Impact

Poor Sleep  
(April 2016)

Poor health  
habits

Always  
worrying

Super  
reactionary @  
home (June  
2016)



Panic attack  
(Sep 2016)

Canary died  
(Aug 2016)

Distracted  
at work

Crashed my car  
(Oct 2016)





## *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?

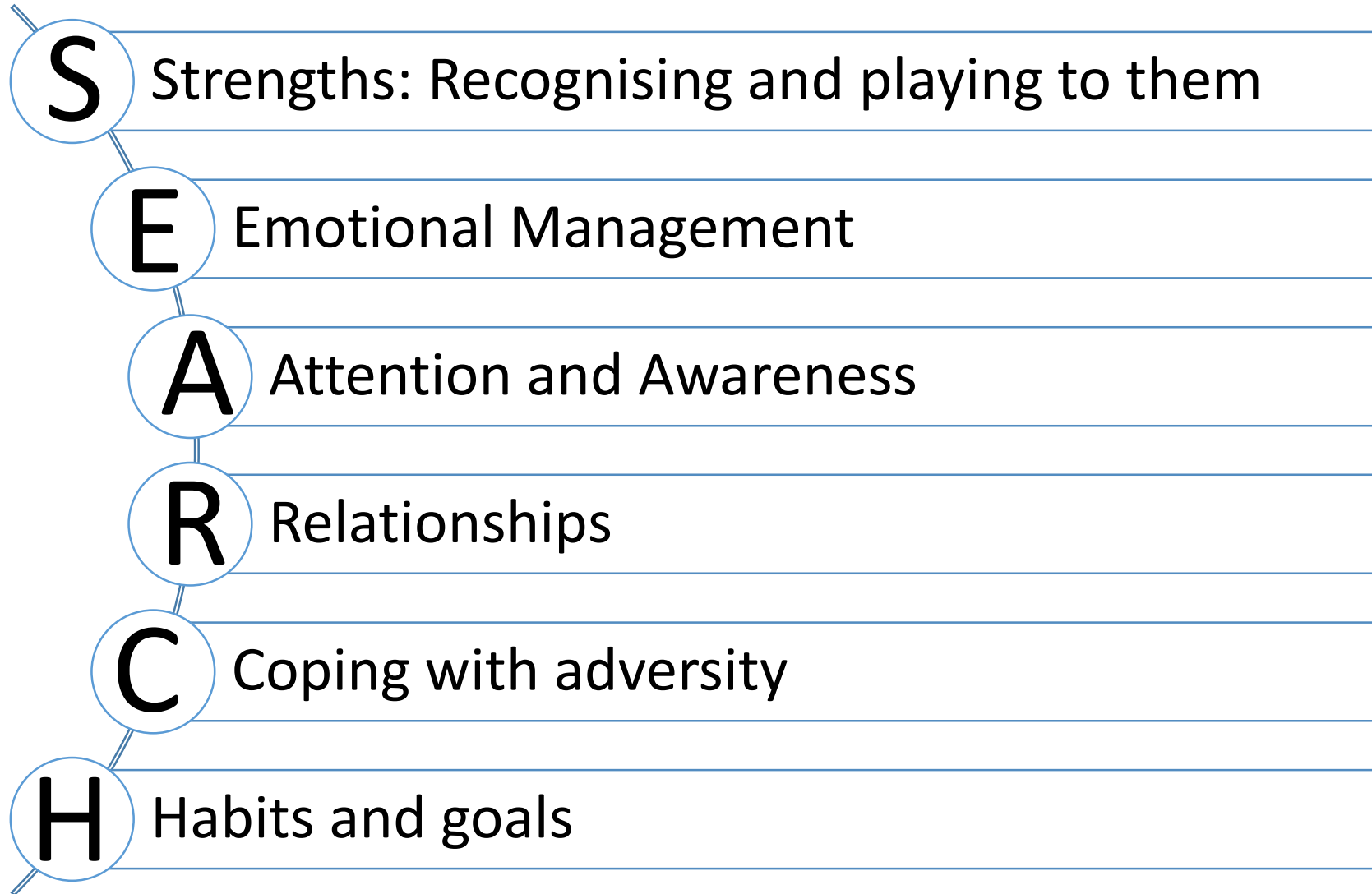
Learning in schools is a deeply emotional process; It is more than just academic success

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:

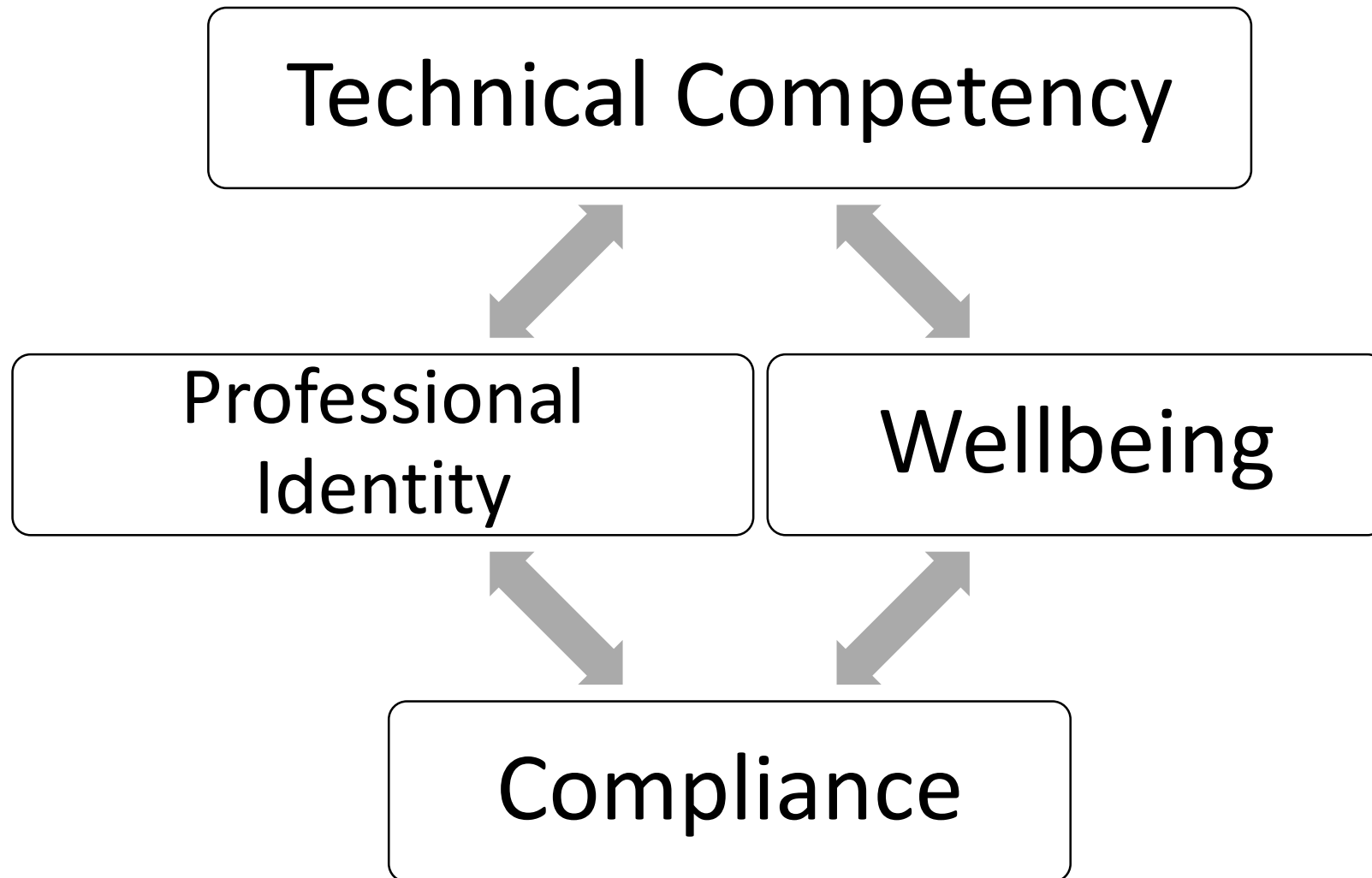
- Emotional regulation
- Quality Conversations
- Growth Mindset
- Goal Setting
- Trust
- Individual Differences
- Collaboration

## Strategies Include:

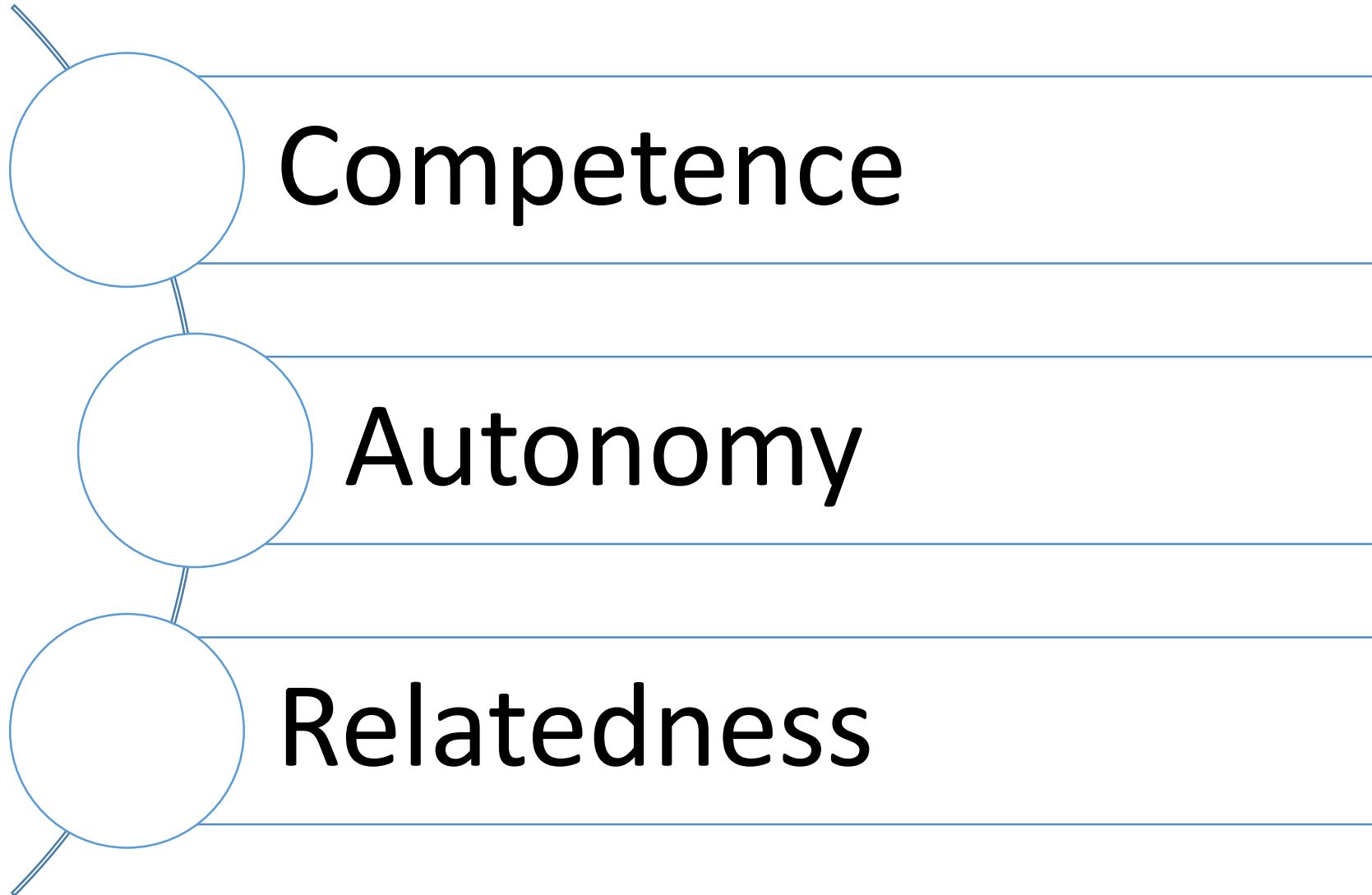
- Coaching
- Mentoring
- Peer Observation



# '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, Loyallo (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

Future Learn

Categories Courses Programs Degrees

ONLINE COURSE

## Mindfulness for Wellbeing and Peak Performance

Learn mindfulness techniques to reduce stress and improve your wellbeing and work/study performance in this free online course.

MONASH University

Join free Upgrade - £49

What's the difference?

The screenshot shows a webpage for a course on Future Learn. At the top, there is a navigation menu with 'Categories', 'Courses', 'Programs', and 'Degrees'. Below this, the course title 'Mindfulness for Wellbeing and Peak Performance' is displayed in a large, bold font. Underneath the title, a short description reads: 'Learn mindfulness techniques to reduce stress and improve your wellbeing and work/study performance in this free online course.' To the right of the description, there is a 'MONASH University' logo. Below the logo, there are two buttons: 'Join free' and 'Upgrade - £49'. Below the buttons, there is a link that says 'What's the difference?'. The background of the webpage features a close-up image of sand with ripples, and a small wooden bowl is visible in the upper left corner of the image area.

## Cognitive Behavioural Therapy:

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



Wellbeings Lead Well Being

# Resilience @ Work Scales



# Emotional Intelligence (EQ-I 2.0)

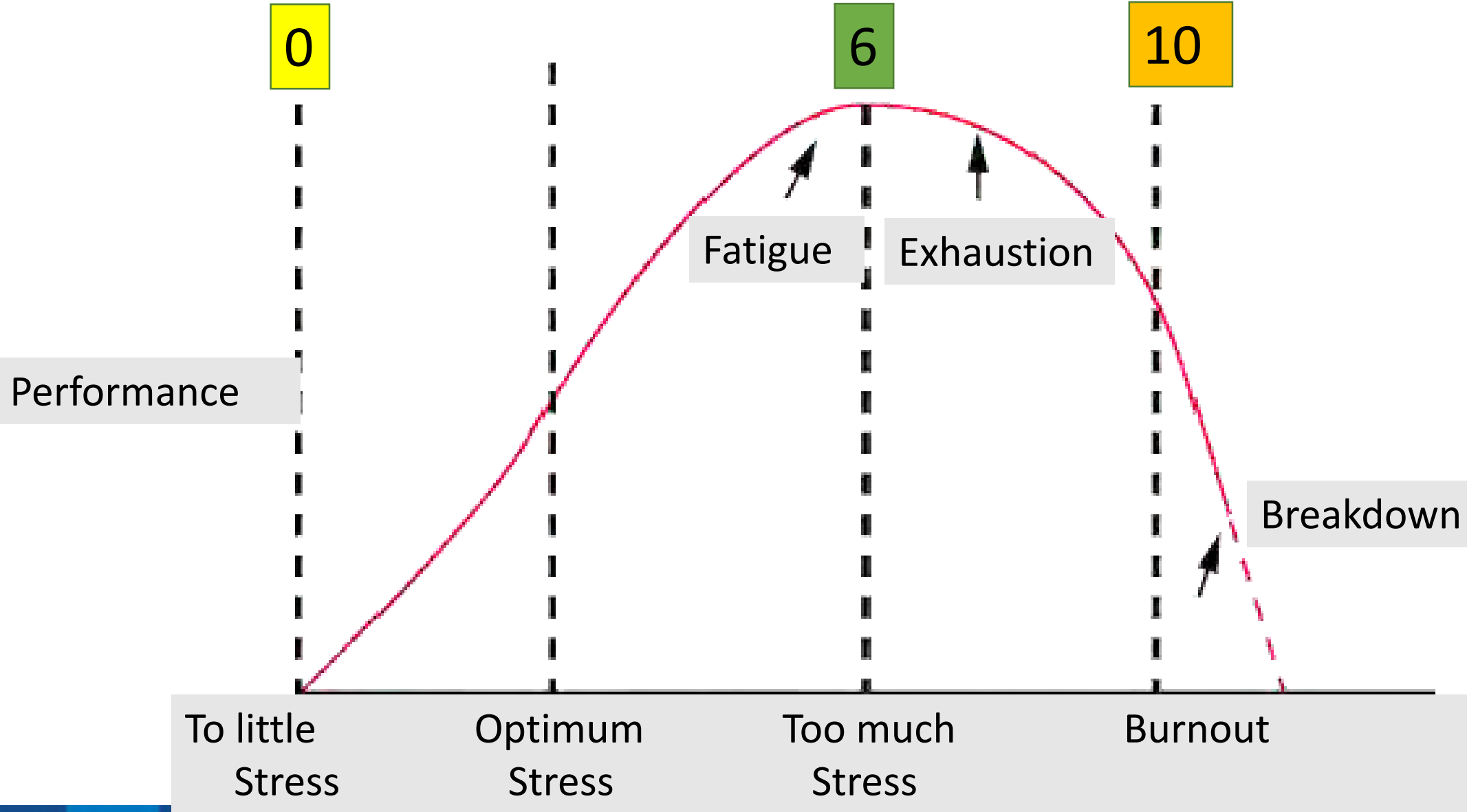


See reference

Self  
Reflection  
on key  
domains  
identified  
through  
EQ-Survey



# The Human Performance Curve



# Moving on

Wellbeing  
MOOC

Emotional  
Intelligence 2-  
Action Plans

A few days  
off

Debrief with  
senior uni  
stakeholders

Leadership  
Coach

Resilience @  
Work Scales  
Action Plans

Employee  
Assistant  
Program

Pause interaction  
with challenging  
staff



Advice  
from GP

Relationship  
Counselling

Continue to  
build & foster  
CADAD  
networks

Improved  
sleeping &  
eating habits

Centre Pulse  
Check –  
External review

Regular exercise  
scheduled into  
routine



# 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)



# 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](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](https://wpclipart.com/people/female/happy_lady_T.png)
- Image of sad lady – cartoon: <http://content.mycutegraphics.com/graphics/emotions/girl-sad-face.png>

