

Connecting your Values to be Joyful in the Workplace

Michelle Weber, MPH, MSN, RN-BC, CPN



About Akron Children's

- Ranked a Best Children's Hospital by *U.S. News & World Report*
- Magnet® Recognition for Nursing Excellence
- Largest independent pediatric provider in northern Ohio
 - 2 hospital campuses
 - 60+ locations offering primary care, specialty services and urgent care
 - 6,350 employees
- With more than 1 million patient visits each year, we've been leading the way to healthier futures for children and communities through expert medical care, prevention and wellness programs since 1890.





Identify your top 5 personal values and use those values to capture meaning and purpose in the work setting.

OUTCOME





PURPOSE

Why we do
what we do



PURPOSE

Purpose + Values + Vision = JOY!



VISION

Our plan for the
future





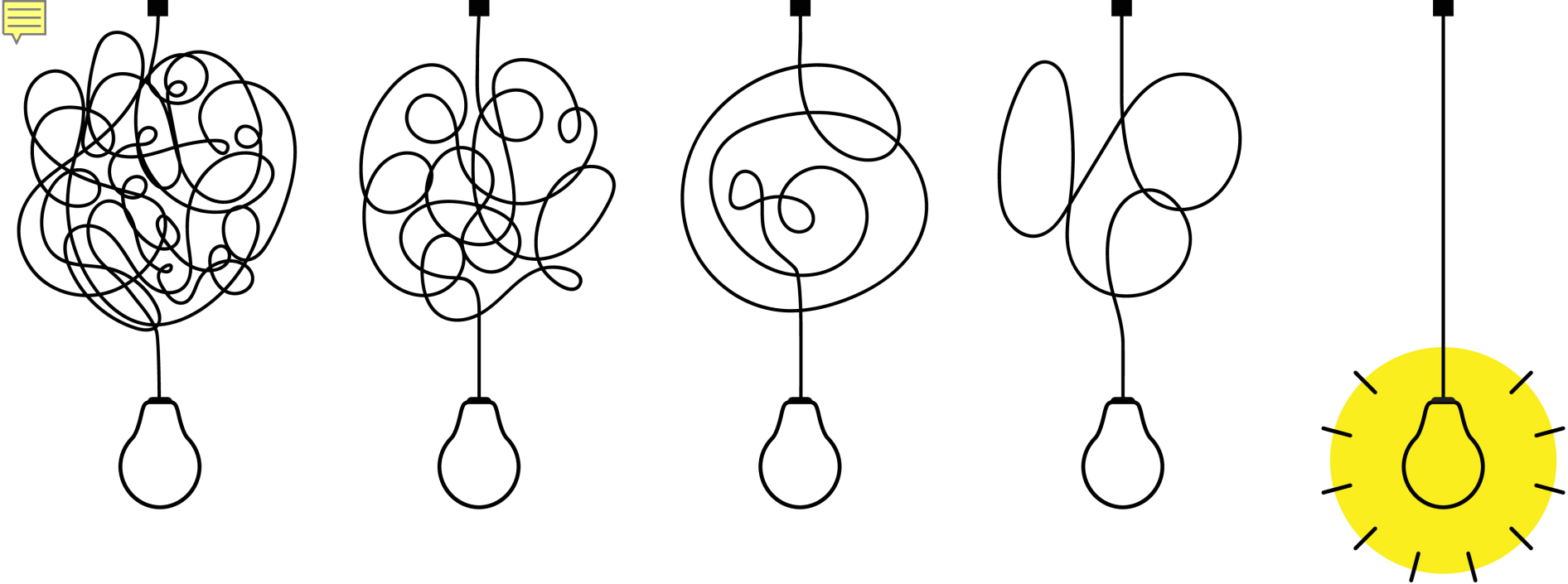
pur•pose

Noun

The reason for which something is done or created or for which something exists.

Definition by Dictionary.com





Finding your purpose...



Akron Children's Hospital



Identifying Your Values

Review the 148 Values List

Ask yourself the following questions:

- What values are most like me?
- What values are most important to me?
- What values guide me in my decisions?
- Are these values important to me, or expected of me?
(remove those that are expected)

Select your top 3-5 values

Michelle's values

- Happiness
- Autonomy
- Trust
- Fairness
- Loyalty

Cathryn's values

- Teamwork
- Communication
- Relationships
- Integrity
- Happiness





Reflecting on Values

Any surprises in doing this activity?

Do you think what emerged was accurate?

What does knowing this do for you?

How can you become stronger in living your prioritized values?



Capture Your Purpose

Source: <https://instagram.com/hustlegrindco>





Capture Your Purpose

Table Activity

- Provided at each seat are notecards
- Take a moment to capture your purpose using the words you selected as your values on the notecard
- Turn and connect with a partner to review and edit your purpose statement
- Be open and willing to give and accept feedback



What brings you JOY?

IHI Joy in Work Initiative

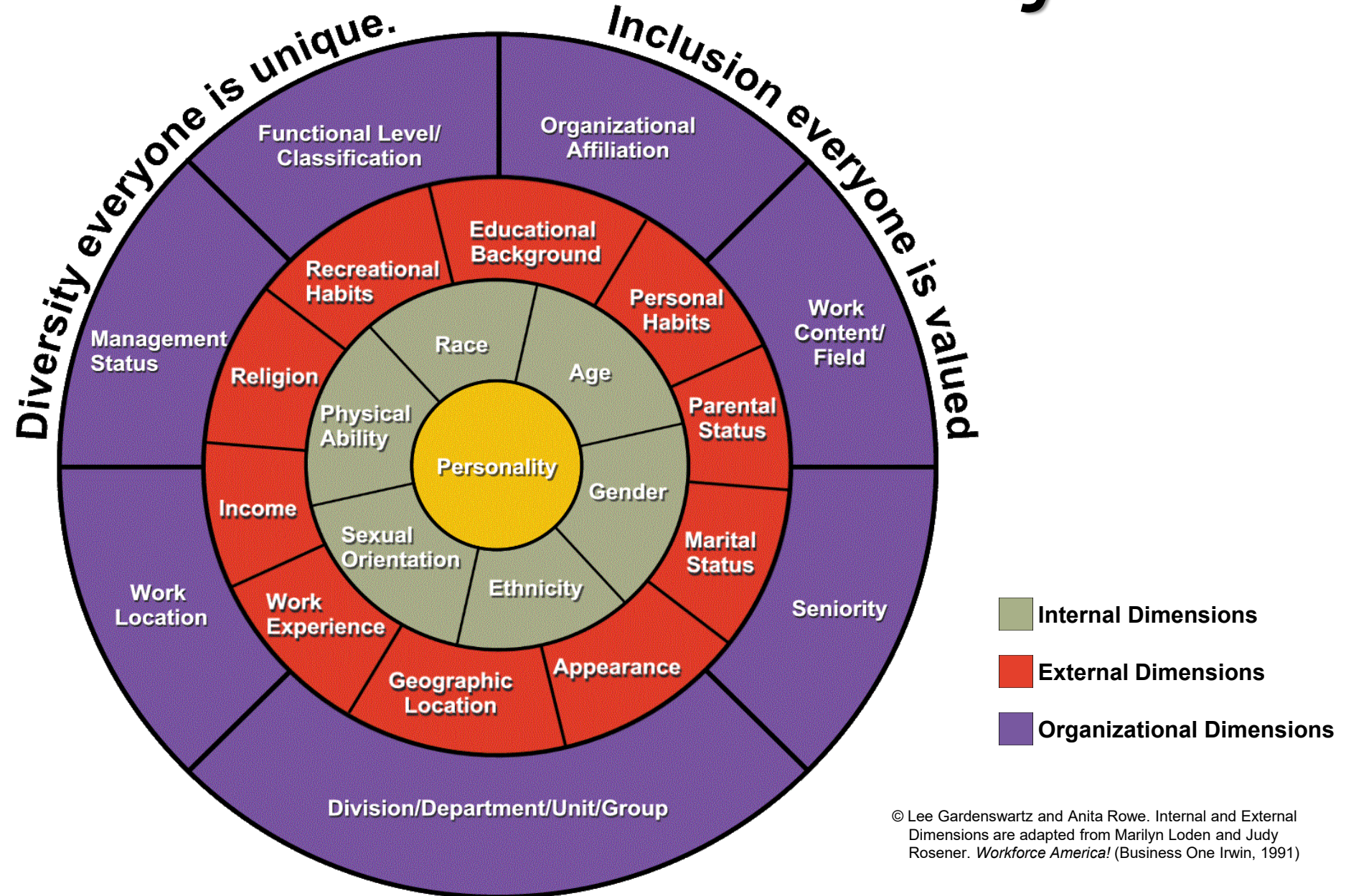
Step 1: Ask staff, “What matters to you?”

- What makes for a good day for you?
- What makes you proud to work here?
- When we are at our best, what does that look like?

(Perlo et al., 2017)



Diversity Wheel



© Lee Gardenswartz and Anita Rowe. Internal and External Dimensions are adapted from Marilyn Loden and Judy Rosener. *Workforce America!* (Business One Irwin, 1991)



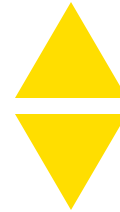
Importance of Purpose as a Professional

Aligning your actions with personal values





Grateful
 Wise, Insightful
 Creative, Innovative
 Resourceful
 Hopeful, Optimistic
 Appreciative, Compassionate
 Patient, Understanding
 Sense of Humor
 Flexible, Adaptive, Cooperative
 Curious Interested



Impatient, Frustrated
 Irritated, Bothered
 Worried, Anxious
 Defensive, Insecure
 Judgmental, Blaming
 Self-Righteous
 Stressed, Burned-Out
 Angry, Hostile
 Depressed

Mood Elevator

Higher Mood States
 VS
 Lower Mood States





Your words become *your actions.*

Your actions become *your habits.*

Your habits become *your values.*

Your **values** become *your destiny.*

- Mahatma Gandhi



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QUESTIONS?