

Leadership & Well-Being in the Remote Work Era

ELI Emerging Leaders Initiative
May 27, 2021



J.WILLS
COACHING

**Leadership
Capacity**

**Well-
Being**



**Purpose &
Meaning**

**Burnout
Prevention**



Emotional Intelligence

Emotional & social skills for relationships, coping with challenges, and use emotional information in an effective & meaningful way.

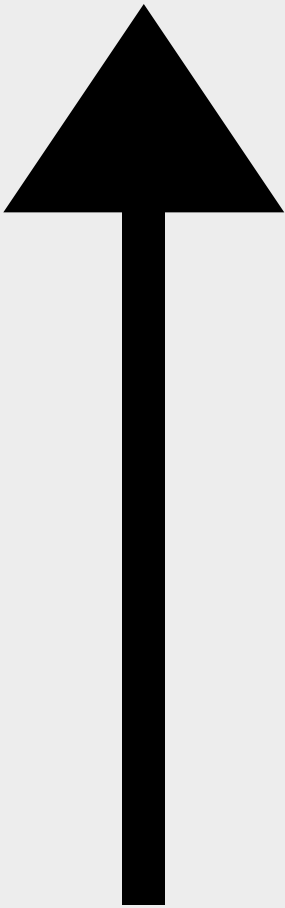
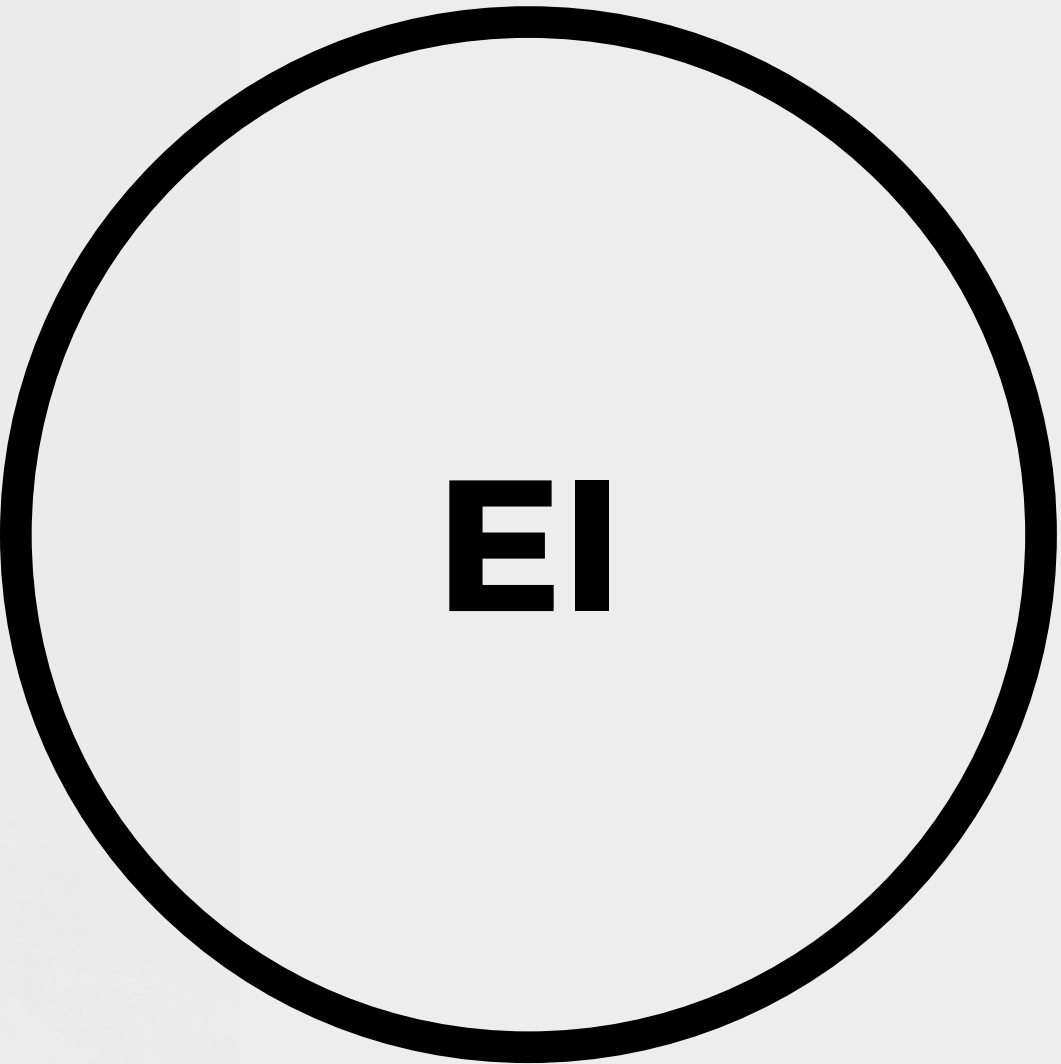


**One year from now,
who do you want to
be?**

**What are your
immediate needs?**

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Well-Being

Well-being is the experience of *health, happiness, and prosperity*. And--

- Good mental health
- High life satisfaction
- A sense of meaning or purpose
- Ability to manage stress

--Davis, Tchiki, Psychology Today, January 2, 2019. What Is Well-Being? Definition, Types, and Well-Being Skills



Emotional Intelligence & Well-Being

1

SELF-REGARD

Believing in oneself and living according to your values

2

OPTIMISM

Ability to **recover from setbacks** and claim a happy state

3

INTERPERSONAL RELATIONSHIPS

Mutually satisfying relationships that include **trust and compassion**.

4

SELF-ACTUALIZATION

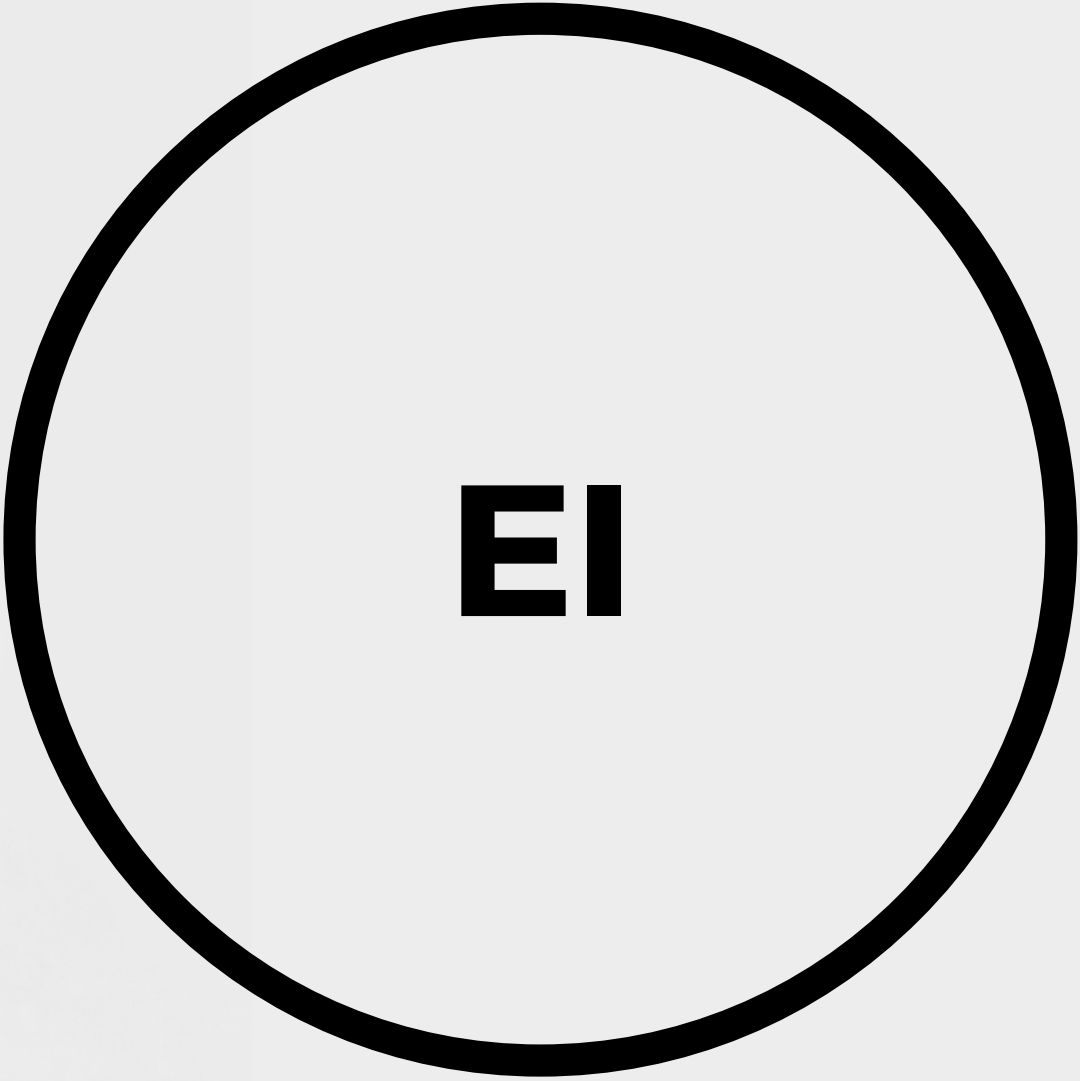
Willingness to learn and grow on a journey **aligned with personal values**

**Leadership
Capacity**

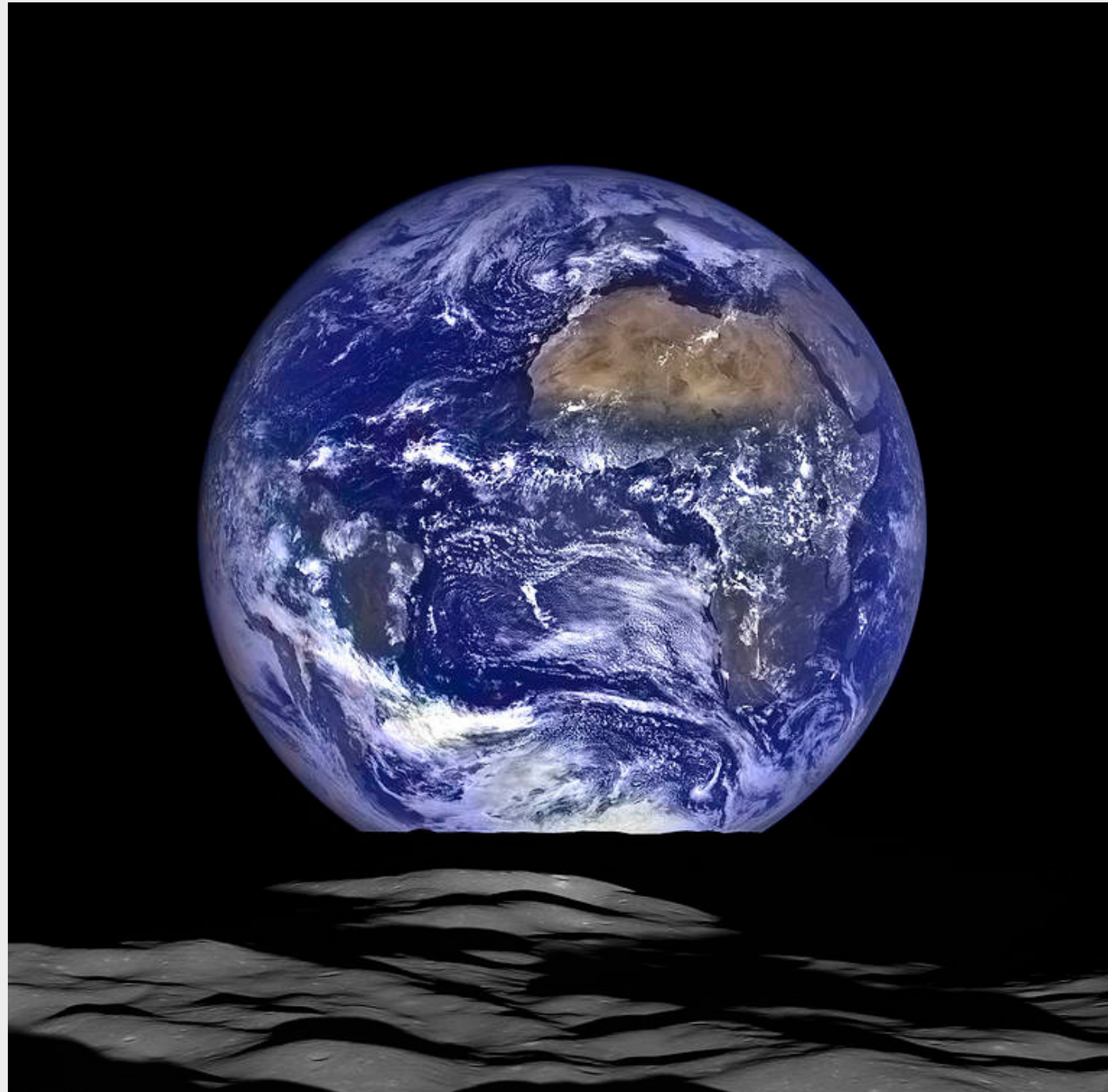
**Well-
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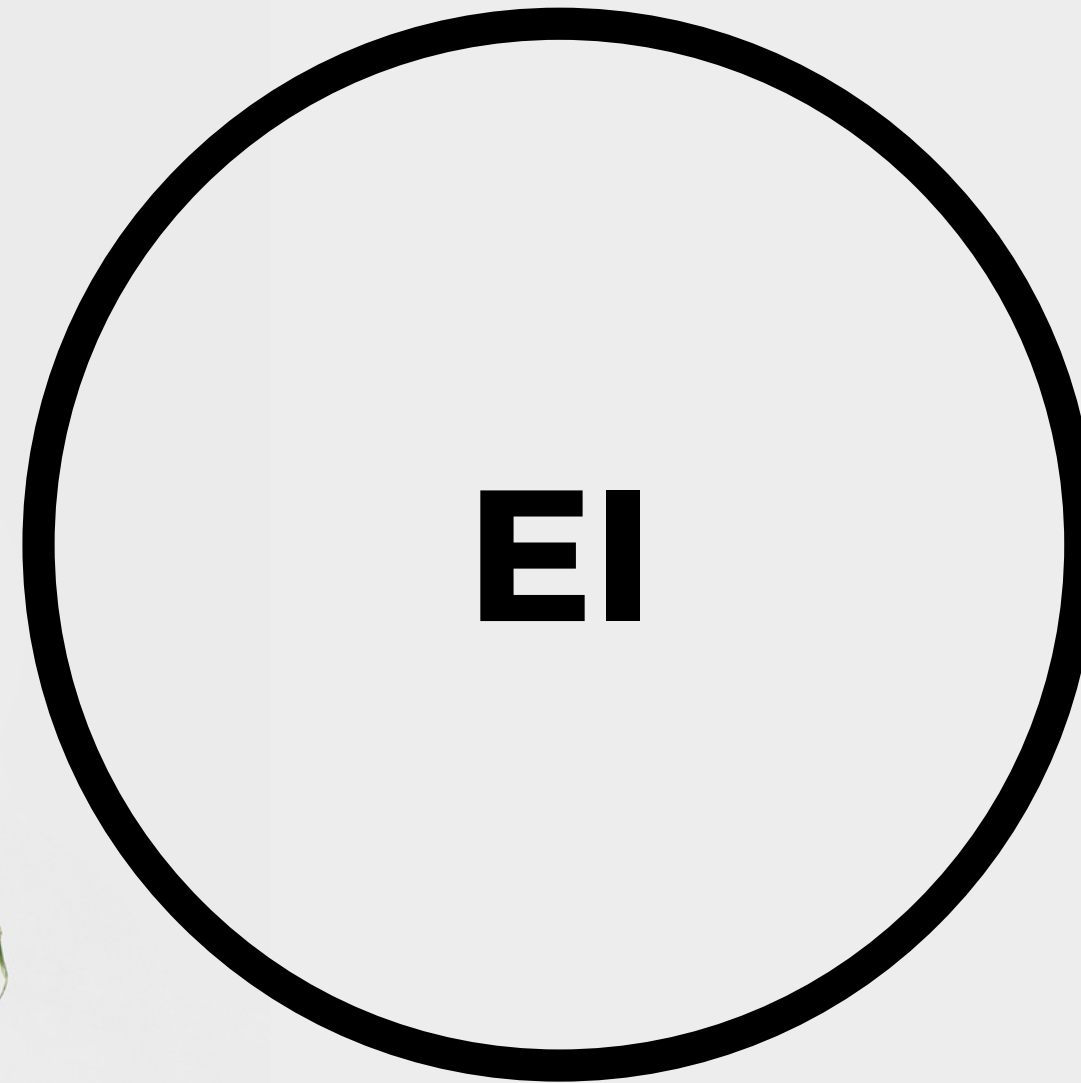
Purpose & Meaning

"We don't necessarily find happiness in our jobs every day, but we can feel fulfilled by our work every day if it makes us feel part of something bigger than ourselves." -Simon Sinek, Find Your Why



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Leadership Capacity

EI skills related to leadership: all of them.

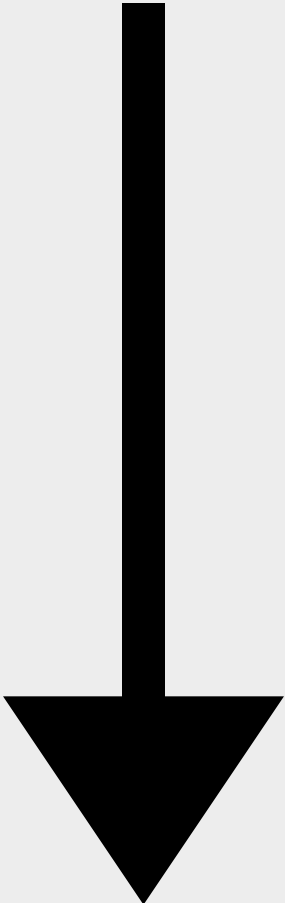
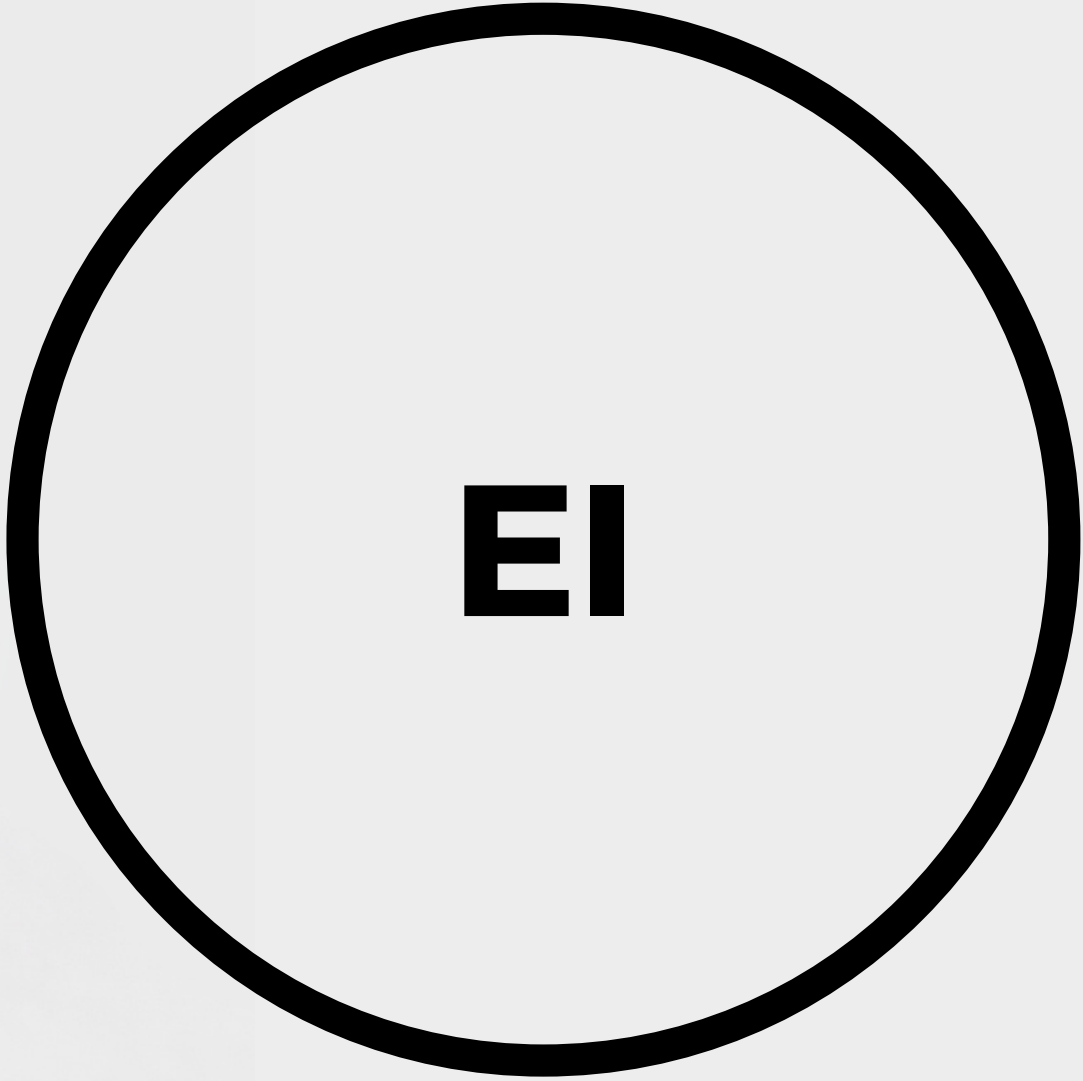
Here are five that stand out:

- 1. Self-awareness**
- 2. Stress-management**
- 3. Empathy & Social Awareness**
- 4. Interpersonal Relationships**
- 5. Effective Communication & Self-expression**



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**Burnout is the
purview of the
employer**

5 Causes of Burnout

- **Unfair treatment at work**
- **Unmanageable workload**
- **Lack of role clarity**
- **Lack of communication & support from manager**
- **Unreasonable time pressure**

Remote Working

Opportunities:

Autonomy

Meaningful Conversations

Recognition

Employee Development

**What can your employer do
to prevent burnout of remote
workers?**



**Leadership
Capacity**

EI

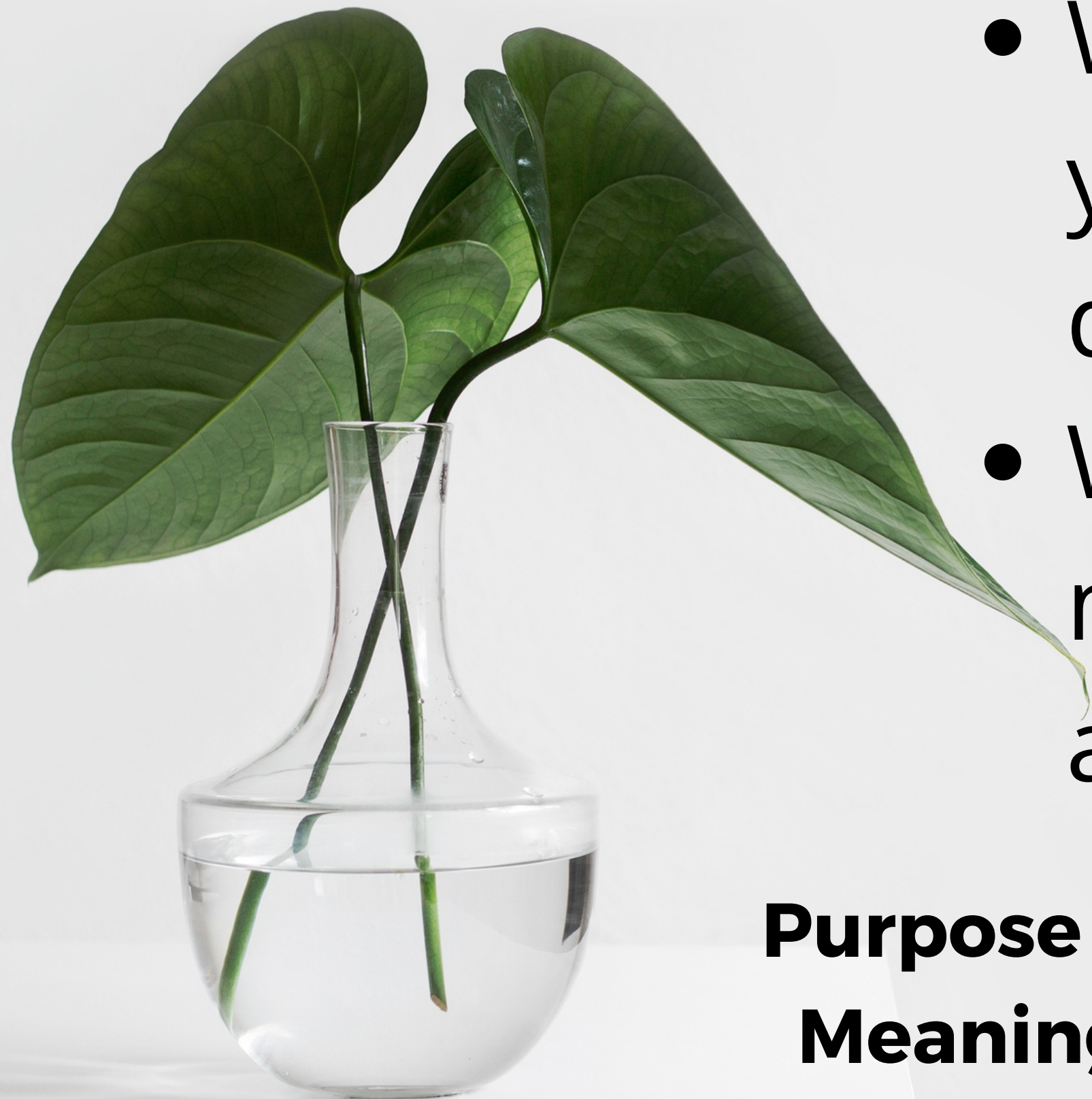
**Well-
Being**

- Who do you want to be one year from now? What will you do?
- What are your immediate needs and how can you address them?

**Purpose &
Meaning**

**Remote
working**

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Questions?

Takeaways





Contact me:

- EI assessment & individual or group coaching
- Workshops on leadership, EI, burnout, & well-being

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