



WHAT TO EXPECT FROM LEADERS

Clarity of direction

Set Goals and Objectives

Give frequent, specific, and immediate feedback

Be decisive, timely, and accessible

Demonstrate honesty and candor



Domains of Leadership Team Strength

EXECUTING

Achiever
Arranger
Belief
Consistency
Deliberative
Discipline
Focus
Responsibility
Restorative

INFLUENCING

Activator
Command
Communication
Competition
Maximizer
Self-Assurance
Significance
Woo

**RELATIONSHIP
BUILDING**

Adaptability
Connectedness
Developer
Empathy
Harmony
Includer
Individualization
Positivity
Relator

**STRATEGIC
THINKING**

Analytical
Context
Futuristic
Ideation
Input
Intelection
Learner
Strategic



MEMBER ENGAGEMENT

ENGAGED

Work with passion and feel profound sense of connection to JPMS

NOT ENGAGED

Essentially “checked out”. They’re sleepwalking through activities; putting in time, but not best energy or passion

ACTIVELY DISENGAGED

Not just unhappy, but busy acting out their unhappiness

Undermining what others accomplish

WELL BEING

CAREER
Wellbeing

SOCIAL
Wellbeing

FINANCIAL
Wellbeing

PHYSICAL
Wellbeing

COMMUNITY
Wellbeing



ECONOMICS OF THE WELL BEING

Those who are struggling/suffering have 2 times higher medical cost due to disease burden than those who are thriving

Those with low Career Well Being began to disengage after just 20 hrs. of work in a week

People with high-quality friendships on the job are 7 times as likely to be engaged in their work

IMPROVED WELL BEING GIVES

TOTAL MEDICAL COST REDUCTION

Decreased
hospitalization,
decreased event
rates, disease rates
and lifestyle risks

PERFORMANCE INCREASE

Increase productivity,
engagement decrease
absence and work
impairment