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
- Leaner
- 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
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.

ECONOMICS OF THE WELL BEING
TOTAL MEDICAL COST REDUCTION
Decreased hospitalization, decreased event rates, disease rates and lifestyle risks

PERFORMANCE INCREASE
Increase productivity, engagement decrease absence and work impairment

IMPROVED WELL BEING GIVES