Shared Links and Resources from the Chat – Lab Coat to Leadership

The NHS Leadership Academy web page is here:

https://www.leadershipacademy.nhs.uk/

https://www.leadershipacademy.nhs.uk/programmes/

The NHS Leadership Academy has a self assessment tool - available here:
https://www.leadershipacademy.nhs.uk/healthcare-leadership-model/self-assessment-tool/

Compassionate Leadership:

https://www.england.nhs.uk/culture/what-does-compassionate-and-inclusive-leadership-mean-to-us/

IBMS Support Hub last year about compassionate leadership: IBMS Support Hub - Cultivating Compassionate Leadership: Building Resilient & High-Performing Teams

https://www.kingsfund.org.uk/insight-and-analysis/long-reads/what-is-compassionate-leadership

https://podcasts.apple.com/gb/podcast/stepping-up-from-peer-to-boss/id1636349606?i=1000655401236

The training course might be this. Future Learn is open to all NHS employees:
https://www.futurelearn.com/courses/an-introduction-to-leading-with-compassion-and-kindness-in-health-and-social-care

What's Your Personality Type?

Use the questions on the outside of the chart to determine the four letters of your Myers-Briggs type.
For each pair of letters, choose the side that seems most natural to you, even if you don't agree with every description.

1. Are you outwardly or inwardly focused? If you:

- Could be described as talkative, outgoing
- Like to be in a fast-paced environment
- Tend to work out ideas with others, think out loud
- Enjoy being the center of attention

then you prefer

E
Extraversion

- Could be described as reserved, private
- Prefer a slower pace with time for contemplation
- Tend to think things through inside your head
- Would rather observe than be the center of attention

then you prefer

I
Introversion

2. How do you prefer to take in information? If you:

- Focus on the reality of how things are
- Pay attention to concrete facts and details
- Prefer ideas that have practical applications
- Like to describe things in a specific, literal way

then you prefer

S
Sensing

- Imagine the possibilities of how things could be
- Notice the big picture, see how everything connects
- Enjoy ideas and concepts for their own sake
- Like to describe things in a figurative, poetic way

then you prefer

N
Intuition

ISTJ
Responsible, sincere, analytical, reserved, realistic, systematic. Hardworking and trustworthy with sound practical judgment.

ISFJ
Warm, considerate, gentle, responsible, pragmatic, thorough. Devoted caretakers who enjoy being helpful to others.

INFJ
Idealistic, organized, insightful, dependable, compassionate, gentle. Seek harmony and cooperation, enjoy intellectual stimulation.

INTJ
Innovative, independent, strategic, logical, reserved, insightful. Driven by their own original ideas to achieve improvements.

ISTP
Action-oriented, logical, analytical, spontaneous, reserved, independent. Enjoy adventure, skilled at understanding how mechanical things work.

ISFP
Gentle, sensitive, nurturing, helpful, flexible, realistic. Seek to create a personal environment that is both beautiful and practical.

INFP
Sensitive, creative, idealistic, perceptive, caring, loyal. Value inner harmony and personal growth, focus on dreams and possibilities.

INTP
Intellectual, logical, precise, reserved, flexible, imaginative. Original thinkers who enjoy speculation and creative problem solving.

ESTP
Outgoing, realistic, action-oriented, curious, versatile, spontaneous. Pragmatic problem solvers and skillful negotiators.

ESFP
Playful, enthusiastic, friendly, spontaneous, tactful, flexible. Have strong common sense, enjoy helping people in tangible ways.

ENFP
Enthusiastic, creative, spontaneous, optimistic, supportive, playful. Value inspiration, enjoy starting new projects, see potential in others.

ENTP
Inventive, enthusiastic, strategic, enterprising, inquisitive, versatile. Enjoy new ideas and challenges, value inspiration.

ESTJ
Efficient, outgoing, analytical, systematic, dependable, realistic. Like to run the show and get things done in an orderly fashion.

ESFJ
Friendly, outgoing, reliable, conscientious, organized, practical. Seek to be helpful and please others, enjoy being active and productive.

ENFJ
Caring, enthusiastic, idealistic, organized, diplomatic, responsible. Skilled communicators who value connection with people.

ENTJ
Strategic, logical, efficient, outgoing, ambitious, independent. Effective organizers of people and long-range planners.

3. How do you prefer to make decisions? If you:

- Make decisions in an impersonal way, using logical reasoning
- Value justice, fairness
- Enjoy finding the flaws in an argument
- Could be described as reasonable, level-headed

then you prefer

T
Thinking

- Base your decisions on personal values and how your actions affect others
- Value harmony, forgiveness
- Like to please others and point out the best in people
- Could be described as warm, empathetic

then you prefer

F
Feeling

4. How do you prefer to live your outer life? If you:

- Prefer to have matters settled
- Think rules and deadlines should be respected
- Prefer to have detailed, step-by-step instructions
- Make plans, want to know what you're getting into

then you prefer

J
Judging

- Prefer to leave your options open
- See rules and deadlines as flexible
- Like to improvise and make things up as you go
- Are spontaneous, enjoy surprises and new situations

then you prefer

P
Perceiving

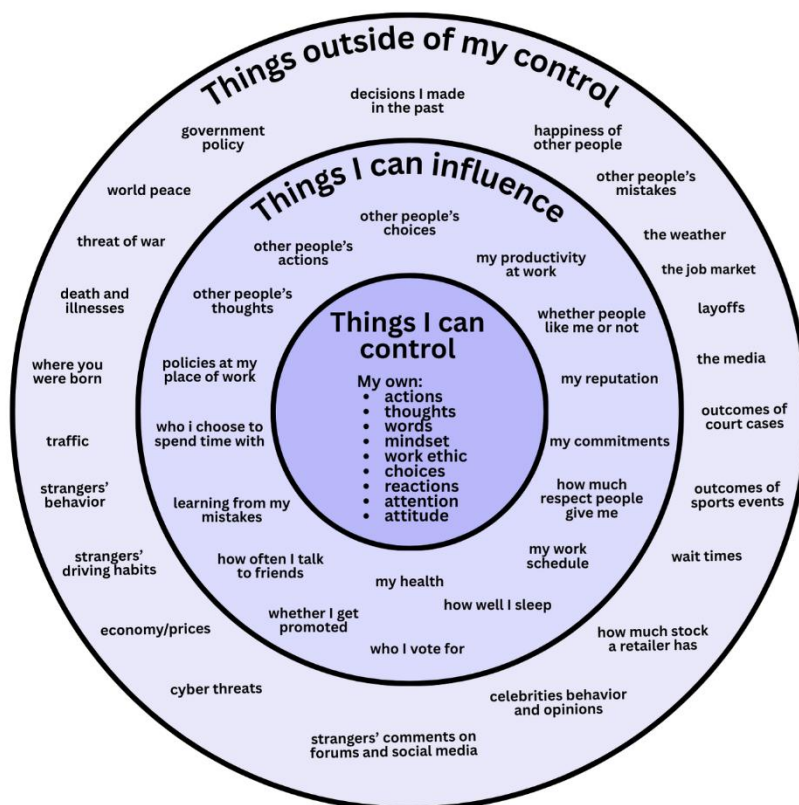This is Meyers Briggs - https://www.myersbriggs.org/my-mbti-personality-type/the-16-mbti-personality-types/

Here is the IBMS mentoring scheme link: https://www.ibms.org/my-ibms/mentoring-scheme.html

If you need a framework to challenge some behaviours with colleagues, you can refer to the HCPC Standards of Conduct Performance and Ethics:

https://www.hcpc-uk.org/standards/standards-of-conduct-performance-and-ethics/

Things you can control and influence:

OUT OF MY CONTROL

IN MY CONTROL

- My thoughts & actions
- What I give my energy to
- How I speak to myself
- The goals I set
- How I spend my free time
- How I handle challenges
- My boundaries

The actions of others

The outcome of my efforts

The past

The future

The opinions of others

How others take care of themselves

What happens around me

What other people think of me

mindfulenough__ __MINDFULENOUGH__

Things outside of my control

- decisions I made in the past
- government policy
- happiness of other people
- world peace
- other people's mistakes
- threat of war
- the weather
- death and illnesses
- the job market
- where you were born
- layoffs
- traffic
- the media
- strangers' behavior
- outcomes of court cases
- strangers' driving habits
- outcomes of sports events
- economy/prices
- wait times
- cyber threats
- how much stock a retailer has
- celebrities behavior and opinions
- strangers' comments on forums and social media

Things I can influence

- other people's choices
- other people's actions
- my productivity at work
- other people's thoughts
- whether people like me or not
- policies at my place of work
- my reputation
- who i choose to spend time with
- my commitments
- learning from my mistakes
- how much respect people give me
- how often I talk to friends
- my work schedule
- my health
- whether I get promoted
- how well I sleep
- who I vote for

Things I can control

My own:
- actions
- thoughts
- words
- mindset
- work ethic
- choices
- reactions
- attention
- attitude

Outside of My Control:

If I can't control or influence it, can I accept it?
- Factors outside of your control
- They concern and affect you, but you can't do something about them.

In My Influence:

If it's not in my control can I exert influence on it?
- Factors involving other people or situations you can interact with that you may have some influence however you do not control the outcome.
- Focus on factors you can influence that largely impact you while accepting you cannot control the outcome.
- Accept where you have limited influence and direct your attention elsewhere.

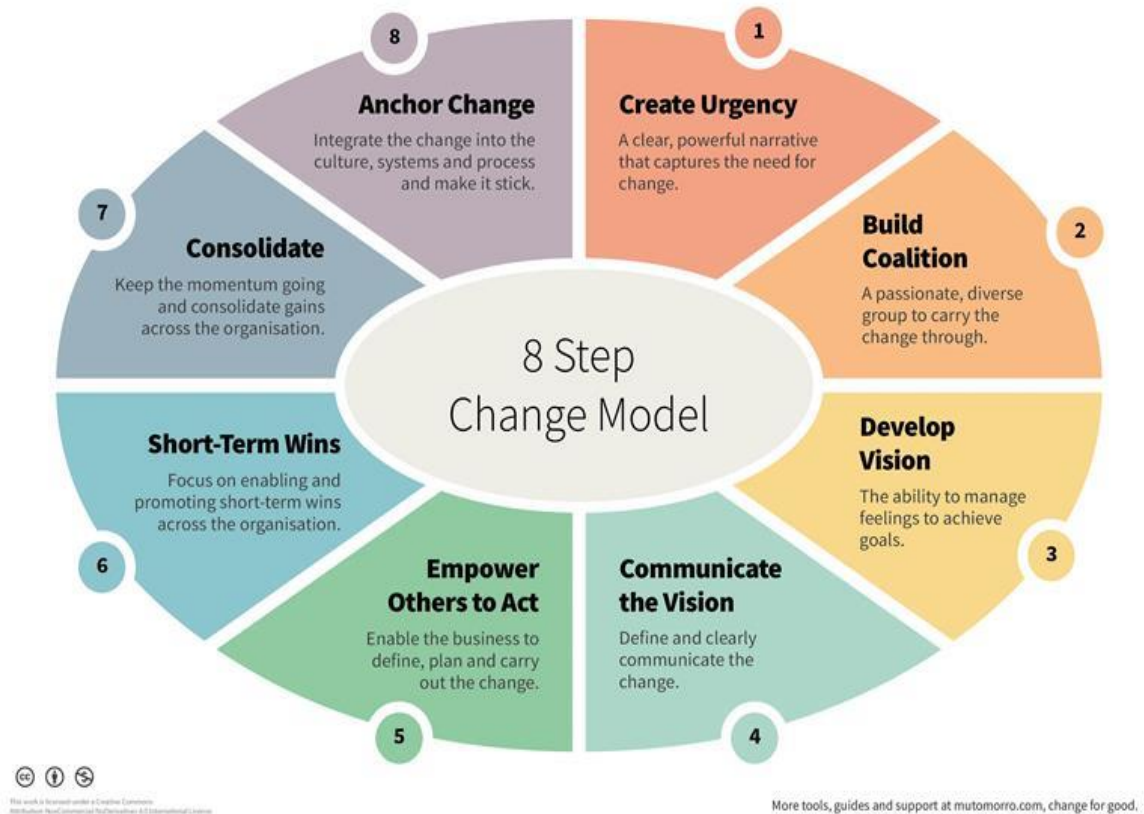**In My Control:**

Is it in my control?
- Factors that are directly within your control. They mainly concern you and only you can change them.
- Direct most of your time and energy to these factors to create more security.

Leading Change:

https://www.kotterinc.com/methodology/8-steps/

Mairiead recommended Derek Mowbray books:

https://www.amazon.co.uk/stores/Derek-Mowbray/author/B00CF6LT66?ref=dbs_a_mng_rwt_scns_share&isDramIntegrated=true&shoppingPortalEnabled=true

Action planning

Background information: Key elements of action planning:

- **Setting SMART goals:** Goals should be Specific, Measurable, Achievable, Relevant, and Time-bound.

- **Identifying tasks:** Break down the goal into smaller, manageable steps.

- **Allocating resources:** Determine what is needed to complete each task (e.g., time, budget, personnel).

- **Setting deadlines:** Establish timelines for each task and the overall goal.

- **Monitoring progress:** Regularly track your progress and make adjustments as needed.