



ALD
Academic Leadership
Development

Weekly Sessions with Academic Leaders
May 18 | Finding Joy in/at Work
Summary

Readings: [Productivity and Happiness Under Sustained Disaster Conditions](#) &
[Does Joy in Work Matter During a Pandemic](#)

Three core components of finding fulfillment, contentment, and joy

- Safety and security needs are met
- Sense of satisfaction with the level of meaningful connection to others
- Sense of competence and effectiveness in their work
- Sense of autonomy

In what ways can we create an environment where these core components are in place for our team?

- Lead with transparency
- Lead with shared governance
- Open the door for feelings and experiences to be shared
- Ask people for their input, especially on decisions that will affect them and their work
- Give specific and sincere praise, make sure people know they are seen and appreciated

Silver Linings

- The return to student focus has been refreshing
- Being able to pop in/out of meetings without travel time allows me to make it to more meetings
- Seeing people step up and lead in ways they normally wouldn't
- The resilience and endurance people have shown has been impressive and inspiring
- I've been stretched in new ways and I can see that I'm growing as a leader because of it
- I've appreciated seeing judgment and the hypercritical nature of academia take a back seat to humility and compassion
- Having a good reason to do more frequent check-ins has led to a greater depth of relationships, more vulnerability, understanding, and trust, and better problem solving on my team
- This crisis has produced a stronger shared identity – I've never felt more solidarity with the leadership of the institution or a greater connection to and pride in the overall vision & mission

Questions to Consider

- What aspects of your job do you most value or find most fulfilling?
- What aspects of your leadership do the people you lead most value and appreciate?
- What do you want to be known and remembered for as a leader in this moment? How will people remember your leadership during this time?