



# BHS A.S.S.I.S.T. Spotlight

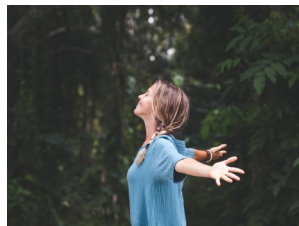
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How to Empower Others at Work

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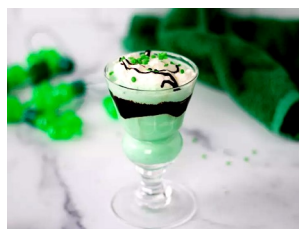
Finding Fulfillment

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Busy Families: Establishing a Morning Routine

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## How to Empower Others at Work

When people feel empowered in the workplace, they are more likely to take ownership of their work, contribute innovative ideas and have positive attitudes. People who are empowered in the workplace feel trusted, which is one of the biggest factors in feeling respected by their workplace. Respect breeds respect, and a lot of employers who take conscious steps to respect their employees find they are given markedly more respect in return.

A sense of empowerment in the workplace is vital for creating a positive and thriving work environment. By recognizing the consequences of a disempowering workplace, understanding the factors that contribute to feelings of disempowerment and implementing strategies for empowerment, both leaders and employees can contribute to fostering a culture of empowerment. There are steps everyone can take to empower others and feel empowered themselves.

### How to Empower Others at Work as an Employee

As an employee, you can play a role in empowering yourself and others. Take initiative and be proactive in seeking out opportunities to contribute and learn. Build positive relationships with your coworkers, support and encourage their ideas and provide constructive feedback. Share your knowledge and expertise with others, fostering a collaborative and supportive environment.

Recognize and appreciate the contributions of your teammates, promoting a culture of recognition and appreciation. Culture is more effectively built from the ground up, so engaging in good faith with the management strategies will help the entire organization move forward.

### How to Empower Others at Work as a Leader

A key strategy is building systems that allow people to fail safely. A culture in which all ideas can be voiced safely encourages people to swing for the fences, being ambitious and confident. A lot of "management speak" centers on "blue-sky thinking" and "no bad ideas," but actually following through and supporting people when they contribute things that may be unworkable, without condemnation, can be tougher in situations of stress.

It's also vital to recognize and celebrate achievements. This can mean a regular shoutout of successes or even just admirable efforts. Offering opportunities for skill development and growth, allowing employees to expand their capabilities and take on new responsibilities, makes employees concretely invested in the success of any project.

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## Finding Fulfillment

While success can be seen and judged by others, fulfillment is an internal experience. It's the feeling that comes from living by your most important values and following a path in life that has meaning to you and brings you joy.

Life has its ups and downs. It's healthy to experience a wide range of emotions in response to the circumstances of your life, from happiness, excitement and comfort to fear, disappointment, and grief. Seeking fulfillment isn't the same as striving for happiness. Finding fulfillment takes the maturity to accept and appreciate all your emotions while dealing with what life brings to you by acting as the best version of yourself.

### How can you find more fulfillment in life?

**Consider what's most important to you:** Think about times in your past when you've felt deep joy and a sense of fulfillment. These experiences of fulfillment can be clues to your values, what's important to you, and what brings you joy.

**Notice the good in your life:** Shift from thinking about what should happen or the way you want things to be, and notice the good in the way things are. Focus on appreciating what you have and what's good about your life right now. Learn to find joy in small pleasures.

**Notice what brings you joy:** You probably spend much of your time doing what others expect and need from you. Sometimes those activities are deeply satisfying, and sometimes they aren't.

**Spend time with people who bring out the best in you:** Pay attention to how you feel and act when you're with other people. Cultivate your most positive relationships. Mutually rewarding human connections are important to experiencing a sense of well-being and fulfillment.

**Be open to change:** Notice and look for opportunities in changes in the world around you. Work on changing yourself for the better, too. Be a lifelong learner and try new experiences. Learn better ways to communicate and manage your emotions.

**Help others:** Give something of yourself to improve the lives of others. You might do that by mentoring a work colleague, volunteering in your community, helping an older neighbor or doing simple acts of kindness.

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## Busy Families: Establishing a Morning Routine

Don't worry, it's not just you: mornings are pretty much the busiest times for any family. The whirlwind of preparations before the dash out the door to work, school or child care can be hectic to put it mildly. But with a little advanced planning, there are ways to keep it simple, get organized and reduce stress during the household morning rush hours:

**Start your morning routine the night before.** Just before bedtime, to talk with your child about how the day went and what's next for tomorrow.

**Use a schedule, timer, and calendar.** A dry-erase board or picture chart is a great way to remind your children of daily routines. Looking at a calendar together on Sunday nights will help you all prepare for the week's events.

**Devote some time to breakfast together.** Try to take at least 15 minutes to eat your morning meal as a family at least once a week.

**Give yourselves more time in the morning.** Getting everyone up 30 minutes earlier can make an incredible difference. If your kids move at different speeds in the mornings, staggering wake-up times may make things easier, too.

**Eliminate any unnecessary distractions.** Do not turn on the television! A radio is a better choice for the morning news, or to check on the weather and potential school cancellations.

**Put stuff by the door (and in the car).** Have all backpacks, books, jackets, instruments, after-school supplies, and so on in a designated spot by the front door for easy pickup. Then, put an extra pair of shoes, a jacket and a nonperishable lunch in the car... just in case!

**Personalize morning rituals.** Make mornings special by waking up with a song, phrase or silly way of greeting the day.

### RECIPE: Shamrock Shake • 10 Minute Prep Time

**Ingredients** • 2 cups vanilla ice cream • ¼ teaspoon mint extract, or more to taste • 9 drops green food coloring • 2 tablespoons chocolate syrup, or to taste • 2 tablespoons whipped cream, or to taste • ½ teaspoon green decorator sugar, or to taste

**Instructions** • Blend ice cream, milk, mint extract, and food coloring together in a blender until smooth • Drizzle chocolate syrup around the inside of 2 tall glasses; pour shake into the glasses. Top with whipped cream and green sugar.

