

Dialogue cards

on managers' well-being

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Arbejds miljø
Velfærd og Offentlig administration

STARTER CARD

Dialogue cards on managers' wellbeing

This set of dialogue cards contains 14 cards with questions on managers' well-being.

Take a random card or choose one that seems particularly relevant right now and start the dialogue.

The cards can be used in several ways:

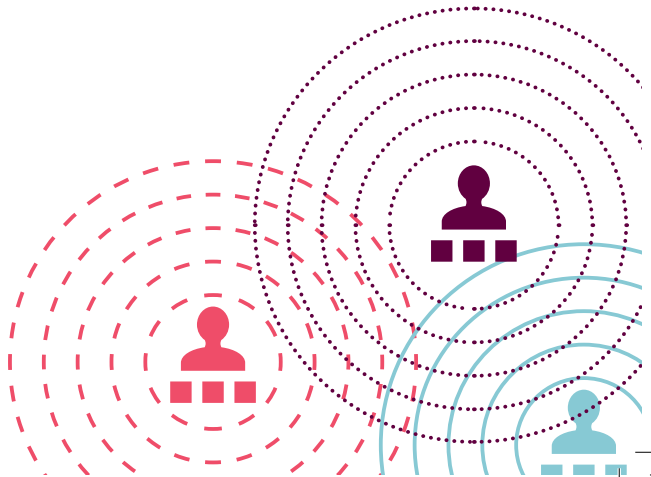
- Alone for your own reflections or with your mentor/supervisor/coach.
- With a colleague, helping you both reflect, perhaps on a walk
- In a networking group to start reflection and sparring.

BFA (Danish Working Environment Authority) has developed these dialogue cards to focus on managers' well-being and to initiate dialogue with others. It is all about the role of the manager, relationships with employees and other managers and relations with a line manager. This process is aimed at managers working in Welfare and Public Administration, employee/ coordination committees, occupational health and HR in BFA's offices.

Visit www.godtarbejdsmiljo.dk/ledertrivsel for more on BFA's tools on managerial wellbeing and occupational health.

CARD 1

- How do you think demands on managers will change over the next 3-5 years?
- What impact will this have on your work and role?



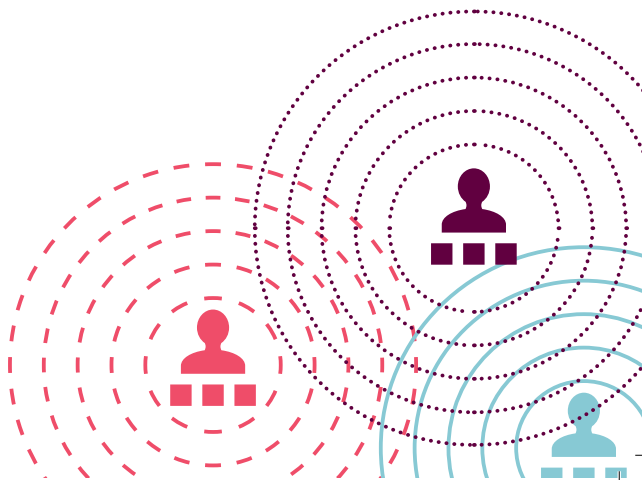


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CARD 2

- What do you emphasize when having to manage yourself?
- What do you emphasize when having to manage other people?
- What do you emphasize when other people manage you?



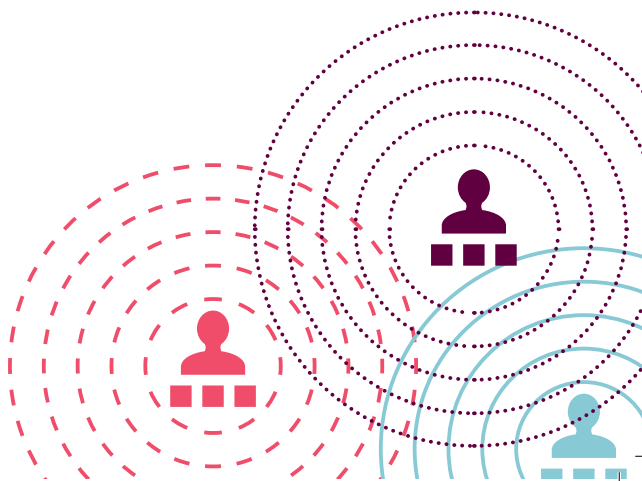


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CARD 3

- What do you do to promote better well-being in your workplace?



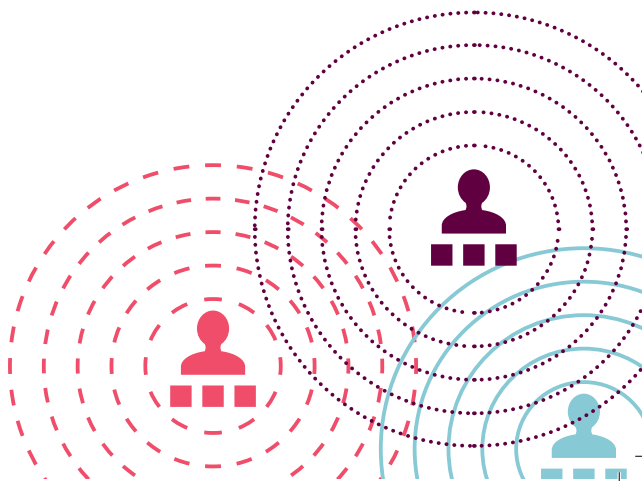


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CARD 4

- Are you satisfied with your work-life balance?
- What works especially well?
- Is there anything you would like to change?



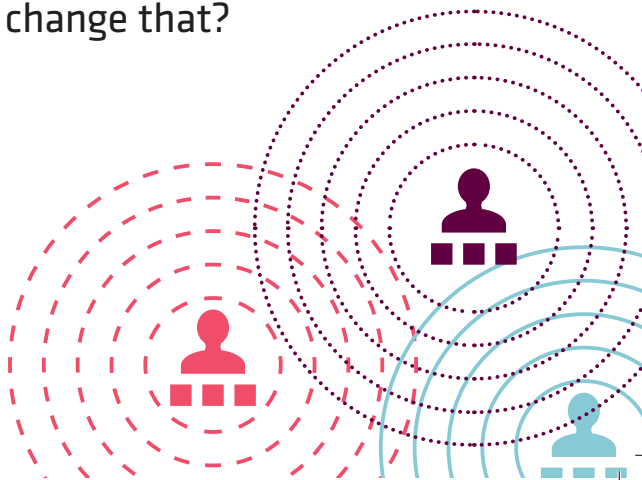


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CARD 5

- Do you feel that there are clear expectations for how you work?
- Are there cross-pressures or conflicting demands that challenge your ability to thrive and be a successful manager?
- What opportunities do you have to change that?



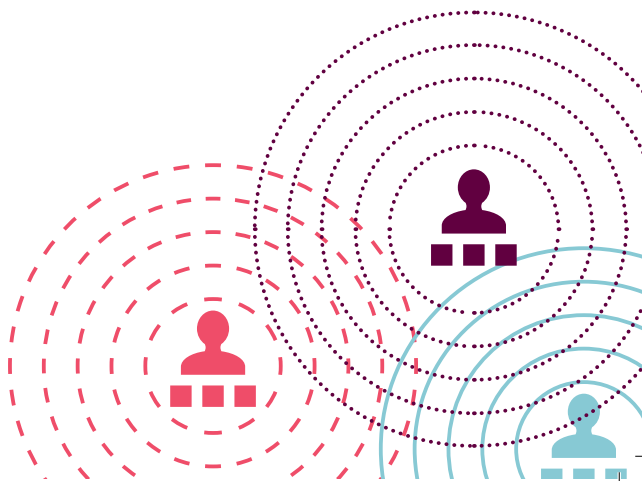


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CARD 6

- What use do you make of your own manager for sparring and clarification of your management space/scope?
- What do you do to make your manager better at managing you?



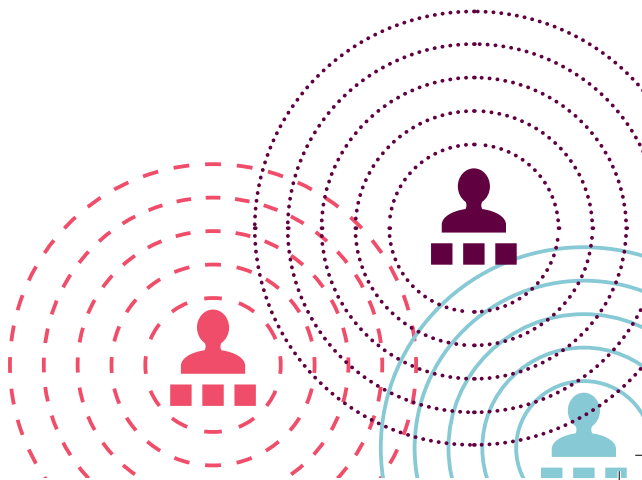


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CARD 7

- Do you have a network or a sparring partner for sparring on your role as a manager?
- What use do you make of your network and sparring?



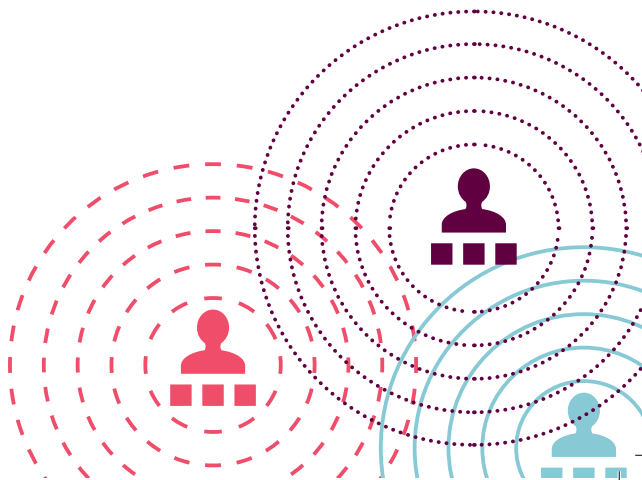


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CARD 8

- What works best these days in your relations with co-workers?
- How do you think your staff would answer the same question?



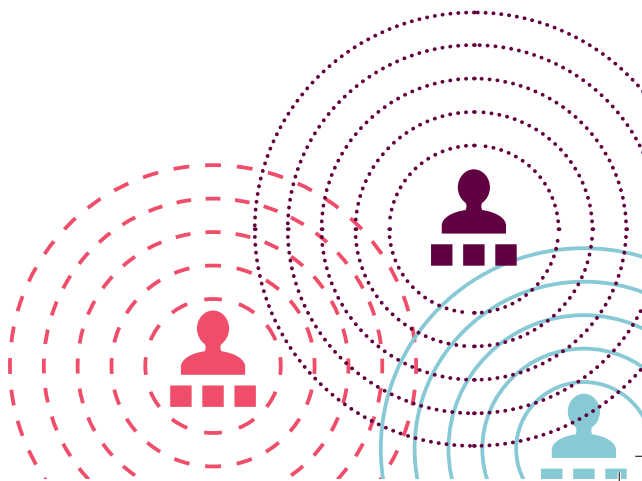


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CARD 9

- What will you be doing in 5 years?
- What would you consider
 - if you change jobs?
 - if you stay in the same job?



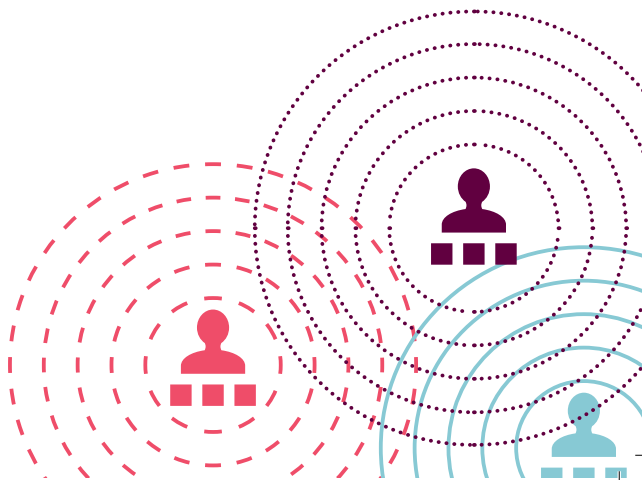


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CARD 10

- How do you address managers' well-being in your workplace?
- What wishes do you have for the work you do in future?
 - and who could you tell about them?





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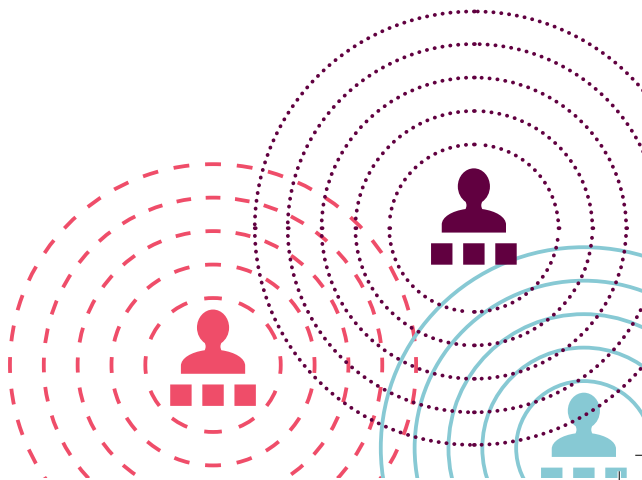
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CARD 11

- Tell us about a good experience you have had as a manager in your workplace.

and/or

- Tell us about the last time you had a good laugh at work.



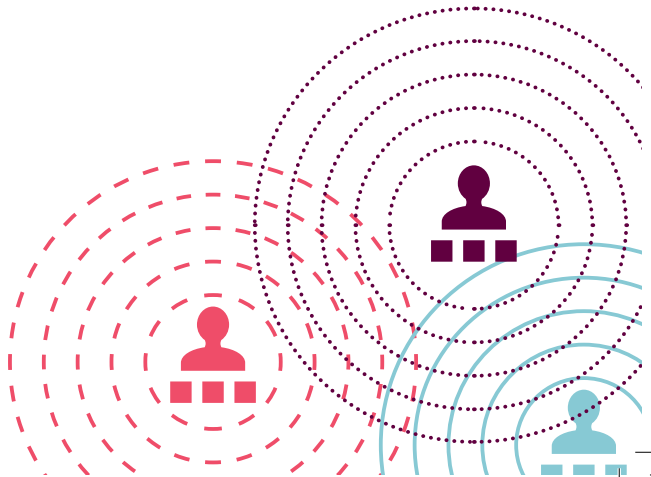


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CARD 12

- What is your most important task as a manager?
- How successful have you been in prioritizing it in practice?



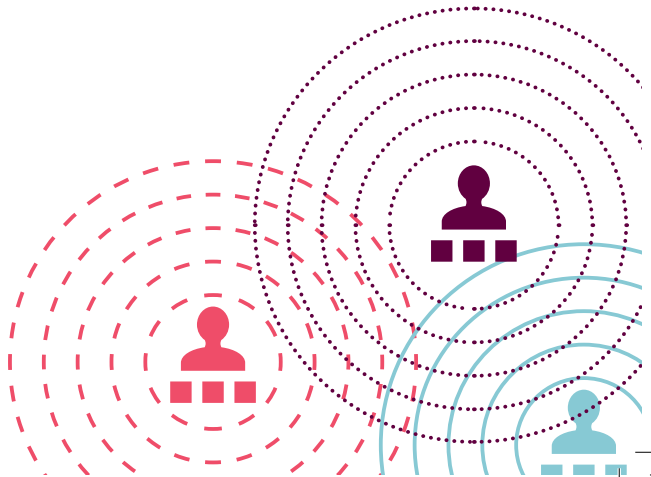


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CARD 13

- What would you not like to do without
... in your role as a manager?
... at work in general?
- How significant is your profession
for your management style?



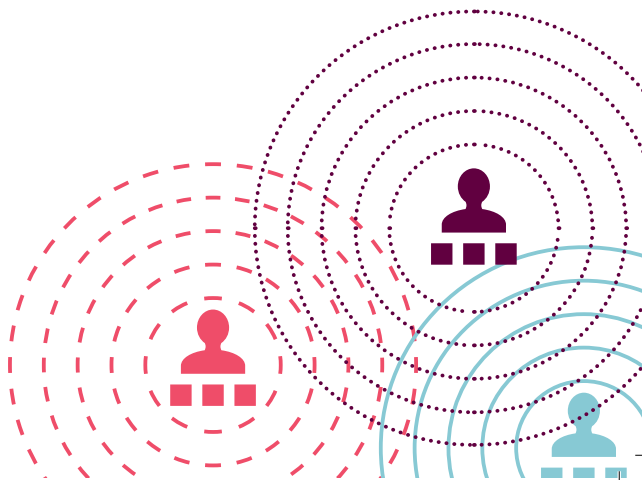


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CARD 14

- What do you associate with good leadership?
- What do you expect of yourself as a manager?
- How has your experience of leadership been?





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FINAL CARD

Did the dialogue process give you the chance to:

- Reflect on your own practice?
- Think that you need to do something more – or start on – in your management team?
- Or discuss in your network or talk to your manager about?





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