

Resources for Professional and Personal Growth

At Mon Health, we believe that individual professional and personal growth are key contributors to our collective success. Our providers are the heart of everything we do, and empowering you with the tools for continuous development is one of our core values. Whether you're looking to enhance your leadership skills, improve your well-being, or broaden your professional expertise, we've curated a collection of resources to support you at every stage of your journey.

These resources are designed to support professional growth in leadership and management and personal development, fostering a holistic approach to success within our organization.

Emotional Intelligence

- **[Emotional Intelligence Explained by Daniel Goleman](https://youtu.be/auXNnTmhHsk?si=iTly848j3Whgi5Rz)**
This video features Daniel Goleman, the pioneer of emotional intelligence (EQ), explaining the components of EQ—self-awareness, self-regulation, motivation, empathy, and social skills. Goleman discusses how these elements contribute to leadership effectiveness and personal relationships.
Web address: <https://youtu.be/auXNnTmhHsk?si=iTly848j3Whgi5Rz>
- **[The Power of Emotional Intelligence](https://youtu.be/tGdsOXZpyWE?si=ju5eKxZmzhKH7RHL)**
This video provides a visual overview of emotional intelligence and its impact on leadership and teamwork. It highlights why emotional intelligence is crucial for personal and professional success, particularly for leaders.
Web address: <https://youtu.be/tGdsOXZpyWE?si=ju5eKxZmzhKH7RHL>

Asking for Feedback

- **[How to Ask for Feedback That Will Actually Help You](https://hbr.org/2014/12/how-to-ask-for-feedback-that-will-actually-help-you?trk=article-ssr-frontend-pulse_little-text-block)**
This article from Harvard Business Review guides professionals on asking for feedback in ways that generate constructive and actionable insights. It provides techniques to frame questions and create a feedback-friendly environment.
Web address: https://hbr.org/2014/12/how-to-ask-for-feedback-that-will-actually-help-you?trk=article-ssr-frontend-pulse_little-text-block
- **[Why Executive Leaders Need Feedback](https://www.mckinsey.com/featured-insights/leadership/top-executives-need-feedback-and--heres-how-they-can-get-it?trk=article-ssr-frontend-pulse_little-text-block)**
McKinsey explores why top executives often lack candid feedback and how they can actively seek it to improve their leadership. It discusses common barriers and offers solutions to create a culture of continuous feedback at the executive level.
Web Address: https://www.mckinsey.com/featured-insights/leadership/top-executives-need-feedback-and--heres-how-they-can-get-it?trk=article-ssr-frontend-pulse_little-text-block
- **[Why People Crave Feedback—and Why We’re Afraid to Give It](#)**
This article explores the psychology behind feedback, explaining why people seek feedback to improve and are reluctant to give it. It also explores how to overcome this hesitation and build a feedback-rich culture.

- **[3 Words to Improve Your Resilience at Work](#)**
This article offers simple, actionable advice on improving resilience in the workplace. It focuses on adaptability, persistence, and optimism, which help employees navigate setbacks and thrive in uncertain environments.
Web address: <https://hive.com/blog/resilient-at-work/?trk=article-ssr-frontend-pulse> little-text-block
- **[To Be a Great Leader, You Need the Right Mindset](#)**
This Harvard Business Review article explains how cultivating the right mindset—open, growth-oriented, and resilient—is essential for effective leadership and long-term success.
Web address: <https://hbr.org/2020/01/to-be-a-great-leader-you-need-the-right-mindset?trk=article-ssr-frontend-pulse> little-text-block

Time Management

- **[One CEO's Approach to Managing His Calendar](#)**
This article explores how a CEO optimizes time management by carefully structuring his calendar to balance strategic work, meetings, and personal time. It offers practical tips for busy professionals on managing their schedules effectively.
Web address: <https://hbr.org/2018/07/one-ceos-approach-to-managing-his-calendar?trk=article-ssr-frontend-pulse> little-text-block
- **[How to Master the Art of Delegation](#)**
This Forbes article breaks down the essential skills for effective delegation, highlighting how leaders can entrust tasks to others while maintaining accountability, ensuring team growth, and reducing personal workload.
Web address: <https://www.forbes.com/sites/forbescoachescouncil/2022/05/11/how-to-master-the-art-of-delegation/?sh=7edad095cb32>
- **[70 Percent Rule | Jocko Willink](#)**
In this video, leadership expert and former Navy SEAL Jocko Willink explains the "70 Percent Rule." He advocates that when making decisions, leaders should not wait for 100% of the information to take action, as waiting too long can lead to missed opportunities. Willink suggests that 70% of the information is usually enough to move forward, and decisiveness is key to strong leadership.
Web address: <https://youtu.be/76lle6IMd2o?si=kCgR7f28J2Eh6Uhx>
- **[The Five Levels of Delegation | Michael Hyatt](#)**
In this video, Michael Hyatt outlines five distinct levels of delegation that leaders can use to assign tasks to their teams. Ranging from "do exactly what I say" (Level 1) to "make the decision and take action" (Level 5), the video explains how leaders can progressively grant autonomy, build trust, and empower their teams while maintaining accountability.
Web address: https://youtu.be/lz3FX8u_kLs?si=BqyDydYUrKRONlwZ

Team Accountability

- **[How to Hold Your Team Accountable with Compassion, Not Fear](https://hbr.org/2023/02/hold-your-team-accountable-with-compassion-not-fear?trk=article-ssr-frontend-pulse)**
This resource from Harvard Business Review explains how leaders can maintain accountability within their teams while fostering a culture of trust and compassion. It focuses on positive reinforcement and empathetic communication.
Web address: <https://hbr.org/2023/02/hold-your-team-accountable-with-compassion-not-fear?trk=article-ssr-frontend-pulse> little-text-block
- **[Secrets of Successful Teamwork: Insights from Google](https://www.youtube.com/watch?v=hHlikHJV9fl)**
This video shares insights from Google's research on what makes teams successful, highlighting the importance of psychological safety, dependability, structure, and clarity within teams.
Web address: <https://www.youtube.com/watch?v=hHlikHJV9fl>

Leading the Organization

- **[How to Improve Your Work Relationships](https://fisher.osu.edu/blogs/leadreadtoday/contracting-how-improve-your-work-relationships?trk=article-ssr-frontend-pulse)**
This article offers tips on improving workplace relationships through better communication, conflict resolution, and mutual understanding, helping leaders and teams collaborate more effectively.
Web address: <https://fisher.osu.edu/blogs/leadreadtoday/contracting-how-improve-your-work-relationships?trk=article-ssr-frontend-pulse> little-text-block
- **[Understanding the Importance of Peer Relationships at Work](https://www.wrike.com/blog/importance-of-peer-relationships-at-work/?trk=article-ssr-frontend-pulse)**
This blog explores the benefits of strong peer relationships in the workplace, emphasizing their role in fostering a collaborative and productive work environment.
Web address: <https://www.wrike.com/blog/importance-of-peer-relationships-at-work/?trk=article-ssr-frontend-pulse> little-text-block
- **[The All-Purpose Power of Follow-Up and Follow-Through in the Recipe for Success](https://www.forbes.com/sites/forbescoachescouncil/2020/03/03/the-all-purpose-power-of-follow-up-and-follow-through-in-the-recipe-for-success/?sh=5d6404ae5124&trk=article-ssr-frontend-pulse)**
A Forbes article stresses the importance of follow-up and follow-through in leadership and management to build trust, accountability, and sustained organizational success.
Web address: <https://www.forbes.com/sites/forbescoachescouncil/2020/03/03/the-all-purpose-power-of-follow-up-and-follow-through-in-the-recipe-for-success/?sh=5d6404ae5124&trk=article-ssr-frontend-pulse> little-text-block
- **[Why Invest in Setting the Stage for Important Meetings?](https://www.forbes.com/sites/georgebradt/2017/10/25/why-invest-in-setting-the-stage-for-important-meetings-because-everything-communicates/?sh=6599852a27fb)**
This article outlines how leaders can set the right tone for essential meetings to maximize impact, engage participants, and ensure clear communication.
Web address: <https://www.forbes.com/sites/georgebradt/2017/10/25/why-invest-in-setting-the-stage-for-important-meetings-because-everything-communicates/?sh=6599852a27fb>

Change Management

- **[How to Make Change Less Painful](#)**

Harvard Business Review explains techniques to make organizational changes smoother and less stressful. It discusses preparing teams for transitions, fostering buy-in, and reducing resistance.

Web address: https://hbr.org/2022/04/change-is-hard-heres-how-to-make-it-less-painful?trk=article-ssr-frontend-pulse_little-text-block

- **[All Management is Change Management](#)**

This article emphasizes that every aspect of management involves change management. It provides strategies for leading change effectively, aligning teams with new initiatives, and sustaining momentum.

Web address: https://hbr.org/2017/10/all-management-is-change-management?trk=article-ssr-frontend-pulse_little-text-block