Cognitive Dissonance

Solutions are available for Jack's cognitive dissonance. There are positive directions Jack may explore to help with the acceptance of his diagnosis. Jack must realize his cognitive dissonance, and work on the basics to solve it - he has to change his beliefs, his actions or how he perceives his actions (Lawler 2019). Jack can work on his health, taking his medication and exercising, and can also motivate his team to get involved in the process. Jack can work on a comprehensive work health program, for himself and his team. Items in the program would include:

1. Preparing and distributing a list of healthy dining options close to the office

2. Providing discounts for health foods sold at work

3. Promoting healthy habits such as

    a. Coordinating and marketing running and walking clubs, including other sports if popular

    b. Arranging for bike racks and providing "bike to work" promotional materials

    c. Starting a Smoke-Free policy for work and providing cessation resources

    d. Encouraging stairwell use by providing posters for display in strategic locations, and challenges for motivation

    e. Negotiating corporate discounts for health club memberships (Aldana, 2018)

There are certain potential causes in Jack's disturbance of self-concept. His previously good health habits, combined with his leadership role at work, can easily create dissonance when receiving bad health news. Jack is typically in control, and helps others with their goals, and

probably does not typically fail, or experience problems like his current health situation. Behaviors related to self-disclosure and time can play a role in helping Jack to accept and live with his diagnosis. **Self-disclosure is how much** individuals share personal information with others (Saylor Academy 2012), the amount of sharing, and its personal importance, including sensitive information like health diagnosis. In some cultures, time is associated with efficiency and effectiveness (Saylor Academy 2012), and Jack has to remember to maintain a balance between his time spent at work, and on his health.

Communication plays an important role in in Jack's overall acceptance. Utilizing his health experience to implement a work health and wellness program is a great solution to allow him to communicate his current health situation with a purpose, helping him resolve his cognitive dissonance by turning his health issues into an opportunity. He can help his own health and his teams, and also achieve his own goals, thereby resolving the dissonance and returning to his self-concept of a leader who helps others achieve their goals (University of the People Case Study 2010).

As a leader, Jack can engage his team in this new healthy lifestyle while respecting his privacy - he does not have to reveal any specifics about his cholesterol or lipid levels. General discussion about his realization of the importance of health would be enough of an introduction to kick off the health and wellness plan.

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