

# WELLNESS & SELF CARE – AN UPDATE

Practicing Wellness and Self-Care in Uncertain Times

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# Setting Intentions

- A self-interactive, dynamic discussion of wellness, self care, and balance. Let's come away with a deeper understanding of the importance of focusing on our self first and foremost, then the obligation or the task we are facing, and finally the influence and impact on our community at large.
  - ▣ This is especially true for managers, leaders, and executives.
- We are in the midst of figuring out the who, what, where, how, and what-the-heck. Let's be present and hold space with each other.

# What to Expect from Today's Holding Space

- a refreshed definition of wellness, burnout, and balance.
- three ways to approach being “well”.
- ways to recognize burnout / exhaustion / withdrawal of teams and/or team members, partners, each other.
- how to engage and connect with each other.



# Defining “wellness” / Being “well”

- “the state of being in good health, especially as an actively pursued goal” (google)
- Seven dimensions of wellness: physical, social, emotional, spiritual, environmental, occupational, and intellectual
- “an active process of making choices towards a healthy and fulfilling life” (muncie journal)
- “a dynamic and process of change and growth...not merely the absence of disease or infirmity” (muncie journal)

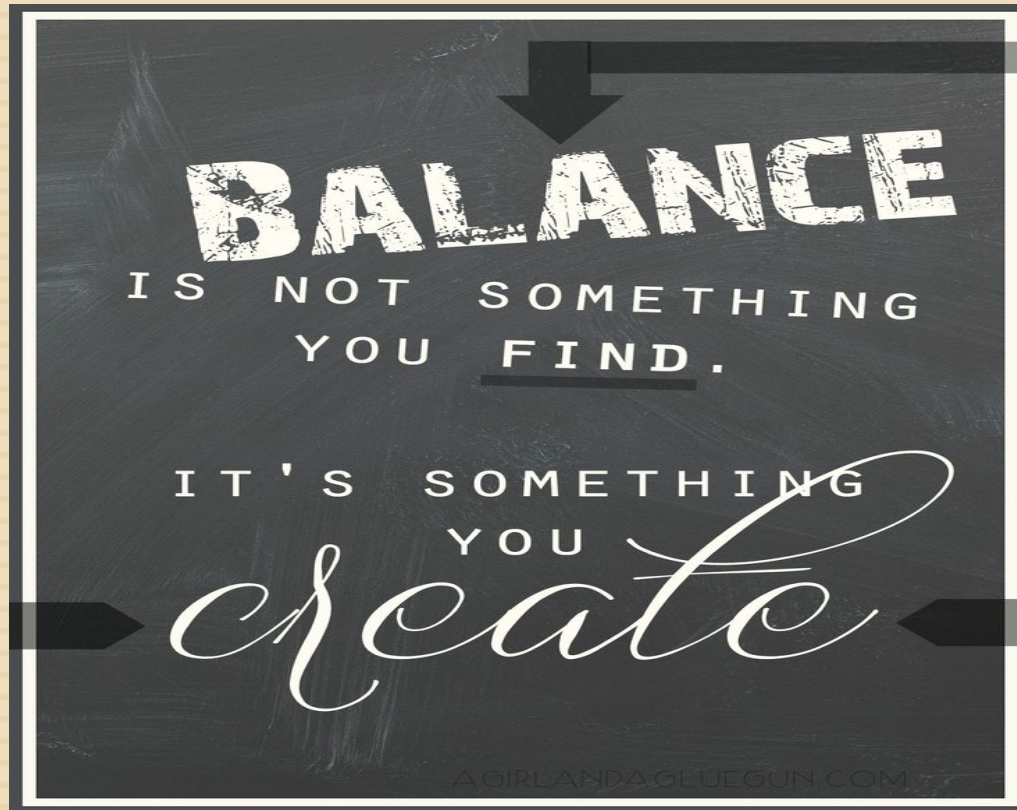
# how do I know if I am experiencing burnout?

□ defined as:

“a special type of workplace stress – a state of physical or emotional exhaustion that also involves a sense of reduced accomplishment and loss of personal identity.”

□ The Mayo Clinic, 11/2018





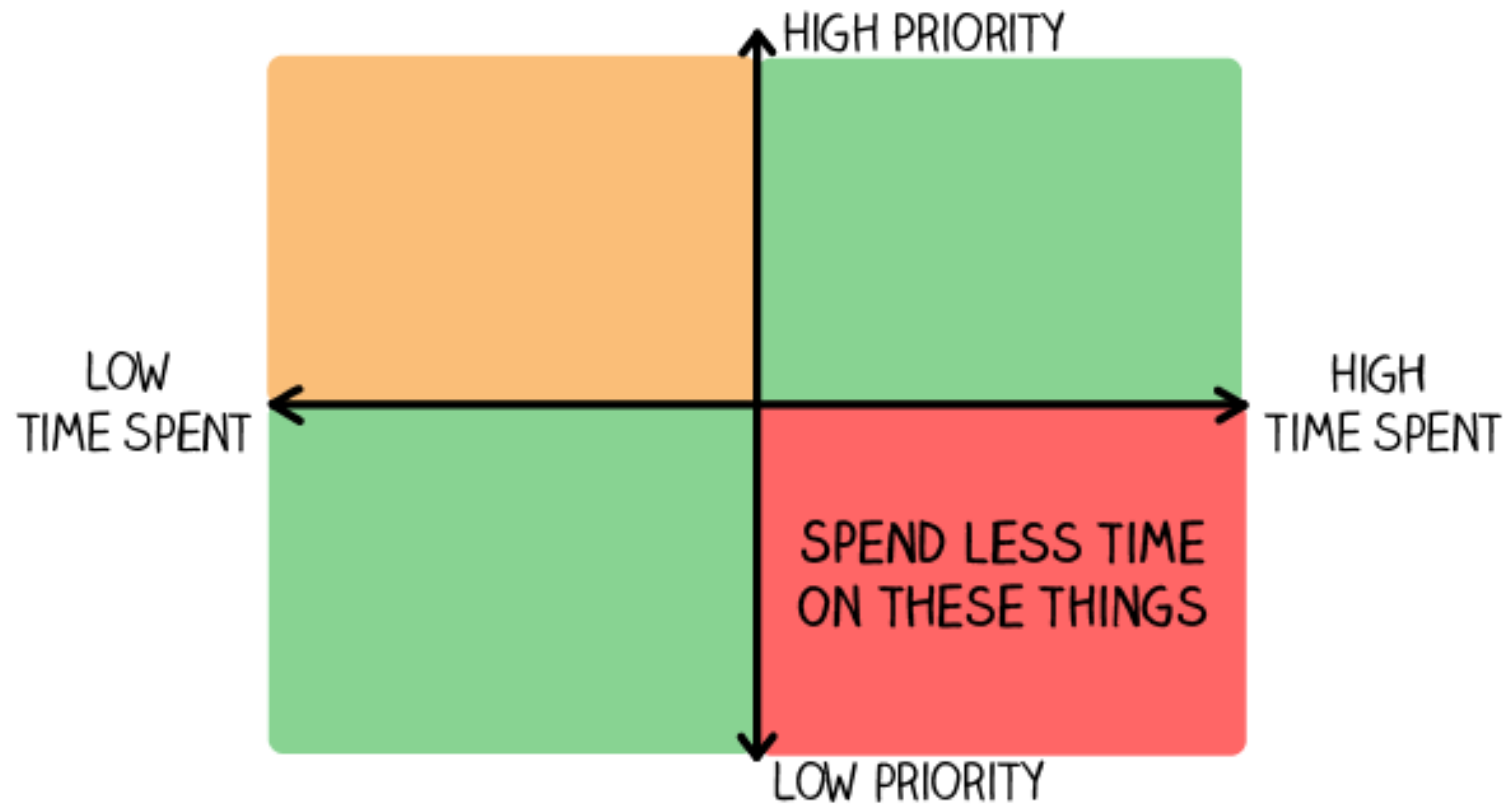
Balance is not better time management, it's better boundary management.

“You have time for everything you make a priority, but this does not mean you can prioritize everything. Choose your priorities wisely.”

-Unknown



FREE YOUR TIME FROM EXISTING COMMITMENTS  
THAT AREN'T A PRIORITY





## Thought Challenge: Making Change

- What might help me move through this challenge more efficiently?
- How might I change to implement or influence this change process?
- Who else is required to make this happen?
- What needs to be in place?



# Moving beyond “Wellness”



# Be responsible/responsive

- In working from home, set yourself up for success by communicating with your team / boss / superior / admin / partners / groups / clients. Do this as frequently as necessary to ensure that you can feel confident that you are well informed.
- If you are furloughed or laid off, take a few steps each day to check your UI claim, check with your representatives (union or otherwise), send follow up emails/leave messages. Do this even though you do not want to or feel fatigued by it.
- Crisis/Essential workers, create your support check in teams. This can be other coworkers, your boss, your leadership. Use them.

# Be respectful

- Understand that this is a new version normal, and as we know right now, is temporary.
- Even if you are an essential worker and going to work every day, things are not the same as they were a month or six weeks ago. Understand that work is going to feel different. Be patient and kind with yourself and each other. This may not be the time to be really hard on yourself.
- Exercise compassion for each other. If you think you are doing this already, stop and consider how you might do that more.
- Be careful and aware of what you are experiencing through this crisis, and how it might be influencing your reactions to each other (especially when you are in leadership).

# Be reputable

- Stand true to your word. Be reliable and accountable.
- Let someone know if you have had enough. Be open and capable of being clear about your needs. (and, know your needs!)
- Honor the advice or guidance they give you. Sometimes it's hard for us front line and support staff to look in the mirror and be honest with ourselves.
- Knowing yourself is an incredible gift. Spend a few minutes each day honoring how hard you are working to stay committed to your work!

# Be resilient

- This. Is. Temporary. (from what we know right now.)
- We will get through this.
- We are stronger together.
- The earth is healing, and we will be forever changed by the lessons that we learn from this.
- Your routine may save your sanity.

# A few thoughts for Leadership

- You are strong and capable. You can do this.
- Creating a routine will make your days feel less chaotic. Remember – creating a routine does not mean doing every thing, every day.
- We have each other, so lean on each other. Ask for help or have a conversation with someone who can provide a kind ear for you.
- Be realistic about what you can and cannot do. A global pandemic does not mean we are all superheroes overnight.
- Listen to your team and hear what they are telling you, and read between the lines of what they are not saying.

# Symptoms to watch out for in our Staff

- ❑ Feeling “tired” or “drained”.
- ❑ Every day is a “bad” or “rough” day.
- ❑ Feeling as if nothing I/we do is meaningful or impactful.
- ❑ Caring about work / home life feels like a total waste of energy.
- ❑ Withdrawal behaviors.
- ❑ Frequent missed days of work.





# Symptoms to watch for in Ourselves



- Impatience
- Feeling like a failure
- Self doubt
- Avoidance
- Decreased satisfaction
- Feeling helpless or trapped
- Isolation
- Leaving early / arriving late

# Stress versus Burnout

## Stress

- ❑ Over-engagement
- ❑ Over-reactive emotions
- ❑ Feels urgent / hyperactive
- ❑ Loss of energy
- ❑ Feels heavy physically
- ❑ Could kill you prematurely

## Burnout

- ❑ Dis-engagement
- ❑ Blunted emotions
- ❑ Feels helpless / hopeless
- ❑ Loss of motivation, hope
- ❑ Leads to depression / detachment
- ❑ Feels heavy emotionally
- ❑ May feel like life is not worth living

# What do I do next?

- Take a deep breath. You can do this!
- Recognize the difference between initial notice, urgent and emergency.
- Alter yourself first, especially as a leader. Do you need to change your perspective / get right / take a break?
- Ask questions.
- Listen.
- Be present.
- Make a plan.

# And finally...Connection

- ❑ Refusing isolation
- ❑ Asking for help
- ❑ Be reasonable
- ❑ Avoid miscommunications
- ❑ Limit negativity
- ❑ Share confidence
- ❑ Share fears
- ❑ Make time / create space





**Mahalo!**

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