



Remember, We All Rise When We Lift Others...Keys to Wellbeing and Building Resilience in Ourselves and Others

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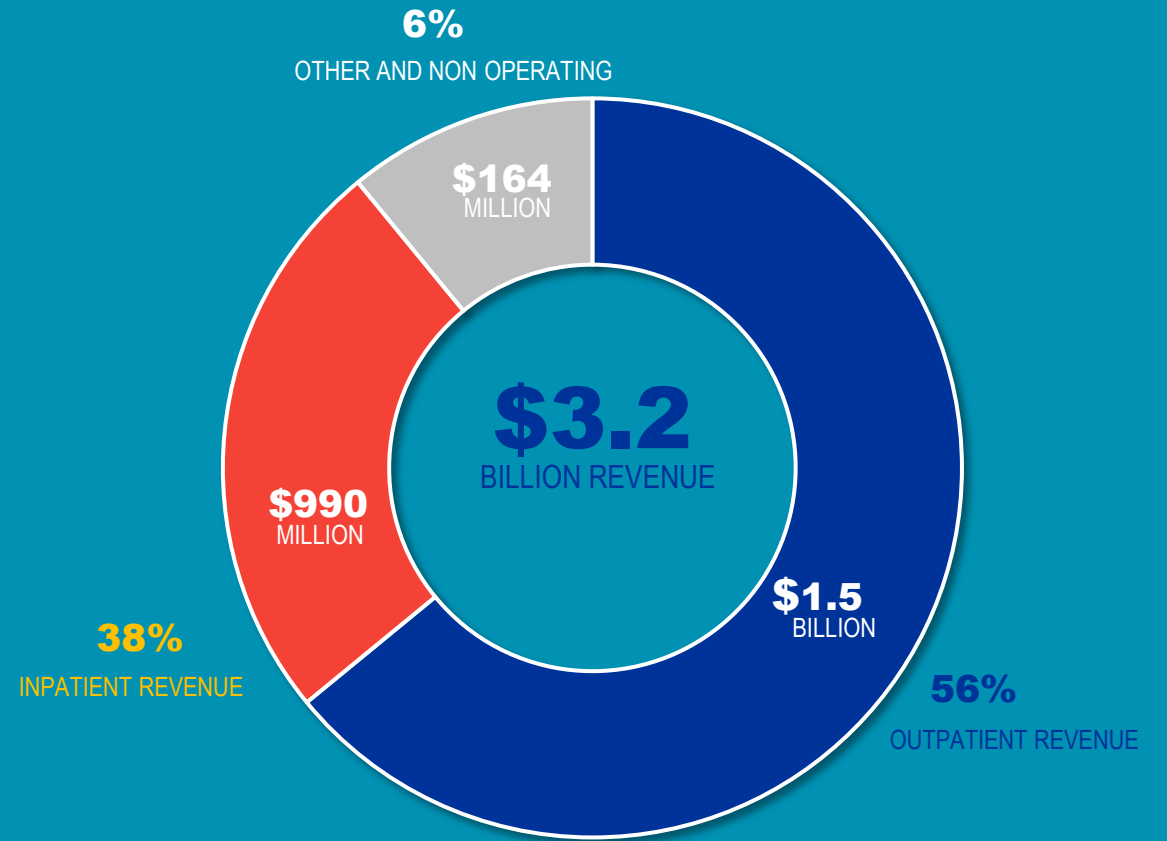
WellSpan Well At Work, EAP

WellSpan Health Recording Criteria

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WellSpan Today

- **20,000+** team members and **3,600** volunteers
- **1,750** Physicians/Advanced Practice Providers
- **220+** patient care locations
- **8** hospitals
- Regional behavioral health organization
- Regional home health organizations
- **\$256** million in community benefit



Objectives

- Attendees will be able to identify multiple lessons learned from the pandemic that will aid in supporting good mental health, with specific focus on the power of human connection
- Attendees will be able to identify specific strategies in supporting the psychological and emotional wellbeing of self (first) and of their fellow coworkers
- Attendees will have access to resources that lead to actionable steps in growing resilience and supporting good mental health

Recognize Where We Are

Where we are now, what have we learned...?

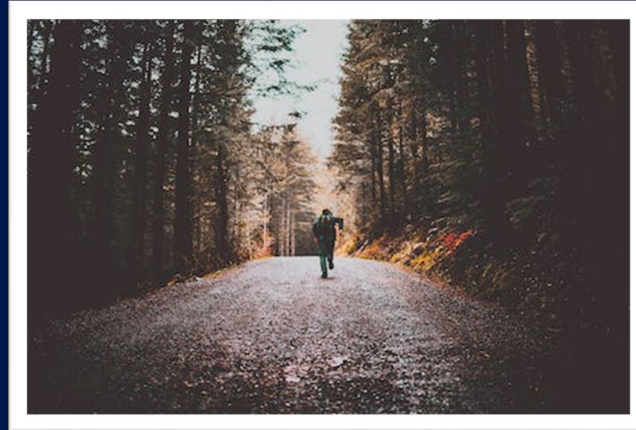
A Chance to Connect and Reflect:

- What have you learned about yourself?
- What surprised you?
- What has been most helpful?

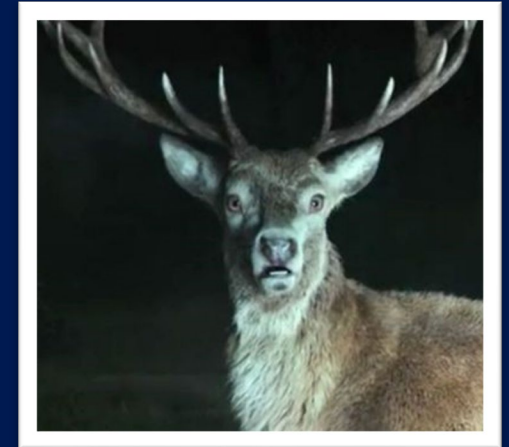
Navigating Challenges



Fight



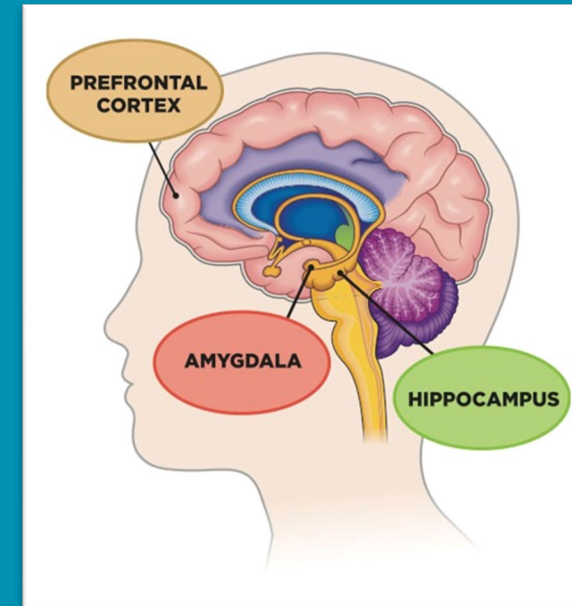
Flight



Freeze

The Sights and Sounds of Stress

- What creates stress for you at work?
- How do you know you are stressed?
- How do you know others are stressed?
- “Catching” your stress response. Intentionally paying attention to your body.
- We can’t change what we don’t notice. Need to become more aware of what we are feeling at any given moment.
- When these signs of discomfort/overwhelm are “caught”, consider it like a yellow light at an intersection.
 - They are a SIGNAL to slow down, to be aware and to be prepared to stop



Something to Hold On To... Embrace

Viktor Frankl--- He wrote:

“Everything can be taken from a [person] but one thing: the last of human freedoms — to choose one’s attitude in a given set of circumstances, to choose one’s own way.”

- The opportunity to exercise that freedom is available to all of us — and it is key to finding a way forward in uncertain times.
- FOCUS on What we have control over---- put our energy there...
- ...opens the door for meaning to follow--- name the meaningful moments---David Kessler

The Power of Caring Curiosity...



How Will You Choose to Show Up?

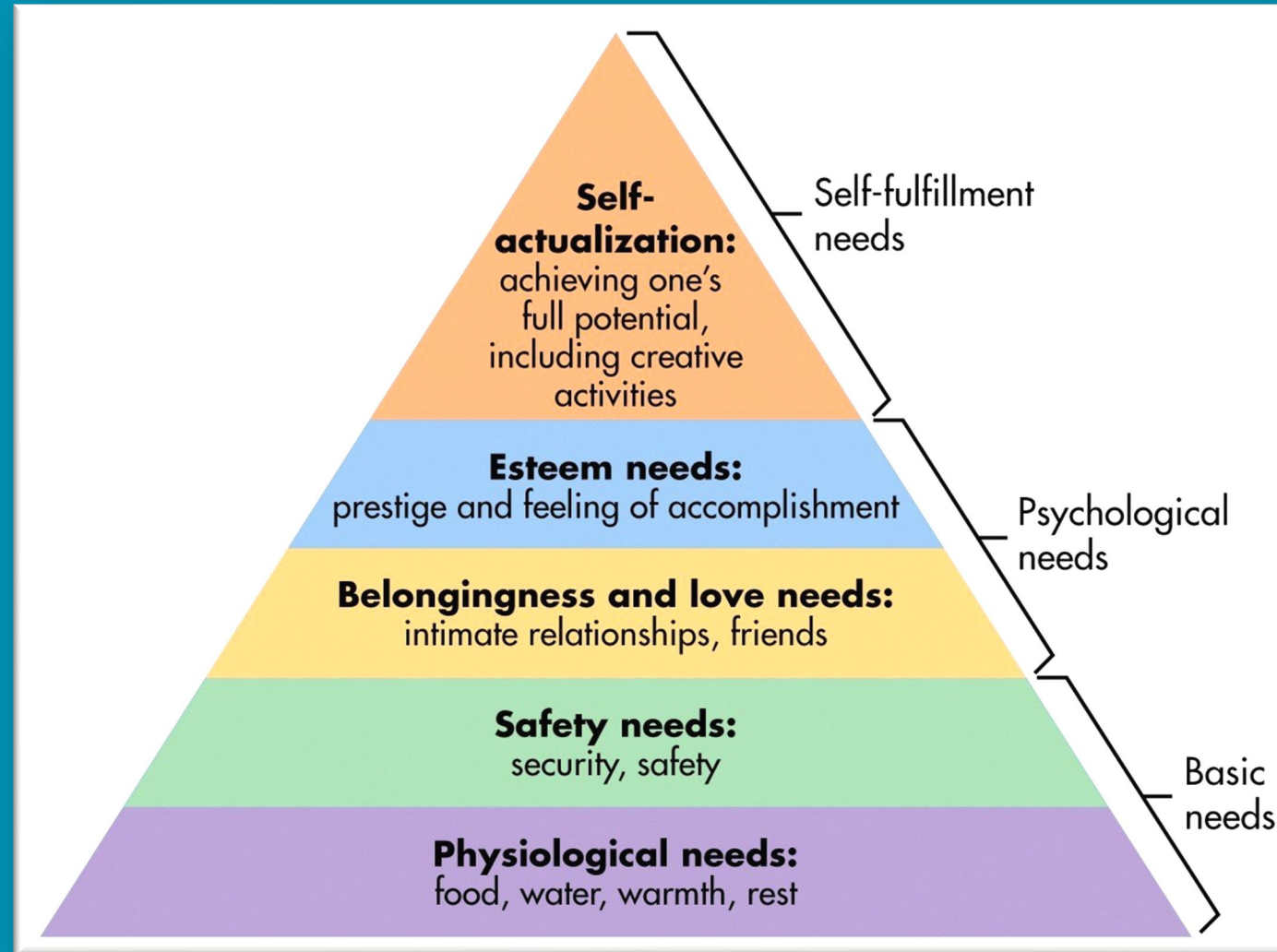
Lessons learned and keys to not only supporting good mental health in the workplace, but creating a culture of caring and thriving:

- Creating times to meet and connect with one another to check-in, not about goals and strategy, but simply asking questions about how they are really doing and asking how to be helpful. It speaks to the power of meaningful human connection
- Leaders **acknowledging the pain, challenge and difficulty** with transparency—reassuring everyone that, together, the team will find a way through uncertain times
- Leaders leading with **kindness, compassion and empathy**

Lessons learned and keys to not only supporting good mental health in the workplace, but creating a culture of caring and thriving:

- **Breaking down stigma by speaking openly about mental health and overall wellbeing** and creating ongoing awareness of — and access to — tips and supportive resources
- **Encouraging employees to create time and space away from work**, take their PTO, maintain an end-your-workday boundary and focus on positive self-care activities as self-care has been found to be at the foundation of growing resilience
- **Re-emphasizing the unified purpose of the organization** which has been linked as a major contributor to overall happiness, satisfaction, and engagement at work
- **Inviting the voices** of the employees to be shared and heard

Setting the Stage: What do we need?



The Tree: 9 Evidenced Based Resiliency Strategies

COLUMBIA UNIVERSITY
DEPARTMENT OF PSYCHIATRY

COLUMBIA UNIVERSITY
IRVING MEDICAL CENTER

REFLECT

Journal to identify coping skills that were effective in the past. Find meaning in this event and purpose in your role in it.

HOPE

Cultivate optimism. Accept change, be flexible, and remember struggles are transient.

CULTIVATE GRATITUDE ★

Savor small positive experiences. Identify 5 things daily for which you are grateful.

★ **CONNECT**

Invest meaningfully in your relationships. Practice vulnerability and seek support from trustworthy and compassionate individuals.

PRACTICE MINDFULNESS

Do what centers you. Breathe, meditate, get outside, use your 5 senses to ground yourself. Be aware of unhelpful thought patterns. Redirect rumination to problem solving.

LIVE YOUR VALUES

Remind yourself what is truly important to you, and let that guide your actions. What is one small way you can live your values today?

★ **BE FLEXIBLE**

Practice flexibility of mind and behavior by noticing and accepting changes in circumstances and forging novel and creative paths forward.

★ **ENGAGE IN SELF CARE**

Check in with yourself. Are you getting your basic needs met? Do one pleasurable activity every day.

FORGIVE

Be generous with yourself and others. Difficulties present opportunities for growth, self-discovery, and learning. Be realistic with your expectations.

GROWING RESILIENCE

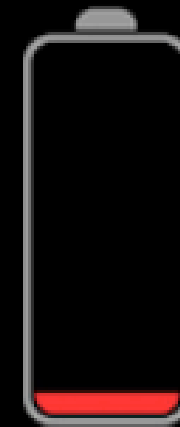
Tips to Weather Harsh Seasons

Anna E. Allmann, Ph.D

Research indicates that stressors and adverse life events pose challenges for many people's mental health. Resilience is a set of traits and skills individuals use to adapt and even thrive during adversity. Growth mindset suggests that with practice, people can grow in resilience. Here are 9 evidence-based methods to improve your coping strategies now.

Burnout At Its Core..

Burnout, at its core,
is the impaired ability to
experience positive emotion.



From, Sexton, Bryan, Duke University, Center for Healthcare Safety and Quality

Burnout, Mental Health: Workplace Landscape



Current Priorities *of the*
U.S. Surgeon General




Our Nation's Current Workplace Landscape

Recent surveys suggest...

76%

of U.S. workers reported at least one symptom of a mental health condition.

Source:

[Mind Share Partners' 2021 Mental Health at Work Report](#) 

84%

of respondents said their workplace conditions had contributed to at least one mental health challenge.


Source:

[Mind Share Partners' 2021 Mental Health at Work Report](#) 

81%

of workers reported that they will be looking for workplaces that support mental health in the future.

Source:

[APA's 2022 Work and Well-being Survey results](#) 

The One Thing—Do This...

3GT---Dr. Bryan Sexton



Bite Size WellBeing in Times of Uncertainty

3 Good Things. Cultivate your uplifts:

- <http://bit.ly/start3gt>

| 2 minutes | 15 days |---12 months of benefit

- [3 Good Things - YouTube.](#)

Bite-sized well-being During Times of Uncertainty

Please use your mobile:

hold your phone camera over QR code



bit.ly/start3gt



The image shows a smartphone screen with a search bar containing the URL 'bit.ly/start3gt'. A red arrow points to the search bar. Below the search bar, the search results show 'Top Hit' with '4wiser' and 'bit.ly/start3gt', and 'Google Search' with 'bit.ly/start3gt'. The phone is tilted and set against a background of blurred green foliage.

Strategies for Wellbeing

- Schedule time to eat
- Practice mindfulness
- Express gratitude
- Do brief intermittent exercise
- Request external support
- Make time for your spirituality/faith
- Hold 45-minute meetings
- Assume positive intent
- Encourage others to take care of themselves
- Allow those you lead to take time to separate from work

Self-Care: Finding the Time

Self-care does not have to be time consuming. As nice as it would be to take a 3-week vacation to a tropical island, most of us do not have the time or resources for that. Below are some tips for using the time you do have effectively.

If you have 2 minutes		If you have 5 minutes	
Take a few deep breathes	Doodle	Listen to music	Have a cleansing cry
Do some stretches	Acknowledge one of your accomplishments	Chat with a co-worker	Sing out loud
Daydream	Say no to a new responsibility	Jot down your dreams	Step outside for fresh air
Share a smile or laugh with a co-worker	Complement yourself	Enjoy a healthy snack	Check in with family/friends
Look out the window	Spend time with your pet	Look at pictures of loved ones	Send an email that has been nagging you.
Let someone know that you may need some time to talk later in the day	Leave a message or send an email to someone important to you, letting them know you are thinking of them	Have a conversation with someone you don't normally work with	Schedule a team meeting
Read or tell a good, appropriate joke	Do an "Act of Kindness", no matter how small or humble	Straighten up your desk or work area	Massage your forehead or hands
Make coffee	Sign up for a training opportunity	Take a brisk walk to drop off something to another department	Run in place, do some jumping jacks, or touch your toes 10 times
Note a strength or quality you value in someone else and share it with them	Suck on a peppermint or a stick of gum	Think of three things for which you are grateful	Take a spiritual break

Be Kind

Kindness provides an affirmation that no matter how bad the situation, there are still caring people in the world.

“People will forget what you said, people will forget what you did, but people will never forget how you made them feel.”
Maya Angelou



You Are Not Alone: Resources to Support You

- **Maintaining Good Mental Health:**

<https://www.wellspanphilhaven.org/Maintaining-Good-Mental-Health-during-the-Coronavirus-Pandemic>

- **Mental Health is Health:**

- Home - Mental Health Is Health

You Are Not Alone: Resources to Support You



Ending Your Workday Checklist

- ✓ **Pause** for a moment to reflect on today
- ✓ **Be proud** of the work you did today
- ✓ **Consider three things** that went well
- ✓ **Acknowledge one difficulty** and let it go
- ✓ **Compassion check:**
 - Our colleagues: Are they OK?
 - You: Are you OK?
- ✓ **Rest and recharge:**
 - Now switch your attention to home

- [PR-1155 EndingYourWorkDayChecklist 8.5x11 \(wellspaneap.org\)](#)

WellSpan Philhaven – Free Training

(within the WellSpan Footprint)

See the schedule for upcoming Mental Health First Aid
and QPR Suicide Prevention trainings:

<http://www.wellspanphilhaven.org/Education/-Mental-Health-First-Aid>

Takeaways:

- What will be different?
- What will you embrace?
- What will tomorrow be for you?

Questions?

Thank you for joining me today!

Remember, You Are Not Alone!

Michael Diller, PsyD

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