

Wellness & Self Care

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.
- We are in the midst of a new, temporary version of normal. Let's be present and hold space with each other.

Introductions & Expectations

- Who am I? Why does what I say matter?
- What are we looking for from this time/experience?
- How can I help?

Defining Wellness

- “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)

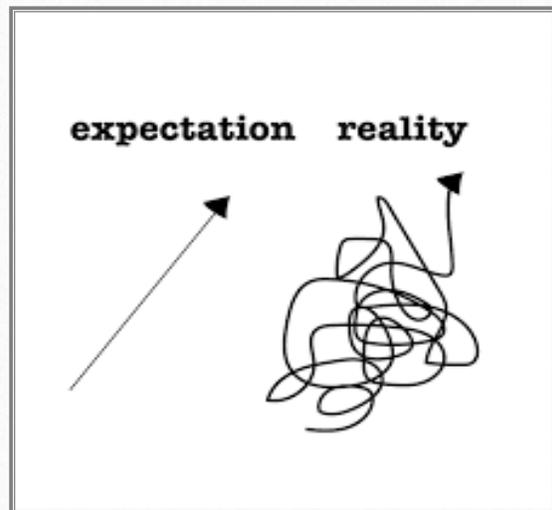
how we approach wellness

- Traditional attempts: take the stairs, reduce or quit smoking, take walks at lunch, eat healthy
- Inclusive approaches: fit-bits for all, workplace challenges, leadership commitments/modeling
- Living well: onsite fitness, open breaks during the day, programs available and provided by the company
- Employee assistance: support provided outside of work for mental health and wellness/referrals



expectations

- Set it and forget it (doing one thing creates a snowball effect)
- It'll be easy / seamless (it's as simple as making a decision)
- It's as simple as knowing you need to implement it and what to do
- Work/Life Balance: the ability to disconnect when away (often promised but not delivered)



barriers

- When expectations clash with reality
- Cynicism of employees or leadership
- Poor leadership/ineffective leadership (this includes leaders who are overworked and cannot execute well due to pressure)
- Miscommunication/ unclear communication



resolution

- When a plan comes together
- Healthy communication
- Emotional regulation
- Boundaries that work for most people involved
- Encouragement



What's your joy?

(this is part of mine)



Have you experienced burnout?



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.



Ok, we get it. Now what?

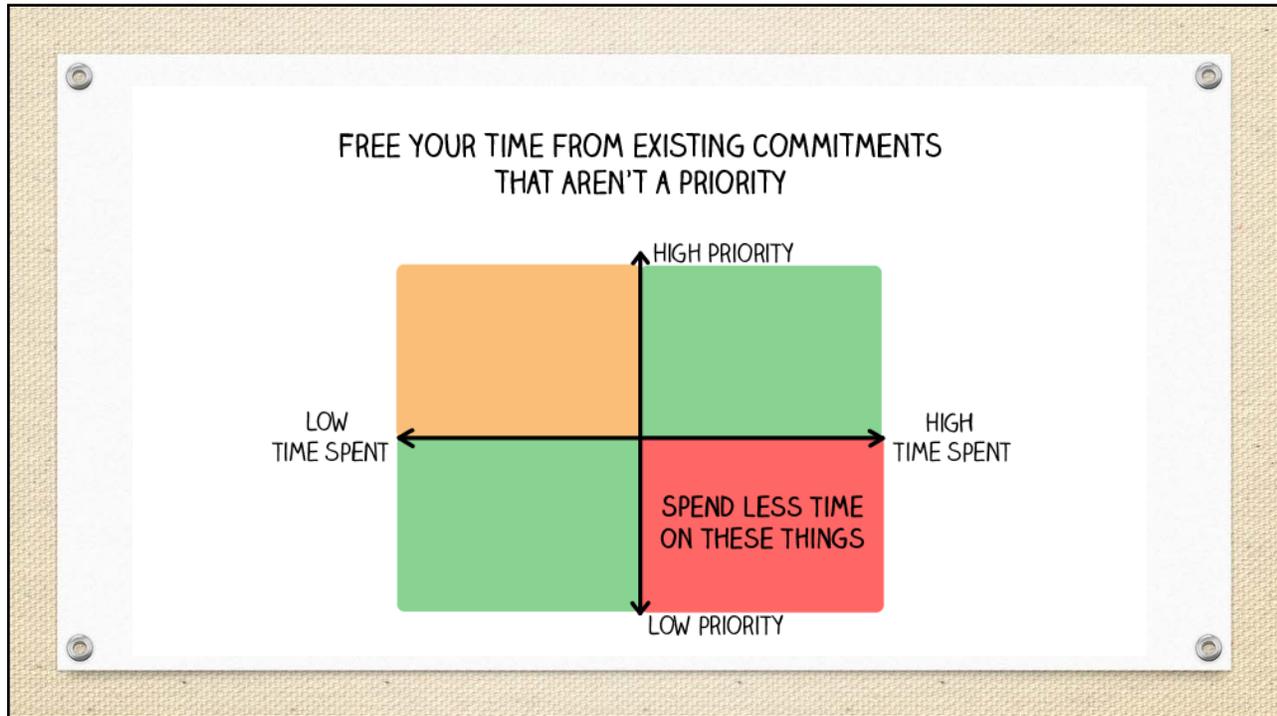
- Creating an action plan
 - What does creating balance and practicing self care look like to you?
 - What refreshes you most? How do you create space to do this regularly?
 - How do we avoid burnout?

CHANGE
Works

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

-Unknown





Thought Challenge

- 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”



The three R's

lean in

- things I can implement now
- things I want to work on implementing
- long term vision

lean out

- things I can stop doing now
- things I want to replace that I am currently engaged in
- long term vision

Slide 17

JL3 I'd create an accountability buddy during lunch or here during the activity, and have them share what their burnout signs are, share them with their buddy, exchange numbers, and have a check in set up. Have them identify for themselves what helps them feel like they are practicing self care and a schedule to do so, and share that also and a time for them to do a check in in a month on how it's going.

Jeeyun Lee, 6/26/2019

Be responsive

- If you're 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.

Be respectful

- Understand that this is a new normal, and as we know it 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.
- 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 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 last thoughts

- 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.

thank you!

What questions can I answer?

How can we help each other?



Mahalo!

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