



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

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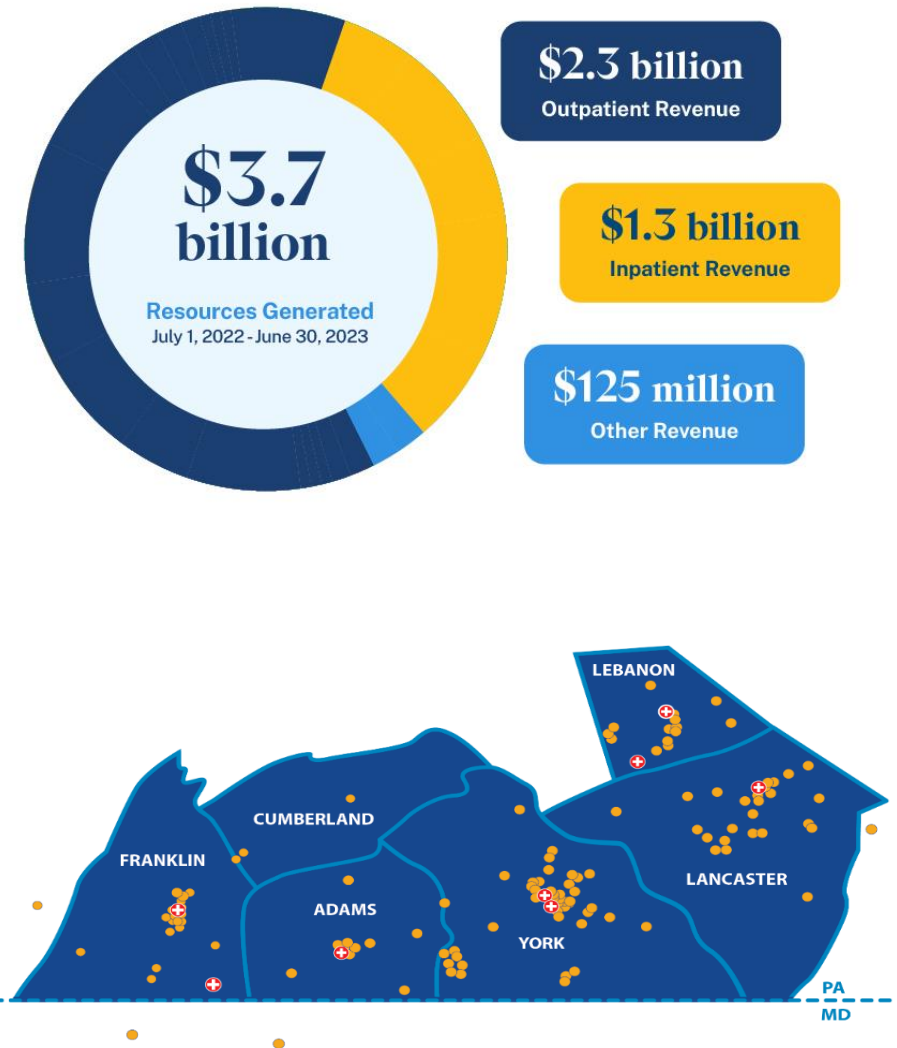
WellSpan Employee Assistance Program

WellSpan Health Recording Criteria

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About WellSpan

- 20,000 team members
- 2,750 aligned providers
 - 2,200 WellSpan Medical Group
 - 550 WellSpan Provider Network
- Accountable Care Organization (ACO)
- 220 patient care locations
- 6 Acute Care Hospitals
- 2 Specialty Hospitals
- 4 Ambulatory Surgery Centers
- Regional Behavioral Health Organization
- Regional Home Health Organization
- \$344.4 million in community benefit
- Top 20% Credit Rating: AA- (stable)/Aa3 (stable)



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

Vitamin G

Gratitude turns what
we have into enough.

Melody Beattie

 quote fancy

Recognize Where You Are: Where are you now, what have you learned...?

A chance to pause, connect and reflect

**What have you
learned about
yourself?**

**What has
surprised you?**

**What has been
most helpful?**

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%

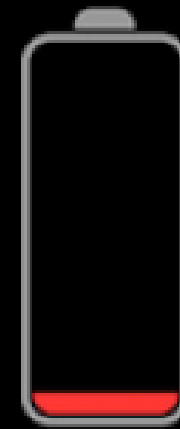
of workers reported that they will be looking for workplaces that support mental health in the future.

Source:

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

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



An empty lantern provides no light. Self-care is the fuel that allows your light to shine brightly.

What do you see?

Wellbeing is
being able to
see the good
and bad at
same time.



Growing Resilience

Tips to Weather Harsh Seasons by Anna E. Allmann, PH.D

Reflect

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

Connect

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

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?

Engage in Self-Care

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

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.

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.

Be Flexible

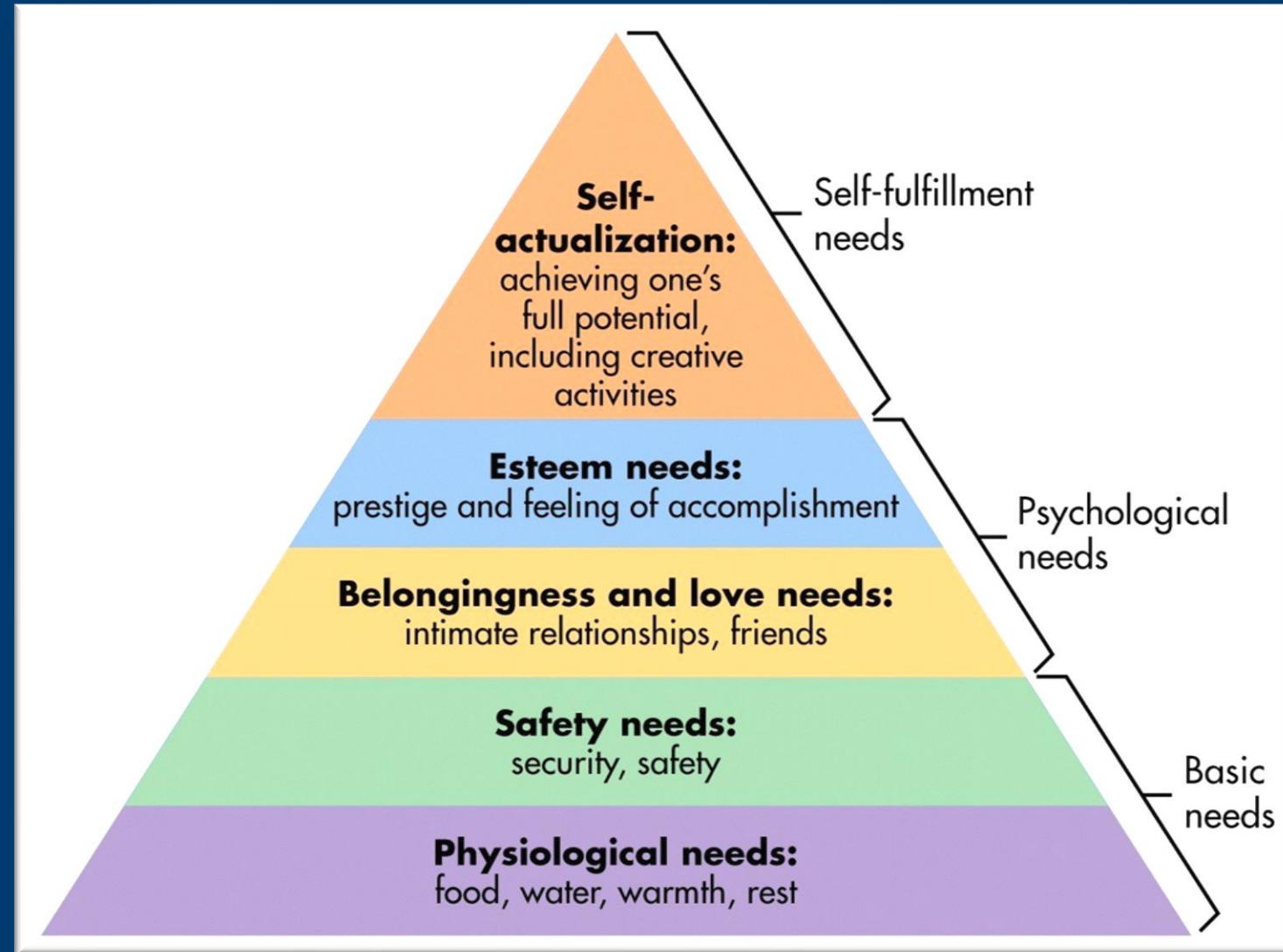
Practice flexibility of mind and behavior by noticing and accepting changes in circumstances and forging novel and creative paths forward.

Forgive

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

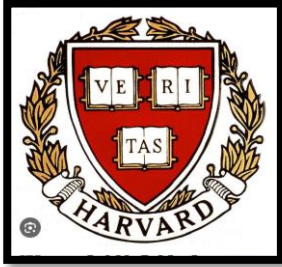
Research indicates that stressors and adverse life events pose challenges for many people's mental health. Resilience is a set of traits and skills individuals use to adapt and even thrive during adversity. Growth mindset suggests that with practice, people can grow in resilience. Here are 9 evidence-based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

Setting the Stage: What do we need?



Our Connection with Others





LANDMARK STUDY

Harvard Study – Adult Development

Robert Waldinger, Psychiatry Professor – Harvard Medical School Director –
85-year longitudinal study – ongoing

Study Description:

Tracked people from their teen years throughout the rest of their lives.

Conclusion:

The people who had the warmest connection with other people were not just happier, they stayed healthier longer, and they lived longer.

Lessons Learned from the Blues Zones



- [9 lessons from the world's Blue Zones on living a long, healthy life | World Economic Forum \(weforum.org\)](https://www.weforum.org/agenda/2016/09/9-lessons-from-the-worlds-blue-zones-on-living-a-long-healthy-life/)--Blue Zones Researcher---Dan Buettner
- [https://fb.watch/mYdVax3Alt/\(20+\)](https://fb.watch/mYdVax3Alt/(20+)) Video | Facebook
- **5 of the 9 relate to the importance of human connection---community-belonging**

Infographic from: World Economic Forum—6-2017

The Power of Caring Curiosity...



Something to Hold On To...Embrace

“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.”

- Viktor Frankl

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

Encouraging employees to create time and space away from work

Re-emphasizing the unified purpose of the organization

Inviting the voices

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

Creating times to meet and connect with one another to check-in,

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**

It starts with you!

Bite Size Wellbeing in Times of Uncertainty

Dr. Bryan Sexton

3 Good Things. Cultivate your uplifts:

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

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

3 Good Things - YouTube.



Bite-Sized Wellbeing in Times of Uncertainty

Dr. Bryan Sexton

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 text 'bit.ly/start3gt'. A red arrow points to the search bar. Below the search bar, the results show 'Top Hit' as '4wiser' with the link 'bit.ly/start3gt'. Under 'Google Search', there is a search icon and the text 'bit.ly/start3gt'. At the bottom, it says 'On This Page (no matches)'.

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

Additional RESOURCES

Mental Health Is Health

Mental Health America (MHA)

<https://mhanational.org/>

National Alliance on Mental Illness (NAMI)

<https://nami.org/Home>

The Jed Foundation

[The Jed Foundation](#)

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

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



Takeaways:

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

Questions?

Thank you for joining us today!
Remember, You Are Not Alone!

Michael Diller, PsyD

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Growing Resilience

Tips to Weather Harsh Seasons by Anna E. Allmann, PH.D

Hope---A Story of Hope—Ties to WCL

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