

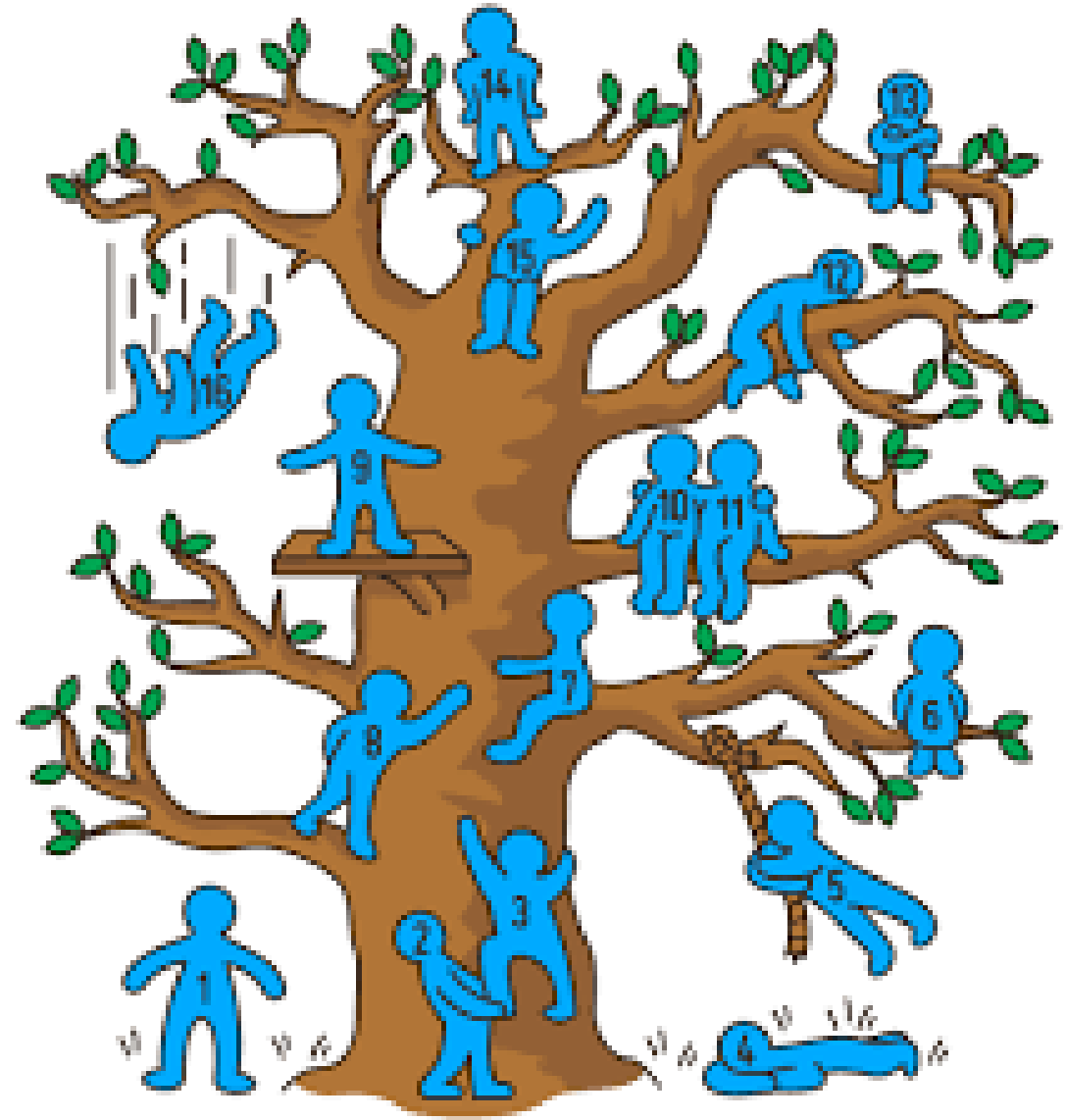


# ESTABLISHING A CULTURE OF WELLNESS

SELF-CARE IS NOT SIMPLY YOUR OWN PERSONAL RESPONSIBILITY  
UNC SCHOOL OF SOCIAL WORK – CHILD FATALITY SUMMIT– MARCH 30, 2023

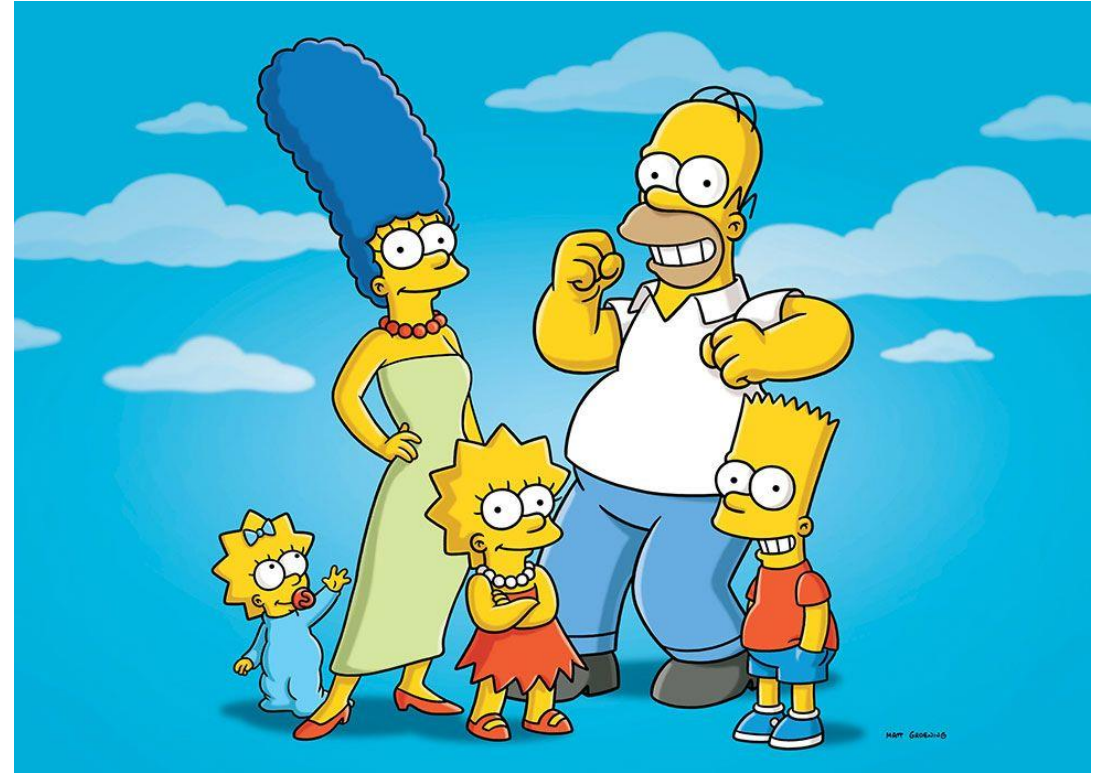
# AGENDA

- Check-in
- Re-asserting wellness
- The challenges we face
- The opportunities that lie ahead



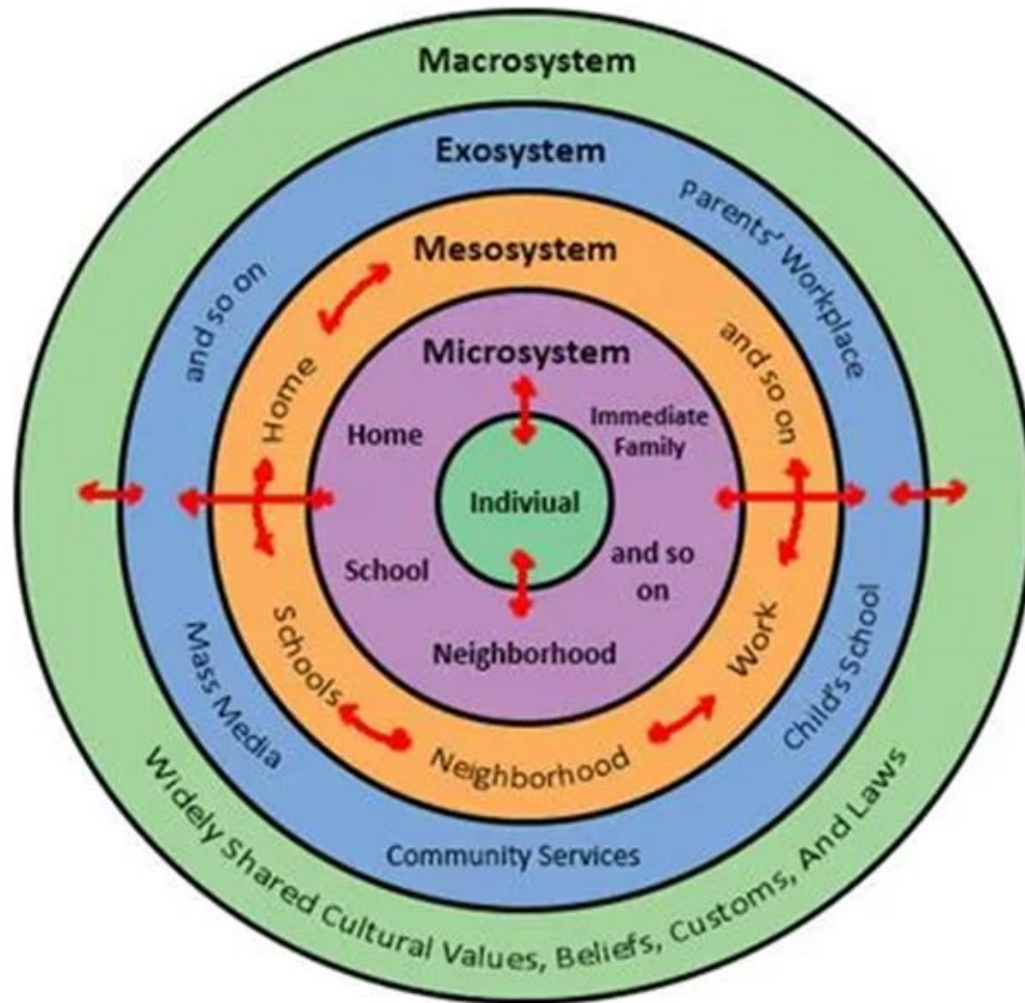
Where do you see yourself on this tree?

THE WORK YOU DO IS HARD ...





# WORKPLACE CULTURE IS A PART OF A LARGER SYSTEM



- A system is composed of many layers
- Each layer influencing the others
- At the heart of the system, is the individual
- Wellness STARTS with YOU, but it doesn't end there!

# WORKPLACE WELLNESS SUPPORTS RESILIENCE ACROSS SYSTEMS

**Table 1** Parallel psychosocial resilience factors in human systems at the level of individual, family, school, and community

Individual children or youth	Family	School	Community
Nurturing and sensitive caregivers	Nurturing by family, care of vulnerable members	Nurturing by school community, disability services	Social capital, care of vulnerable members
Close relationships, trust, belonging	Close relationships, trust, belonging, cohesion	Close relationships, trust, belonging, cohesion	Social connections, trust, belonging, cohesion
Self-regulation, executive function skills	Skilled family management	Skilled school leadership	Skilled governance, collective efficacy
Agency; active coping	Active coping	Active coping	Community action
Problem-solving and planning	Family problem-solving and planning	School problem-solving and planning	Collaborative community problem-solving, planning
Hope, optimism	Hope, optimism	Hope, optimism	Hope, optimism
Sense of individual meaning and purpose	Sense of family meaning, purpose, family coherence	Sense of school meaning, purpose, and coherence	Sense of community meaning, purpose, and coherence
Positive views of self, self-efficacy	Positive views of family	Positive views of school	Positive views of community
Positive habits, routines	Family routines, traditions, celebrations	School routines, traditions, celebrations	Community routines, traditions, celebrations

“...these factors reflect fundamental human adaptive systems that have evolved over time and generations of human evolution, biological and cultural, and that they co-evolved at multiple levels of human psychosocial function in key contexts of human interaction” (Masten & Motti-Stefanidi, 2020, p. 2)

# WHY WELLNESS, WHY SELF-CARE ...

- Burnout and compassion fatigue
- Workplace trauma and toxic stress
- Professional expectations and responsibilities
- Interpersonal dynamics and conflicts
- Personal challenges



## Call a Spade a Spade

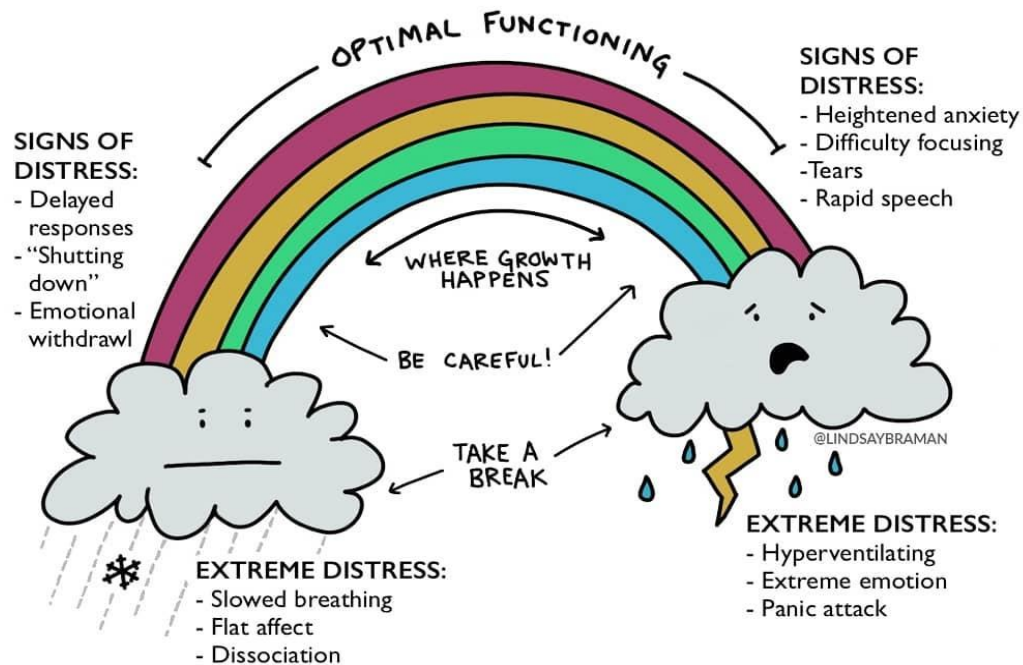
To 'call a spade a spade' is to speak plainly and truthfully, even if the truth contains criticisms, bad news, or is unpleasant to hear.



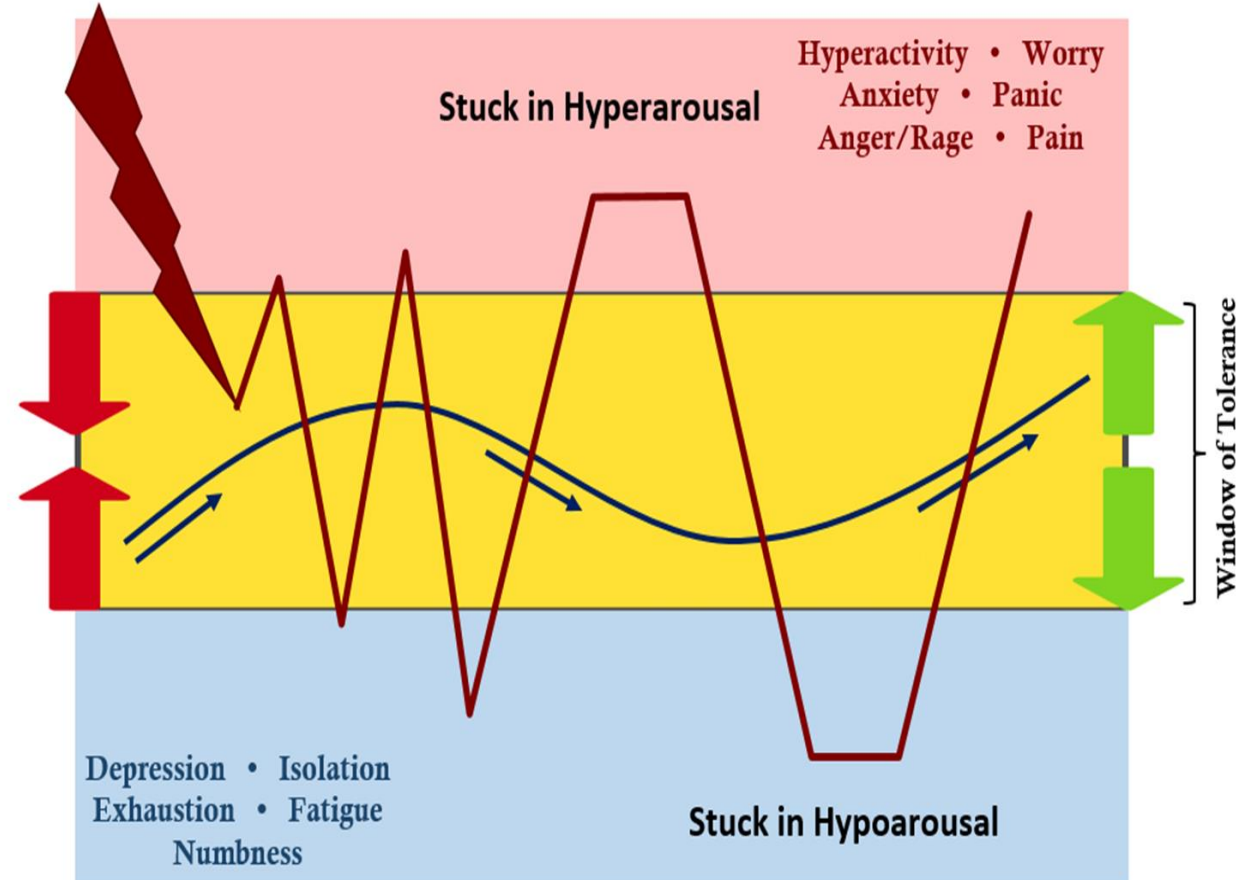
# SELF-AWARENESS AND STRESS MANAGEMENT ...

## WINDOW OF TOLERANCE

(IN RAINBOW FORM!)

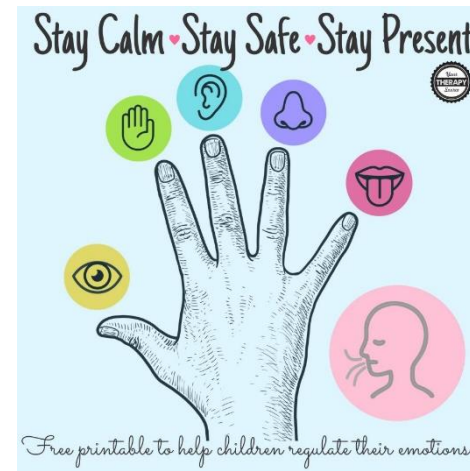


Trigger or Traumatic/  
Stressful Event



# COPING STRATEGIES

- Journaling
  - Daily mood journals
  - Gratitude journals
  - Spiritual/Prayer Journal
  - Scrapbooking
- Active Breathing and Meditation
  - Square breathing
- Progressive Muscle Relaxation (PMR)
- Yoga and Exercise
- Time with Nature/Body of Water
- 5 senses





# CHALLENGES WE FACE: SELF-CARE VS WE-CARE

## MYTHS ABOUT SELF-CARE

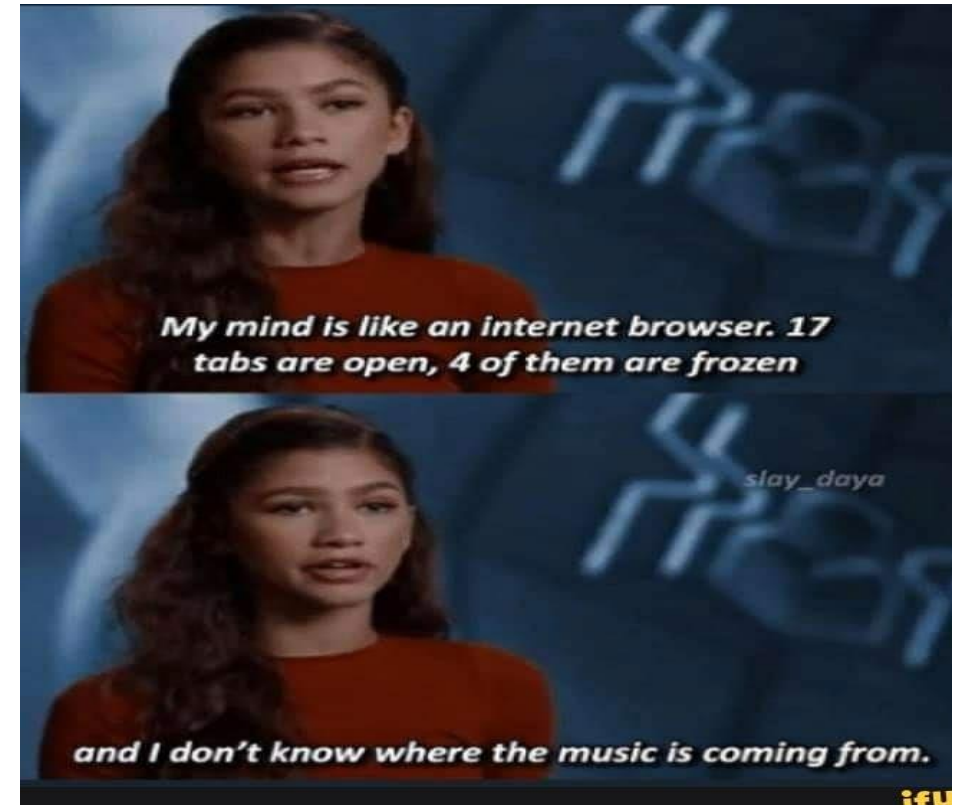
-  **Self-care is an indulgence**
-  Meaningful self-care includes making mindful changes in patterns of thoughts and behaviours that do not contribute to your wellbeing.
-  **Self-care is selfish**
-  When you make time for yourself and get sufficient rest & exercise, you feel more energetic and will be able to do more - for yourself as well as for those around you.
-  **Self-care is a one-time experience**
-  Looking after yourself is an ongoing practice in building resilience to face hardships and in preventing burnout.
-  **Self-care is time consuming**
-  Self-care does not require you to take out a huge chunk of time from your busy day.

[www.mymindoasis.com](http://www.mymindoasis.com)

- Workplace wellness involves both personal accountability and collective responsibility
- Expanding our SELF awareness and understanding of which patterns of thought and behaviors negatively impact our own wellbeing
  - Is your window open or closed?
  - Who/what closed your window?
- Creating a workplace environment that supports this kind of engagement, learning and growth is not easy

# WHY WE GET STUCK IN STRESS

- Stressors can cause persistently disorganized thoughts and dysregulated emotions/behaviors
- Patterns of thought and behavior are often subconscious
- The body can't differentiate stress from stressors



- Stressors become chronic, expected, accepted
- We find safety in familiarity
- We struggle with coherence (making sense of things)

# THE OPPORTUNITIES THAT LIE AHEAD ...



- Acknowledge where your locus of control TRULY resides
  - Parable of the second arrow (respond instead of react)
- Extend GRACE to self and others
  - 95% rule
  - Empathy over sympathy
- Model and not mirror
  - Be intentional, be honest, be kind



# COMPONENTS OF A HEALTHY WORKPLACE CULTURE

People			Accountability
<b>Leaders</b> understand, visibly support, and normalize mental health.	<b>Managers</b> are proactive in supporting mental health and know how to respond to challenges.	<b>All employees</b> are aware of the mental health supports available.	<b>Mental health goals are measured</b> , tracked, and iterated on to meet the needs of the organization.  <b>Clear ownership</b> over mental health strategy and goals.  Strategy, programs, and practices are <b>inclusive</b> .
Daily practices and working norms are supportive of mental health.			
Systems	Policies name mental health and support mental health goals		
	Benefits are high-quality, well-understood, and accessible.		

## Key factors of success:

- Transparency
- Open Communication
- Accountability
- Integrity
- Shared decision-making
- Leadership through service

## FINAL THOUGHTS ...

"BE A  
THERMOSTAT      NOT A  
THERMOMETER."



📷 @WHITEBOARD\_DAILY

- Wellness is not just what you DO; its also how you think, how you feel, and the choices you make.
- Be mindful of how you CHOOSE to define events and experiences.
- Recognize when your thermostat is broken.
  - Practice healthy coherence
- Each one, reach one, teach one
- Continue to BE THE WORK!