



STAR² CENTER

ADMINISTRATIVE STRATEGIES TO REDUCE BURNOUT:

SELF-CARE

JUNE 28, 2018

3:00PM ET

ACU

ACU is a nonprofit, transdisciplinary organization of clinicians, advocates and health care organizations united in a common mission to improve the health of America's underserved populations and to enhance the development and support of the health care clinicians serving these populations.

STAR² CENTER

Solutions, Training, and Assistance
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 - 703-562-8819

WEBINAR HOUSEKEEPING

We are
Recording

Ask
Questions

Have Fun

SELF-CARE

Lisa Hardmeyer Gray, M.A., LMHC
Founder, Intrinsic, LLC



intrinsic

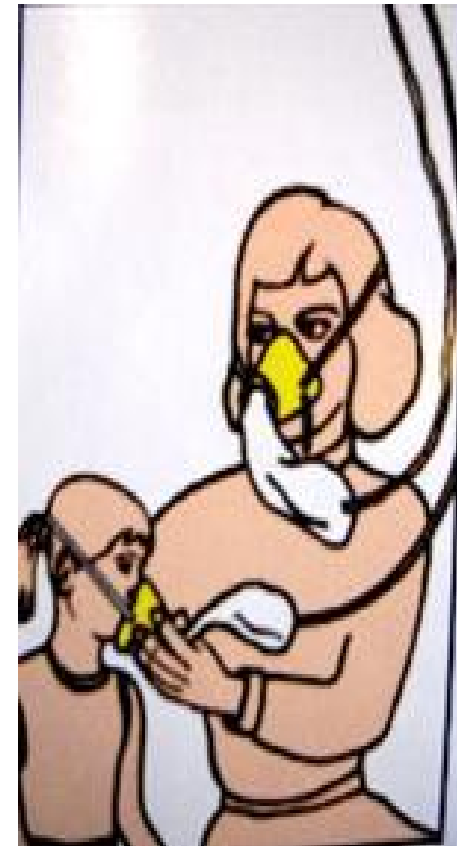
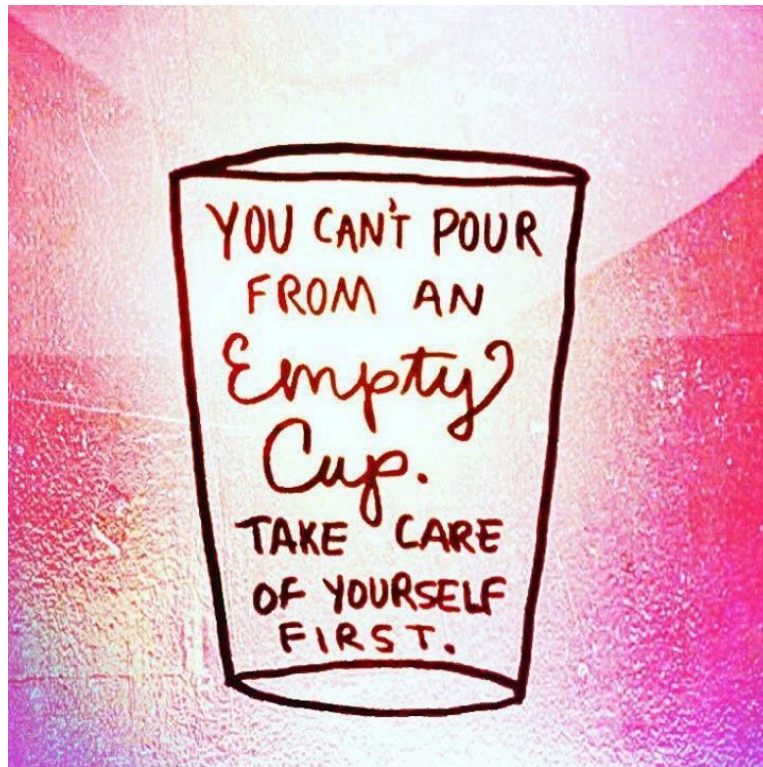
Guest: Pattie Hanmer, Elan Experiences

www.pattiehanmer.com

LEARNING OBJECTIVES

- Understand the importance of self-care
- Learn about Ethical code for self-care
- Understand highlights of largest Happiness study
- Learn about and practice Mindfulness
- Basic knowledge of CBT and use in self-care
- Importance of Boundaries
- Importance of Gratitude
- Take home actionable tools and skills to support well-being and resiliency

PERSONAL SELF-CARE



Put on your own
oxygen mask
before helping
those around you.

POLL QUESTION

- Has your organization had a formal training/workshop on self-care for health-care professional?
 - Yes
 - No

POLL QUESTION

- If so, how was it received?
 - Enthusiastically
 - Lukewarm
 - Did not go over well

SELF-CARE: IT'S PERSONAL

- Think carefully and get feedback about how best to introduce self-care into your organizations. Since most people see their work as the cause of their stress, offering workshops and trainings on self-care could be problematic. Proceed with Caution!
- Consider using outside resources or internal Behavioral Health to facilitate.
- Make sure you are addressing organizational change.





RESILIENCY



The ability to adapt to and bounce back from stress



Green Cross Academy of Traumatology

Standards of Self Care Guidelines

I. Purpose of the Guidelines

As with the standards of practice in any field, the practitioner is required to abide by standards of self-care. These Guidelines are utilized by all members of the Green Cross. The purpose of the Guidelines is twofold:

First, do no harm to yourself in the line of duty when helping/treating others.

Second, attend to your physical, social, emotional, and spiritual needs as a way of ensuring high quality services who look to you for support as a human being.

II. Ethical Principles of Self Care in Practice:

These principles declare that it is unethical not to attend to your self-care as a practitioner because sufficient self-care prevents harming those we serve.

POLL QUESTION

- In largest study on Happiness what do you think was most important factor that contributed to life-long happiness?
 - Meaning in work
 - Professional accomplishments
 - Relationships
 - Physical Health

HARVARD STUDY ON HAPPINESS

- Longest longitudinal study on happiness
- Research analyzed large amounts of data, including vast medical records and hundreds of in-person interviews and questionnaires
- Close relationships, more than money or fame, are what keep people happy throughout their lives

YOUR PERSONAL HAPPINESS TANK



■ What's in your tank?

Physical

Community Social

Spiritual

Sense of Purpose

Fun, Joy, Laughter

Creativity

CREATIVITY



MUSES



- Art
- Music
- Cooking
- Sculpture
- Drawing
- Writing
- Gardening
- Nature
- Pottery
- Sewing
- Knitting

WHY CREATIVITY?

All forms of various "MUSES" contribute to wellbeing by:

- Decreasing anxiety improves mood, helps with negative emotions.
- Visual art helps in expression of feelings that is often found difficult to put into words.
- Dancing improves memory, balance and learning.
- Writing/poetry about upsetting experiences helps regulate central nervous system.
- Pottery/ clay sculpting can help express feeling through touch.
- Music therapy, either listening or playing an instrument, relieves tension and helps with neuroplasticity in the brain.



MAKE IT REAL!

IF YOU TALK ABOUT IT, IT'S A DREAM,
IF YOU ENVISION IT, IT'S POSSIBLE,
BUT IF YOU SCHEDULE IT, IT'S REAL.
-TONY ROBBINS



JAMA[®]

The Journal of the American Medical Association

[September 23/30, 2009, Vol 302, No. 12](#) >

Original Contribution | September 23 2009 CLINICIAN'S CORNER

Association of an Educational Program in Mindful Communication With Burnout, Empathy, and Attitudes Among Primary Care Physicians

Michael S. Krasner, MD; Ronald M. Epstein, MD; Howard Beckman, MD; Anthony L. Suchman, MD, MA; Benjamin Chapman, PhD; Christopher J. Mooney, MA; Timothy E. Quill, MD

[\[+\] Author Affiliations](#)

JAMA. 2009;302(12):1284-1293. doi:10.1001/jama.2009.1384.



EVIDENCE-BASED RESEARCH

Study:

- 70 physicians in Rochester, NY
- 8 wk. MBSR (29-33 hrs.)
- 10 mo. follow-up

Measurements:

- Maslach Burn-out Inventory
- Jefferson Scale of Physician Empathy
- Physician Belief Scale
- Profile of Mood States

Results:

- Improvements in well-being
- Increased Patient-Centered Orientation
- Reduced professional isolation
- Improved attentiveness to patient
- Greater self-awareness

WHAT IS MINDFULNESS? A PROCESS...

Mindfulness is paying **attention**
in a particular way:

on purpose,

in the present moment,

and non-judgmentally.



Jon Kabat-Zinn, Ph.D. (1994)

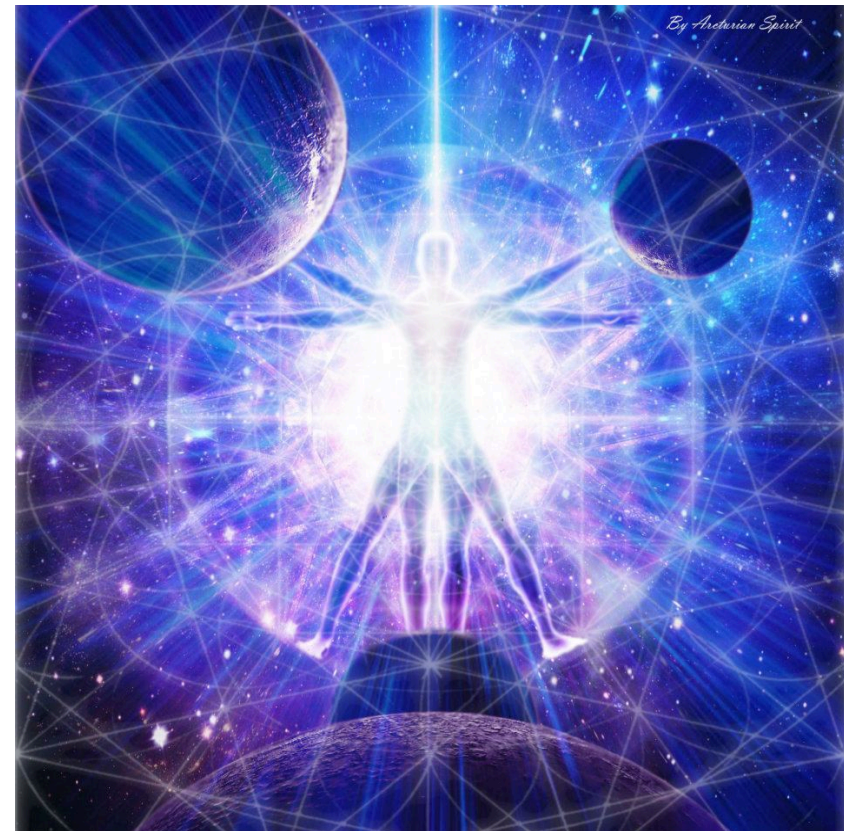
WHAT MINDFULNESS IS...

- Training the Mind
- Turning off “auto-pilot”
- Being more present



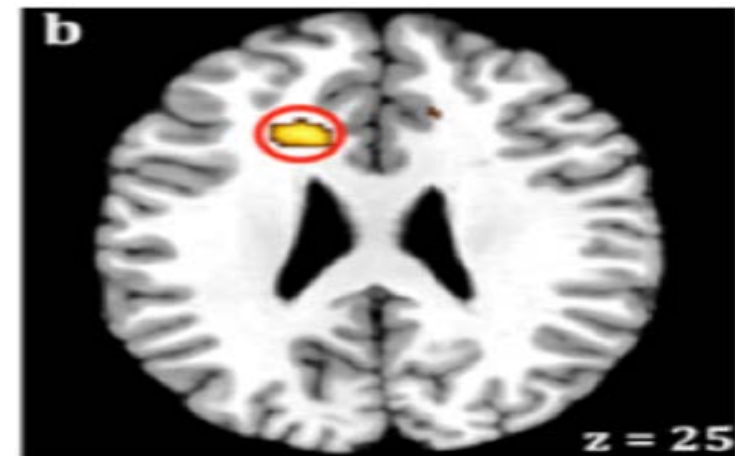
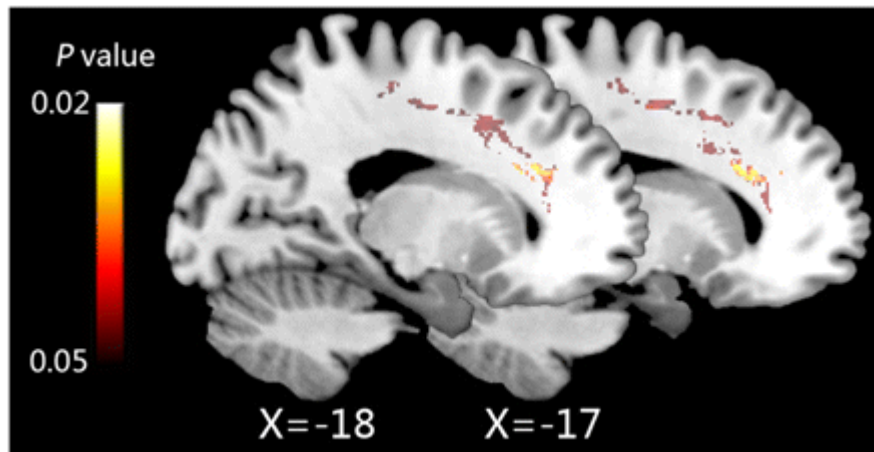
WHAT MINDFULNESS *ISN'T*...

- New-Agey or a Religion
- “Not thinking” or Escaping
- Relaxation technique
- “My”ndfulness



WHY IT MATTERS? SCIENCE OF MINDFULNESS

- Anterior Cingulate Cortex (ACC) – Thinking and emotion
- Self-regulation
- Hippocampus – Learning, memory, self-awareness, compassion and introspection
- Increased gray matter



PRACTICE: AWARENESS OF BREATHING

PORTABLE

CALMING

OXYGENATION

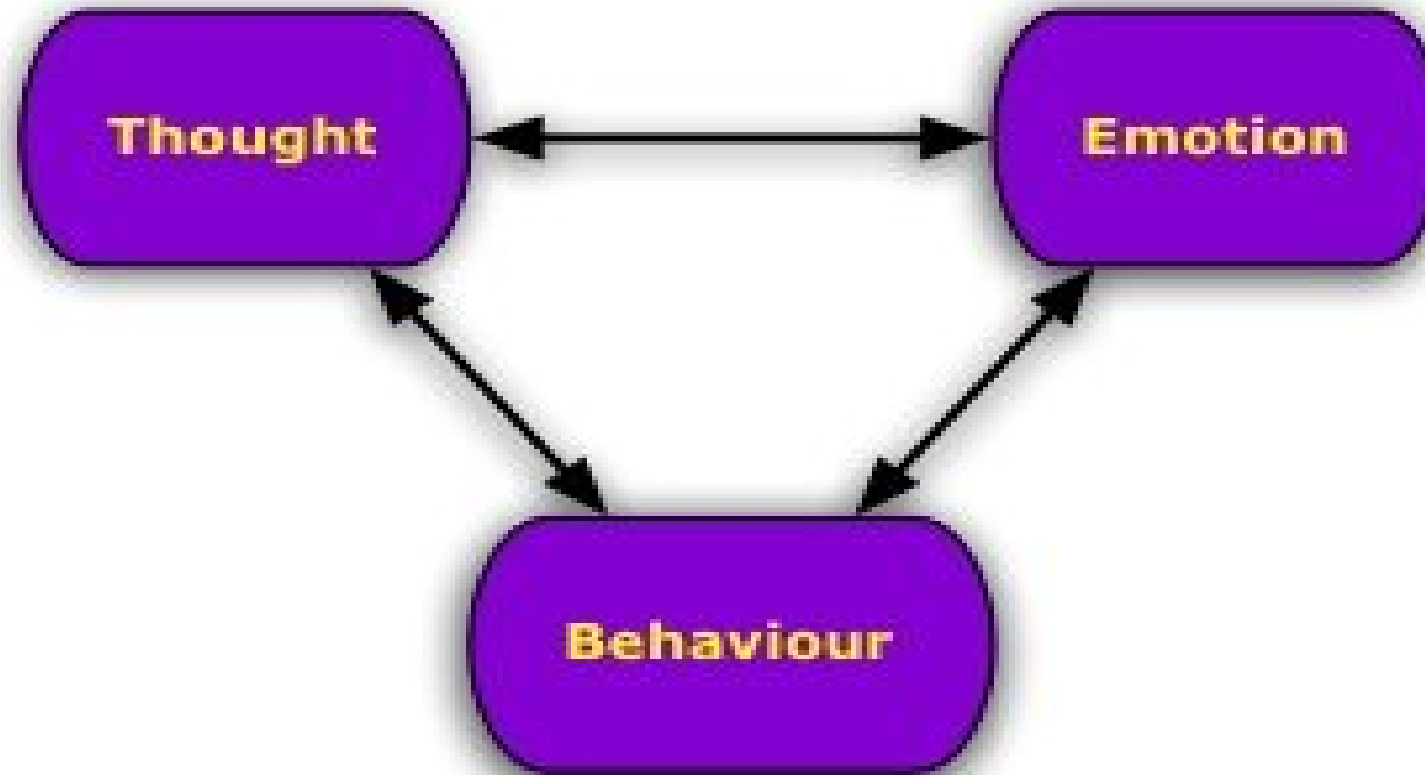
ACTIVATES PARA-SYMPATHETIC NERVOUS SYSTEM

“TWO FEET AND A BREATH”

- Pause outside the room door
- Feel you two feet on the floor
- Take one breath
- Proceed!



I AM WHAT I THINK: CBT FOR SELF-CARE



SELF-HELP FORM

**USING THE ADAPT FORMAT TO DEAL WITH
DISTRESS AND ASSOCIATED NEGATIVE THOUGHTS**

Activating event or trigger

What are the stressful situations I am encountering (work-related, non work-related)? _____

Detecting feelings and thoughts

What are my emotions? _____

What are my physical feelings? _____

What are my key thoughts and beliefs relating to these situations? _____

What is the effect of my thinking on my emotions and behavior? _____

What are some core beliefs about my role as a provider or in general which are influencing my thinking in these situations? _____

COMING AND BEING HOME

- Mr. Rogers moment
- Device free dinner/evening/bedroom



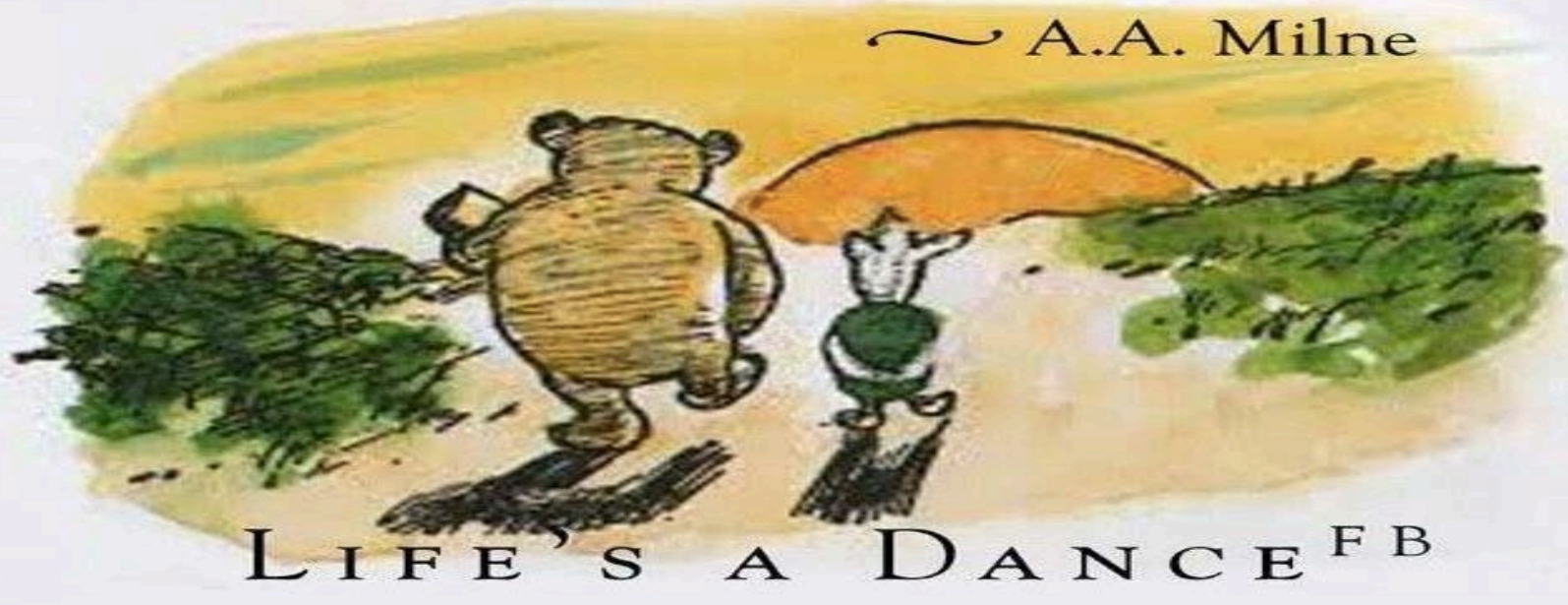
YOU DON'T HAVE TO BE AN ARTIST TO APPRECIATE BEAUTY...



GRATITUDE PRACTICE

Piglet noticed that even though he had a very small heart, it could hold a rather large amount of gratitude.

~ A.A. Milne



ADDRESSING SELF-CARE IS GOOD BUSINESS



- “...the annual premium in 2008 for an employer-sponsored health plan covering a family of four averaged \$12,500—about as much as an entire year’s pay for a person working at minimum wage.”
- Workplace-based medical self-care initiatives have been proven to reduce health care costs by significantly reducing unnecessary utilization of medical services. Again, if effectively implemented, employers can expect an eight to 18 percent reduction in the utilization of medical services—a significant amount for any employer.



IDEAS FOR YOUR ORGANIZATION

- Create an inspiration board staff can pin on weekly quotes to inspire others
- Create a photo board with images of beauty or fun activities
- Encourage listening to relaxing music in between clients or over lunchtime
- Offer short class on sleep management and relaxation techniques to assist in stress management
- Model exercise and healthy eating to support mood and energy levels
- Hold quarterly “Nourishment retreats” for staff to discuss and develop self-care plan
- Suggest they take breaks from devices as much as possible coloring books jigsaw puzzles in the lunch room
- Make sure there is ample opportunity for conversation and give positive feedback and acknowledgement as much as possible



THANK YOU

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