



Serenity House Communities



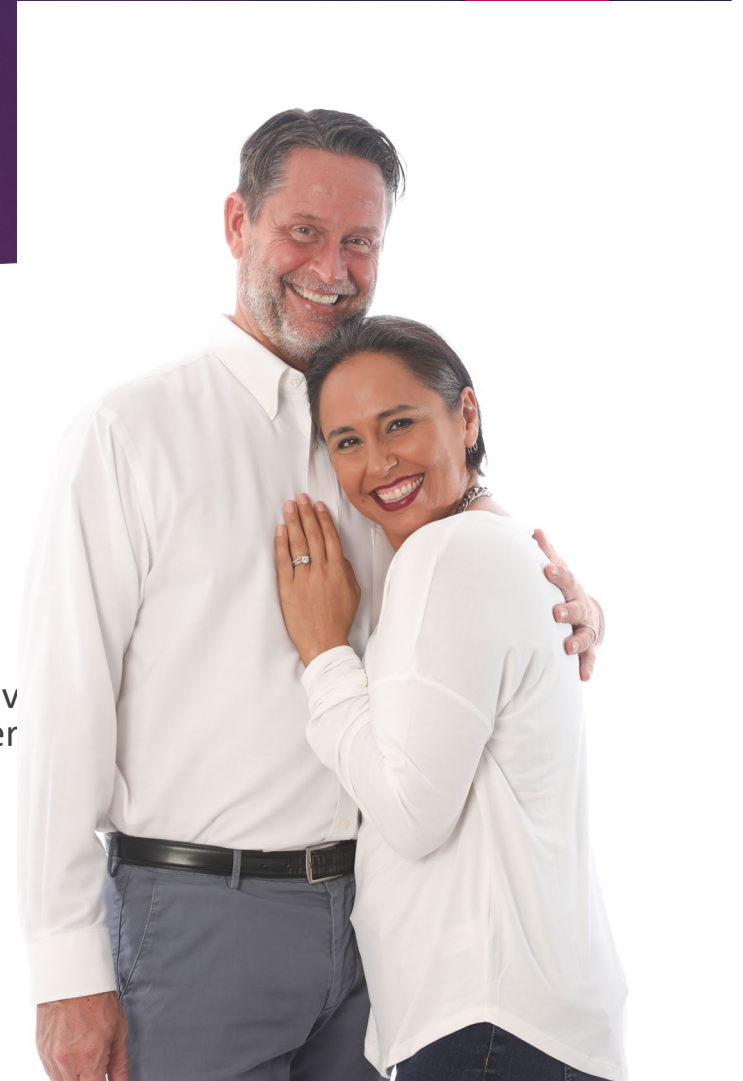
Integrating Self-care in the Workplace

PROMOTING STAFF WELLNESS & PREVENTING THE PITFALLS ASSOCIATED WITH
LACK OF SELF-CARE

www.flintserenityhouse.org
www.greentaraholistics.com

Introduction

- Master's degree in Composition and Rhetoric from the University of Michigan
- Bachelor's in Telecommunications from Michigan State University.
- Former news and feature reporter for newspapers and magazines for four years
- Former college professor
- Trained in recovery coaching through Genesee Health Systems in 2016
- Member of the Genesee County Prevention Coalition & MSU Health in our Hands Initiative
Advisory board member of Genesee County's Family Against Narcotics advisory , member
Faces & Voices for Recovery and Mobilize Recovery 2019
- Certified Usui Reiki master teacher and developer of Recovery Reiki® & author of the
Recovery Reiki® Manual: Self-Healing & Emotional Mastery
- Certified Acudetox Specialist
- Co-owner of Green Tara Holistics, LLC



What self-care looks like at an org level



What We Will Learn Today

- ▶ Changing the narrative around self-care
- ▶ Identify secondary trauma, compassion fatigue, and burn out
- ▶ Learning the negative impact of the lack of self-care
- ▶ Learning the benefits of self-care in the workplace
- ▶ Assessing your self-care practice as it is today
- ▶ Learning SAMHSA's 8 dimensions of wellness
- ▶ Meditation and how it can increase awareness and well-being
- ▶ Experience a guided meditation

Changing the way we view self-care

**Self care is not
self
indulgence.**

**Self care is self
respect.**

*- gateway -
women.com*

Who has a self-care process in place? If you do, name three things you do for yourself.

Those who work in mental health/SUD Field

- ▶ Often have a personal experience with mental health and SUD disorder
- ▶ Can often bypass their own healing by focusing on the healing of others
- ▶ React more intensely to another person's emotional state
- ▶ Take another person's behavior personally



Pitfalls of lack of self-care

- ▶ **Compassion Fatigue;** a profound emotional and physical erosion that takes place when helpers are unable to refuel and regenerate
- ▶ **Secondary (Vicarious) trauma:** coined by Pearlman & Saakvitne (1995) to describe the profound shift in world view that occurs in helping professionals when they work with clients who have experienced trauma. Helpers notice that their fundamental beliefs about the world are altered and possibly damaged by being repeatedly exposed to traumatic material.
- ▶ **Burnout:** a term that has been used since the early 1980s describe the physical and emotional exhaustion that workers can experience when they have low job satisfaction and feel powerless and overwhelmed at work. However, burnout does not necessarily mean that our view of the world has been damaged, or that we have lost the ability to feel compassion for others.

Negative Effects of Lack of Self-Care

- ▶ Difficulty concentrating
- ▶ Intrusive imagery
- ▶ Feeling discouraged about the world
- ▶ Hopelessness
- ▶ Exhaustion and irritability
- ▶ High attrition (helpers leaving the field)
- ▶ Negative outcomes (dispirited, cynical workers remaining in the field, boundary violations)

<https://www.tendacademy.ca/what-is-compassion-fatigue/>



Physical Warning Signs

- ▶ Insomnia
- ▶ Headaches
- ▶ Increased susceptibility to illness
- ▶ Sore back and neck
- ▶ Irritable bowel, GI distress
- ▶ Rashes, breakouts
- ▶ Grinding your teeth at night
- ▶ Heart palpitations
- ▶ Hypochondria



Behavioral Signs

- ▶ Increased use of alcohol, drugs, food consumptions, etc.
- ▶ Anger and Irritability at home and/or at work
- ▶ Avoidance of watching excessive amounts of TV/Netflix at night
- ▶ Consuming high trauma media as entertainment
- ▶ Avoiding clients/patients and avoiding colleagues/staff gatherings
- ▶ Impaired ability to make decisions
- ▶ Feeling helpless when hearing a difficult client story
- ▶ Impostor syndrome – feeling unskilled in your job
- ▶ Problems in personal relationships
- ▶ Thinking about quitting your job (not always a bad idea by the way!)
- ▶ Compromised care for clients/patients
- ▶ Engaging in frequent negative gossip/venting at work



Emotional/Mental Signs

- ▶ Emotional exhaustion
- ▶ Negative self-image and self-talk
- ▶ Depression, anxiety, difficulty sleeping
- ▶ Feelings of hopelessness, guilt, and shame
- ▶ Reduced ability to feel sympathy and empathy towards clients or family/friends
- ▶ Cynicism and/or anger at work
- ▶ Resentment of demands being put on you at work and/or at home
- ▶ Dread of working with certain clients/patients/certain case files
- ▶ Diminished sense of enjoyment/career(i.e., low compassion satisfaction)
- ▶ Depersonalization – spacing out during work or the drive home
- ▶ Hypersensitivity to emotionally charged stimuli



Solutions

- ▶ Prioritize self-care at all levels of business: individual and throughout all facets of the organization
- ▶ Build a culture of self-care practices
- ▶ Mind/body education
- ▶ Regular self-care trainings in the workplace
- ▶ Self-care groups within the workplace (yoga, meditation, reiki, aromatherapy, etc.)
- ▶ Balanced workloads
- ▶ Flexible work schedules
- ▶ Self-care accountability



Benefits of Self-Care in the Workplace

- ▶ Low turnover which means money saved
- ▶ Clients are safer
- ▶ Organization can grow in integrity
- ▶ Staff is genuinely happier to be at work
- ▶ Draw more quality employees and volunteers to the business
- ▶ More productivity

Self-Care Assessment

- ▶ Ask yourself where you are at in your self-care journey
- ▶ Define goals for self-care
- ▶ Identify your support system
- ▶ Identify when your self-care has a set back
- ▶ Identify the eight dimensions of wellness according to SAMHSA



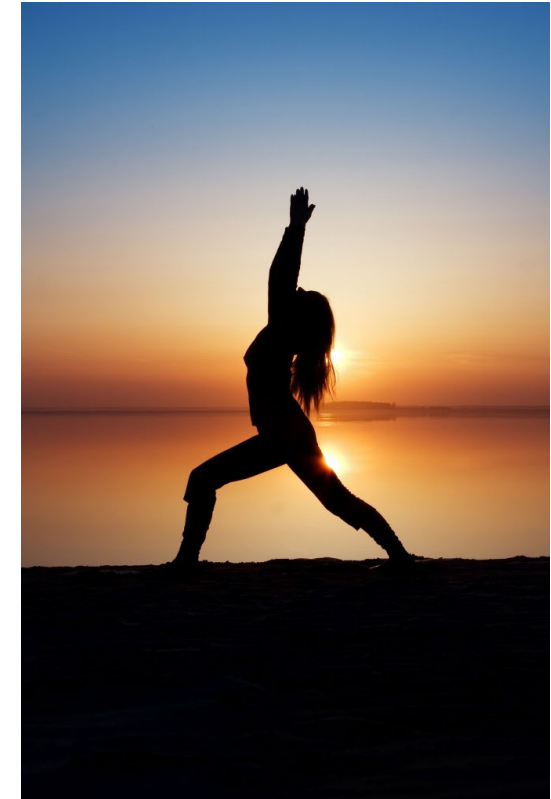
The Wellness Wheel

THE WELLNESS WHEEL



Physical Self-Care

- ▶ Eat regularly, healthfully, mindfully
- ▶ Exercise
- ▶ Get enough sleep
- ▶ Practice of martial arts or yoga
- ▶ Get regular medical care for prevention and when needed
- ▶ Take time off when you're sick
- ▶ Get massages or other body work
- ▶ Do physical activity that is fun for you
- ▶ Wear clothes you like
- ▶ Take vacations, day trips, or mini-vacations
- ▶ Get away from stressful technology such as cell phones and e-mail



Emotional Self-Care

- ▶ Spend time with people you genuinely like
- ▶ Stay in contact with important people in your life
- ▶ Be mindful of self-talk/Have compassion for yourself
- ▶ Celebrate the small victories as well as the large ones
- ▶ Reread favorite books, watch favorite movies or listen to favorite music
- ▶ Identify and seek out comforting activities, objects, people, relationships, places
- ▶ Allow yourself to cry
- ▶ Find things that make you laugh
- ▶ Express your outrage or anger in a constructive way (righteous indignation)
- ▶ Take the time to connect with your inner child and with other children



Spiritual Self-Care

- ▶ Make time for reflection, meditation, prayer, journaling
- ▶ Spend time in nature
- ▶ Participate in a spiritual gathering, community or group
- ▶ Be open to inspiration
- ▶ Cherish your optimism and hope
- ▶ Be open to mystery, to not knowing and uncertainty of life
- ▶ Identify what is meaningful to you and notice its place in your life
- ▶ Singing or playing inspirational music
- ▶ Create rituals that are meaningful to you
- ▶ Remember and memorialize loved ones who have died
- ▶ Create experiences that invoke the awe of life



Social Self-Care

- ▶ Regularly spend time with those who lift you higher
- ▶ Only seek to have intentional relationships with those who aren't just a great influence, but who also encourage you
- ▶ Steer clear and eliminate any and all toxic relationships
- ▶ Don't let yourself be a people pleaser
- ▶ Take regular social media breaks
- ▶ Plan a get together in your home for your closest friends/family
- ▶ Go out to coffee or lunch with your best friend regularly
- ▶ Create personal boundaries for your relationships
- ▶ Call a high school friend



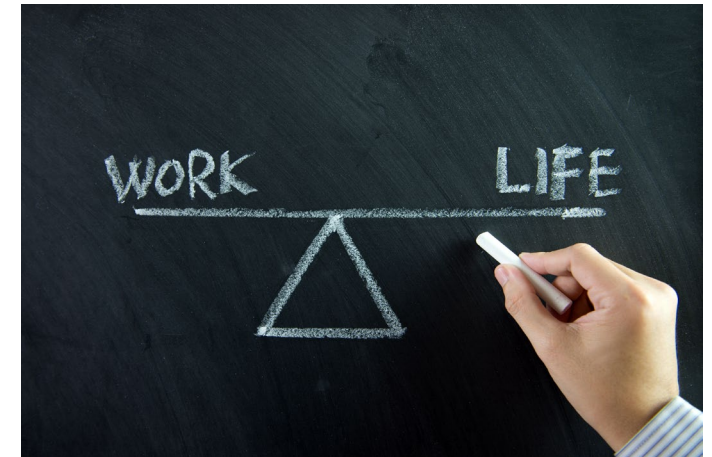
Financial Self-Care

- ▶ Pay yourself first
- ▶ Organize your finances
- ▶ Love your wallet and purse
- ▶ Know when your expenses are due and pay them on time
- ▶ Consider other streams of revenue
- ▶ Talk about your money with your partner often
- ▶ Notice where there is lack or fear over money
- ▶ Pick a cause you believe in and regularly donate



Occupational Self-Care

- ▶ Mindfully create a ritual to begin your workday
- ▶ Take time to mindfully eat lunch
- ▶ Identify projects or tasks that are exciting, growth-promoting, and rewarding for you
- ▶ Set limits with clients and colleagues
- ▶ Balance your workload as much as possible
- ▶ Arrange your workspace so it is comfortable and comforting
- ▶ Negotiate for your needs
- ▶ Delegate – learn to ask for help
- ▶ Have a transition from work to home/create a ritual upon coming home



Environmental Self-Care

- ▶ Declutter your home and work environment
- ▶ Practice Feng Shui
- ▶ Get rid of anything that gives you bad feelings or bad memory
- ▶ Get rid of any clothes that are uncomfortable
- ▶ Schedule regular cleaning times for office and home
- ▶ Gardening with flowers or vegetable plants



Intellectual Self-Care

- ▶ Watch documentaries
- ▶ Read new books
- ▶ Research topics that are interesting to you
- ▶ Solve some puzzles or games, like brain-teasers
- ▶ Begin a new hobby
- ▶ Stay informed – read other news sources outside of mainstream media
- ▶ Participate in creative activities
- ▶ Explore creative writing
- ▶ Participate in volunteer work
- ▶ Take a training that interests you that might be outside of the bounds of your regular work
- ▶ Have a meaningful conversation with someone who is outside of your scope of work



Meditation Goals

- ▶ Maintain open awareness of one's experience; to support emotional balance and well-being
- ▶ Recognize habitual thoughts and behaviors that do not support wellbeing, which allows for new and different ways of being
- ▶ Begin to naturally respond rather than react
- ▶ Release anything that no longer serves you

Now let's meditate together!

Guided Meditation Exercise



Upcoming Events & Trainings

- ▶ Self-care training all Wednesday's in September at 6pm via zoom
- ▶ Motivational Interviewing Training & CCAR Ethics Training in September via zoom
- ▶ The Rejuvenation Retreat in Costa Rica February 2023.

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- ▶ Swarbrick, Margaret. (2012). Swarbrick, M. (2012). A Wellness Approach to Mental Health Recovery. In *Recovery of People with Mental Illness: Philosophical and Related Perspectives*. Abraham Rudnick, (ed). Oxford Press..

Questions/Comments



Contact

Trainings & Retreats

admin@greentaraholistics.com

www.greentaraholistics.com



Non-profit work and groups for people in recovery

info@flintserenityhouse.org

www.flintserenityhouse.org



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