



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

Michael Diller, PsyD

Licensed Psychologist/Director

WellSpan Employee Assistance Program

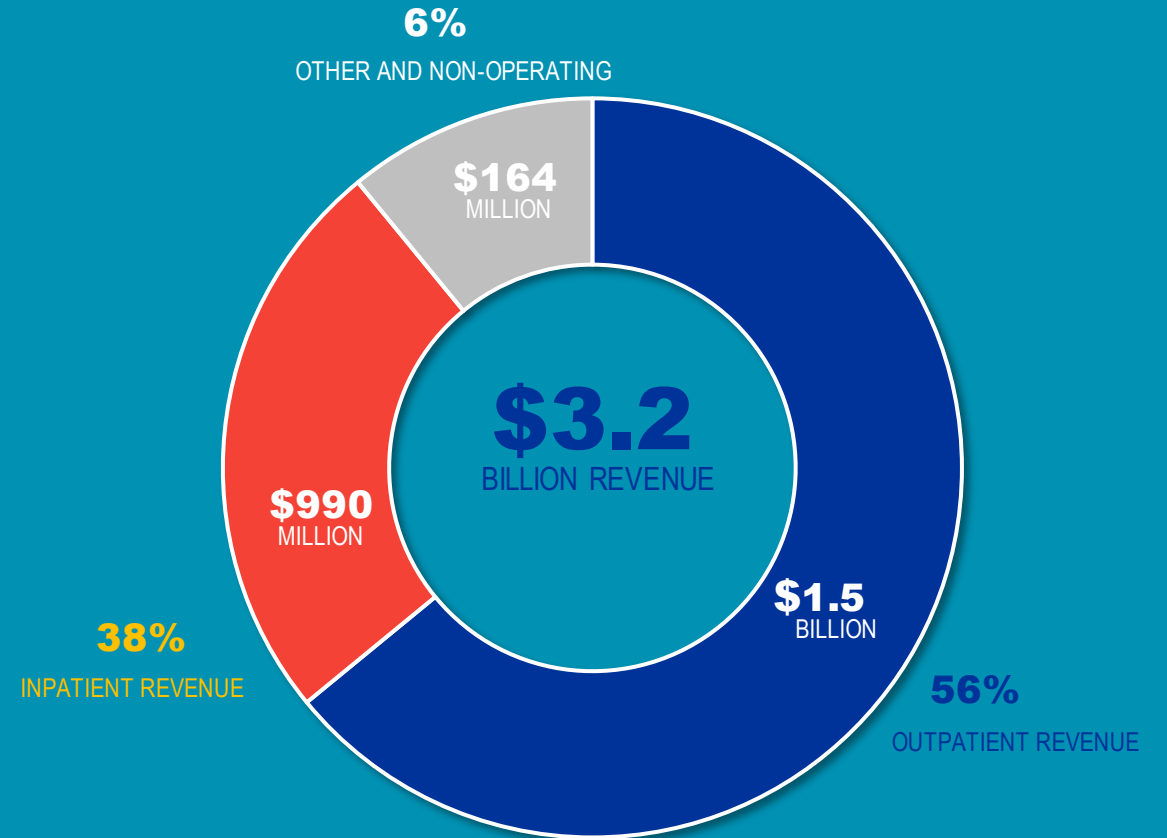
WellSpan Well At Work, EAP

WellSpan Health Recording Criteria

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WellSpan Today

- **20,000+** team members and **3,600** volunteers
- **1,750** Physicians/Advanced Practice Providers
- **220+** patient care locations
- **8** hospitals
- Regional behavioral health organization
- Regional home health organizations
- **\$256** million in community benefit



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

Recognize Where We Are

Where we are now, what have we learned...?

A Chance to Connect and Reflect:

- What have you learned about yourself?
- What surprised you?
- What has been most helpful?

Something to Hold On To... Embrace

Viktor Frankl--- He wrote:

“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.”

- The opportunity to exercise that freedom is available to all of us — and it is key to finding a way forward in uncertain times.
- FOCUS on What we have control over---- put our energy there...
- ...opens the door for meaning to follow--- name the meaningful moments---David Kessler

The Power of Caring Curiosity...



How Will You Choose to Show Up?

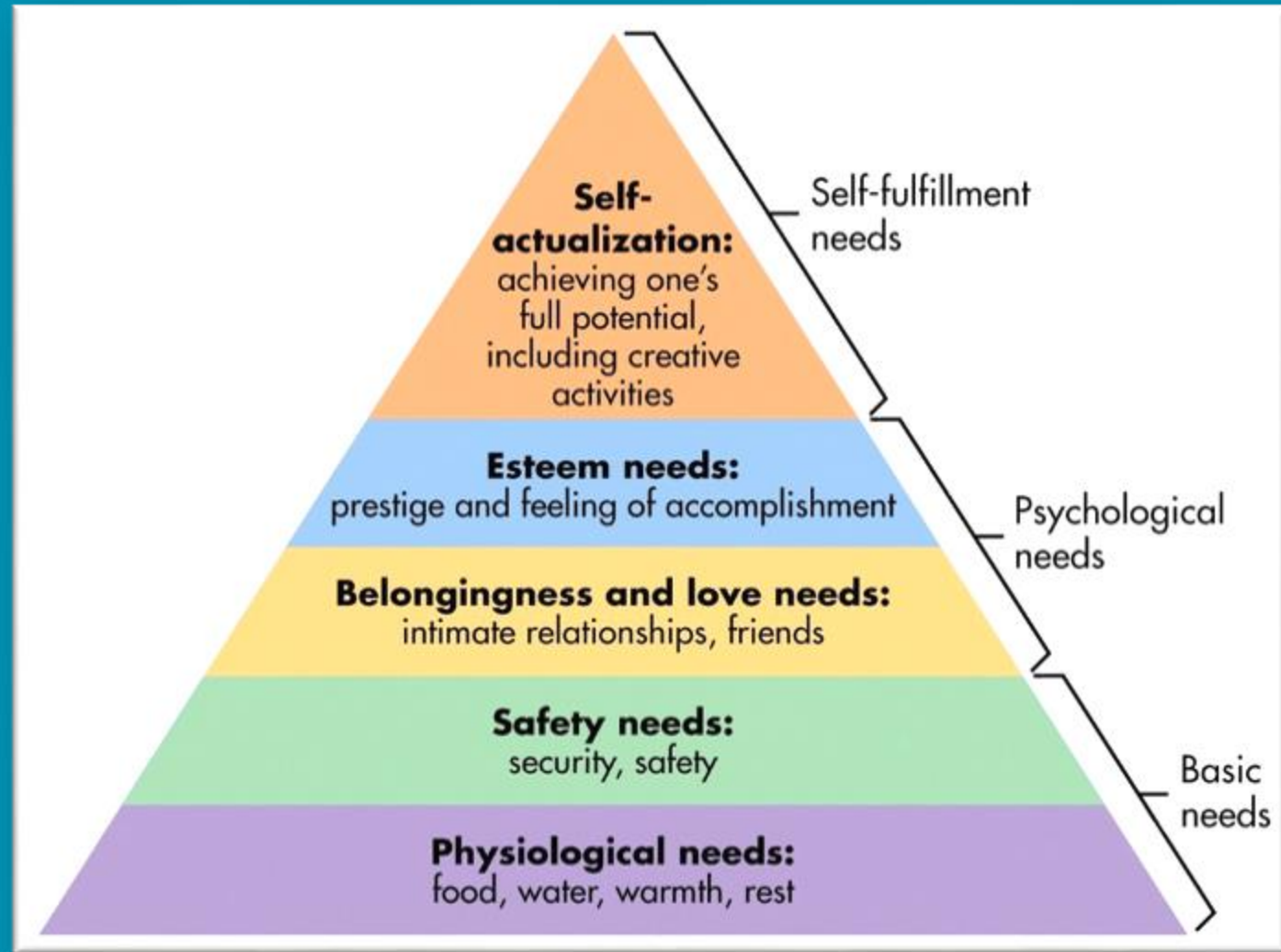
Lessons learned and keys to not only supporting good mental health in the workplace, but creating a culture of caring and thriving:

- Creating times to meet and connect with one another to check-in, not about goals and strategy, but simply asking questions about how they are really doing and asking how to be helpful. It speaks to the power of meaningful human connection
- 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**

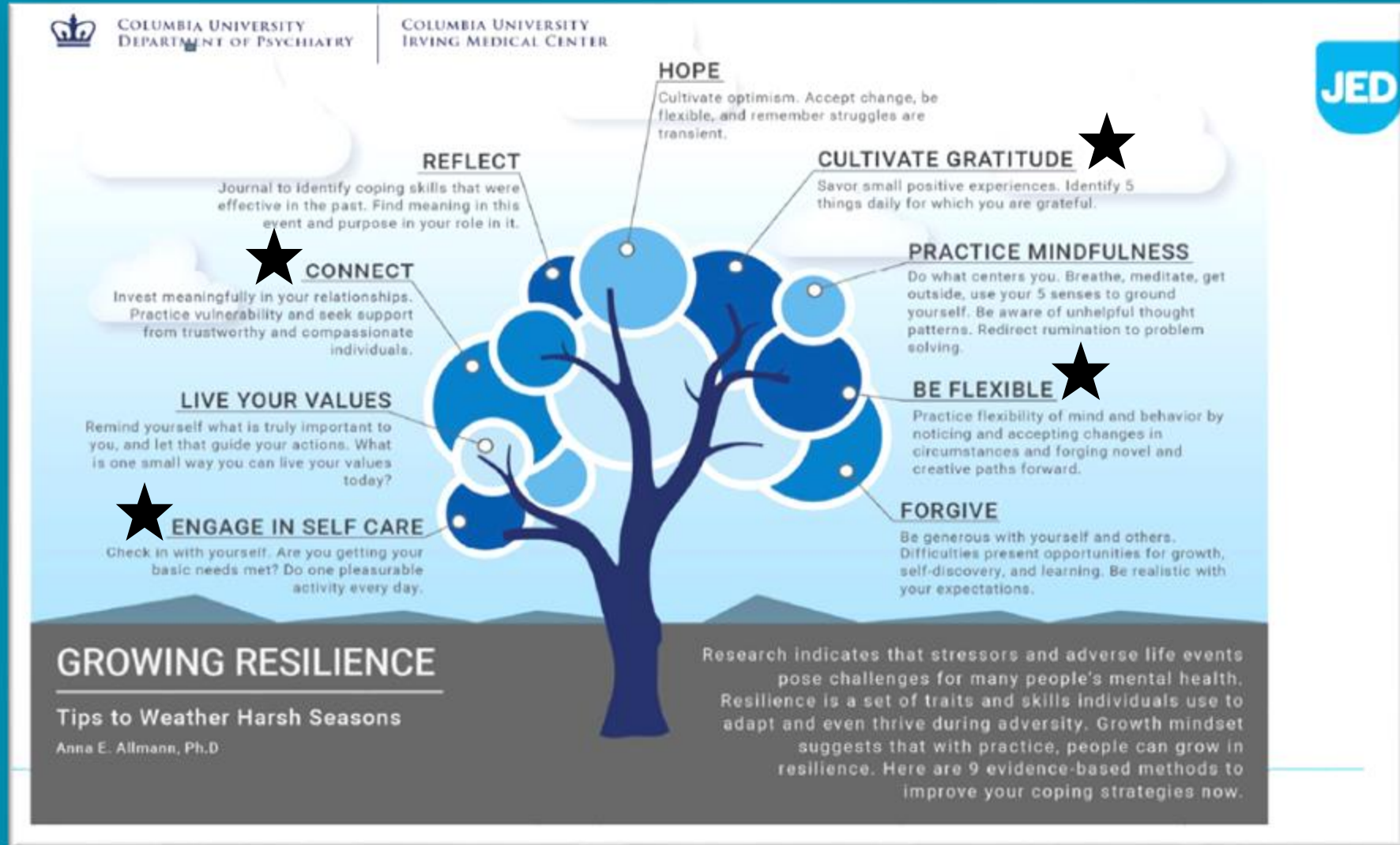
Lessons learned and keys to not only supporting good mental health in the workplace, but creating a culture of caring and thriving:

- Breaking down stigma by speaking openly about mental health and overall wellbeing and creating ongoing awareness of — and access to — tips and supportive resources
- Encouraging employees to create time and space away from work, take their PTO, maintain an end-your-workday boundary and focus on positive self-care activities as self-care has been found to be at the foundation of growing resilience
- Re-emphasizing the unified purpose of the organization which has been linked as a major contributor to overall happiness, satisfaction, and engagement at work
- Inviting the voices of the employees to be shared and heard

Setting the Stage: What do we need?



The Tree: 9 Evidenced Based Resiliency Strategies



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

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](#) [↗](#)

A Difference Making Future

Five Essentials for Workplace Mental Health & Well-Being



Office of the
U.S. Surgeon General



A Difference Making Future

This Framework is dedicated to all workers who lost their lives during the pandemic and to their families. May this serve as a call to action to lift up the voices of workers, particularly those most vulnerable, and to protect their health and well-being.



A Difference Making Future



Protection from Harm • Prioritize workplace physical and psychological safety • Enable adequate rest • Normalize and support mental health • Operationalize DEIA* norms, policies, and programs

A Difference Making Future



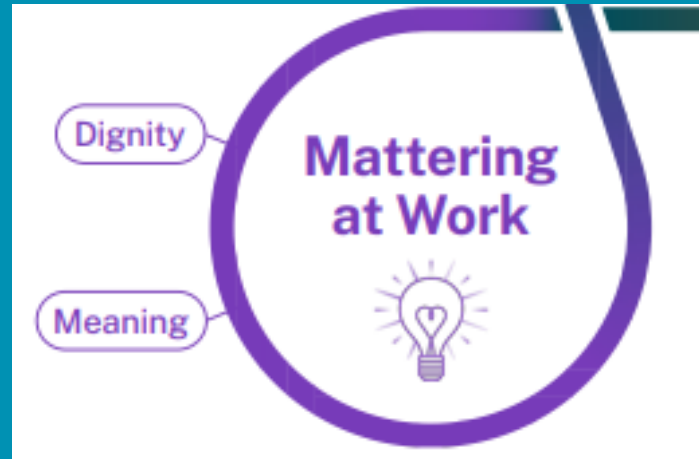
Connection & Community • Create cultures of inclusion and belonging • Cultivate trusted relationships • Foster collaboration and teamwork

A Difference Making Future



Work-Life Harmony • Provide more autonomy over how work is done • Make schedules as flexible and predictable as possible • Increase access to paid leave • Respect boundaries between work and non-work time

A Difference Making Future



Mattering at Work • Provide a living wage • Engage workers in workplace decisions • Build a culture of gratitude and recognition • Connect individual work with organizational mission

A Difference Making Future



Opportunity for Growth • Offer quality training, education, and mentoring • Foster clear, equitable pathways for career advancement • Ensure relevant, reciprocal feedback

The One Thing—Do This...

3GT---Dr. Bryan Sexton



Bite Size WellBeing in Times of Uncertainty

3 Good Things. Cultivate your uplifts:

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

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

- [3 Good Things - YouTube.](#)

Bite-sized well-being During Times of Uncertainty



Strategies for Wellbeing

- Schedule time to eat
- Practice mindfulness
- Express gratitude
- Do brief intermittent exercise
- Request external support
- Make time for your spirituality/faith
- Hold 45-minute meetings
- Assume positive intent
- Encourage others to take care of themselves
- Allow those you lead to take time to separate from work

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

For each area of Whole Health below, please rate yourself on a scale of 1 (LOW) to 5 (HIGH) that best represents where you are now and where you would like to be.	Where are you? (1 2 3 4 5)	Where would you like to be? (1 2 3 4 5)
Moving the Body: <i>"Energy and Flexibility"</i> Includes movement and physical activities like walking, dancing, gardening, sports, lifting weights, yoga, cycling, swimming, and activities at a gym.		
Recharge: <i>"Sleep and Refresh"</i> Getting enough rest, relaxation, and sleep. Taking breaks during your day or using vacation time for recharge.		
Food and Drink: <i>"Nourish and Fuel"</i> Eating healthy, balanced meals with plenty of fruits and vegetables each day. Managing cravings & eating healthy snacks. Drinking enough water and limiting sodas, sweetened drinks, and alcohol.		
Personal Development: <i>"Personal life and Work life"</i> Learning and growing. Developing abilities, talents, and hobbies. Balancing responsibilities where you live, volunteer, and work. Incorporating joy and laughter in your day.		
Family, Friends, and Co-Workers: <i>"Relationships"</i> Feeling listened to, connected to, and supported by people you love and care about. The quality of your communication with family, friends and people you work with.		
Spirit and Soul: <i>"Growing and Connecting"</i> Having a sense of purpose and meaning in your life. Feeling connected to something larger than yourself, to nature, or the world around you. Finding strength in difficult times.		
Surroundings: <i>"Physical and Emotional"</i> Feeling safe. Having comfortable, healthy spaces where you work and live. The quality of the lighting, color, air, and water. Decreasing unpleasant clutter, noises, and smells.		
Power of the Mind: <i>"Strengthen and Listen"</i> Tapping into the power of your mind to heal, cope, and manage stress. Using mind-body techniques like relaxation, breathing, or guided imagery.		

Chart from Whole Healthy Inventory – VA Boston Healthcare System

You Are Not Alone: Resources to Support You

- **Coping and Self-care Tips During and **Beyond** the Pandemic:**
<https://www.wellspanphilhaven.org/Portals/0/WPH%20Coping%20Strategies-Hallmarks%20of%20Self-Care%20flyer.pdf>
- **Maintaining Good Mental Health:**
<https://www.wellspanphilhaven.org/Maintaining-Good-Mental-Health-during-the-Coronavirus-Pandemic>
- **WellSpan EAP:**
[http://www.wellspaneap.org/resources/coronavirus-\(covid-19\)/](http://www.wellspaneap.org/resources/coronavirus-(covid-19)/)
- **WellSpan Philhaven: WARM Line (Addiction Support):**
<https://www.wellspanphilhaven.org/Programs-and-Services/Addiction-Services/WARM-Line>
- **Workplace Mental Health & Well-Being — Current Priorities of the U.S. Surgeon General (hhs.gov)**

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

- [PR-1155_EndingYourWorkDayChecklist_8.5x11\(wellspaneap.org\)](#)

WellSpan Philhaven – Free Training

(within the WellSpan Footprint)

See the schedule for upcoming Mental Health First Aid
and QPR Suicide Prevention trainings:

<http://www.wellspanphilhaven.org/Education/-Mental-Health-First-Aid>

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

WellSpan EAP

3421 Concord Road

York, PA 17402

P: 1-800-673-2514

mdiller@wellspring.org

www.WellSpan.org/EAP