Self-care:

Taking Care of Ourselves to Sustain the Health of Our Communities

Health Outreach Partners
Midwest Stream Forum for Agricultural Worker Health
September 26, 2019, 10:30am-12:00pm MDT

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HEALTHY PEOPLE. EQUITABLE COMMUNITIES.

Facilitators

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Project Manager

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WWW.OUTREACH-PARTNERS.ORG

WE SUPPORT HEALTH OUTREACH PROGRAMS by providing training, consultation, and timely resources.

OUR MISSION IS TO BUILD STRONG, EFFECTIVE, AND SUSTAINABLE HEALTH OUTREACH MODELS by partnering with local community-based organizations across the country in order to improve the quality of life of low-income, vulnerable and underserved populations.

WE SERVE Community Health Centers, Primary Care Associations, and Safety-net Health Organization

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Learning Objectives

At the end of the workshop, participants will be able:

- Define the four principles of self-care.
- Describe how self-care and organizational self-care can help to address burnout, compassion fatigue, and secondary trauma.
- Identify at least 3 strategies to practice self-care and create a self-care pledge.

ICEBREAKER

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Icebreaker: *Which is Cuter?*

Please raise your hand to vote for *one* option

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Kitten

Puppy

Bunny

Baby Pig

Donkeys

Otters

What is self-care?

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"We cannot develop and implement visionary strategies for change in the long term if we are exhausted and burned out in the short term."

-Move to End Violence Initiative

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What Does Self-Care Mean to You?

- Taking care of your whole person.
- Being aware of and fulfilling your emotional, physical, mental, spiritual and social needs.
- Engaging in activities that relieve stress and bring you joy.
- Maintaining healthy boundaries between work and your personal life.
- Modeling the behavior that you advocate for others to adopt.
- Doing what is necessary to live each day as your best self.

Boundaries

- Requires self-reflection and understanding yourself
- Need to built from the inside out
- Provides guidance
- Builds belief in being safe and deserving of kindness and respect
- Life teaches us what our boundaries are
- "Good" boundaries

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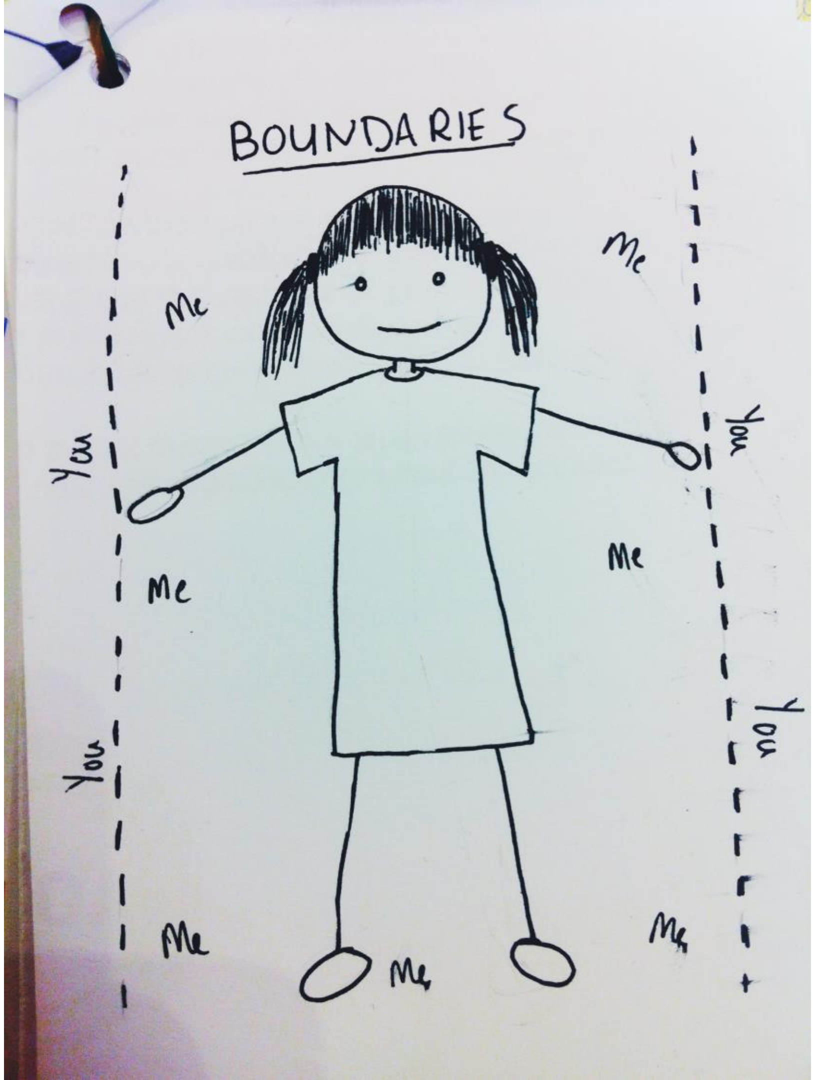
BOUNDARIES
Me
Me
You
You
Me
Me
You
You
Me
Me
Me
Me

What is Self-care?

Any activity done voluntarily to help maintain **physical**, **mental**, or **emotional** health.

Practicing self-care can be simple and over time have significant impact on one’s overall health and wellbeing.

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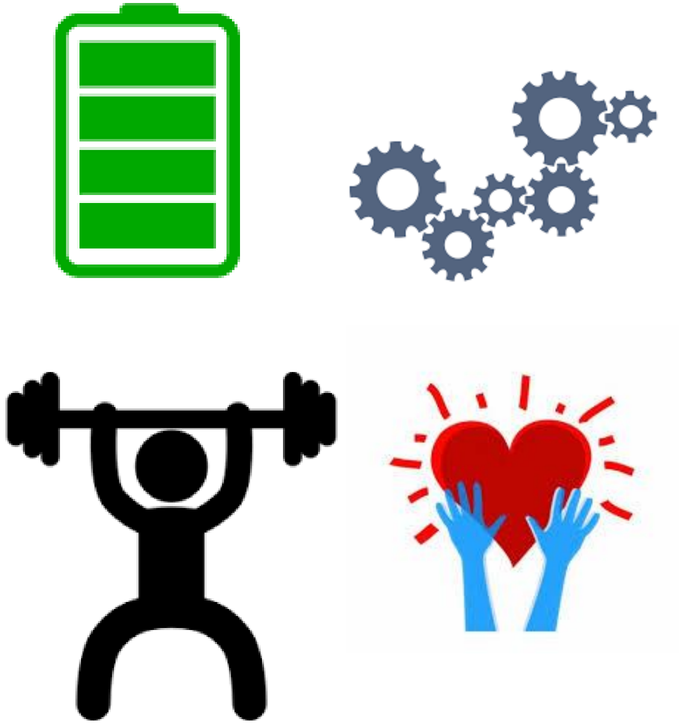
Benefits of Self-care

- Increases energy
- Improves concentration
- Enhances quality of life
- Maintains motivation
- Builds self-knowledge
- Increases compassion and empathy
- Increases productivity
- Improves mental and physical health



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Self-Care Principles

1) Practice mindfulness and look inwards
2) Be able to say "no" and maintain your boundaries
3) Maintain supportive relationships
4) Ask for help

Activity 1: *What does self-care meant to you?*

Please reflect on and answer the questions in the "Self-care Worksheet"

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Why is Self-care Important?

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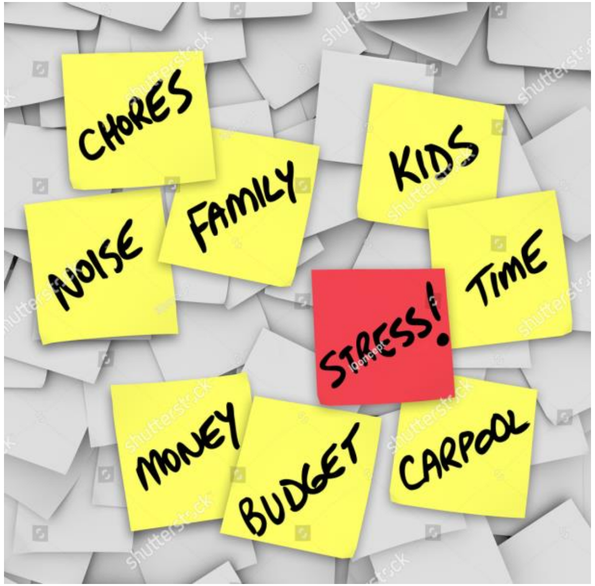
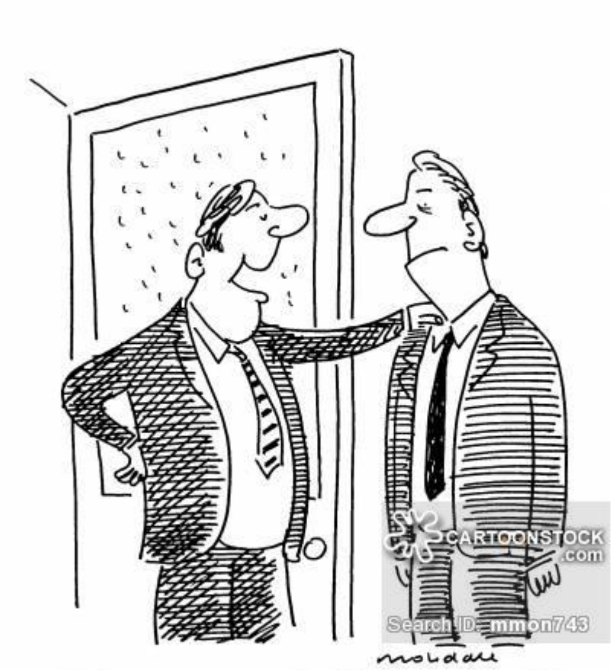
Why do health center staff need a self-care practice?


CHORES
FAMILY
KIDS
NOISE
TIME
STRESS!
MONEY
BUDGET
CARPOOL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'A few more years in this job and you'll learn how to delegate stress.'

P political
E economic
S social
T technological

What is burnout?

A state of emotional, mental, and physical exhaustion caused by excessive and prolonged stress.

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Source: Helpguide.org. Burnout Prevention and Recovery. Retrieved from https://www.helpguide.org/articles/stress/burnout-prevention-and-recovery.htm

What is compassion fatigue?

A condition characterized by the gradual lessening of compassion over time due to the ongoing stress of care and giving from work performed on a regular basis.

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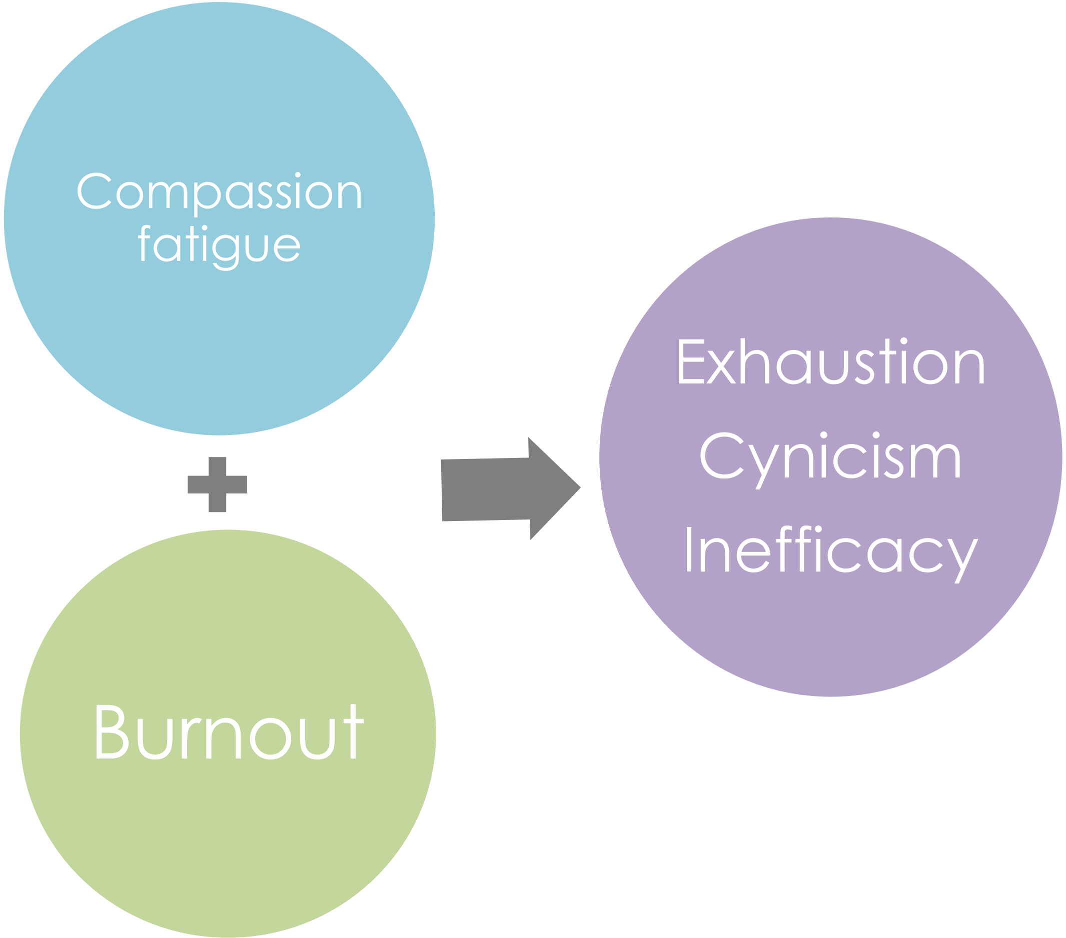
Source: Compassion Fatigue Awareness Project. What is Compassion Fatigue? Retrieved from http://www.compassionfatigue.org/pages/compassionfatigue.html



Compassion fatigue

+

Burnout

Exhaustion

Cynicism

Inefficacy

What is secondary & vicarious trauma?

Secondary trauma is referred to as "the stress resulting from helping or wanting to help a traumatized or suffering person."*

Vicarious trauma is the term used to describe the "cumulative transformative effect of working with survivors of traumatic life events."**

Source:
*Figley, C.R. (Ed.) (1995). Compassion Fatigue: Secondary Traumatic Stress Disorders from Treating the Traumatized. New York: Brunner/Mazel, p.7.
***Transforming the Pain: A Workbook on Vicarious Trauma*, Saakvitne, Pearlman and Staff of TSI/CAAP (Norton, 1996)

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Activity 2: Stress and Burnout in the Workplace

Please discuss the questions in your "Self-care Worksheet"

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Organizational Self-Care

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What is Organizational Self-care?

A broad organizational approach to foster a healthy and supportive work culture and environment for all employees that aims to:

1. Reduce burnout and compassion fatigue
2. Improve job satisfaction
3. Encourage the growth of staff and the organization

Benefits of Organizational Self-care

- Create a culture of quality performance and team collaboration
- Improve employees' productivity
- Retain staff and decrease turnover
- Prevent or ameliorate work stresses
- Reduce burnout and compassion fatigue
- Promote job satisfaction and work-life

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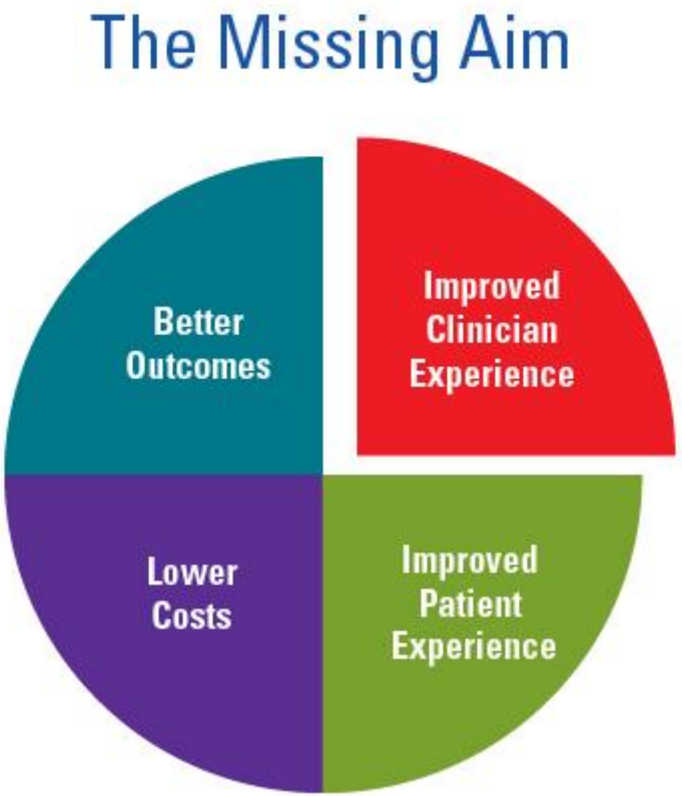
The New IHI Triple Aim –

The *Quadruple* Aim


The Missing Aim
Better Outcomes
Improved Clinician Experience
Lower Costs
Improved Patient Experience

Source: Feeley, 2017. *The Triple Aim or the Quadruple Aim: Four Points to Help Set your Strategy.* Accessed at: http://www.ihi.org/communities/blogs/the-triple-aim-or-the-quadruple-aim-four-points-to-help-set-your-strategy

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The Evidence: Burnout's Impact on the Individual

- CHWs at higher risk for burnout (Oddie 2017; Siebert 2005)
- Health care worker **professional burnout** defined as high levels of: (Salyers 2015)
  - Emotional exhaustion
  - Depersonalization (negative or cynical attitudes)
  - Diminished sense of personal achievement
- Professional burnout is associated with depression and anxiety (Koutsimani 2019)
- Physical health problems (e.g., insomnia, headaches, poor overall health) (Carson et al., 1999; Heaney, Price, & Rafferty, 1995; Killian, 2008; Long, Blackwell, & Midgley, 1990)
- Relationship problems, reduced job satisfaction (Perrone, Aegisdottir, Webb, & Blalock, 2006; Rohland, 2000)
- Increased mental health problems (e.g., depression, anxiety, substance abuse) (Smoot & Gonzolas, 1995; Stalker & Harvey, 2002)

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The Evidence: Burnout's Impact on the Organization

- Report increased absenteeism, tardiness, reduced job commitment, poor job performance and increased turnover (Salyers 2015)
- Burnout correlated with decrease in:
  - Quality of care indicators
  - Continuity of care
  - Patient-centered communications capacity
    - (Burke & Richardsen, 1993; Schwab, Jackson, & Schuler, 1986; Smoot & Gonzolas, 1995; Stalker & Harvey, 2002, Salyers 2015)
- The burnout "contagion effect", damaging the morale of other employees (Bakker & Demerouti, 2007; Bakker, Le Blanc, & Schaufeli, 2005)

Building an Organizational Culture of Self-care

- Conduct an inventory of your organization's existing cultural practices.[3]
- Gather input from staff on what self-care means and what is needed to create a supportive work environment.
- Develop a collective vision and definition of self-care for your organization.

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Source: Tirona, Marisa (2014). Organizational Self-Care: Why It Matters and What It Could Look Like In Your Organization. Compass Point. April 15, 2014. Retrieved from https://www.compasspoint.org/blog/organizational-self-care-why-it-matters-and-what-it-could-look-your-organization

Organizational Self-care Practices

- Post the health center's self care statement in visible areas
- Integrate questions about self-care as part of regular staff meetings
- Set self-care norms and encourage healthy practices
- Implement group wellness breaks
- Create self-care pledges
- Avoid back-to-back meetings
- Training for management and staff on assessing/addressing burnout and stress
- Seeking organizational discount for gyms, wellness centers

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THEORY *of* CHANGE

We believe that...

- Health is a human right.
- Health care is not a commodity
- Fighting for health equity means standing up for equal access for people to lead healthy and dignified lives.
- Outreach is key to creating trusting relationships and ensuring access to quality care for marginalized and vulnerable communities.

Problem Statement

- Failure to recognize health as a fundamental right denies marginalized and vulnerable communities access to health care and the opportunity to live healthy, thriving lives.

We partner with...

- Community health workforce, especially frontline staff
- Health center leadership
- Organizations ready to start or redesign their health outreach programs
- Advocates addressing the social determinants of health impacting marginalized and vulnerable communities.

Strategies

- We demonstrate that organizations investing in outreach programs achieve greater impact (through financial benefits, the generation of critical data, and strengthened relationships).
- We use methodologies that facilitate change at the individual, institutional, and community levels.
- We create learning environments based on adult learning principles that uncover solutions through peer-to-peer exchange.
- We draw on the expertise of frontline staff to inform our work.
- We design our services with the client at the center.

Anticipated Changes

- Marginalized and vulnerable communities are accessing health care.
- Marginalized and vulnerable communities are represented within leadership positions, decision making, service provision, and capacity building
- Community health organizations provide care that recognizes the whole person and use specific strategies to address multiple determinants of health.
- Community health organizations have customized outreach programs that address the unique needs of their communities and prioritize the most vulnerable.

Values

Dignity - We believe in people's intrinsic worth and uphold their right to be treated with respect and fairness.

Compassion - We do our work in the spirit of service and empathy.

Empowerment - Solutions to challenges stem from the community, and our work is to support the community to create the solutions they need.

Collaboration - We believe that the greatest impact is achieved by building trusting relationships and by recognizing and leveraging each other's strengths.

Creativity - We discover new approaches to address persisting challenges in the delivery of health care.

Commitment to Learning - We use evidence-based learning and continuous reflection to respond to the changing needs of those we serve.

Work-Life Balance - Maintaining healthy boundaries in our work and practicing self-care allows us to be present, optimistic, and sustainable.

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respectfully and openly
· There are no wrong questions
· Everyone is actively participating and listening
· Only one person speaks at a time
· Honor the limitations of time, speak concisely
· If you state a problem, try to offer a solution
· Be on time when returning fr eaks
· Practice self-care
· Silence cell phones / de
FULL YEAR
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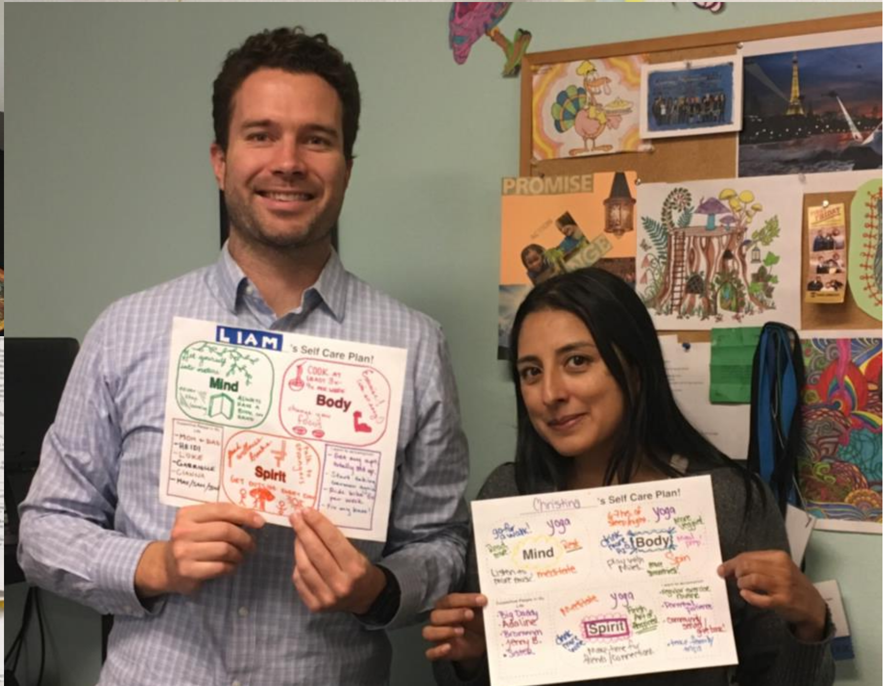
PROMISE
LIAM 's Self Care Plan!
Mind
Body
Spirit
Christina 's Self Care Plan!
Mind
Body
Spirit
yoga

Activity 3: Organizational Self-care Practice

Please complete the back page of the "Self-care Worksheet":

How does your organization currently support employees to practice self-care?

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Self-care: Showing up for yourself

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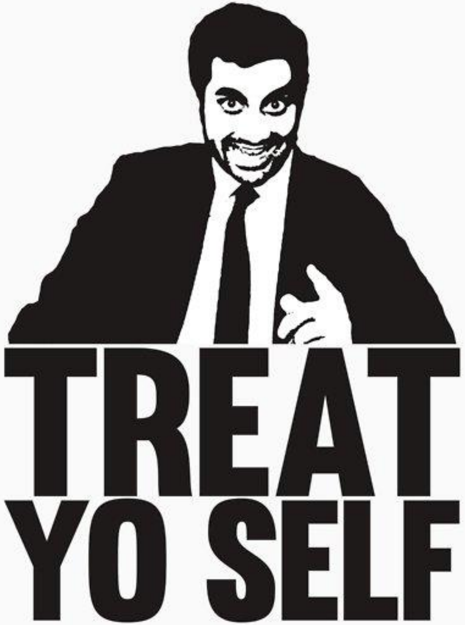
#selfcare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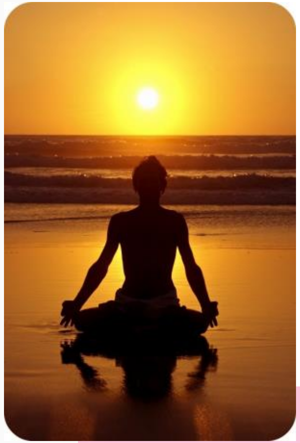
YO SELF



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Self-Care Practices

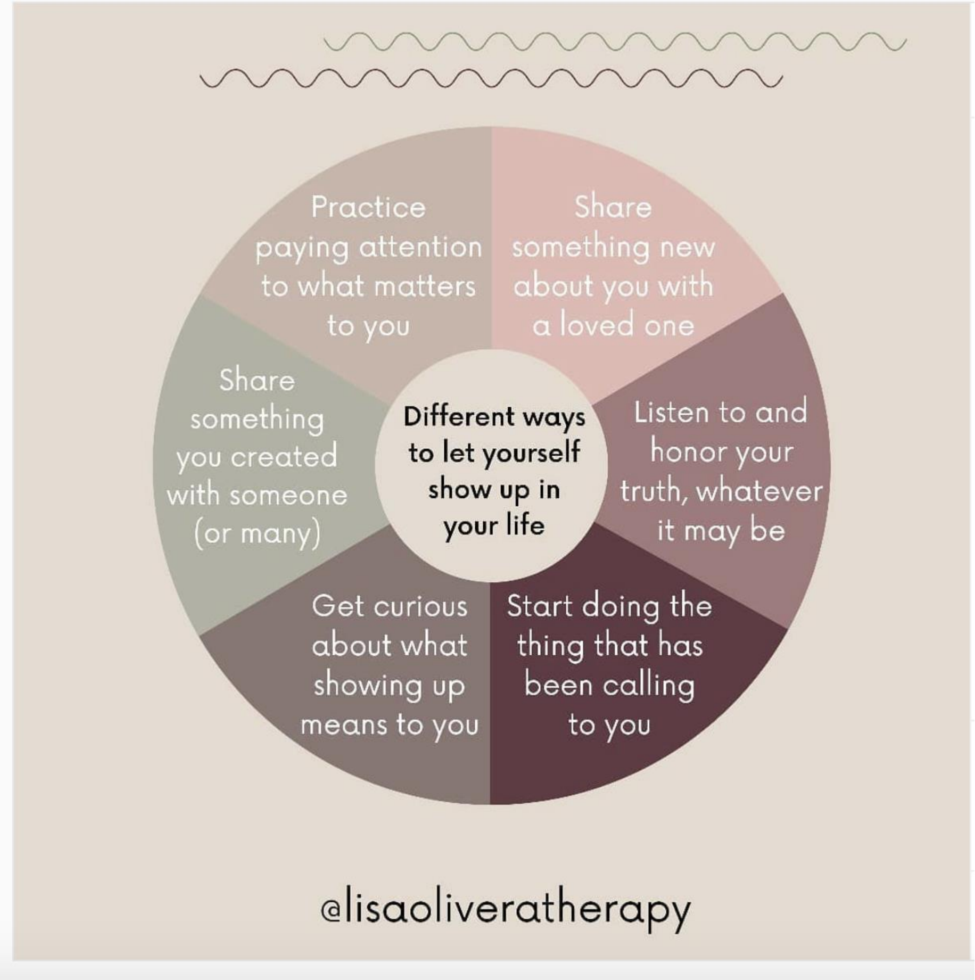
"I take breaks periodically, from the computer and I walk around the center making sure my co-workers are alright. I greet our patients with my best smile because I know everyone has a battle to fight."

- Take regular breaks
- Read a good book
- Exercise
- Mediate or pray
- Play with your pets
- Talk and visit with family & friends
- Play games
- Go outdoors/hiking
- Eat fruits and veggies
- Grow a garden
- Take a 10-min walk
- Work with your hands, build something
- Learn breathing techniques
- Turn off computer/cellphone
- Take a social media break
- Listen or dance to music; make a playlist
- Keep up with annual health exams
- Practice gratitude
- See a therapist/mental health professional

IT'S TIME TO HIT THE DANCE FLOOR

Showing Up for Yourself

- Be your own advocate
- Understand what your needs are
- Let your values and beliefs guide your self-care practice
- Take on the role and responsibilities of your life, relationships, career
- Know what initiates your negative responses and emotions



Different ways to let yourself show up in your life

Practice paying attention to what matters to you

Share something new about you with a loved one

Listen to and honor your truth, whatever it may be

Start doing the thing that has been calling to you

Get curious about what showing up means to you

Share something you created with someone (or many)

@lisaoliveratherapy

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Examples

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3 to 5

Identify the top 3-5 things you want to accomplish for the day, week, or month

Balancing Energy

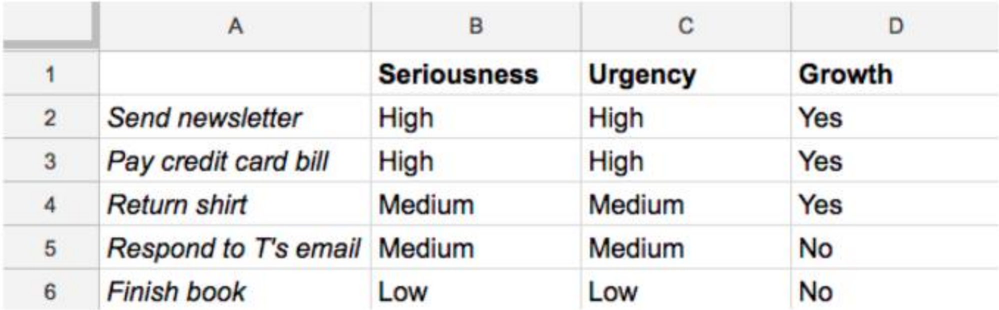
- Categorize the level of energy it takes
- Hard, medium, and easy
- Organize your activities/tasks with maintaining a balance

SUG

- Structure your To-Do List better
- Consider the time it'll take to complete a task
- Categorize the level of effort it takes

SUG

- **Seriousness:** How important is this task or issue?
- **Urgency:** How long will it take to complete?
- **Growth:** Will this issue get worse if I wait to tackle it?



	A	B	C	D
1		**Seriousness**	**Urgency**	**Growth**
2	*Send newsletter*	High	High	Yes
3	*Pay credit card bill*	High	High	Yes
4	*Return shirt*	Medium	Medium	Yes
5	*Respond to T's email*	Medium	Medium	No
6	*Finish book*	Low	Low	No

Source: https://lifehacker.com/prioritize-your-to-dos-with-a-sug-list-1829163599

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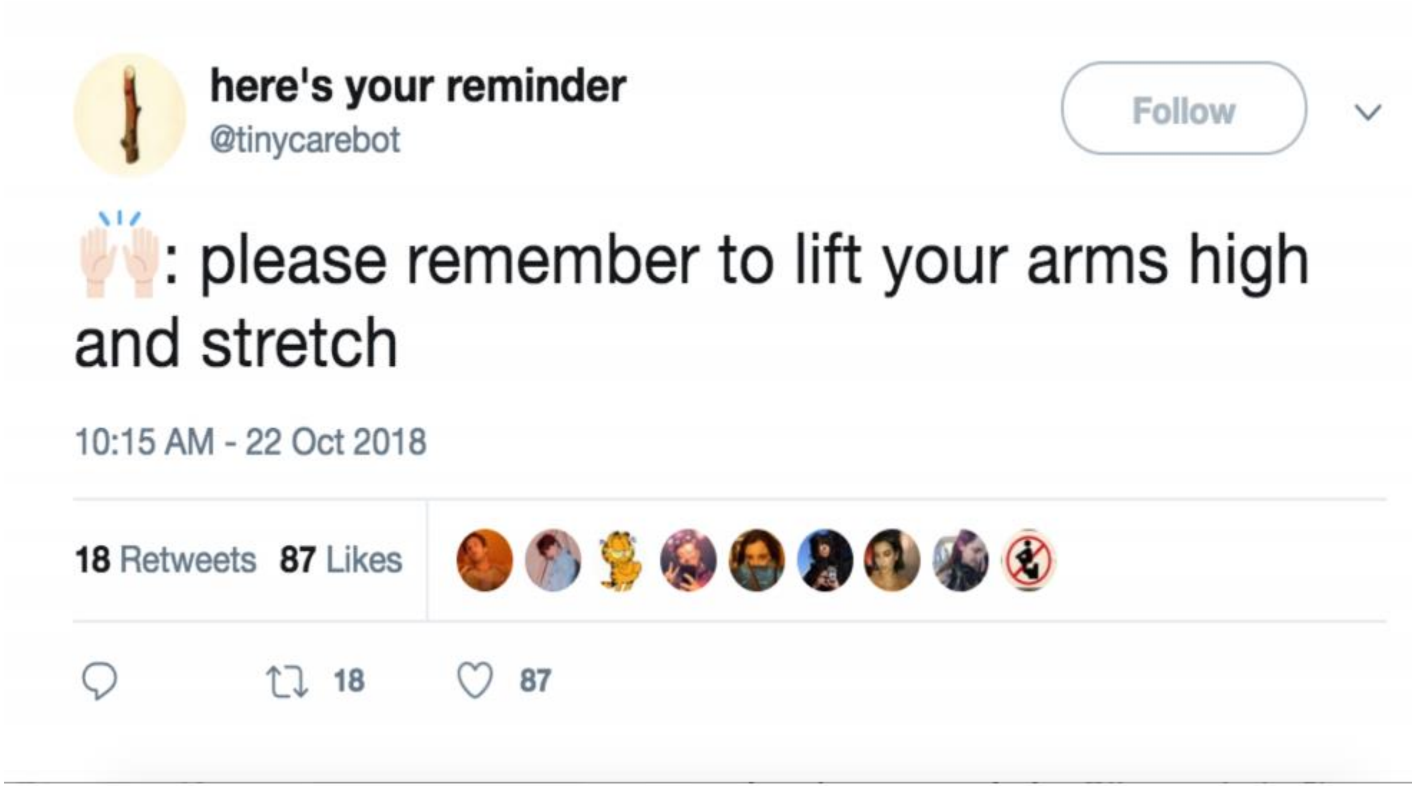
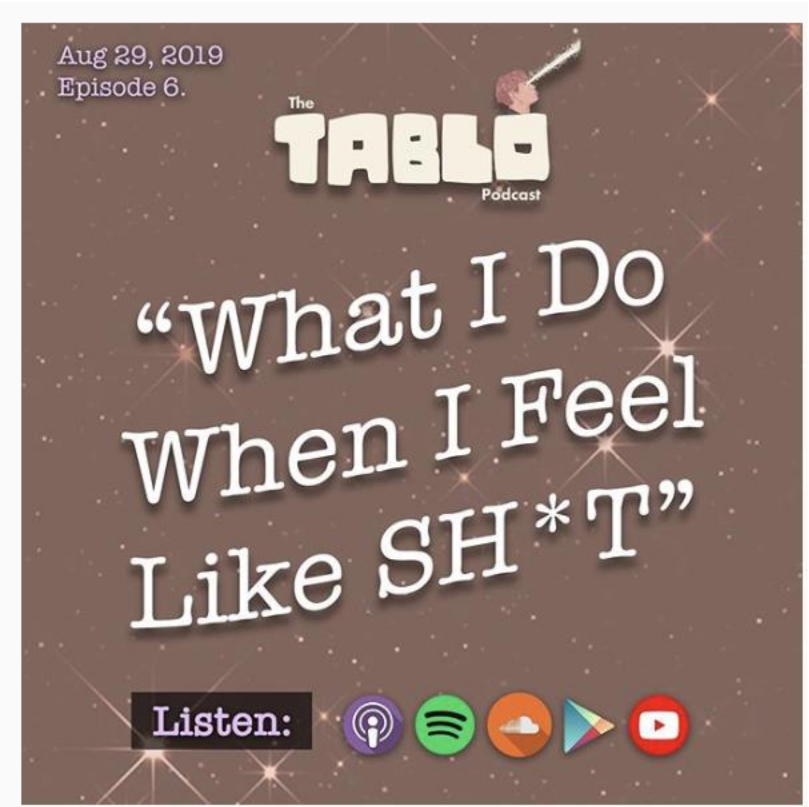


here's your reminder
@tinycarebot

🙌: please remember to lift your arms high and stretch

10:15 AM - 22 Oct 2018

18 Retweets **87** Likes


Aug 29, 2019
Episode 6.
The TABLO Podcast
"What I Do When I Feel Like SH*T"
Listen:

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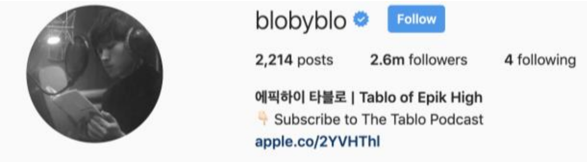
blobyblo
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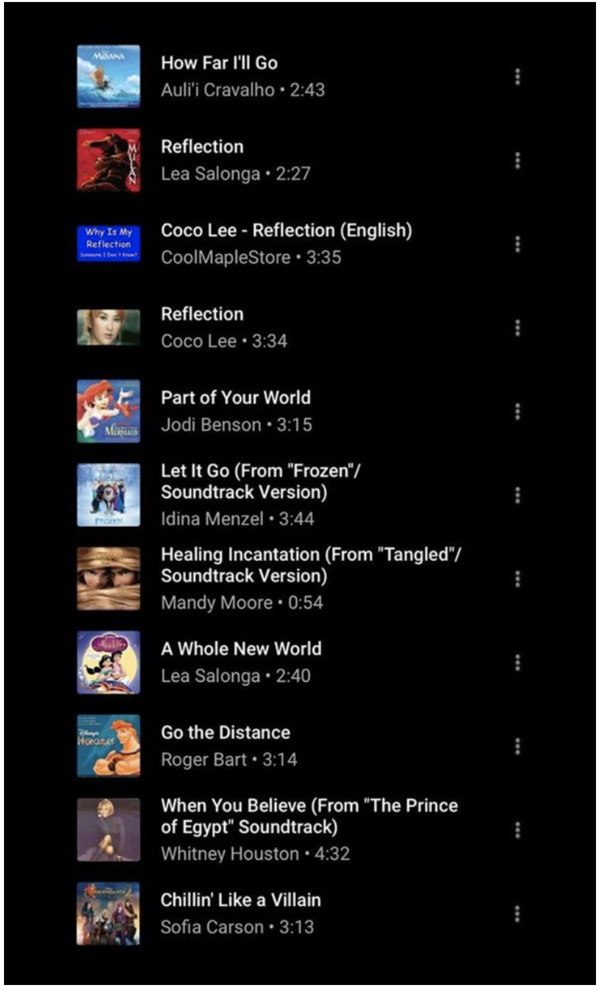
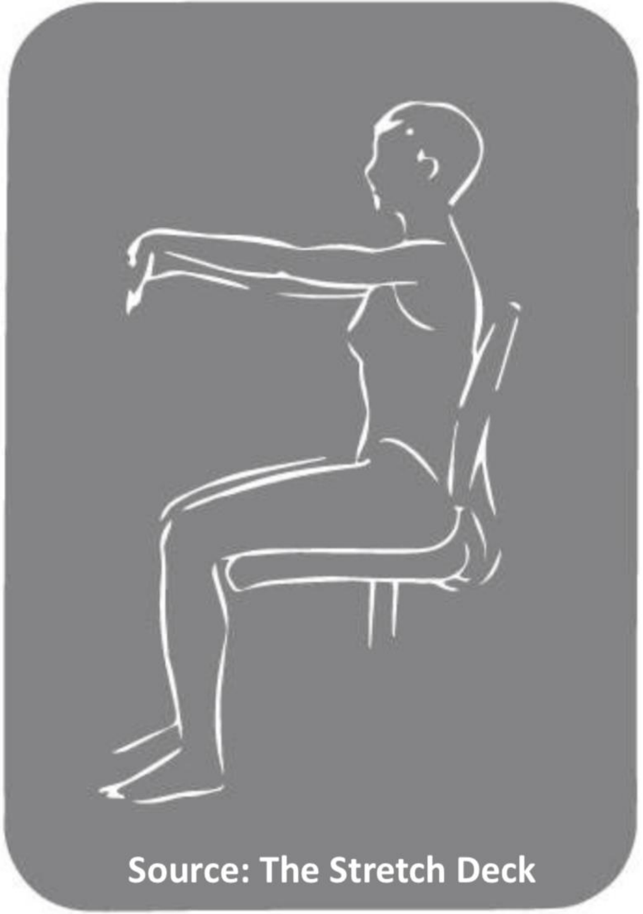


How Far I'll Go	Auli'i Cravalho • 2:43
Reflection	Lea Salonga • 2:27
Coco Lee - Reflection (English)	CoolMapleStore • 3:35
Reflection	Coco Lee • 3:34
Part of Your World	Jodi Benson • 3:15
Let It Go (From "Frozen"/ Soundtrack Version)	Idina Menzel • 3:44
Healing Incantation (From "Tangled"/ Soundtrack Version)	Mandy Moore • 0:54
A Whole New World	Lea Salonga • 2:40
Go the Distance	Roger Bart • 3:14
When You Believe (From "The Prince of Egypt" Soundtrack)	Whitney Houston • 4:32
Chillin' Like a Villain	Sofia Carson • 3:13

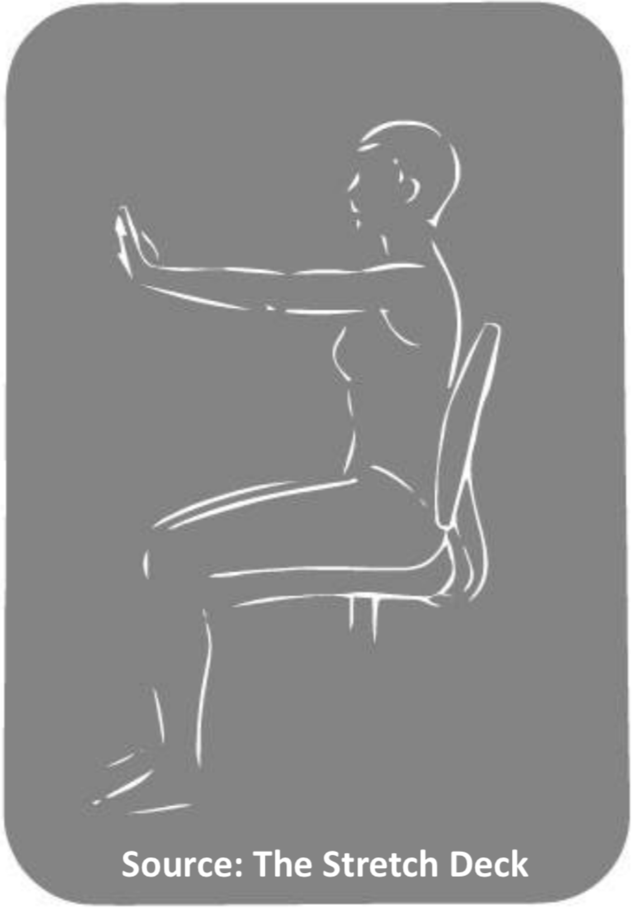
Light Desk Stretches & Breathing



Source: The Stretch Deck

Wrist Flexion Stretch

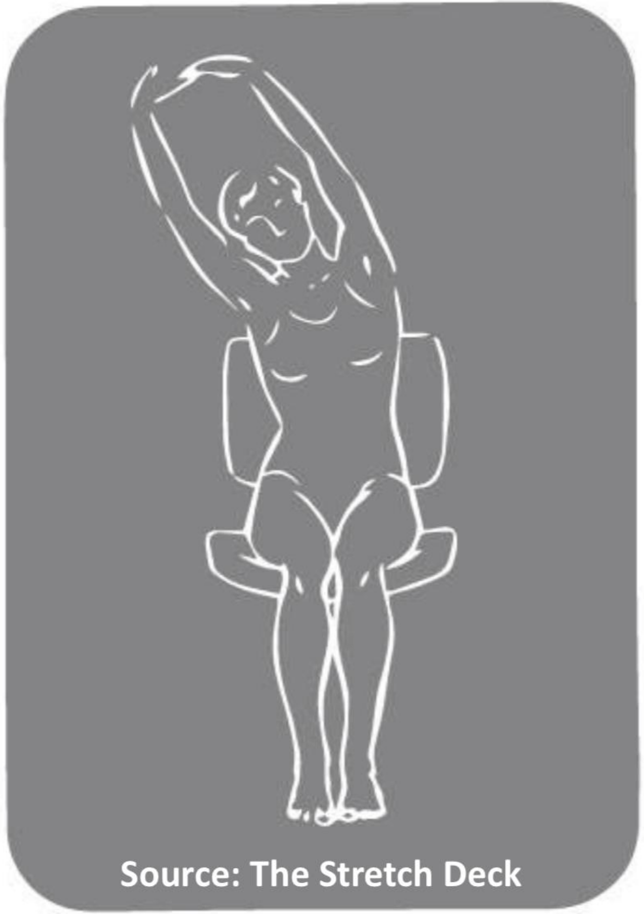
- Sit comfortably in a straight-backed chair.
- Extend your left arm in front of you with fingers pointed down and palm facing your body.
- With your right hand, grasp your fingers on the back of the left hand at the knuckles.
- Use your right hand to gently pull your left hand down toward your body.
- Hold for 20 to 30 seconds as you slowly inhale and exhale.
- Repeat on the other side.
- Do 3 to 5 repetitions on each side.



Source: The Stretch Deck

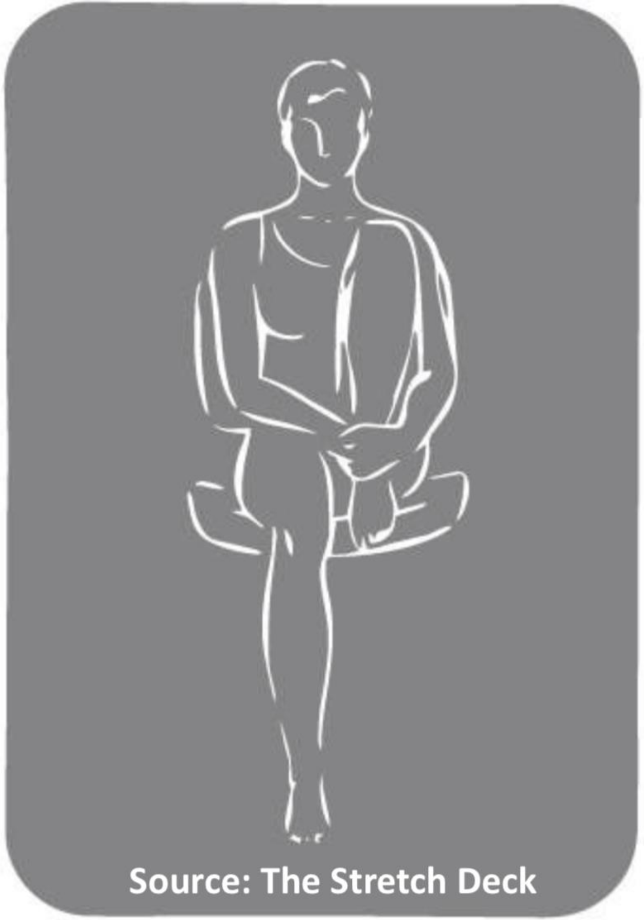
Wrist Extension Stretch

- Sit comfortably in a straight-backed chair.
- Extend your left arm in front of your with the palm facing away from you.
- With your right hand, grasp the fingers of your left hand on the palm side.
- Using your right hand, gently extend (pull) your left hand back toward your body, keeping left arm straight.
- Hold for 20 to 30 seconds as you slowly inhale and exhale.
- Repeat on the other side.
- Do 3 to 5 repetitions on each side.


Source: The Stretch Deck

Seated Side-Bend Stretch

- Sit comfortably in a straight-backed chair.
- Extend your arms overhead. Gently grasp hands, palms together, with right palm toward ceiling.
- Bend your upper body to the right as you gently pull your left arm towards the right.
- Straighten your arms as much as possible. Hold for 15-20 seconds. Breathe.
- Drop your arms and return your body to a straight position.
- Repeat on the other side.
- Do 3 to 5 repetitions on each side.



Source: The Stretch Deck

Seated Gluteus Stretch

- Sit comfortably in a straight-backed chair.
- Bend your left knee so that your foot rests on the seat of the floor.
- Using your hands, pull your ankle back toward your buttocks.
- Hold for 15 to 30 seconds.
- Release and repeat with your other leg.
- Alternate 3 to 5 times on each side.

Building your self-care practice

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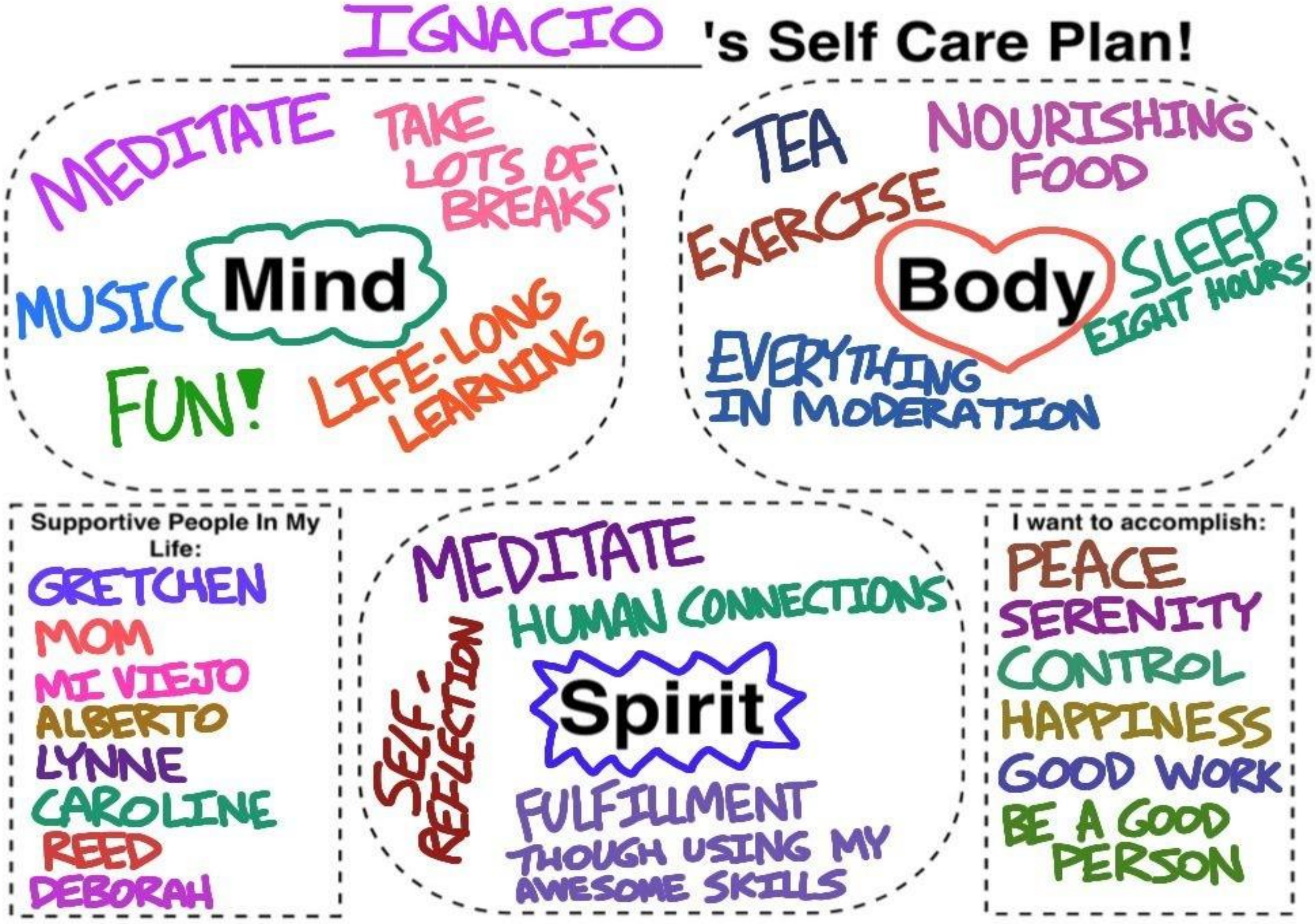


IGNACIO's Self Care Plan!

Mind

MEDITATE

TAKE LOTS OF BREAKS

MUSIC

FUN!

LIFE-LONG LEARNING

Body

TEA

NOURISHING FOOD

EXERCISE

SLEEP EIGHT HOURS

EVERYTHING IN MODERATION

Supportive People In My Life:

- GRETCHEN
- MOM
- MI VIEJO
- ALBERTO
- LYNNE
- CAROLINE
- REED
- DEBORAH

Spirit

MEDITATE

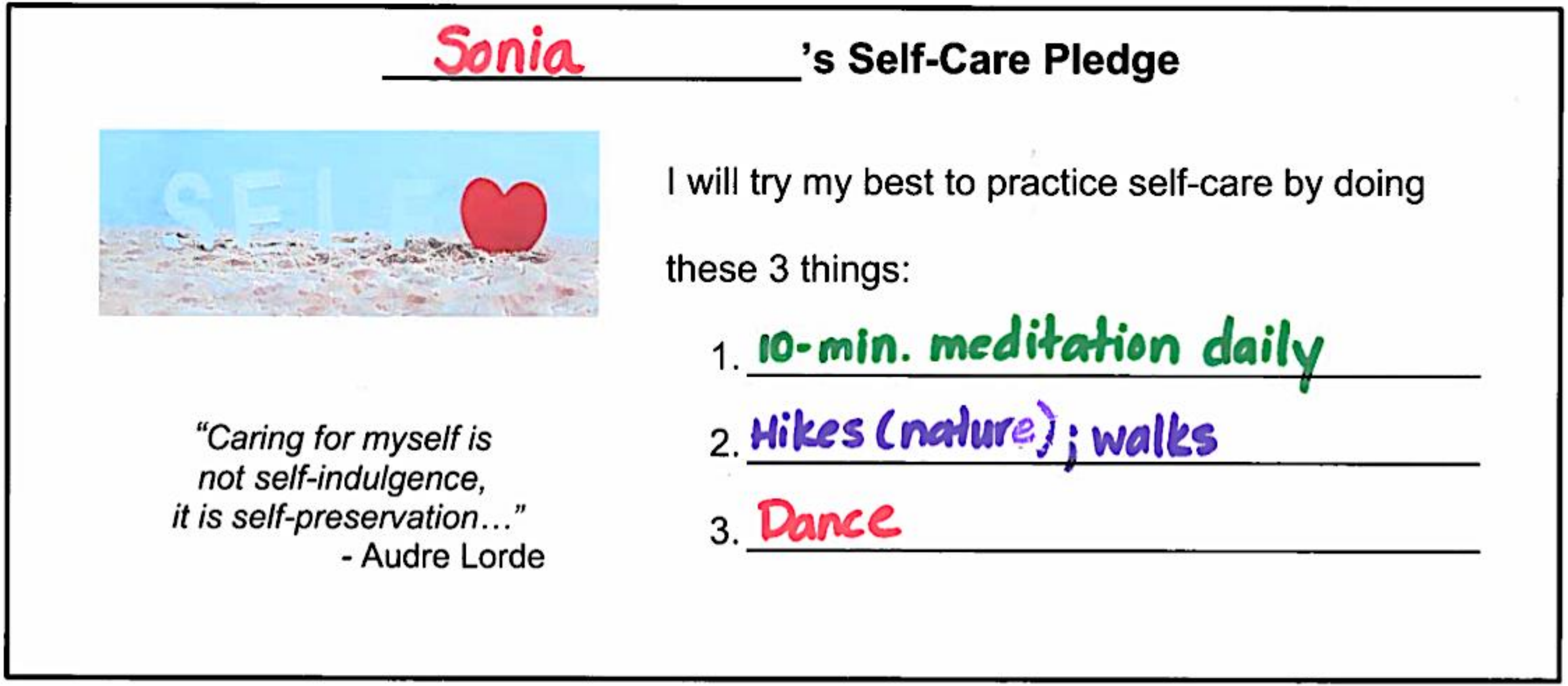
HUMAN CONNECTIONS

SELF-REFLECTION

FULFILLMENT THOUGH USING MY AWESOME SKILLS

I want to accomplish:

- PEACE
- SERENITY
- CONTROL
- HAPPINESS
- GOOD WORK
- BE A GOOD PERSON



Sonia’s Self-Care Pledge

I will try my best to practice self-care by doing these 3 things:

1. 10-min. meditation daily
2. Hikes (nature); walks
3. Dance

> *“Caring for myself is*
> *not self-indulgence,*
> *it is self-preservation…”*
> - Audre Lorde

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Sources on Organizational Self-Care

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