

“MINDFULNESS AND SELF-CARE FOR PROFESSIONALS”

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LEARNING OBJECTIVES

- To define and explain purpose of self-care
- To be aware of symptoms of stress and burnout in the workplace (Stress and Burnout quizzes)
- To explain reasons why it is necessary to develop and implement an ongoing lifestyle of caring for self
- To demonstrate an understanding of Mindfulness and how techniques are beneficial in reducing stress and burnout for healthcare professionals. Mindfulness Activity
- Participants will list the benefits of mindfulness

Meditation activity

- How to develop a healthy work-life balance plan and Key resources that are needed to maintain it
- Wrap Up- Q &A

**It's not *selfish* to
love yourself, take care
of yourself, and
to make your
happiness a priority.
It's necessary.**

✕

MANDY HALE

GH



SELF-CARE

The workplace has become so demanding and stressful to healthcare professionals as evidenced by long hours of work, high caseloads, a lack of resources, and high burnout. The COVID-19 Pandemic has left healthcare providers in a depleted state of mind given how this deadly virus has ravaged our communities and neighborhoods.

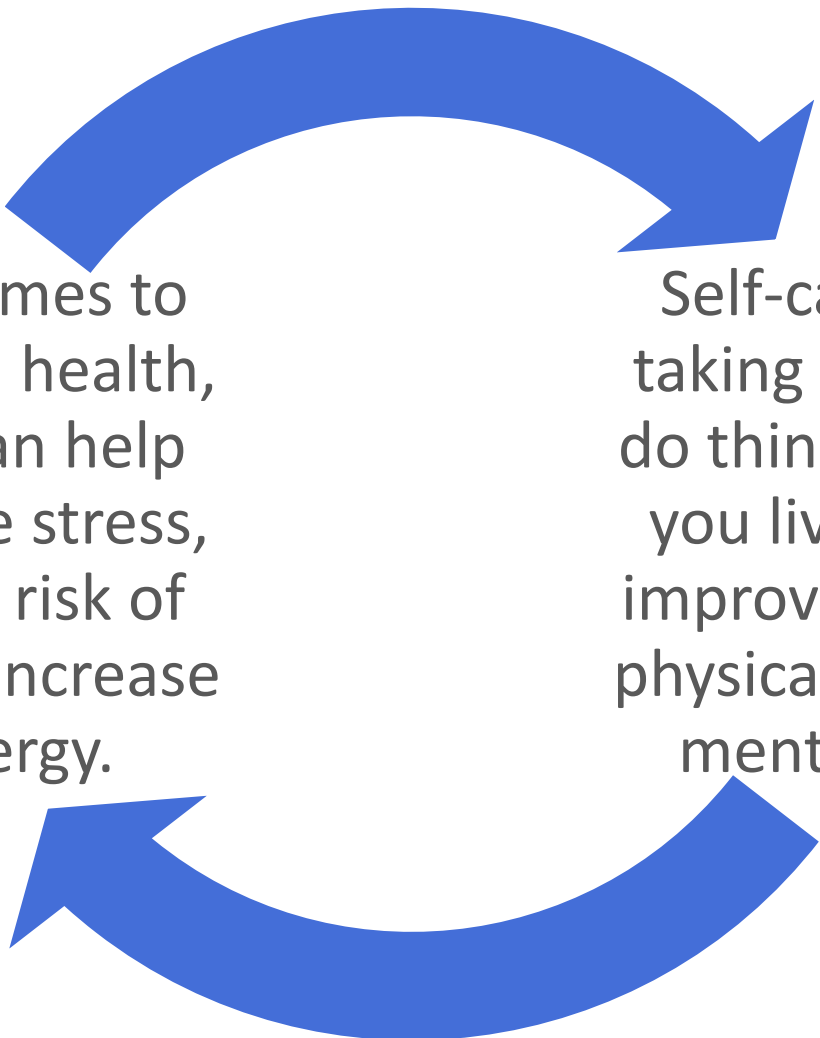
According to Shelly Tygielski, author of “Sit Down to Rise Up, How Radical Self-Care Can Change the World”, “being whole and meeting our own emotional and physical needs first, is the only way we will build the world we want to see in the future.”

Throughout this emergency pandemic, Mental Health America (MHA) has witnessed healthcare professionals and society's most vulnerable population experience the following problems;

- Increased anxiety,
- depression,
- loneliness,
- an increase in drug use and abuse,
- medical, and
- other mental health issues and socio-economic conditions
- Now that the Covid Pandemic has ended in May 2023, healthcare professionals are continuing to have these problems.

SELF-CARE





When it comes to your mental health, self-care can help you manage stress, lower your risk of illness, and increase your energy.

Self-care means taking the time to do things that help you live well and improve both your physical health and mental health.

DEFINITION AND PURPOSE OF SELF-CARE

PURPOSE

Why is self-care important?

- “Self-care encourages you to maintain a healthy relationship with yourself so that you can transmit the good feelings to others.
- You cannot give to others what you don't have yourself. While some may misconstrue self-care as selfish, it's far from that.
- When you pay adequate attention to your well-being, you're not considering your needs alone.
- You're reinvigorating yourself so that you can be the best version of yourself for the people around you.
- Everyone around you also benefits from the renewed energy and joy you exhibit.”

<https://www.perimeterhealthcare.com/news/posts/the-importance-of-self-care>

THE SEVEN PILLARS OF SELF-CARE



Each method
of self-care
fits into one
of the seven
pillars:



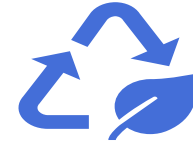
mental



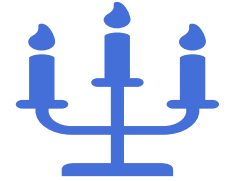
emotional



physical



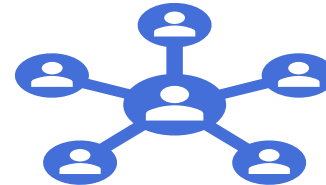
environmental



spiritual



recreational



social

STRESS STATISTICS

- According to the Centers for Disease Control and Prevention (CDC), Americans now spend 8% more time at work compared to 20 years ago, and about 13% of people work a second job.
- At least 40% report their jobs are stressful, and 26% report they often feel burned out by their work.



SO, WHAT IS STRESS?



The term “stress”, as it is currently used was coined by Hans Selye in 1936, who defined it as “the non-specific response of the body to any demand for change”.



“Stress is our body’s response to pressure. Many different situations or life events can cause stress.



It is often triggered when we experience something new, unexpected or that threatens our sense of self, or when we feel we have little control over a situation.”
(Mental Health Foundation, 2021)

WHO'S DEFINITION OF STRESS

- According to the World Health Organization (WHO), stress can be defined as a state of worry or mental tension caused by a difficult situation.
- Stress effects the mind and body.



THE BRAIN AND STRESS

- Brain areas implicated in the stress response include the amygdala, hippocampus, and prefrontal cortex.
- Traumatic stress can be associated with lasting changes in these brain areas. Traumatic stress is associated with increased cortisol and norepinephrine responses to subsequent stressors. (Bremner, 2006)

Bremner JD. Traumatic stress: effects on the brain. *Dialogues Clin Neurosci*. 2006;8(4):445-61. doi: 10.31887/DCNS.2006.8.4/jbremner. PMID: 17290802; PMCID: PMC3181836.

The Human Brain Under Stress

Three Key Brain Areas Under Investigation

Prefrontal cortex

Decision making, working memory,
self regulatory behaviors: mood, impulses

Helps shut off the stress response

Hippocampus

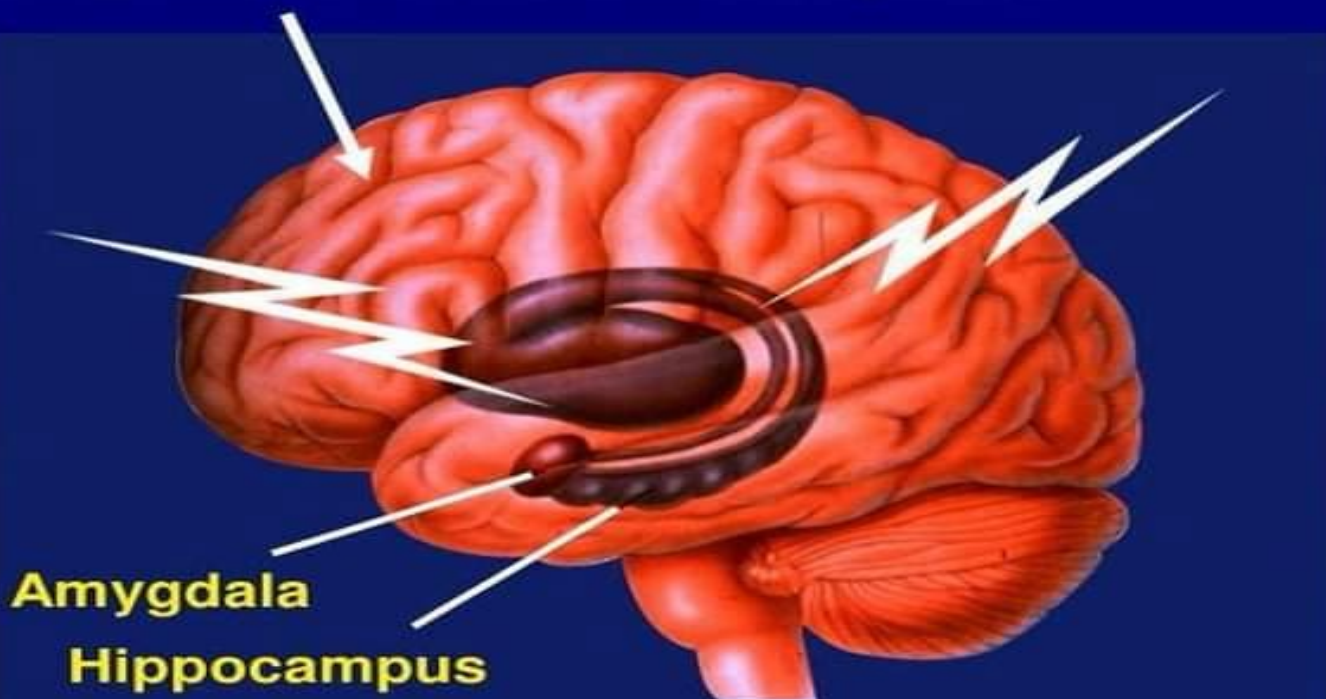
Memory of daily events;
spatial memory; mood
regulation

Helps shut off stress
response

Amygdala

Anxiety, fear;
aggression

Turns on stress
hormones and
increases heart rate

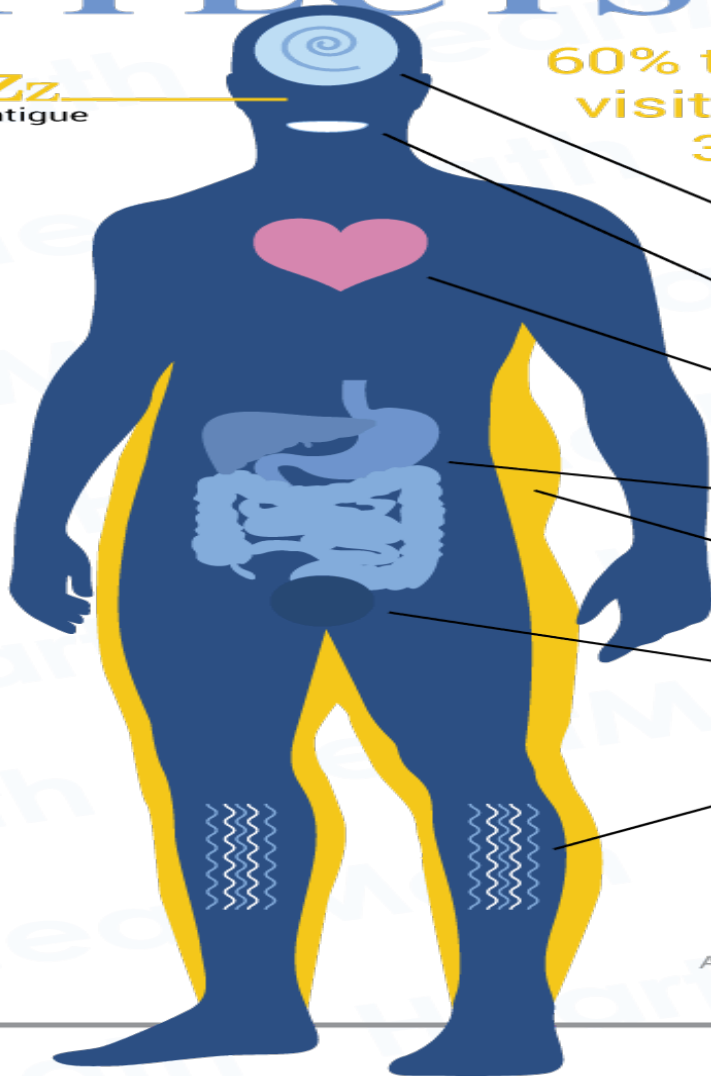


HOW

STRESS AFFECTS THE BODY

Zzzzz
Chronic Fatigue

DECREASED ENERGY LEVEL, MOOD & APPETITE



60% to 80% of primary care doctor visits are related to stress, yet only 3% of patients receive stress management help.

JAMA Intern Med. 2013;173(1):76-77

Headaches, Dizziness, ADD/ADHD, Anxiety, Irritability & Anger, Panic Disorders

Grinding Teeth & Tension in Jaw

Increased Heart Rate, Strokes, Heart Disease, Hypertension, Diabetes Type I & II, Arrhythmias

Digestive Disorders, Upset Stomach, Abdominal Pain, Irritable Bowel Syndrome

Weight Gain & Obesity

Decreased Sex Drive

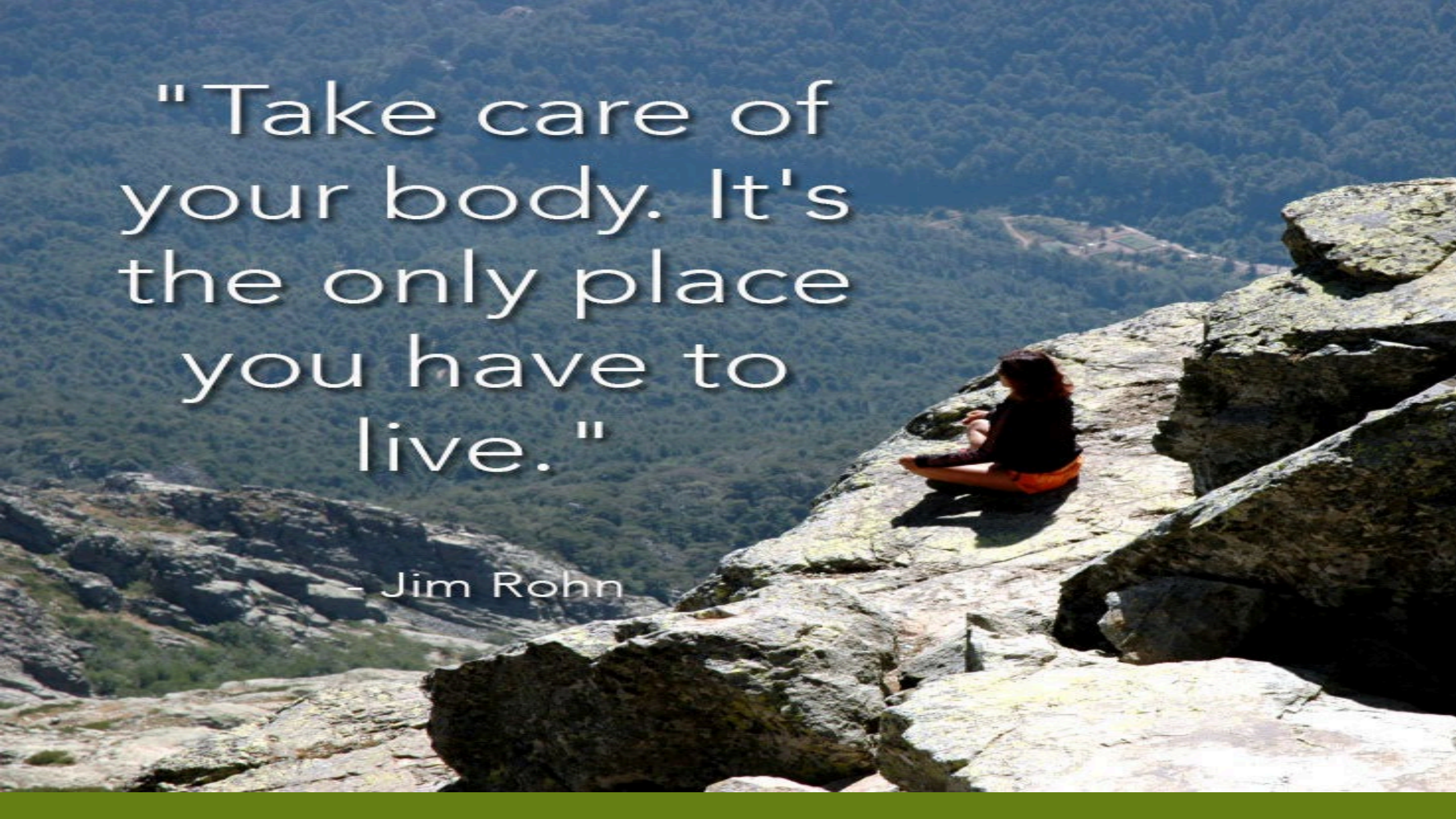
Muscle Tension, Fibromyalgia, Complex Regional Pain Syndrome



STRESS AFFECTS THE ENTIRE BODY & CAN CAUSE MANY OTHER PROBLEMS

42% of Americans report lying awake at night due to stress

American Psychological Association Stress in America Report 2013

A person with long dark hair, wearing a dark long-sleeved shirt and orange shorts, is sitting cross-legged on a large, light-colored rock formation. They are looking out over a vast, deep valley filled with dense green forest. The sky is a clear, deep blue. The rock formation they are sitting on is jagged and has some yellowish-green lichen or moss on it. The overall scene is one of solitude and connection with nature.

"Take care of
your body. It's
the only place
you have to
live."

- Jim Rohn

FOUR WAYS STRESS MANIFEST ITSELF

- Potent Stress
- Persistent Stress
- Perceptual Stress
- Pervasive Stress



POTENT STRESS

Potent stress happens suddenly and abruptly. Its effects are life-altering and jarring. Some examples include: car accidents, unexpected death of a loved one, financial setbacks, learning of a spouse's unfaithfulness, or many other examples.

Our routine suddenly get thrown out of whack, and it can be difficult to put pieces back together once potent stress hits.

While the extremity of this kind of stress can be shocking and painful, potent stress is actually one of the simplest to remedy.

The reason for this is, oftentimes, others can easily recognize and acknowledge the stress with you.

PERSISTENT STRESS

Persistent stress is a sneaky one. It seems harmless and annoying, and yet, when left alone, it can do serious damage.

Some examples of persistent stress include: an unaffordable monthly mortgage debt, a chronic pain, an unpleasant relationship from which you cannot escape, helping your child day by day overcome a learning disability and etc.

This kind of stress is the most damaging because it is subtle and seemingly nonthreatening.

It slowly and nonchalantly depletes you of resilience until your body recognizes the relentless pounding of its rhythm.

PERCEPTUAL STRESS

- It's caused when negative and pessimistic thoughts are allowed to control your thoughts and behavior.
- Often, it can be when we allow negative perceptions of life to overwhelm our brains, representing the world as worse than it is.
- Your thoughts about circumstances can actually be more powerful than the reality of the circumstance itself.

PERVASIVE STRESS

- Pervasive stress is a combination of two or even all three stress types working together in your life at the same time.



https://fullstrength.org/4-types-of-stress/?utm_source=Google&utm_campaign=Google&utm_id=Google&gclid=Cj0KCQjw3a2iBhCFARIsAD4jQB1_ttBXf7RsL4i2vOe19hNNvksYjgQ6AcwgzwQGkhVFIWTTYeWc7AkaAohoEALw_wcB

Causes of Stress

Causes of Stress at Work

- 1) Career Concern
- 2) Role Ambiguity
- 3) Rotating Work Shifts
- 4) Role Conflict
- 5) Occupational Demands
- 6) Lack of Participation in Decision-making
- 7) Work Overload
- 8) Work Under load
- 9) Poor Working Conditions
- 10) Lack of Group Cohesiveness
- 11) Interpersonal and Intergroup Conflict
- 12) Organizational Changes
- 13) Lack of Social Support

Causes of Stress Outside Work

- 1) Civic Amenities
- 2) Life Changes
- 3) Frustration
- 4) Racial, Caste, and Religious Conflicts
- 5) Personality
- 6) Technological Changes
- 7) Career Changes

MAJOR CAUSES OF LIFE STRESSORS:

- 1) MAJOR LIFE CHANGES
- 2) WORK OR SCHOOL PROBLEMS
- 3) RELATIONSHIP DIFFICULTIES
- 4) FINANCIAL TROUBLES
- 5) BEING TOO BUSY
- 6) CHILDREN AND FAMILY

WORK-RELATED STRESS CAN BE PHYSICAL AND PSYCHOLOGICAL

- Anxiety
- Depression
- Difficulty concentrating or making decisions
- Fatigue
- Headache
- Heart palpitations
- Mood swings
- Muscle tension and pain
- Stomach problems



<https://www.verywellmind.com/what-are-the-main-causes-of-stress-3145063>

JOB RELATED STRESS BEHAVIOR

- Diminished creativity and initiative
- Disinterest
- Drops in work performance
- Increased sick days
- Isolation
- Lower levels of patience and increased levels of frustration
- Problems with personal relationships (Scott, 2022)

Activity – The Workplace Stress Scale Quiz/Discussion

HOW PERSONAL RELATIONSHIPS CONTRIBUTE TO STRESS

- **There are people in all of our lives that cause us stress.** It could be a family member, an intimate partner, friend, or co-worker.
- Toxic people lurk in all parts of our lives and the stress we experience from these relationships can affect physical and mental health. (Scott, 2022)

Common relationship stressors include:

- Being too busy to spend time with each other (partner) and unable to share responsibilities in relationship
- Intimacy and sex are become rare due to busyness, health problems, and any number of other reasons

COMMON RELATIONSHIP STRESSORS.. SEE STRESS QUESTIONNAIRE

There is abuse or control in the relationship

You and your partner are not communicating

You are having difficulty sleeping

You and/or partner are consuming too much alcohol and/or using drugs

You or your partner are thinking about splitting up or getting a divorce

Discussion: Who/What causes stress in your life? How do you deal with toxic people in your life?

QUOTE

“Know that whatever the feelings you are experiencing in your body, the emotions that plague you, or the thoughts in your head, burnout is not a reflection on your failings as a person, but a very common human experience that arises from your most basic instinct to survive under threatening or overwhelming circumstances.”

– Eva Selhub, MD

WHAT IS BURNOUT?

“The term burnout was introduced by Freudenberger in 1974 when he observed a loss of motivation and reduced commitment among volunteers at a mental health clinic.”

It was Maslach who developed a scale, the Maslach Burnout Inventory (MBI), which internationally is the most widely used instrument to measure burnout.

According to Maslach’s conceptualization, burnout is a response to excessive stress at work, which is characterized by feelings of being emotionally drained and lacking emotional resources.

Emotional Exhaustion; by a negative and detached response to other people and loss of idealism.

Depersonalization; and by a decline in feelings of competence and performance at work—reduced Personal Accomplishment.

Dall’Ora, C., Ball, J., Reinius, M. et al. Burnout in nursing: a theoretical review. Hum Resour Health 18, 41 (2020). <https://doi.org/10.1186/s12960-020-00469-9>

Stress vs. Burnout

Stress	Burnout
Characterized by over-engagement.	Characterized by disengagement.
Emotions are overreactive.	Emotions are blunted.
Produces urgency and hyperactivity.	Produces helplessness and hopelessness.
Loss of energy.	Loss of motivation, ideals, and hope.
Leads to anxiety disorders.	Leads to detachment and depression.
Primary damage is physical.	Primary damage is emotional.



BURNOUT AND VICARIOUS TRAUMA

It is important not to confuse vicarious trauma with “burnout.”

Burnout is generally something that happens over time, and as it builds up a change, such as time off or a new and sometimes different job, can take care of burnout or improve it.

Vicarious trauma, however, is a state of tension and preoccupation of the stories/trauma experiences described by clients. This tension and preoccupation might be experienced by counselors in several ways.

Burnout is also distinct from secondary traumatization, vicarious traumatization, and compassion fatigue. (Canfield, 2005; Dunkley & Whelan, 2006 ; Figley, 1995)

Source: American Counseling Association

Stage 1: Exhaustion / Depletion

- “Physical exhaustion and loss of boundaries. Adrenaline, and its reserves, typically becomes one’s main source of energy.”
- Typical Response: No acknowledgement- individual maintains current level of stress and continues to allow for increasing amounts of activity.

Stage 2: Physical Symptoms

- “Physical exhaustion and loss of boundaries. Adrenaline becomes further depleted. Physical symptoms manifest (fatigue, irritability, lack of sleep, nervous habits, etc). One’s results are diminished.
- Typical Response: Denial of situation- individual makes excuses and justifications while they begin to compromise their standards and values for behavior.

4 STAGES OF BURNOUT

4 STAGES OF BURNOUT

STAGE 3: FREQUENCY OF SICKNESS / DEPRESSION

- “Physical exhaustion and loss of boundaries. Adrenaline is exhausted. Physical symptoms increase (loss of sleep, inability to rest, skin irritations, continued vulnerability to sickness and complete fatigue, etc.).” (Leader Breakthru.pdf)
- Typical Response: Extreme denial/compromise and lying to self and others- individual begins to drop their responsibilities, their commitments and even their involvement in close relationships.

STAGE 4: PHYSICAL / EMOTIONAL SHUTDOWN

- Physical shut-down begins to occur. Hide and flight can be the response and/or norm. Physical exhaustion and loss of boundaries are present. Adrenaline is depleted.
- Typical Response: Disengagement- complete state of physical depletion, inability to respond to others or offer contribution. Requires extended period of recovery and help from others.

CONSEQUENCES OF JOB BURNOUT

Excessive
stress

Fatigue

Insomnia

A negative
spillover into
personal
relationships
or home life

Depression

Anxiety

Alcohol or
substance
abuse

Heart
disease

Source:
<http://www.mayoclinic.org/healthy-lifestyle/adult-health/in-depth/burnout/art-20046642?pg=2>

High
cholesterol

Type 2
diabetes,
especially in
women

Stroke

Obesity

Vulnerability
to illnesses

Burnout is now a
legitimate
medical
diagnosis
according to the
World Health
Organization

CONSEQUENCES OF JOB BURNOUT/ MEDICAL

Video-” Burnout
Vs. Depression -
How To Tell the
Difference”

Burnout Vs. Depression - How To Tell the Difference-Video



Emotional signs and symptoms of burnout

- Sense of failure and self-doubt
- Feeling helpless, trapped, and defeated
- Detachment, feeling alone in the world
- Loss of motivation
- Increasingly cynical and negative outlook
- Decreased satisfaction and sense of accomplishment



Physical signs and symptoms of burnout

- Feeling tired and drained most of the time
- Lowered immunity, getting sick a lot
- Frequent headaches or muscle pain
- Change in appetite or sleep habits

Source:
<http://www.helpguide.org/articles/stress/preventing-burnout.htm>



Behavioral signs and symptoms of burnout

- Withdrawing from responsibilities
- Isolating yourself from others
- Procrastinating, taking longer to get things done
- Using food, drugs, or alcohol to cope
- Taking out your frustrations on others
- Skipping work or coming in late and leaving early

WHY IT IS NECESSARY TO DEVELOP AND MAINTAIN A LIFESTYLE OF CARING FOR OURSELVES



We need to plan something for ourselves in order to maintain a healthy and balanced lifestyle at work or school and in our personal or professional world.



We learn how to manage stress and burnout and subsequently improve our physical and psychological health and enhance our lifestyle in a positive way.



We are taking charge of our lives and managing life stressors.



Devoting time to accomplishing some important things each day to nourish every part of ourselves helps us live healthier, happier, and more fulfilling lives.



A well-built personalized self-care plan nourishes and enhances our mind, body, and soul and improves our overall well-being.





“MINDFULNESS NOT ONLY
MAKES IT POSSIBLE TO SURVEY
OUR INTERNAL LANDSCAPE WITH
COMPASSION AND CURIOSITY BUT CAN
ALSO ACTIVELY STEER US IN THE RIGHT
DIRECTION FOR SELF-CARE.”

BESSEL VAN DER KOLK

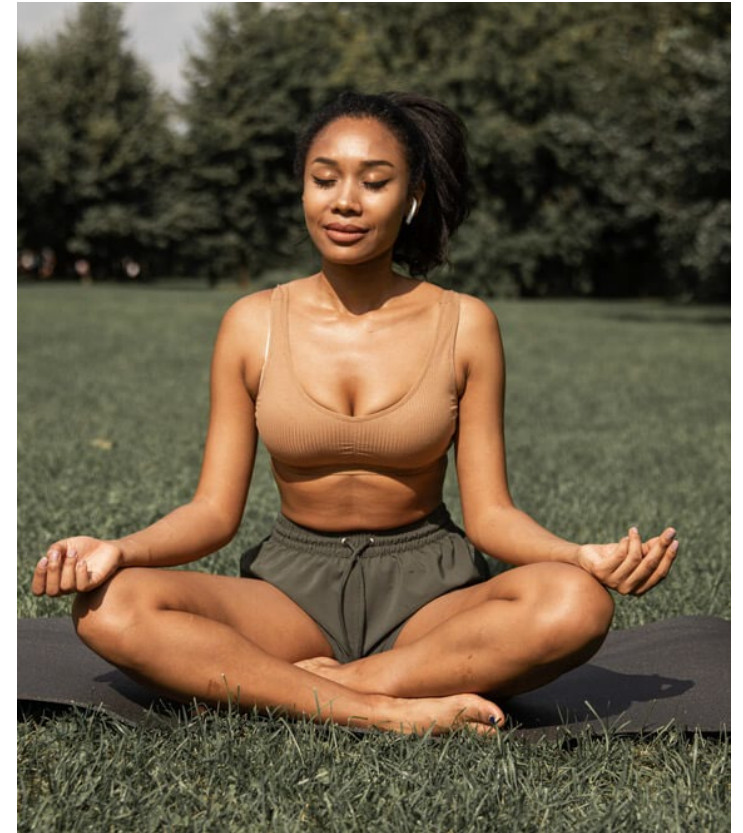


Mindfulness is awareness of one's internal states and surroundings.

Mindfulness can help people avoid destructive or automatic habits and responses by learning to observe their thoughts, emotions, and other present-moment experiences without judging or reacting to them.

Mindfulness is used in several therapeutic interventions, including mindfulness-based cognitive behavior therapy, mindfulness-based stress reduction, and mindfulness meditation. (APA, 2022)

WHAT IS MINDFULNESS?



HOW DOES MINDFULNESS HELP HEALTHCARE PROFESSIONALS (HCP)

- There is a growing body of research evidence which has suggested that mindfulness-based interventions (MBIs) can help decrease stress and burnout experienced amongst HCPs, increase job satisfaction levels and improve patient outcomes. (Escuriex and Labbe 2011; Irving et al. 2009; Shanafelt et al. 2009)
- The standard MBSR program is an 8-week group intervention, where participants meet once weekly for 2 to 3 hours and undertake a 6-hour silent retreat.
- Participants are encouraged to complete 45 min of daily mindfulness practice to aid skill generalization (Virgili 2013).
- Mindfulness practices are taught via formal practices (e.g. body scan, sitting meditation, mindful walking and hatha yoga) and informal practices whereby individuals are instructed to mindfully engage in typically mindless tasks (e.g. brushing teeth and washing dishes).

HOW MINDFULNESS RELATED MODELS HELP HEALTHCARE PROFESSIONALS

Many of the models contributes to mindfulness which causes a positive shift in perspective and an ability to objectively view one's life experiences, this is often referred to as “decentering.” (Baer 2003; Brown et al. 2007; Shapiro et al. 2006). Shapiro et al. (2006)

➤ Mindfulness involves three interwoven mechanisms that form part of a single cyclical process:

- (1) intention (on purpose),
- (2) attention (paying attention) and
- (3) attitude (with openness and non-judgement).

- These three mechanisms of mindfulness are conceptualized as a single cyclical process and lead to the aforementioned shift in perspective, which Shapiro et al. (2006) referred to as 'reperceiving'.
- Reperceiving facilitates an individual's ability to observe their thoughts and feelings with greater clarity.
- Reperceiving is classified as a meta-mechanism that then leads to an additional four mechanisms:
 - (1) self-regulation;
 - (2) values clarification;

REPERCEIVING MECHANISMS....

(3) cognitive, emotional and behavioral flexibility; and

(4) exposure to strong emotions with objectivity.

These additional mechanisms result in changes which then produce positive outcomes (e.g. adaptive coping and reduction in stress).

MINDFULNESS-BASED STRESS REDUCTION (MBSR)

- Mindfulness-based stress reduction (MBSR) is a therapeutic technique in which an instructor guides participants in weekly practices like meditation and yoga in order to reduce stress levels.
- The goal of MBSR is to bring people into the present moment so they can experience their thoughts and feelings non-judgmentally and avoid worrying about the past or future.
- MBSR is often a complementary practice, used alongside other therapies to help people cope with various types of physical and mental distress.
- MBSR is intended to be done in a group setting with a certified instructor. However, practicing mindfulness techniques on your own is also part of the program.

<https://www.verywellmind.com/benefits-of-mindfulness-based-stress-reduction-88861>

AN INSTRUCTOR TEACHES THE FOLLOWING PRACTICES IN MBSR SESSIONS

- Breathing techniques: You may learn diaphragmatic breathing, also known as belly breathing.
 - On an inhale, your belly rises as you fill it up with air; on an exhale, your belly falls as it deflates. This and other types of conscious breathing may slow your heartbeat and lower your blood pressure, helping you feel more relaxed.
- Gratitude journaling: An instructor may encourage you to keep a gratitude journal, which means you write down things in your life you are thankful for.
 - This practice helps to reframe your perspective into a more positive and optimistic one.

<https://www.verywellmind.com/benefits-of-mindfulness-based-stress-reduction-88861>

- Group dialogue: Members of the group share their experiences as they integrate MBSR techniques into their daily lives.
- Home assignments: Your instructor will most likely give you daily homework for the duration of the program.
 - Assignments may include practicing specific mindfulness techniques, listening to guided meditations, watching informational videos, and/or using a workbook distributed by the instructor.
- Meditation: You'll be taught mindfulness meditations.
 - One example is a body scan meditation, during which you close your eyes and focus your attention on different areas of your body.
 - The goal is to notice any tension and visualize the discomfort leaving your body. You may also practice loving kindness meditations and mindful eating.
- Yoga: Your instructor will guide you in gentle yoga movements, which may help relax your body and your mind.

BENEFITS OF MBSR

Research has shown that MBSR has had some promising results for people coping with stress and a variety of other health conditions.

- Pain Relief

- Mindfulness can improve the subjective experience of pain.
- In other words, someone who practices mindfulness may experience a higher pain tolerance and feel more equipped to handle the mental health effects of pain compared to someone who doesn't practice mindfulness.

- Stress Management

- Mindfulness allows you to notice your experience, or what's going on inside your body, when it comes to physical or mental distress.

- Reducing Anxiety and Depression

- Participants tune into their inner worlds and feel more accepting of their thoughts and feelings.
- This may help reduce the severity of anxiety and depression symptoms.

- Bias Reduction

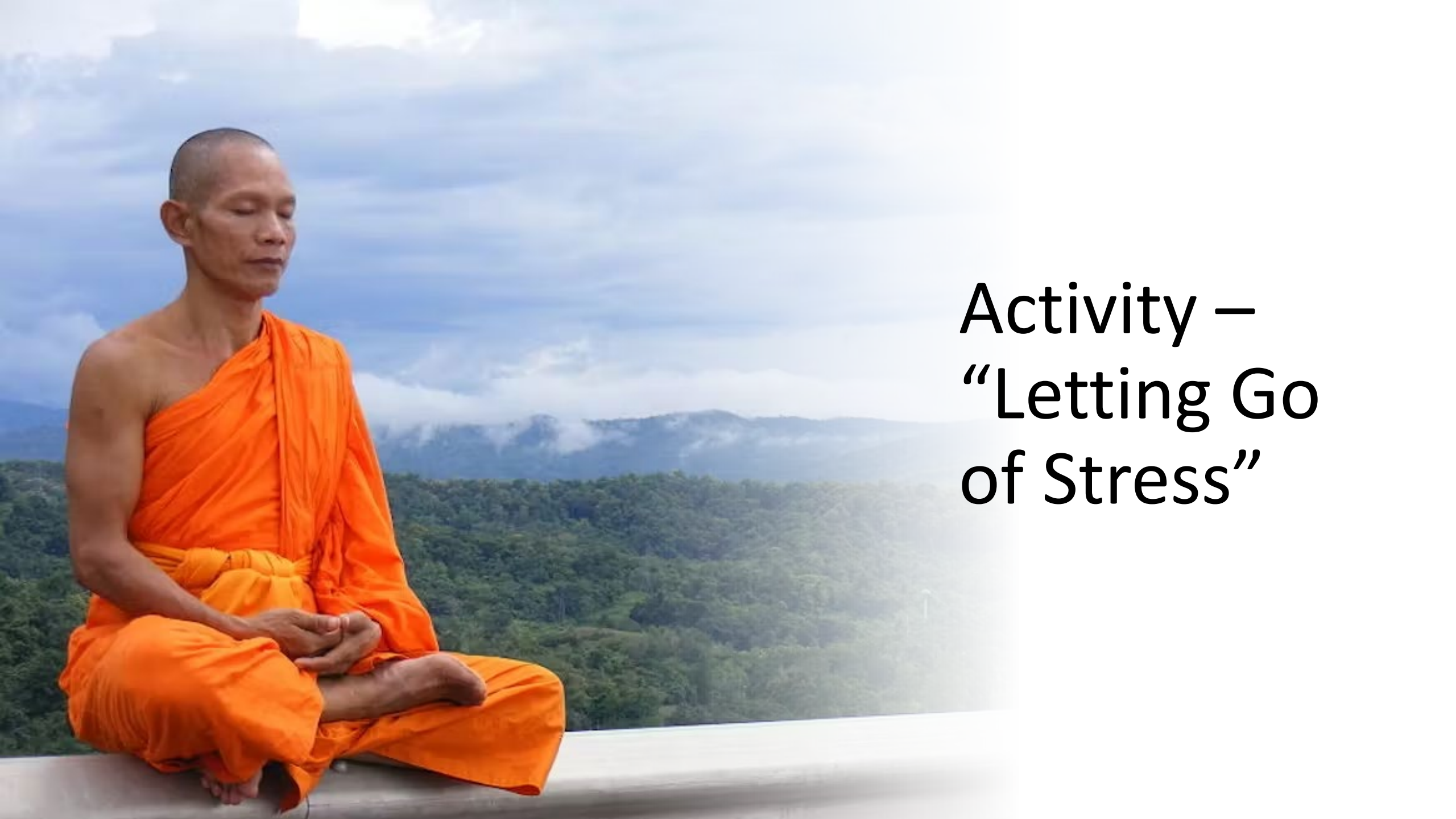
- It can often help people overcome problematic belief systems.
- One study found that mindfulness techniques had a positive impact on reducing age bias and racial bias as measured by implicit association tests.

- Cognitive Improvements

- There are cognitive benefits.
- One study found that MBSR improved long-term memory and attention in participants.
- It has also been used as an effective complementary treatment for those with attention-deficit hyperactivity disorder (ADHD).

- Risk Factors of MBSR and MBCT

- Participation in MBSR and MBCT involves a risk of physical and/or mental injury
- See benefits and risk factors of MBSR Article (handout)



Activity – “Letting Go of Stress”

RELAX - A 5 MINUTE GUIDED MEDITATION FOR DEEP RELAXATION AND
STRESS RELIEF ACTIVITY-

[HTTPS://WWW.YOUTUBE.COM/WATCH?V=LUJ3NL7N35Q](https://www.youtube.com/watch?v=LUJ3NL7N35Q)



WHY EVERYONE NEEDS A PERSONALIZED SELF-CARE PLAN

1. Guides you holistically

- From a mindfulness point of view, you need to be well equipped with a plan that will serve as your guide in dealing with your life

2. Control and prevent negative circumstances of your life.

- Having a self-care plan takes the guesswork out of what to do and where to turn in moments of crisis, giving you a heads-up on how to respond to the situation at hand.

3. Preserves physical health

- The World Health Organization described self-care as “the ability of individuals, families, and communities to promote health, prevent disease, maintain health, and cope with illness and disability with or without the support of a healthcare provider.”

4. Improves mental health and well-being.

5. Enhances productivity

- Productivity is not just working more and doing more until you eventually burn out, but it is about doing what needs to be done to function at your highest potential and your work performance will naturally improve.
- Prioritizing self-care is the key to becoming more productive at home and in the workplace.

6. Strengthen personal relationships

- Building a personalized self-care plan does not only make you a better individual, but it makes you a better friend, work colleague, or partner.
- Building a personalized self-care plan takes time and consistency to work. But it is the best intervention tool that keeps you on track to achieve your goal of being completely healthy.



**Self-care is how you take your
power back.**

SELF-CARE WHEEL



MENTAL HEALTH SELF- CARE WHEEL

THE SELF-CARE
WHEEL PROVIDES
IDEAS FOR
PRACTICING SELF-
CARE IN SIX
DIMENSIONS OF
YOURSELF:
SPIRITUAL,
PHYSICAL,
EMOTIONAL,
INTELLECTUAL,
SENSORY,
AND SOCIAL

A 5-STEP APPROACH FOR CREATING (AND GETTING INTO) A SELF-CARE ROUTINE/ DEVELOPMENT OF A SELF-CARE PLAN

1. Find what makes you feel centered

- ✓ Start by writing down as many things as you can think of that bring you joy, whether it's the color purple, receiving back rubs, springtime, certain smells, or music.

2. Brainstorm how you can incorporate those things into your daily life.

- ✓ It could take up a more prominent space in your daily routine (such as designating a set amount of time in your day for a certain activity such as meditation, going on a walk, and etc.

3. Set goals for incorporating self-care behaviors every day.

- ✓ Once you decide what self-care practices you'd like to incorporate into your life, come up with goals for how often and when. Make your goal realistic and measurable and monitor them.

CREATING A SELF-CARE ROUTINE

4. Find support. To keep your self-care practices sustainable, Freitag recommends relying on your support system.

- ✓ Find people who engage in the same self-care activities so you can do them together sometimes.

5. Adjust and tweak your approach as you go. It's okay if there are bumps along the way.

- ✓ We're talking about a practice, we're talking about trial and error, and we're also talking about our needs changing over time," says Ellen K. Baker, PhD, a psychologist based in Washington, DC.
- ✓ "What might be self-care in one period might be less so in another period.

- Self-care is a personal matter. Everyone's approach will be different. It relates to what you do at work and outside of work to look after your holistic wellbeing so that you can meet your personal and professional commitments (find out more). Below are the different aspects to self-care and example strategies that other people have found useful:
- Workplace or professional
- Physical
- Psychological
- Emotional
- Spiritual
- Relationships
- See Self-Care definition of terms and Worksheet Activity

A black square pillow is the central focus, featuring a three-line text design in a white, rounded, cursive-style font with a yellow drop shadow. The text reads "start each", "day with a", and "grateful heart". The pillow is placed on a bed with several white pillows in the background. In the foreground, a stack of three light blue books is visible on the left side.

*start each
day with a
grateful heart*

CONCLUSION AND WRAP-UP

The mental health field is a highly stressful field that is oftentimes accompanied with long hours of work and staff shortage.

It is necessary for mental health professionals to be aware of the signs and symptoms of stress, burnout, and vicarious trauma and how it impact treatment with vulnerable populations.

Ethically, mental health professionals have an obligation to not cause harm to the clients we serve. Healthcare professionals have an obligation to do self-care according to our codes of ethics.

Untreated burnout and vicarious trauma can lead to severe psychological and physical problems.

It is necessary that interventions are used to assist mental health professionals overcome stress and burnout in the workplace.

Organizations must continue to seek ways to best meet the mission of their organizations and take care of the emotional needs of their staff.

RESOURCES

- Organizations can build a health and wellness program 101

<https://business.calm.com/resources/blog/building-employee-wellness-program/>

Step 1: Get aligned at the highest level

- Negotiating a budget for your well-being program

Step 2: Give the wellness strategy an owner

- Running wellness meetings

Step 3: Let your employees help shape your program

Step 4: Make a wellness strategy

- Determine the scope of your strategy.
- Set goals

Step 5: Evaluate tools and technology

Step 6: Implement

Step 7: Measure

- Keep watch on a few key metrics:
- Employee engagement levels (with the program as a whole and the tech.)
- Engagement over time (is it trending up? Why? Why not?)
- Surveys (what are your people telling you?)
- Employer NPS or similar scores (if you're already tracking employee engagement, you should see the impact of your wellness program on that.)
- Tracking days off for illness and medical costs can also indicate how your wellness program is doing (without claiming too direct of a connection.)
- A good wellness program is an ongoing process

ASSESSMENT TOOLS

Professional Quality of Life Scale (ProQOL)

https://www.wendtcenter.org/wp-content/uploads/ProQOL_5_English.pdf

Self-Care Assessment Worksheet

https://www.wendtcenter.org/wp-content/uploads/Wellness_Assessment.pdf

Are you Burning Out Tool

<http://socialwork.buffalo.edu/content/dam/socialwork/home/self-care-kit/are-you-burning-out.pdf>

The Holmes-Rahe Life Stress Inventory/

The Social Readjustment Rating Scale

<https://www.talent.wisc.edu/Home/Portals/0/OPC/2009/Letting%20Go%20of%20Stress.pdf>

Is your lifestyle causing you stress?

<http://socialwork.buffalo.edu/content/dam/socialwork/home/self-care-kit/lifestyle-behaviors.pdf>

INTERVENTIONS

Outpatient mental health clinics

Efficacy Treatment Type-Cognitive Behavioral Therapy (CBT)

Individual Counseling

Individual and small-group level interventions

Staff training and workshops can be effective for preventing symptoms of burnout

Mindfulness based interventions (a form of meditation that places great emphasis on conscious awareness of the here and now). Mindfulness interventions are found to be effective for reducing negative psychological effects of the working environment.

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