



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

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WellSpan Health Recording Criteria

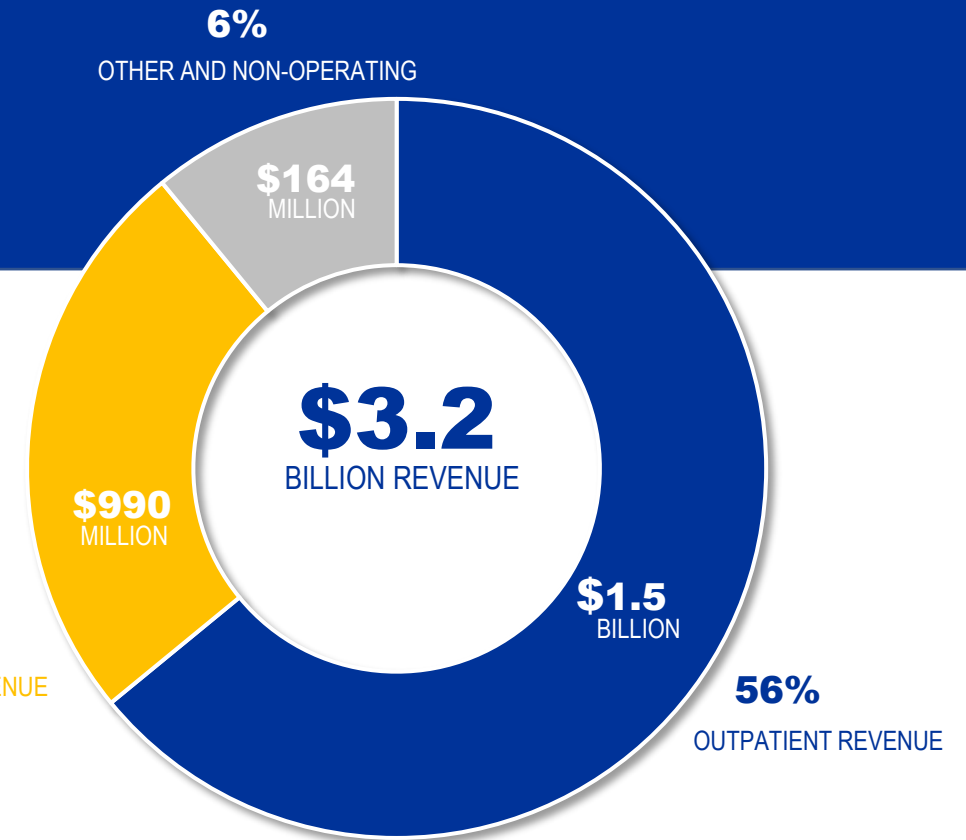
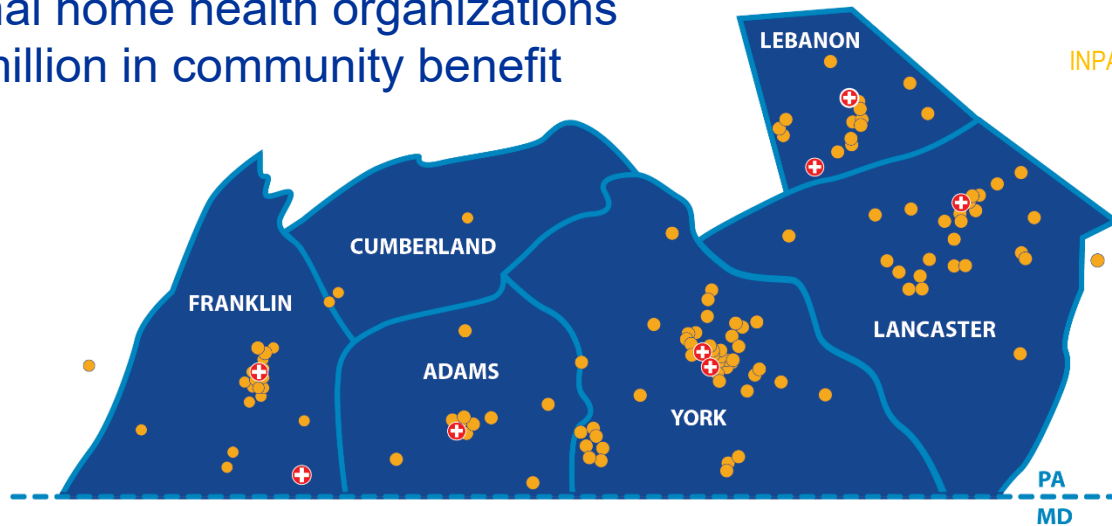
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WELLSPAN

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 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?



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



Additional Culture Builders

- Access to qualified experts—support HR leaders supporting team members
- Leaders talking about mental health—breaking down stigma
- Provide relevant training/education—MH, WB, resilience self-care
- Create time and space to connect with team members outside of goals, metrics and strategies---gratitude, how are you?
- Create time for leaders to lean on one another
- Lead with empathy and compassion

* Themes shared by/in: Inc., HBR, Advisory Board, Forbes, LinkedIn, Simon Sinek, others...



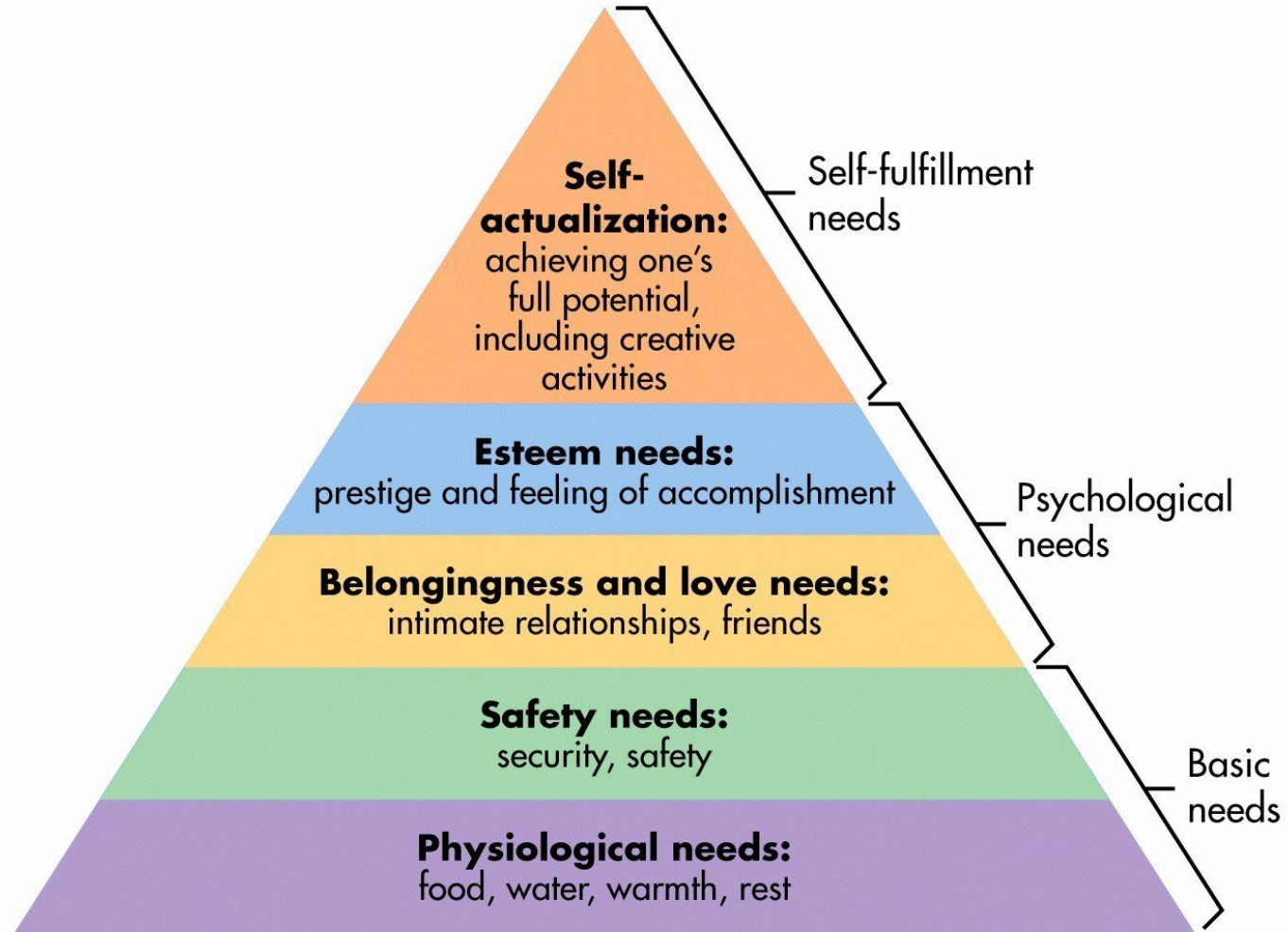
Something to Hold On To...Embrace

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



Setting the Stage: What do we need?

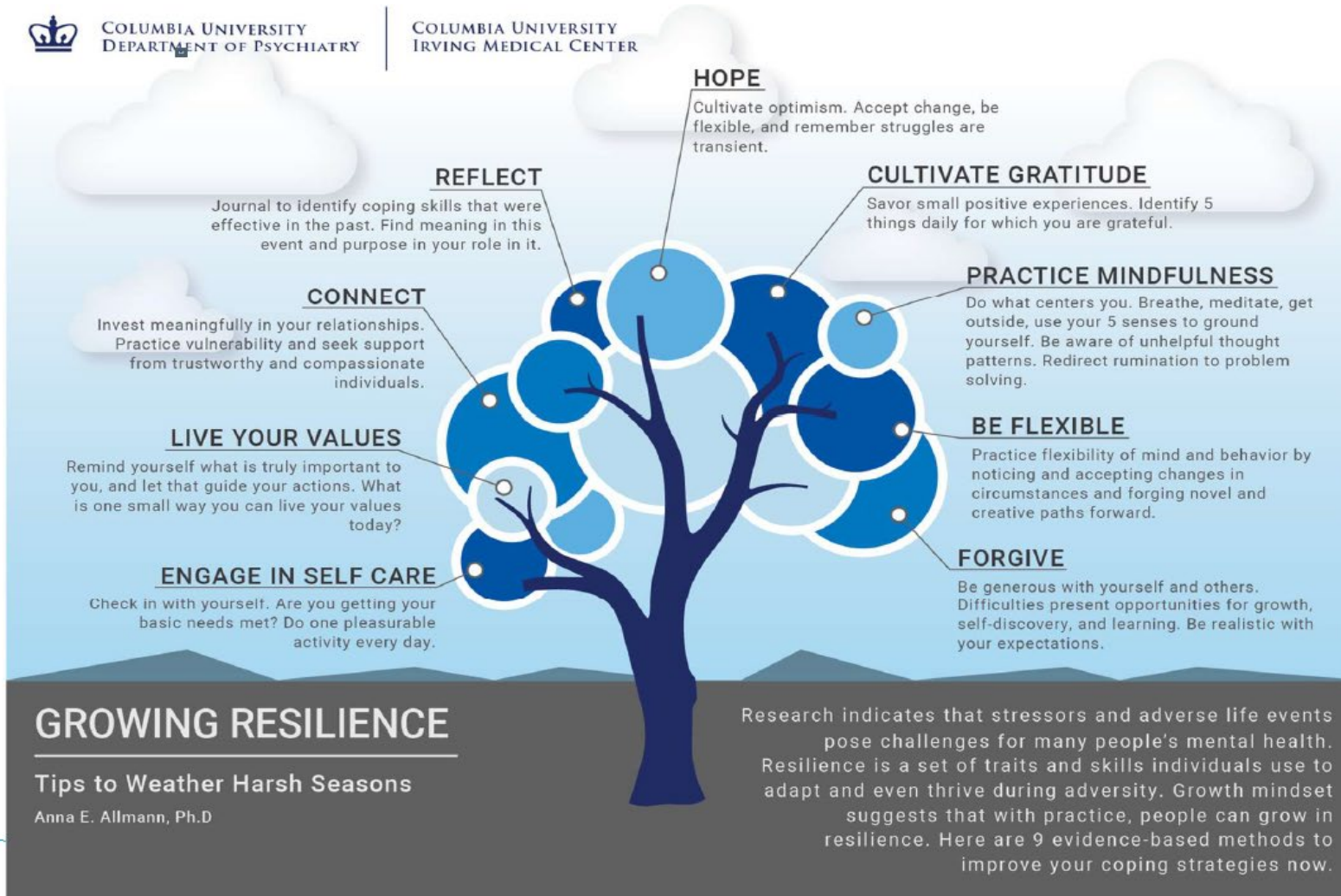


The Tree: 9 Evidenced Based Resiliency Strategies



COLUMBIA UNIVERSITY
DEPARTMENT OF PSYCHIATRY

COLUMBIA UNIVERSITY
IRVING MEDICAL CENTER



WellSpan Tips

- 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



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.		



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



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>

WellSpan Health: A Healthy Step Ahead...Caring and Supporting Our Neighbors:

https://www.wellspan.org/coronavirus?utm_source=website&utm_medium=alertbanner&utm_campaign=Coronavirus



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

WellSpan.org/Covid19MentalHealth

[PR-1155 EndingYourWorkDayChecklist 8.5x11](#)
 [\(wellspaneap.org\)](http://wellspaneap.org)

WellSpan Philhaven—Free Trainings

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

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



Takeaways

- What will be different?
- What will you embrace?
- What will tomorrow be for you?



Questions?

Thank you for joining me today!
Remember, You Are Not Alone!

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