

Recovery and Wellbeing

Promoting balance in the workplace by practising compassionate self-care

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Acknowledgement to Country



Artwork by Aaron Hayden

Objectives

- **To understand values and how they contribute to emotional well-being.**
- **To understand empathy and compassion in our approach to care for others and ourselves.**
- **To understand ways to improve individual emotional well-being and the impact of this on others, and explore strategies for self-care.**



**Distress is a NORMAL response
To an ABNORMAL situation**

Individual well-being



What can we do to help when we feel distress?

Develop self awareness

ACTIVITY: Personal values assessment

PERSONAL VALUES

Please select ten of the following values/behaviours that most reflect who you are, not who you desire to become. Click on a word to add or remove your selection.

accountability	competence	fairness	leadership	reward
achievement	conflict resolution	family	listening	risk-taking
adaptability	continuous learning	financial stability	making a difference	safety
ambition	control	forgiveness	openness	self-discipline
balance (home/work)	courage	friendship	patience	teamwork
being liked	creativity	future generations	perseverance	trust
being the best	dialogue	generosity	personal fulfilment	vision
caring	ease with uncertainty	health	personal growth	wealth
caution	efficiency	humility	personal image	well-being (physical/ emotional/ mental/ spiritual)
clarity	enthusiasm/ positive attitude	humour/ fun	power	wisdom
coaching/ mentoring	entrepreneurial	independence	professional growth	
commitment	environmental awareness	initiative	recognition	
community involvement	ethics	integrity	reliability	
compassion	excellence	job security	respect	

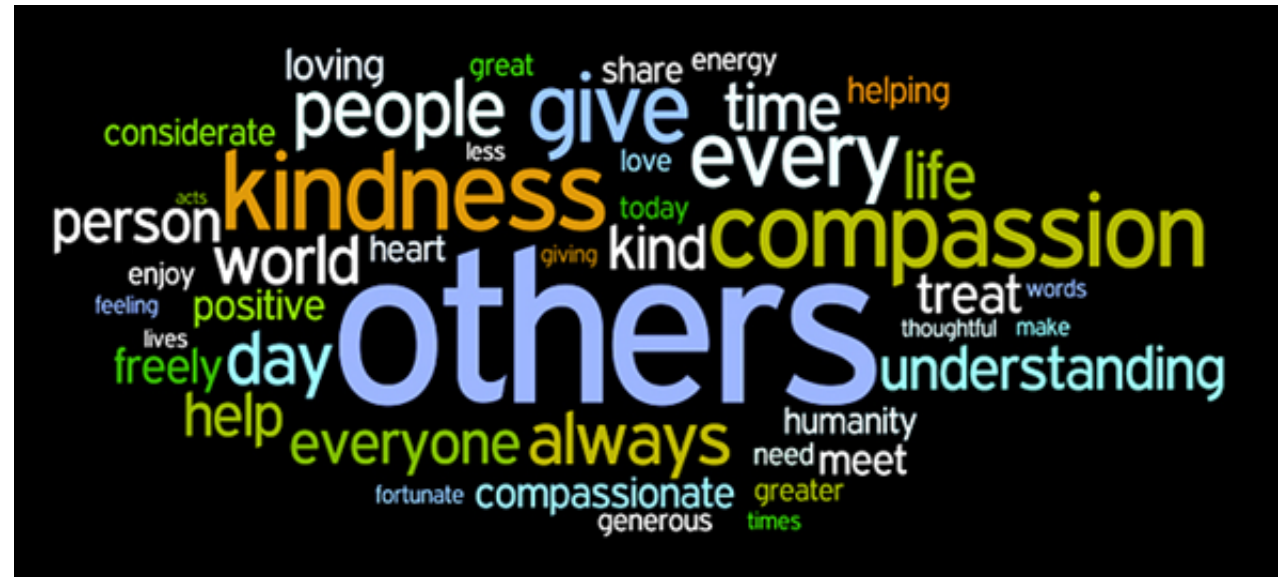


<https://www.valuescentre.com/tools-assessments/pva/>

Why are values so important?

- They motivate us in all we do.
- When we work in an organisation that aligns with our personal values we feel liberated.
- We bring our best self to work.
- We bring our energy, our creativity and our enthusiasm.

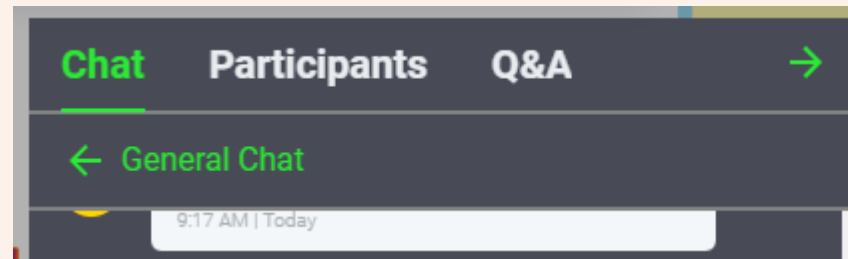
.....we also bring our commitment to the team.





WHY DID YOU CHOOSE TO WORK in MENTAL HEALTH?

Please type your
response in the
chat bar!



Elements of Compassion

Gemer & Neff, 2019

The three elements of self-compassion

as outlined by Dr. Kristin Neff



Self-kindness

'Self-compassionate people recognize that being imperfect, failing, and experiencing life difficulties is inevitable, so they tend to be gentle with themselves when confronted with painful experiences rather than getting angry when life falls short of set ideals'.



Common humanity

'Self-compassion involves recognizing that suffering and personal inadequacy is part of the shared human experience - something that we all go through rather than being something that happens to "me" alone'.

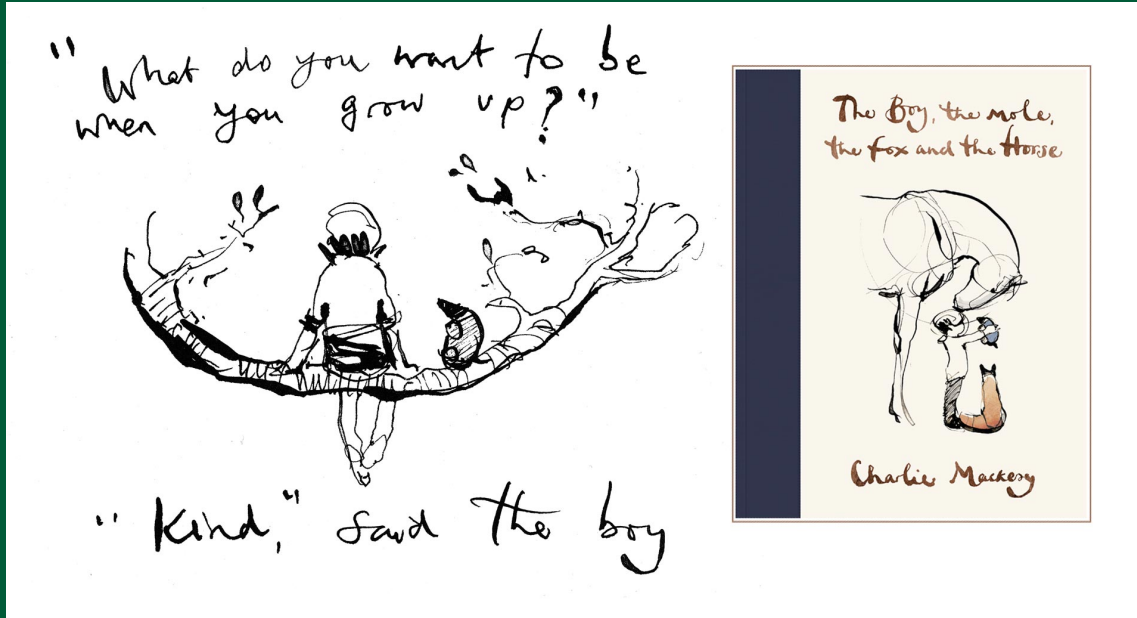
Mindfulness

'Mindfulness is a non-judgmental, receptive mind state in which one observes thoughts and feelings as they are, without trying to suppress or deny them. We cannot ignore our pain and feel compassion for it at the same time'.



www.thewoundedhealer.blog

Kindness

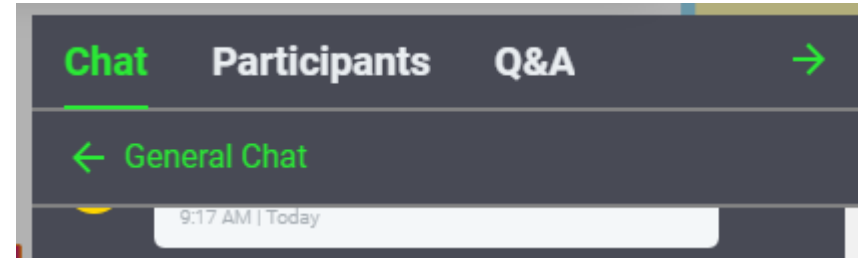


"Kindness comes from learning hard lessons well, from falling and picking yourself up.

It comes from suffering failure and loss.

It implies an understanding of the human condition and forgives it's many flaws and quirks". Lisa Unger.

How do you show kindness at work?



7 WAYS TO SHOW KINDNESS AT WORK

Set yourself up for success with these key principles from Lublin

1 BE GENEROUS

"For even the most mundane thing, be generous with thanking, compliments and praising everyone. This won't go unnoticed."

2 SHOW COMPASSION

"Practise forgiveness, offer constructive criticism and give the benefit of the doubt."

3 BE PATIENT

Being patient with those around you reinforces your connection. On the other hand, "impatience sends connectivity and the bonds we most desire in life toppling down."

4 SHOW GRATITUDE

Say thank you often, so people around you feel appreciated. "Be generous with your gratitude to instil a culture of kindness."



5 BE POSITIVE

"Positivity gives us the strength to look at the most dismal circumstances, and rather than pulling our heads into the sanctuary and darkness of our protective shells, we find solutions."

6 STAY CONNECTED

Put time and effort into cultivating quality relationships: "You can't have kindness without connection to others, or connection without kindness."

7 BE FLEXIBLE

"Flexibility is the key to life and healthy relationships. In fact, to be flexible is to be adaptable."

Common humanity: ALL THAT WE SHARE



<https://www.youtube.com/watch?v=jD8tjhVO1Tc>



**Compassion is a response
to suffering.
It is what makes us human.**






**Empathy and
compassion are not
the same thing.**

**Empathy felt 100%
with our bodies,
hearts, and minds
has its risks.**

EMPATHY FATIGUE

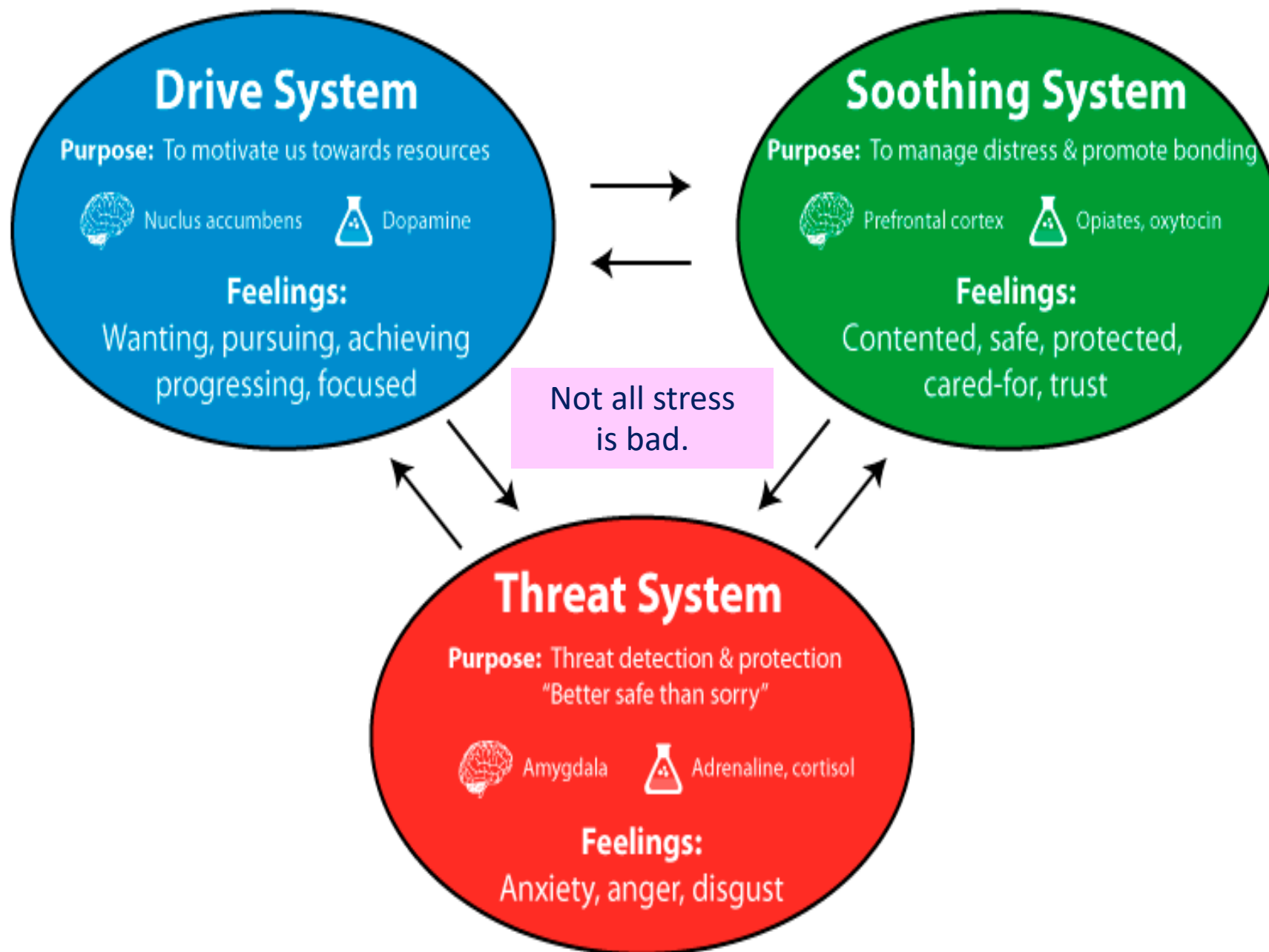
- Unable to refuel
and regenerate
- Inability to feel empathy
for others
- Increased cynicism
at work
- Increased anger and
irritability
- Loss of enjoyment of career



A photograph of two zebras standing in a field of tall, dry, yellowish-brown grass. The zebra on the right is larger and more prominent, facing the camera directly. The zebra on the left is smaller, also facing the camera. The background is a blurred savanna landscape with a clear sky. Two colored ovals are overlaid on the image: a green one in the top right and a red one in the bottom left.

**Soothing
system**

**Threat
system**



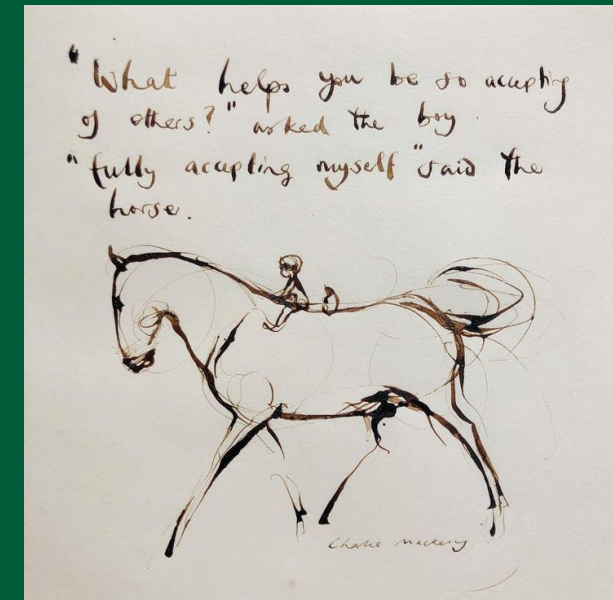
Growth-Mindset Beliefs

- Improvement is possible
- Mistakes are learning opportunities
- Failures are signs that you need better strategies, more effort, or both
- Criticism is helpful feedback
- Successful people are role models to emulate

Fixed-Mindset Beliefs

- Improvement is impossible
- Mistakes mean you should give up
- Failures prove you should have never tried in the first place
- Criticism is an attack on who you are
- Successful people are threatening competition

Respond creatively to distress:
Individual well-being, use positive self-talk.



Respond creatively



Be centred in your sense of purpose



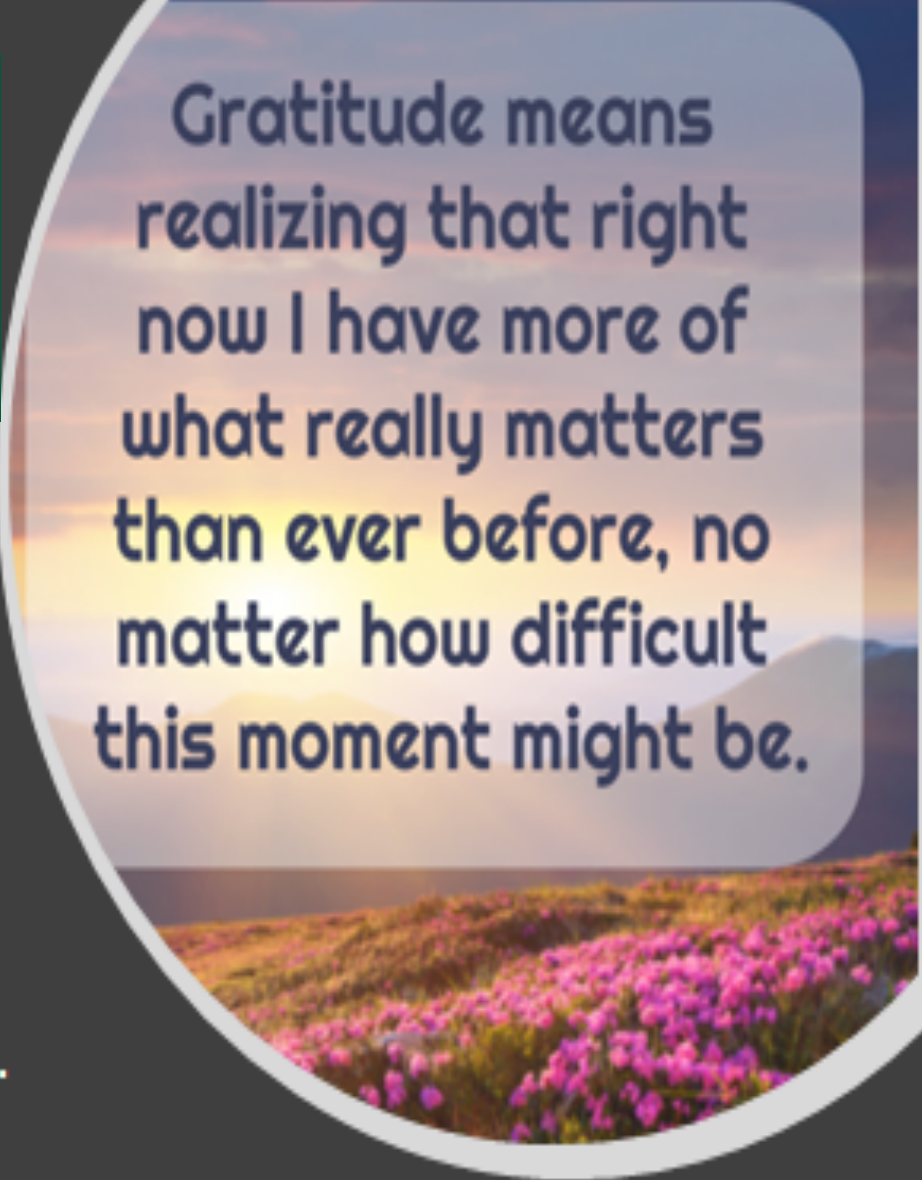
 -PURPOSE



Discuss in your groups the importance of aligning with your vision, your goal, your aim.

Practice gratitude

- **Being thankful. Being appreciative.**
- **Being thankful and paying attention to what you've got!**
- **Paying attention and being thankful for good things!**
- **Keep things in perspective.**
- **Gratitude is where happiness/joy comes from.....**



Gratitude means realizing that right now I have more of what really matters than ever before, no matter how difficult this moment might be.

Practice Mindfulness

“Mindfulness means slowing down
enough to be thoughtful
about what you’re doing.

It brings more self-awareness
of how you feel,
how you speak,
how you treat others.”

Eileen Fisher



Reference: Scheepers et al 2020
Lindsay EK. et al (2018). How mindfulness training promotes positive emotions: Dismantling acceptance skills training in two randomized controlled trials. Journal of Personality and Social Psychology

Neuroplasticity + Mindfulness

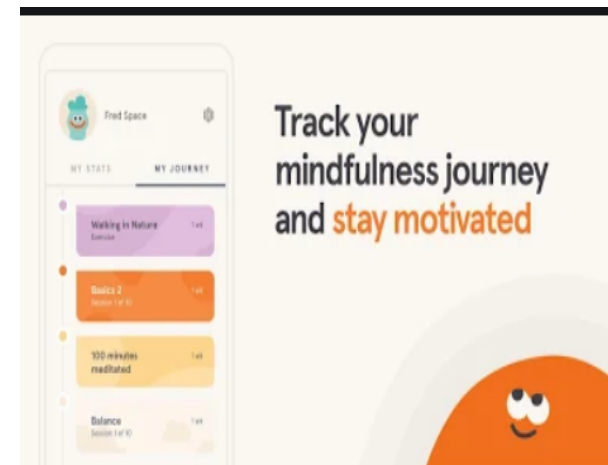
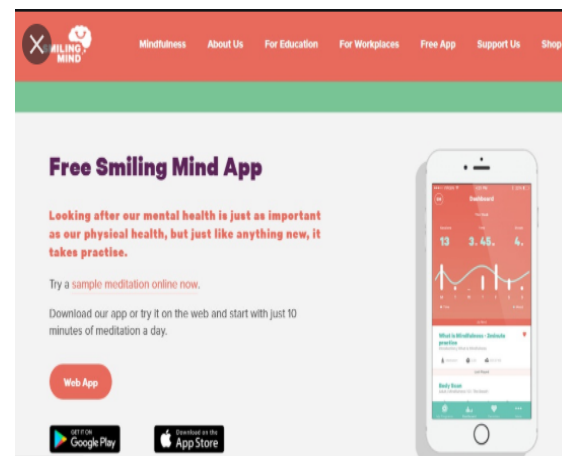
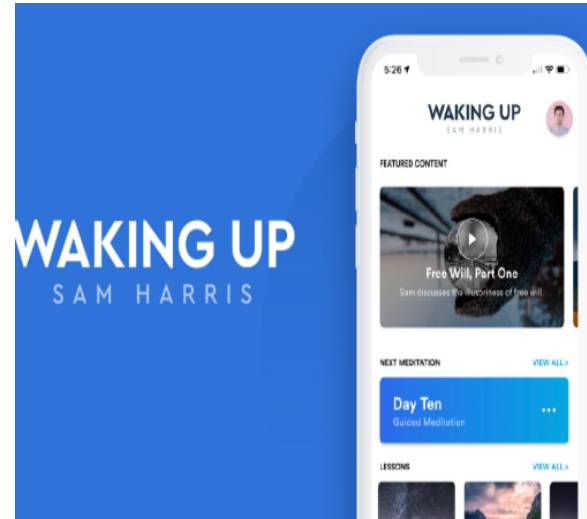
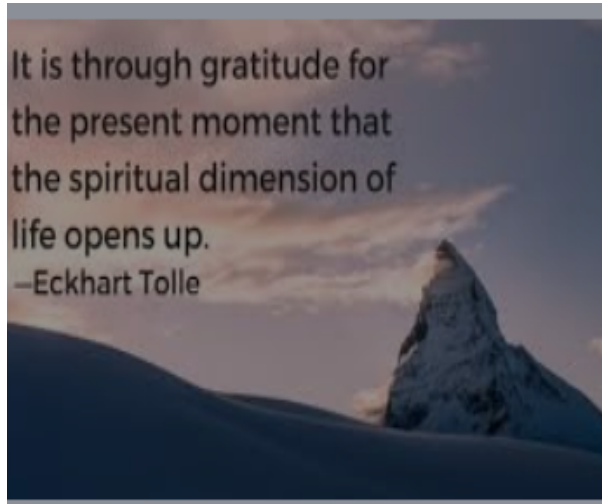


- **Our repeated experience shapes our brain.**
- **Cortical thickening correlated with experience: The more you practice the stronger the cortex. (Lazar, 2005)**

Mindfulness practice increases grey matter density in areas of the brain associated with learning, self-awareness, emotional intelligence, interception and compassion.

(Lazar, 2005; Britta Hölzel, 2011)

Mindfulness – there's an app for that!



Respond

- Rather than react



Stimulus + Thought = Response



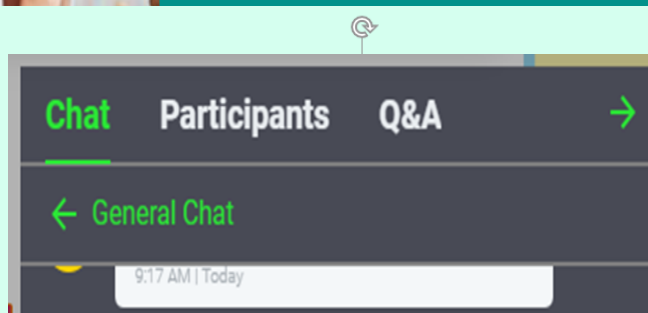
WHAT STRATEGIES DO YOU USE TO HELP OVERCOME STRESS?



Reducing stress

Stress is a common response to tough events or situations.

Please type your response in the chat bar!



Keeping active

Keeping active can help you stay physically fit and mentally healthy.

[Find out more](#)



Reducing alcohol and other drugs

Reduce the use of alcohol and other drugs, as they can cause long-term problems and make it much harder to recover.

Relaxation exercises

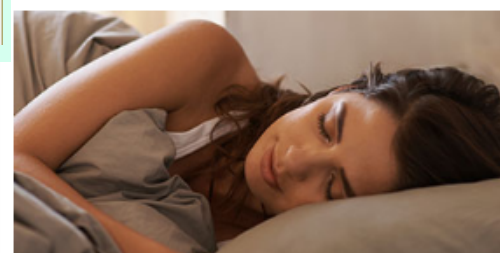
Relaxation techniques can help to relax the mind and body and also manage some of the symptoms of anxiety and depression.

Recovering from a mental health condition

Recovery can take time and is different for everyone. You'll need to find new ways to manage and live with the changes and challenges of

Eating well

People with anxiety and/or depression can find it challenging to eat properly. Eating a healthy diet helps to give you an overall sense of wellbeing.



Sleeping well

Anxiety or depression can disrupt your sleep patterns. It's essential to restore a regular sleep pattern to make a full recovery.

[Find out more](#)



Journey to wellness

Developing a plan to help you manage your anxiety or depression is an important part of your recovery and ability to stay well.

[Find out more](#)






“The creation of a positive organisational culture that promotes innovation and high quality has to have compassion as a central value and belief”

Marcus Powell, Director of Leadership and Organisational Development



“Nobody ever asks: ‘How’s Wally?’”

<https://www.subacutecare.org.au/j/index.php/news/442-tune-in-with-tracs-resources>



Online assessment and treatment
for anxiety and depression

Tel. 1800 61 44 34

I Need Urgent Help

Login

Get Informed


Our Assessment

Our Treatment Courses

Health Professionals

About Us

Contact Us



Start your
Online Assessment

Coronavirus (COVID-19)

Coronavirus (COVID-19) has not only impacted the physical health of individuals worldwide, but has also impacted our economy, our jobs and our day to day lives.

We understand navigating through these uncertain times can be hard and distressing. We're here to help.

Below are some useful links to help you with your mental wellbeing during these uncertain times.

Free Telephone Counselling



FREE SUPPORT SERVICES IN WA

Lifeline 13 11 14
www.lifeline.org.au

Mental Health Emergency Response Line

Perth Metro 1300 555 788
Peel 1800 676 822
Rural and remote 1800 552 002

Suicide Call Back Service 1300 659 467

Kids Helpline 1800 551 800
www.kidshelpline.com.au

beyondblue 1300 224 636
www.beyondblue.org.au

MensLine 1300 789 978
www.mensline.org.au

headspace 1800 650 890
www.headspace.org.au

Carers Counselling Line 1800 007 332

MindSpot 1800 614 434
www.mindspot.org.au

SUPPORT GROUPS IN WA

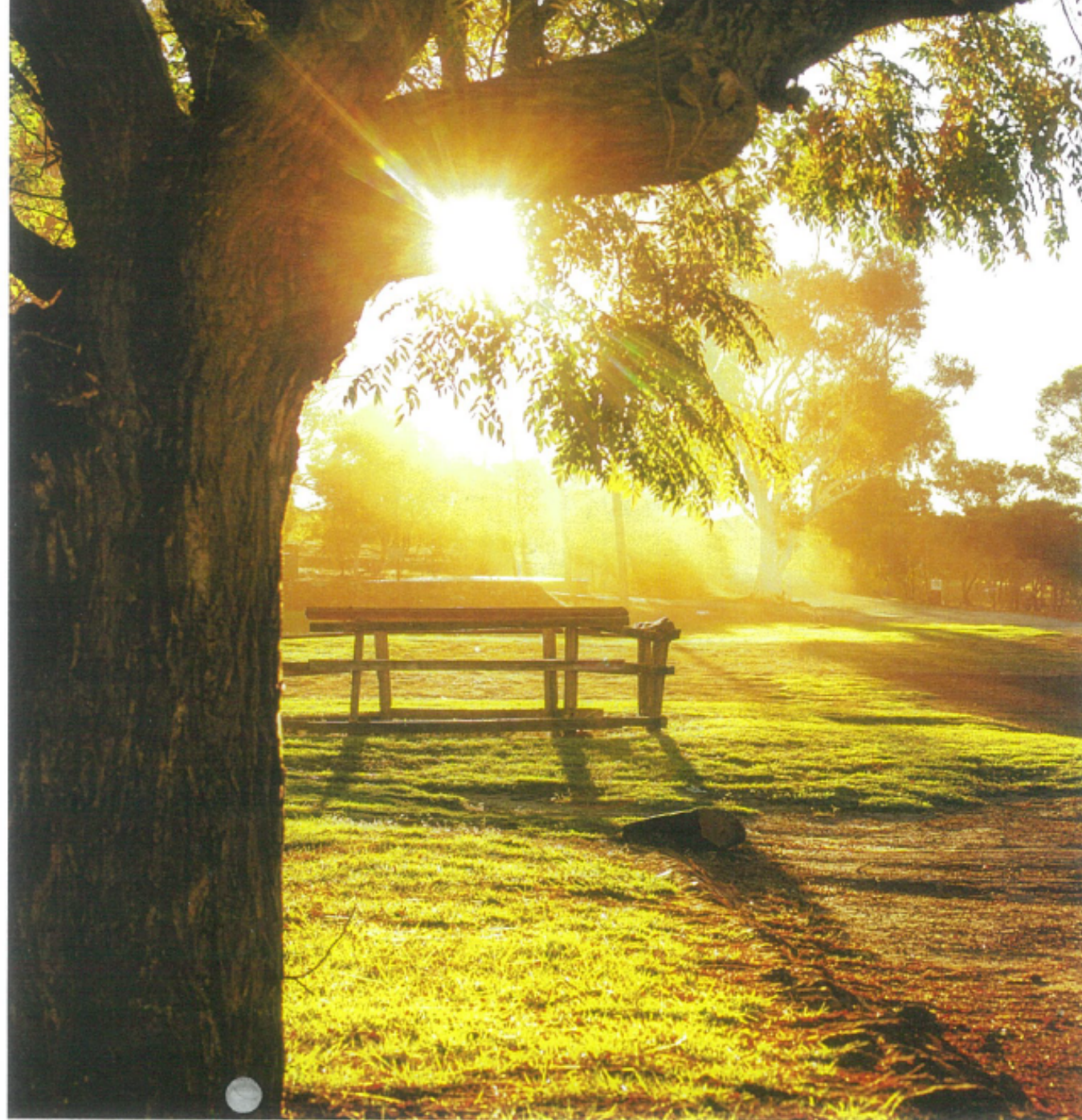
Grow 1800 558 268
www.grow.org.au/wa

ConnectGroups 1800 195 575
www.connectgroups.org.au

DOCTOR OR PSYCHOLOGIST

Did you know that you can ask your GP for a Mental Health Treatment Plan which will allow you to then see a psychologist for up to 10 Medicare funded sessions?

Photo: Afternoon Glow by Kellie Mitchell



Self-Care

Looking after yourself at work

Talk and treat yourself like you would someone you love.

Step back from your initial emotional reactions
Entrust your colleagues

Be proud of the work you did today.
Consider 3 things that went well – celebrate them

Find some time for yourself every day

Be kind to yourself.
Ask for help when you need it

Self-Care

Looking after yourself at work

Provide access to regular
professional development

Provide access to debriefing
Both formal & informal

Check-in on your co-workers

Recognise that FATIGUE IS a normal
response – take time to rest and reset

Create a workplace culture that is
respectful, supportive & encourages
self-care

References:

- [Andrews H](#), [Tierney S](#), [Seers K](#). (2020) Needing permission: The experience of self-care and self-compassion in nursing: A constructivist grounded theory study. *Int J Nurs Stud*,101:103436. doi: 10.1016/j.ijnurstu.2019.103436.
- Germer, C. & Neff, K. D. (2019). Mindful Self-Compassion (MSC). In I. Itzhan (Ed.) *The handbook of mindfulness-based programs: Every established intervention, from medicine to education* (pp. 357-367). London: Routledge.
 - Scheepers RA, Emke H, Epstein RM, Lombarts KMJMH (2020) The impact of mindfulness-based interventions on doctors' well-being and performance: A systematic review. *Med Educ*, 54(2):138-149. doi: 10.1111/medu.14020
 - National Safety and Quality in Health Service Standards – Edition 2 ([2017](#))

