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***“Thriving Through Overwhelm –
A Mindfulness Approach.”***

“Caring for Yourself to Care for Others.”


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Learning Objectives

- Integrate understanding of **self-awareness as foundational** to everyday self-care practices.
- Define **empathy, empathic distress, and compassion**, and understand its impact on our relationship to overwhelm
- Understand how **caring for oneself is a shared social endeavor**, community based, and an institutional responsibility
- Apply **brief mindfulness practices** that guide everyday work practices in listening deeply and responding skillfully.



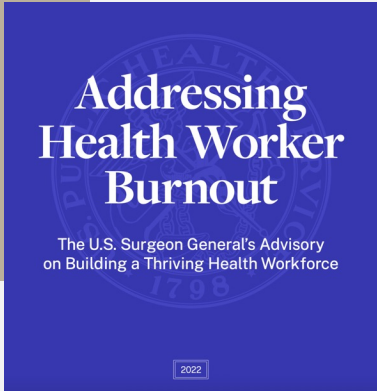
A close-up photograph of a dark-colored dung beetle rolling a large, round ball of brown dung on a reddish-brown dirt ground. The beetle is positioned on the right side of the ball, pushing it forward. The ground is sparsely covered with green grass and dry, brown plant matter. The scene is brightly lit, suggesting a sunny day.

How we **see** the world dictates how we **relate** to it, understand it, and importantly, what we **do** – our **perspective**

Take a moment here to pause, reflect on, and **acknowledge your own journey** to this meeting room today.

Framing the Session

- **Perspective and appraisal** – observation and interpretation impact stress, react/respond
- **Define overwhelm** - name impermanence and uncertainty, within trauma sensitive frame
- **Define** empathy, distress, & compassion
- **Protective Mindfulness** - Hardiness Factors and Pillars of Wellbeing
- **Caring for yourself** in challenging times through an appreciative lens, unattached to outcome



Addressing Health Worker Burnout

The U.S. Surgeon General's Advisory
on Building a Thriving Health Workforce

2022



Addressing Health Worker Burnout

Key takeaways from the Surgeon General's Advisory:

Causes of burnout

Workplace systems cause burnout among health workers, not individuals. There are a range of **societal, cultural, structural, and organizational factors** that contribute to burnout among health workers. Some examples include: excessive workloads, administrative burdens, limited say in scheduling, and lack of organizational support.

Workforce shortages

Physician demand will continue to grow faster than supply, leading to a shortage of between 54,100 and 139,000 physicians by 2033. The most alarming gaps are expected in primary care and rural communities. (Source: The Association of American Medical Colleges, 2020)

Differential impacts on health workers

Burnout, resource shortages, and high risk for severe COVID-19 infections have unevenly impacted women and health workers of color. This is due to pre-existing inequities around social determinants of health, exacerbated by the pandemic.

Health worker burnout harms all of us

If not addressed, the health worker burnout crisis will make it harder for patients to get care when they need it, cause health costs to rise, hinder our ability to prepare for the next public health emergency, and worsen health disparities.



Office of the
U.S. Surgeon General

Read more information and download the advisory at: surgeongeneral.gov/burnout



Thriving together: Solutions to health worker burnout



We must shift burnout from a “me” problem to a “we” problem.



SO...WHAT CAN HEALTHCARE INSTITUTIONS DO?

A WORKPLACE SYSTEMS ISSUE

PRO-ACTIVE

- Keep staff safe
- Flexibility in scheduling
- Measure clinician well-being
- Human factors design
- Reduce regulatory/admin burden
- Coaching programs
- Quiet spaces, food, exercise
- Forums for reflection and self-awareness
 - reflection rounds, existential Fridays, grief / bereavement rounds, confessions, meditation spaces,

REACTIVE

- Debriefing, peer support and time off after traumatic events
- Zero tolerance / swift action for abuse, harassment, discrimination and incivility
- Non-punitive reporting of adverse events
- Non-stigmatizing access to counseling and support

Karan et al 2015; West CP 2016; Epstein RM & Privitera MR 2016; Shayne M & Quill T 2012; Sinsky C et al. 2103, 2017

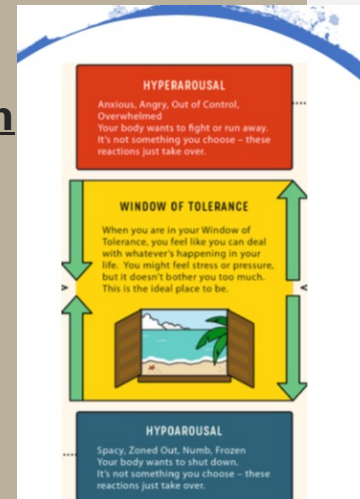


FROM ME TO WE | THRIVING TOGETHER

ATTEND TO CARING FOR SELF AND WITH/FOR OTHERS

PAUSE/RELAX/OPEN – ATTUNE TO EMERGING – LISTEN DEEPLY/SPEAK TRUTH

- Perspective and Appraisal; Intention and Impact; What needs doing now?
- Pausing with stress and overwhelm - a universal and mindfulness skillset
- Three questions to pause and reflect with for a moment, right here. The me part.
 - What needs letting go of?
 - What needs to be cultivated?
 - What needs to be accepted?
- Something about stress and overwhelm – negativity bias, lack/loss of **connection**
- Trauma | Stress responses – fight, flight, freeze and **connect**
- Window of **Tolerance** – activation, regulation, recover, and allow **connection**
- Empathy, distress, & compassion
 - Distancing empathy – aversion
 - Distressed empathy – over arousal
 - Engaged empathy – resonance + cognitive appraisal
 - Compassion – engaged, enacted & **prosocial**



AND WHAT CAN WE DO? WAYS TO BE **OKAY WITH** IMPERMANENCE, UNCERTAINTY, AND WHAT ALREADY IS

What already is — turning toward difficulty, dissonance, dis-ease, resonance, intention and impact, influence, attending to the body

Impermanence – Uncertainty – Okay with things that are not perfect, personal, or permanent

Hardiness Factors & Pillars of Wellbeing

The we part

- H: control, commitment, challenge and community
- WB: awareness, connection, insight, purpose



SELF-CARE IN CHALLENGING TIMES

Everyday self-care?

Some brief portable tools



SELF-CARE TOOLS AND PRACTICES

- Pause practice
- STOP practice
- Three-step breathing moment
- Standing bodyscan sweep
- Mirroring exercise
- Walking meditation



SELF CARE TIPS - SUMMARY

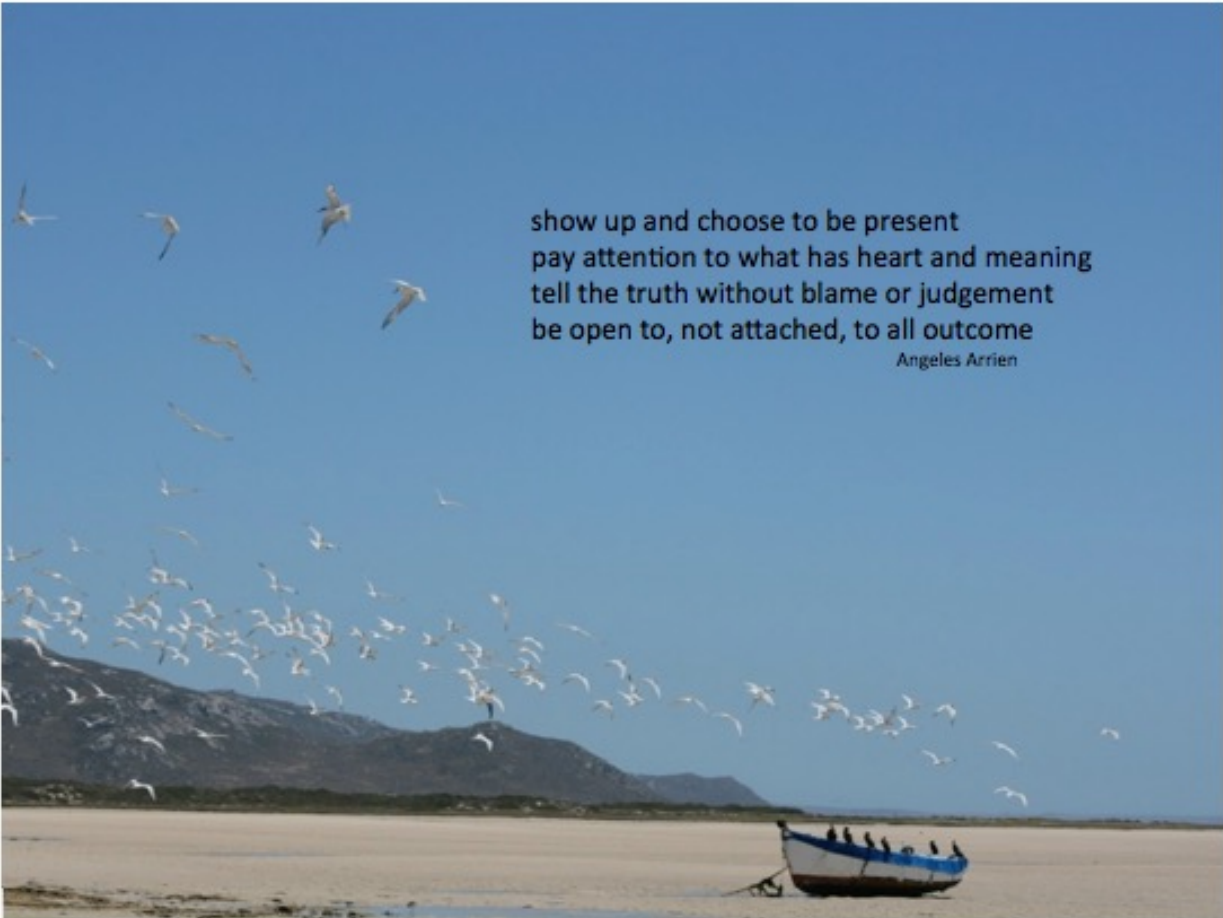
- STOP | pause | brief practices
- Mindfulness meditation
- Hardiness factors and Pillars of Wellbeing
- Reflective writing
- Supervision & mentoring
- Communication skills, CMEs
- Sustainable workload
- Rest, eat good food, exercise, fun/joy/beauty!



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- Richard Davidson, *Healing Healthcare: A Global Mindfulness Summit, Keynote: Well-being is a Skill: Perspectives from Contemplative Neuroscience*. February 8th, 2022
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- Karan et al 2015; West CP 2016; Epstein RM & Privitera MR 2016; Shayne M & Quill T 2012; Sinsky C et al. 2103, 2017



A photograph of a beach scene. In the foreground, a small blue and white boat is beached on the sand. The middle ground shows a wide expanse of sand leading to a line of greenery and mountains in the distance. The sky is a clear, bright blue, filled with numerous white birds in flight, scattered across the upper two-thirds of the image.

show up and choose to be present
pay attention to what has heart and meaning
tell the truth without blame or judgement
be open to, not attached, to all outcome

Angeles Arrien

Thank You

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