Stress, Chaos, Self-Care and Wellness
Six Pillars of Self-Care, Wellness, and Vitality

Jeanne Supin
Purpose and Objectives

Appreciating and integrating self-care and wellness to promote vitality, resilience and a long, meaningful personal and professional life.

Objectives:
1. Remember why this is important
2. Understand and explore 6 human needs and ways to nurture them
3. Deeper dives into self-care and wellness
4. Leading and managing others around self-care and wellness
You can’t pour from an empty cup.
Human Needs

– Strengths
– Expansion
– Freedom
– Meaning
– Care
– Connection
Burnout

Doing too much

Doing too much of the wrong things!
Strengths
Strengths

Passion
• Not what you’re good at
• What you love doing
• Loved doing as a kid?

Feeling
• Energized
• Blissfully lost in the moment
• Magnificent

You Know Best
• Competence is typically assessed by others
• You know best what you love doing

Specific and Unique
• Go deep
• Five “Whys”
• Unique to you
• Woven into all aspects of you
Exercises

What do you love doing at work? At home?

How might you do both more often?
Exercises

How might you lead and encourage others to engage in their strengths?

In the best of times?

In stressful times?
Expansion
Expansion

Knowledge
- Learn new things
- Explore outside your field

Experience
- Move outside your comfort zone
- Experiment, innovate
- Take calculated risks

Perspective
- Listen
- Put yourself in others’ shoes
- Empathize and support even when you might not relate or understand

Relationship
- Invite others to the table
- Listen, explore, learn
- Connect
Exercises

Reflect on the most recent time you learned something new. When, what and how was it?

What’s next to learn?

How do or might you encourage others to experiment?
Freedom
Freedom

Flexibility
- Know your own best workstyle
- Organization supports working in your own best way

Time
- Take as much control over your own time as possible
- Organization is clear and committed to a healthy balance when staff are “on” and “off”

Inclusion
- You are included in decisions that directly affect you
- You are able to determine the most successful ways to execute decisions and achieve goals

Autonomy
- You are able to use judgment, make decisions and take action on your own
- You are accountable to yourself and others
- Everyone’s autonomy is supported
Exercises

How are or might you be able to control more of your time?

How do or might you support others’ judgments, decisions and actions?

How do or might you encourage more freedom at work?
Meaning

What is your why?
Meaning

Personal
- Know your “Why”
- Revisit and adapt your “Why”
- Pursue our “Why” often

Organizational
- The organization is clear, transparent and vocal about its “Why”
- All organizational decision, actions and norms support its “Why”

Integration
- Connect your individual and organizational “Whys” through conversations, decision-making and culture
- Revisit and adapt that integrated “Whys” regularly to benefit all

Foundation
- Meaning and our “Whys” rest at the heart of all explorations, decisions, cultural practices, actions and behaviors
Exercises

What is your why? How does your “why” affect and motivate your work?

How do or might you help others find their “why” and connect it to the organization’s why?
<table>
<thead>
<tr>
<th>Care</th>
<th>Body</th>
<th>Mind</th>
<th>Heart</th>
<th>Spirit</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Sleep</td>
<td>Curiosity</td>
<td>Gratitude</td>
<td>Transcendent view</td>
</tr>
<tr>
<td></td>
<td>Exercise</td>
<td>Positivity</td>
<td>Connection</td>
<td>Connected to things beyond self</td>
</tr>
<tr>
<td></td>
<td>Healthy food and water</td>
<td>Mindfulness</td>
<td>Community-supported resilience</td>
<td>Spiritual practices</td>
</tr>
<tr>
<td></td>
<td>Healthy environment</td>
<td>Empathy</td>
<td>Vulnerability</td>
<td>Joy</td>
</tr>
</tbody>
</table>
Exercises

Which among these four deserve more attention? What might you commit to doing?

How do or might you encourage more self-care at work?
Connection
Connection

Self
- Self-awareness and knowledge
- Self appreciation
- Self love

Others
- Reaching out and being accessible
- Mutual respect, safety and appreciation
- Collaboration

Team
- Collaboration and synergy
- Building shared purpose, goals, actions
- Continuing to improve team synergy and results

Organization
- Cultural and practical commitment to connecting
- Universal respect, safety and appreciation
- Linking individual and organizational aspirations
Exercises

Where might your connections be lacking?

How might you improve or deepen those connections?

How do or might you encourage more connection at work?