

National Indian Health Board



Taking Care of Yourself While You are Caring for your Community: Fundamentals of Provider Self- Care for Prevention Specialists

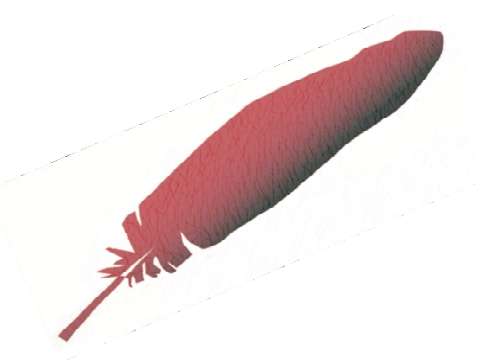
ROBERT FOLEY, M.ED.

ASHTIN JENEY

BEHAVIORAL HEALTH WEBINAR

APRIL, 2014

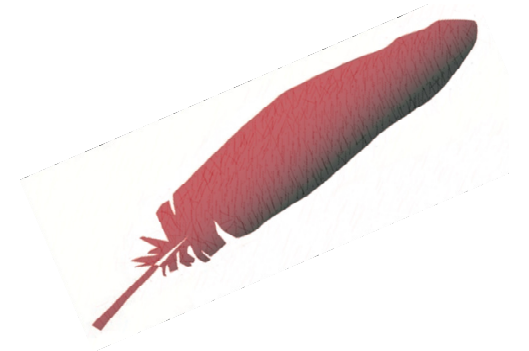
Learning Objectives



By the end of this webinar, participants will be able to:

- Identify three symptoms of compassion fatigue
- Identify four active self-care strategies
- Explain the value of planning for self-care

Who Are We



NIHB Mission Statement

One Voice affirming and empowering
American Indian and Alaska Native
Peoples to protect and improve health
and reduce health disparities.

Areas of Expertise and Service



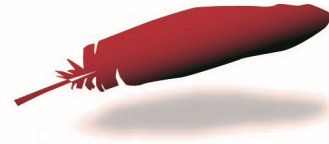
- NIHB provides a variety of services
 - Advocacy
 - Policy Formation and Analysis
 - Legislative and Regulatory Tracking
 - Direct and Timely Information Dissemination to Tribes
 - Research on Indian Health Issues
 - Program Development and Assessment
 - Public Health Infrastructure
 - Training and Technical Assistance Programs
 - Project Management

Sample Education and TA Projects

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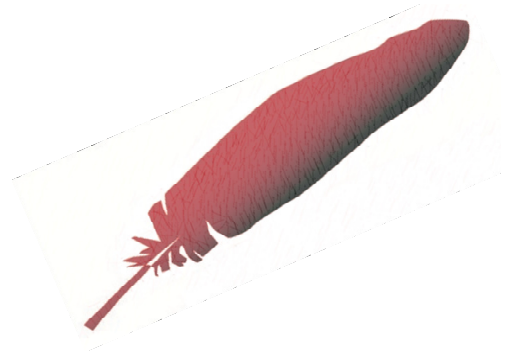
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- Tribal Public Health Capacity
 - ACA Outreach and Education
 - Medicare, Medicaid, and Health Policy Subcommittee (MMPC)
 - HIV/AIDS Outreach and Education
 - MSPI Outreach and Education

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Why is Self-Care Important?

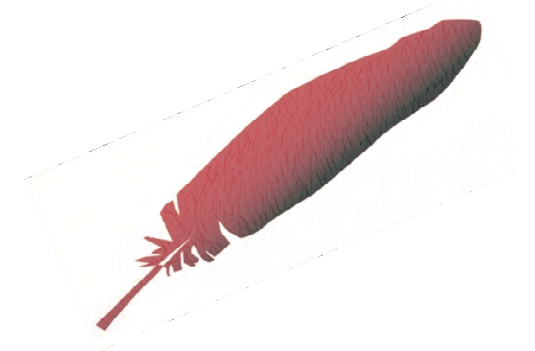
What is Self-Care?



Reminder:
Take
Care of
Myself

IMAGECHEF.COM

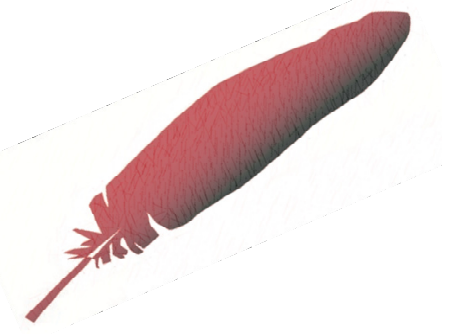
Requirments



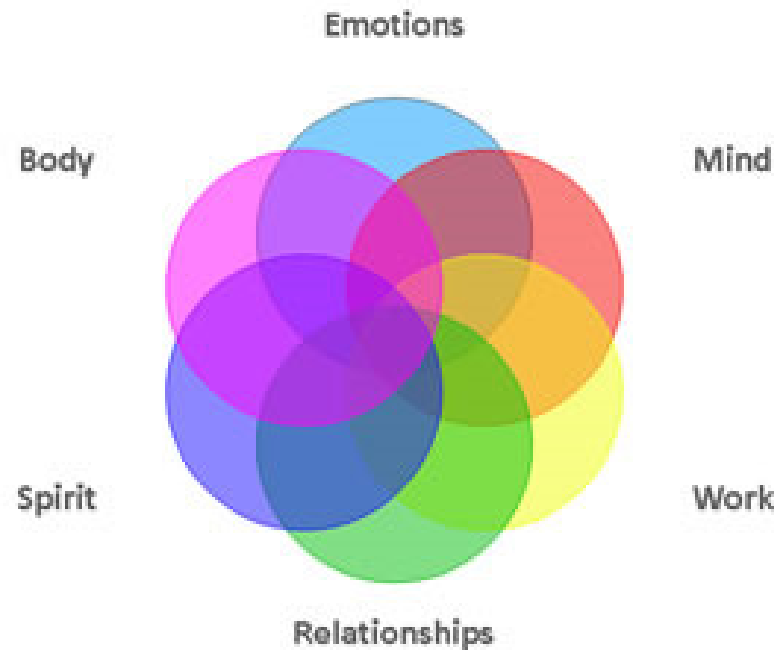
- Self-care requisites
 - Basic Human Needs
 - Physical Activity
 - Rest
 - Personal Time
 - Social Interaction
 - Protection



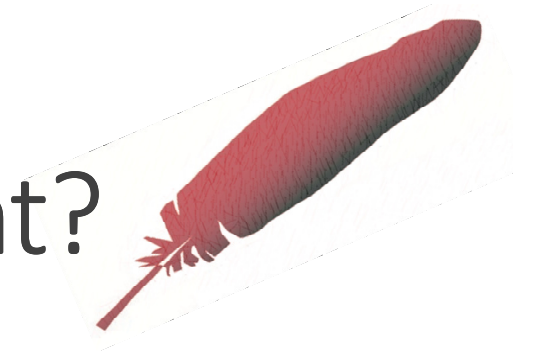
Forms of Self-Care?



- Forms of self-care
 - Physical Health
 - Emotional Health
 - Mental Health
 - Spiritual Health
 - Environmental Factors
 - Socioeconomic Factors



Why is Self-Care Important?



- Self-care is a key component of Preventive Medicine
- Living Healthy = Being Healthy
- Stress-related physical illnesses:
 - Migraines
 - Hypertension
 - Irritable bowel syndrome
 - Muscle, back and joint pain
 - Ulcers
 - Mental health problems

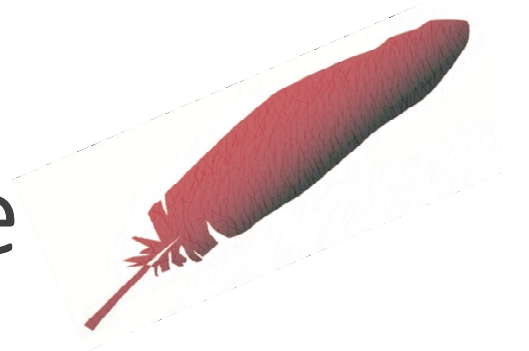


Theory and Consequences



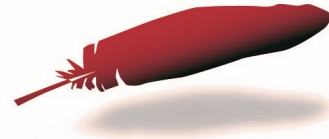
- Self-care Theory
- Public Health & General Preventive Medicine vs. Occupational Medicine
- The consequences of stress in the workplace
 - Absenteeism
 - Decreased work performance
 - And ultimately burnout

Benefits of Self Care



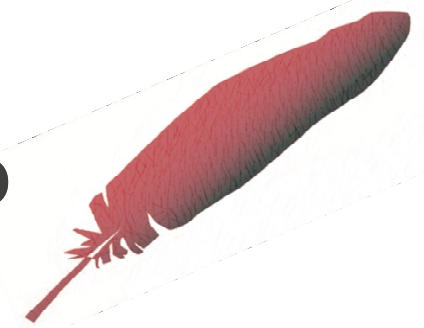
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- Upholding provider health is financially important to the sustainability of Tribal clinics and health departments.
 - Practicing good self-care prevents turnover.
 - Behavioral health and prevention work is driven by individual passion.

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Recognizing Symptoms
of Burnout &
Compassion Fatigue

What is Vicarious Trauma?

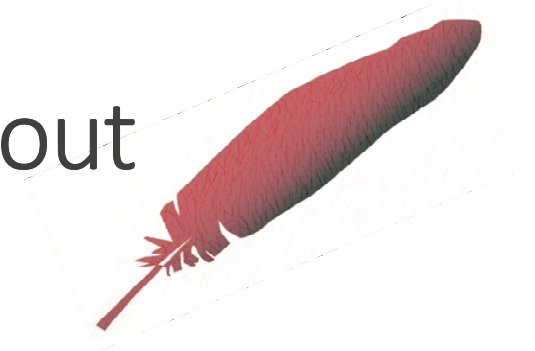


Burnout & Compassion Fatigue



- Burnout is seen in high rates among health care providers.
 - Associated with exhaustion and diminished interest in work
- Compassion Fatigue is a state in which an individual experiences and inability to maintain a desired level of compassionate energy.
 - Result of over exposure to prolonged, emotionally challenging circumstances.

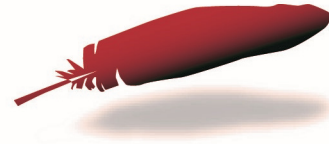
Signs of Vicarious Trauma, Burnout and Compassion Fatigue



- Is vicarious trauma, compassion fatigue or burnout affecting you?
 - Exhaustion and physical ailments
 - Emotional shifts
 - Thought patterns
 - Behavioral shifts
 - Relationship changes

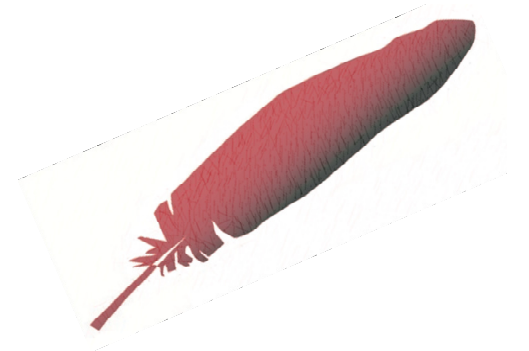


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Strategies for Self-Care

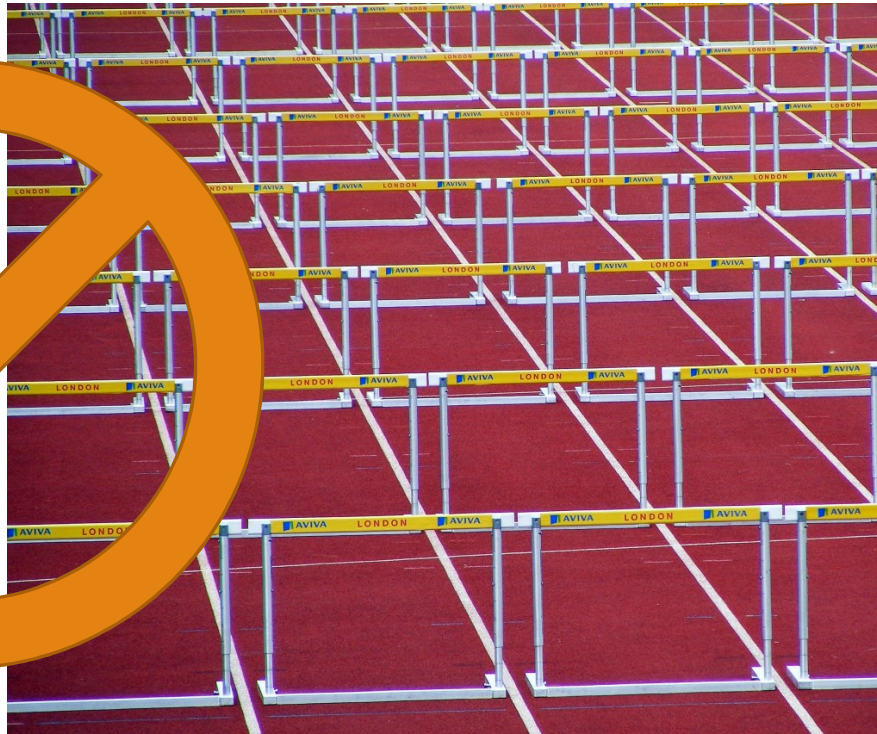
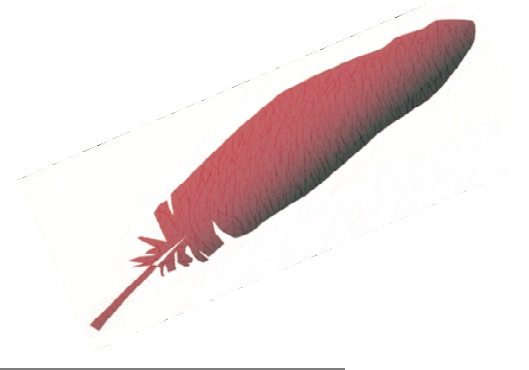
Achieving Balance



- Self care is about balance
- Professional stress and experiences can overtake our personal lives



Training Ourselves



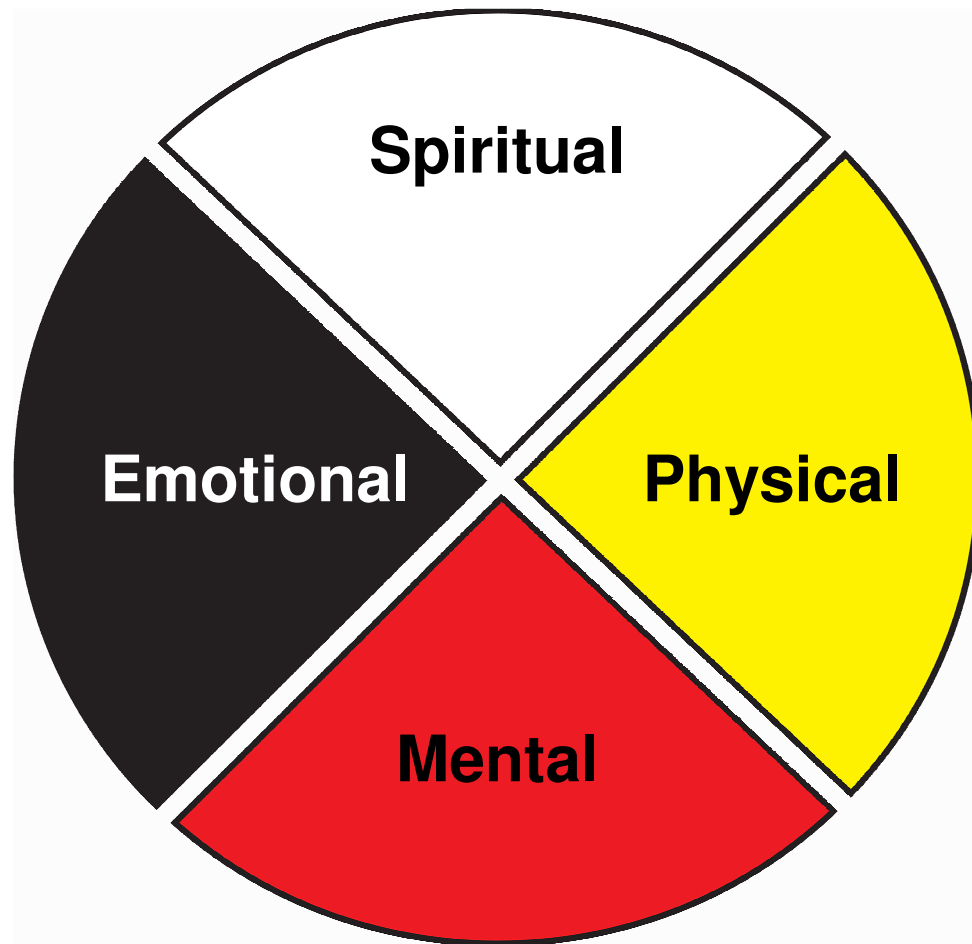
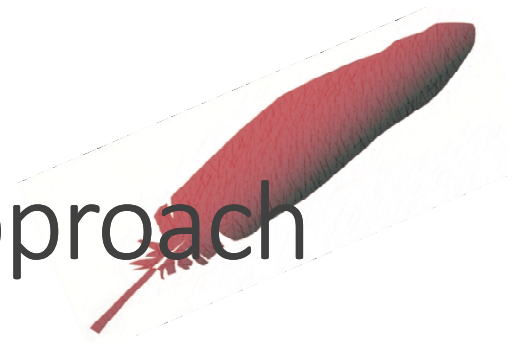
Incorporating Self Care



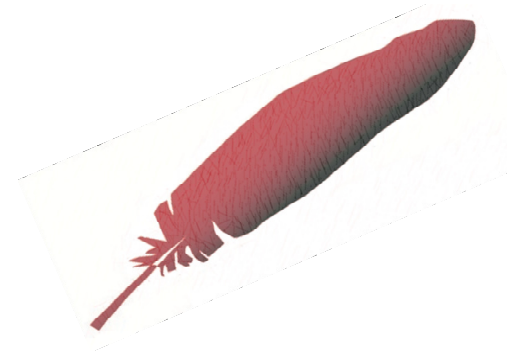
- Every day should include self care activities
 - Whatever is comfortable and doable
- It doesn't have to be time-consuming
 - It does need to be authentic



Using a Medicine Wheel Approach



Spiritual Self Care



- Includes:
 - Living a balanced life that includes and incorporates personal belief systems and spiritual support
 - Traditional and contemporary beliefs and practices

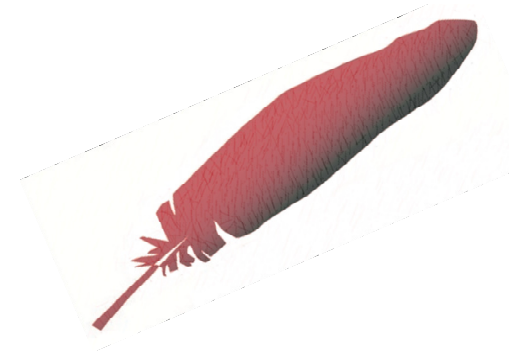


Strategies for Spiritual Self Care

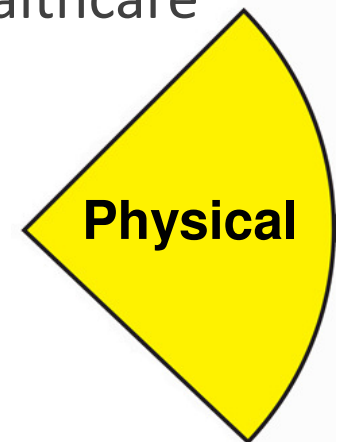


- Utilizing traditional and cultural belief systems to guide healing and health
- Seeking out spiritual guidance
- Practicing what you believe to be the meaning of life and how you fit into it.
- Conceptualizing how the work you do every day contributes to a greater, holistic purpose
- Understanding your own personal belief system and integrating your work into your belief systems
- Engaging in prayer or meditation

Physical Self Care



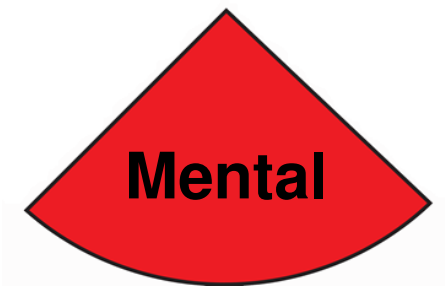
- Includes:
 - Physical wellness – encompasses nutrition, physical fitness and the avoidance of unhealthy habits like smoking, drinking too much and doing drugs.
 - Medical wellness – involves health-promoting medical practices like medical check-ups, preventative healthcare and medical health management



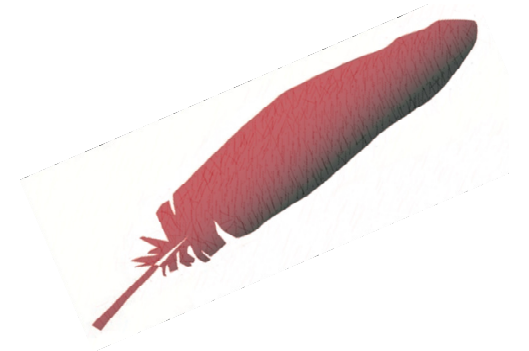
Strategies for Physical Self Care



- Prepare and eat healthful meals and snacks
- Exercise (of any kind)
- Take time to heal yourself physically whether sick or from even a minor ailment
- Wear comfortable clothing
- Take care of yourself when you are sick
- Take time for meals and snacks
- Sleep
- Receive regular check-ups
- Practice good personal hygiene
- Drinking water
- Listening to your body (and being kind to your body)



Mental Self Care



- Includes:
 - Intellectual wellness – refers to the amount of information and knowledge you take in, and the amount of creative, analytical thinking you put out; learning, problem solving and mental productivity
 - Mental health – encompasses depression and anxiety, which may be either hereditary or circumstantial.
 - Occupational wellness – stresses the importance of a positive attitude towards work, and a rewarding and enriching career path.

Strategies for Mental Wellness



- Vary your work tasks
- Vary individual and group work
- Avoid booking a day full of meetings
- Challenge yourself
- Find practices that work for you to tackle tough intellectual challenges
- Should you begin to feel a sense of hopelessness, seek out guidance immediately
- Find colleagues that work well as sounding boards
- Do puzzles

Emotional Self Care



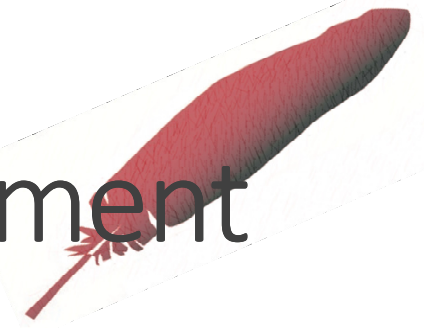
- Includes:
 - Social wellness – has to do with how you see your place in the world and in society, and how well you adjust to your personal role in society.
 - Emotional wellness – pertains to how well you are aware of, accepting of and able to deal with your feelings, relationships, stress, self-esteem and life outlook
 - Financial wellness – refers to financial stability, financial stress as an integral part of personal wellness.

Strategies for Emotional Wellness



-
- Journal on the ride home from work or before bed
 - Turn off your work phone and stop checking e-mail
 - Remind yourself at the end of each day what you accomplished and not what you did not
 - Take time to laugh
 - Make a budget and reward yourself at regular intervals
 - Make time for family, friends and social activities
 - Involve animals in your life
 - Set personal goals and work towards fulfilling what makes you happy
 - Give and accept compliments freely

Don't Forget your Environment



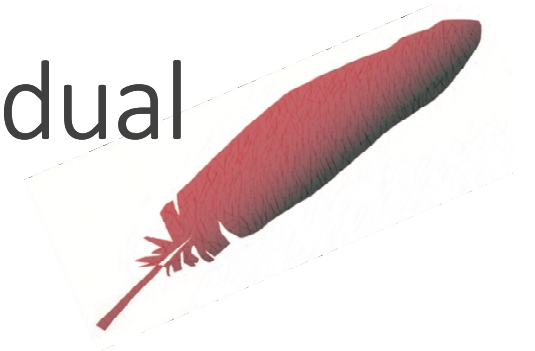
- Put up pictures or beautiful art
- Include spiritual elements
- Put up motivational sayings
- Use comfortable chairs
- Seek out natural light
- Go outside from time to time
- Play music in the background or use aromatherapy



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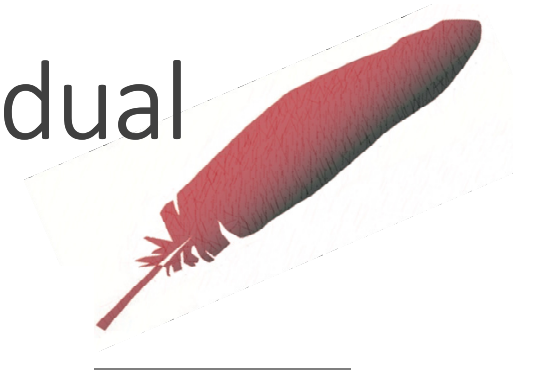
Components of an Individual Wellness Plan - 1



1. Identify areas that could use improvement.
 - Be honest with yourself about how satisfied you feel in each aspect of wellness so that you can create a wellness plan tailored to your needs.



Components of an Individual Wellness Plan - 2



2. Set goals related to improvements you want to make.
 - There are things you can do to improve each and every aspect of personal wellness.
 - Write down specific goals to accomplish in each area that will move you toward greater overall well-being
 - Include what you will do to meet that goal and what support will be necessary

Components of an Individual Wellness Plan - 3

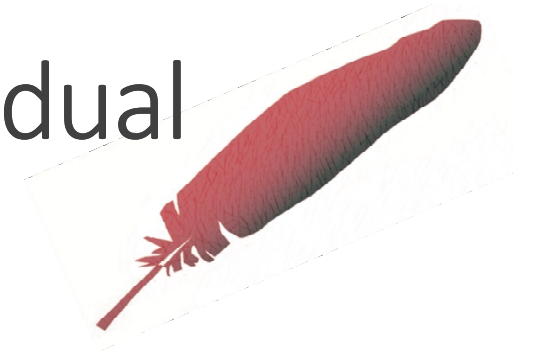


3. Record your progress.

- Keep a chart or a journal outlining each aspect of personal wellness and the goals you set to improve on those aspects.
- Mark important dates and checkpoints in a calendar designated specifically for the purpose of your personal wellness plan so that you can see your progress.



Components of an Individual Wellness Plan - 4

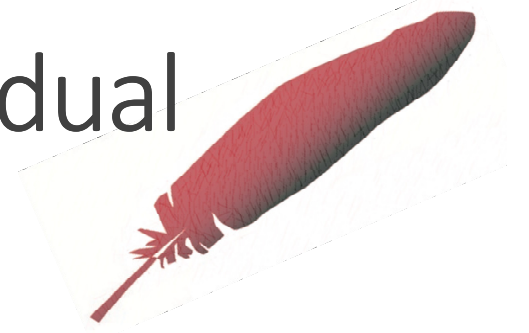


4. Celebrate success.


- Include celebration in your wellness plan. This includes setting time specifically for celebration.
- Include friends and family



Components of an Individual Wellness Plan - 5



5. Update the goals of your wellness plan as needed.
 - As you develop greater personal wellness, you may find that it is taking a longer or shorter time than you'd planned to reach certain goals, or that some goals are no longer inside the scope of what you want to accomplish.
 - Monitor your progress and reassess your needs frequently so as to keep your wellness plan as tailored to your growth as possible.



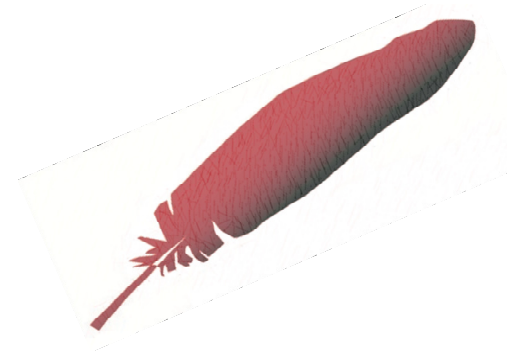
Helpful
Tips

- Working on one area will improve another area
- Share your plans
- Seek out support for own plan
- Be realistic and start small
- Don't beat yourself up!

Two Plans for Self Care



Considerations



- Are my daily expectations able to be met without sacrifice to my personal well-being?
- Do I feel able to safely share and seek solutions to the impact of bearing witness to trauma with my supervisors or colleagues?
- Can I imagine keeping my current pace over the course of my career without negative consequences to my personal health and well-being?

Organizational Wellness Plan



- Need support:
 - To develop and implement individual wellness plans
 - Alter organizational cultures and practices to support overall wellness
- Most organizational wellness plans today focus on physical health
 - This model can be used to create a broader organizational self-care plan
 - Especially since physical health contributes to mental, spiritual and emotional health as well.

Developing an Organizational Self-Care Plan



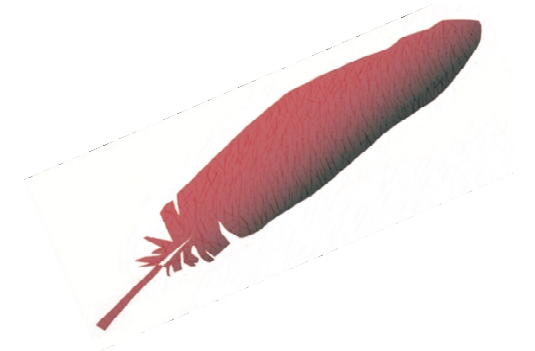
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- Should include feedback from all parties
 - Should include targeted elements for executive and mid-level managers and front line staff
 - Should include components from all four areas of personal wellness
 - Think of the organization, as a person and ask yourself, “what would it take to keep this person and all of their working parts functioning optimally?”
 - Should be posted and revisited often

Components of an Organizational Self-Care Plan



-
- Allowing employees to use sick days and mental health or wellness days
 - Incorporating natural light and the outdoors
 - Hosting social and fun activities
 - Recognition opportunities
 - Creating opportunities and space for open and honest sharing, and feedback provision
 - Training manager and supervisors to recognize and address burnout
 - Regularly assessing performance and providing adequate financial compensation
 - Offering in-house counseling or therapeutic support
 - Allowing for spiritual and cultural practices
 - Implementing realistic schedules, work loads and performance evaluations

Self Care



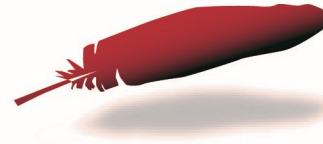
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Questions?



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Thank you!

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