

HEAD START LEADERS 2021

QUALITY FOCUSED  INNOVATION DRIVEN



MARCH 3-5, 2021

#FHSA2021

**“CULTIVATING A CULTURE OF SELF CARE IN
UNCERTAIN TIMES”**

MELISSA C. HARRELL, WAGES



Cultivating a Culture of Self care in Uncertain Times



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Safe Space



This session is designed to be trauma informed. We all have unique stories, and all walk a different journey. This space honors that many of us in this room have experienced trauma. Our work also exposes us to the trauma of others. Be prepared that sometimes in our effort to help others, our own trauma can become activated, or client trauma can be transferred.

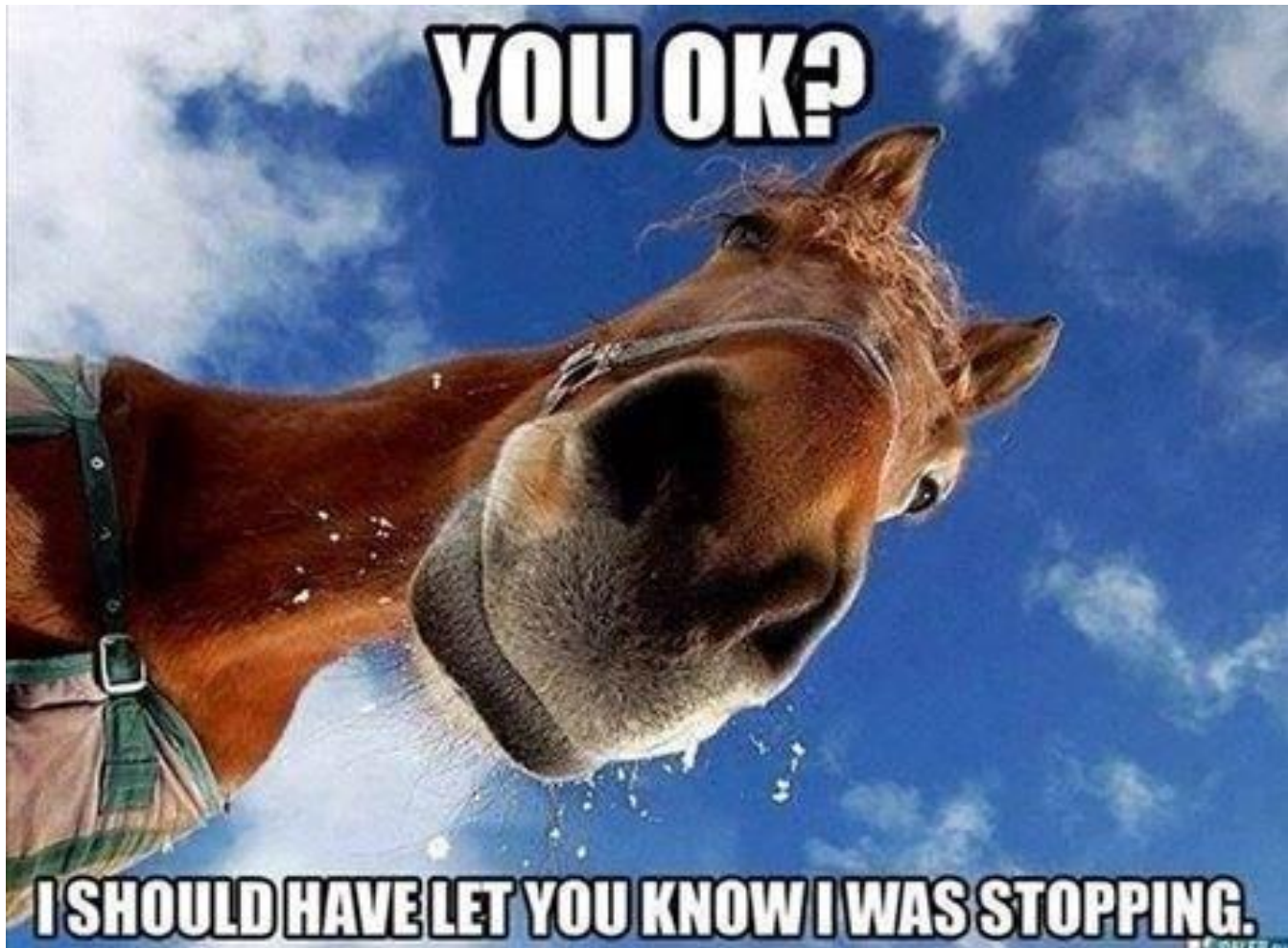
Intense Emotions Are Possible and OK

Eye closing is optional depending the space you are practicing in and the amount of security you feel.

If you become activated today during reflection, take 3 deep breaths and repeat, I am safe 3 times.

Rather than Avoid...Acknowledge and Accept

Can you relate?



GROUNDING ACTIVITY



Oh no! Was That Hard?



Don't Panic...we are about to explore this
and other concepts in depth.
YOU CAN GROW THIS SKILL

SELF AWARENESS

□ Diversity Informed Tenet #1

Self Awareness

Leads to Better Service of Families

Listen today with fresh ears...

Beginner, Intermediate, Advanced



QUICK GLANCE AT OUR TIME TODAY



- Review of basic physiological stress response
- Assess where you are in burnout cycle
- New tools and how to implement them daily

THIS IS A PROCESS OF LEARNING



Stress Response 101

- **Stress** is defined in biological terms as *the body's method of reacting to a condition such as a threat, challenge, or physical/psychological barrier.*
- **THE DEFINITION OF STRESS HAS NOT CHANGED...HOWEVER THE WAYS WE ARE LEARNING TO ADDRESS IT ARE CHANGING DRAMATICALLY**

Three Types of Stress Response

- **Positive Stress:** Normal and essential stress
Examples: immunization/first day of school
- **Tolerable Stress:** Longer elevations in stress response
*Examples: death in family / **disasters***
- **Toxic Stress:** Strong, frequent, or prolonged stress response
Examples: abuse, neglect, caregiver substance abuse or mental illness, exposure to violence, economic hardship.

Parasympathetic/ Sympathetic

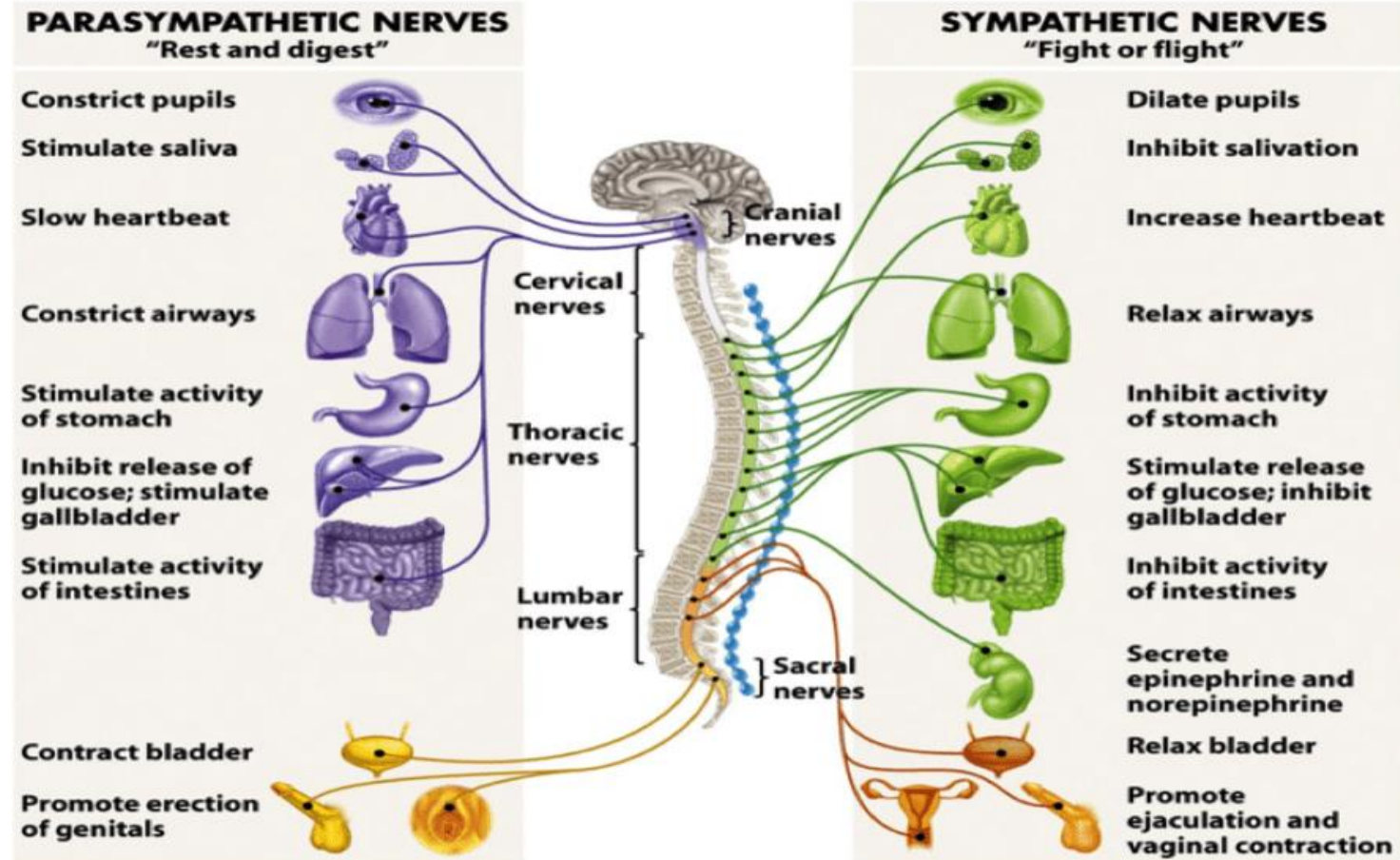


Figure 45-20 Biological Science, 2/e
© 2005 Pearson Prentice Hall, Inc.

Physical Body Response

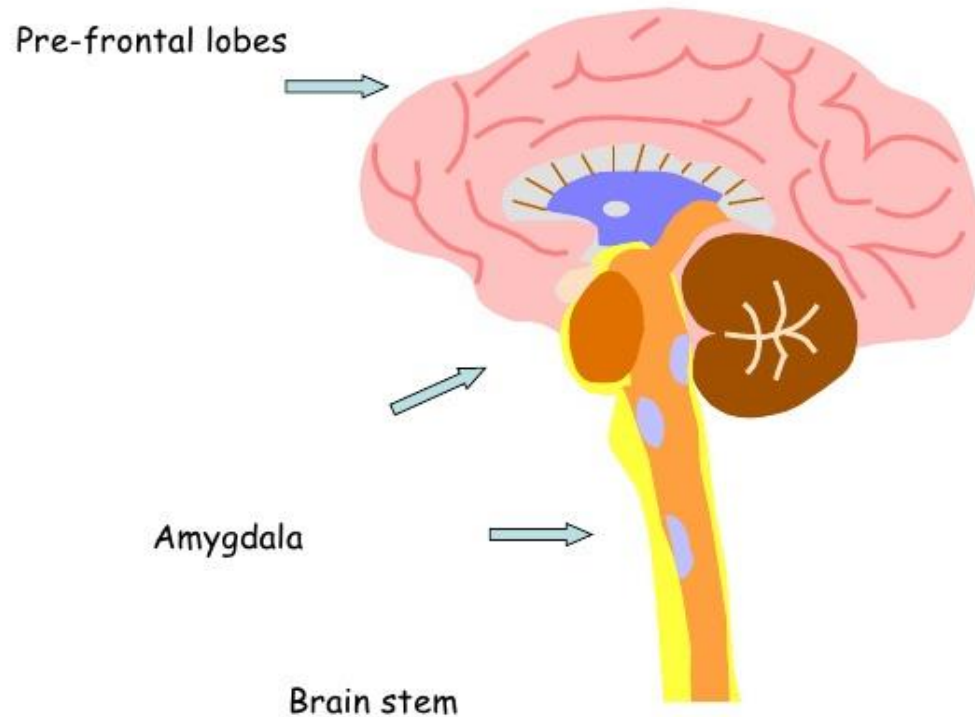
- Racing Thoughts
- Changes in vision
- Dry Mouth
- Increased heart rate/Shallow breathing
- Changes in Digestion (Divert off “rest and digest)
- Muscles tense
- Sweaty palms
- Adrenaline releases to signal other parts to respond

Emotional Changes

- Anxiety
- Depression
- Panic
- Frustration
- Grief
- Sense of powerlessness/ worthlessness

The All-Important Amygdala!

The “Amygdala Hijack”



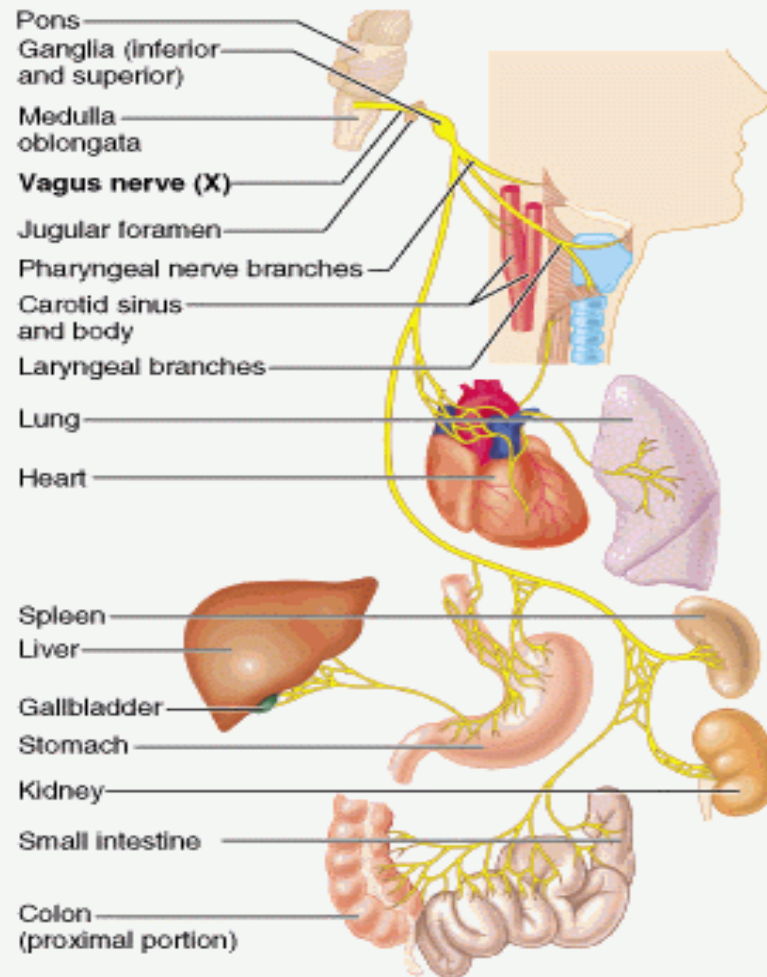
Stress/ Trauma and the Brain

- Stress “highjacks” the brain: “A hostile takeover of the conscious mind by powerful negative emotions.” (Siegel, 2007) *Whole Brain Child*
- An overstressed brain cannot access and reliably use the thinking brain
- The alarm system of the brain is distorted (danger everywhere, even when the threat is removed)
- HMMMM...let’s reflect on how COVID may have activated our brains

ADDED STRESSORS OF COVID

- Personal Safety/Health
- Family Safety/Health
- Client Safety/Health
- Financial Security
- Extra burden for client wellbeing
- Schooling with children
- Quick changes to workplace/delivery of services
- **SCREEN BRAIN DRAIN!**

Vagus Nerve and Stress Response



Flipping the Vagus Switch

- Learning the power of

BREATH WORK!

GUIDED PRACTICE

Evaluation of Burnout

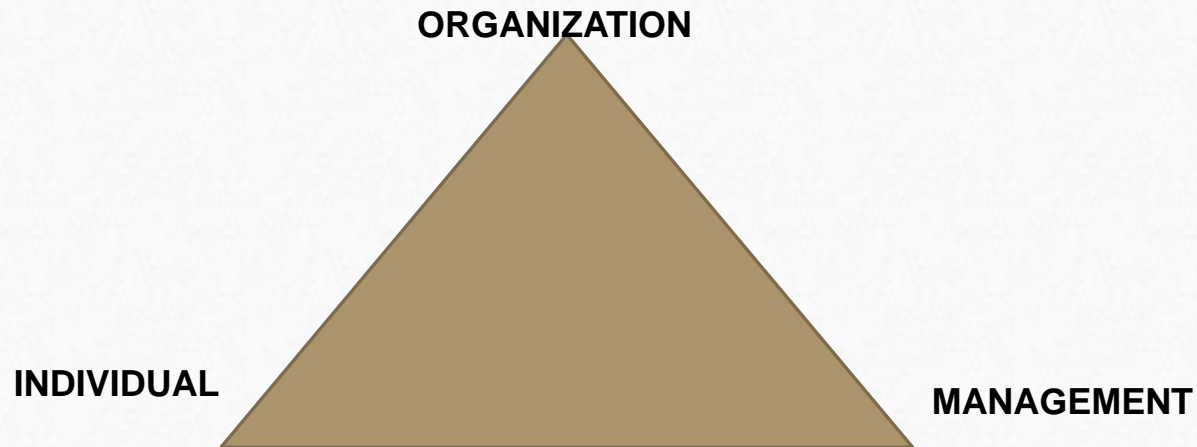


WHO definition of Burnout



- “Burn-out is a syndrome conceptualized as resulting from chronic **workplace stress that has not been successfully managed.**”
- More than just feeling “blah” and it can lead to significant problems in all areas of life.

Address Burnout from All Levels



Maslach Burnout Inventory Info

□ **Section A: Burnout:**

“I feel emotionally drained”

“I feel like my work is breaking me down”

□ **Section B: Depersonalization**

“I really don't care about what happens to some of my clients”

“I am afraid this job is making me uncaring”

□ **Section C Personal Achievement**

Feeling that you are making a positive impact

Moving into Mindfulness

Respond
Mindfully
to
Self
and
World

- What is mindfulness?
- The benefit of Responding rather than Reacting
- How our responses influence the choices or lives of others entrusted to our care.
- Creating a mindful workplace

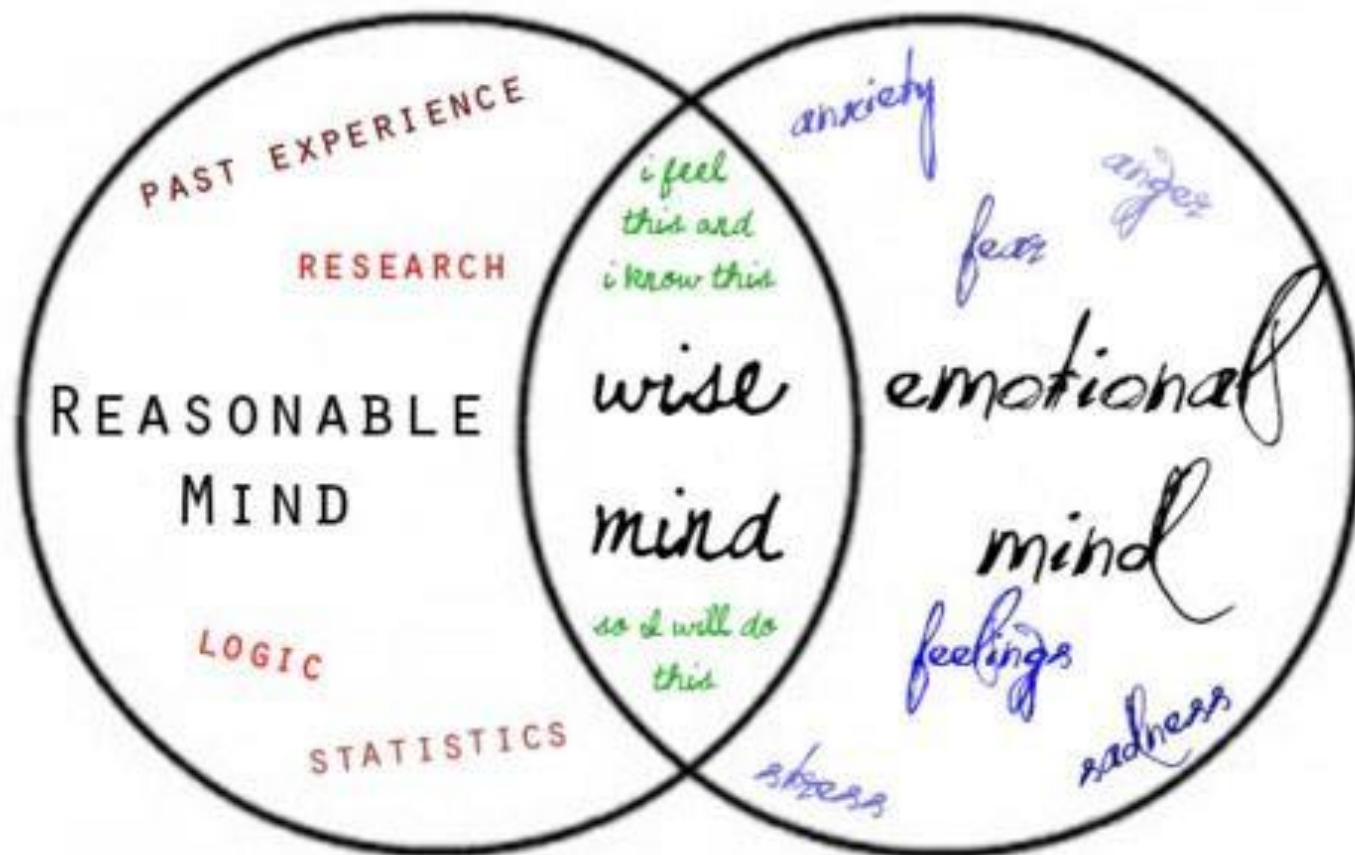
Mindfulness

- A state of consciousness that involves awareness and acceptance of whatever is happening in the present.

Taming your “Monkey Mind”



Finding our “WISE” mind



Responding Rather than REACTING

- Mindfulness allows us to exist in a place where we process and accept what is happening BEFORE responding.
- Mindfulness allows us to observe things as they are happening around us while not internalizing the reactions of others as solely directed at us.
- Mindfulness allows us to not internalize the responses of others as personal so that we can properly RESPOND

Bubble Theory Approach

Health
Issues



Children

Anxiety

Work
Demands

Family
Problems

Difficult Co
Worker

Natural
Disasters

Relationship
Issues

Caregiving
Duties

Financial
Stressors

Cultivating a Mindful Workplace

- 1. Ask for help from co workers, friends or family. Seek professional help, step up self-care practices, and request time off if you need it.
- 2. Look out for each other. If you're concerned about a co worker, talk to him or her and offer suggestions or support as possible.
- 3. If you are a manager make self care of staff a priority. Advocate for mental wellness program at your organization.



“I think I need professional help”

We must acknowledge that these are intense times. It is not about being strong enough. To seek professional services for past or present issues demonstrates awareness which is our first diversity tenet...

- Primary Care Physician
- Employee Assistance Programs
- Contact Your Insurance Provider
- Local Managed Care Organizations

May Your Self Care Journey Bring You Peace and Wellness



Websites for Reference

- Yoga for Behavioral Health

<https://subtleyoga.com/>

- Mindfulness Based Stress Reduction

<https://dukeintegrativemedicine.org/programs-training/public/mindfulness-based-stress-reduction/>

- Neurobiology and amygdala hijack

<https://www.drdansiegel.com/>

Maslach Burnout Inventory Info

- <https://www.mindgarden.com/117-maslach-burnout-inventory-mbi>
- Info on purchasing rights for tools to screen all staff.

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Questions?

