
Reimagining Your Most Trusted Assets (Part II): Healing & Motivating our Workforce

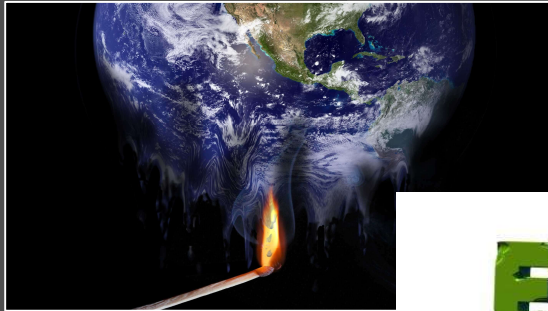
LSA CEO Summit

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Rev. Kathie Bender Schwich, Chief Spiritual Officer



Politics



ECONOMY



2020

How have these traumas impacted us?

Grief: loss of loved ones and patients/residents, of jobs, of independence, of social networks.

Fear: will our staff and resident/patients be safe? Will I get sick or infect others? Am I physically safe from social unrest? How do I deal with harassing visitors? Will my family and I survive economically?

Anxiety: what will happen next? What will the future be like for my children/grandchildren? How do I best relate to others who are different from me?

How do these feelings manifest themselves?

Immediate Responses:

Psychological, Behavioral, Physiological

Delayed Responses:

Psychological, Behavioral, Physiological

We help to heal ourselves and others, and foster the well-being of our workforce when we replace traumatic stress with practices that build resilience.

Documented research shows that when we do, our brains and bodies become healthier.

What can leaders do to build workforce resilience?

Leverage people resources

Listen to what the needs are

Take a wholistic approach

Create space and time

Be purposeful and intentional

Express gratitude

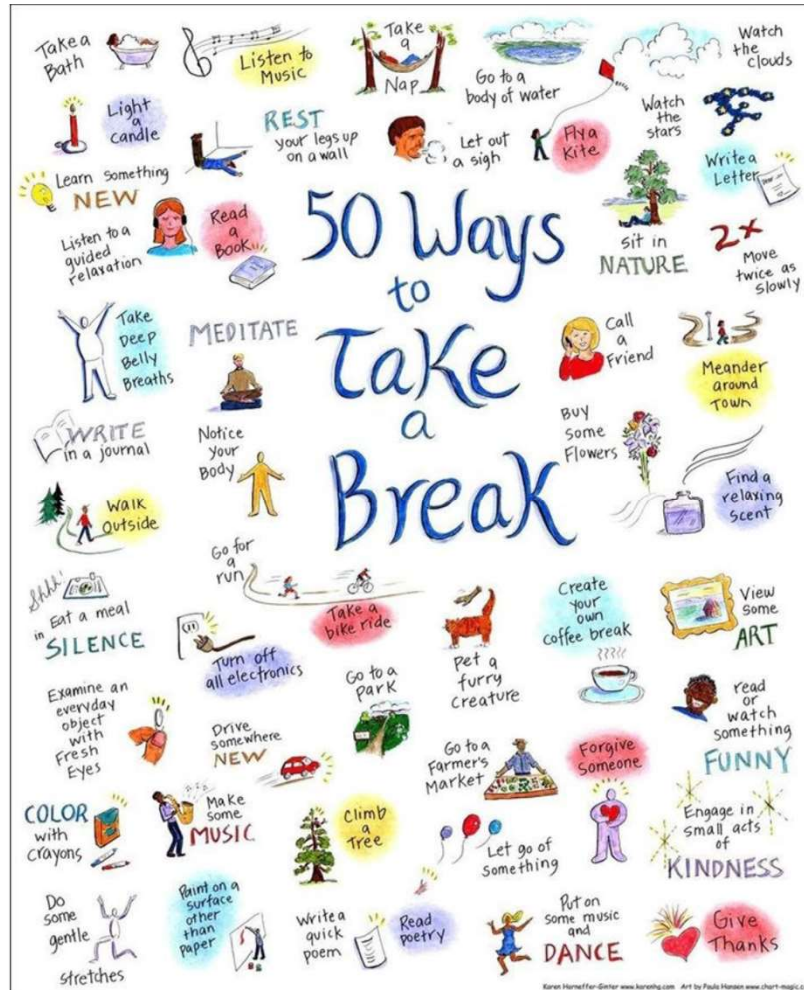
Nurture Creativity

Remember remote workers!






SELF-CARE BINGO

 TOOK A SHOWER	GOT DRESSED TODAY	 talked TO A friend	SAT WITH MY FEELINGS	 gave myself a compliment
MOVED MY BODY JOYFULLY	 ate food	LISTENED TO MY BODY	 CHALLENGED NEGATIVE THOUGHTS	HAD FUN
 WENT OUTSIDE	TRIED SOMETHING NEW	STAYED ALIVE	practiced being mindful	 DID A HOBBY
used a coping skill	 LET MYSELF CRY	took a break	 ASKED FOR HELP	GOT IT DONE
 BRUSHED MY TEETH	practiced self compassion	 DRANK WATER	TREATED MYSELF	 got 7-9 hours of sleep

@ALYSERURIANIDESIGN



Going Home Checklist

-  **Consider how your day went.** Notice your emotions. Being able to connect with a range of emotions and switch between them is healthy.
-  **Acknowledge how your workday was difficult and let it be.** Imagine yourself putting one difficulty down and leaving it at work.
-  **Notice three good things about your day and your role in them.** Research shows practicing gratitude helps with recovering from difficulty, being present to loved ones, and remembering your strengths.
-  **Check-in with another team member before you leave.** Express gratitude or offer an encouragement to a colleague you appreciate. This can be verbal or a small act of service like offering to clean a piece of equipment.
-  **Switch your attention to going home, it's time to rest and recharge.** Make room for emotional recovery – you may need time to restore from the labor of staying attuned or numbing out. What is something self-soothing you can do to help yourself transition home? Listen to a podcast, take a walk, plan movie night... Is it time to talk with EAP, Chaplaincy, or someone you trust?

Questions for Breakout Groups

1. What is one critical need you are noticing in your organization related to employee well-being?
2. What is one way you can serve as a role model for self-care?
3. What is one tool, resource, program, or idea you would like to put in place to support employees?
4. Are there ways other organizations in your community can assist you in supporting your staff, i.e. congregations, schools, businesses?