

Fry No More!



Top Resilience Skills that Prevent Burnout & Bolster Mental Health

Presenter: Shannon Gander

Aviation Conference

February 27, 2019

Life Work Wellness

Some Background

Background

Counselling
Mediation
Facilitation
Consulting

Experience

Individuals
Couples
Families
Teams

Clients experiencing or with history of:

Depression, Anxiety, Bi Polar Disorder, BPD, PTSD, Trauma, Eating Disorders, Chronic Pain
(working, on disability, returning from disability, etc)

Why Resiliency?



About Burnout

What's happening?

The Business Case:

- **1 in 5** people will experience a mental illness in their lifetime
- Mental health is **the leading cause** of workplace disability in Canada (**70%** of disability costs)
- Economic cost to Canada businesses **\$52 billion/year**
- Leaders where multiple hats & need more support

Mental Health Commission of Canada

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Resilience & Mental Health Matter

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Bell Let's Talk – Missing Work



500,000 Canadians miss work every week due to mental illness

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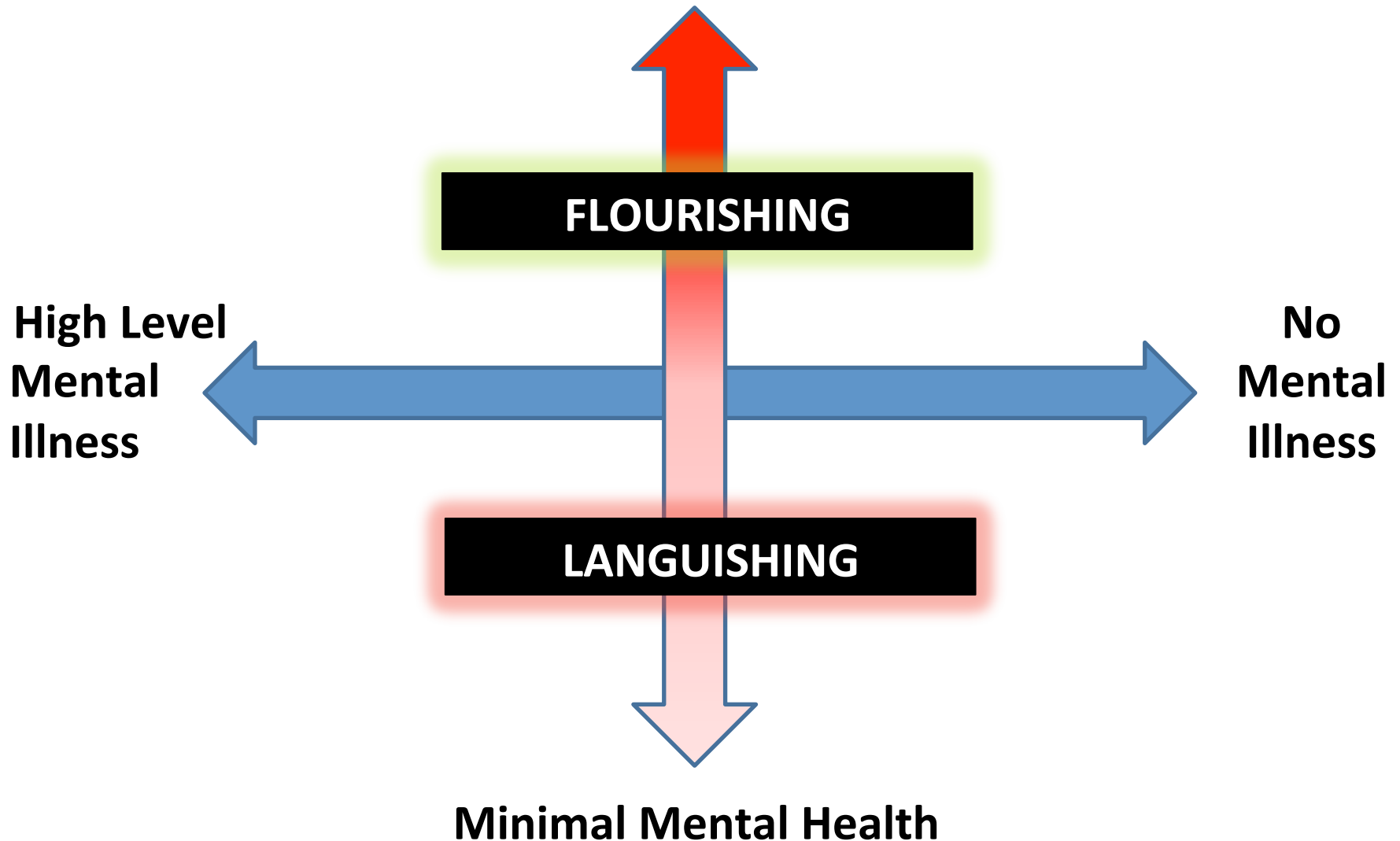
Bell Let's Talk – Missing Work



*Distress is sometimes
visible and many times
unseen*



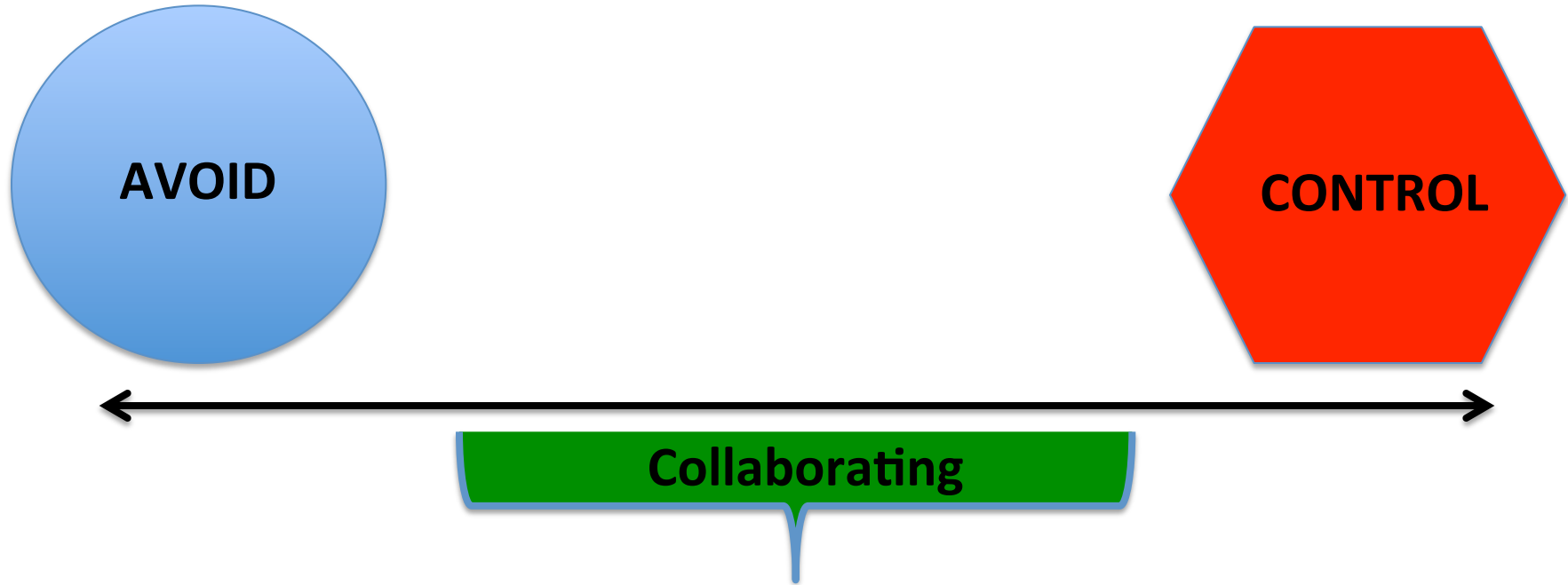
Optimal Mental Health



Source: Corey Keyes

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Leader Responses to Overwhelm



Resilience and Our Mind

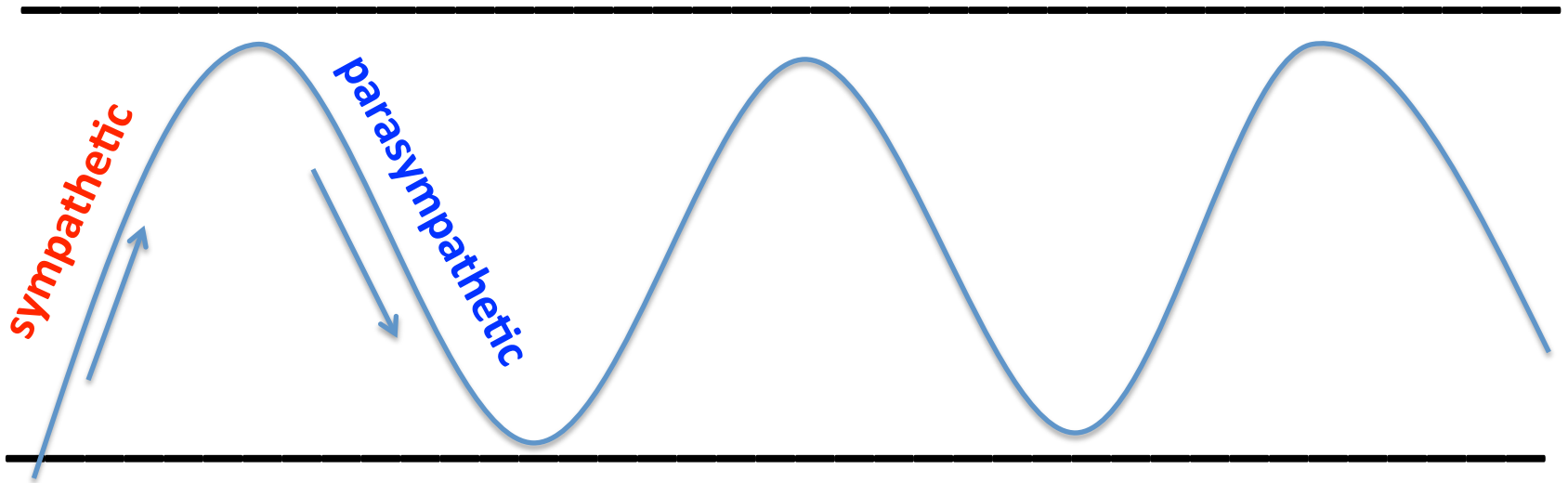


Brain Neuroscience & Stress

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The Resilience Window

Hyper-arousal



Hypo-arousal

Think of taking the hum out of your system

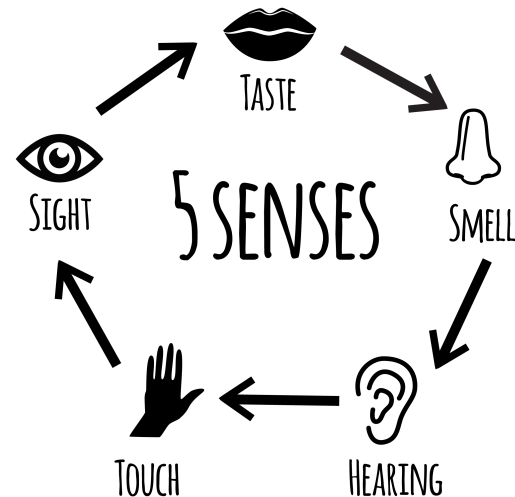
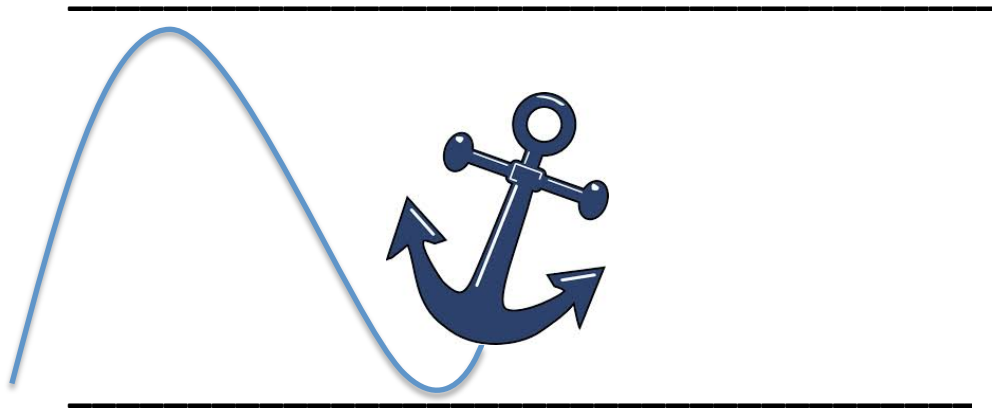
Go For...

**SOUND
BITES**

**Short, Easy
Portable Skills**

Skills for Resilience to Stress Response

Breath




Do Something Physical



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Mindfulness Helps Resilience

Definition:



“Mindfulness is paying attention; on purpose;
in this particular moment,
non-judgmentally”

~ Jon Kabat-Zinn ~

Mindfulness Benefits

Research shows:

- ☐ Decreased worry
- ☐ Stress reduction
- ☐ Greater focus
- ☐ Increased safety
- ☐ Boosts memory
- ☐ Less emotional reactivity
- ☐ Relationship satisfaction



American Psychological Association

Mindfulness Meditation Made Practical

Insight Timer

Aura

Omvana

Stop, Breathe & Think

Calm

Headspace

4 key steps for de-escalating acute stress

Pause

(Slow down, stop)

Breathe

(Bring down your arousal)

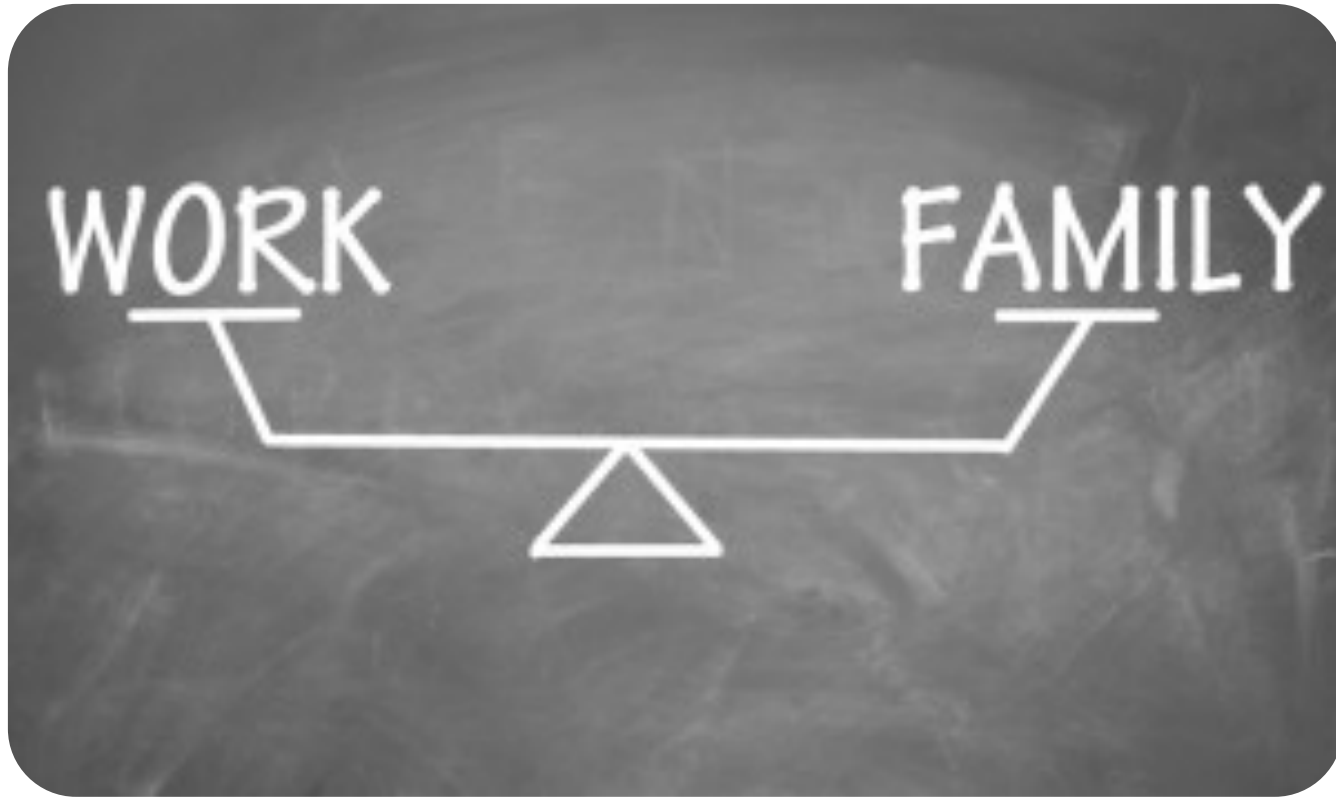
Ground

(To help keep your lid on)

Choose

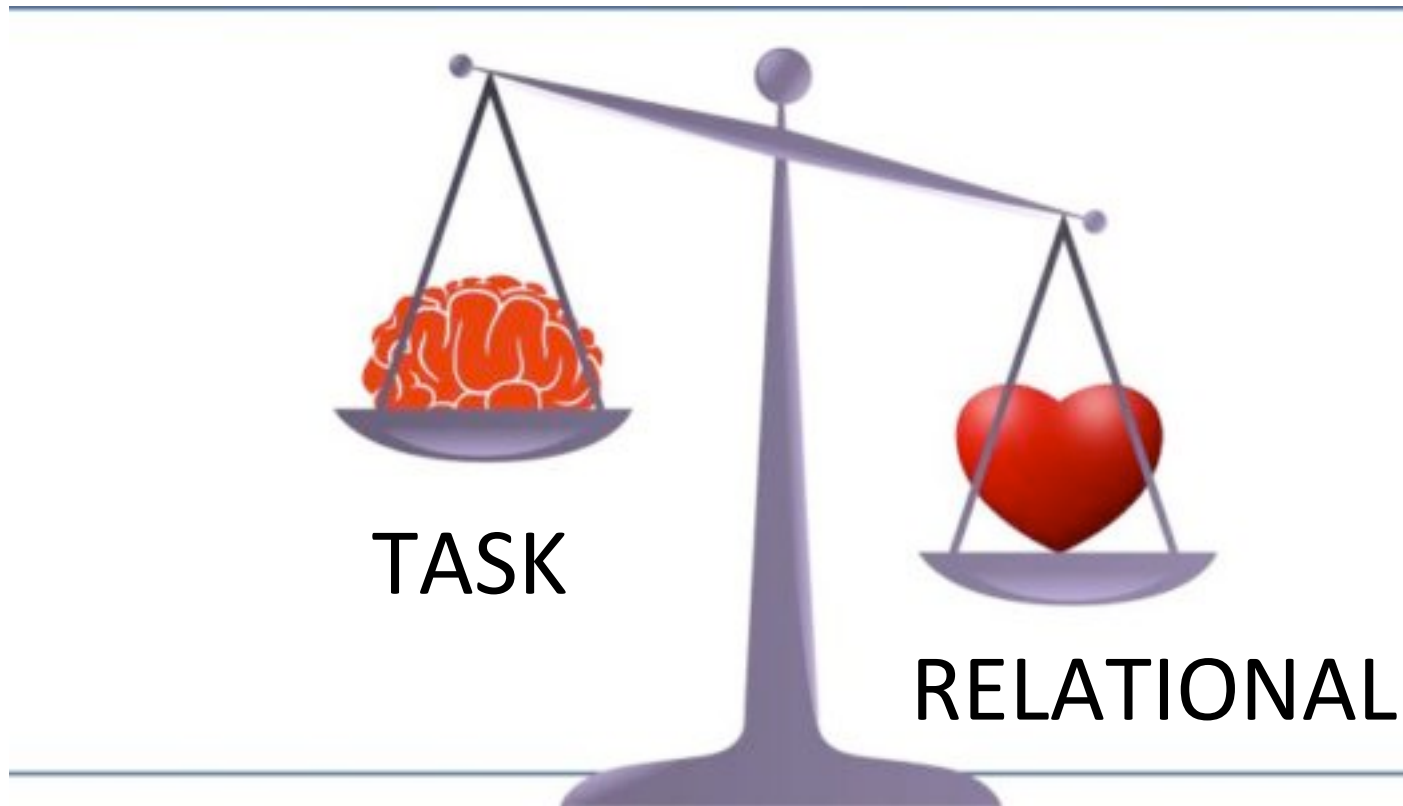
(What's effective to get through the situation)

Work Life ~~Balance~~ Boundaries



Have a Transition Ritual

Use Mindfulness to Shift



Transition Reduces...

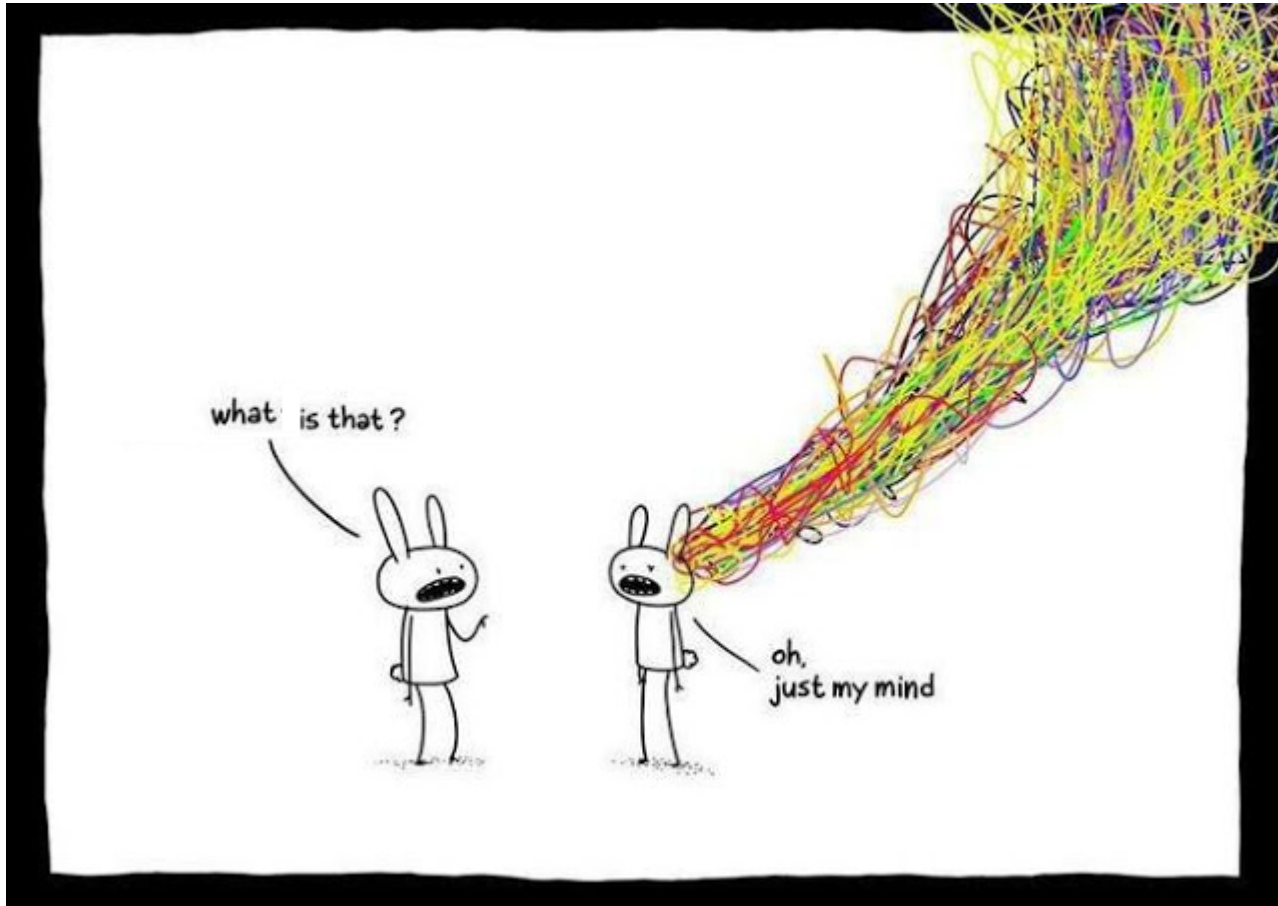


Cortisol Dumps

On peers, family, friends, strangers

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Ever Feel Like This?



Question to Stop Worry & Rumination

*Don't let your
Monday own your
Sunday!*

**“Is this a now
thought?”**

Is there anything that I can
do about this **right... now?**

Then use **Mindfulness** to pull yourself into the present moment

Check list for burnout..... “Am I _____?”

1. Taking care of myself in the way that I usually do?
2. Feeling physically & emotionally exhausted?
3. Easily irritated or less tolerant than usual?
4. Finding it difficult to see the good in things?
5. Feeling like my emotions are at the surface?
6. Isolating or avoiding more than usual?
7. Turning to coping behaviours?
8. Experiencing more body pain than usual?

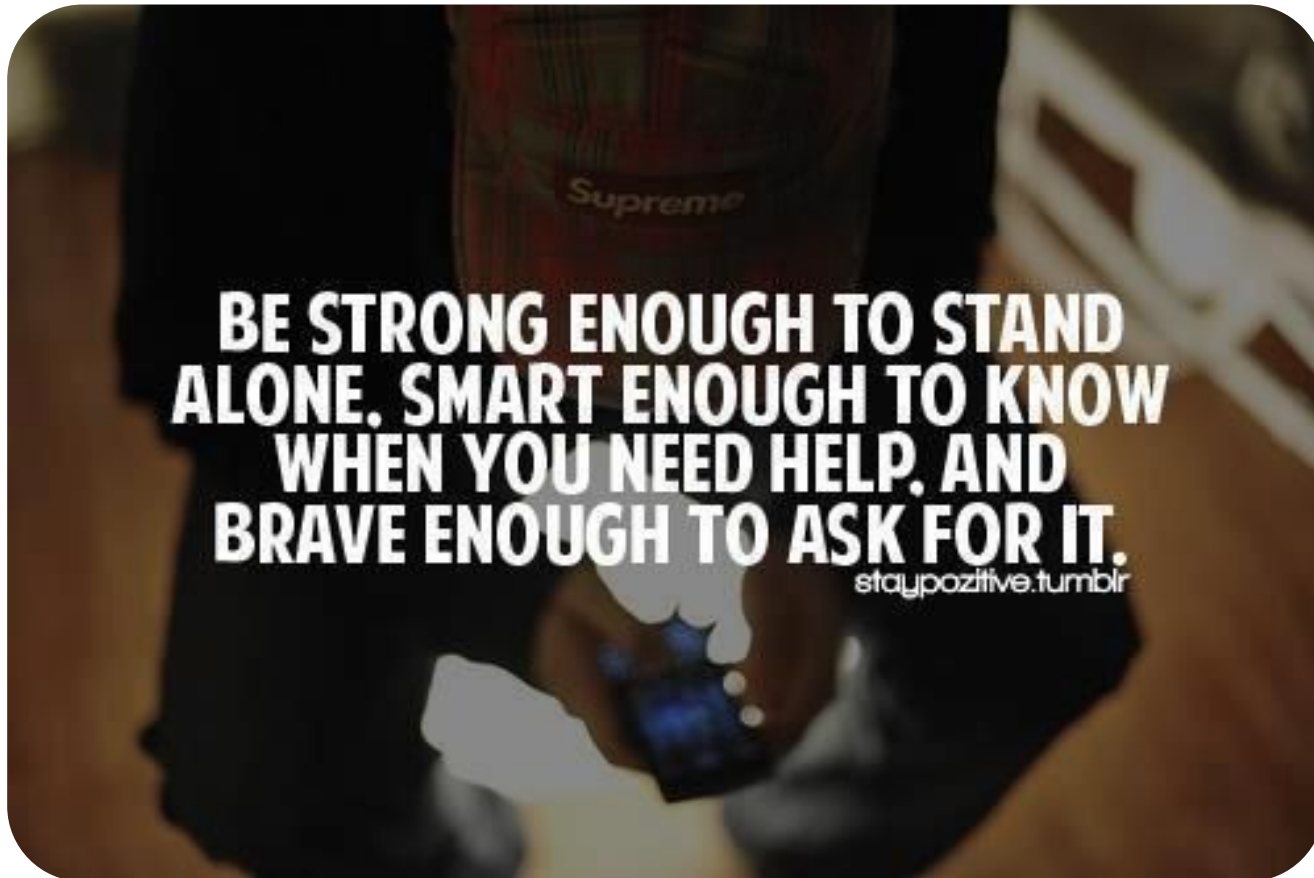
When we are stressed – we are more rigid



Signs & Symptoms of Low Resilience

- Working too much or too little (at work or home)
- Irritability & agitation/low tolerance
- Social isolation
- Emotional and physical exhaustion
- Self-medicating with drugs, alcohol, food, shopping
- Your emotions feel at the surface
- Everything feels like too much

Resilience is Reaching Out



To Model Resilience

Use awareness, demo self-care &
give others permission to do the same

**Resilience:
The Art of
Bouncing Back**

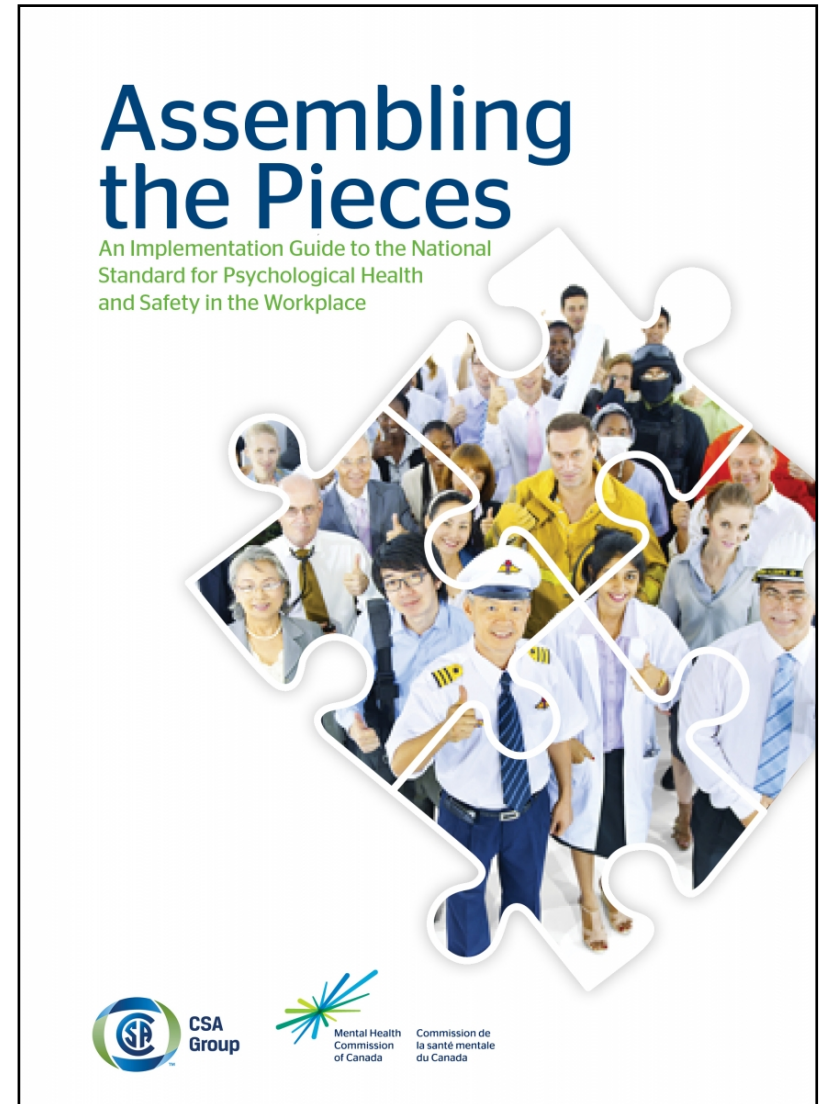


Psychological Health & Safety in the Workplace



www.guardingmindsatwork.ca

Protecting Our Mental
Health at Work



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13 Factors Psycho-social Factors

1. Psychological Support
2. Organizational Culture
3. Clear Leadership & Expectations
4. Civility & Respect
5. Psychological Competency
6. Growth & Development
7. Recognition & Reward
8. Involvement & Influence
9. Workload Management
10. Engagement
11. Balance
12. Psychological Protection
13. Protection of Physical Safety

Psychological Health & Safety in the Workplace

Top 2 psycho-social factors with lowest scores:

Organizational Culture

Civility & Respect

The 13 Factors

Psychological Factors	About	Assessment	Action		Evaluation
Fillable PDF		Organizational Review Worksheets	Suggested Responses Documents*	Action Planning Worksheets*	Evaluation Worksheets*
PF1: Psychological Support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PF2: Organizational Culture	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PF3: Clear Leadership & Expectations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PF4: Civility & Respect	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PF5: Psychological Competencies & Requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PF6: Growth & Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PF7: Recognition & Reward	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PF8: Involvement & Influence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PF9: Workload Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PF10: Engagement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PF11: Balance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PF12: Psychological Protection	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PF13: Protection of Physical Safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Guarding Minds @ Work

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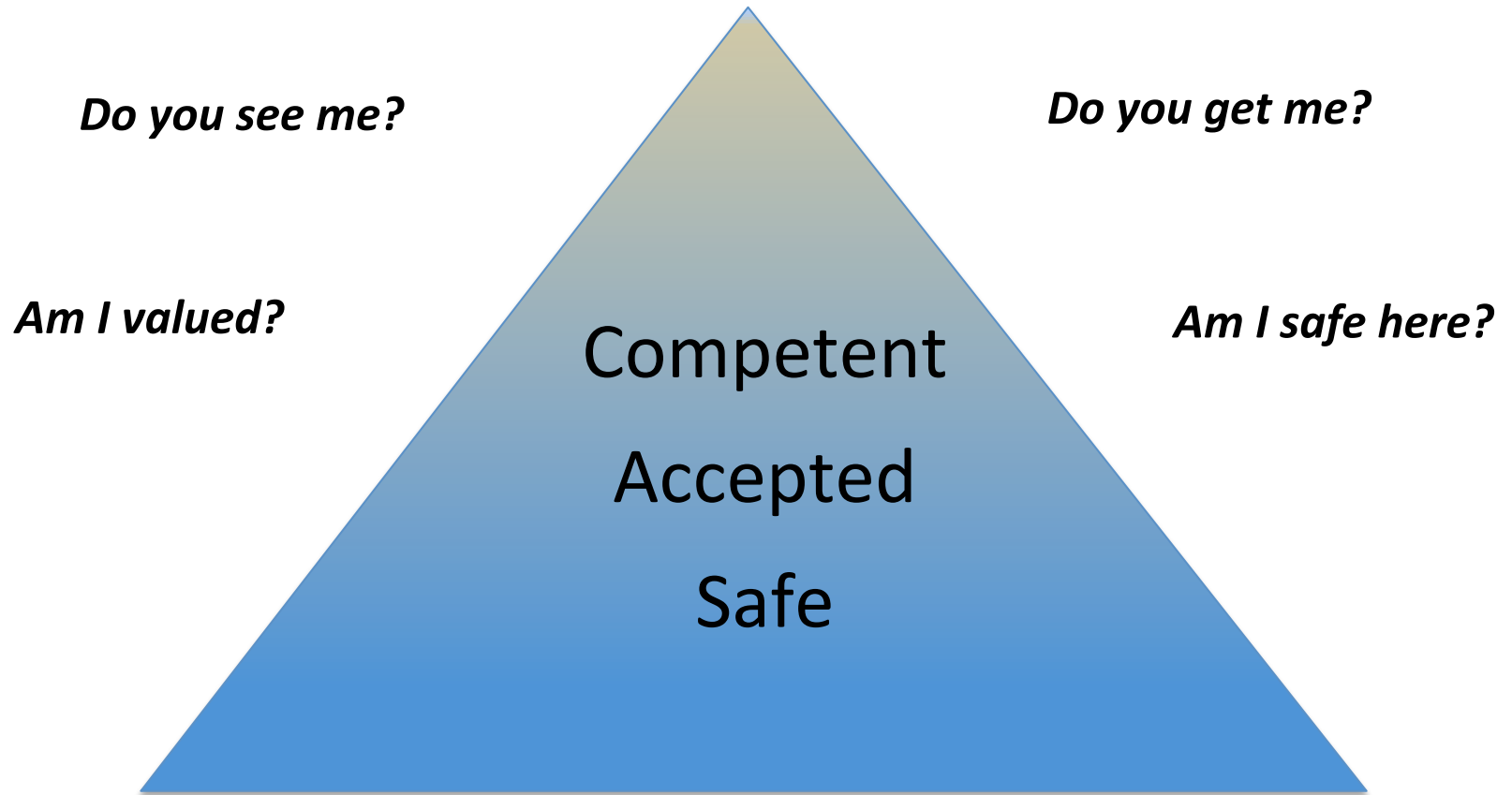
What are we talking about?

Emotional Intelligence (or EQ)



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Staff Needs – About Teams



Helpful training for Leaders to protect staff mental health

1. Mental health awareness (focused on decreasing stigma)
2. Communication skills
3. Conflict resolution
4. Emotional Intelligence
5. Psychological Health & Safety in the Workplace
6. Personal Resilience

To be a Mindful Leader

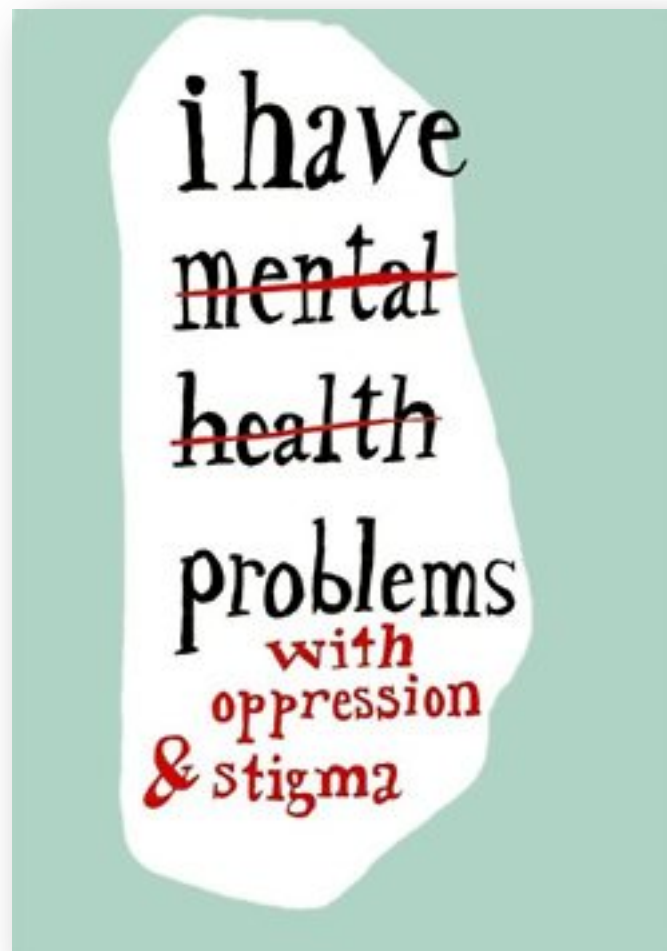


Use Your
Awareness

Be curious
without
judgement

The Cost of Mental Health Stigma

More than 60% of people with mental health concerns and mental illness won't seek the help they need due to the mental health stigma in our culture.



Team Culture of Safety

Mentoring is key

GOAL:

1. Take blame off of individual
2. Help staff depersonalize
3. Encourage wellness in each other



Available Free Resources

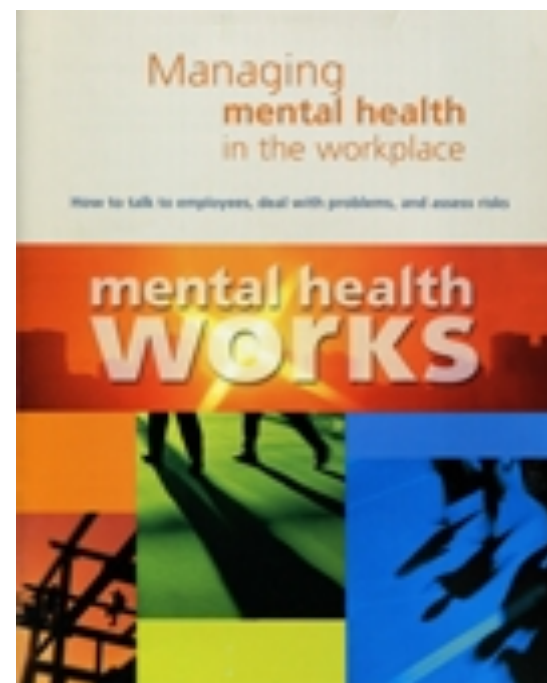


Working Through It

THE MENTALLY
HEALTHY
WORK
PLACE ALLIANCE

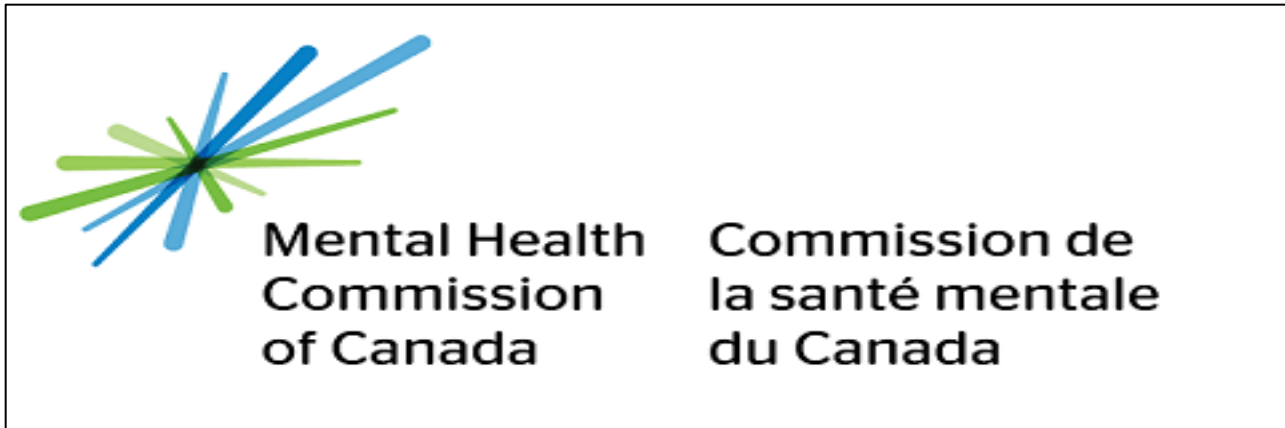


Find out more at headsup.org.au



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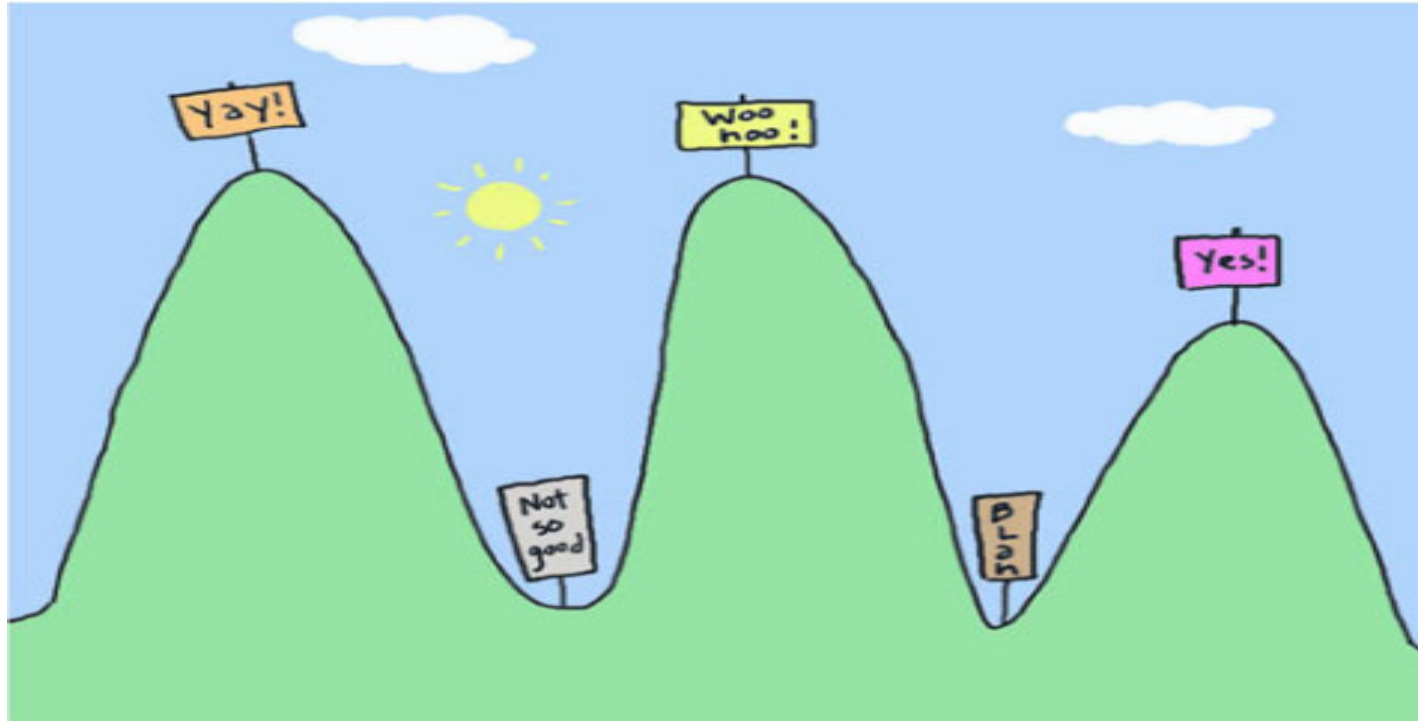
Anti-Stigma



let's end mental health
discrimination

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The Employee Lifespan



WORK, LIFE OVER TIME

Remember...

*Resilience is not about how we **endure**, it's about how we **recharge***

So that we can
bounce back
from the big stuff
to flourish again

Fall down seven
times, get up eight.

Japanese Proverb

quotefancy

May We All Work Together to Prevent Burnout



& Protect Our Mental Health

For questions & resources

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