

Well-being at Work Learning Collaborative

Well-being at Work Starts with You: *Core Components of Sustaining Your Own Self-care and Fostering Work–Life Harmony as a Team*

June 8, 2023



Great Lakes (HHS Region 5)








ATTC

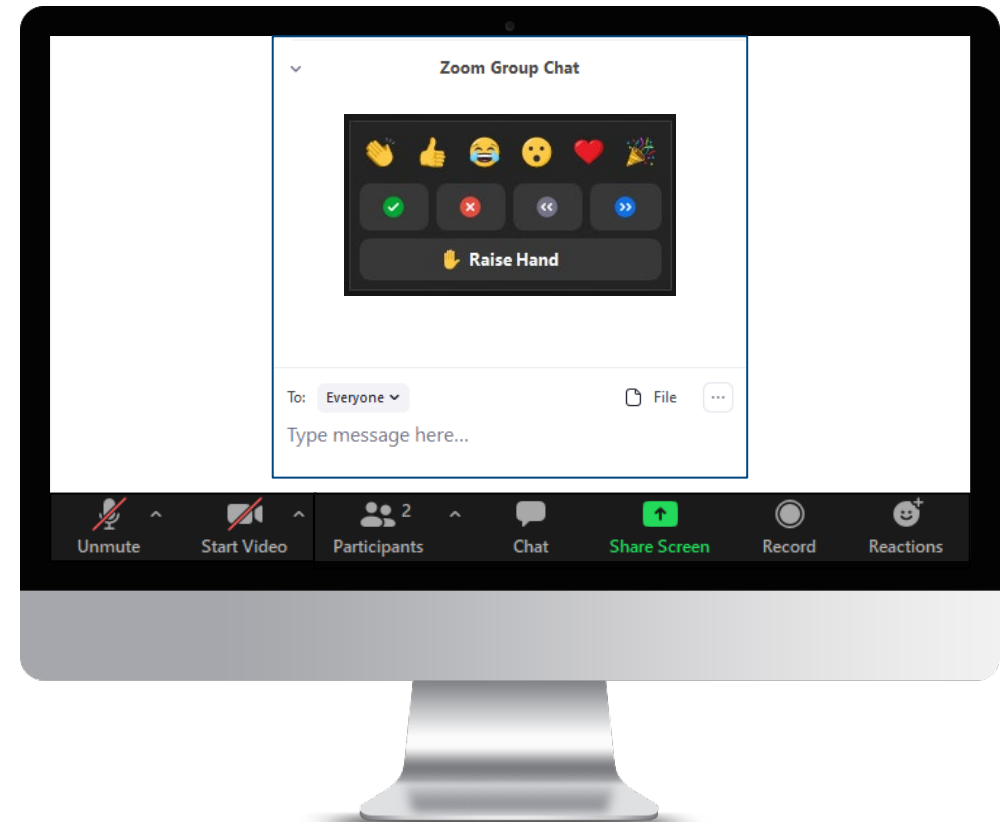
Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration



Advocates for
Human Potential, Inc.

Housekeeping

-  **Join by phone:** Click Join Audio, Phone Call tab, dial the desired phone number, and enter Meeting ID & Participant ID. **01**
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-  **Name:** Please change your name to your actual name. **03**
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**Advocates for
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Real World Solutions for Systems Change

Welcome to the Learning Collaborative



SESSION 1: Well-Being in the Workplace Starts with You: *Core Components of Sustaining Your Own Self-care and Fostering Work–Life Harmony as a Team*

SESSION 2: Lead from the inside Out: *Lean into Your Strengths and Values*

SESSION 3: Be a Beacon of Belonging: *Build Bold, Inclusive Spaces that Enable Psychological Safety*

SESSION 4: Activate Agency: *Help Each Team Member Succeed by Fostering Intentionality, Anticipation, Action, and Self-Reflection*



Evaluation and Continuing Education (CE)

To receive **four NAADAC CE credits**, you **must** attend all four sessions and complete an evaluation following the final session.

*This course has been approved by Advocates for Human Potential, Inc. (AHP), as a NAADAC Approved Education Provider, for educational credits. NAADAC Provider **81914**, AHP, is responsible for all aspects of the programing.*



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Today's Agenda

01

1. Welcome
and Group
Culture

02

2. Restoring
Well-being
Individually

03

3. Restoring
Well-being in
the Workplace

04

4. Wrap-up



**What do you want the culture of
this group to be over the four
sessions?**

B.O.L.D Method

- B – Be here now.
- O – Own learning and offer expertise.
- L – Love thy neighbor.
- D – Discrete.

The most important relationship we can all have is the one you have with yourself. The most important journey you can take is one of self-discovery . . . Knowing yourself is the beginning of all wisdom.

— Aristotle



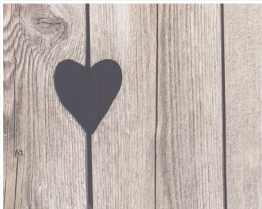
Core Components of Restoring and Sustaining Well-being



Attuning



Nurturing



Boundarying



Structuring



Responding



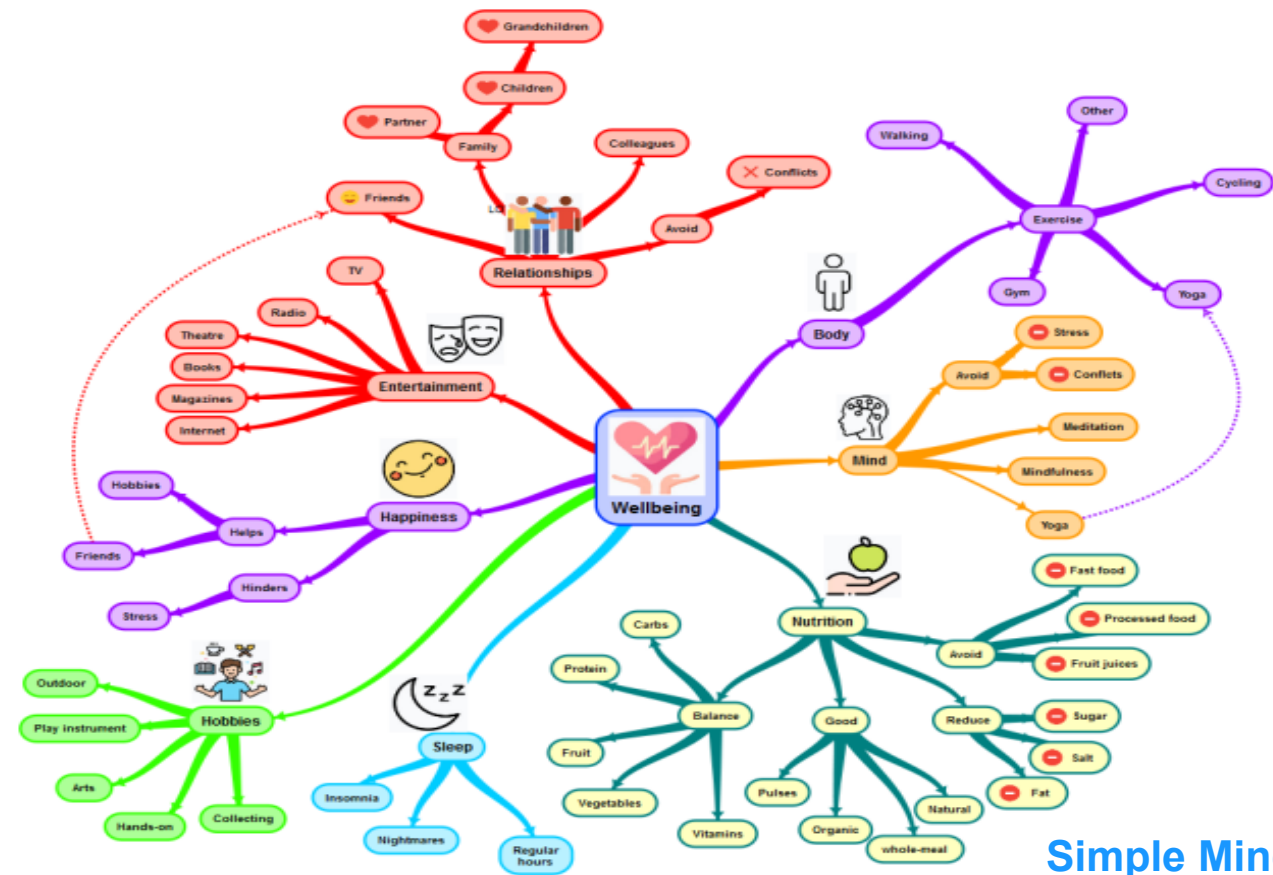
“Self-care is about attuning and responding to our needs and desires moment to moment.”

— Renee Trudeau



ATTUNING — Mind Map

- List areas of my life.
- What are my well-being needs and desires in each area of life?



Simple Mind

Link: https://youtu.be/MN_JP4gyBNI

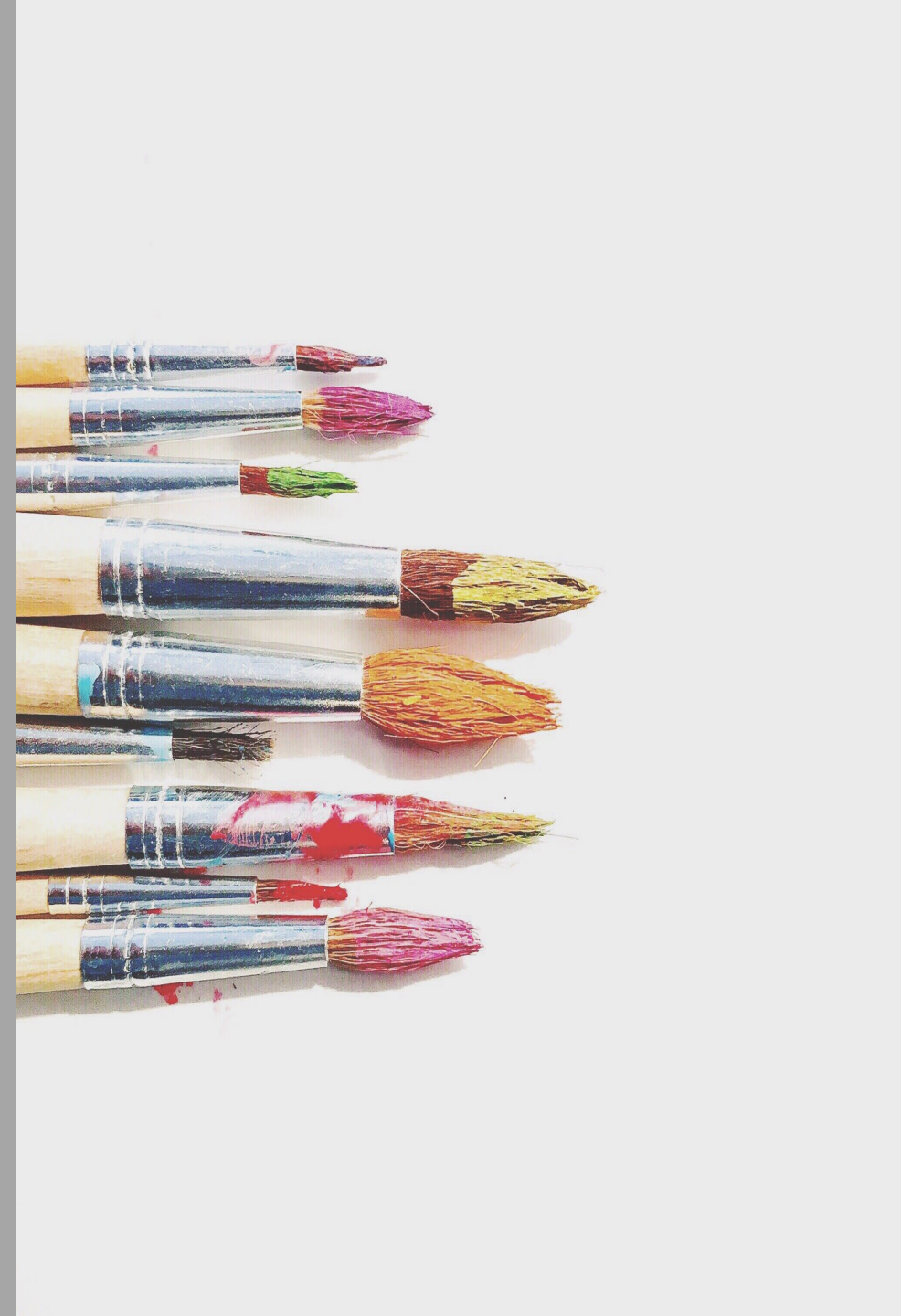
Physical	Emotional	Social	Spiritual	Personal	Financial	Work
<ul style="list-style-type: none"> • Sleep • Movement • Nutrition 	<ul style="list-style-type: none"> • Stress management • Coping skills • Therapy • Journaling 	<ul style="list-style-type: none"> • Friends • Family • Boundaries • Social media management 	<ul style="list-style-type: none"> • Contemplative time • Meditation • Prayer • Nature 	<ul style="list-style-type: none"> • New interests • Identity • Authenticity • Hobbies 	<ul style="list-style-type: none"> • Paying bills • Budgeting • Saving 	<ul style="list-style-type: none"> • Time management • Breaks • Colleagues • Meaningful contribution

POLL

What do my organization's well-being initiatives currently focus on:

- Mandatory/closed for lunch
- Regular organization-wide “playtime”
- Standing work–life discussions in supervision
- No work on weekends/vacation
- Time management; self-care apps/technology
- Restorative break room
- Other

How do those well-being initiatives align with my well-being needs and desires?



- Attuned, supportive management/supervisory practices
- Multilevel feedback integrated into decision-making
- Inviting diversity of skills, knowledge, personalities
- Individualized recognition
- Opportunities to learn, grow, mentor
- Meaningful work assignments
- Managing microaggressions, gossip, feedback
- Admitting mistakes and repairing conflict
- Safe to make mistakes, fail, learn, disagree, contribute
- Focus time and restorative time
- Disconnecting off hours

Well-being culture is reflected in how we engage with one another.

Cultivating a Culture of Well-being

Attuning

What energizes and depletes my team members?

Nurturing

What are some ways to let people know it's OK to make mistakes, learn, grow?

Boundarying

What are some ways to address microaggressions, gossip, conflict?

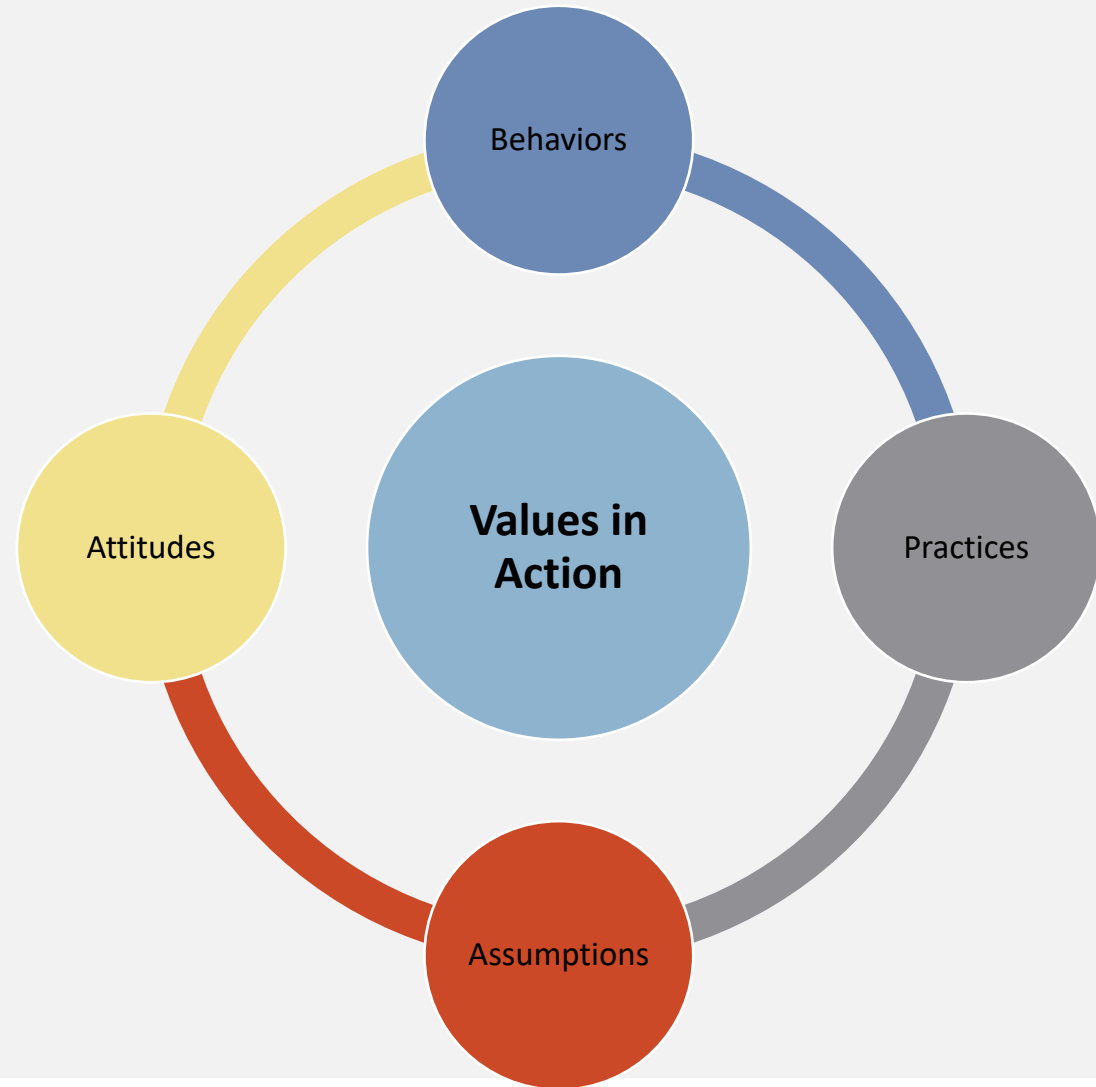
Structuring

What are some ways to include teammates in decisions and the development of processes, etc.?



Workplace Culture

Well-being culture is shaped by our shared values and agreements on how to engage with one another.



Between Session Reflection: What are my values?

Instructions:

Complete the values clarification activity by selecting your top 2-4 values and bring them to the next session.

See You Soon!

SESSION 2: Lead from the inside Out:
Lean into Your Strengths and Values

July 13, 2:30 p.m.–3:30 p.m.

