



**OUR WHY?** To partner with local governments so that Texas communities are **STRONGER TOGETHER**

1

## Safety Matters. Stay Connected.



2

## QR Codes for Presentation and Take Away Sheet



3

## Embracing Self-Care for Effective Public Service

*Presented by  
Craig Barnes, HR Outreach  
Consultant - TMLIRP*



4

## Ted Lasso – Hope - Help



5

## Learning Objectives

After attending this training session, participants will be able to:

- Acknowledge signs of stress,
- Understand the difference between stress and burnout,
- See the correlation of stress and burnout and potential risk exposure,
- Mitigate and manage stress (work/life),
- Ask for help,
- Recognize the importance of building relationships and how they can help us mend by looking beyond self.



6

## Going With the Flow?



7

## Pressure (Video)



8

## Functioning?



**Mind Core** · Follow

4d · 🌐



When you ask me how I'm doing and I say  
"I'm functioning" this is what I mean



9

## Sunday Scaries?

Culture is how employees'  
hearts and stomachs feel about  
Monday morning on Sunday night.

- Bill Marklein



10

## "The Great Detachment..." – Gallup.com

U.S. Engaged Employees Least Likely to Experience Four Major Negative Emotions Daily



Q3 2024

GALLUP®



11



# I'M SO STRESSED OUT!

## Is it stress or anxiety?

### Stress

- Generally is a response to an external cause, such as taking a big test or arguing with a friend.
- Goes away once the situation is resolved.
- Can be positive or negative. For example, it may inspire you to meet a deadline, or it may cause you to lose sleep.

### Both Stress and Anxiety

Both stress and anxiety can affect your mind and body. You may experience symptoms such as:

- Excessive worry
- Uneasiness
- Tension
- Headaches or body pain
- High blood pressure
- Loss of sleep

### Anxiety

- Generally is internal, meaning it's your reaction to stress.
- Usually involves a persistent feeling of apprehension or dread that doesn't go away, and that interferes with how you live your life.
- Is constant, even if there is no immediate threat.

### Ways to Cope

- Keep a journal.
- Download an app with relaxation exercises.
- Exercise and eat healthy.
- Get regular sleep.
- Avoid excess caffeine.
- Identify and challenge your negative thoughts.
- Reach out to your friends or family.

### Find Help

If you are struggling to cope, or the symptoms of your stress or anxiety begin to interfere with your everyday life, it may be time to talk to a professional. Find more information about getting help on the National Institute of Mental Health website at [www.nimh.nih.gov/findhelp](http://www.nimh.nih.gov/findhelp).



[nimh.nih.gov/stressand anxiety](http://nimh.nih.gov/stressand anxiety)  
NIH Identifier No. OM 20-479

# Stressed OUT!

National Institute of Mental Health – [nimh.nih.gov](http://nimh.nih.gov)

12

## Stress vs. Burn Out – Gympass.com

| A person is under stress when...      | A person is "burned out" when...      |
|---------------------------------------|---------------------------------------|
| Energy levels are low                 | There is a loss of motivation or hope |
| Acts anxiously and with hyperactivity | Acts indifferently and with cynicism  |
| Has a sense of over engagement        | Has a sense of disengagement          |
| Overreacts to any situation           | Becomes dull                          |
| First signs are visible physically    | First signs are emotional             |



13

# Trust

14

# Building Trust

How long does it take to Build Trust?

***As Long As It Takes!***

15

# Breaking Trust

How long does it take to Break Trust?

16

*“What happens if you encounter stressful experiences at work every day? Over time, chronic work stress can lead to a psychological syndrome known as burnout. Warning signs of burnout are overwhelming exhaustion, cynicism, and a sense of inefficacy.”*

**Harvard Health Publishing – Harvard Medical School\***

*“Long-term exposure to work-related stressors like these can affect mental health. Research links burnout with symptoms of anxiety and depression.”*

**National Library of Medicine\*\***

\*<https://www.health.harvard.edu/blog/how-to-handle-stress-at-work-2019041716436>

\*\*<https://pubmed.ncbi.nlm.nih.gov/articles/PMC6424886/>

## Stress and/or Burnout at Work

17

## Stress - Anxiety and Health\*

STRESS

BI

\*Video Portion from <https://youtu.be/tUJpae1i3PY?si=fVX-uhC6eOgKnH5I>



18

## Psychological Safety - Sense of Belonging

According to Dr. Timothy Clark, employees have to progress through the following 4 stages before they feel free to make valuable contributions and challenge the status quo.

- Stage 1 — Inclusion Safety
- Stage 2 — Learner Safety
- Stage 3 — Contributor Safety
- Stage 4 — Challenger Safety



19

## Importance of Transparency in Engagement

*“Transparency in the workplace is crucial for fostering employee engagement. It creates a sense of trust between management and employees, allowing them to better understand company goals and objectives...Leaders at all levels should be proactive in promoting transparency to create a culture where employees feel valued and committed to their work.” – Forbes.com*

20

# Is Self-Care Selfish?

21

**SELF-ish  
Care**



22

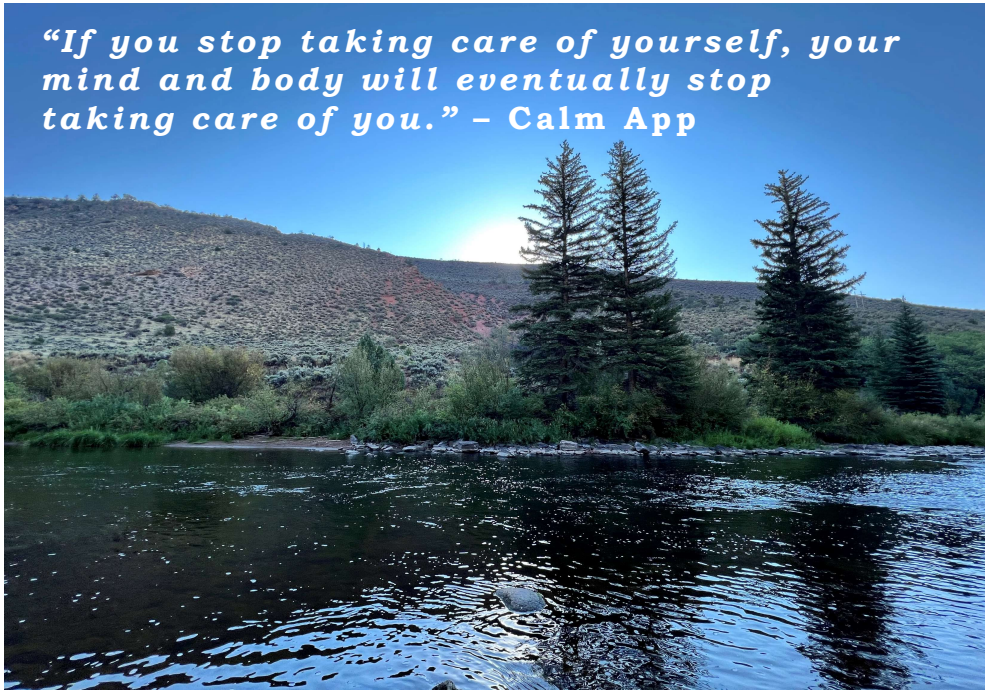
*"Self-care means taking the time to do things that help you live well and improve both your physical health and mental health. When it comes to your mental health, self-care can help you manage stress, lower your risk of illness, and increase your energy."*

**National Institute of Mental Health**

## **SELF-ish Care**

23

*"If you stop taking care of yourself, your mind and body will eventually stop taking care of you." – Calm App*



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24

# Work-Life Balance?

25



26

## Work-Life Balance?



27

## What Do We Say to the Mirror?



\*Video Portion from

<https://youtu.be/6ldAQ6Rh5ZI?si=8pGHnZjMnGaH7bSw>

28

## How do you talk to yourself when you are having a difficult time or have made a mistake?

- Are you kind and understanding and talk to yourself as you would talk to a good friend who is upset, or
- Are you critical and judgmental
  - Studies show **harsh self-talk and self-criticism** activates the sympathetic nervous system that stimulates the stress response, so **is harmful to our mental health and wellbeing**
  - When we talk kindly to ourselves, we strengthen our pro-social behaviors

*Tania Singer and Olga M. Klimecki – Empathy and Compassion (National Library of Medicine - Sept. 22, 2014)*



29

## The content of your self-talk MATTERS

### Negative self-talk can:\*

- *Damage self-confidence*
- *Produce unnecessary fear*
- *Cause rumination*

### Positive self-talk can:\*

- *Empower you*
- *Encourage you*
- *Improve your well-being*
- *Build healthier relationships*

**“We may not always be “listening”, but the voice inside our head is ever-present, and perhaps the most powerful influence on our perception of ourselves.”**

*\*[NotesToSelf.com](http://NotesToSelf.com)*

30

# WHY THE "SOFT" STUFF IN WELLBEING IS THE HARD STUFF

**DEVELOPING PEOPLE**  
Fostering the growth and development of employees is no easy feat. It demands ongoing investment in creating a culture of continuous learning.

**EMPATHY**  
Empathising with others, understanding their emotions, and responding appropriately is a complex skill. It involves active listening, perspective-taking, and putting oneself in another's shoes.

**PURPOSE**  
Creating a culture where employees feel a sense of belonging and purpose involves challenging the status quo, addressing biases, and ensuring an inclusive environment.

**COMMUNICATION**  
Effective communication is fundamental to workplace wellbeing and productivity. However, it is a skill that demands constant development and refinement, making it a challenge for individuals and organizations.

**BUILDING TRUST**  
Trust is challenging to establish and maintain. It requires consistency, transparency, and genuine efforts to create a safe and supportive environment.

**CULTURE**  
Shaping a culture that prioritises wellbeing and fosters a sense of belonging is a long-term endeavour. It involves challenging existing norms, addressing biases, and creating an inclusive environment – all of which require persistence.

**FEEDBACK**  
Providing constructive feedback and receiving it gracefully are skills that need to be cultivated. Many people struggle with giving feedback effectively, fearing confrontation or causing offense.

**BELIEVE PERFORM**

[www.believeperform.com](http://www.believeperform.com)

## The Soft Stuff?

31

# Address Stress

32

## Ideas to Reduce Stress

### Excerpts from “25 Quick Ways to Reduce Stress” - University of Colorado\*

“Taking care of your long-term mental and physical health is an important part of stress management. However, there isn't always time to take a nap, hike a fourteener, or read a novel.”

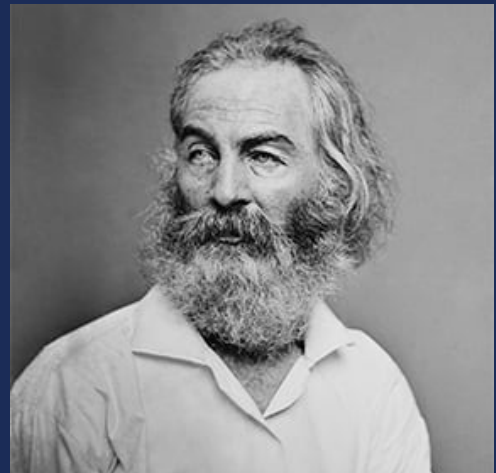
- |                     |                                  |
|---------------------|----------------------------------|
| • Breathe           | • Eat Some Chocolate             |
| • Listen to Music   | • Meditate                       |
| • Take a Quick Walk | • Chew Gum                       |
| • Find the Sun      | • Laugh                          |
| • Count Backward    | • Drip Cold Water on Your Wrists |
| • Stretch           | • Write It Down                  |
| • Close Your Eyes   | • Slurp Some Honey               |
| • Be Alone          | • Talk To A Friend               |
| • Get Organized     |                                  |

\* <https://www.colorado.edu/law/25-quick-ways-reduce-stress>

33

## Barbaric YAWP / Barbaric Breath

*“I sound my barbaric YAWP  
over the roofs of the world.”  
Song of Myself - Walt Whitman*



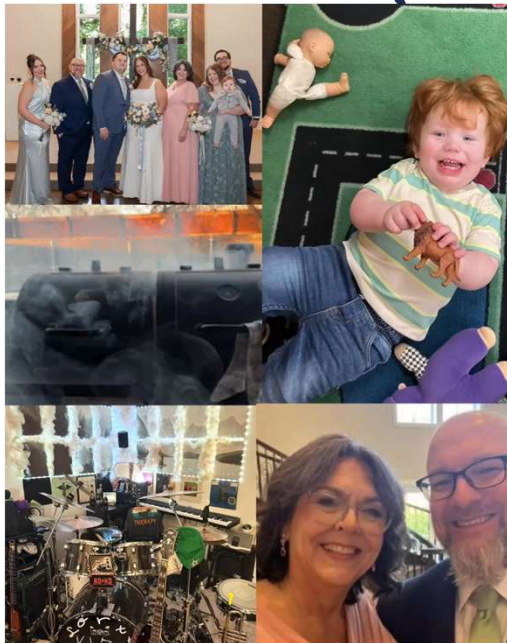
34

- Inhale for 4 seconds
- Hold the air for 4 seconds
- Exhale for 4 seconds
- Hold empty lungs for 4 seconds

## Box Breathing Exercise

35

## My Barbaric YAWP (Breath(s))



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36

**ASK  
SEEK  
ACT**

37

**ASK**

*“The only true wisdom is in knowing that you know nothing.” – Socrates*

38

## Importance of Asking Questions of Self & Others

*“Questions are useful tools, they open lines of communications; give us information; improve interactions, facilitate analysis and diagnostics of a situation; allow us to propose our own ideas; help to understand the priorities of others; stimulate motivation to learn; motivate creativity and more importantly scientific research, explanations and its applications happen in part through questions and answers.”*

*The importance of asking questions and doing things for a reason – PMC National Library of Medicine*

39

**It's Ok to Not  
Be OK...  
BUT  
It's NOT ok to  
NOT ask for  
help.**



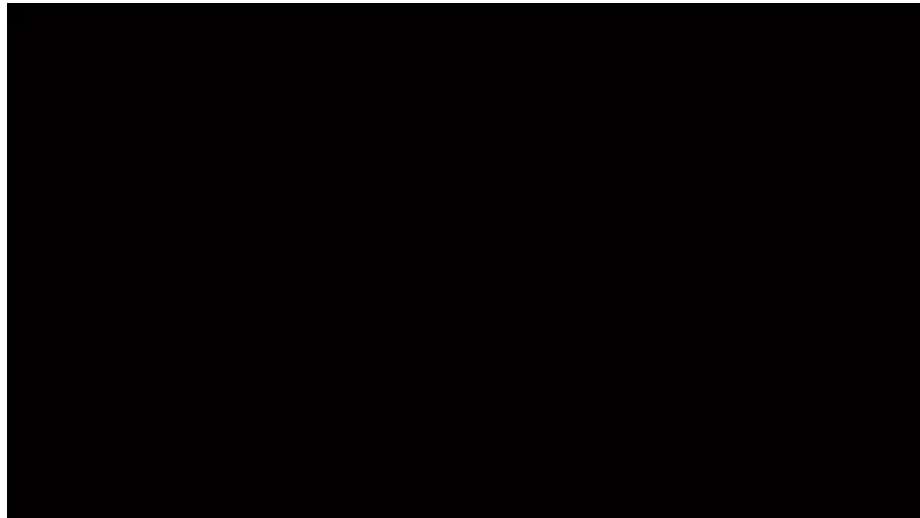
40

# SEEK

*“Seek first to understand. Then be understood.”*  
– Stephen R. Covey

41

**Be Curious...Not Judgmental – Ted Lasso**



42

## The BE's of Civility

### BE

- *CURIOUS*
- *NON-JUDGMENTAL*
- *RESPECTFUL*
- *GENUINE*

43

## Relational Engagement

***“In Organizations, real power and energy is generated through relationships. The patterns of relationships and the capacities to form them are more important than tasks, functions, roles, and positions.”***

*Margaret Wheatly*



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44

# ACT

*"Don't let what you cannot do interfere with what you can do."* – Coach John Wooden

45

## Ok You've Asked and Sought - What's Next?

Do the best you can until  
you know better.  
Then when you know better,  
do better.

-Maya Angelou

Emily's Quotes . Com

46

***“Appreciation is a wonderful thing. It makes what is excellent in others belong to us as well.”***

**Voltaire**



47



48

## Value of "Falling"

- **"Learn to pick ourselves up"**
  - How?
  - Why is this valuable for growth?
- **Growth through Mistakes**
  - What message does it send someone else if I "fall"/fail and admit my mistake?
  - What message does it send if I ask for help?

***While we don't set out to fall/fail, growth can happen IF we see this as an opportunity to get back up and not stay on the ground.***

49

## ...Bounce Back... – RobertHalf.com

*"I made a mistake at work and I feel horrible."*

- Forgive yourself for mistakes at work
- Confess and take responsibility
- Do what you can to set things right
- Take stock of what you've learned
- Get back to work or move on



<https://www.roberthalf.com/us/en/insights/career-development/saving-face-after-making-mistakes-at-work>

50

## Beauty/Excellence Through the Cracks



"**Kintsugi**, which translates to "golden joinery," is more than just a craft—it's a philosophy. It teaches us to **embrace imperfection**, to **see beauty in what's broken**, and to **celebrate the stories that make us who we are.**"

<https://japandaily.jp/kintsugi-the-art-of-embracing-brokenness/>

51

## Weight of a Glass of Water



52



You are each at the heart(beat) of your organizations and are daily impacting something bigger than self by breathing life into your mission, vision and values.

***YOU Matter...***  
***YOU Make a Difference...***  
***YOU Are Investing Your TIME in Service to Others...***

53

## QR Codes for Presentation and Take Away Sheet




54



**OUR WHY?** To partner with local governments so  
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55

Building for the Future

