



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

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Safety Matters. Stay Connected.



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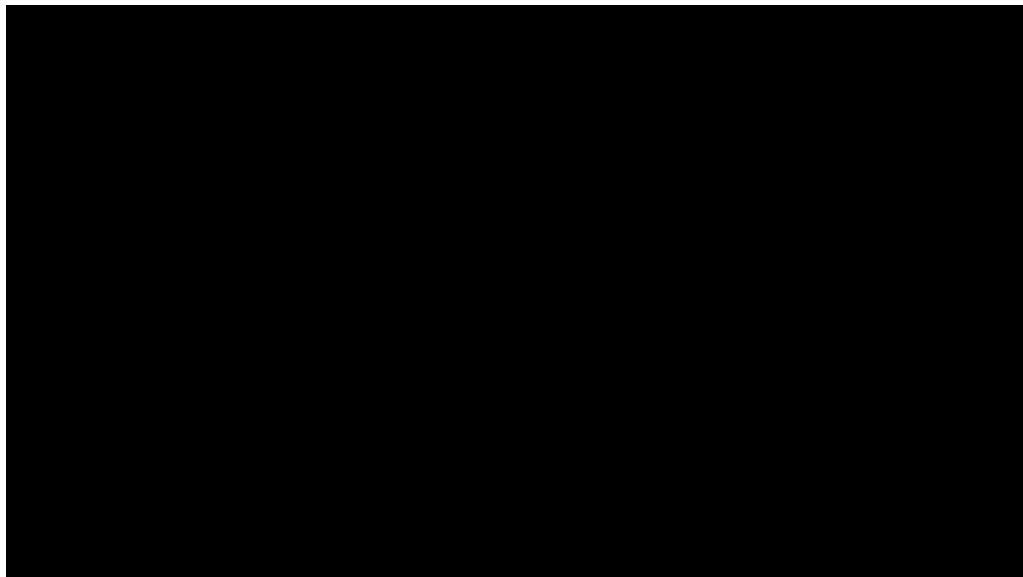
Embracing Self-Care for Effective Public Service

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



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Ted Lasso – Hope - Help



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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.



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Going With the Flow?



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Pressure (Video)

When you're burnt out and stressed but you're still trying to give it your all at work



Show your support



gnarlyoodles

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Functioning?



Mind Core · Follow

4d · 🌐

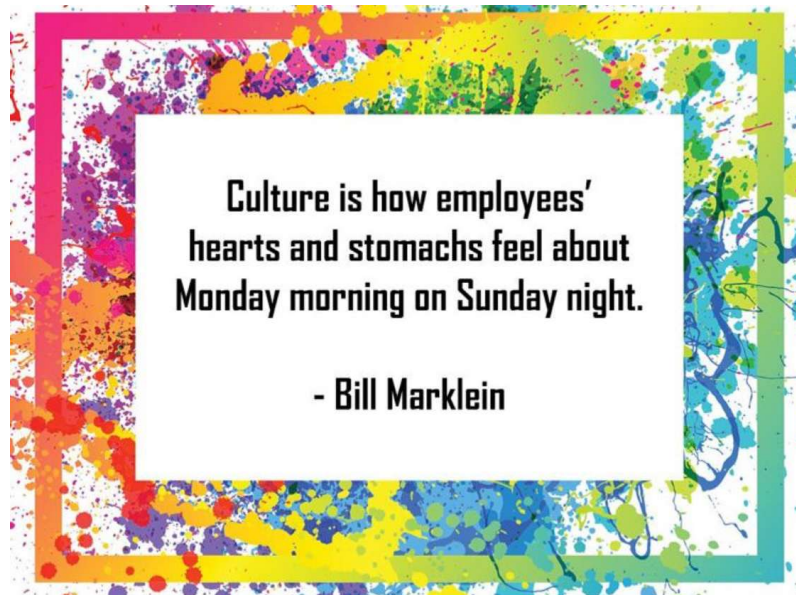


When you ask me how I'm doing and I say "I'm functioning" this is what I mean



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Sunday Scaries?



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

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

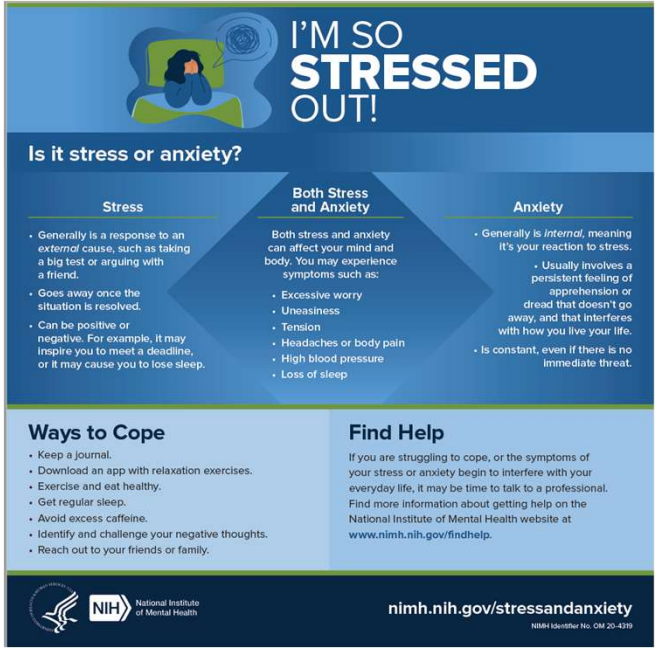


Q3 2024

GALLUP®



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I'M SO STRESSED OUT!

Is it stress or anxiety?

Stress	Both Stress and Anxiety	Anxiety
- 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 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	- 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.

National Institute of Mental Health – nimh.nih.gov

Stressed OUT!

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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



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Trust

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Building Trust

How long does it take to Build Trust?

As Long As It Takes!

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Breaking Trust

How long does it take to Break Trust?

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“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://pmc.ncbi.nlm.nih.gov/articles/PMC6424886/>

**Stress and/or
Burnout at
Work**

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Stress - Anxiety and Health*

STRESS

BI

*Video Portion from <https://youtu.be/tUJpae1i3PY?si=fVX-uhC6eQgKnH5I>



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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



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Is Self-Care Selfish?

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**SELF-ish
Care**



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"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

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



TML
RISK POOL

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Work-Life Balance?

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Work-Life Balance?



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What Do We Say to the Mirror?



*Video Portion from

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

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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)



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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*

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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.

www.believeperform.com

**BELIEVE
PERFORM**

The Soft Stuff?

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Address Stress

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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.”

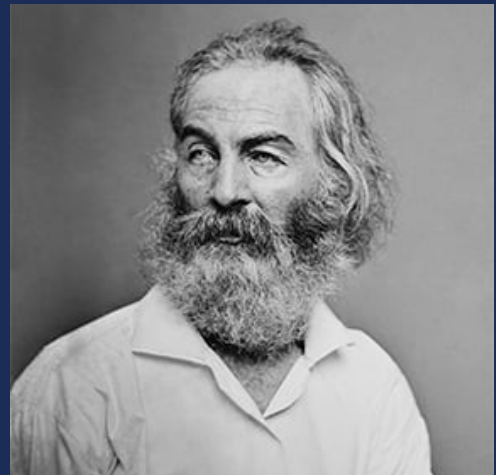
- | | |
|---------------------|----------------------------------|
| • Breathe | • Eat Some Chocolate |
| • Listen to Music | • Meditate |
| • Take a Quick Walk | • Chew Gum |
| • Find the Sun | • Laugh |
| • Count Backward | • Drip Cold Water on Your Wrists |
| • Stretch | • Write It Down |
| • Close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

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

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Barbaric YAWP / Barbaric Breath

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



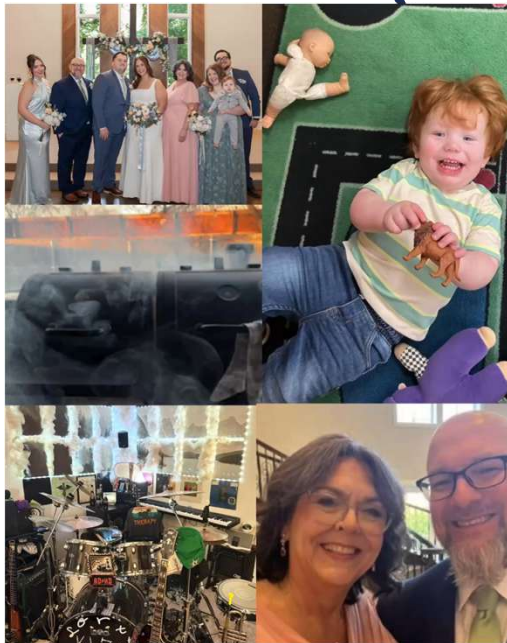
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- Inhale for 4 seconds
- Hold the air for 4 seconds
- Exhale for 4 seconds
- Hold empty lungs for 4 seconds

Box Breathing Exercise

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My Barbaric YAWP (Breath(s))



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RISK POOL

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**ASK
SEEK
ACT**

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ASK

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

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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

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



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WHY Culture?

“If you hire people just because they can do a job, they’ll work for your money. But if you hire people who believe what you believe, they’ll work for you with blood and sweat and tears.”

Simon Senek *Finding Your Why*



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SEEK

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

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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 Wheatfy



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ACT

“Don’t let what you cannot do interfere with what you can do.” – Coach John Wooden

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Weight of the World?

When we see/serve beyond self, we demonstrate our strength by lifting others up.



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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.

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...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>

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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/>

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Weight of a Glass of Water



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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...

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Building for the Future

