



**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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## Reason to Fight - Disturbed\*



*\*Video Portion from [https://youtu.be/gRGRduyCy\\_M?si=7gDBpFBXN5XQEAyi](https://youtu.be/gRGRduyCy_M?si=7gDBpFBXN5XQEAyi)*

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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?

**Manager: How's the work going on?**

**ME: Just Going with the Flow!**

**The flow:**



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## Pressure (Video)



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## Functioning?

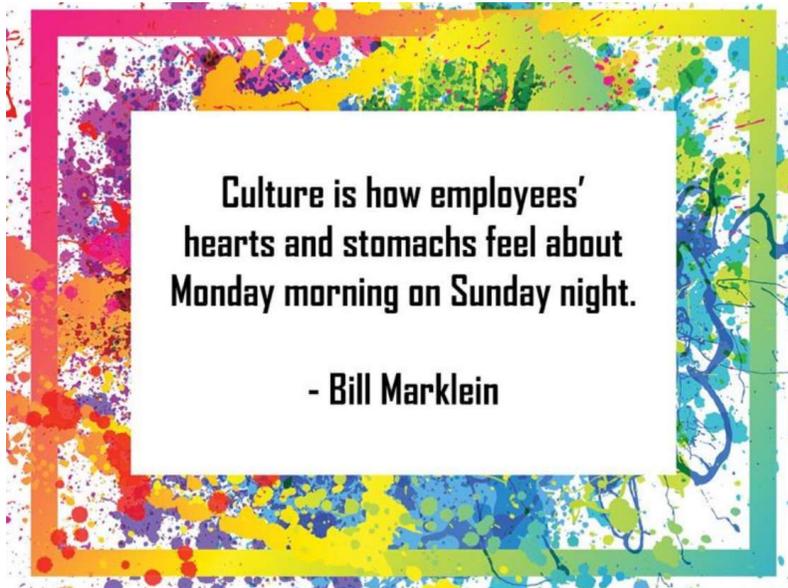
 **Mind Core** · Follow  
4d · 

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

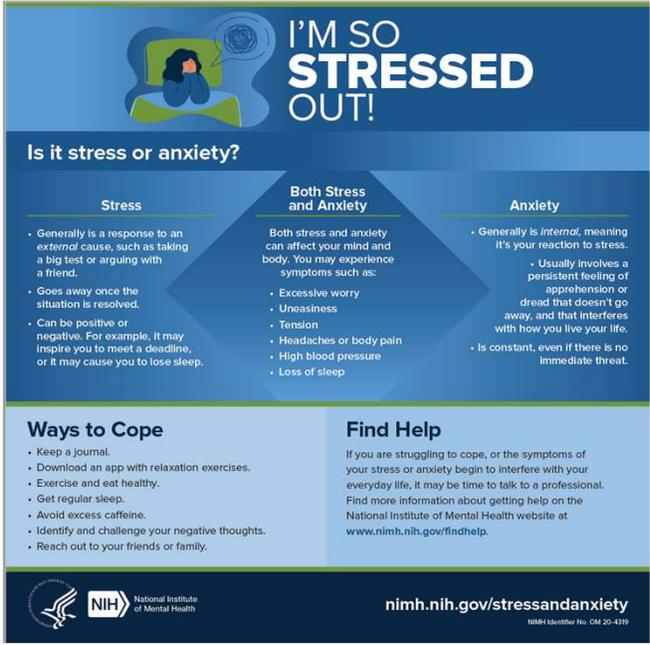


Q3 2024

GALLUP®



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**I'M SO STRESSED OUT!**

**Is it stress or anxiety?**

**Stress**

- 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).

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

# Stressed OUT!

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## ANXIETY DOESNT JUST START IN THE BRAIN

- Waking up exhausted, even after sufficient sleep
- Difficulty getting out of bed
- Frequent headaches
- Gut issues
- Skin issues
- Muscle aches
- Need to distance yourself from others
- Irritability
- Disturbed sleep
- Low energy
- Feeling lost or stuck
- Memory struggles
- Self-sabotage behaviors
- Brain fog
- Fatigue

**Comment your most common symptom(s)**

Alison Seponara, MS, LPC | @theanxietyhealer

@monknotion



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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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*"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

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## Stress - Anxiety and Health\*

STRESS

BI

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



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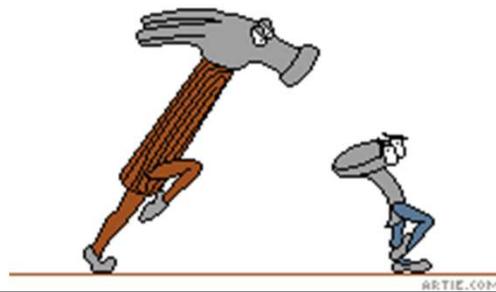
## Stress...Myopic (*Not Looking Beyond Self*)

- Ignoring people
- Answering calls/Looking at smart watch in the middle of conversations
- Taking the end of the coffee and not making more
- Not holding the door open



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*"I suppose it is tempting, if the only tool you have is a hammer, to treat everything as if it were a nail."* – **Abraham Maslow**



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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**



Taking care of yourself doesn't mean me first, it means me too.

L.R. Knost

Instagram

The image shows a dark asphalt road with two yellow lines curving through a sandy desert landscape under a clear blue sky. A quote is overlaid in a dark red box, and the author's name 'L.R. Knost' is in a smaller black box below it. A small 'Instagram' logo is visible at the bottom of the photo.

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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?



The image features a dark blue background on the left with the text "Work-Life Balance?". To the right, there is a light blue rectangular area containing a stick figure balancing on a black fulcrum. The fulcrum is supported by a red bar. The word "LIFE" is written on the left side of the fulcrum, and "WORK" is written on the right side. To the right of this graphic is a collage of three photographs: the top one shows a man in a black shirt talking on a mobile phone outdoors; the bottom-left one shows a man in a military-style uniform holding a baby; the bottom-right one shows a man in a military-style uniform holding a child's hand.

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# What Do We Say to the Mirror?



\*Video Portion from  
<https://youtu.be/6ldAQ6Rh5ZI?si=8pGHnZjMnGaH7bSw>

The image features a dark blue background on the left with the text "What Do We Say to the Mirror?". To the right, there is a video frame showing a title card that reads "Daily Affirmation with STUART SMALLEY". The title card is set against a background of a sunset or sunrise over water. To the right of the title card, a person's silhouette is visible, holding a book or a tablet.

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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](http://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.

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

**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.

**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.

**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.

**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.

**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.

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



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

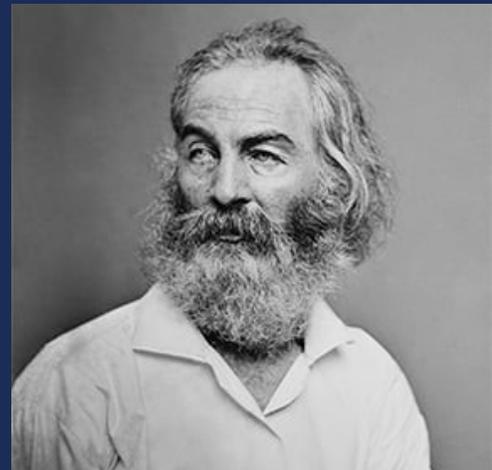
\* <https://www.colorado.edu/law/25-quick-ways-reduce-stress>

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## Barbaric YAWP / Barbaric Breath

*“I sound my barbaric YAWP  
over the roofs of the world.”*

*Song of Myself - Walt Whitman*



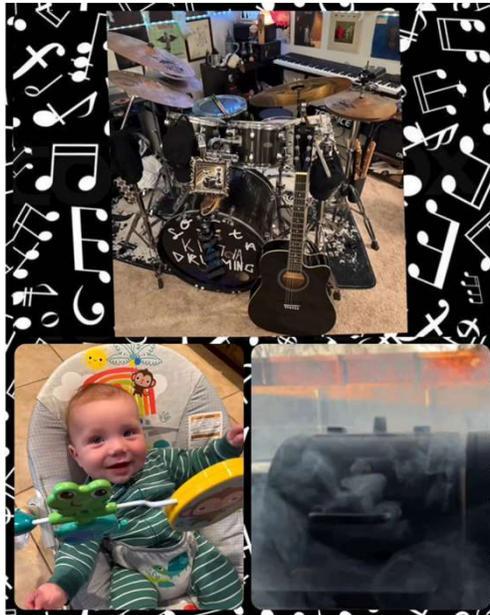
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- Inhale for 4 seconds
- Hold the air for 4 seconds
- Exhale for 4 seconds
- Hold empty lungs for 4 seconds

## Box Breathing Exercise

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## My Barbaric YAWP (Breath(s))



**TML**  
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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## Be Curious...Not Judgmental - Ted Lasso



\*Video Portion from [https://youtu.be/i\\_FofLSherM?si=2zaEBx0IO7M2OGGn](https://youtu.be/i_FofLSherM?si=2zaEBx0IO7M2OGGn)

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## The BE's of Care for Self (and Others)

### BE

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



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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 Wheatly*



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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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## Serving Beyond Self (Video)



\*Video Portion from <https://youtu.be/jocw-oD2pgo?si=KHuDonlR618t1E0l>

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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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## Weight of a Glass of Water



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**These pocket picks are intended to serve as 2 reminders**

1. *As an individual “musician” in your organization, YOU absolutely are making a difference to others on a daily basis with the passion of service you bring.*
2. *You are a VITAL part of your organization’s symphony, not only sharing your expertise and talent but also blending it in harmony with the other “musicians” who surround you.*

We are each a member of our organization’s “symphony” and are daily connecting to/impacting something bigger than just self getting to demonstrate our mission, vision and values in a collective harmony.

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*"Act as if what you do makes a difference. It does."*

William James



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

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Building for the Future



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