What values do you treasure most?

“A healthy man has a thousand wishes, an unhealthy man has but one”
- Agnes Karl Schwest Krankenpfleger

When we are no longer able to change our situation, we must change ourselves
- Viktor Frankl
Workplace break-downs

- Stressed, burned out leadership with strong jaws
- Struggles of balancing & focusing on what matters
- Lack of mid-level engagement in strategic planning & staff engagement in goal setting
- Lack of mindfulness in setting organizational culture
- Lack of ability in translating org values into action
- Lack of relaxation & play

Which boss or employee would you like to have on your team?
Manage Contagion

We are empathic creatures

Chronic pain/fear leads to judgements & depersonalization
The 3 Sources of Stress

1. Demand-Resource Imbalance
   - Complaining goes out the window when there is too much pressure

2. Lack of Control
   - Control is inherently pleasing, if you can give the permission of control away, you can

3. Lack of Meaning
   - You can only focus when you find meaning

Impact of Stress on Caregivers

- 85-90% of all older adults receive needed help from family members
- Caregivers suffer from greater depression and anxiety, less social support, greater physical impairments and disabilities, poorer self-rated health and acute and chronic conditions
- 65 million lay caregivers in U.S. serving 25 hours per week; the entire population of France
- $2,110 are lost in productivity annually per employee caregiver
- $33.6 billion lost in productivity annually in the U.S. due to employee caregivers

Impact of stress

- Makes us sick
  - Health: Science of mind, body, breath & resiliency techniques
- Expensive
  - Wealth: Cost savings & calculations
- Bad for business
  - Happiness: Leadership, planning & joining the movement
The Burden of Chronic Disease

- 1 in 2 Americans have a chronic disease
- 1 in 4 have multiple chronic diseases
- 91% of all Rx filled are for chronic disease
- 76% of physician visits are for chronic disease
- Chronic diseases are responsible for 7 out of 10 deaths in the U.S.
- 99% of Medicare and 86% of Medicaid go towards chronic diseases
- $3.2 trillion is spent on healthcare in U.S.; 86% of that is on chronic diseases

Up to 90% of Chronic Diseases are Stress Related and Preventable

- Anxiety
- Burnout
- Cancer
- Depression
- Dementia
- Diabetes
- Gastrointestinal
- Hypertension
- Insomnia
- Obesity
- Osteopenia
- Stroke
Focus on Health

• Body
• Breath
• Mind

What do you experience when you are stressed?

How do our bodies respond to stress?

- Pupils Dilate
- Tunnel Vision
- Constant Sensation of Surroundings
- Breathing Becomes Fast & Shallow
- Heart Rate is Faster and Noticeable
- Increase Sweating
- Insomnia
- ADD/ADHD type symptoms

FIGHT OR FLIGHT
NOTICEABLE EFFECTS
- Neck, Shoulder, and Arm Muscles Become Tense and Stronger
- Leg Muscles Become Tense and Stiffened
How do our bodies respond to chronic stress?

Managing how your body responds to stress

Focus on Health

- Body
- Breath
- Mind
Breath connects our mind and body

Focus on Health
- Body
- Breath
- Mind

What do our brains struggle with most?
FOCUS. FATIGUE. FEAR.
Default Mode

80% of an average person’s day is spent with a wandering mind

Prioritize “File Folders”

Past: Hurts, Regrets, Depression
Present: Concerns, Fears, Anxiety
Future:
Fears

- Imagination (Catastrophizing)
- Rumination
- Kernel of negative memory or fear
- Avoidant response

Feed your Brain: 2 hours every 2 minutes

Build Gratitude
Practice Gratitude of the Ordinary

If you have the **privilege** to be grateful, you have the **obligation** to be compassionate.

Impact of stress

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  - **Health**: Science of mind, body, breath & resiliency techniques

- **Expensive**
  - **Wealth**: Cost savings & calculations

- **Bad for business**
  - **Happiness**: Leadership, planning & joining the movement
Cost Savings

Being stressed is expensive for ourselves & for business

- Errors increase 464% when we are sleep deprived
- Stress costs U.S. employers $500 billion annually due to absenteeism, reduced productivity levels & employee turnover
- Poor morale & leadership is the #1 reason for employee turnover
- Organizations with engaged employees outperform those without up to 202%
- The best indicator of job satisfaction is good mental & physical health

Cost Savings Calculations

How much focus do you put on the mental wellbeing of patients and staff?
- How much are you spending on health care?
- How much are you spending on correcting errors and poor quality?
- How much money are you spending recruiting new employees?
- How much money are you spending training new employees?
- Are you measuring data that focuses on what matters?

Impact of stress

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Exercise Star
Leadership
- Compassion
- Courage
- Curiosity
- Collaboration
- Consistency

Framework for Economics of Happiness
- People: social connectedness
- Purpose: alignment with values
- Process: act on values
- Policy: cascade values into work culture
- Profit: measure cost savings
- Planet: offering dignity to the senses & showing environmental stewardship

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What will it mean to create health & happiness?

**Healthy Self**
- Increased expression of gratitude
- Decreased stress
- Reduced risk of chronic disease
- Improved relationships
- Heightened awareness of self

**Healthy Team**
- Customers feel more welcome
- Work becomes fun
- Work becomes relaxed
- Priorities begin to shift
- Outcome measures improve

**Healthy Organization**
- Improved morale
- Increased productivity
- Reduced absenteeism
- Enhanced quality
- Greater retention
- Return on investment

Reframe Thinking

Change the way you view the world and you change the world

Join the Movement: Spread Joy

https://www.youtube.com/watch?v=p32OC97aNqc
Sources


8. Werneburg, B., Clark, M., Berkland, B., & Sood, A. Stress management and resilience training (SMART) program among Mayo Clinic employees.


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