Aligned Engagement

Integrating Work + Life As The Best Version Of You

ALIGNED ENGAGEMENT™

Minding Your Minutes ™: Enhancing Resilience through Mindful Aligned Engagement in Work + Life

Brigette Nelson, MS, PharmD, BCNP
President/ Founder, Reinvention Strategies Group, LLC

Learning objectives

- Define resilience and burnout
- Describe current state of clinician and pharmacist burnout
- Define mindfulness
- Examine mindfulness and engagement as burnout prevention
- Review key resilience & aligned engagement strategies
- Practice skills

Today’s World

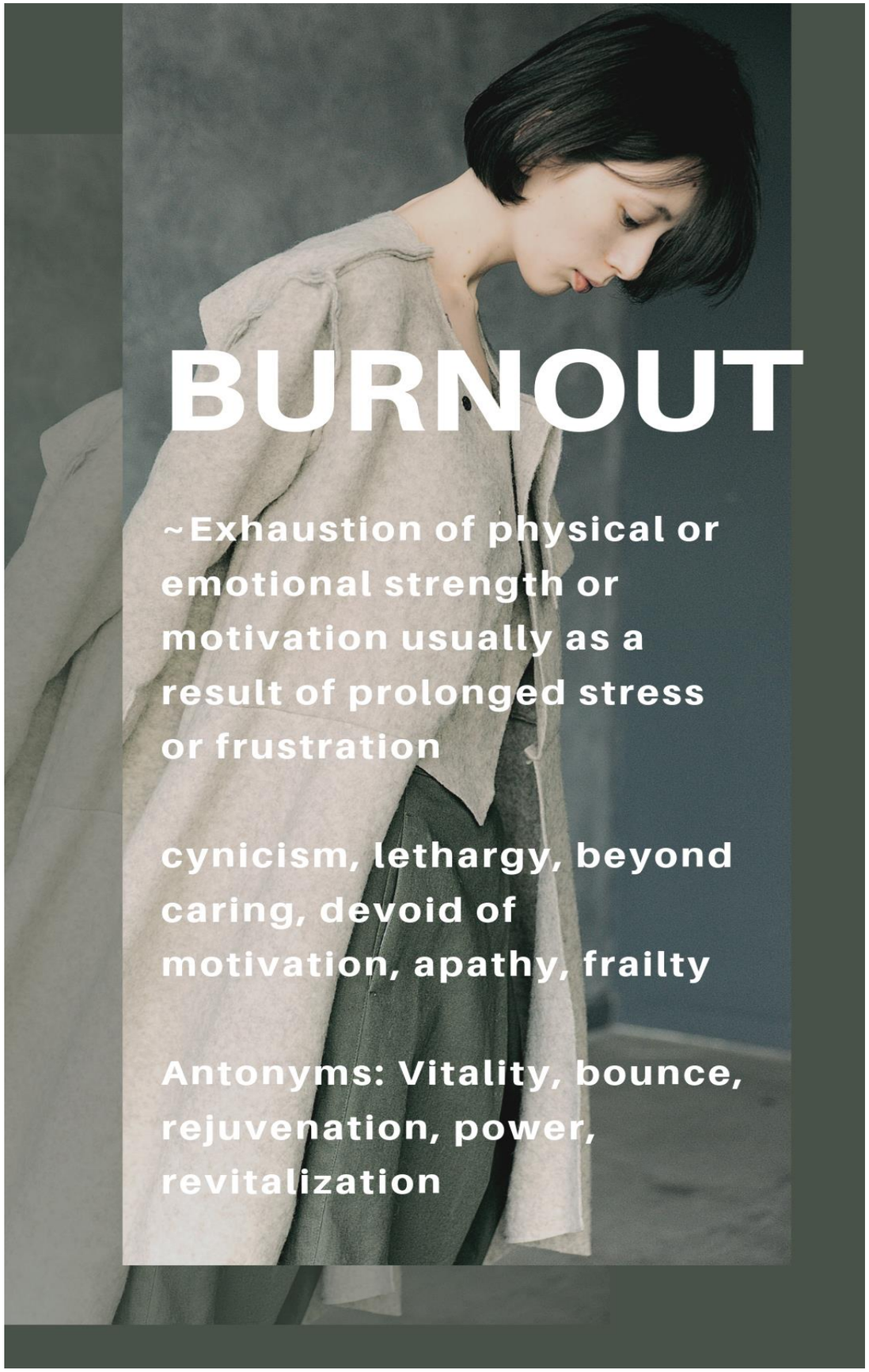
Autopilot

Suicide & Mental Health

Stress Levels have increased

Burnout among clinicians

VUCA (volatility, uncertainty, complexity, ambiguity)



Burnout vs Stress

Stress = Subject to pressure or tension

VS

Burnout Hallmarks:

- depersonalization
- emotional exhaustion
- lack of sense of personal accomplishment

400

physicians die by suicide each year, a rate more than

2X

that of the general population

Andrew & Brenner, 2015

Physician rates of depression remain alarmingly high at

39%

Shanafelt, 2015

24%

of ICU nurses tested positive for symptoms of post-traumatic stress disorder

Mealer et al., 2007

23–31%

Prevalence of emotional exhaustion among primary care nurses

Gomez-Urquiza et al, 2016

How can we protect the health of the people who protect our own?

National Academy of Medicine

Action Collaborative on Clinician Well-Being and Resilience

Learn more at **nam.edu/ClinicianWellBeing**

@theNAMedicine

Factors that lessen burnout

Individual –

Mindfulness, Self-Care, Optimize Wellbeing & Resilience, Personal Support Factors, Core Values & Strengths

Organizational-

Control & Flexibility, Staffing & Workload, Efficiency & Resources, Meaning in Work, Social & Community at Work, Culture & Values, Work Life Integration, Job-Person fit, Reward & Fairness

Targeting clinician education & interventions

RESILIENCE

~THE CAPACITY TO RECOVER QUICKLY FROM DIFFICULTIES , MISFORTUNE OR CHANGE

~THE ABILITY OF A SUBSTANCE OR OBJECT TO SPRING BACK INTO SHAPE

SYNONYMS: FLEXIBILITY, ELASTICITY, SPRINGINESS, GIVE

ANTONYMS: FRAGILITY, WEAKNESS, RIGIDITY

COMPRESSIVE STRESS
STRAINED BODY RECOVERY

CAN BE CULTIVATED & PRACTICED

Mindfulness offers us space

”Between stimulus and response there is a space.

In that space is our power to choose our response.

In our response lies our growth and our freedom.”

- Viktor E Frankl

47% OF TIME MIND WANDERING

Ruminating on the past

Planning or worrying about the future

Negative thoughts = Velcro

Positive thoughts = Teflon

Paying Attention in the Present Moment with Compassion, Kindness & Curiosity

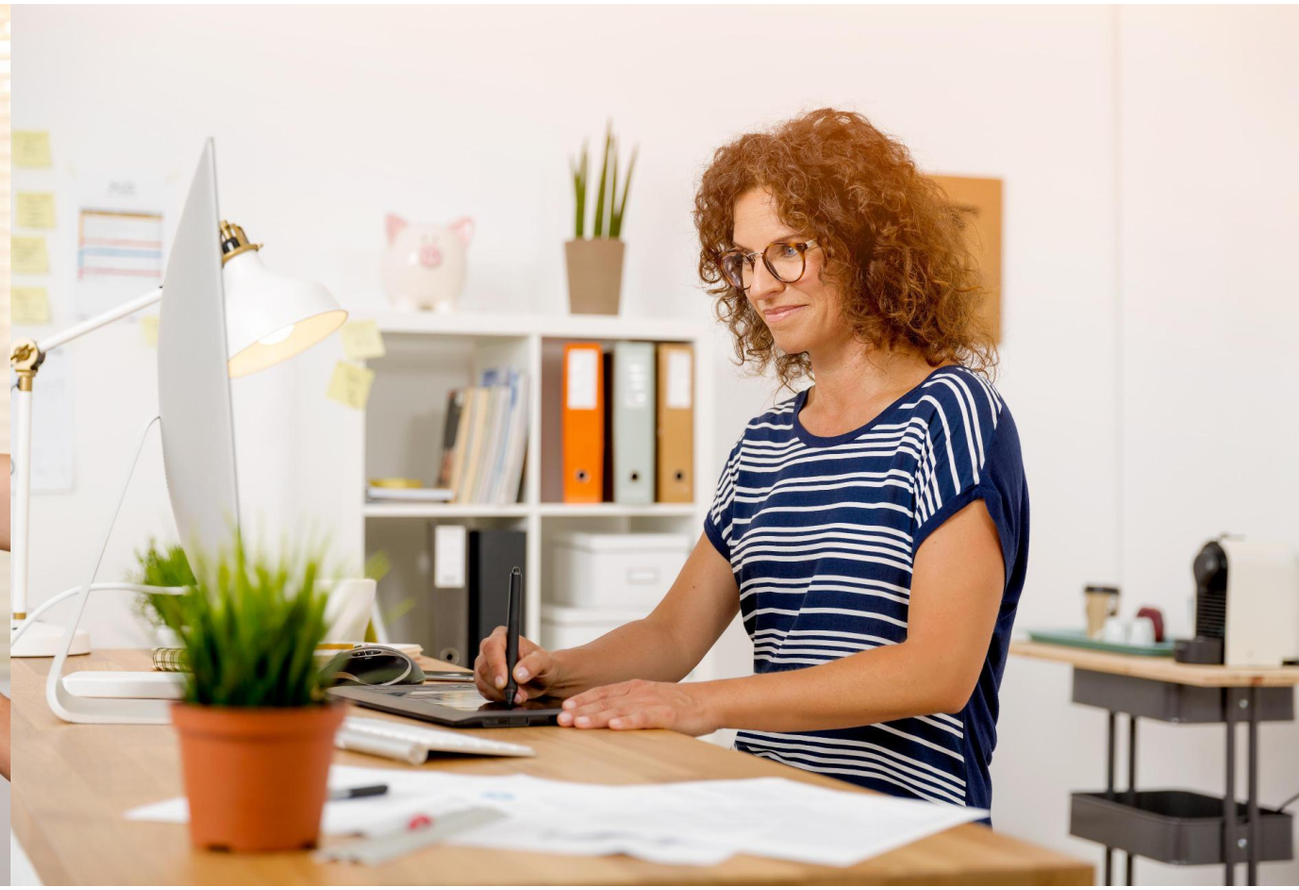
Let’s Try It...

Practice Debrief

Share with your neighbor

What did you notice (Thoughts/ Feelings/ Body Sensations

What gets in our way?



How are you showing up at Work + Life

Vs

How do you WANT to show up?

That voice in your head

Top Ten Lizard Tunes

I'm not _____ enough

I can't ____ because

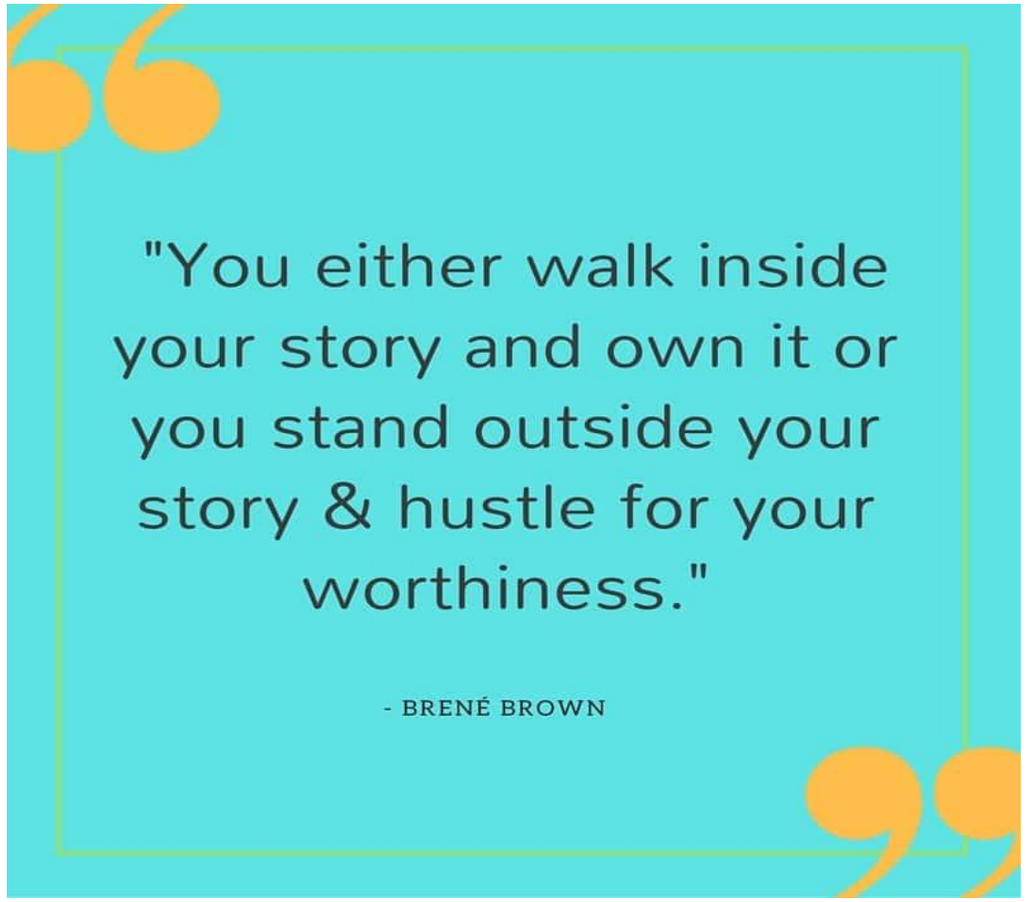
_____

I don't have enough

_____

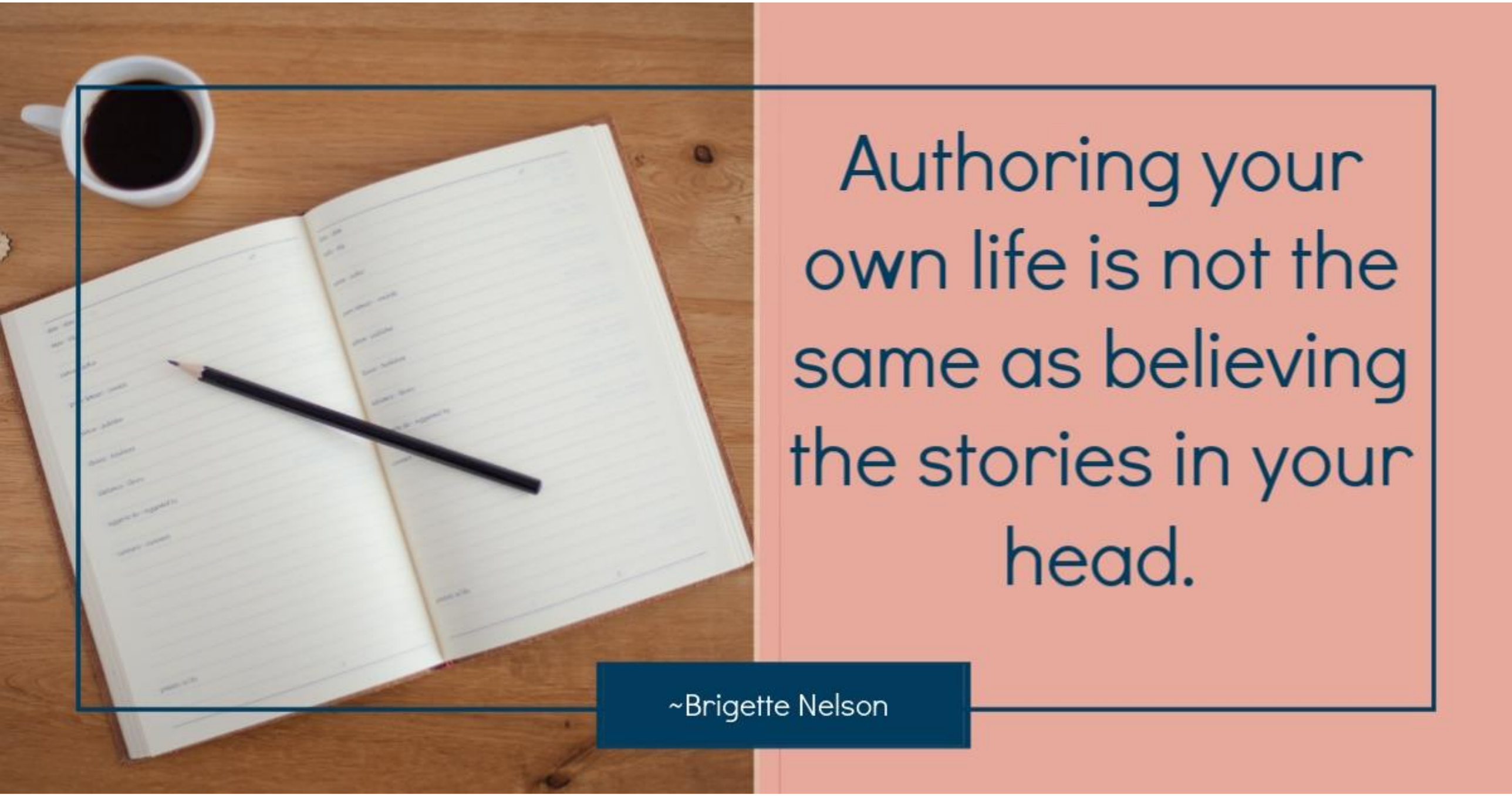
People with think I'm

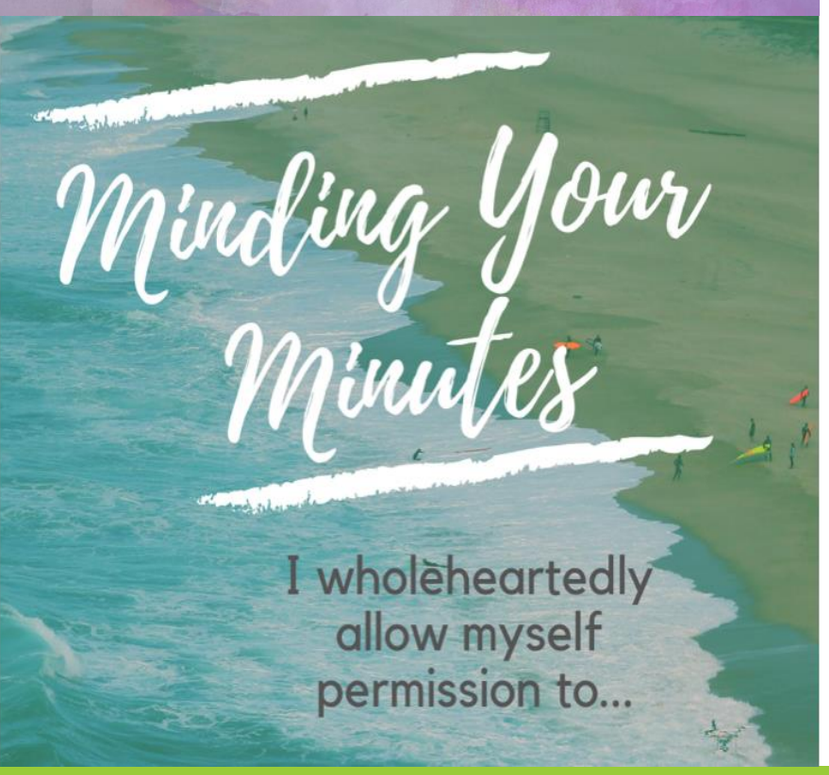
_____



FEAR, LACK, UNWORTHINESS

What are your stories?





Finding Space to Mind Your Minutes

TM

What’s the missing ingredient?

Aligned Engagement ™ : Heart, Head and Gut

Heart: Values/ Feeling/ Longing/ Connection

Head: Making Meaning/ Logic/ Purpose/ Vision

Gut: Core identity/ Wisdom/ Knowing/ Who You Really Are / Drives Action

Key Questions for Aligned Engagement ™

What do I long for? What do I value?

MIND, BODY, SPIRIT

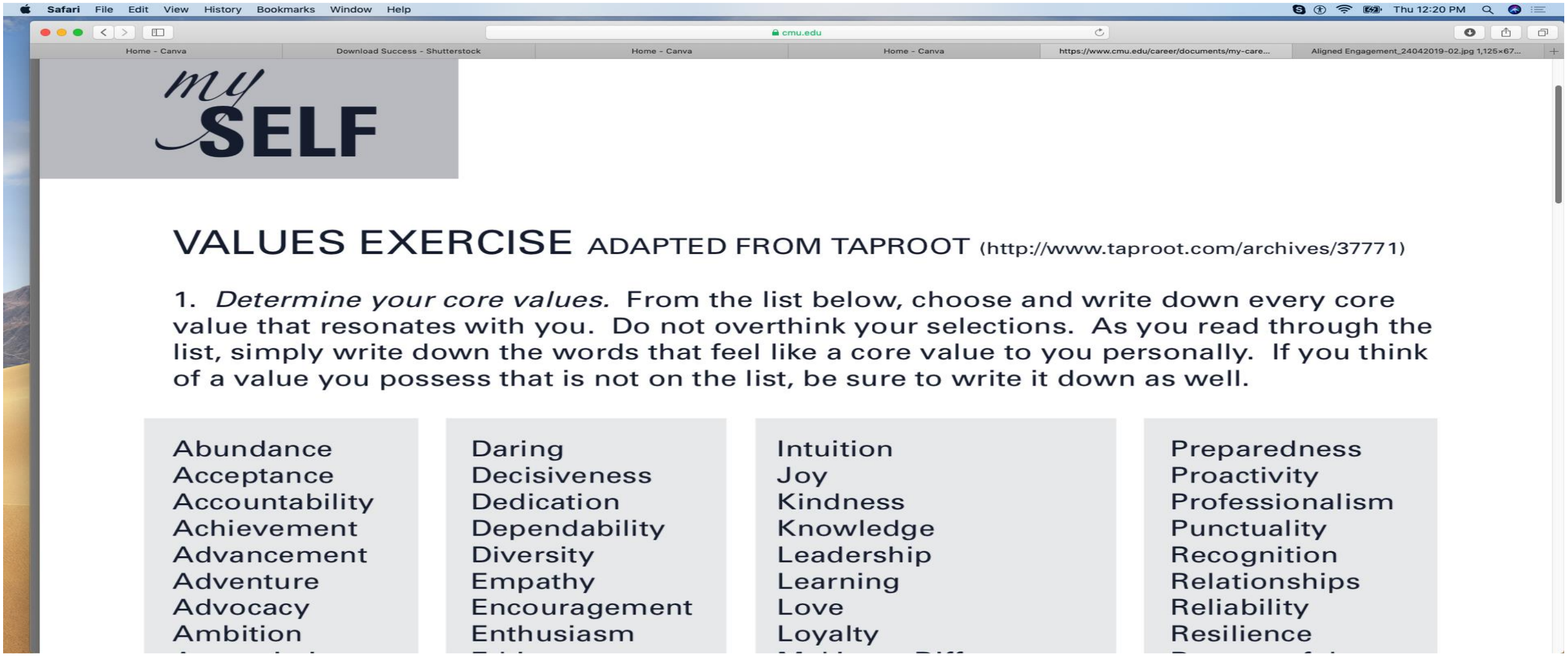
What is happening now? What is possible?

How am I showing up? Is this the best version of me?

Aligned Engagement

Integrating Work + Life As The Best Version Of You

Core Values: Your Meaning Map™



my SELF

VALUES EXERCISE ADAPTED FROM TAPROOT (http://www.taproot.com/archives/37771)

1. *Determine your core values.* From the list below, choose and write down every core value that resonates with you. Do not overthink your selections. As you read through the list, simply write down the words that feel like a core value to you personally. If you think of a value you possess that is not on the list, be sure to write it down as well.

Abundance
Acceptance
Accountability
Achievement
Advancement
Adventure
Advocacy
Ambition

Daring
Decisiveness
Dedication
Dependability
Diversity
Empathy
Encouragement
Enthusiasm

Intuition
Joy
Kindness
Knowledge
Leadership
Learning
Love
Loyalty

Preparedness
Proactivity
Professionalism
Punctuality
Recognition
Relationships
Reliability
Resilience

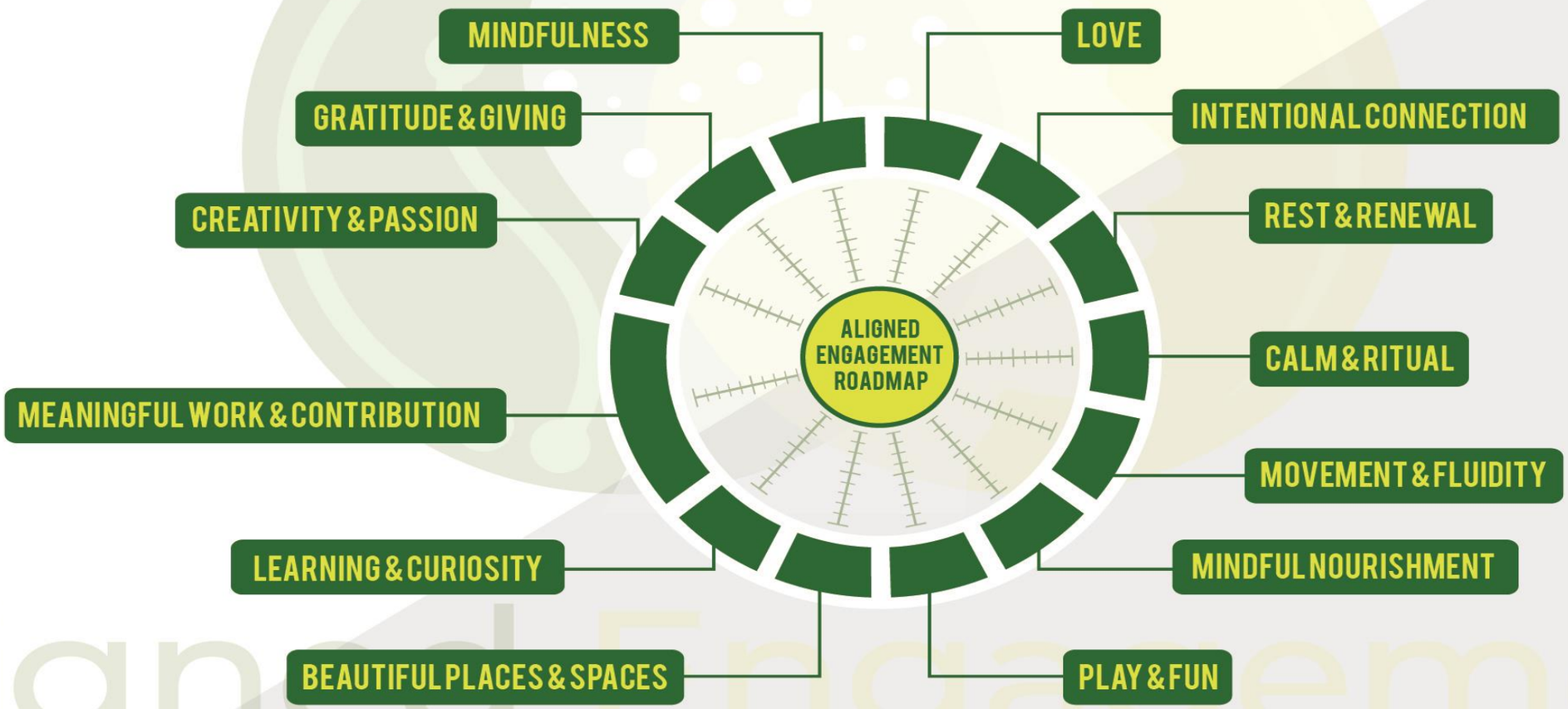
https://www.taproot.com/live-your-core-values-exercise-to-increase-your-success/

https://www.cmu.edu/career/documents/my-career-path-activities/values-exercise.pdf

Character Strengths

https://www.viacharacter.org/www/Research/Research-Findings

Aligned Engagement ™ Roadmap



“What we practice Grows stronger”

Shauna Shapiro

Practice: Mudita

What Brings You Joy?

Debrief:

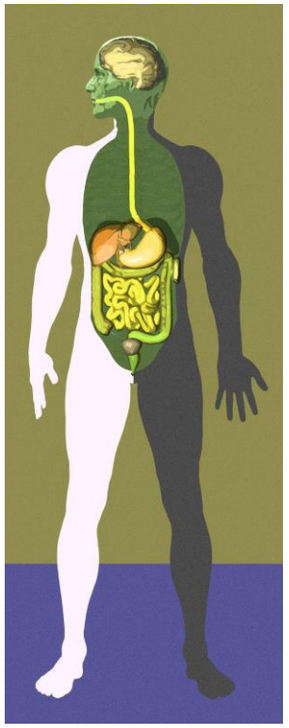
What Did You Notice about Mudita?

Where do we spend most of our time?

KEYS: CEO- CHIEF ENGAGEMENT OFFICER

- Pause
- Manage Your Lizard
- Give Yourself Permission
- Mindfulness
- Aligned Engagement Roadmap
  - Heart: Values/Spirit
  - Mind: Vision/ Mind
  - Gut: Action/ Body

Aligned Engagement ™



Questions?

Resources

https://nam.edu/valid-reliable-survey-instruments-measure-burnout-well-work-related-dimensions/

AMA: Steps Forward https://edhub.ama-assn.org/steps-forward

R. Lahoz, Monina & Mason, Holly. (1990). Burnout Among Pharmacists. American pharmacy. NS30. 28-32. 10.1016/S0160-3450(16)36003-2.

Durham Mary E., Bush Paul W., Ball Amanda M., Evidence of burnout in health-system pharmacists, *American Journal of Health-System Pharmacy*, Volume 75, Issue 23_Supplement_4, 1 December 2018, Pages S93–S100, https://doi.org/10.2146/ajhp170818

National Academy of Medicine- https://nam.edu/initiatives/clinician-resilience-and-well-being/

ASHP- https://nam.edu/wp-content/uploads/2017/11/American-Society-of-Health-System-Pharmacists_Commitment-Statement.pdf-

APhA- https://pharmacist.com/pharmacist-and-pharmacy-personnel-well-being-and-resiliency?is_sso_called=1

Brene Brown- https://brenebrown.com

Kristen Neff- https://self-compassion.org.

Shauna Shapiro- What you Practice Grows Stronger http://www.drshaunashapiro.com

Aligned Engagement Roadmap from Reinvention Strategies Group, LLC

PERMA model- https://positivepsychologyprogram.com/perma-model/

VIA Character Strengths- https://www.viacharacter.org/www/Research/Research-Findings

Core Values examples- https://www.taproot.com/live-your-core-values-exercise-to-increase-your-success/

https://www.cmu.edu/career/documents/my-career-path-activities/values-exercise.pdf

Niemiec- Mindfulness & Character Strengths: A Practice Guide to Flourishing. 2014

Brigette Nelson, MS, PharmD, BCNP

President/ Founder

Reinvention Strategies Group, LLC

brigette@aligned-engagement.com

480-488-2048

480-544-1146