

# Welcome!

**We're glad that you're here.**





Mid-America (HHS Region 7)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration



Mountain Plains (HHS Region 8)

**MHTTC**

Mental Health Technology Transfer Center Network  
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# Professional Well-Being: How to Transform "Self-Care" Initiatives

Erika Franta, PhD

Genevieve Berry



MUNROE-MEYER  
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***SAMHSA***

Substance Abuse and Mental Health  
Services Administration

# 2-part Professional Well-Being Series

## Session 1: December 22, 2022

- Introduce to the MHTTC Network
- Review the Importance of Professional Well-Being
- Outline the Adult Resilience Curriculum
- Practice Somatic-Mindfulness

## Session 2: March 23, 2023

- Review the Importance of Organizational Well-Being
- Introduce Organizational Well-Being Measurement Tool
- Outline Organizational Well-being Strategies
- Practice Prioritization



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At the time of this presentation, Miriam E. Delphin-Rittmon, PhD, was the Assistant Secretary for Mental Health and Substance Use (SAMHSE). The opinions expressed herein are the views of the speakers and do not reflect the official position of the Department of Health and Human Services (DHHS), or SAMHSA. No official support or endorsement of DHHS, SAMHSA, for the opinions described in this presentation is intended or should be inferred.

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The MHTTC Network uses  
affirming, respectful and  
recovery-oriented language in  
all activities. That language is:

STRENGTHS-BASED  
AND HOPEFUL

INCLUSIVE AND  
ACCEPTING OF  
DIVERSE CULTURES,  
GENDERS,  
PERSPECTIVES,  
AND EXPERIENCES

HEALING-CENTERED/  
TRAUMA-RESPONSIVE

INVITING TO INDIVIDUALS  
PARTICIPATING IN THEIR  
OWN JOURNEYS

PERSON-FIRST AND  
FREE OF LABELS

NON-JUDGMENTAL AND  
AVOIDING ASSUMPTIONS

RESPECTFUL, CLEAR  
AND UNDERSTANDABLE

CONSISTENT WITH  
OUR ACTIONS,  
POLICIES, AND PRODUCTS

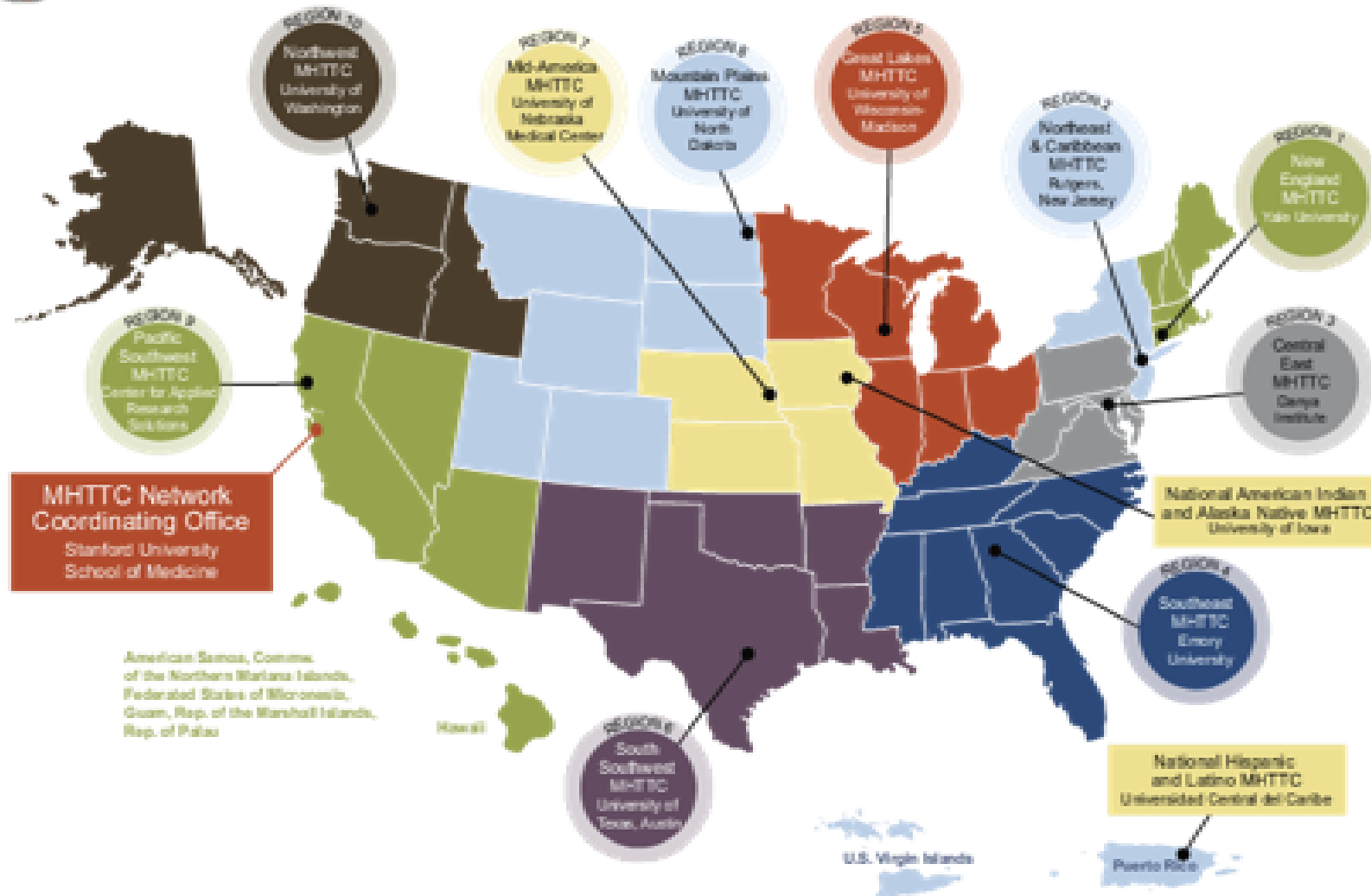


MHTTC

Mental Health Technology Transfer Center Network

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MHTTC Network



Established in 2018 with funding from the Substance Abuse and Mental Health Services Administration (SAMHSA)

- 10 Regional Centers
- National Hispanic & Latino Center
- National American Indian & Alaska Native Center
- Network Coordinating Office

# Who are we?

## Mid-America MHTTC

- At Munroe-Meyer Institute at the University of Nebraska Medical Center
- Serves the 4-state region of Iowa, Kansas, Nebraska, and Missouri
- Project Director: Brandy Clarke, PhD

## Mountain Plains MHTTC

- Partnership between the University of North Dakota and the Western Interstate Commission for Higher Education (WICHE)
- Serves the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming
- Project Co-Directors: Rachel Navarro, PhD, University of North Dakota  
Dennis Mohatt, WICHE

# — Who I Am

Erika Franta, PhD

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Program Director, Mid-America MHTTC

Assistant Professor, Munroe-Meyer Institute

Licensed Psychologist





# — Who I Am

Genevieve Berry

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Program Manager, Mountain Plains MHTTC

BA, Psychology

Trauma Informed Coaching / Somatic Yoga



# Today's Agenda

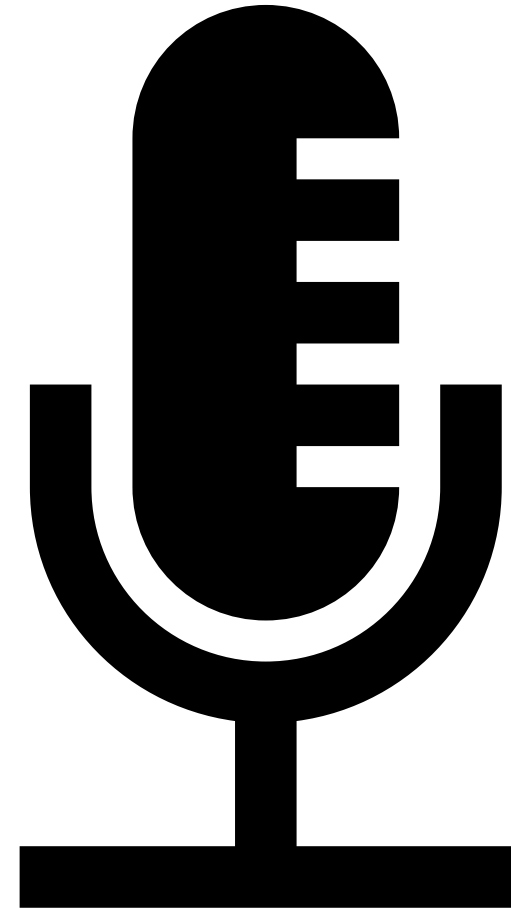
- Introduce to the MHTTC Network
- Review the Importance of Professional Well-Being
- Outline the Adult Resilience Curriculum
- Practice Somatic-Mindfulness



# Share in the Chat

What is your role?


- Behavioral health?
- Social work?
- Education?
- Nursing?
- Administration/leadership?
- Others?



# Flight safety instructions...

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How do we  
best support  
our patients?

By supporting the  
professionals that  
work with them.

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# How are you feeling today?

# The What

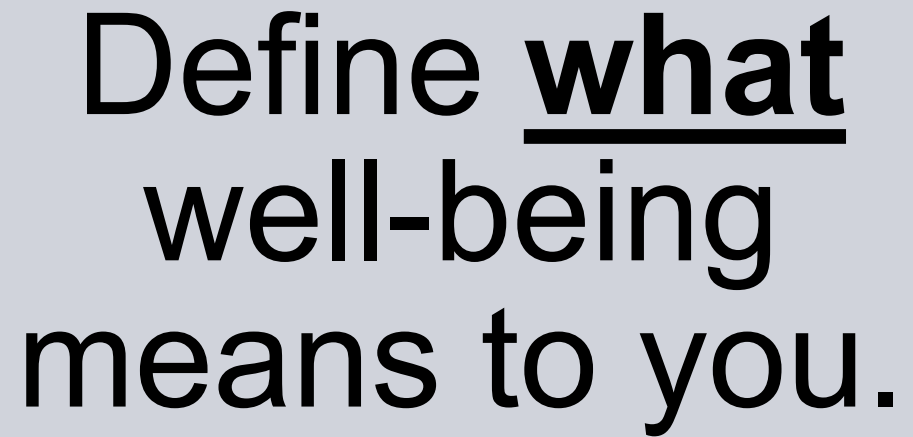
**What is  
well-being?**







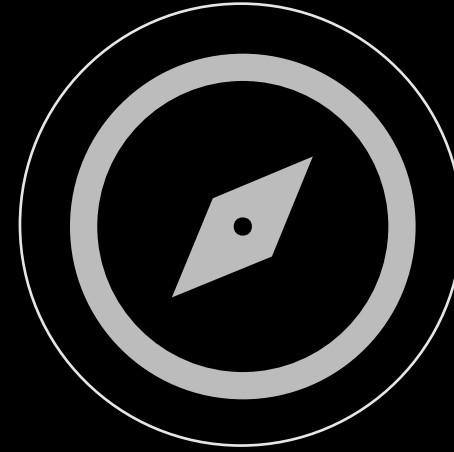
Share  
in the  
chat



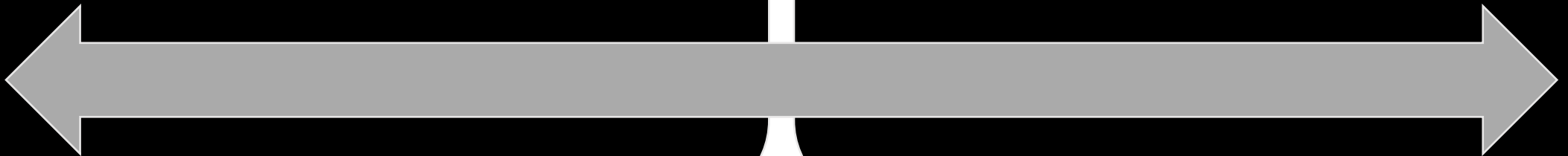
Define what  
well-being  
means to you.



True self-care is ***more*** than a haphazard focus on immediate, short-term actions meant to provide short-term relief and disconnected from a person's current experiences



Well-being is a personal endeavor over a lifetime and cannot be distilled down to the “right” set of practices.



**Wellness is a holistic integration of physical, mental, and spiritual well-being, fueling the body, engaging the mind, and nurturing the spirit.**

(Stoewen, 2017)







## ***Subjective Well-being***

Diener, 2000

The perception of how good one's life is overall (**life satisfaction**), combined with their propensity to experience life in a positive way (**positive affect**).



## ***Resilience***

Masten, 2015

A person's capacity to survive and **bounce back** from life's ups and downs, curve balls, and stressors. It's "**ordinary magic**".

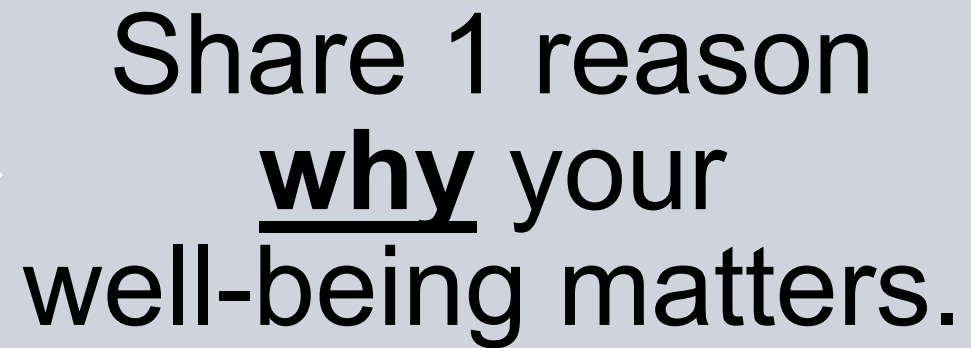
# The Why

**Why is professional well-being  
important to healthcare  
professionals?**





Share in  
the chat



Share 1 reason  
why your  
well-being matters.



If healthcare providers are  
overly stressed, they  
cannot provide adequate  
evidence-based care for  
their patients.

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### A PUBLIC HEALTH CRISIS

Stress and burnout are common, and reactive approaches are insufficient



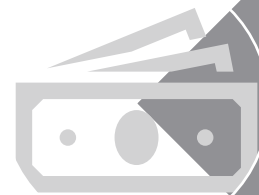
### AFFECTS SYSTEMS & WORKPLACE CULTURE

Healthcare professionals are a critical factor in creating healthy systems and environments for patients



### AN ETHICAL RESPONSIBILITY

We have a duty to help promote healthy workplaces and healthcare environments



### RETURN ON INVESTMENT

Healthcare professional burnout leads to costly absenteeism, attrition, and hiring concerns



### IMPACTS PATIENT CARE

Healthcare professional stress impacts delivery of services and patient care



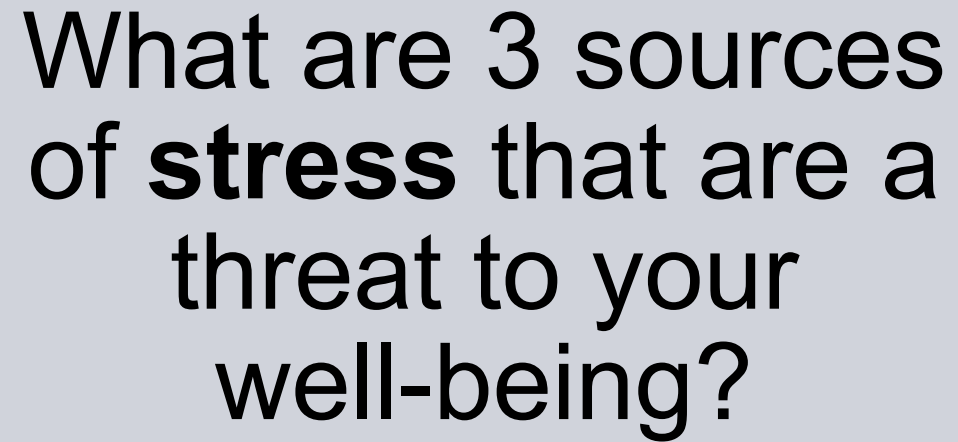
### A RESEARCH DRIVEN DECISION

Research suggests that programs to reduce stress and improve wellbeing are effective



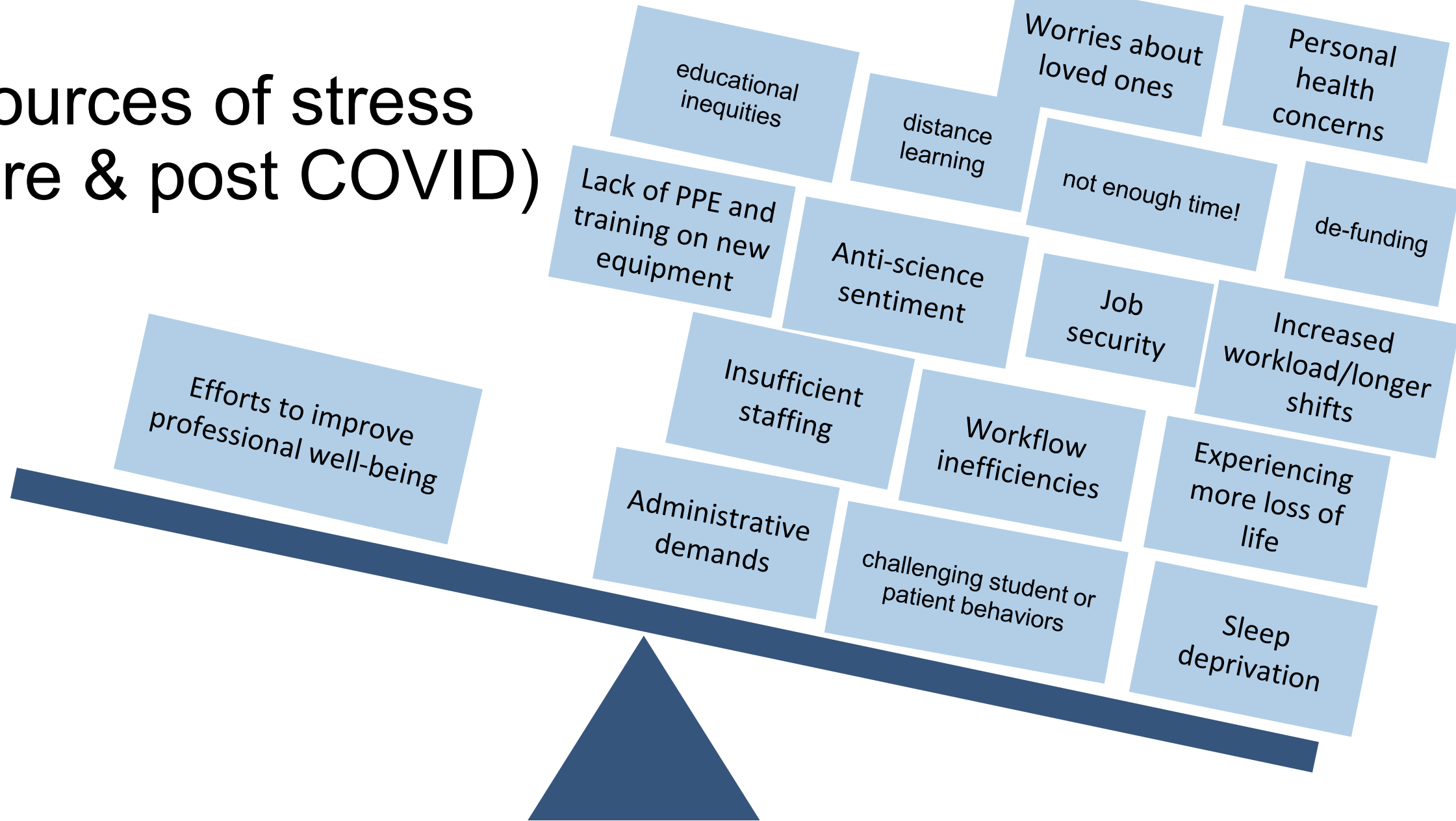


Share in  
the chat



What are 3 sources  
of **stress** that are a  
threat to your  
well-being?

# Sources of stress (pre & post COVID)



# Definitions

## Vicarious Trauma

- Is a cognitive change process resulting from chronic direct practice with trauma populations
- Leads to alterations in thoughts and belief system, and a loss of a sense of meaning

## Burnout

- Emotional exhaustion, depersonalization, and reduction in sense of personal accomplishment due to occupational factors

## Compassion Fatigue

- Is physical and emotional exhaustion with a pronounced reduction in the ability to feel empathy and compassion for others

# What do we know statistically about burnout?

Healthcare workers report average of 50-60 hour work weeks

Healthcare workers report roughly 25% greater frequency and intensity of burnout

Reduces client care and satisfaction

Staff turnover increases (trainees burnout and leave)

Impaired professionalism

Depression, anxiety, suicide ideation, and suicide attempts increase

Usually a racial bias emerges

Productivity is impaired

# The How

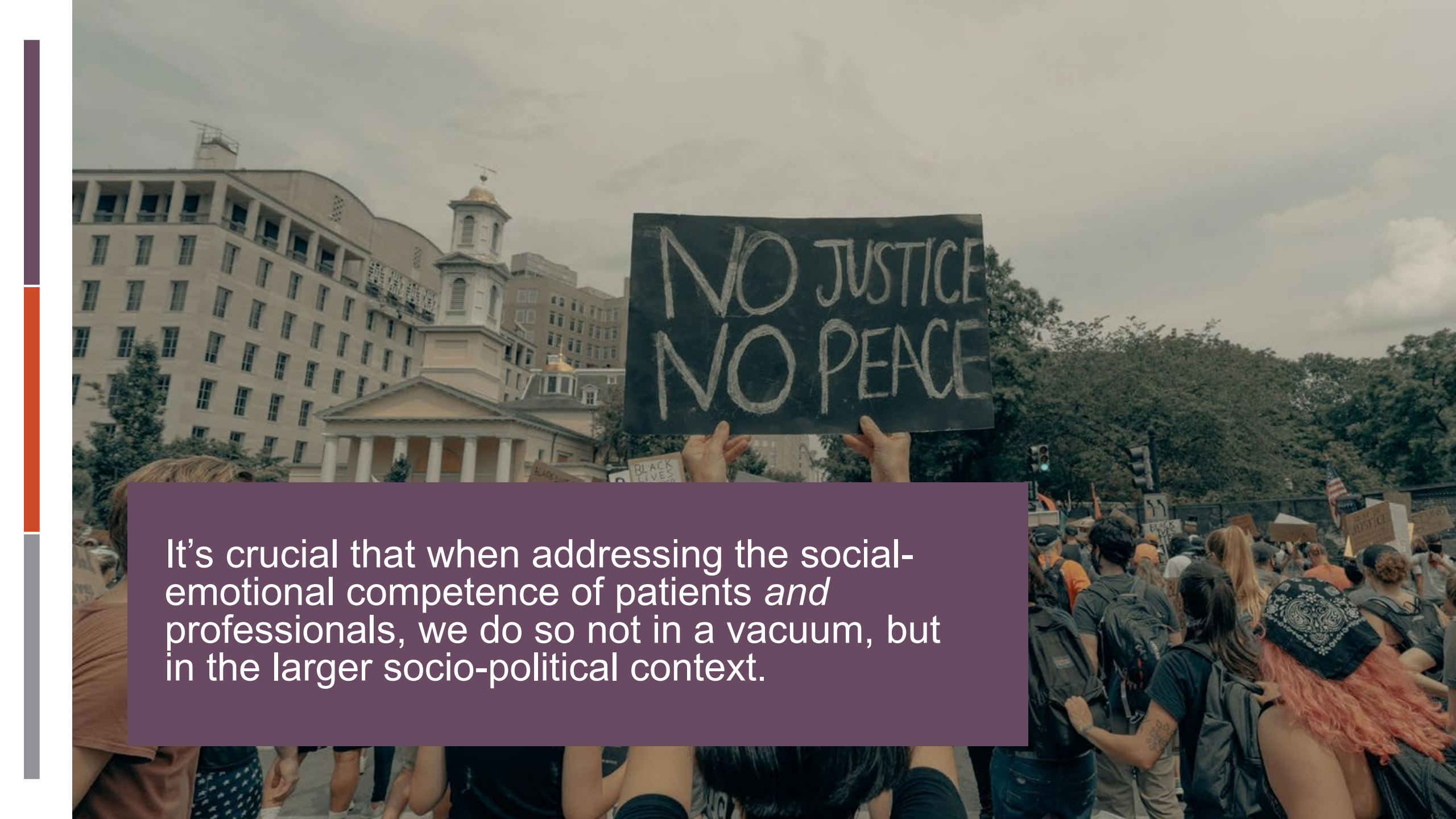
**How can we support the well-being  
of professionals?**



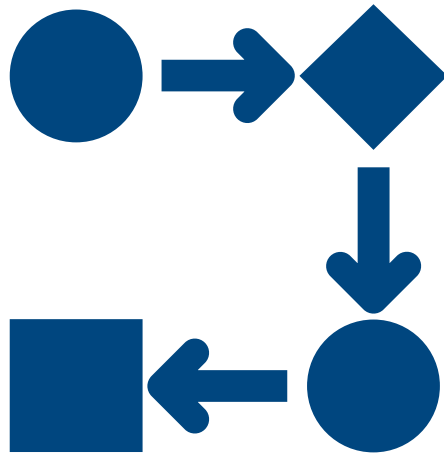


There is no such thing as a  
“one size fits all”  
approach to well-being.



A photograph of a protest. In the foreground, a person holds a black sign with white chalk text that reads "NO JUSTICE NO PEACE". The crowd is diverse, with some individuals wearing backpacks and hats. In the background, a large, multi-story building with a classical facade and a central dome is visible under a cloudy sky. Other smaller signs, including one that says "BLACK LIVES MATTER", are also visible.

It's crucial that when addressing the social-emotional competence of patients *and* professionals, we do so not in a vacuum, but in the larger socio-political context.



Our approach to self-care begins with defining the process itself—the ongoing efforts to maintain well-being. Well-being, then, is not the absence of stress or adversity. Rather, it is a “holistic integration of physical, mental, and spiritual well-being, fueling the body, engaging the mind, and nurturing the spirit”

Stoewen, 2017



# We need to be talking about the long-term strategy of self-care that is flexible to:

## *WHAT*

- People are currently experiencing
- The context

## *WHY*

- Certain practices would be helpful in that moment
- Someone, given their current experiences and needs, would need to focus on nutrition)

## *HOW*

- To adapt practices in a conscious, psychologically healthy way



# Overview of the Adult Resilience Curriculum (ARC)





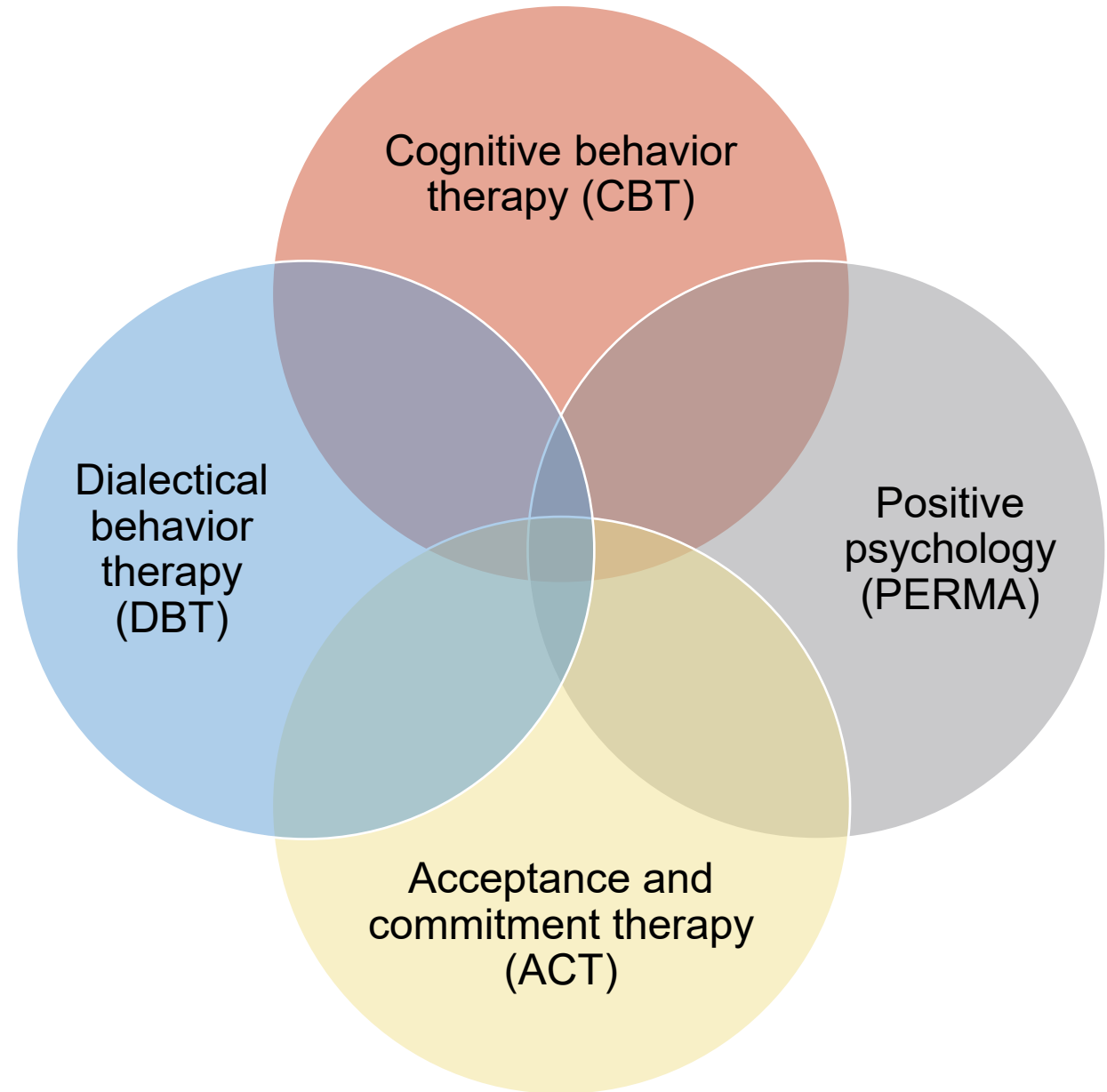
This framework and its supporting research is the result of ongoing collaboration between the University of Washington, University of Minnesota, and community partnerships. The following individuals are co-developers of the ARC:


**Clayton Cook, PhD**  
**Gail Joseph, PhD**

Adapted for Mid-America MHTTC  
by Aria Fiat, PhD and Jordan Thayer, PhD

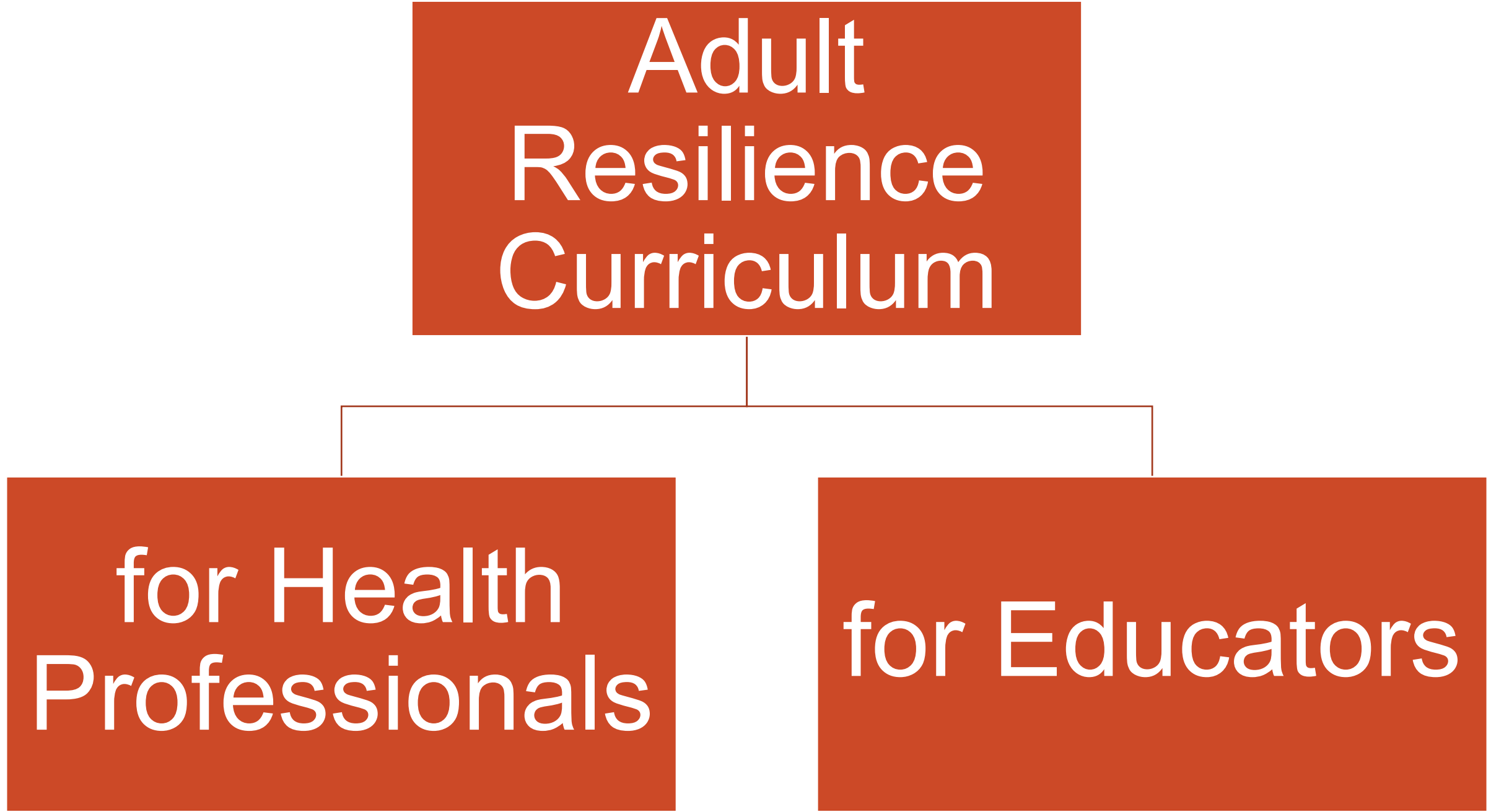


# An Integrative Approach





# Adult Resilience Curriculum



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graph TD; A[Adult Resilience Curriculum] --> B[for Health Professionals]; A --> C[for Educators];
```

for Health  
Professionals

for Educators

# The ARC Modules

0: Introduction to  
the Adult  
Resilience  
Curriculum (ARC)

1: Understanding the  
psychobiology of  
stress and well-being  
(*psychoeducation*)

2: Creating safe and  
supportive  
environments  
(*context*)

3: Clarifying, aligning  
with, and committing  
to one's values  
(*values*)

4: Cultivating  
awareness through  
mindfulness-based  
practices  
(*mindfulness*)

5: Connecting  
meaningfully with  
others  
(*connection*)

6: Fostering pleasant  
emotions and  
experiences  
(*positivity*)

7: Coping with  
difficult thoughts,  
feelings, and  
experiences  
(*coping*)

8: Feeling good  
physically through  
nutrition, movement,  
& sleep  
(*health*)

9: Rejuvenating  
through relaxation,  
recreation, and  
routines  
(*three R's*)

10: Bringing it all  
together: A wellness  
plan for the future  
(*wellness plan*)

# Additional Resources: Adult Resilience Curriculum

[Mid-America MHTTC Professional Well-Being Website](#)

Video  
Modules &  
Slide Decks

Trainer  
Manual

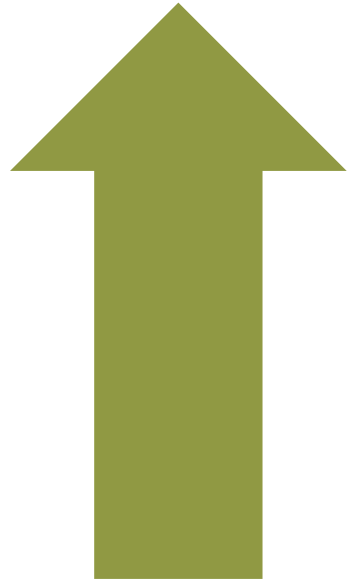
Activity  
Handouts

Resource  
Lists

Burnout  
Busters  
Podcast

30 Day  
Mental Health  
Challenge

Compared to matched controls, those who participated in the ARC reported:



Self-efficacy  
Job satisfaction  
Subjective wellbeing  
Hours of nightly sleep  
Intentions to implement  
Implementation of EBPs



Emotional exhaustion  
Perceived stress



# Active Ingredients



**alliance**



**learning  
objectives**



**didactic  
instruction**



**in vivo  
practice**



**independent  
practice**



**action  
planning**

# Wellness Plan Components

Module Review

Wellness is Action and Ongoing

Wellness Plan

Module 3: Clarifying, Aligning with, and Committing to One's Values	Reflective Rating		
	Yes	Maybe	No
Concepts, Practices, or Skills I Can Choose to Apply in My Life			
Regular clarification of values in different life domains			
Regular reflection upon the consistency or inconsistency of behaviors and values (using something like the Bull's Eye)			
Identifying barriers to values-based actions and removing said barriers			
Affirming commitment to values in the face of difficult emotions, thoughts, and experiences			

# Somatic Mindfulness - Bringing It Home

What is somatic mindfulness?

*“The ability to step back from what your nervous system is telling you. You step back, observe it, and feel every bit of it. Then you consciously decide what you want to do instead of automatically falling into long-standing patterns and the behavior they dictate.”*

# The Body Keeps Score





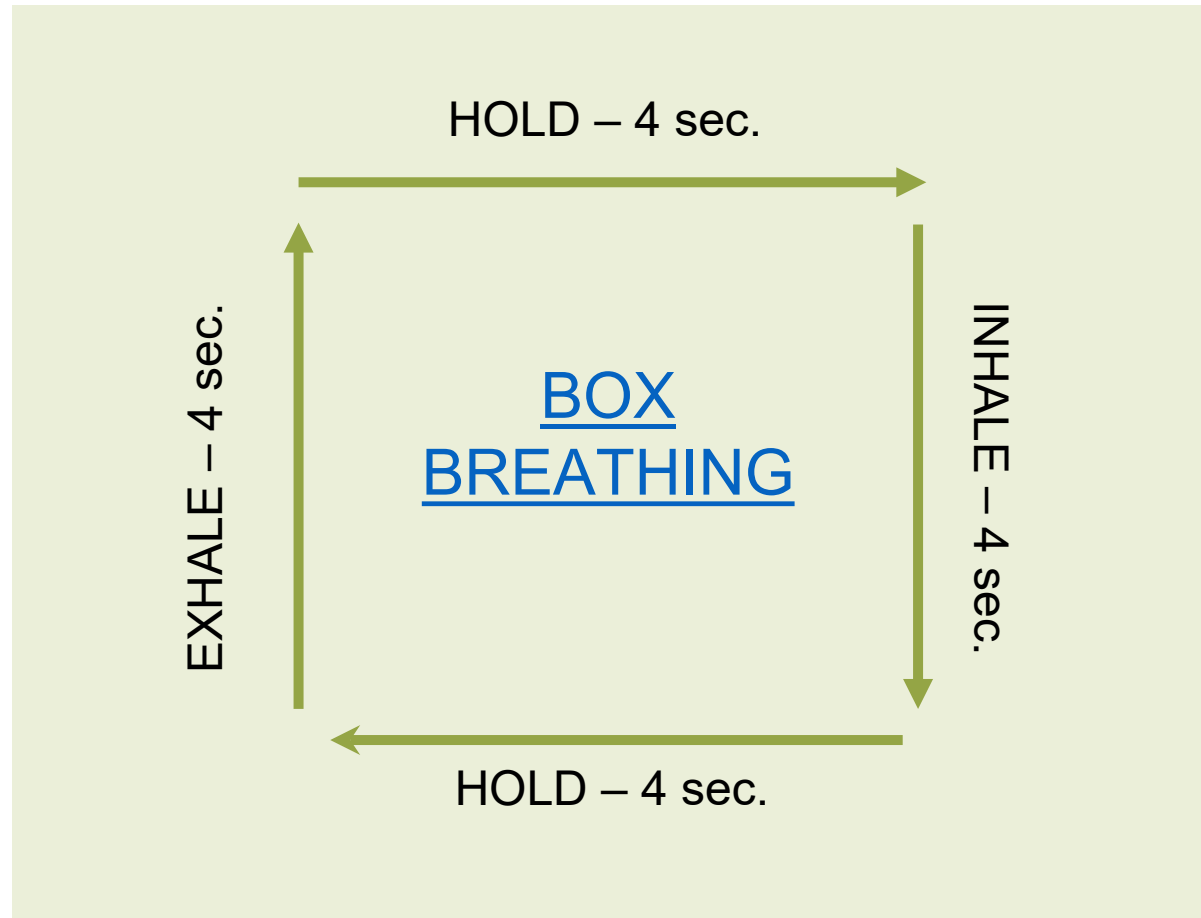
# Creating Somatic Mindfulness

By addressing and releasing the trauma  
the body holds

1. Listen to the Body
2. Use gentle movements, breathing exercises, meditation, dance

# Box Breathing

## 4 Square Breathing





## Resources

Mindful Monday – *Experiential Practices to Develop Personal Resilience*

<https://mhttcnetwork.org/centers/mountain-plains-mhttc/product/mindful-monday-experiential-practices-develop-personal>

Peter Levine – *Healing Trauma*

<https://www.somaticexperiencing.com/home>

Bessel Van Der Kolk – *The Body Keeps The Score*

<https://www.besselvanderkolk.com/resources/the-body-keeps-the-score>

Proper Breathing Brings Better Health

<https://www.scientificamerican.com/article/proper-breathing-brings-better-health/>

<https://www.mindful.org/>



# Up-Next

Session 2: March 23, 2023

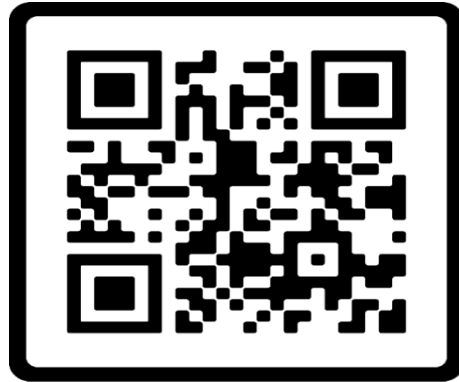
- Review the Importance of Organizational Well-Being
- Introduce Organizational Well-Being Measurement Tool
- Outline Organizational Well-being Strategies
- Practice Prioritization





# Questions

# Thank you!!



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Phone: 402-552-7697


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TEXT: **MIDAMERICAMHTTC** to **22828** to get started

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