Creating a Personalized Wellness and Resilience Plan

Betty Liao, Ph.D.
Director of Wellness and Mental Health Support Services
UCSF Fresno
Overview

- Introduction/Overview
- Conceptualization: Wellness and Resilience
- Individualized Wellness and Resilience Plan
  - Putting fuel in the tank
  - Reflecting on the positives
  - Living your values
  - Responding to difficult emotions
What is Wellness?

- The state or condition of being in good health: physically, emotionally, mentally, spiritually, and socially.

- A complete state of wellbeing....Not merely the absence of disease or infirmity.
  
  - World Health Organization

- A conscious, self-directed, and evolving process of achieving full potential.

  - National Wellness Institute
What is Resilience?

- The process of adapting well in the face of adversity, trauma, tragedy, threats or significant sources of stress.
  - Mayo Clinic, US Dept of State, American Psychological Association

- A multidimensional characteristic that embodies the personal qualities that enable one to thrive in the face of adversity.
  - National Academy of Medicine

- To "bouncing back" from difficult experiences.

- Myths about Resilience
FACTORs AFFECTING CLINICIAN WELL-BEING AND RESILIENCE

This conceptual model depicts the factors associated with clinician well-being and resilience; applies these factors across all health care professions, specialties, settings, and career stages; and emphasizes the link between clinician well-being and outcomes for clinicians, patients, and the health system. The model should be used to understand well-being, rather than as a diagnostic or assessment tool. The model will be revised as the field develops and more information becomes available. Subsequent layers of the model, and an interactive version of the model, are in development in conjunction with the Action Collaborative’s other working groups and will be made available shortly.

EXTERNAL FACTORS

SOCIO-CULTURAL FACTORS
- Alignment of societal expectations and clinician’s role
- Culture of safety and transparency
- Discrimination and overt and unconscious bias
- Media portrayal
- Patient behaviors and expectations
- Political and economic climates
- Social determinants of health
- Stigmatization of mental illness

REGULATORY, BUSINESS, & PAYER ENVIRONMENT
- Accreditation, high-stakes assessments, and publicized quality ratings
- Documentation and reporting requirements
- HR policies and compensation issues
- Initial licensure and certification
- Insurance company policies
- Litigation risk
- Maintenance of licensure and certification
- National and state policies and practices
- Reimbursement structure
- Shifting systems of care and administrative requirements

ORGANIZATIONAL FACTORS
- Bureaucracy
- Congruent organizational mission and values
- Culture, leadership, and staff engagement
- Data collection requirements
- Diversity and inclusion
- Level of support for all healthcare team members
- Professional development opportunities
- Scope of practice
- Workload, performance, compensation, and value attributed to work elements
- Harassment and discrimination
- Power dynamics

LEARNING/PRACTICE ENVIRONMENT
- Autonomy
- Collaborative vs. competitive environment
- Curriculum
- Health IT interoperability and usability/Electronic health records
- Learning and practice setting
- Mentors
- Physical learning and practice conditions
- Professional relationships
- Student affairs policies
- Student-centered and patient-centered focus
- Team structures and functionality
- Workplace safety and violence

INDIVIDUAL FACTORS

HEALTH CARE ROLE
- Administrative responsibilities
- Alignment of responsibility and authority
- Clinical responsibilities
- Learning/teaching role
- Patient population
- Specialty-related issues
- Student/faculty responsibilities
- Teaching and research responsibilities

PERSONAL FACTORS
- Inclusion and connectivity
- Family dynamics
- Financial strain/economic vitality
- Flexibility and ability to respond to change
- Level of engagement/connection to meaningful and purposeful work
- Personality traits
- Personal values, ethics, and morals
- Physical, mental, and spiritual well-being
- Relationships and social support
- Sense of meaning
- Work-life integration

SKILLS AND ABILITIES
- Clinical competence level/experience
- Communication skills
- Coping skills
- Delegation
- Empathy
- Management and leadership
- Navigating new technologies or proficient use of technology
- Mentorship
- Optimizing work flow
- Organizational skills
- Resilience
- Teamwork skills

LEARN MORE AT nam.edu/clinicianWellBeing
Determinants of Happiness

The How of Happiness, Lyubomirsky, 2008

- Genes: 10%
- Circumstances: 40%
- Attitude/Behavior: 50%
Determinants of Happiness

*The How of Happiness, Lyubomirsky, 2008*

- **Genes (50%)**
- **Circumstances (10%)**
- **Attitude/Behavior (40%)**
Wellness and Resilience Plan

- Connecting with Your Purpose
- Identifying Important Life Domains
- Generating SMART Goals
- Adopting an Accurate, Helpful, and Healthy Thinking Style
- Relaxation Training
- Mindfulness/Meditation
- Approach instead of Avoid
- Writing Thank You Letter
- Reflecting on What “Went Right”
- Recognizing Your Meaningful Impact on Another
- Accumulating Positive Emotions
- Building Mastery
- Taking Care of Your Body Please
- Putting Fuel in The Tank
- Reflecting on the Positives
- Responding to Difficult Emotions
- Living Your Values
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Putting Fuel in The Tank

- Accumulating Positive Emotions
- Building Mastery
- Taking Care of Your Body Please
Accumulating Positive Emotions
Building Mastery

- Do activities that make you feel **CONFIDENT** and **ACCOMPLISHED**, even small tasks - at work and in your personal life.
- Plan on doing at least one thing *each day* to build a sense of accomplishment.
- Plan for success, not failure.
- Gradually increase the difficulty over time.
- Look for a challenge.
- Watch your negative judgments and don’t let them undermine your feeling confident and accomplished!

- **Examples:** fold laundry, cleaning up your email account, vacuuming, play tennis, holding door open for someone, etc.
Taking Care of Your Mind by Taking Care of your Body with **PLEASE** skills

- **P**
- **L** (1) Treat **Physical** Illness
  - See a doctor when necessary
  - Take prescription medication
- **E** (2) Balance **Eating**
  - Not too much or too little
  - Eat regularly and mindfully throughout the day
  - Stay away from foods that make you feel overly excited/slow
- **A** (3) Avoid **Mood-Altering Substances**
- **S** (4) Balance **Sleep**
  - Keep to a consistent sleep schedule especially if you are having difficulty sleeping or have overnight shifts
- **E** (5) Get **Exercise**
  - 20 min per day (moderate intensity) or 10 minutes per day (high intensity)
Reflecting on the Positives

- American Psychiatric Association Wellbeing Resources
  - TED Talk by Shawn Achor

- Reflect on 3 things each day that went right
- Notice and vocalize when others have helped you
- Spend a few minutes each day writing gratitude-based email/thank you letter
- Reflect on the meaningful effect you have had on your patient
- Accept compliments gracefully
Living Your Values

- Activities that give our lives meaning.
- Values are not goals in that we never “accomplish” a value.
- Instead, values are like a compass—they help us make choices based on the directions in which we want our lives to go.
- Values are who we want to be and what we want our lives to be about.

WELLNESS

- Academic
- Physical
- Social
- Financial
- Mental & Emotional
- Spiritual
Common Values

Acceptance: to be open to and accepting of myself, others, life, etc.
Adventure: to be adventurous; to actively seek, create, or explore novel or stimulating experiences
Assertiveness: to respectfully stand up for my rights and request what I want
Authenticity: to be authentic, genuine, real; to be true to myself
Beauty: to appreciate, create, nurture or cultivate beauty in myself, others, the environment, etc.
Caring: to be caring towards myself, others, the environment, etc.
Challenge: to keep challenging myself to grow, learn, improve
Compassion: to act with kindness towards whose who are suffering
Connection: to engage fully in whatever I am doing, and be fully present with others
Contribution: to contribute, help, assist, or make a positive difference to myself or others
Conformity: to be respectful and obedient of rules and obligations
Cooperation: to be cooperative and collaborative with others
Courage: to be courageous or brave; to persist in the face of fear, threat, or difficulty
Creativity: to be creative or innovative
Curiosity: to be curious, open-minded and interested, to explore and discover
Encouragement: to encourage and reward behavior that I value in myself or others
Equality: to treat others as equal to myself, and vice-versa
Excitement: to seek, create and engage in activities that are exciting, stimulating or thrilling
Fairness: to be fair to myself or others
Fitness: to maintain or improve my fitness; to look after my physical and mental health and wellbeing
Flexibility: to adjust and adapt readily to changing circumstances
Freedom: to live freely; to choose how I live and behave, or help others do likewise
Friendliness: to be friendly, companionable, or agreeable towards others
Forgiveness: to be forgiving towards myself or others
Fun: to be fun-loving; to seek, create and engage in full-filled activities
Generosity: to be generous, sharing and giving, to myself or others
Gratitude: to be grateful for and appreciative of the positive aspects of myself, others and life

Honesty: to be honest, truthful, and sincere with myself and others
Humor: to see and appreciate the humorous side of life
Humility: to be humble or modest, to let my achievements speak for themselves
Industry: to be industrious, hardworking, dedicated
Independence: to be self-supportive, and choose my own way of doing things
Intimacy: to open up, reveal, and share myself – emotionally or physically – in my close personal relationships
Justice: to uphold justice and fairness
Kindness: to be kind, compassionate, considerate, nurturing or caring towards myself or others
Love: to active lovingly or affectionately towards myself or others
Mindfulness: to be conscious of, open to, and curious about my here-and-now experience
Order: to be orderly and organized
Open-mindedness: to think things through, see things from other’s points of view, and weigh evidence fairly
Patience: to wait calmly for what I want
Persistence: to continue resolutely, despite problems or difficulties
Pleasure: to create and give pleasure to myself or others
Power: to strongly influence or wield authority over others (e.g., taking charge, leading, organizing)
Reciprocity: to build relationships in which there is a fair balance of giving and taking
Resourcefulness: able to deal skillfully and promptly with new situations, difficulties, etc.
Respect: to be respectful towards myself or others; to be polite, considerate and show positive regard
Responsibility: to be responsible and accountable for my actions
Romance: to be romantic; to display and express love or strong affection
Safety: to secure, protect, or ensure safety of myself or others
Self-awareness: to be aware of my own those, feeling and actions
Self-care: to look after my health and wellbeing, and get my needs met
Self-development: to keep growing, advancing or improving in knowledge, skills, character, or life experience
Self-control: to act in accordance with my own ideals
Sensuality: to create, explore and enjoy experiences that stimulate the five senses
Sexuality: to explore or express my sexuality
Spirituality: to connect with things bigger than myself
Skillfulness: to continually practice and improve my skills, and apply myself fully when using them
Supportiveness: to be supportive, helpful, encouraging, and available to myself or others
Trust: to be trustworthy; to be loyal, faithful, sincere, and reliable
Ideally...

Work  Life

Balance
In Reality...

Work

Life
When It’s Really Bad...

Work

Life
Radical Move...

Life

Work
Living Your Values

- Activity: Personal Job Ad
Activity: Personal Job Ad

1. Name and motto
2. Personal Qualities
3. Talents
4. Values
5. Ambitions
6. Anything else you wish for in your ideal job
7. Jobs that need not apply
8. One thing you cannot compromise on
(1) Name and motto: Bob Bowman - “The best in me brings out the best in others”.

(2) Personal qualities: Open, curious, generous, compassionate, anxious, ambitious, courageous, bright, determined.

(3) Talents: Social intelligence, psychology and counselling, sports, creativity.

(4) Values: Meaning, freedom, status, courage, integrity.

(5) Ambitions: I want to build something. I want to make a difference to other people. I want to build a movement that changes the way people see work. I want to use psychology to help people cope with suffering.

(6) Anything else you wish for in your ideal job: I want to be an expert in something and to pass this expertise on. I want to build effective tools that help people move forward and to make these accessible for free. I want to be very well paid but want this to reflect my value to others. I want to write brilliant books that aren’t afraid to challenge convention. I want to travel. I want to live in every continent at some point in my life. I want to have a family and dedicate time to them. I want to work with brilliant, like-minded people.

(7) Jobs that need not apply: Anything to do with bureaucracy. Selling things that people don’t need. Anything that has no evidence to support it. Anything that relies on drinking.

(8) One thing you cannot compromise on: My values.
Responding to Negative Emotions

- Common causes for stress and anxiety
- Differentiation between adaptive and problematic stress response
- Emotion-focused and problem-focused strategies for stress management
Our Emotions Are Adaptive

- Fear
- Anxiety/Stress
- Anger
- Sadness
- Joy
- Guilt/Shame
- Disgust
- Jealousy
Yerkes-Dodson Law (1908)
When is Stress Too High?

- Is it EXCESSIVE?
- Is it CHRONIC?
- Are you VERY DISTRESSED about the experience?
- Are there PHYSICAL PROBLEMS?
- Is it INTERFERRING with life?
Cognitive Model of Stress  (Lazarus & Folkman, 1984)

- **Primary Appraisal**: What does the activating event mean to me? Threat?
- **Secondary Appraisal**: Do I have the resources to handle the activating event?
What are the Ingredients of “Anxietea”?

- Uncertainty
- Lack of control
- Personal responsibility
How Do We Manage Stress??

“I learned about stress management from my kids. Every night after work, I drink as much chocolate milk as my stomach will hold, eat handfuls of sugary cereal straight from the box, then run around the house in my underwear squealing like a monkey.”
How Do We Manage Stress??

Hold on, I haven't got my mask on yet...

THE MASKED PROCRASTINATOR
protecting her city from crime and evil deeds...
maybe this afternoon or sometime tomorrow if she gets a chance.
How Don’t We Manage Stress??

• **Avoidance Strategies or Safety Behaviors**
  – Anything that you do/don’t do in order to alleviate distress or to prevent some feared outcome from happening

• They provide temporary relief, but result in significant long-term cost

• Often make the situation worse and can create the very outcome we were trying to prevent
Evidence-based Management of Stress and Anxiety

- Emotion-focused Coping
  - Cognitive Restructuring/Balanced Appraisal
  - Relaxation
  - Mindfulness/Meditation

- Problem-focused Coping
  - Exposure
The Power of Our Thoughts
Cognitive Restructuring/Balanced Appraisal

- Are my thoughts ACCURATE?
  - Examples: mind-reading, fortune-telling, catastrophizing, discounting positives
- Are my thoughts HELPFUL?
- Are my thoughts HEALTHY?
## ABCDE Worksheet

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<tr>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
<th>E</th>
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<tbody>
<tr>
<td>Activating Event</td>
<td>Belief</td>
<td>Consequences</td>
<td>Dispute</td>
<td>Evaluate</td>
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<tr>
<td><strong>What triggered your feelings?</strong> <em>(situation can be in the past, present, or future)</em></td>
<td><strong>What thoughts and beliefs go through your mind about the situation?</strong></td>
<td><strong>How do I feel emotionally, in my body, and how am I acting?</strong></td>
<td><strong>If my thoughts and beliefs are not accurate, is there a more balanced way to look at the situation?</strong></td>
<td><strong>If I think about the situation in a more accurate way, do I feel better?</strong></td>
</tr>
</tbody>
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Evidence-based Management of Stress and Anxiety

- Emotion-focused Coping
  - Cognitive Restructuring/Balanced Appraisal
  - Relaxation
  - Mindfulness/Meditation
Relaxation

- Guided imagery
- Slow, diaphragmatic breathing
Mindfulness/Meditation

- Present moment awareness of whatever the moment brings, without judgment or with compassion.
Mindfulness/Meditation

• Exercise: Mindfulness of Breath meditation
• Debrief
Mindfulness/Meditation

• Can I think and feel one way and act in another??
• Living with your eyes open instead of on auto-pilot
• It’s a life-long process
Alternatives to Avoidance

- Emotion-focused Coping
  - Cognitive Restructuring
  - Relaxation
  - Mindfulness/Meditation

- Problem-focused Coping
  - Exposure
Problem-focused Coping

- Active attempts to solve a problematic situation
- Repeated confrontation of feared stimuli/situations
- With repeated confrontation, distress will subside
  - Habituation
  - Reappraisal
- Without avoidance!

Professor Gallagher and his controversial technique of simultaneously confronting the fear of heights, snakes, and the dark.
https://www.fresno.ucsf.edu/wellness-resources/
To Schedule a Wellness Check-In

- Free
- Confidential
- Accessible
- 24/7

or

bliao@fresno.ucsf.edu
Online Resources: Wellness and Resilience

- [https://ppc.sas.upenn.edu/](https://ppc.sas.upenn.edu/)
- [https://cmbm.org/](https://cmbm.org/)
- [https://nam.edu/clinicianwellbeing/about/](https://nam.edu/clinicianwellbeing/about/)
- [https://www.psychiatry.org/psychiatrists/practice/well-being-and-burnout/well-being-resources](https://www.psychiatry.org/psychiatrists/practice/well-being-and-burnout/well-being-resources)
Online Resources: Balanced Thinking

- AnxietyBC (British Columbia):
  - https://www.anxietybc.com/adults/introduction

- App: Mindshift
Online Resources: Relaxation Techniques

- Help-Guide.org
- https://www.helpguide.org/article s/stress/relaxation-techniques-for-stress-relief.htm
Online Resources: Mindfulness/Meditation

- **UK Self-Help Resource:**
  - [https://www.getselfhelp.co.uk/mindfulness.htm](https://www.getselfhelp.co.uk/mindfulness.htm)
- **Mindful Way through Anxiety Workbook**
- [http://mindfulwaythroughanxiety.com/](http://mindfulwaythroughanxiety.com/)
- [https://tinybuddha.com/](https://tinybuddha.com/)