

Compassion Institute Webinar Series

Sponsored by CSTE Foundation

Wednesday, October 19, 2022

4:00–5:00 pm EDT



Council of State and Territorial Epidemiologists

Webinar Housekeeping



General Housekeeping



- Thank you for joining today's webinar on the topic of Work, Life, and Self Care.
- Webinar participants have been muted upon entry.
- Please use Q&A Box to submit your written questions, or the chat feature to comment.
- Please be sure comments are constructive, respectful.
- Today's webinar will be recorded and available to participants soon on the CSTE Learn platform – learn.cste.org.

Featured Presentation



Work, Life, and Self-care

Sponsored by CSTE Foundation
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**Compassion
Institute™**

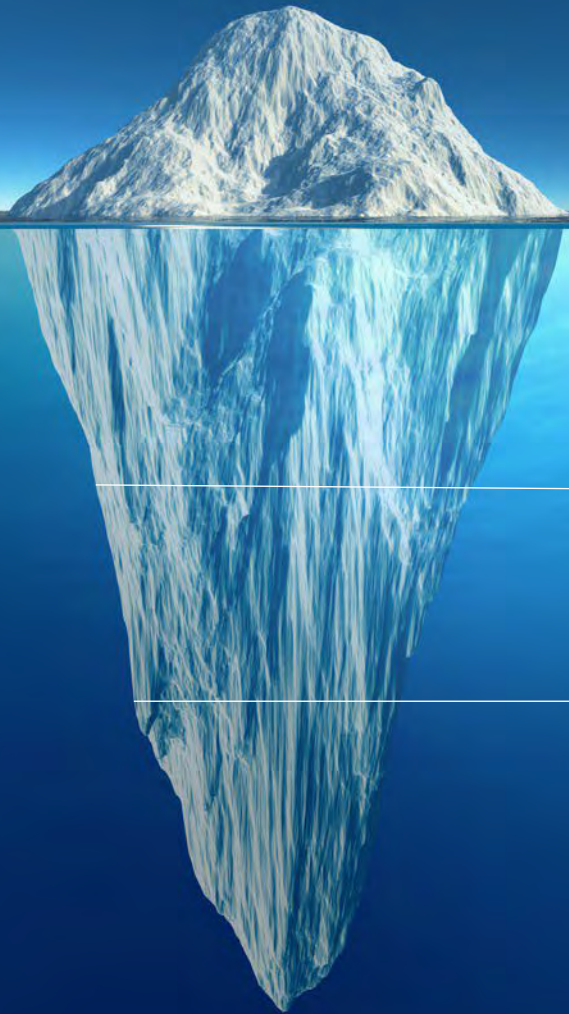
Who we are

- Jane M. Chun, PhD, Program Director / Content Specialist, Health Program
- Nonprofit originating from Stanford University.
- Our **mission** is to advance compassion as a guiding principle and active force to foster a more caring world.
- **Design & deliver evidence-based programs** for individuals & organizations.

Work, Life, and Self-care

- Culture of public health
- Examples of balance in work & life
- How did we get here?
- Self-compassion
- 1 practice, 1 tool

Iceberg model



Events

Nurses leaving the profession

Patterns of behavior & trends

Nurses working overtime without control over schedules. Surge of patients.

Systems & structures

Policy of high patient to nurse ratios, lack of adequate days off to recover.

Mental models

"Hard work is virtuous & superhuman hard work is even more virtuous."

"Seeking mental health support is a sign of weakness."

Culture & system designed to produce burnout

What is culture?

Merriam-Webster dictionary:

The set of shared attitudes, values, goals, and practices that characterizes an institution or organization.

Culture is

- the water we swim in
- the undercurrent that determines which behaviors are rewarded or penalized

"We are strong & strong means denying our own needs."

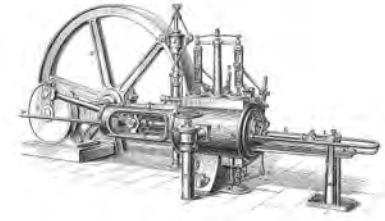
"Other colleagues are working harder and suffering more than I."

"Our physical, mental, and emotional needs are unimportant as they pale in comparison to our patients', families', and communities'."

"Self-care and self-compassion are selfish."

Jo Shapiro, MD, Director, Center for Professionalism and Peer Support & surgeon at Brigham and Women's Hospital

AMA webinar: Peer support in the time of covid-19



c 1760-1775
Steam engine

1940
Fair Labor
Standards Act
40-hour work
week

Today

c 1700-1850
Agriculture
Revolution

c 1760-1840
Industrial
Revolution

c 300

Months per year not working
England: 4 months
France: 6 months
Spain: 5 months

c 2000 BC

Athenians had
up to 60
holidays a year



- “Work is good, idleness is bad” made its way from religion to economics.
- Time became money. Personal worth became equated with productivity, efficiency, and potential for excellence.
- *Quantity* of hours worked more quantifiable than *quality* of work.

"Good Samaritan" study

Why did people help others in some situations, but not in others?

67 Princeton seminary students were asked to deliver a sermon on the parable of the Good Samaritan.

High hurry + Intermediate hurry + Low hurry

"Oh, you're late. They were expecting you a few minutes ago. We'd better get moving. The assistant should be waiting for you so you'd better hurry."

"The assistant is ready for you, so please go right over."

"It'll be a few minutes before they're ready for you, but you might as well head on over. If you have to wait over there, it shouldn't be long."



- **63% of *low hurry* condition** stopped to help
- **45% of *intermediate hurry* condition** stopped to help
- **10% of *high hurry condition*** stopped to help

Myth of indefinite growth

"For the first time since his creation, man will be faced with his real, his permanent problem - how to use his freedom from pressing economic cares, how to occupy the leisure, which science and compound interest will have won."

John Maynard Keynes, economist

Increased
productivity
and efficiency



Produce more OR
Work less because
goals are met

- How much can one human do in one day?
- How much can one team of 5 do in one day?

- Can we hold (1) public health needs + (2) how much one person / team can do, for how long with equal importance?

What are systems?

"A system is a set of [elements] – people, cells, molecules, [etc.] – interconnected in such a way that they produce their own pattern of behavior over time..."

Systems happen all at once. They are connected not just in one direction, but in many directions simultaneously."

- Donella Meadows, *Thinking in Systems*, p. 2, 5.

- We've been conditioned to believe working hard all the time is a virtue.
- But we're human, not robots. We need to rest, live life outside of work. This is not being lazy or wasting time.
- Flow states occur when we're enjoying the work, not driving ourselves into the ground.

Self-compassion


Regulated state of care that is directed toward ourselves.

Self-compassion **is not**...

- Indulgence / narcissism
- Ignorance / denial of reality
- Positive spin
- Pity
- Self-esteem


Self-compassion **is**...

- Being with reality AS IT IS with acceptance & care
- Including ourselves in circle of care
- Holding ourselves with kindness
- Permission to be human

A sunset over the ocean with a large, dark cloud formation in the center. The sky is a mix of purple, orange, and blue, with the sun low on the horizon. The water is dark blue with some ripples.

“So how can we seek really a compassion that can stand in awe at what people have to carry rather than stand in judgment at how they carry it?” *Including for ourselves.*

- Father Greg Boyle, Founder of Homeboy Industries



“Our relationship with ourselves is the basis for our relationships with others. How we relate to ourselves determines how we relate to others.”

Excerpt from *Compassionate Leadership* by Michael West

A person with a backpack is sitting on a rocky ledge, looking out over a vast canyon at sunset. The sky is a mix of orange and yellow, and the canyon walls are silhouetted against the light. The person is wearing a dark jacket and a backpack with a blue bag on top.

Regulation Tool: Speak to yourself as you would a friend

- Reframe self-criticism & harshness with self-compassion.



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Urgent

Not urgent

Important

Do it

- Tasks with clear deadlines & consequences for not taking immediate action
- Meeting project milestones
- Article submission deadline
- Certain emails
- Picking up child from school

Schedule it

- Tasks that bring you closer to your goals, without a set deadline
- Strategic planning
- Professional development
- Exercise
- Connecting with friends

Not important

Delegate it

- Tasks that need to be done but don't require your specific skills.
- Certain emails
- Certain meetings
- Meal prep

Delete it

- Distractions that make you feel worse afterward. In moderation.
- Social media
- Video games
- Junk food

THANK YOU

Jane M. Chun, PhD
Program Director / Content Specialist
Compassion Institute
jane@compassioninstitute.com

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CSTE National Office

2635 Century Parkway NE, Suite 700
Atlanta, Georgia 30345

 770.458.3811

 770.458.8516

jlemmings@cste.org