

# Integrative Re-Sources

Heal-thy Team: Creating a Valued Workplace



# Stories from the Road







Wehonorveterans.org



# Top 5 Regrets of the Dying

"I wish I'd realized happiness is a choice"

"I wish I hadn't worked so hard"

"I wish I had been kinder and more forgiving of myself"

"I wish I had stayed in better touch with friends and family"

"I wish I'd had the courage to live a life true to myself, not the life of other's expectations of me"





# Are you in the business of busy-ness?

Your boss has a greater impact on your health, than your primary care provider

5



[https://www.google.com/imgres?imgurl=https%3A%2F%2Fm.media-amazon.com%2Fimages%2FM%2FMV5BMTQ0Nzg0NzQ0OV5BMi5BanBnXkFtZTgwNTQ1MTA5MTE%40.\\_V1\\_.jpg&imgrefurl=https%3A%2F%2Fwww.imdb.com%2Ftitle%2Ftt0151804%2F&tbnid=Ks-mCfKW18eolM&vet=12ahUKEwiMif7Vx6D0AhUBOK0KHS\\_GC0IQMygPegUIARDEAg..i&docid=DMM2w\\_fwT0WDtM&w=600&h=404&q=office%20space%20movie%20images&client=safari&ved=2ahUKEwiMif7Vx6D0AhUBOK0KHS\\_GC0IQMygPegUIARDEAg](https://www.google.com/imgres?imgurl=https%3A%2F%2Fm.media-amazon.com%2Fimages%2FM%2FMV5BMTQ0Nzg0NzQ0OV5BMi5BanBnXkFtZTgwNTQ1MTA5MTE%40._V1_.jpg&imgrefurl=https%3A%2F%2Fwww.imdb.com%2Ftitle%2Ftt0151804%2F&tbnid=Ks-mCfKW18eolM&vet=12ahUKEwiMif7Vx6D0AhUBOK0KHS_GC0IQMygPegUIARDEAg..i&docid=DMM2w_fwT0WDtM&w=600&h=404&q=office%20space%20movie%20images&client=safari&ved=2ahUKEwiMif7Vx6D0AhUBOK0KHS_GC0IQMygPegUIARDEAg)





# Root Causes of Distress

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Lack of control

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Lack of predictability

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Demand- resource imbalance

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Lack of purpose/meaning

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Lack of social supports/isolation

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# Brief Brain-Body-Breath- Behavior Banter

## What happens when we're stressed

1. Feeling out of control reduces prefrontal cortex activity
2. Prefrontal cortex circuits disconnect even with minor decisions
3. Dendrites (cell communicators) atrophy & die
4. Boosting Fight-Flight-Faint- Freeze response
5. Breath moves to chest, thigh muscles tighten
6. Higher blood pressure creates turbulence on blood vessel walls
7. Creates breakage, scar tissue, plague then INFLAMMATION– aka chronic stress = chronic disease
8. Stress strengthens HABITS, like cravings (self-medication) & makes us more emotional, & rigid

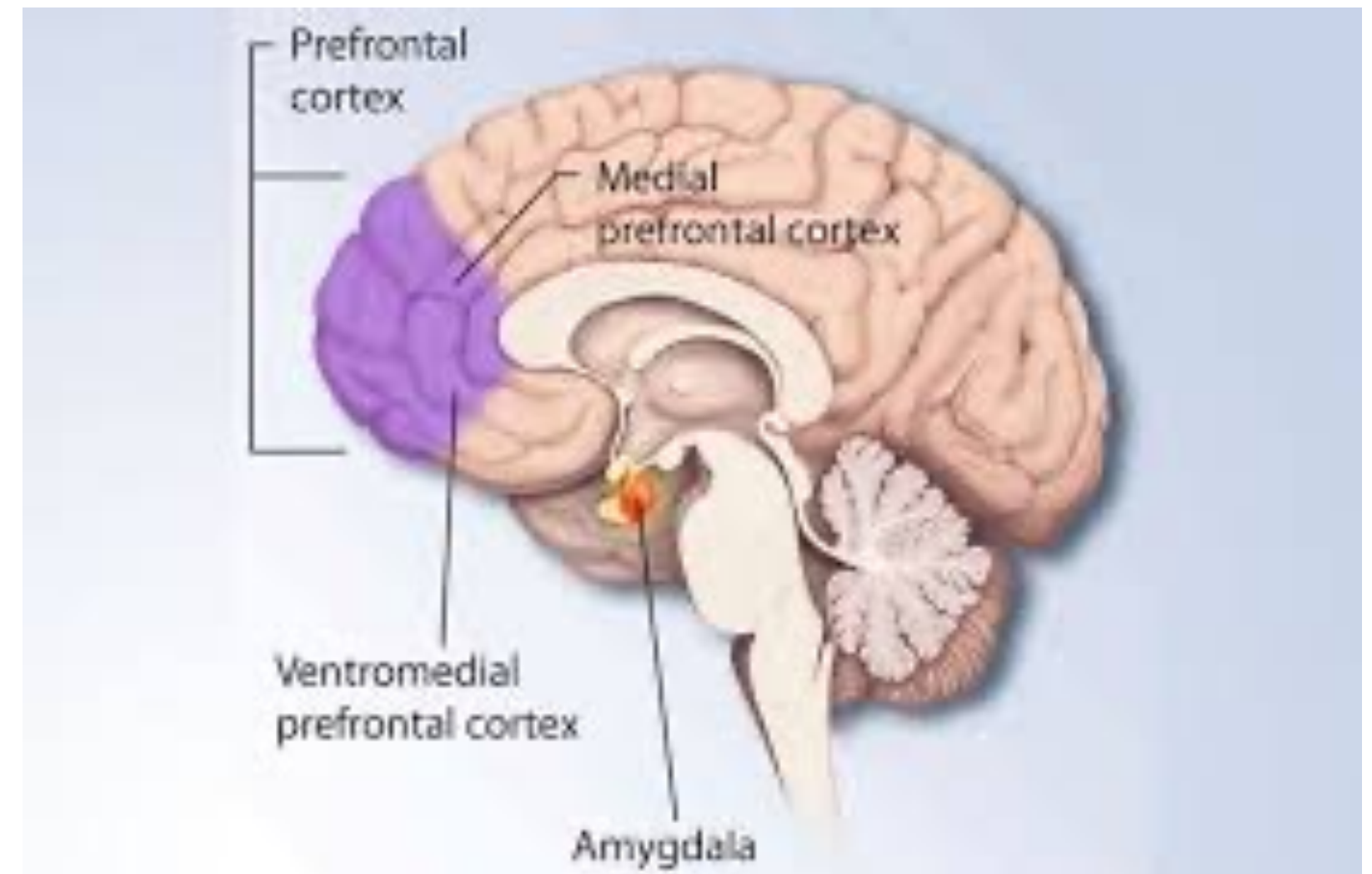
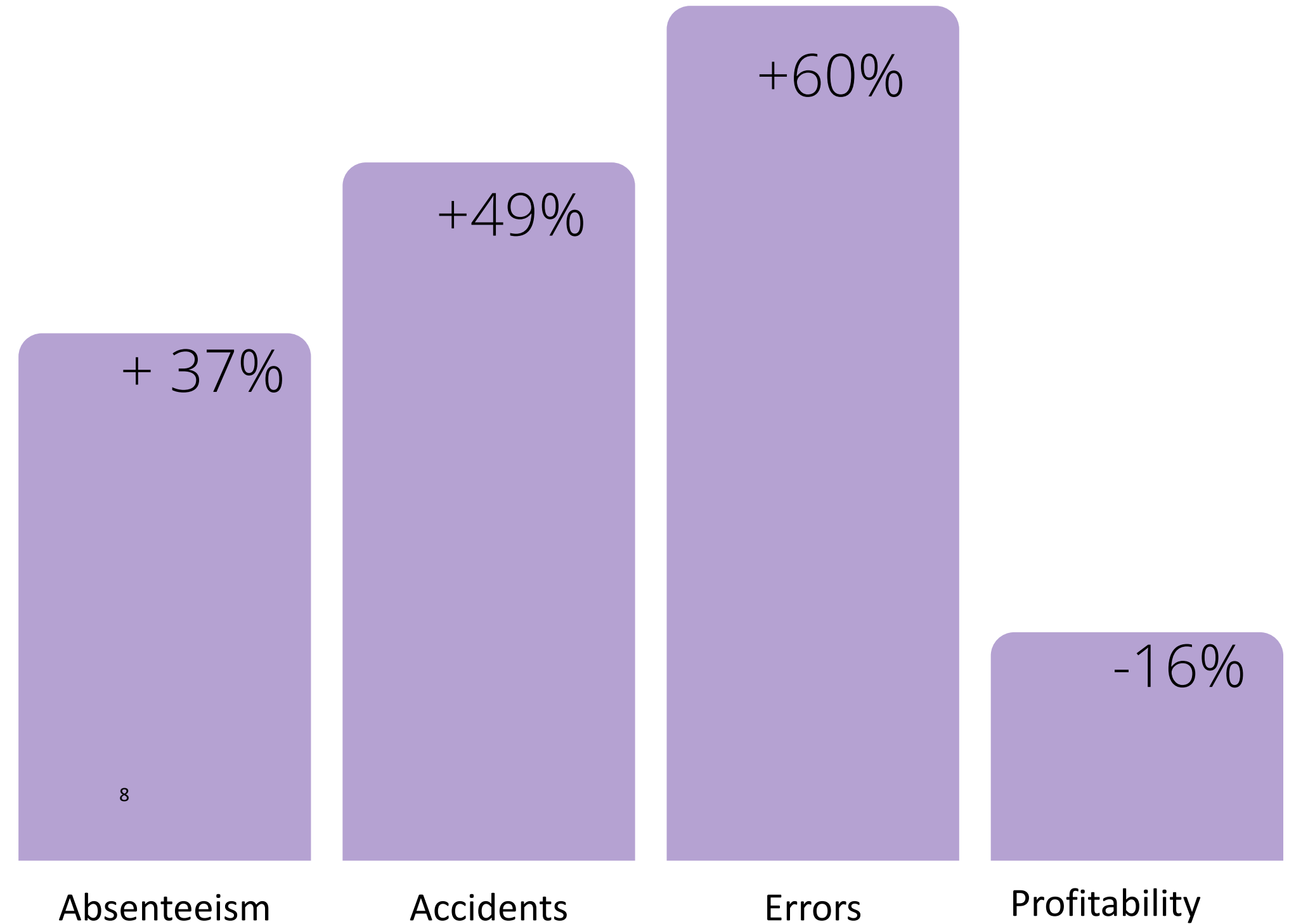


Image source psypost.org





Exhausted?  
You are not alone



## Impact of Disengaged Workers





# Common Workplace Breakdowns

- Stressed leadership & staff
- Struggles with focusing on what matters
- Lack of mid-level engagement in strategic planning & staff engagement in goal setting
- Lack of intentionality in setting organizational culture
- Lack of ability in translating org values into action
- Lack of relaxation & play
- Lack of honest communication
- Lack of community engagement

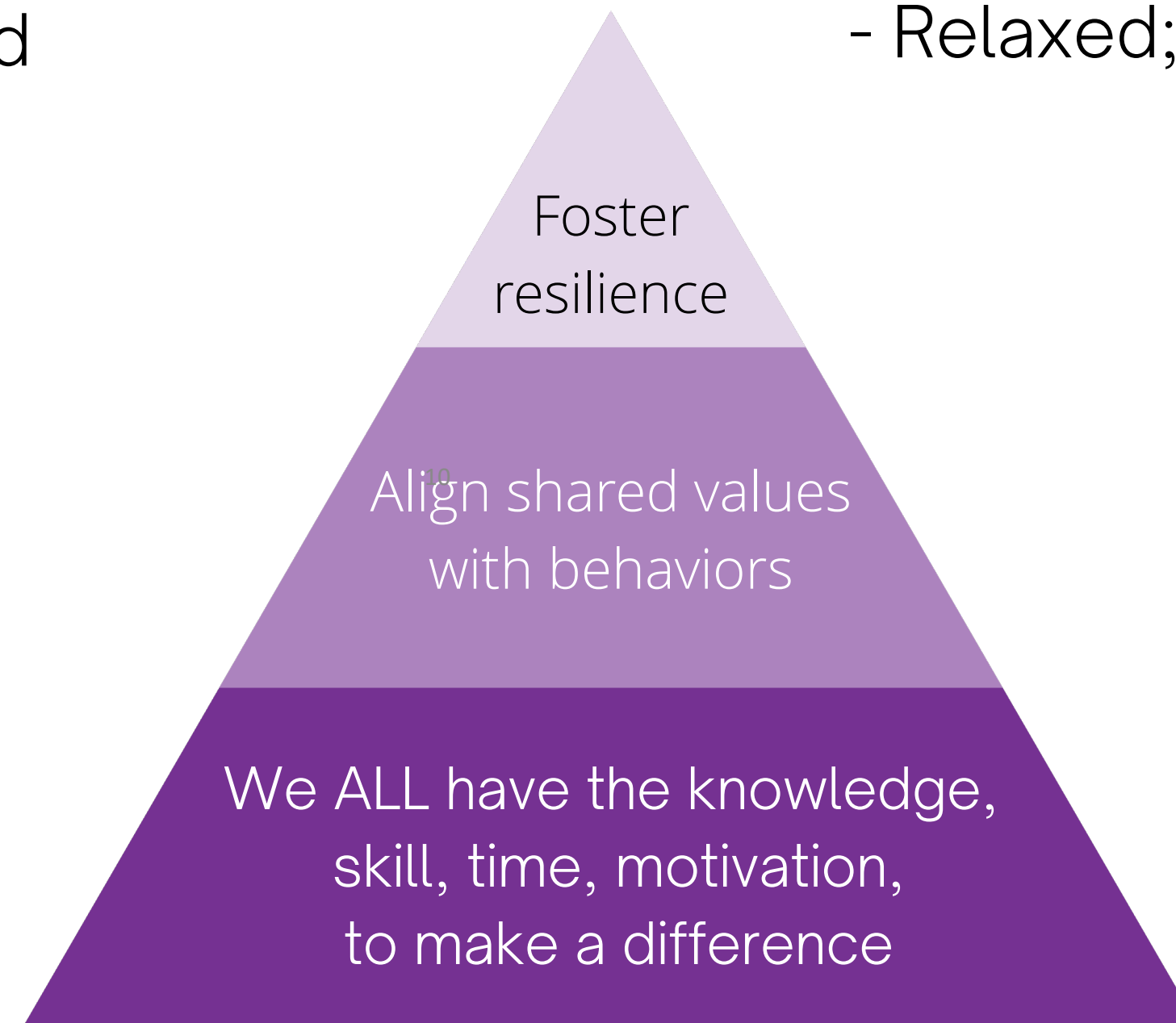


# Heal-thy Team

- Lack of control
- Value misalignment/lack of purpose
- Demand-resource imbalance
- Fatigued; self-medicated

# Healthy Team

- Ability to reframe
- Value alignment/purpose
- Focuses on what matters
- Relaxed; self-compassionate





A large, dimly lit conference room with high ceilings and dark wood paneling. Numerous people are seated at round tables covered with white tablecloths, engaged in conversation. The room has large windows with dark frames and heavy curtains. The overall atmosphere is professional and collaborative.

# What we do best

At Integrative Re-Sources, LLC  
We strengthen professional  
capacity to lead with compassion

We do this by building frameworks  
& conversation tools based on the  
science of compassion to support  
our humanity in business

Our vision is for mental wellbeing  
to be valued in work & in  
community





A close-up, shallow depth-of-field photograph of several interlocking metal gears. The gears are made of a dark, textured material, possibly steel, and are arranged in a way that creates a sense of depth and mechanical complexity. The lighting is soft, highlighting the metallic surfaces and the intricate teeth of the gears.

# Why prioritize compassion in the workplace?



# Exercise Star Leadership

Compassion

Courage

Curiosity

Connection

Consistency





# Demonstrate Compassion

Treat loneliness like you  
would hypertension. Ask  
“What is worrying you?”





# Lead with Courage

Grief isn't a problem  
to be solved nor  
medicated





# Be Curious

Design experiences  
based on positive  
emotions







# Strengthen Social Connections

Change happens at the  
speed of trust





# Assure Consistency

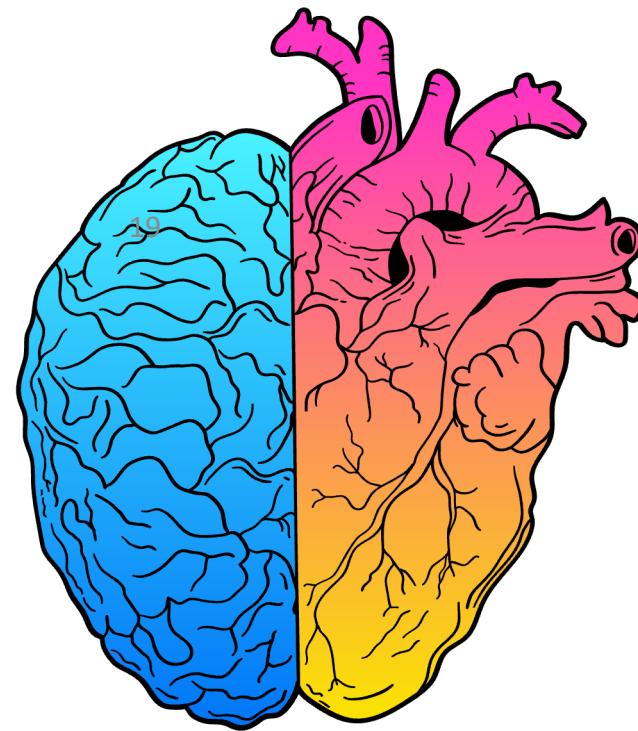
Design for healthy  
Decision making.

Ask, “What behavior  
change are we  
seeking?”

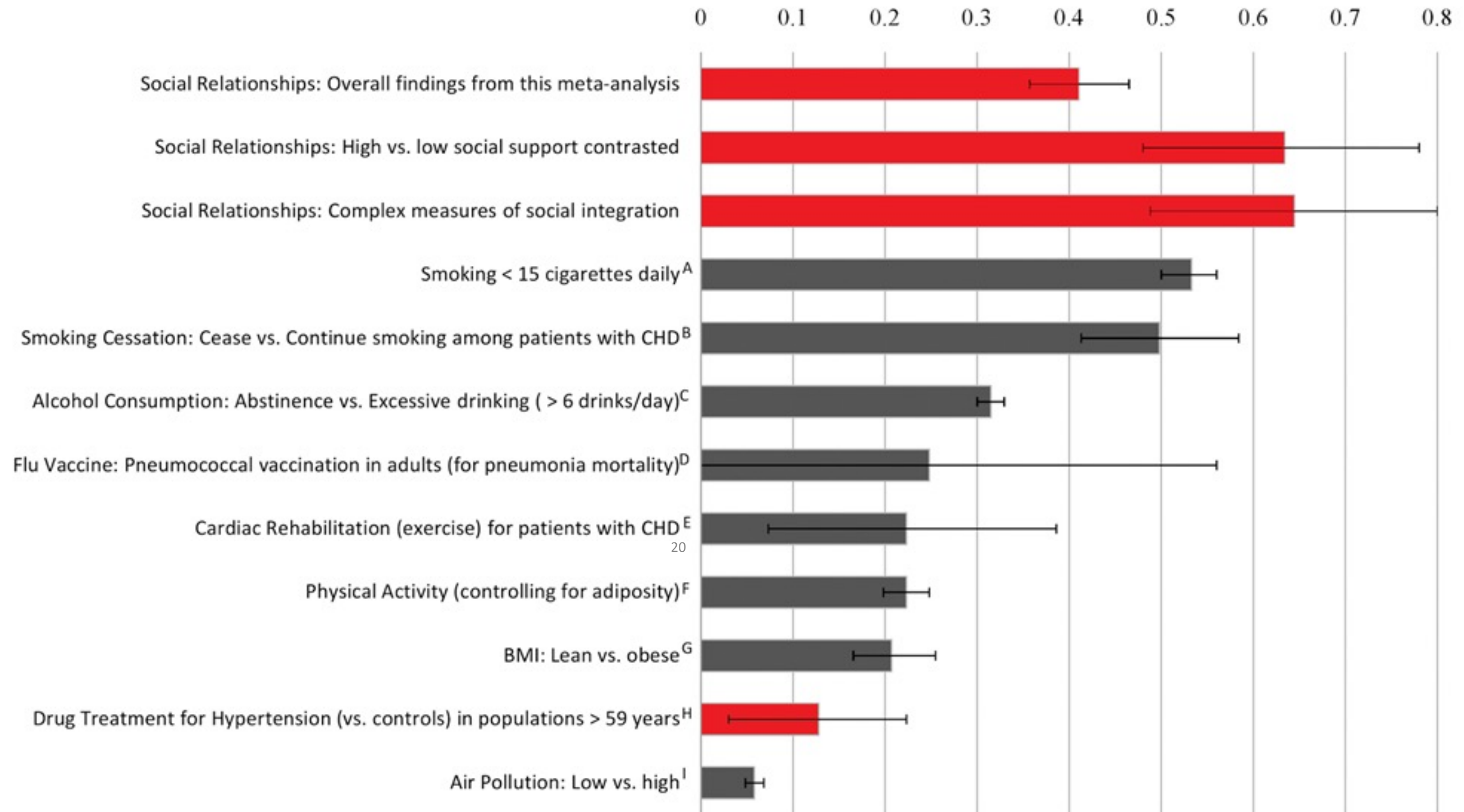




# What is the impact of prioritizing mental wellbeing at work?



# Save lives: Chart on the causes of premature death





# Save Money

## Improved Quality

- Reduce vulnerabilities to excessive workloads, bullying, restructuring
- Improve quality of care delivery (HCAHPS score)
- Retain staff

## Insurance Buy-In

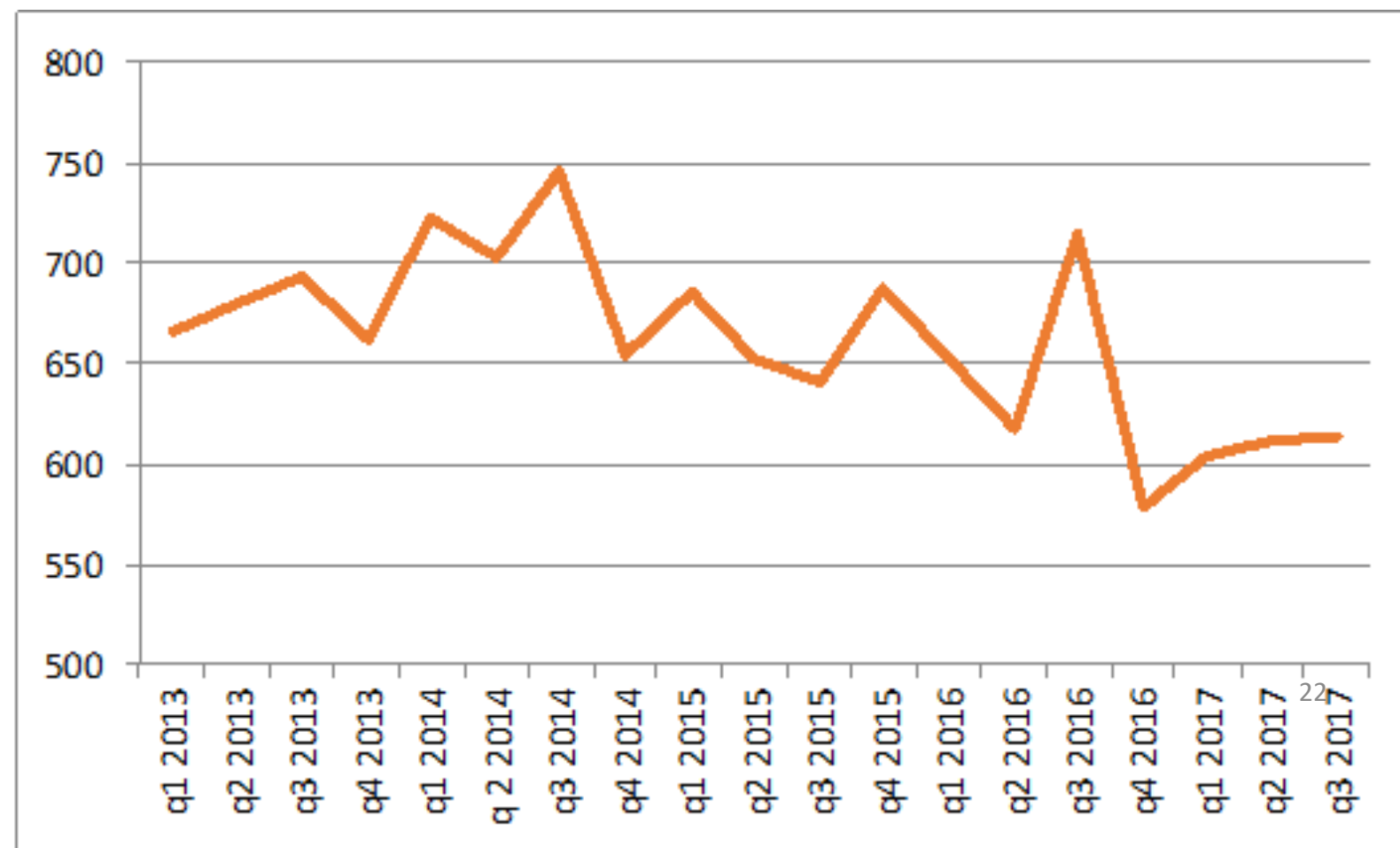
- Decreased avg depression scores by 71%
- Increased quality of life scores 70+<sup>21</sup>%
- Self-insurer covered 90% of resilience programming

## Save money

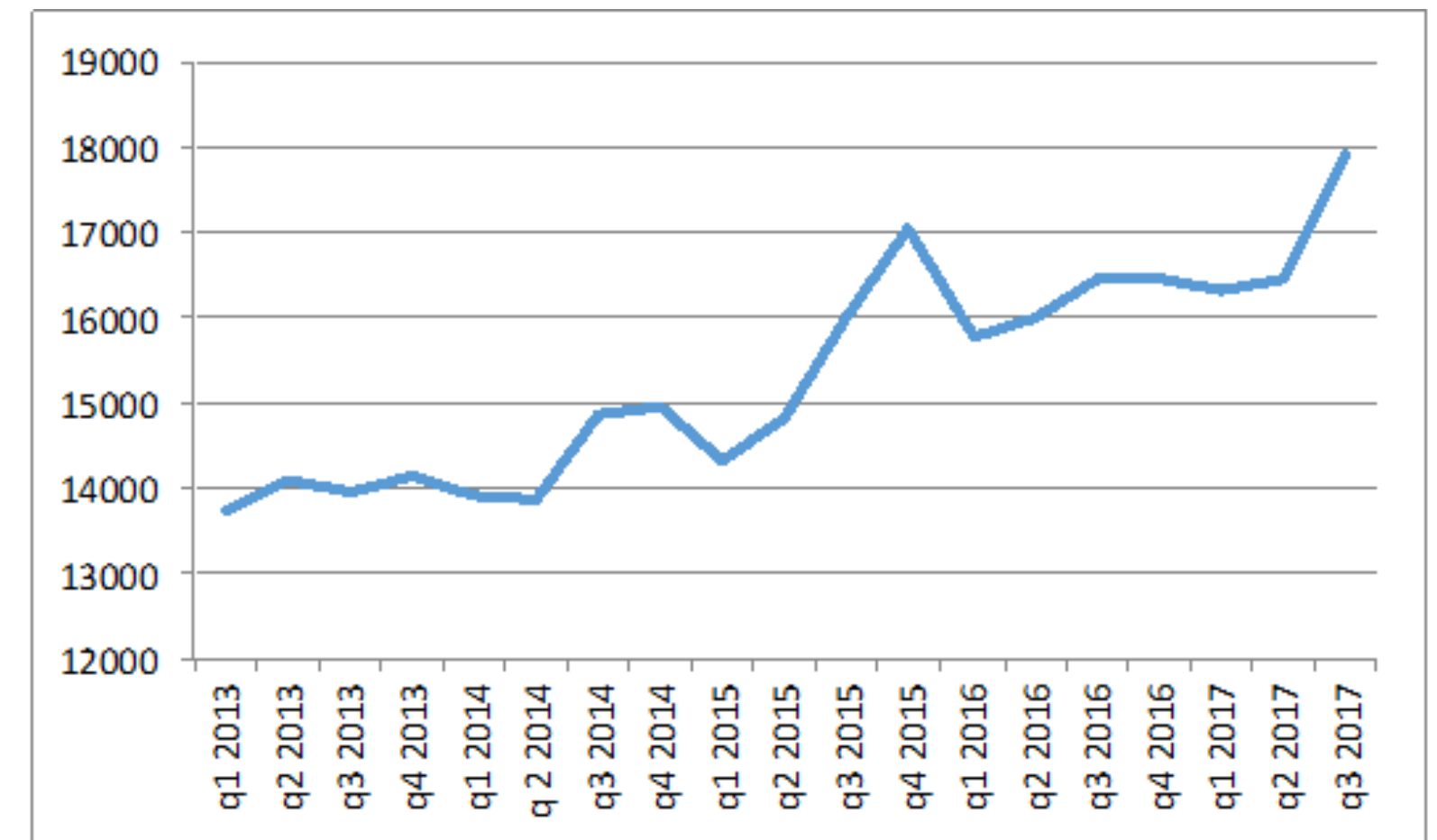
- Reduced clinical encounters of cancer survivors by 43% through 3RP
- Saved patients \$2,500 annually
- Saved the hospital \$2.5 million



# Reduce ED Admissions by 32%



Frome, UK ED admissions



Somerset, UK ED admissions





# ELEVATE THE POWER OF BELONGING COMPASSION

## Global Online Coalition

First Friday of every month

10:30-11:30 am CT

[www.elevatecompassion.org](http://www.elevatecompassion.org)





# Discussion Questions

- How do you show **compassion** with your colleagues?
- In what type of work situation, do you anticipate needing **courage**?
- Name one way you can draw upon **curiosity** or playfulness in your work.
- What is one action you can<sup>24</sup> take to strengthen trust with your social **connections** at work?
- Name one way you can be **consistent** with prioritizing mental wellbeing.



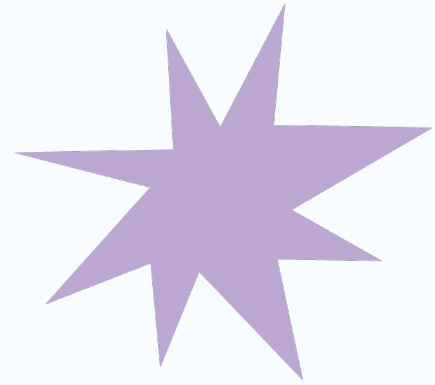


# Activity

1. In a small group, identify a common workplace stressor that you have control of changing
2. Name this stressor
3. What is the desired behavior change you are seeking?
4. What strengths can you leverage to help build the trust needed to make this change?

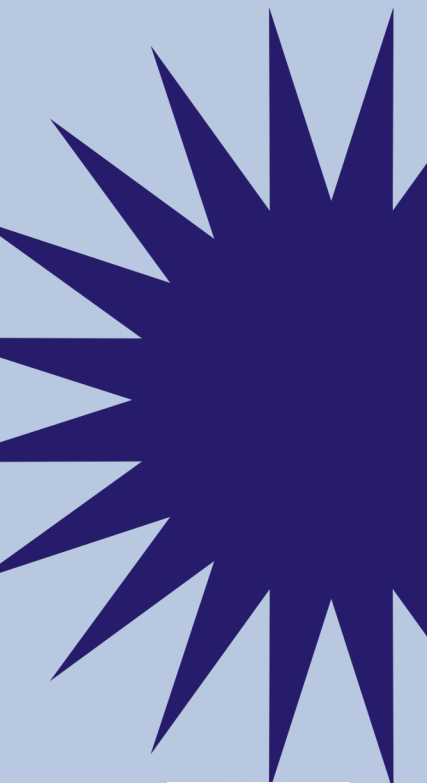






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Strengthening Professional Capacity to lead with Compassion

