

# If we're all in this together, why do I feel \_\_\_\_\_?



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# Territorial Acknowledgment



## Learning Objectives

- To recognize and identify the impact of the current circumstances and stressors on ourselves, team and work.
- To explore a new and improved conceptualization of resilience.
- Find and use resources to help ourselves and others within our team.

WE ARE NOT ALL IN  
THE SAME BOAT

BUT WE ARE ALL IN THE SAME STORM



SUPPORT EACHOTHER  
#DONTJUDGE #BEKIND

## ACKNOWLEDGEMENT

**Chat Storm: What are some recent impacts on my wellbeing?**

# Impacts on wellbeing this last year –Brainstorm

- Changes in sleep patterns, physical activity, eating patterns
- Difficulty turning off
- **Moral distress**
- Grief (micro-losses to loss of loved ones)
- Use of substances/electronics for numbing
- Financial stress – family members with lost income
- Organizational budget changes
- Uncertainty > worry about children, parents, selves
- Guilt at not being on the front lines, survivor guilt at not being as impacted
- Anxiety about deployment/constantly hanging over your head
- Resentment about not being able to do work to your usual standards – consents, relationship building, in-person connection

# Locus of Control

## The Challenges of Uncertainty

<https://www.forbes.com/sites/forbescoachescouncil/2020/12/01/the-challenges-of-uncertainty/?sh=725077cd167f>





# WHAT IS LANGUISHING?

- Lack of motivation – apathy, numbness
- Disinterest in life or things we like
- Emptiness
- Restlessness or feeling unsettled
- **What can lead to languishing?**
  - Prolonged stress
  - Repeatedly having to adapt to changes
  - Uncertainty
  - Lack of control
  - Prolonged state of vigilance



# WHAT IS BURNOUT?

- “Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions:
  - feelings of energy depletion or exhaustion;
  - increased mental distance from one’s job, or feelings of negativism or cynicism related to one's job; and
  - reduced professional efficacy.”

World Health Organization: May 28, 2019.

# Rethinking Resilience

## What Resilience Is

The ability to accept and adapt to change

Ability to bounce back

An ongoing journey requiring dedication, time and commitment



## What Resilience Isn't

The absence of frustration or sadness

Something that we are born with

Only an individual's responsibility

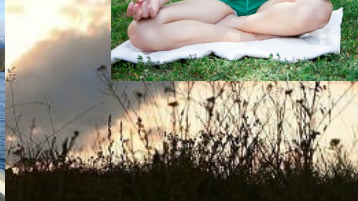
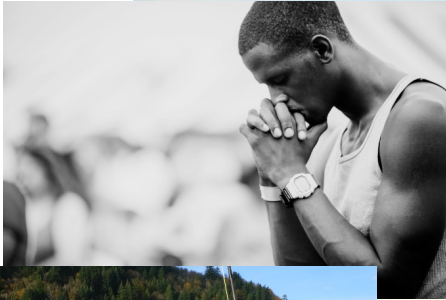
# Rethinking Resilience

Community  
Resilience

Ability to identify  
resources that are  
needed for  
wellbeing

Capacity to  
negotiate for  
resources that are  
meaningful

# Wellbeing and supporting strategies are very individual



# Strategies

Implement  
Structure/Routine

Move

Pay attention to  
how you are  
feeling

Stay Connected to  
Co-workers







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# ELEMENTS OF SELF COMPASSION

Self-Kindness vs. Self  
Judgment

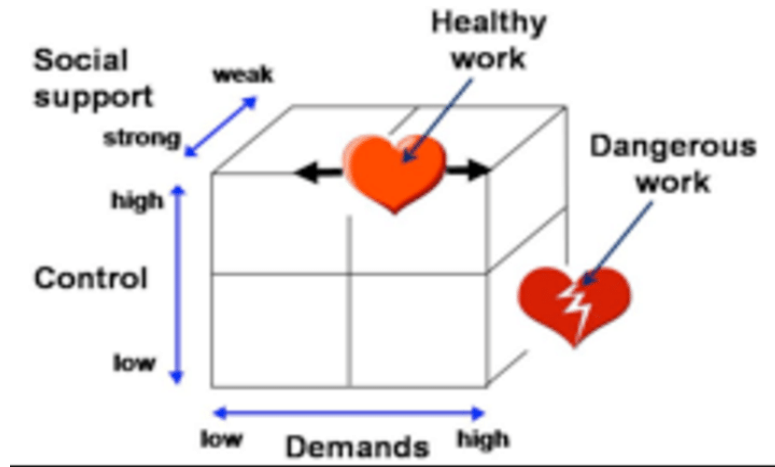
Common Humanity vs.  
Isolation

Mindfulness vs. over  
identification



# Social support is important

- Supportive interactions with coworkers and supervisors also make a difference



## Seek Help and Share Supports with others

- [Wellness Together Canada](#)
- [COVID-19 Mental Health Resources | Alberta Health Services](#)
- [Help in Tough Times | Alberta Health Services](#)
- [Wellbeing & WorkLife | Human Resources | University of Calgary](#)
- [The Working Mind-Mental Health Continuum Self-Assessment](#)
- [Assisting a Colleague in Distress | Human Resources | University of Calgary](#)

## Additional Resources

- Science of Wellbeing MOOC Yale – Laurie Santos

<https://www.coursera.org/learn/the-science-of-well-being>

- Kristen Neff Self Compassion

<https://self-compassion.org/>

- Michael Ungar at UCalgary

<https://www.youtube.com/watch?v=I5lcBDVRu1Q>

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- [Wheel of Emotions \(mentalhealthathome.org\)](https://www.mentalhealthathome.org/wheel-of-emotions)
- World Health Organization, Burnout an Occupational Phenomenon  
<https://www.who.int/news/item/28-05-2019-burn-out-an-occupational-phenomenon-international-classification-of-diseases>

# Thanks for coming.



<https://www.ucalgary.ca/hr/wellness/wellbeing-worklife>

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