



DMH+UCLA Public Mental Health Partnership

Prioritizing Self Care: Creating a Wellness Plan in Uncertain Times

Elizabeth Bromley, M.D., Ph.D.
David Haynik, L.C.S.W.



LOS ANGELES COUNTY
DEPARTMENT OF
MENTAL HEALTH
hope. recovery. wellbeing.

UCLA

Public Partnership for Wellbeing

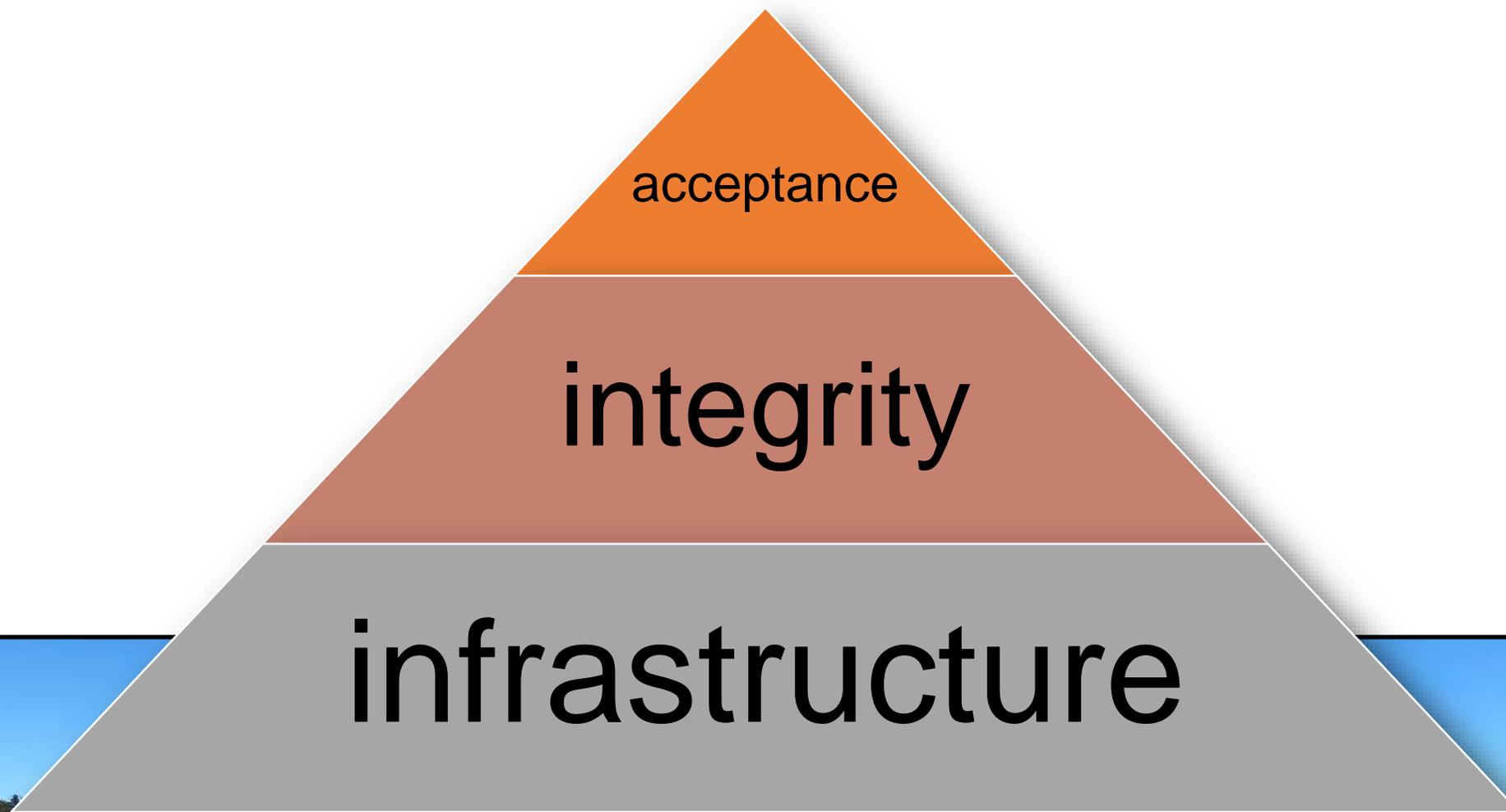


Supporting Staff Wellness Through Leadership





What Do We Need in Times of Uncertainty & Challenge?



acceptance

integrity

infrastructure



Infrastructure

- Scaffolding
- *Structural* Support
- *Institutional* Support
- Leaders
- Advocates





Wellness is a Leader's Responsibility: Six Principles

- Maintain an organizational commitment to wellbeing
- Regularly assess workforce wellbeing
- Serve through leadership
 - Shared accountability: We're in it together!
 - Distributed leadership: Empower & encourage, not command & control
- Enact policies that lead to ethical care for residents
- Make the workplace efficient
- Give staff the support they need to do their jobs





What is Burnout?

- Emotional Exhaustion
 - Feeling overextended, entirely drained from work
 - Nothing left to give
- Depersonalization
 - Feeling detached from and disinterested in others
 - others seem like objects, not people
- Lack of Personal Accomplishment
 - i.e., Job Satisfaction
 - Feeling a lack of competence, success, personal achievement
 - work has lost its meaning





Leaders should aim to build “...a culture of **improvement**, **transparency**, and **connection**”





Self Care





“Surely the world we
live in is but the world
that lives in us.”

- Daisy Bates, 1914 - 1999





Green Cross Academy of Traumatology



- An organization that was developed in the tragic wake of the Oklahoma City Bombing in 1995.
- An international, non-profit, humanitarian assistance organization.
- <https://www.greencross.org>
- Standards of Self Care Guidelines





Ethical Principles of Self Care in Practice

Respect for the dignity and worth of self

A violation lowers your integrity and trust.

Responsibility of self care

Ultimately, it is your responsibility to take care of yourself and no situation nor person can justify neglecting it.

Self care and duty to perform

There must be a recognition that the duty to perform as a helper cannot be fulfilled if there is not, at the same time, a duty to self care.

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of Traumatology*





“Taking care of yourself
is the most powerful
way to take care of
others.”

- Bryant McGill





Standards of Humane Practice of Self Care

Universal Right to Wellness

Every helper, regardless of her or his role or employer, has a right to wellness associated with self care.

Physical Rest and Nourishment

Every helper deserves restful sleep and physical separation from work that sustains them in their work role.

Emotional Rest and Nourishment

Every helper deserves emotional and spiritual renewal, both in and outside the work context.

Sustenance Modulation

Every helper must utilize self restraint with regard to what and how much they consume (e.g., food, drink, drugs, stimulation), since it can compromise their competence as a helper.

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“Practice self care.
You don’t gotta have
money.”

- Cardi B





Standards for Expecting Appreciation and Compensation

Seek, find, and remember appreciation from supervisors and clients

These and other activities increase worker satisfaction, which sustains helpers emotionally and spiritually in their helping.

Make it known that you wish to be recognized for your service

Recognition also increases worker satisfaction, which sustains helpers.

Select one or more advocates

These are colleagues who know you as a person and as a helper, and are committed to monitoring your efforts at self care.

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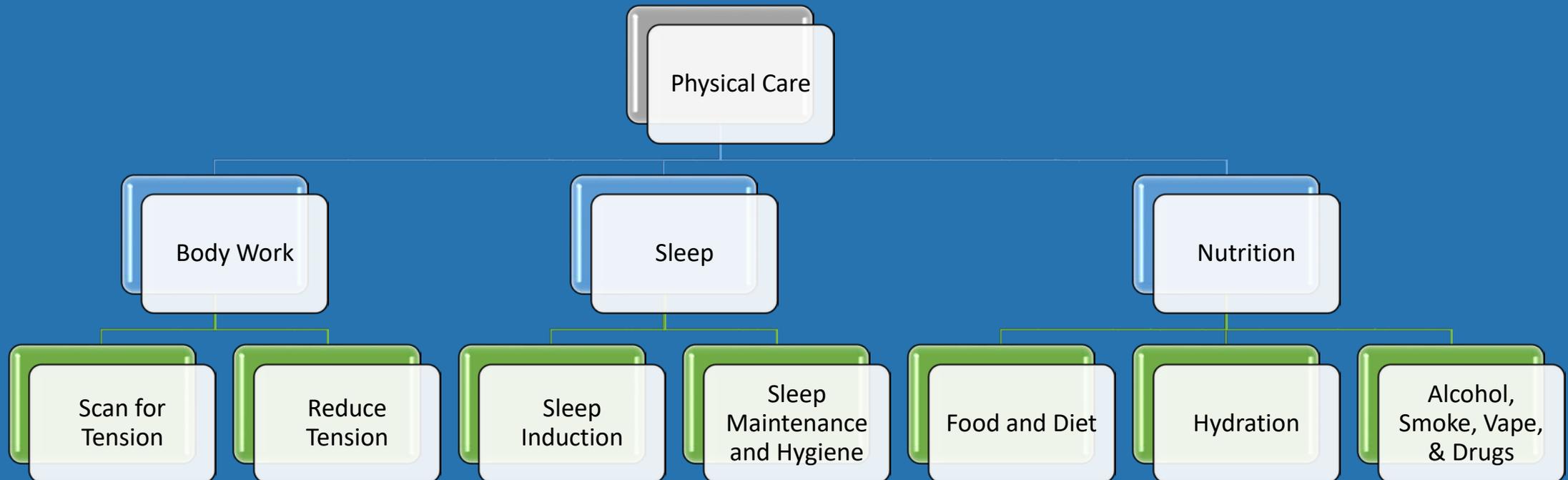
“Self-care is how
you take your
power back.”

- Lalah Delia





Personal Goals of Self Care





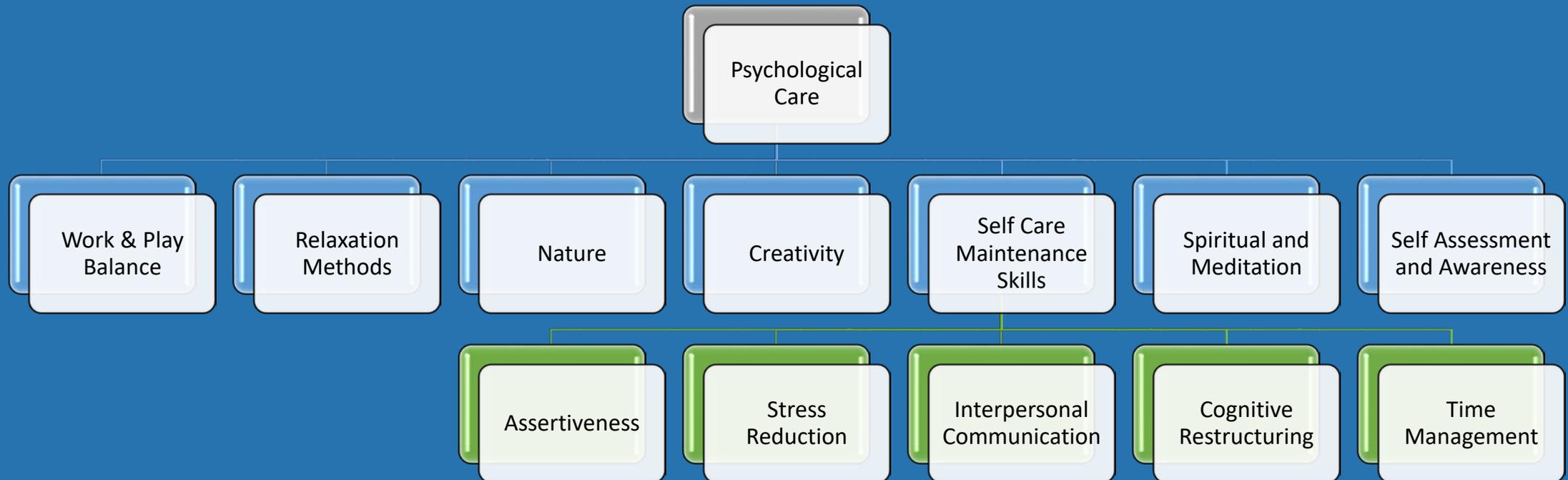
“Caring for myself is not self-indulgence, it is self-preservation, and that is an act of political warfare.”

- Audre Lorde
1934 - 1992





Psychological Goals of Self Care





Social & Interpersonal Goals of Self Care





“Be kinder to yourself
and let your kindness
flood the world.”

- Pema Chödrön





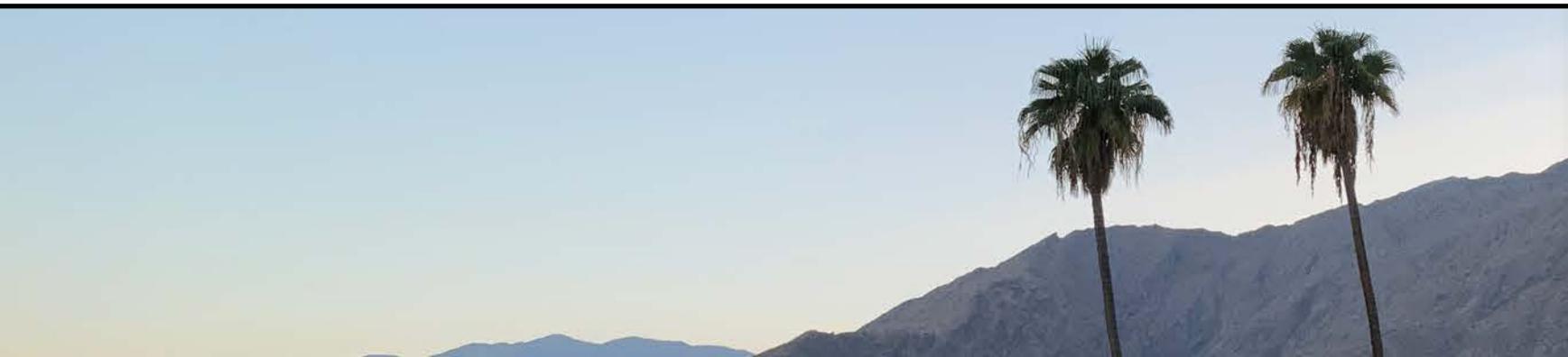
Professional Goals of Self Care





“When you say ‘yes’ to others, make sure you are not saying ‘no’ to yourself.”

- Paulo Coelho





Make a Plan

Self Care Plan	
Personal Goals of Self Care	
Physical	
Body Work	
Sleep	
Nutrition	
Psychological	
Work/Play Balance	
Relaxation Time	
Nature	
Creativity	
Self Care Skills*	
Spiritual/Meditation	
Self Awareness	
Interpersonal	
Social Supports	
Getting Help	
Social Activism	
Professional Goals of Self Care	
Balance between Work and Home	
Boundaries and Limit Setting	
Getting Support	
Generating Satisfaction	



Tips for Using Your Self Care Plan

- Put it in your calendar.
- Share it with someone you trust.
- Plan ahead – set aside some time on Sunday to plan for your week.
- Incorporate music; create playlists for specific activities or moods.
- Build in systems to encourage sustainability.
- Start small
- Be specific with times, frequency, amount, etc.
- Don't be afraid to be public about creating a self care plan; you may motivate others to do the same.



Make a Plan – An Example

Self Care Plan – An Example

Personal Goals of Self Care

Physical

Body Work	I will stretch for 10 minutes two times a week.
Sleep	I will go to bed by 10:30pm five times a week.
Nutrition	I will only eat chips and salsa once per week.

Psychological

Work/Play Balance	I will disconnect from my work network at 5:00pm each evening.
Relaxation Time	I will watch 30 minutes of television with my partner once a day.
Nature	I will walk my dog for at least 30 minutes five times per week.
Creativity	I will create five origami pieces per week.
Self Care Skills*	I will spend 20 minutes every Sunday to prepare for the week ahead.
Spiritual/Meditation	I will meditate for twenty-five minutes at least three times per week.
Self Awareness	I will write in my journal using prompts four times a week.

Interpersonal

Social Supports	I will reach out to someone who I have not seen for a while once a week.
Getting Help	I will intentionally collaborate with a coworker once a week.
Social Activism	I will watch a YouTube video/TED Talk once per week.

Professional Goals of Self Care

Category

Balance between Work and Home	I will review my calendar every Sunday to ensure there is balance.
Boundaries and Limit Setting	I will take a full hour for lunch at least three times per week.
Getting Support	I will schedule time with a colleague once per week to chat.
Generating Satisfaction	I will show appreciation for my work at least five times per week.



“If you want it, you
can do it.”

- Paloma Noyola Bueno







Thank you and
be healthy.

<https://pmhp.ucla.edu>

