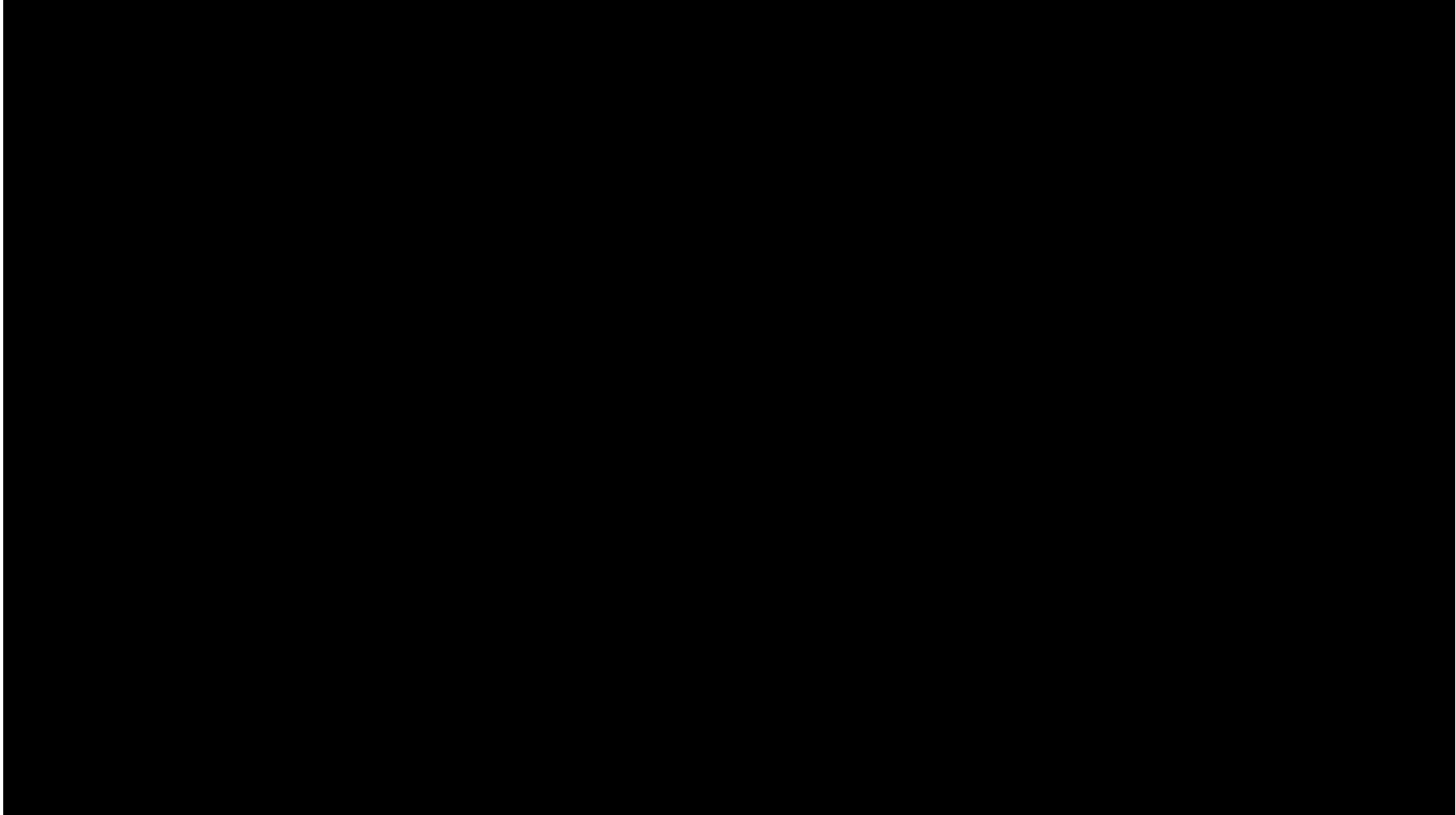


Reason to Fight - Disturbed



Care for SELF to Care for Others

*Presented by
Craig Barnes, HR Outreach
Consultant - TMLIRP*



Sunday Scaries?

**Culture is how employees'
hearts and stomachs feel about
Monday morning on Sunday night.**

- Bill Marklein



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Stress vs. Burn Out – Gympass.com

A person is under stress when...	A person is “burned out” when...
Energy levels are low	There is a loss of motivation or hope
Acts anxiously and with hyperactivity	Acts indifferently and with cynicism
Has a sense of over engagement	Has a sense of disengagement
Overreacts to any situation	Becomes dull
First signs are visible physically	First signs are emotional





I'M SO STRESSED OUT!

Is it stress or anxiety?

Stress

- Generally is a response to an *external* cause, such as taking a big test or arguing with a friend.
- Goes away once the situation is resolved.
- Can be positive or negative. For example, it may inspire you to meet a deadline, or it may cause you to lose sleep.

Both Stress and Anxiety

Both stress and anxiety can affect your mind and body. You may experience symptoms such as:

- Excessive worry
- Uneasiness
- Tension
- Headaches or body pain
- High blood pressure
- Loss of sleep

Anxiety

- Generally is *internal*, meaning it's your reaction to stress.
 - Usually involves a persistent feeling of apprehension or dread that doesn't go away, and that interferes with how you live your life.
- Is constant, even if there is no immediate threat.

Ways to Cope

- Keep a journal.
- Download an app with relaxation exercises.
- Exercise and eat healthy.
- Get regular sleep.
- Avoid excess caffeine.
- Identify and challenge your negative thoughts.
- Reach out to your friends or family.

Find Help

If you are struggling to cope, or the symptoms of your stress or anxiety begin to interfere with your everyday life, it may be time to talk to a professional. Find more information about getting help on the National Institute of Mental Health website at www.nimh.nih.gov/findhelp.



nimh.nih.gov/stressandanxiety

NIMH Identifier No. OM 20-4319

Stressed OUT!

Stress - Anxiety and Health

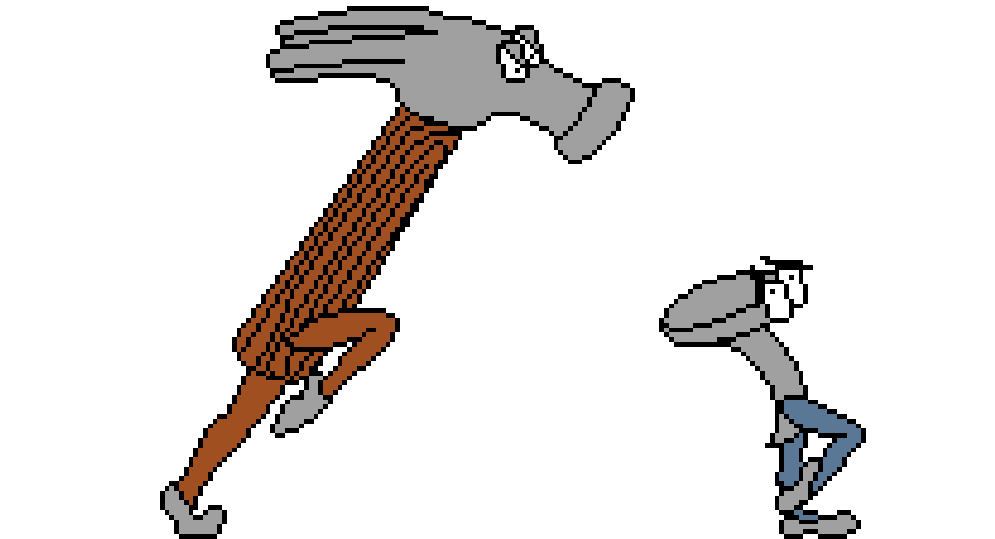


Possible Examples of Being Myopic

- Ignoring people
- Answering calls/Looking at smart watch in the middle of conversations
- Taking the end of the coffee and not making more
- Not holding the door open



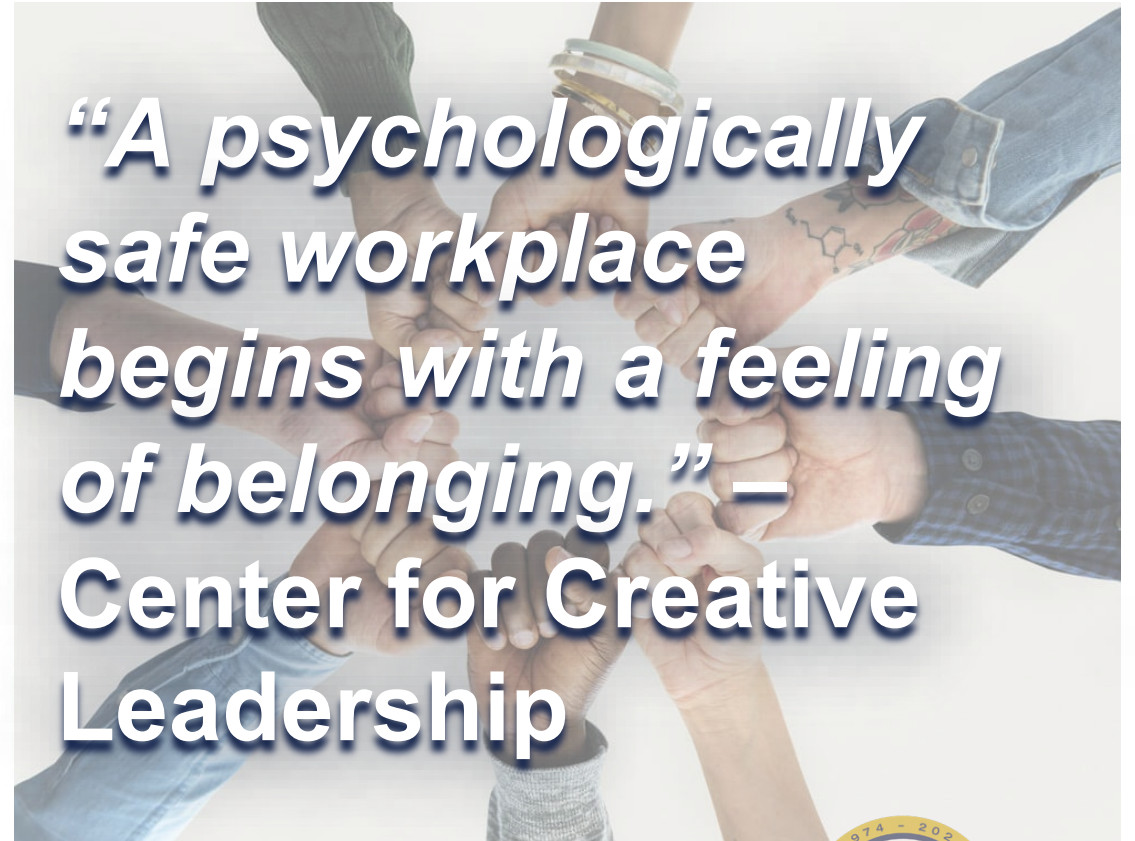
“I suppose it is tempting, if the only tool you have is a hammer, to treat everything as if it were a nail.” – **Abraham Maslow**



Psychological Safety - Sense of Belonging

According to Dr. Timothy Clark, employees have to progress through the following 4 stages before they feel free to make valuable contributions and challenge the status quo.

- **Stage 1 — Inclusion Safety**
- **Stage 2 — Learner Safety**
- **Stage 3 — Contributor Safety**
- **Stage 4 — Challenger Safety**



**Is Self-Care
Selfish?**

SELF-ish Care

Taking care of yourself doesn't
mean me first, it means me too.

L.R. Knost

quote fancy



“Self-care means taking the time to do things that help you live well and improve both your physical health and mental health. When it comes to your mental health, self-care can help you manage stress, lower your risk of illness, and increase your energy.”

National Institute of Mental Health

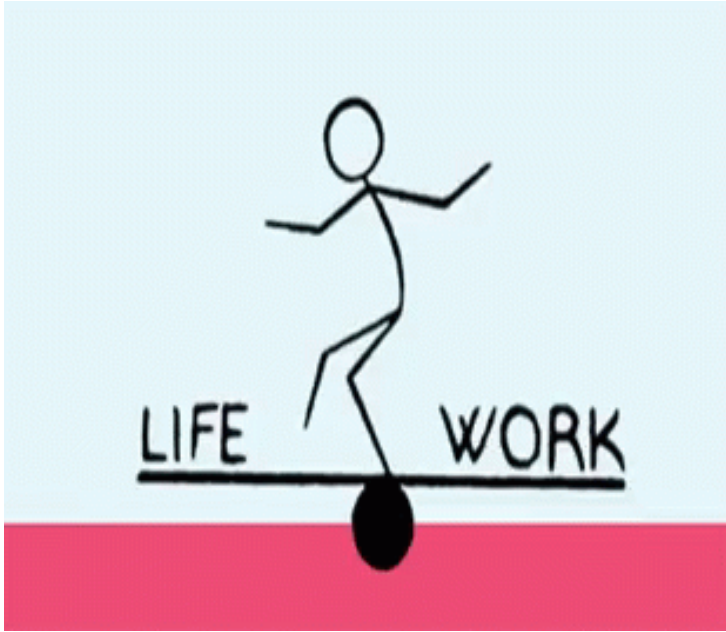
**SELF-ish
Care**

“If you stop taking care of yourself, your mind and body will eventually stop taking care of you.” – Calm App



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Work-Life Balance?



WHY THE "SOFT" STUFF IN WELLBEING IS THE HARD STUFF

DEVELOPING PEOPLE

Fostering the growth and development of employees is no easy feat. It demands ongoing investment in creating a culture of continuous learning

EMPATHY

Empathising with others, understanding their emotions, and responding appropriately is a complex skill. It involves active listening, perspective-taking, and putting oneself in another's shoes

PURPOSE

Creating a culture where employees feel a sense of belonging and purpose involves challenging the status quo, addressing biases, and ensuring an inclusive environment.

COMMUNICATION

Effective communication is fundamental to workplace wellbeing and productivity. However, it is a skill that demands constant development and refinement, making it a challenge for individuals and organizations

BUILDING TRUST

Trust is challenging to establish and maintain. It requires consistency, transparency, and genuine efforts to create a safe and supportive environment

CULTURE

Shaping a culture that prioritises wellbeing and fosters a sense of belonging is a long-term endeavour. It involves challenging existing norms, addressing biases, and creating an inclusive environment – all of which require persistence

FEEDBACK

Providing constructive feedback and receiving it gracefully are skills that need to be cultivated. Many people struggle with giving feedback effectively, fearing confrontation or causing offense

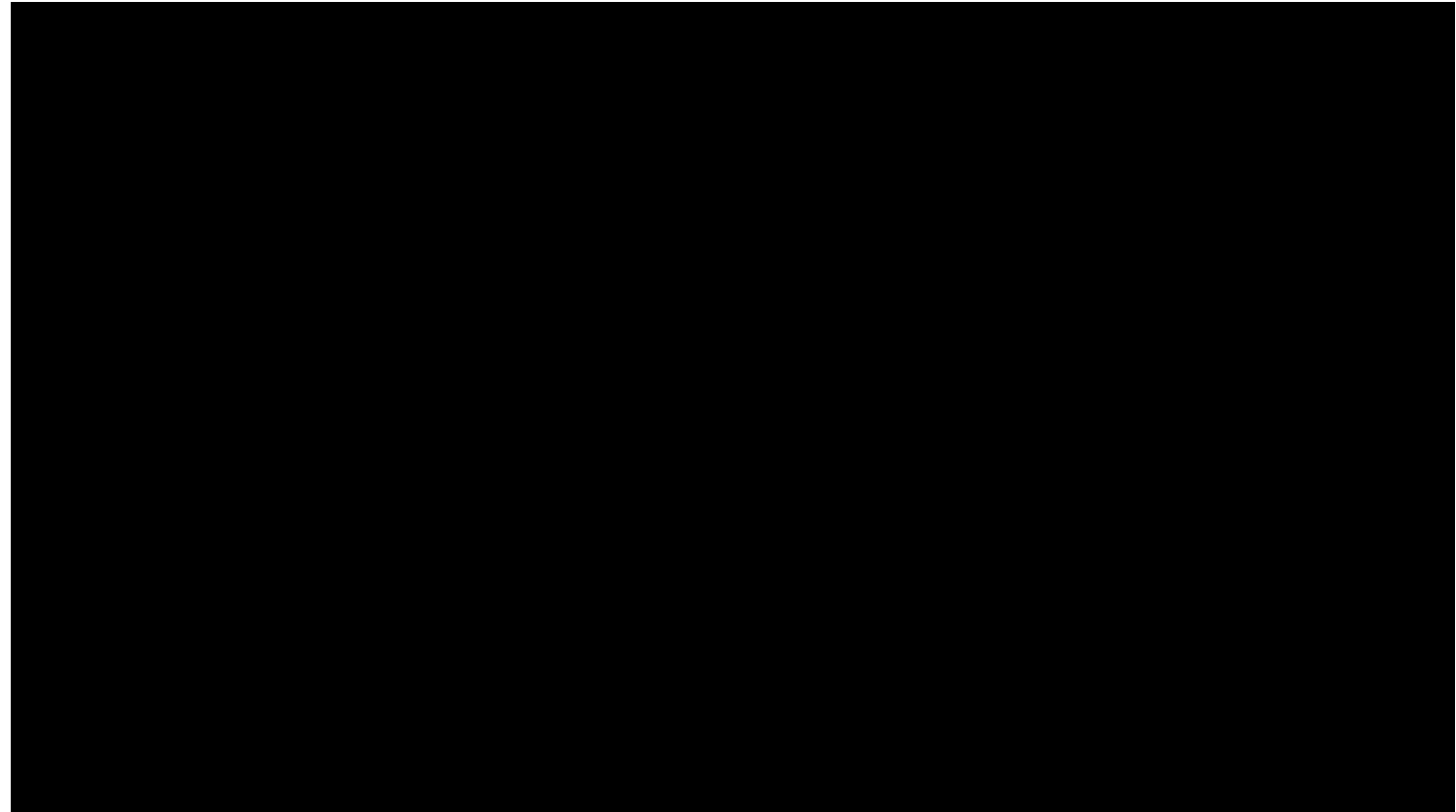
www.believeperform.com

**BELIEVE
PERFORM**



The Soft Stuff?

**It's Ok to
Not Be OK...
BUT**



8 Dimensions of Wellness



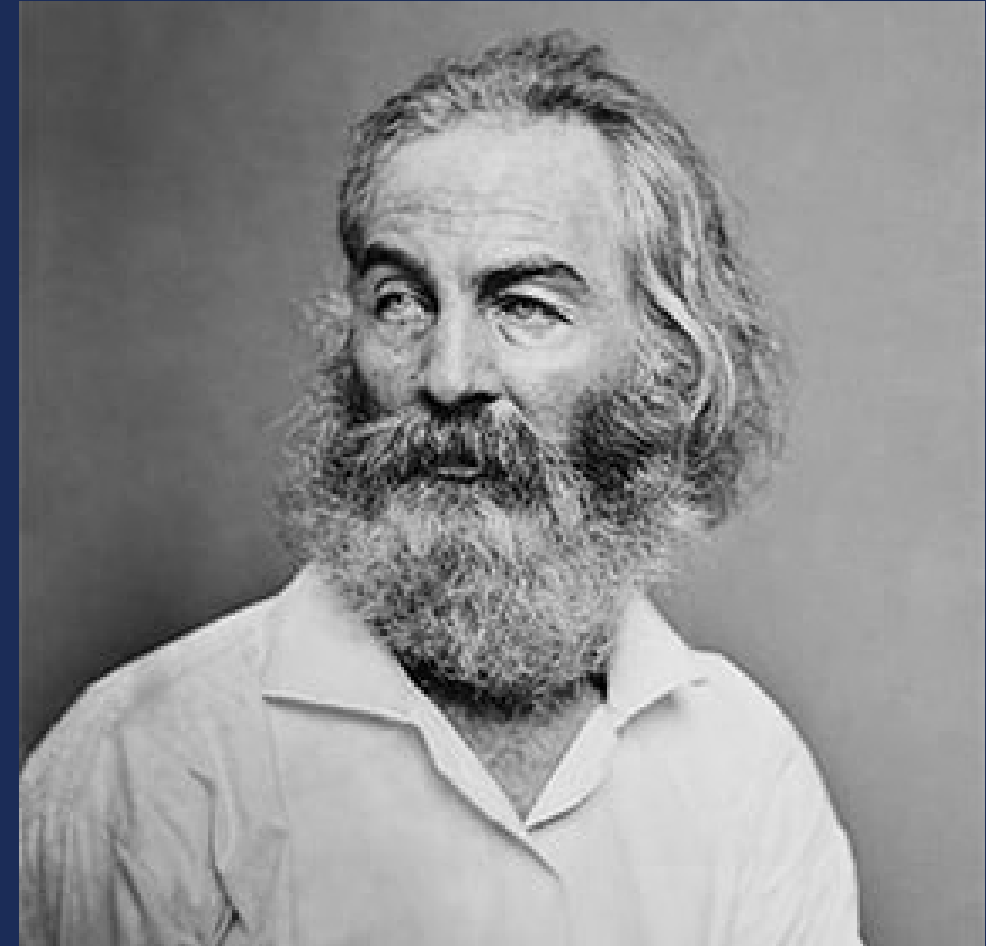
8 DIMENSIONS OF WELLNESS

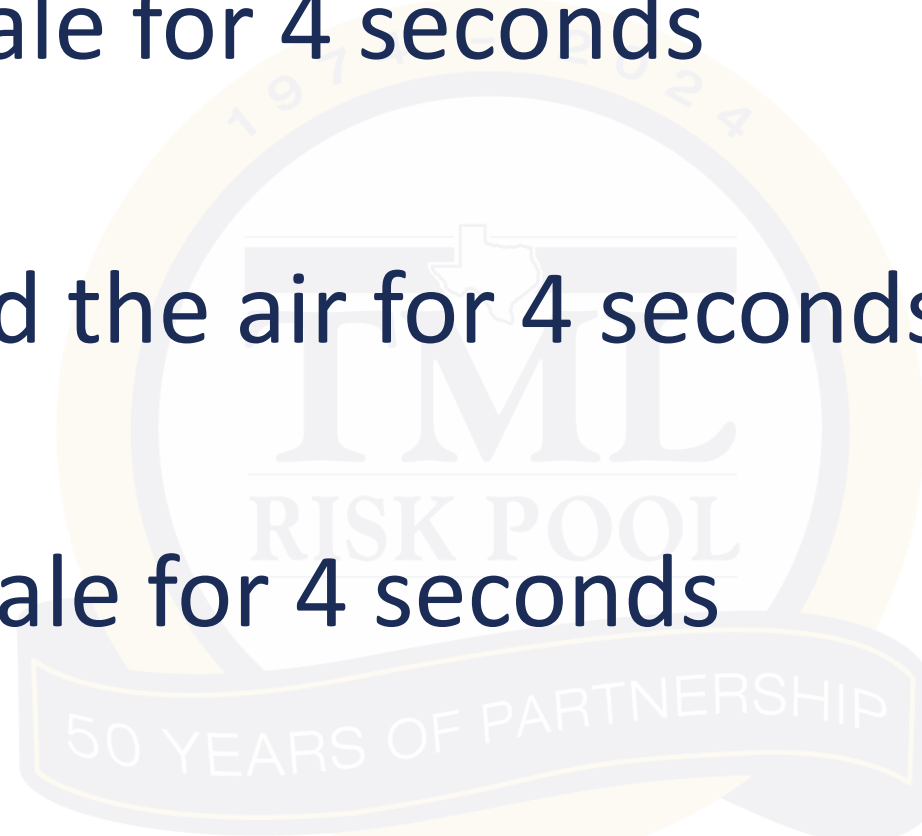


Walt's Wisdom on Winding Down

“I sound my barbaric YAW
over the roofs of the world.”

Song of Myself - Walt Whitman



- 
- The logo for TMM Risk Pool is a circular emblem with a yellow border. Inside the circle, the letters 'TMM' are prominently displayed in a large, serif font, with 'RISK POOL' written below it in a smaller, sans-serif font. At the top of the circle, the years '1974' and '2024' are visible. A banner at the bottom of the circle contains the text '50 YEARS OF PARTNERSHIP'.
- Inhale for 4 seconds
 - Hold the air for 4 seconds
 - Exhale for 4 seconds
 - Hold empty lungs for 4 seconds

Box Breathing Exercise



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Relational Engagement

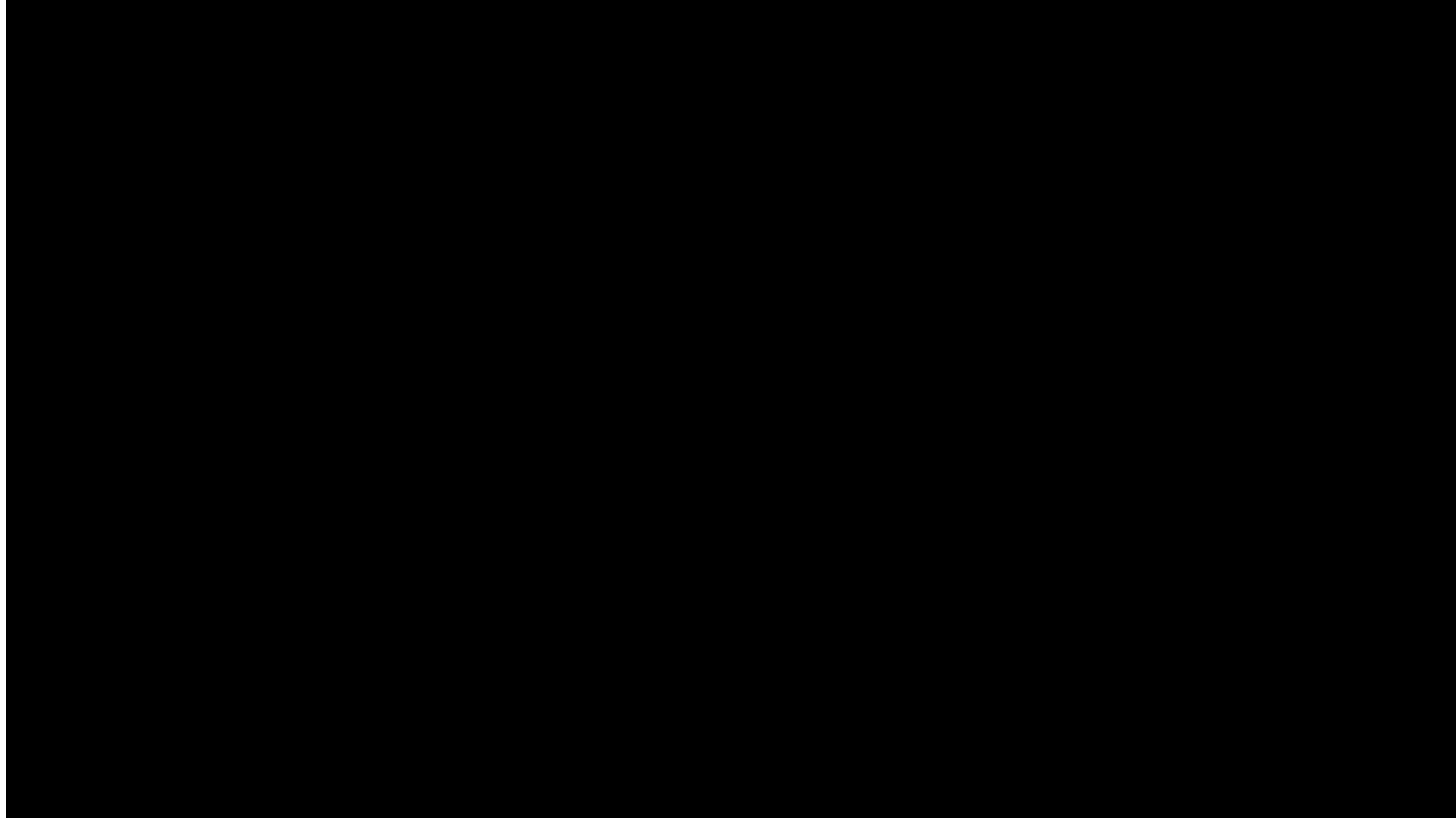
Relational Engagement

“In Organizations, real power and energy is generated through relationships. The patterns of relationships and the capacities to form them are more important than tasks, functions, roles, and positions.”

Margaret Wheatly



Be Curious...Not Judgmental – Ted Lasso



The BE's of Care for Self (and Others)

BE

- *CURIOUS*
- *NON-JUDGMENTAL*
- *RESPECTFUL*
- *GENUINE*



WHY Culture?

“If you hire people just because they can do a job, they’ll work for your money. But if you hire people who believe what you believe, they’ll work for you with blood and sweat and tears.”

Simon Senek *Finding Your Why*



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Workplace culture is a living organism that will create itself and grow without much effort. However, creating and sustaining a culture that is just not alive, but breathes life into others takes intentional effort and is a journey for the whole organization. – Craig Barnes



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**Serving
Beyond
Self**



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When we see/serve beyond
self, we demonstrate our
strength by lifting others up.



*"Act as if what you do makes
a difference. It does."*

William James



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