

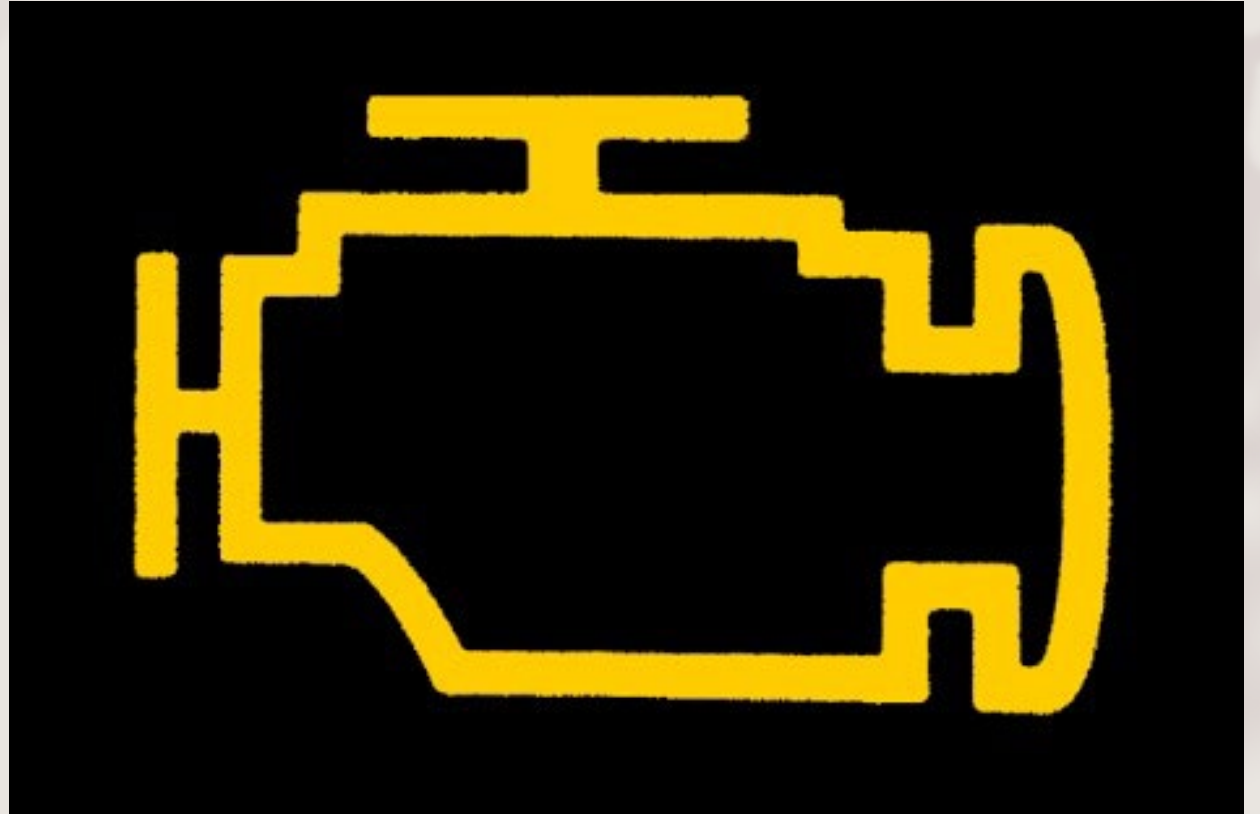
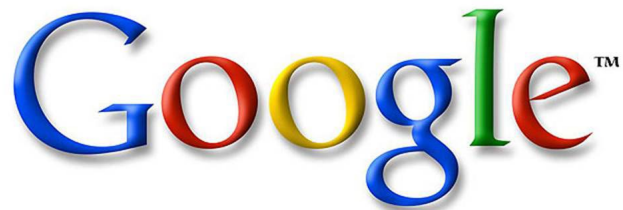


# Self Care for HR Pros (aka Group Therapy)

Justin Dorsey, SPHR

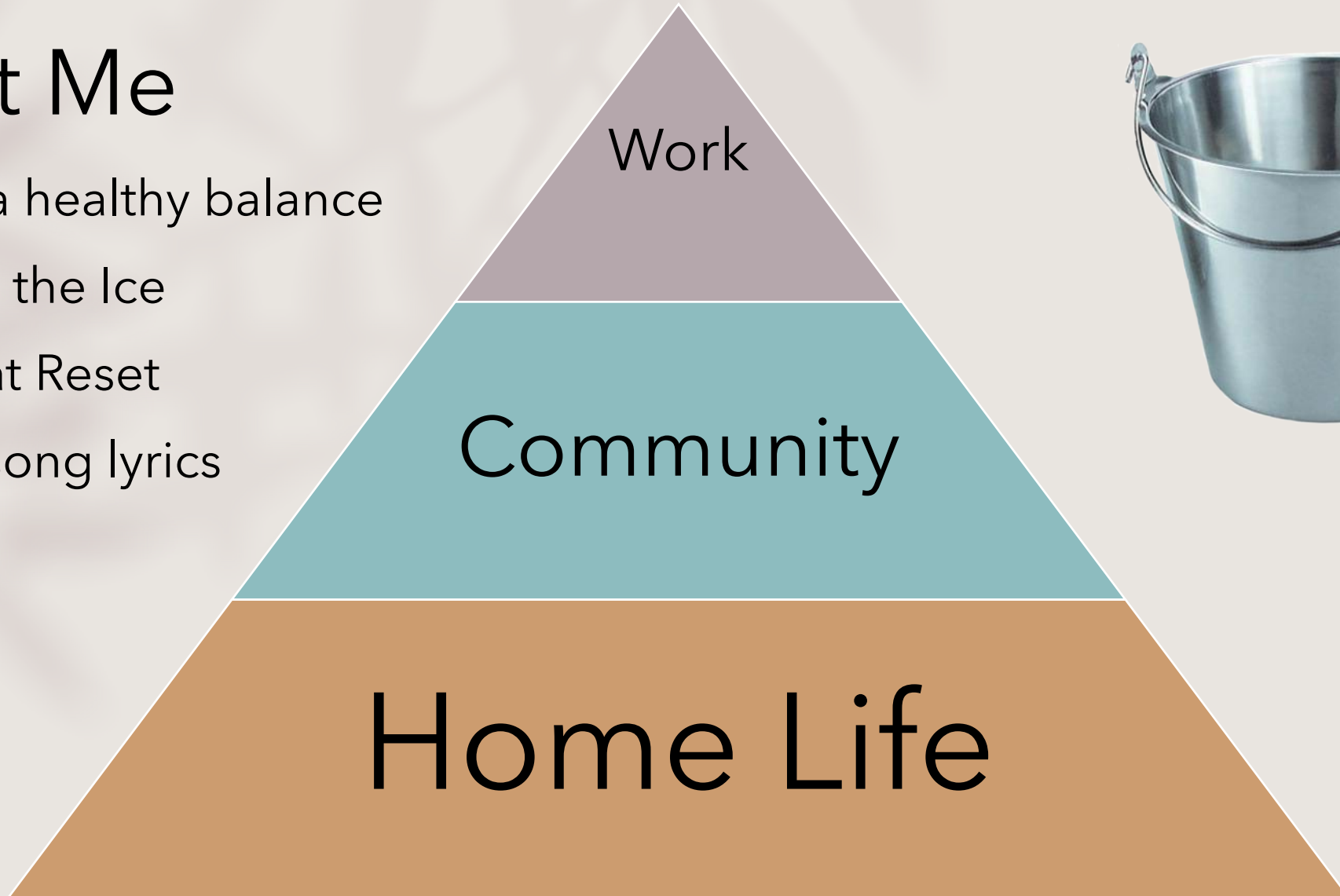
# Today's Agenda

- My story
- Take some time to connect and reflect
- A tough few years for HR
- Understand the stats and warning signs
- Develop a self care plan
- Move forward with confidence!



# About Me

- ~~Finding a healthy balance~~
- Breaking the Ice
- The Great Reset
- Truth in song lyrics





# Human Resources



What my friends think I do



What my mom thinks I do



What my wife thinks I do



What society thinks I do



What I think I do



What I actually do

HR - Monday



hr.memes

HR - Friday





A man with dark hair, wearing a plaid jacket over a light blue shirt and a patterned tie, looking upwards with a slightly concerned expression.

# HR

My business is people. You are my customer.

A man with short dark hair, wearing a dark suit, a patterned scarf, and a striped tie, looking directly at the camera with a serious expression.

# Everyone else

SURFING  
CORPORATE  
*I don't think about you at all.*



# When Time Away Doesn't Work

Vacation stories



"I want you to fire me"

Smartphone and social media  
addiction

What do I do to recharge?

Do I stay or do I go? (momentum)

What do I know for sure is true?



# After 18 months of unrelenting change, HR is burned out, too

Published Tue, Aug 17 2021 12:32 PM EDT • Updated Wed, Aug 18 2021 11:24 AM EDT



Jennifer Liu

@JLJENNIFERLIU

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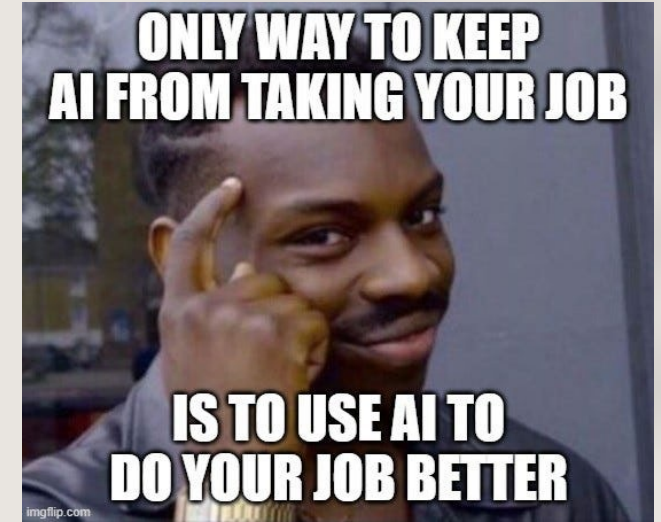


## Key Points:

- HR tends to take care of others before themselves
- Mental health is put on the back burner but 96% of HR leaders surveyed believe is an employer responsibility to provide resources.
- HR MUST take advantage of the benefits they are offering to other employees (example)
- Mass layoffs followed by mass hiring is creating massive stress and now back to layoffs
- Resist the urge to go back to “the way things used to be.”



# Current Challenges in the World of HR



# WHERE ARE YOU?

## SELF ASSESSMENT



# Quick Polls

1. 1-5 scale, what is your current stress level?
2. How many people have changed jobs in the past 5 years?
3. Who has been laid off or had to lay others off?
4. Who has changed careers or gone into business for yourself?
5. Are the good times really over for good?





# Connection Time (sorry introverts)

Take 5 minutes to ask someone at your table how things are REALLY going in their world, personally or professionally.

# let's talk

**Know the difference!**  
But how do you cope?

# STRESS OR ANXIETY

**Stress**

**Anxiety**

**Source**

External

Internal

**Trigger**

Known

Might not be  
known

**Length**

Short-term

Long-term

**Emotion**

Overwhelmed

Worry or Fear

**Distress  
Caused**

Mild

Severe

# MENTAL ILLNESS IN THE U.S — BY THE NUMBERS

**30M**

Number of  
Americans with **eating  
disorders**

**17.7M**

Number of  
Americans with **depression**

**14.5M**

Number of  
Americans with **substance  
abuse**

**9M**

Number of  
Americans with **PTS**

**8M**

Number of  
Americans with **ADHD**

**7M**

Number of  
Americans with **bipolar  
disorder**

**6.8M**

Number of  
Americans with **general anxiety  
disorder**

**3.5M**

Number of  
Americans with **schizophrenia**

**3M**

Number of  
Americans with **OCD**

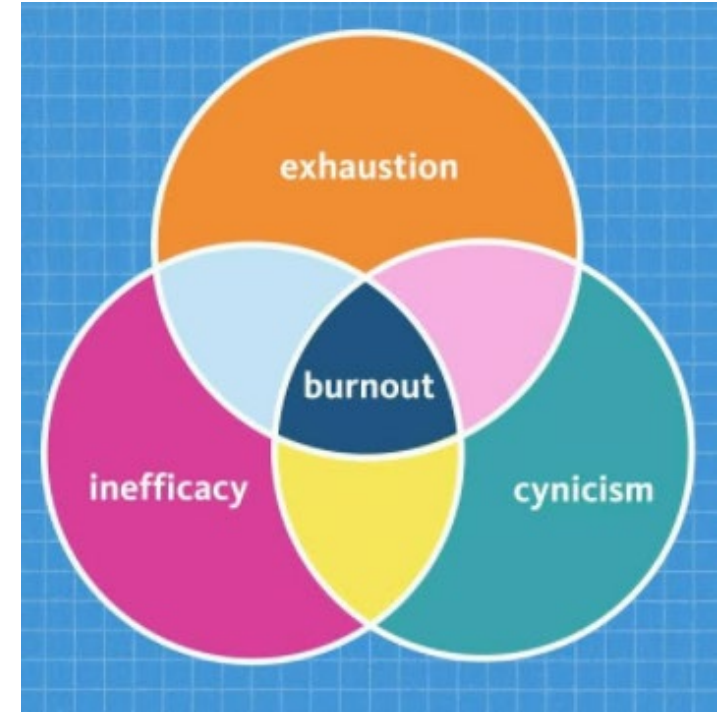


# Burnout & Compassion Fatigue

- Feelings of detachment, hopelessness, emotional numbing, and general anxiety.
- Lacking empathy, which can lead to a lack of motivation and feeling disconnected from others.
- Increased alcohol and drug abuse, as well as risk-taking behavior and aggression.
- Decreased productivity and the ability to focus

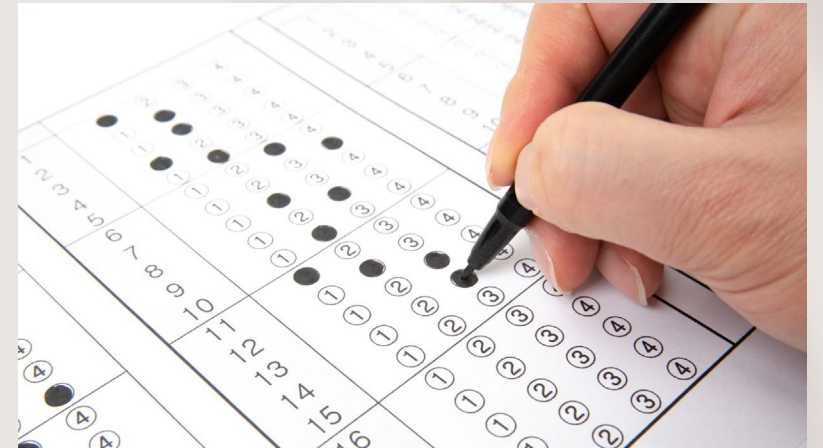
<https://www.pathways.com/pathways-at-work/blog/its-not-just-burnout-hr-is-experiencing-compassion-fatigue>

“The Invisible First Responders”



# Burnout Self-Assessment?

Send me an email [justin@texashrteam.com](mailto:justin@texashrteam.com) or connect with me on LinkedIn [www.linkedin.com/in/justin-dorsey-sphr](http://www.linkedin.com/in/justin-dorsey-sphr)



Fractional HR Services

# Taking Off the Mask

Is your workplace emotionally safe?

Stand up to the bully!

Normalize mental health conversations

Radical authenticity and transparency

**Initial response < Follow Up**



Maslow's hierarchy of needs





WHERE DO YOU WANT TO BE?





# Breakout Time

- Write down where you want to be a year from now with self care.
- What resources are needed to help you along the way?
- What obstacles need to be addressed and removed to clear the path towards success?
- Discuss with your table or share with a friend.



Hope is not a strategy...





HOW THE HECK DO  
WE GET THERE?



# Simple Steps to get Started

## What Is Self-Care?

According to the Oxford English Dictionary, self-care is the practice of taking action to preserve or improve one's own health. Self-care is the foundation of health care but is outside of formal health and social care systems.

Self-care is a part of daily living and a key strategy for the HR professional to employ in the face of workplace stressors.

<https://www.shrm.org/resourcesandtools/hr-topics/employee-relations/pages/viewpoint-self-care-for-hr-professionals.aspx>

### Have a routine



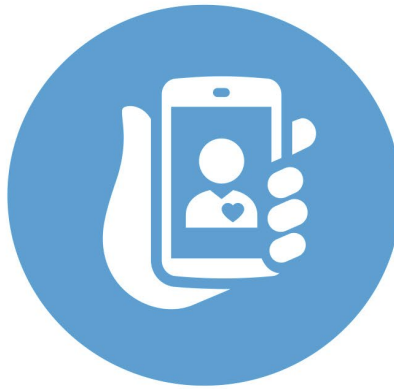
Structure your day and keep good habits

### Take deep breaths



Breathing exercises can ease stress

### Call a loved one



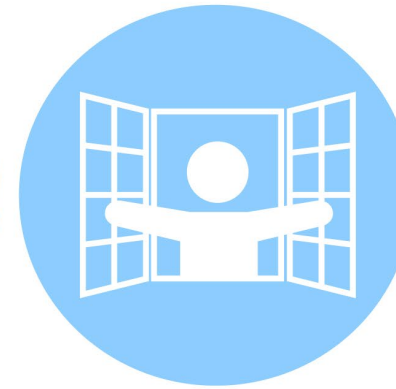
Lean on each other for support

### Have fun



Play online with friends or start a hobby

### Open windows



Sunlight can improve your mood

### Help others



Get essential supplies for a neighbour



YOU CAN'T SPELL  
HERO WITHOUT



# Begin with Gratitude

Reflect on:

What are you most thankful for today?

Who could use some encouragement?

When will you decide to be grateful?

How will you feel if others succeed?

Why do you get out of bed?



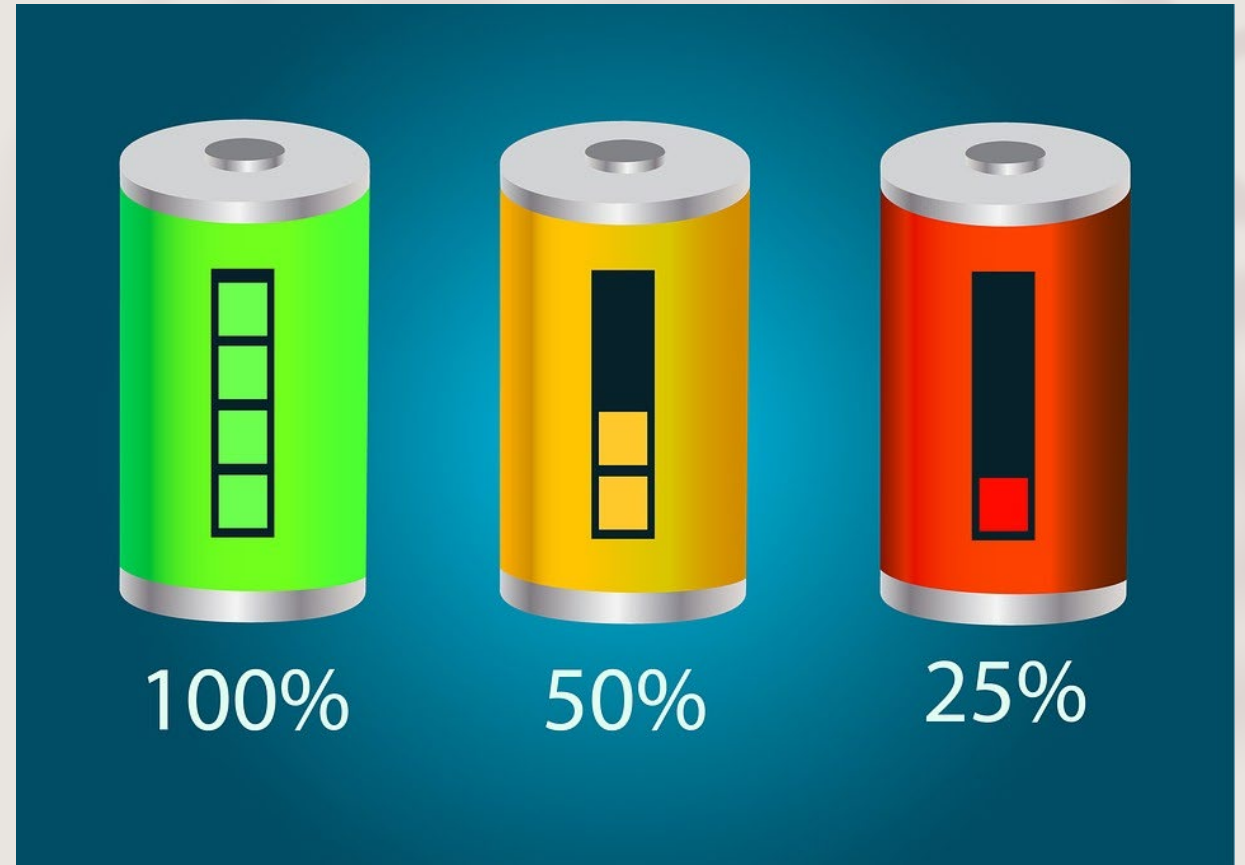
# The Importance of Community

- “Navel Gazing”
- Build an internal and external support network
- HEALTHY RELATIONSHIP BOUNDARIES
- Who is cheering for you when no one else is?
- How can we pay it forward?



# Mental Health and Self Care Goals?

- Be intentional! (not just a checklist)
- Remember your why
- Be vulnerable and share with someone
- Incremental improvement
- Celebrate the wins and learn from the losses
- Ask for help



# My Mental Health: Do I Need Help?

First, determine how much your symptoms interfere with your daily life.



## Do I have mild symptoms that have lasted for less than 2 weeks?

- Feeling a little down
- Feeling down, but still able to do job, schoolwork, or housework
- Some trouble sleeping
- Feeling down, but still able to take care of yourself or take care of others



## If so, here are some self-care activities that can help:

- Exercising (e.g., aerobics, yoga)
- Engaging in social contact (virtual or in person)
- Getting adequate sleep on a regular schedule
- Eating healthy
- Talking to a trusted friend or family member
- Practicing meditation, relaxation, and mindfulness

If the symptoms above do not improve or seem to be worsening despite self-care efforts, talk to your health care provider.



## Do I have severe symptoms that have lasted 2 weeks or more?

- Difficulty sleeping
- Appetite changes that result in unwanted weight changes
- Struggling to get out of bed in the morning because of mood
- Difficulty concentrating
- Loss of interest in things you usually find enjoyable
- Unable to perform usual daily functions and responsibilities
- Thoughts of death or self-harm



## Seek professional help:

- Psychotherapy (talk therapy)—virtual or in person; individual, group, or family
- Medications
- Brain stimulation therapies

For help finding treatment, visit [www.nimh.nih.gov/findhelp](http://www.nimh.nih.gov/findhelp).

If you are in crisis, call the National Suicide Prevention Lifeline at 1-800-273-TALK (8255), or text the Crisis Text Line (text HELLO to 741741).



[www.nimh.nih.gov/findhelp](http://www.nimh.nih.gov/findhelp)



Additional Resources can be found at:

[www.nimh.nih.gov/findhelp](http://www.nimh.nih.gov/findhelp)



# CARING FOR YOUR MENTAL HEALTH DURING COVID-19



Take breaks to relax and do activities you enjoy.



Take care of your body with exercise and a healthy diet.



Know the facts. Understanding the risks can make an outbreak less stressful.



Stay connected with family, friends, and a trusted support system



Ask for help if feelings become too overwhelming.



[cdc.gov/coronavirus](https://cdc.gov/coronavirus)

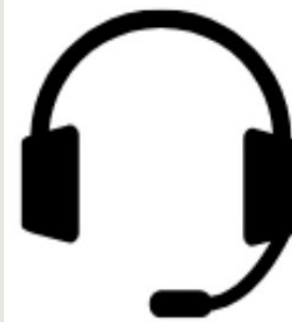
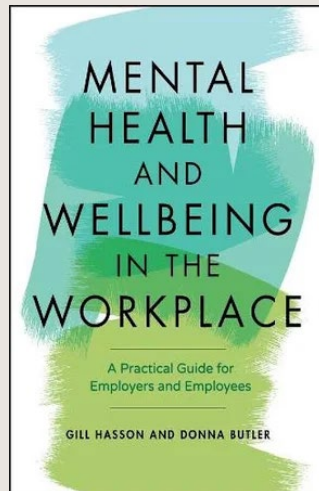
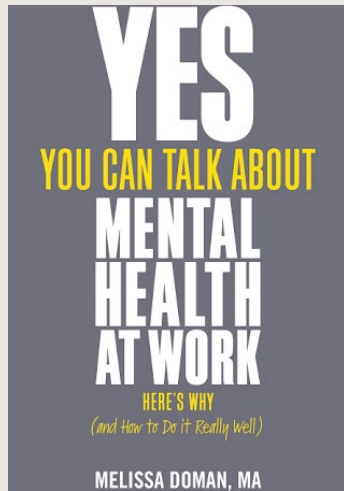
# What can employers do to help?





## Keep the Conversation Going

- EAP
- Find a “running partner”
- HR for HR
- Follow Texas HR Team on LinkedIn
- [www.texasHRteam.com](http://www.texasHRteam.com)



**CONSULTING  
HR**

**MODERN HR INSIGHT FOR TODAY'S LEADERS**



*Thanks for your time!*

*It's OK to not be OK but please don't suffer in silence!*



mel k

Believe in yourself, even  
when no one else will.

— Sasquatch

**TREAT  
YOURSELF  
LIKE I-35**

**never stop working on  
yourself no matter how long it  
takes or how much it  
inconveniences everyone else**

[digitalmomblog.com](http://digitalmomblog.com)