

# & STRESS MANAGEMENT

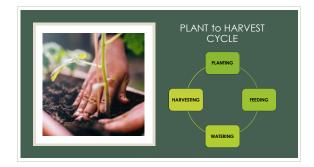
# **Objectives for Management**

Identify 3 strategies to protect your most important resources Energy / Resources / Time.

### **Objectives for Stress Management**









## What does your garden's SOIL look like?

- HR needs recruiting, onboarding, performance evals, competency testing
   Education skills fairs, continuing education, peer to peer work
- Education stals taits, continuing education, peerto peer work
   Committee meetings: well-Being Committees, Nutrition of Risk, Infection Control,
   Safety, Quality Assurance Performance Improvement, Morning Meeting
   Q audits, education & surve/lance
   Pharmacyreports, pharmacy bils, pharmacist support
   Daily staffing schedule & reports, postings, how to define what you need
   Survey prep. Ris's, in-house investigations, QA reviews
   Policy reviews and updates

#### What kind of seeds to choose?

- You must have a variety of seeds
   Loads of experience may produce a better harvest than higher level of education
   Education and cettifications can help the seads diverily
   Informalieaders can help the team thrive by faking off work that bags down / delays progress
   You wont to find "hower Winners" and bring them into the mix
   Find people who are detailed, well-written, able to accomplish tasks to take off your plate

#### What do your garden's weeds look like?

\*These are the barriers, the burdens, the nagging problems

No time
 Inconsistent practices
 Unrealistic goals
 Not measurable
 No buy-in
 No bug-in





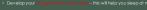


#### What does your harvest look like?

The well-being and cohesiveness of your team – this produces a harvest of longevity
 The pride your team has in their growth and performance – this blooms into more buy-in
 The quality of work generated - this crowds out the weeds in the garden
 The work/file balance you can aim to achieve - the utimate fruits of your labor

#### Habits of an impactful leader







# Tending Your Garden \*YOU NEED TO GATHER THE RIGHT MATERIALS TO GROW AND THRIVE

# HOW TO KILL THE GARDEN

SCORCHING SUN – Scrutiny without guidance, Pressure that is unrelieved, Difficulty that doesn't produce gains, Challenges that never get resolved

## HOW TO KILL THE GARDEN

Who determines hav you be you mut
Who determines hav you up larv you day?
Meetings / Emails / Phone Calls
Do you have alone time at work?
Are you always rushing or right on time?
When do you do your best work?

The open door doesn't need to be open all the time
 Prioritizing your team over yourself
 Redundant processes

Ignoring strife
Not delegating



#### GARDEN DESIGN

- Systematically analyze your team and the work you do using JWOI A
   Analyze the Strengths, Weakness, Opportunities and Threats SWOT
   Then develop a strategic plan to move forward.

- Strengths What are you doing wel? Who is doing great work? What is running itself?
   Weakness What keeps you up at right? What areas are you struggling in? Who is struggling?
   Opportunities Find your areas for growth. Look for partnerships to help with growth.
   Itreats What needs you immediate attention? Who needs you immediate support?

# The Planting Cycle

- Stressed & Weakened
  Not attracting the things it needs
  Not producing a harvest



# The Planting Cycle

- Your seeds will adapt to fit into the garden
  It will produce a harvest

- The harvest will produce more seeds
   The harvest will nurture the soil, making the garden better for the next season

# How does your garden grow?

Share some traditional ways we try to reduce stress, fatigue and burnout: - Massage, Manifesting, Meditation, Drinks?, Comfort Food, Avoidance, Time off



# How could your garden grow? Share ways we can change the planting cycle to get a good harvest

- Seeds with experience and diversity this gives you depth.
   Seeds with drive and motivation these qualities attract others.
   Look for seeds that do well in poor soil.



# How could your garden grow? Share ways we can improve the planting cycle to get a good harvest

Scruliny with out guidance, Pressure that is unrelieved, Difficulty that doesn't produce gains, Chall
 that never get resolved.
 This is filterally how burnout happens.

Diversity
 Celebrate Success



## How could your garden grow?

- Connections you need positive people to lean on, be one to lean on
   Gratitude every chance you get, this produces in high volume
- Patience we rush and dod to our own stress, don't quit too soon, we need to get comfortable waiting for results
   Harvest it is a time of celebration, let's talk about this



Q&A

#### References

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