

Career Development Series 2021

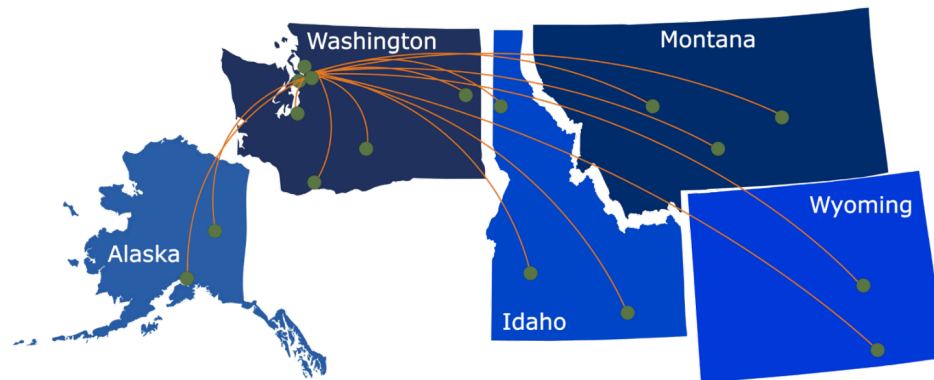
Work-Life Integration – Does It Exist and How Do I Get It?

Presentation will begin at 12:00 PM (PT)



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What We Offer:

- 1 Research Support Services:** Members gain access to the different research services, resources, and tools offered by ITHS, including the ITHS Research Navigator.
- 2 Community Engagement:** Members can connect with regional and community based practice networks
- 3 Education & Training:** Members can access a variety of workforce development and mentoring programs and apply for formal training programs.
- 4 Funding:** Members can apply for local and national pilot grants and other funding opportunities. ITHS also offers letters of support for grant submissions.

Contact our Director of Research Development



- **Project Consultation**
- **Strategic Direction**
- **Resources and Networking**

Melissa D. Vaught, Ph.D.
ithsnv@uw.edu
206.616.3875

Feedback

At the end of the seminar, a link to the feedback survey will be sent to the email address you used to register.

Career Development Series 2021

Work-Life Integration – Does It Exist and How Do I Get It?

Presented by:
Anne Browning, Ph.D.



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Learning Objectives

At the end of the session, participants will be able to:

- 1** Normalize your own experience
- 2** Identify behavioral patterns you can put in place to support your well-being
- 3** Use strategies to be kinder to yourself in moments of stress and challenge

Overview

- 1 Work / Life Balance versus Integration
- 2 Stressors, Anxiety, and Resilience
- 3 Emotional Intelligence and Self-Compassion

Weather Report

If you had to describe your current emotional state in terms of the weather, what are you experiencing right now?

Storms? Sun? Fog? Wind? Tornados?

Type your weather report into slido for practice...

(Note – this isn't the weather outside, it's your weather inside)

slido



What is your weather like right now?

ⓘ Start presenting to display the poll results on this slide.

Balance versus Integration

How are these concepts similar and different?

What comes to mind for us when we think about balance and integration?

slido



When you think about work-life balance, what do you think and feel?

ⓘ Start presenting to display the poll results on this slide.

slido



When you think about work-life integration, what do you think and feel?

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Balance versus Integration

Big issues

- **Guilt**
 - What happens when we can't evenly distribute?
- **Compartmentalizing**
 - Our brains don't really do this – causes friction

Balance versus Integration

Work / Life Integration

- Bringing work and life closer together
- Flexibility – what time is best for each?
- All activities are part of a whole

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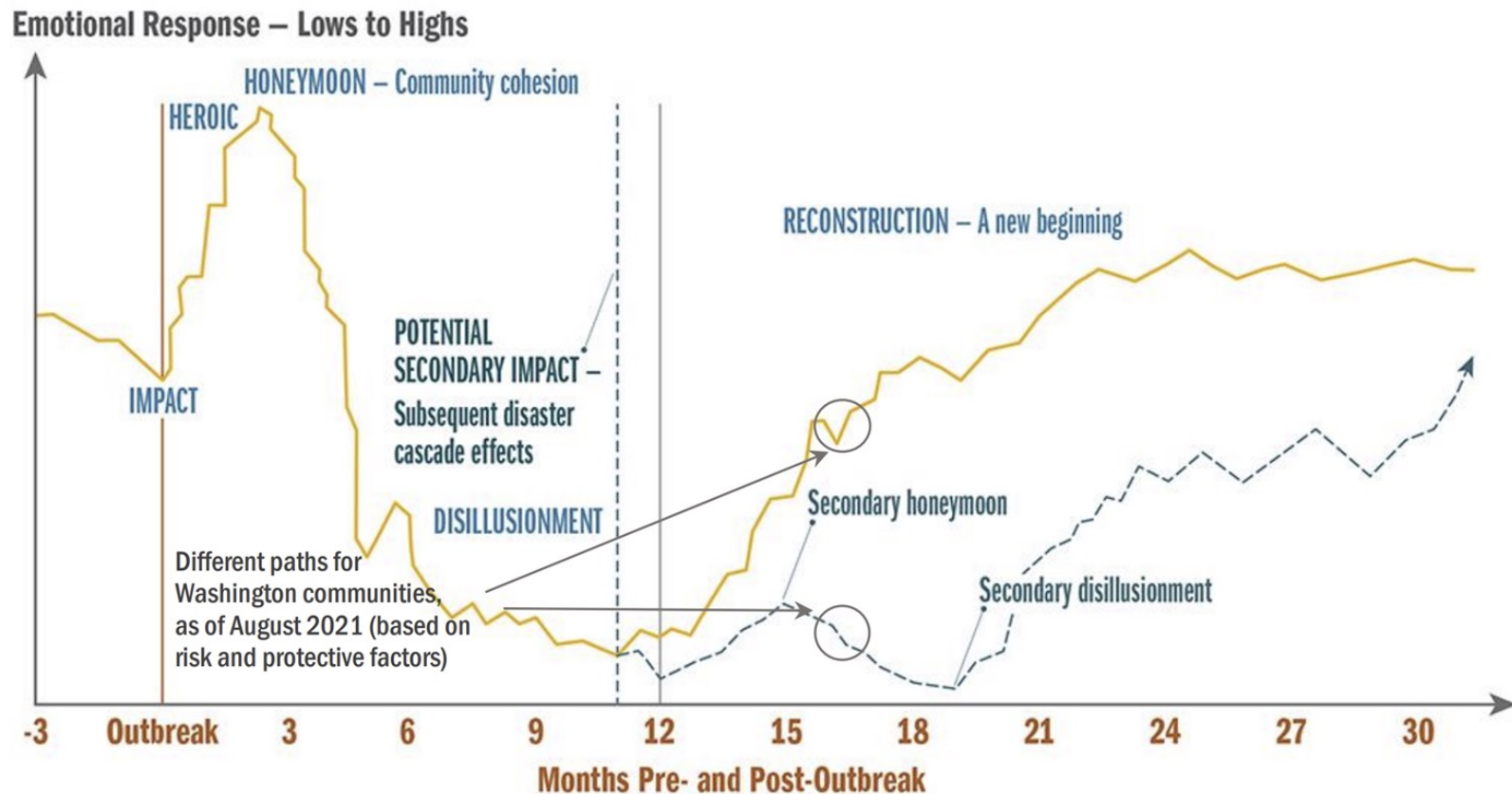


What is your goal for work-life integration?

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Reactions and Behavioral Symptoms Post Disaster

Reactions and Behavioral Health Symptoms in Disasters



Malleability and Adaptability

Resilience coping is learnable!

Neuroplasticity of the brain



What we think, do, and pay attention to changes the structure and function of our brains!

Keys to Resilience

- Cultivating Healthy Attachments & Connections
- Cultivating Positive Emotions
- Cultivating a Sense of Purpose



Behavioral Practices for Resilience

R – Relationships

E – Exercise

F – Fun; Recreation & Enjoyable Activities

R – Relaxation & Stress Management

E – Eat Well – Nutrition & Diet

S – Sufficient Sleep

H – Helping others

E – Earth – Time in Nature

R – Reason – Sense of Purpose (Religiosity & Spirituality)

How do we react to stress and threats?

Our threat defense mechanism still relies on a reptilian brain

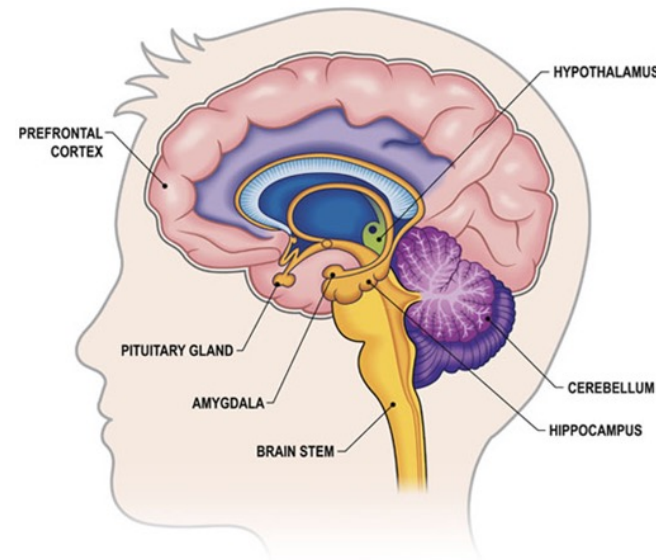
- **Cortisol and adrenaline response**
- **A threat to our self-concept get the same reaction as a lion chase!**


Counteracting Amygdala Hijacking

Fight: Self-Critique

Flight: Isolate

Freeze: Rumination





Between stimulus and response there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom.

-Viktor Frankl

Emotional Intelligence

If you don't manage your emotions, they will manage you

Emotions are Information

- **Emotions**

- Trigger a physical response, sudden and unexpected

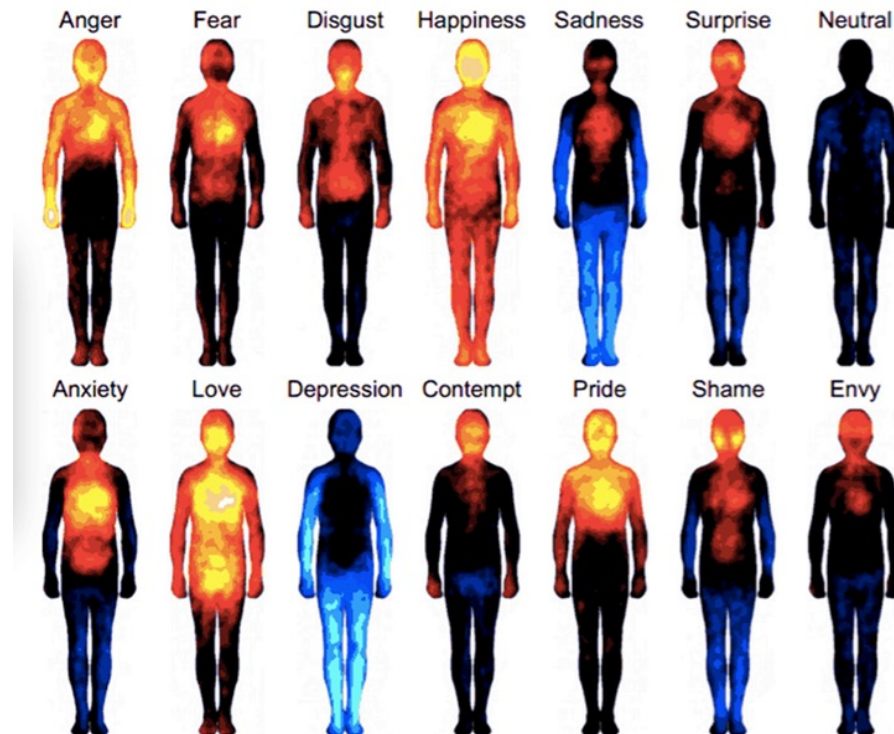
- **Feelings**

- Intellectual, private psychological experience

- **Mood**

- Prolonged emotional state, defuse, stickiness of recent events

Emotions and Feelings in the Body



Existential to Experiential

“I am angry”

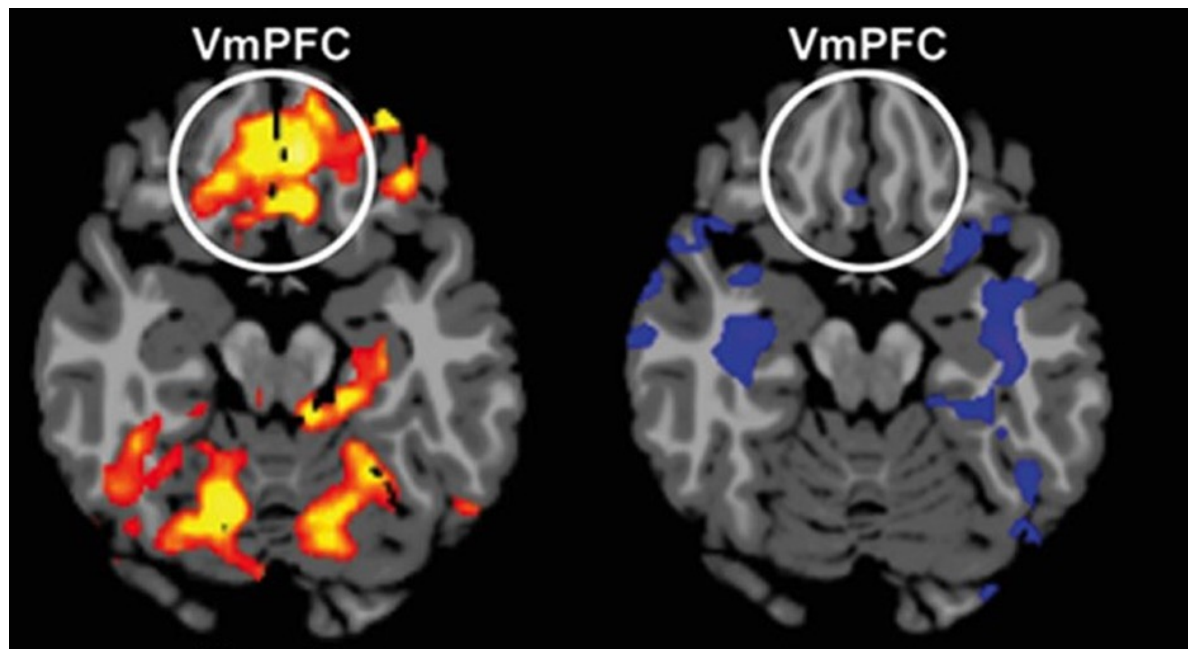
to

**“I am experiencing anger in
my body”**

Dynamic Brain Changes During Stress

Resilience Coping

Non-Resilience Coping

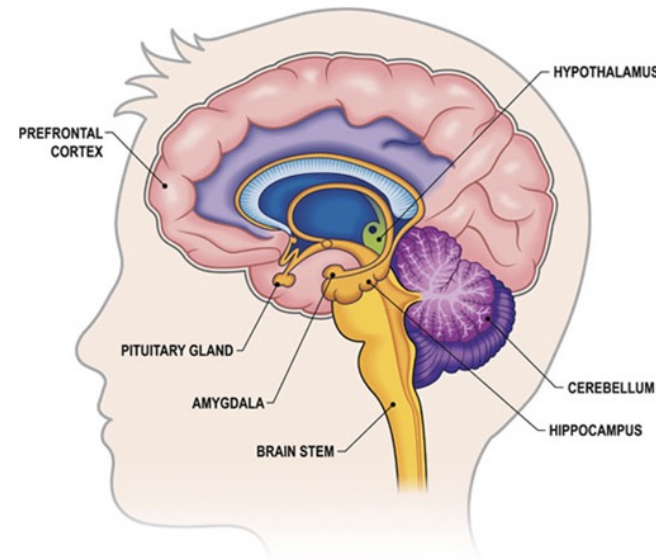


Counteracting Amygdala Hijacking

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Self-Compassion

Three Main Components (Neff, 2004):

- Self- Kindness
- Common Humanity
- Mindful Awareness
 - Awareness of rather than over identifying with painful thoughts and feelings

Why Self-Compassion?

- Increase in enlistment of Emotion-focused vs. avoidance-orientated coping strategies
- Decreases fear of failure and increases persistence
- Unlike self-esteem, doesn't promote narcissism, judgements, comparisons, need peer approval

Self-Compassion & W/L Integration

- When your friend or colleague tells you they feel like they are falling short as a parent / partner / etc. and feel like they are not able to show up at work and perform as well as they want to, how do you talk to them?

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How do you talk to your friend when they tell you they are falling short at work and in life?

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Self-Compassion & W/L Integration

- How do you talk to yourself when you feel like you are falling short at work and in life?
- Think about the words, your tone, your body language...

slido



Do you notice a difference in how you talk to yourself versus how you talk to a friend who is struggling with their work / life integration?

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Self-Compassion & W/L Integration

- About 80% of folks are kinder to others than they are to themselves, about 18% are neutral, and about 2% of folks are kinder to themselves than they are to others

Micro Practice for W/L Integration

When you head home from work today (or shift from zoom at home to being at home), take a minute to arrive before you walk through the door. Set an intention for how you are showing up.

Thank You!

Open for Questions

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Feedback Survey

A link to the feedback survey has been sent to the email address you used to register.

Please get out your device, find that email, and spend a few moments completing that survey before you leave today.

Tip: If on a mobile device, shift view to landscape view (sideways) for better user experience.