

Good morning for those on the Pacific with me, for those on the East Coast or anywhere between. I am Dr. Genelle Weits, clinical health psychologist with Navy Medical Center in San Diego. I was asked to do the self-care workshop. So good for you for taking this. Oftentimes, people tell me that they take these classes because I want to know what my patients are learning, and I want to get information about what the course is like for them. And so hopefully, you can set a little bit of that aside and really focus on yourself today.

We've had a rough couple of years. We are going on 2 years. And so what I would first like to do is do the first self-care exercise which is getting away from the computer for a moment, whether that is closing your eyes, standing up, moving around, or having a gentle gaze, just not looking at the computer. We want to give ourselves a break from that. And we just want to check in and begin to notice how you are seated. Again, if you want to stand, I will do this myself. If you feel like standing, feel free. If you are standing, feel the weight of your feet. Feel the weight of your body. Take in a little bit of how your body is feeling right now. Quickly our minds go to judgment or analyzing.

Coming back again to where your body is and being supported by the chair and your feet on the floor, if you are not comfortable having your eyes closed, just having a gentle gaze, maybe looking at something that you see in front of you, preferably not the screen for little while, and taking a few breaths just with awareness, you do not need to change up the breathing in any way. Just notice your breath. Notice your body. Maybe you have a tendency to lean one way or another if you are seated or standing. If your eyes remain open, I encourage you to let your gaze softened and the focus on something to the side of your room, outside, and take it in. Where do your eyes get drawn to?

Open your ears to the surrounding environment, the sound of your breaths, the sound of my voice. It is the sound of air. As best you can, [Indiscernible] over and over today, give yourself permission to be right here. You do not need to be anywhere else. For me yesterday, I know it is so easy to get pulled into an email that pops up if you are on your work computer or something else you could be doing. Make the intention right now for how you want to spend the next few hours. If you would really like to gift yourself with the present of yourself and for yourself, be willing to do that.

Your to do list may pull your attention elsewhere. So, each time, noticing where it pulls you, maybe acknowledging it or just saying to yourself, the dog, et cetera, then escorting yourself back to your attention right now, your body, your breath, and what you are seeing and feeling right now.

If we can begin to appreciate that we are giving ourselves permission to just to check in on ourselves, our lives, be present in the moment. Let us also take a moment to acknowledge the past almost 2 years, living during the pandemic. We were working in healthcare during the pandemic. We had all those fears and uncertainties, the losses, the fatigue, the many adjustments we made and seen what it is like to just sit with that for a moment without needing to do anything. Notice emotions bubbling up

and what you do with that, do you push it away or do you fight it or do you allow it to be here. Maybe you go with it and feel it. Remind yourself that it is okay to feel.

Perhaps you are done with your grieving anyone to inhale and hold all that comes to mind. Breathe out. Let it be. Put your hand on your heart or your belly. Offer comfort to yourself in acknowledgment of all that we have been through. Take a few more breaths. Let it all out. Take a couple of more breaths like this at your own pace.

Perhaps thinking of yourself for a moment and think yourself for doing this. So we are beginning to come back to awareness of this room and eventually coming back to the video if you choose, I will not be showing too many slides. So we will not have to spend too much time really looking at slides.

The disclosures that I have is none. I am not being paid or have any other kinds of relationships at this conference. Also, the views express is my own opinion. It's also based on research, and they do not reflect the official Department of Army, Navy, Air Force, Department of Defense, U.S. government.

You are in the right room that you signed up for, this is self-care for the healthcare team. The team includes everyone from, especially during the pandemic, our cleaning staff, our men in the core, the nurses, the therapists or whoever else might be joining your team. That is whether or not you are with them from day-to-day.

And this is the agenda that they had me send in at some point and we were kind of see where we are at with something, some meditations. It may not be timed perfectly. But I will make sure that we have brakes. This is about self-care. And at any time, if you feel like you want a break, take it.

Go to this for a moment. We will look at the agenda. Thank you. Why do we need to do what we encourage our patients to do with self-care? How do we do it and how do we know what we need? We did a little bit of self-awareness just now and you did a good job. That we are looking at some compassion cultivation. This is how we do it for others and for ourselves. We will do some self-care energies every time you could do that along the way as you need. And then we will also look at how to really practice this in our work lives, not just after-hours, but creating a culture that is about self-care and other care. It is not just our patient. And then we will look at how to put it all together and hopefully come out of this with some ideas and a plan going forward.

Okay. Thank you. I realize when you put me on me, I don't get to see my notes. But all I want to know is why are you here. So, take a moment to answer this for yourselves.

Check-in with what drove you to the name of it are the words. We are here for a work-related seminar so if home life is more stressful than work, then consider a typical day at home that might be stressful. Think about how your relationships are with your patients. If you have any concerns

about negative interactions with your patients, maybe picture in your mind how you interact with coworkers.

Think about how they may see you going throughout your day, how you carry yourself, your tone, your attitude. Think about the tasks you do throughout the day. They may be little tasks, emails here and there, interactions with others. At the end of your workday, are you more exhausted, how do you get energized when you leave work, are you energized from your workday and interaction with colleagues, are you energized, exhausted, or somewhere in between?

Now Erin will bring up the poll question you will get to meet Erin as well. You won't see my face all the time. When you think about your typical workday, how often do you think you are actively taking care of yourself while at work?

We've got these choices of almost all the time, often, sometimes I remember that I have needs also, rarely, I don't think about myself that I realize I missed lunch all together, okay. So, we have closed the poll question. And it looks like the majority do not even realize that you are there. You are just doing your thing. So, the majority of people do not really realize that you are part of the workforce here which is really telling. Some people say often, rarely, and so we really want to focus on that right now as that is something that at least everyone here, the majority are lacking. And then I am going to leave it up to you, Erin, to notice in the chat if there's anything major that people want to ask so that I do not get distracted by the chat.

Mary notes that she's here because she knows she is bad at this. And she has been with it this year. Anita says she wants to come up with some ways to help herself as well as her coworkers. Brady says she hopes to learn something to help with stress and the current environment. We will go over all of those things. And what a great way to start learning this by coming to the workshop.

We have three hours to focus on this. And we say during these times, let's just kind of escalate everything come up course, and especially in healthcare. I would say, though, that there were probably these issues before. And this just kind of make it a little more obvious and we are needing it a lot more, but we didn't have as much downtime. I know the pandemic is still roaring through our world, and when it was roaring the most through the United States and everywhere, in the very beginning, we cannot really get away from it. That was even at home. We wanted to be careful or safe, we were watching the news, and a lot of things were going on. That was even with our politics and the new election.

So yes, I think that the last couple of years have been especially difficult. And that just only highlights all of the things that maybe we are kind of under the surface before and not quite coming out. So, I appreciate your candidness. But I am not good at this, but I think our society, really, it rewards and permits people that are go-getters. It is go, go, co-, don't say no. I hope this workshop can begin to change a little bit of that's, you know, it is a hypomanic person, the one that does not need as much sleep and has a lot of energy that really got a lot

done so this is for the people who are not like that or that would like to learn how to just do good enough which I don't know that any parent has ever told her tried really want you to strive to be average. Any patient I say that to, they rolled her eyes and say I am not going to be average. The average is the majority of us. We all think that we need to be way above. And I would say, at a time where things are really difficult, we do need to strive to be average, good enough. And that is really what will help sustain us when things are really difficult. And maybe we can take on a little bit more here in there. But hopefully, it is give-and-take, and we will talk about that also.

I do not want to spend a lot of time on burnout and all of the things, but we know some of these things. But I would be remiss not to have some of the data in here. So when we think about burnout, and I think also knowing that this may be something that you are feeling, so the three main factors of burnout that have been researched our depersonalization. This is a lot of meaning, loss of connection with others and my purpose network is kind of just, I don't really know what my purpose is anymore. It, kind of being on autopilot [Indiscernible] not personally meaningful activity anymore.

The second piece is emotional exhaustion. It does not necessarily mean you have run out of empathy because that is renewable. We will talk about this. You just do not feel like you have much empathy anymore like, I do not feel anything about this patient or things like that are just coming out more often. There a is too much of the empathy that creates exhaustion. I could affect research that another workshop was talking about for this mindfulness for healthcare. Yet I know it is renewable. It's not something we use up, empathy. But of course, it is going to be [indiscernible] And it is different than sympathy. Empathy is more of it relating to and understanding someone's situation, even if you are not in their shoes. Sympathy can kind of create the disconnect.

So really, we hope to have curiosity as part of the key to hearing what someone is going through. It's really attempting to relate to them in that way. Ask why. Don't jump to the conclusion of they must not believe in this or maybe they're not getting a vaccination because of this and added we can fill in our own reasons. And sometimes when we just ask why and have a curiosity, that can go away with emotional exhaustion. I just do not care, I will just kind of what I do on autopilot. And then personal accomplishment is really feeling like I am effective, feeling that I have some independence and some ability to have change influence on what is happening. And I really feel like this is something important to me.

I think it is a misnomer about talking about work life balance. It is a better team than some others. But I think this is really what this looks like. It is imbalance. This is work. When we think about the 24-hour day, there's obviously some sleep in there. And really, if I do not get good sleep, I have one third of my 24-hour day, that would be eight hours of sleep come and who gets that? That's especially if you do 12-hour shifts, this is going to change entirely to half of this pie. So even if I work one third of the time, so eight- or nine-hour days, there's one hour for lunch if we are lucky, and then maybe one third of that time is off of

work which includes our commute. And so really that is about maybe five hours that we have outside of work if we want to get a decent night's sleep. And if we are tired, [indiscernible] I have some information about a study here on work life integration which is a different term than balance.

How do we integrate? This is a study of about 4000 U.S. physicians including the VA, military, civilians. And overall, men in this population had more work life integration than women. And that was based on some questionnaires they had. Some independent factors associated with poor work life integration were being a woman. The sample had a 50% of men. It was a significant factor just being a woman. Being 35 years of age or older, probably the majority of us on the call was a factor pick being a single versus married was a factor. And the sample of 80% were married so even with a small amount, it showed significant differences. And more hours were a factor. So, we are looking at, like, 50+ hours versus less than 40 hours. Having call tonight, being on call, working in emergency medicine, working in general surgery, urology, anesthesiology or family medicine, so this was a study that Shannon is one of the authors, I believe she is a she, and she has done a lot of studies about burnout and work life integration and this was between October 2017 and March 2018 and this was before the pandemic so a lot of these changes when we think about it.

I have been hearing this quite a bit of the last year, the human energy crisis of 2021. When there is a mismatch, especially in healthcare during the pandemic, between what we are expecting employees to give and how much we are able to put in, right, and we have been really been pulling from that empty tank of gas.

Some of the burnout data that Shannon saw was we are coming close -- so in general, when we check in with physicians, about 50% have some symptom of burnout. When we look at other staff, they are at about 28%. And this is when we look at physicians versus other staff. And then if we look like not healthcare work compared to healthcare, it is twice as prevalent for healthcare. And adjust in these years that this one study looked at; it was a 9% increase in burnout. So, it is going up. I can't imagine what has happened in times of this pandemic. I know that there have been some studies. I am not sure of the amount of people. But during this pandemic, presence of PTSD and anxiety among healthcare workers, a Yale study found 25% and Mount Sinai New York study found 39% which makes sense. We are seeing a lot of death and fear and uncertainty, a lot of anxiety everywhere you look.

These were the two highest areas. So, affect the burnout, I do not think it will be a surprise when you see yourself having some of this or others around you, the quality of our care is less. And then safety is less. This interesting study, John Hopkins study, they analyzed medical data over 8 years. And this was in 2016, pre-pandemic. They found that there were 250,000 deaths per year due to medical error in the U.S.

When they put that number, that 250,000, they compared it to heart disease which is at 611,000 and 2016, cancer with that 584,000 a year in 2016, so this was third. It was at 250,000. It out respiratory illness,

pre-pandemic. We talk about professional effort and productivity, this is really look at how much is it taking me, when I am burnout, I'm exhausted emotionally and more physically. I do not have a lot of pep about going to work. It is not giving me the same drive and motivation.

One study shows that professional effort reduction and loss of productivity equates to eliminating graduating classes at seven medical schools. That is seven medical schools did not graduate. That is what we would lose in this loss of productivity. That is interesting. The next thing is about patient satisfaction. If we can tell that we are not doing well, can others tell? I'm sure there are coworkers that you can tell when they are not doing well that they were for a while. So, satisfaction tends to go down. They feel kind of like the provider does not care, kind of doing her job, checking the box. And this goes back to a little bit of what I talked to earlier about having that curiosity and really asking why, really listening. I can fill in the blank easily with all of the things that I think you are going to say, and I love when I am proven wrong. I am trying to ask why instead of just saying I know what you mean. So, it's having that curiosity.

If I perceive that I am making errors, I will feel worse about how I am doing. So might burnout will worsen because I am not doing well, I do not like this job, I am making errors. I make it more depressed. That has a high correlation with burnout. And my quality of life is going down in relationship to burnout. It can lead to alcohol abuse. That is normal in our society, like, let's just go to have a, let's get a drink, I will have a line tonight, so we talk about it a lot and are we checking to see, like, are you doing this every night, how are you doing, right, to someone you feel like you can ask those questions.

The other is suicidal ideation. It is that these worsen each other, alcohol abuse, suicidal ideation, and studies in 2019, there were 200% increases in on odds of suicide. There are multiple citations, again, with interesting information and research about provider burnout. This is real. It is a real issue that can cause horrible feelings for the profession. There have been studies about how many people have the intention of leaving. And when we think about people leaving the profession, then we also notice that there is a while before turnover. I have had a few people in the department in the last year and we still have not been able to replace them. Takes a long time to replace people. And then there is a cost of hiring. Why are we brought out in particular?

What I would like to have you do at this point is breakdown your top two most bothersome things in your workplace. Hopefully you have something to write with. What are the two tops of most bothersome things about work that come out like this is it. I would do the same.

Indicate which is the topmost bothersome work issue on this list. We will close poll question. It looks like pressure to be productive, that is number one. The second one would be the caseload which go hand-in-hand, right? Yes. So, there is the pressure of it and there is the actual outcome of that. The recognition is something to be acknowledged and also feeling like there is not much I can do and then the training some even

though we have them every year, they sneak up on us and there's just so much that it just takes time. Okay.

So, I will open the next poll question. Which would be your second most bothersome work issue on this list? This is sad. You feel like there's nothing you can do about the work situation.

I think it goes hand-in-hand with feeling like there is something that you cannot control, we're talking earlier about some of the changes that were happening with no control over them and is really can make you feel like it doesn't matter what you say or what you do and it will not change it.

So, let's go back to this slide. There are some studies that looked at this. I created this poll question based on some of the research out there. And so when we look at the most common occupational distress that is out there, it is the cumbersome bureaucratic tasks. We think of the trainings, the requirements that are making us, the requirements of us to see a certain number of patients or do a certain task. The other is insufficient administrative support. Another one is overemphasis on metrics. This is pretty common in the literature.

Another interesting thing I found was that there is an increase in burnout, there is a percent increase in burnout for the following things. So, each additional hour per week that you work longer, 3% increase in burnout occurs. If there's time spent at home that you are doing work tasks, and this is outside of telework where you are at home doing work, but you know, I am at home come I didn't get this done, I will do this at night, it's here, and teleworking, every time you do that, there is a 2% increase in burnout. That is in general. If there is a work at home conflict like not being able to get to your child's daycare in time, a sports event, or something with a conflict, it causes stress, it is 200% to 250 increases in burnout. So that is pretty high, so we need our work to be able to sit and fit in our lifestyle and vice versa. Maybe that takes getting creative.

If you require an early morning or late afternoon meeting that might affect with home life, if the patient to nursing staff ratio -- 22% increase in burnout. And emotional exhaustion is included as well. Really this is about perceived powerlessness, kind of feeling like it is unnecessary tasks. These are predictors of nursing burnout. And really goes back to some of our leadership also.

And it is seeking input or informing staff of the changes that are being made and why, having a mentor, recognizing our contributions was one of the things on the poll question. What's interesting is someone said a spouse or partner that works as a nonphysician healthcare provider increases on the burnout by 23%. If you are married to someone else in healthcare but they are not a physician and you are a physician, that seems to increase that's. Again, it is interesting things. I do not have all of the stats on the research. Things are here to get us thinking.

I do want to go to the comments. I imagine that I asked people to write down things not on the list, what some of those things were, and then

also if there are any comments about why we are burnt out and the percent increase, let's look at that.

There are some really great comments in the chat box. David talks about the inability to get supplies. Mary says a lot of her burnout comes from Genesis and nursing turnover. We have got several comments about all of the above. Brandy says all of the above. Dede says all of the above. Vera points out coupling long work hours with not having enough PTO available to regroup. Catherine mentioned that meetings during lunch gives you no breaks during the day. Dede agrees with Catherine. No lunch, no breaks. We have other folks talking about no lunch, no break. Mary Beth points out very little PTO and not being available to do telework, COVID and masks. So, there are some really good comments in the chat box.

I am writing this down also because this is so important that I was hoping that some of those poll questions could show at least, with the ones that were able to respond, these are the things that cause stress. These are the things that are difficult and make us feel more exhausted. And people talk about not having time off and are we accruing more when there's overtime and is that being accounted for and, no, is or not such a thing as overtime, right, it is 24/7.

So, are there ways for the department to give back with work hours which would be amazing? I don't care about a little bit more money. I mean, it is both, you, you get one, you get more leave days, and to get to have some time away so maybe even talking about that here, you know, it is really interesting, this idea of lunch meetings. Are you really eating lunch? I know I'm kind of trying to be quiet and I am actually, not humble, my parents, what do they say, have a little bit more, not professionalism, but as a person, just I do not really care, but even then, I am, like, I do not want to be this too loud, like [Indiscernible] bring carrots or crackers, and so we are not really able to have a break. And it is not a break. It is a meeting. And feeling empowered to say I did a break, it's really hard to do, and this brings me to the next slide, changing the culture.

And I think this is a really hard uphill battle with such a huge system as a healthcare system at especially in the military system. And this is not even talking about social justice issues, racial disparities, healthcare access, quality of care. At a military facility, we still know that we can suffer from health systems that are not substantial enough to support all of the workers. And so how can we begin to change the culture? I do think that the key to this is how we take care of each other first to begin to kind of model that and how we take care of ourselves. It is really the reason for this talk. So rather than taking pride in not using our leave, I am amazed at those people. Why are you not taking leave? Why are you not taking a day once a month? If you have it, I started to plan that out that I have to give out my six-month template right now when before it used to be three months ahead and I give my success at Dublin and I am purpose we just randomly digging days and I am, like, I will take a Wednesday off and that will feel really good and if you want and when the time comes, it is like, I am so glad I did that because, if you are trying to do it last minute, you have got a

full caseload or is going to be harder to get coverage and things like that.

One thing you can do yourself is just schedule it, but I don't think there may be some things you have to do to get coverage and things like that potentially. Maybe long week as we don't go anywhere or maybe you take a long drive somewhere, that is part of it. And I would love to hear some other ideas also as we go along. So, feel free to add that into the chat I wish we could all talk but that's not happening on the phone. So, it also used to be that it is not a badge of honor to be so dedicated to work. It's like I did not get any sleep last night and I am just powering through it. Well, is there anyone same for the person you must be exhausted, I mean, I get that you came here today, but how are you going to take care of yourself or how can we help you today? Right? I do not want to be [Indiscernible] about this because I know it is not that simple. Yet if we keep bringing these things up and we start saying it more often in our workspaces, and if we model it ourselves, it will become more and more natural. And hopefully those who really can make a change in this can start hearing that.

So, some ideas I have heard, so it starts with us. The things we say to each other, right, so can we encourage others to take a rest together? So, it's like you need to take a break. That's nice if it is said in the right way. And so maybe let's go take a break or why don't you take a break, and I will cover for a minute, and sometimes all it takes is just a couple of minutes are just a word like thank you for noticing that, offer that. Maybe saying do you want to talk later, and it looks like you are having a hard time and you want to do that together or let's take outbreak at the same time if we can or let's watch or walk to the bathroom together and I tell my sailors on the time, take a long walk to the bathroom. We are not going to come unless you are the bathroom for, like, an hour, then you may be wondering what is going on but if you take it in 50 minutes, it is okay. Go to the bathroom. And you can take deep breaths.

Okay. Some reminders, so if we could have sticky notes or changing up some pictures to be just breeze or, there is no I in teamwork, or inspirational but a reminder that your team, what do we need right now, what do we need to say to take a breather, maybe we change at the picture and do something really creative. Maybe it is my pictures of two maybe once a month those get changed to another person's picture. A lot of times, you know, they say, after a time conduit first and placing a picture on the wall is fine. Don't quote me on that. All right. So, place reminders. And really give permission. Give permission for yourself. It is okay that I need to take a break. It is okay that I am taking my own health into my hands. I know it is going to feel like I am hurting everyone else. I am not there, and I need this. Ideally, we would do it in advance so that we are giving ourselves that and we are holding, we are keeping that built up rather than in this desperate move that I cannot come in and those happen also unacceptably.

Knowing that we are not good at taking leave for ourselves, schedule, plan it, build up the days, I thought that I had to get my kids earlier from the first day of school and then I remember that we had afterschool

care and I had taken the day off, so I enjoyed it. I did not say, I do not need to take it off anyone I should get back to work. I am taking it and I need to stay. I am sure things will come up and they did. And I needed it today. Okay? So, I thought about this? Can you see some ways that we can again to create a culture that is looking at the providers and health care team rather than just [indiscernible] Anything that you will have done?

I hope there are things that people have done or heard about. No idea is a bad idea. I think people are trying to talk and the microphones are muted. Mentioned talking openly about behavioral health appointments. Yes. Miranda stated sometimes is having an Open Door and being able to listen to others.

I want to talk about those really quickly. Talking openly about behavioral health appointments. I am a psychologist, so I hear this from a patient, but it wasn't until somebody said something to me. They said they had gone to therapy before. I thought, if they have gone it's okay if I go. They are going to understand. It's all about modeling. It's all about modeling. If we can talk openly about it, we can take some stigma away. It's unfortunate that sometimes it takes somebody really high up to get someone to think that it's okay to go get some help but it's about tips, advise.

Not having to quote-unquote, burden your family. In ways [Indiscernible - low audio]. A lot of times it's about using the resources that are available to us. I also have heard of some great things in some of the hospitals during the pandemic that started employees listening program where you can get therapy. Obviously taking you away from work sometimes depending on when you can get in. They were getting on apps were paid for that had coaches or therapists that you could jump in on it anytime or it would be groups you could jump into. It's really cool, now that we have opened up virtual a lot more how successful it can be.

Considering some of those things like, can we have something that is more accessible more often? Our no-show rate has plummeted because people can just jump on their phone. I think it also remind them that they have an appointment when I am calling them but, they answer. They make the time for it, even if it's sitting in their car. The travel time, the parking situation is not [Indiscernible - low audio]. This idea of having an Open Door, yes. And for those who have an Open Door, knowing it's okay to close your door sometimes too, to put on that, do not disturb sign, mean it. I had someone tell me that someone actually was looking through the little side to see if someone was there. You are just having lunch, I can come in.

Okay I am having lunch. I cannot be disturbed. By all means Open Door and you are also good boundaries. It's okay to have your door closed sometimes. It not an emergency. This is what I am doing. Even if there is an emergency there should be others [Indiscernible] in setting the culture up.

Let's see what the others are saying here. Amina suggested setting boundaries with your time regarding time wasters; respect your time and

others; not staying to late or imposing on others. These are all of the comments we have as of right now. Thank you, Aaron. Setting boundaries. This is partly we literally had to say with a lot of our teleworkers teleworking for a while, when you take a leave day you are still not available. I don't need the coverage. I am just going to be home.

This is supposed to be a leave day. I'm okay with that. We literally had to say we need you to get coverage because we do not want to call you on your leave time. It's kind of absurd. Sometimes I forget to get coverage and think I will cover it. No, this is a boundary we set for our health. Make sure you can get someone else to be in charge. This is my day off. I think the other piece of respecting others as well, just because we know they might be a way and we can text them, why not wait until the morning to do an e-mail. Text yourself what you want to write them. I think that to well start showing those boundaries. Unless it's a true emergency and there is no one else you can call, then you call me after hours on my leave day. We need to have that boundary.

So, I know of the leave day they are not going to call me. I am sure you were talking about other things, Amina, like respecting others and setting boundaries. If I can be part of breaks and lunch time, like this is my break. I cannot be disturbed. In ten minutes, I will come back. This does begin with us, and it also is talking with our leadership about it, the crew you work with to say, let's start doing this for real. Maybe we can find a way that we can take breaks. We had a stab [Indiscernible] throughout the year that has been virtual, and I am the only one [Indiscernible]. It's really sad. Yoga is not for everyone, and I totally get that. I think partially it is feeling like I am not allowed to go, or it's not going to be supported. Or I have one less patient I can see and, look at these waitlists. Some of it needs to be figuring out what works for your team. If it's not yoga, it can be 15 minutes even of some meditation or having some space that is dedicated like a maternity room or quiet space that no one is allowed to come in unless it's an emergency. Trying to get these ideas flowing to find out how you can change the culture.

Thank you for those ideas. I would like to, this will be a sort of break to check in with, how do we know what we need? How do we know how we are doing? How do we learn to take the time to check in? A lot of you had said in the poll, I don't even think about myself all day until I realized I did not have lunch. I know when I get a meal, or it has been too long, and usually if it is I have skipped lunch or had a small lunch and have not had dinner and at night that paying comes in. Even if you eat it is not going to get rid of that pain. Being able to really check in and make space, for a lot of you said, we do not get lunch breaks. That is not legal. Finding out from HR. Finding out, how can I ensure that I get a break? Realizing that maybe you are the one if this is the case, you are the willing one to skip lunch. I did it the other day. I'm home, teleworking no one is telling me what to do and I work through my lunch break. I was, I will do it later. It's also committing to yourself if that is important to you.

Change in the environment. People talk about eating other offices than their workplace. It outside, even if it's to see the sun for a moment to

get that vitamin D, that melatonin, to help you sleep later. There is so many benefits of changing out the environment. That's a big reason why people felt change the environment, get a break, deep breath.

I would like to take some time right now to do a little bit of awareness of checking in. If you are comfortable closing your eyes, feel free. If you want to lay down, no one is looking. Do what you like. Feel comfortable. Put your feet up. I'm going to do that myself. Begin to check in with yourself. Do this in the beginning. Check in again. We have been talking about burnout. We have been talking about the health care system, [Indiscernible] system, patients and pandemic. Let's check in again of how your body is feeling. Do that right now.

[Silence]

Kind of scan the body from the top of your head, scalp, the weight of your hair, your forehead and maybe even raising one of your eyebrows. Feel the difference between tight and loose. Noticing if your eyes are open, [Indiscernible - low audio] opened. If they are closed, they can be gently closed or stay shut. Bringing awareness to your jaw those muscles are always activated in the jaw. Tighten or loosen by clenching the teeth or opening the mouth wide.

Feeling the difference. If you are tightening and releasing, doing that gently and incrementally so we are not cranking on those muscles. When I [Indiscernible] my brow just a little bit versus more. [Indiscernible - low audio] Noticing your lips, if they are touching one another. Very gently touching.

And then moving into our neck where we swallow, where we breathe. Feeling the breath move past your throat. If you do not feel it, keep checking in. The great thing about mindfulness is there is no right or wrong it's just being in the moment and coming back over and over.

If you notice sounds, again, acknowledging them, making a mental note. And then coming back again to your neck, throat. Following across your shoulders into the clavicle, the trapezius muscles at the back. Just noticing if you are maybe forward a little bit. You don't have to crank those shoulders back, just by the difference between rounded or open. Sometimes opening the palms wide and letting your shoulders open. [Indiscernible - low audio] being curved over at your desk.

Awareness down your arm. Simply noticing the sensation with your clothing and your hair. You are tight, you are loose. Awareness of your hands. Touching the fabric and you can feel it, if it is rough or if it is smooth, cool, warm. Maybe there is not much to feel at all. Something to notice to. Curiosity that you have with others you can have with yourself. If you are feeling for the first time where your hands are placed and the weight of them. Your fingers are touching one another. The space between your fingers.

In the mind's eye we can create an image of what our hands look like. Even thinking about amazing systems of the body, the blood flow that is happening with every breath. Moving back up to your arms and down your

torso and to the front of your body, to your chest, you're clothing. And it you can feel your breath, [Indiscernible - low audio]. There is no right or wrong way to breathe. You are breathing.

Perfect. Coming around to the back of your body. The upper back. The spine. The shoulder blades. The back of your ribs cage. Moving down your spine to middle back, your waist, below back and tailbone. Just noticing in your mind jump to feeling the sensation to call [Indiscernible - low audio].

Over and over setting a new path. When your mind gets thinking and we do not bring it back. You may feel like a ping-pong game, bringing it back, bringing it back. Moving that breath to your bladder and your stomach. Your hips, hold pelvic region. [Indiscernible] the Chair that is supporting you. You are laid out on the couch or the bed. Noticing maybe areas where you feel more [Indiscernible] or pressure. Letting your body sink in and be held by that which is supporting you. Again, you can do those gentle tightening gently and releasing gently. Feel the difference. Whatever you are needing now there is more passive and checking and then active and engaging. [Indiscernible - low audio] right now.

And then moving down from the pelvic Region to your leg, thigh, the tops, the front, the outer side, inner thigh, the backs of your thighs. The only thing we need to do right now as your mind wanders to other things, acknowledge it. Come back down to your knees and noticing if they are bent, straight. The kneecaps, [Indiscernible] in the back. How you can feel your clothing. Maybe with [Indiscernible] you can imagine moving all the way down to your lower leg. Bringing awareness to your shin, knee all the way down to your ankle, the backs of your lower legs, the calves. Engaging lately with the flex of your feet. Just knowing the difference.

[Indiscernible] judgments or critiques. [Indiscernible - low audio] entertaining them fully. Moving into your ankles, all of the little bone joints here and the movement. Awareness to the tops of your feet, the bones in your feet to each toe. How you can fill your footwear, you're socks, your bare feet. And like we did with the fingers, notice if they are touching one another. [Indiscernible - low audio]

Imagining the spaces between them. Moving to the folds of your feet, the toes. The front all the way back to the heel. Feet that hold our weight and carry us throughout the day. Issues that are comfortable and other ones that are not so comfortable. Noticing [Indiscernible] as we focus on the feet.

And then letting go of focusing on the feet and taking of the whole body. Beginning to notice any sound around you, awareness. Are their emotions that are present? Subtle hints of an emotion. More obvious. More intense. As you are taking this time to be aware of yourself and keep going, going, going. Aware of ourselves and [Indiscernible - low audio]. Is there something you are noticing about yourself and maybe bring some movement to it. Maybe a hand massage. Moving your jaw muscle. A little facial massage, whatever you feel like, checking in and bringing yourself back to this moment.

You have been asking yourself, what do I need right now? Maybe you've already gotten a massage. Or you need to ask for some leave time. Or maybe you have thought of a bath you can take later or a [Indiscernible] that fits with you will. You are connecting with someone or being out in nature, enjoying.

If you are not sure what you need, that is okay too. You can keep checking in and trying. Over the next couple of breaths, beginning to come back more fully to your space. Your eyes are closed, and you are beginning to see behind your eyelids. Colors, lines or shapes.

Your eyes already opened and taking in a little bit more of your surroundings. Maybe taking in the room a little bit more. Maybe noticing a couple of things and just resting your eyes on that. Something you have seen a bunch of times. Eventually on the next breath as you come back more fully to our space together with people on this call.

So, of course, I want to hear if there are any comments about anything you noticed that was more difficult for you. I know this is a little bit longer, but this is what it is about. We can always shorten it. We can always do just checking in more briefly. Just listening to sounds, playing songs and kind of really hearing that song. There is so many ways to be in the moment. And find the times in-between, whether it is waiting for someone to answer their phone, waiting for your computer to start. And perhaps even looking at the times to offer you a breath, offer you a moment and say, I am done, I am done.

Feel free to add anything of the chat if you are interested in sharing. We will take a couple of moments where that. While we wait, seeing if you can enjoy the downtime just to be here. There are lots of things vying for your attention, making that choice to be here for yourself. I said that a few people are typing. It needs to go in the chat. Erin, if you are talking, I cannot hear you. Verra says she feels much more relaxed.

Sometimes we do not know that we were tense, so we take the time to check in. The double-edged sword of [Indiscernible] is that it's not intended to create relaxation. There's a lot of relaxing meditations out there that say that it's supposed to be relaxing and that may not be relaxing for you depending on your moment. Sometimes I think that can be frustrating for people. It may not be a moment where you can relax. Noticing what relaxed feels like is nice. Also being aware that [Indiscernible] and I feel like I am being selfish. I need to be doing something else. It's a waste of time. That is part of the moment too. It may not be very relaxing, just being aware of that and allowing it there.

Another comment was that it was a nice break. Faith mentioned she is not sure that she could imagine doing this at work, even though it's [Indiscernible] just what she needs. Yes. I think this is part of it, like how can we create this in a workspace if you don't have your own office, if you are seeing patients back-to-back, if it just doesn't feel like a safe place to close my eyes. And so, some of that will take some creativity until we have a place where at work it is changing that culture, again, like, hey, I'm going to close my eyes for a moment and do some meditation. And that looks like we're not doing anything at when I

come out of that I'm probably going to be so much more in the head space I need too, and maybe even more productive and safe and giving more quality work. I am tied to get more meditation, mindful minutes. I would love for the meetings to start off with, hey, everyone is coming from everything they have been doing. Let's take a mindful minute. Or play a podcast to listen to that. I'm hoping we will be recording those soon, but we do have five minute, three-minute meditation, military meditation coach, which is a podcast.

The nice thing is, it's a podcast. You can go to it anytime pick you do not have to worry about being on Wi-Fi. I've recorded a few on mindfulness. There's a bunch of different relaxation or [Indiscernible] relaxation. What I was saying about the tightening and letting go, a lot of us have been trained to crank it, hold, hold, now let go. Now instead of lifting the 200 pounds without getting a bit of a warm-up is we want to slowly tighten. Hold it like 75%, 80%, then let go so that were not cranking [Indiscernible] and creating more. I see a comment, [Indiscernible] workshop.

Not sure that's in psychology or something, similar to that. There are mind-body medicine courses that really introduce some of these things like were talking about but a little more in detail. It is still kind of scraping the surface of all of the things we can do to check in to remind how our bodies are doing. There is all of the signals and emotions, and our body is telling us all the time. Forgetting to eat lunch or take breaks. I have gotten used to shutting off those signals and not listening to them. I work a lot with chronic pain and medical conditions, especially ones where there is [Indiscernible] system conversion disorder, neurological disorder where the body, because they are not letting it out emotionally, comes out physically with very extreme things like seizures that are not epileptic, pass out, trimmers. Legs that don't work, I cannot put weight on them. They are really weak, or blindness, or unable to hear when all of the systems are functioning perfectly structurally.

Our mind is very powerful. Listening to our body and emotions and our thoughts is important. They all influence one another. If you are interested in trying to get mind-body medicine to your area, I am part of that program. I am sure they have something near you. Reach out to me. Let me know and maybe we can get you connected with someone who is doing mind-body medicine. I am on Pacific Time. I know we said around 14, around this time. Let's take a 15-minute break. We will meet back then at 1450, East Coast time. Or 1150. If you are mountain or central, do the math. It is 11:35 Pacific Time. We will come back at 11:50. I will write that in the chat. Thanks, everyone. Notice what you are going to do during this time.

Okay. It is 11:50 here. We are going to get started again. You are all adults, and it does not matter if you are back or not yet. If you need more done because you are taking care of yourself. Hopefully, most of you are back. Looking over with the time we have left and some of the comments we have been hearing, I want to go a little bit, I might skip a few of these slides but I may be more of background of what we may be feeling when we are stressed out.

I think most people have a good grasp on it but [Indiscernible] the slides. What I do want to say is there are many benefits to mindfulness. Benefits is a fancy word for being in the present moment. Being instead of your mind jumping to 15 different things very quickly like your [Indiscernible] mind and dumps around top when you do mindfulness more often being in the present moment them, I can truncate that. And do not have many associations when it comes back to a few things that your mind can pick up pretty quickly.

Because we are more willing to be in the moment it does create a little more cognitive flexibility, like this ability to allow things to be as they are, even when there are negative thoughts or negative emotions that sometimes we can find a way to be more okay with even the difficult things going on. Lots of things in here that could be a whole other lecture itself. I will not take too much time with that.

These are the slide I'm going to go a bit more quickly three. Makes you think about when you are stressed or feeling the burden of work or the pressures of life, where do you notice it? Are you more aware of your physical sensations in your body when it tells you? Are you more aware of emotional and you are crying or getting shorter with people, irritable, on edge, feel more nervous or anxious? Is it something more behavioral? We're going to go through all of these quickly.

When we think about physical the brief thing, I will say is this is the fight, light or freeze response. [Indiscernible] the difference between real or imagined so we think of something possibly happening your body reacts as if it's happening. That's why we watch the news or when people saw the towers being struck by the airplanes it was just as dramatic to that person's body as someone there. Obviously was less than all of the other sensory systems going on.

Our body is designed to react to stress and keep us safe and survive. Little bit less blood flow in our extremities, are hands, feet, and you may feel that with some cold extremities, even if the temperature in your area is fine. Our heart is going to get going. If you look at the joints and muscles, there is going to be some tension ready for this fight or to run the heck away. Are stomach might feel a little bit of that ingestion, that Najah from the blood vessels constricting as the blood flow is changing to go really to your four head to keep you alive, your brain, your heart. The organs are also doing a lot of work. We need this energy to fight or flee in glucose is being released.

That is why with long-term chronic stress can lead to diabetes with long-term chronic stress with the heart rate thing and all of these things. You can have higher blood pressure. Really the body does not have to want to waste time or energy dealing with food, so it doesn't want to waste time digesting. That is why oftentimes when someone is stressed out by either become more constipated because your body is stopping you and stopping that system entirely, or the opposite, diarrhea, let's just get rid of this, have more energy and resources for what we needed for to stay safe and be out of harm's way.

There is a lot of cool things that the body does that you may not realize. Like why do I have such dry mouth when I am more nervous? I'm sweating. Sometimes those are more common but there are other things going on, so listening to your body. Some of the behavioral signs can be [Indiscernible] more things. We talk about alcohol before, kind of excessively doing things. My husband total dub to her. It puts five pieces in his mouth, chew, chew, chew, and goes to the next. I did not realize that as really stress until I asked, how are you feeling?

There's a lot of things you can do. Maybe eating a pint of ice cream. Kind of a joke but it happens, it happens. We have comfort food. And then we have emotional Morningside like if I am getting a bit more nervous and jittery, if I am on edge ready to knock off the head of the next person to talk to me. If I am feeling alone, disconnected I am more weeping. Anger is usually the one that gets the most because it's the most socially acceptable. Hopefully, we're catching these things before they are really lashing out. Usually, what is allowed in a lot of settings, unfortunately, and so anger often is covering up here or hurt.

As we get into compassion in a few moments, that may be a way for us to try to relate to others who may be our little more difficult to find positive regard toward. They are so angry or negative. Most likely under that is year or some hurt, some disappointment or sadness, and so, it's not always what we are showing on the outside. The other things that can be noticeable if we are more stressed is not thinking so clearly. When our emotions [Indiscernible] the amygdala is activated. Whenever we interpret a sound, a statement, I thought I am having, it does through our emotion center. Emotions are pretty strong, and they can take over.

Probably what we don't do the best things when we are reacting from emotions. Really takes the human part of the brain, the Neocortex offline. This part of the brain is for thinking, planning, organizing, analyzing, making decisions, and so, if I am a little more [Indiscernible] with that and beating reacting, I am not making decisions well. That could be something you notice yourself, more forgetful, kind of lost your sense of humor. Noticing a difference in the way that you are acting. That also goes hand-in-hand with spiritual symptoms [Indiscernible] spiritual doesn't have to be religious but definitely can be. It can be your values, your beliefs, the meaning that you have in life. This kind of lens a little to the burnout of walking in the meeting and connection. I definitely look for magic sometimes. Like top only at this could change, and kind of get lost in the details. Noticing of you are starting to have those symptoms, that could be a sign for you.

And then I picked this because oftentimes we do not want to face the world when we are feeling stressed and having to deal with this certain person or having to deal with anyone having to wake up to the world can be difficult. Noticing if you are just kind of wanting to disconnect from people or a feeling that lack of connection with others pick it definitely can affect your sexual desires and having any interest. A lot of people say, you know that I'm stressed because I stop talking. I get a loan and want to be quiet and not talk to people. Being aware for yourself, of course, and for others as well to help create that change in

the culture as well. Start asking questions that maybe her personal that can help us have more connections with others.

This is something you see in the mind-body class I took from the slides. We think stressors, kind of the idea is I am at baseline. Stressor comes. I react to it. And finally come down because the stressor was short, and I'm back to baseline again. And then the next stressor. We have seen with the pandemic that the stressors kind of keep piling up pick we did not really have, we still have not had come back to baseline, the same level of security or safety that we have had in the past.

It just keeps getting more of a heightened stress response. We think about all those kinds of symptoms that there can be more of those are higher intensity and so realizing that, if we can employ some of these things that we are talking about today, maybe we can bring it down further that if we were just, like, full steam ahead and not taking the brakes for ourselves, and it really is not to be a luxury. It is part of what we need to sustain and need. We need more paid time off so we can recover before the next shift, before the next crisis and it can feel like a crisis. Right?

So, I went through a lot of things kind of quickly. So, can we put out the survey? We will see how many people are with us. I just want to check in with you. How mindful do you think you have been in the last five minutes? The ones answering so far are with us and know what we are talking about at least. So that is -- I am not going to judge any of this. It is just where you are. And it is okay to be a 25% of what I am hearing. When I teach mindfulness come, I teach them that if 75% of the time your mind is wandering, good, your brain is working [Indiscernible] is supposed to do that. Let's think our brain for working a try to keep it safe. And then the other 25% of the time, maybe you will come back, like, every four times you have a wandering mind, you come back to the discussion. The majority says 25% of the time, it is a low bar, and that is where we will start. We are going well. Yes. I want you to have a low bar. I want you to remind yourself that there's a lot going on all the time. And keep coming back.

I want to introduce you to the three-minute breathing space. This is on the military podcast will go through it in 30 minutes. I will lead you through this. And if you have comments, we can talk about it more. Okay? This can be done at work. This can be done at home. This can be done while you are driving. This is not something we have to close your eyes and [Indiscernible] out. What I want you to do is, whatever you choose in the collecting piece, trying to sound like we are doing something that has pizzazz, awareness is checking in. We've done this a few times today. We did it just now. Collecting is bringing your mind to one thing. Over and over and over, your mind will keep wandering picky bringing it back. Maybe your brass, maybe your feet in your shoes, maybe the sounds around you, if you are driving, maybe really focusing on actually driving only, the feel of the wheel, the pressure on the gas or the break, and then expanding is kind of bringing that to other areas to have that in a moment awareness.

So, we will quickly do this so you will have the experience of it. I will ask you, when you choose to do this, somewhat change your posture, maybe moving away from your computer, look at it a different way, or sitting up a little bit more upright. It's the idea of kind of having an alert and dignified stance. It's not necessarily snotty, but maybe you have your head raised a little bit and being alert has we are trying to follow a cannot fall asleep when we do mindfulness. We want to be more alert and aware.

So, in the first moments, really take the time to just check in physically, what is present, what is something that is calling out to you for attention, emotionally, what emotions are here, if there is a big ball of it and it's hard to pick out one or if there is one obvious one, if you are not sure, it is where we are at. We are just checking in. Notice thoughts, critiques, to do list, and spiritually, where are you at, like how are you feeling pretty good about the things that you are spending your time on, even in the last few moments? Are you living in line with your values for the most part? Just getting the lay of the land come in this next moment, choosing your focus of awareness, your breath is sometimes difficult for people. So, it is always with us. That can be something you focus on. It is really noticing where you feel it and training your body. Maybe want to focus on the sounds around you and really hearing what is present.

While we come back to that focus, your mind is wandering, and it is doing what it is supposed to do over and over again. Perhaps there's a little bit more ability to focus, letting that focus expand to more of your body, focusing on your breath. There's more of your surroundings, your environment, your sounds, bringing that focus and clarity to your thoughts, being aware and present for what your body is telling you through your thoughts and emotions. That is our three minutes. So this is something that is not meant to help you relax. But it can have the benefit of that. Is being able to check in, and how often do we just go, go, go and not check in and then we go it is time to go to bed and now how great would it be to check in with things more often so that maybe there is a time during each day that we can check in with those things and we also want to be aware that, when these things are coming up throughout the day but I do see a couple of comments.

Monkey mind is a perfect distillation of how my brain feels when I am overworked. So quickly it jumps from tree to tree to tree and we go from Outlook is working to a party 5 years ago and that thing this person said. How did I get there? There's probably a good connection. Yet something mindfulness can do is I'm aware when my mind jumps to that and how I got there and maybe there are some places where I can jump in and say hold on, is this helpful, spending time of this, if I can switch my attention, is this not helpful? We do not mind when we are daydreaming in her mind wanders off to those things. We do mind when our mind wanders off to difficult things. It is the same ability. Is just to train our mind to come back to what we choose. And we are building the pathway.

I think having a low bar is okay and reminder patients of that. Yes. A low bar is fine that we may come up with some different ways to say that. But you know, I do not need to laugh at you. I just want you to do your

best which doesn't have to be the best you have ever done. Do something that feels good today. Right?

It's relative to how you are feeling. Yes. Maybe there are some other ways that we can come up with how to say that. Okay. So, is this something more feasible in your day? Yes. Three minutes. Check-in. Write a note to self. I have to get this checked out. Or I forgot to write this person. Set it aside. Maybe do that during that first awareness moment. Yes. I will write a few things. And switch to focused awareness and expanded. So change your view for moments. Will be in the same position which often gives you cues.

This is not letting me advance of the slides at all. Just tell me next slide and I will advance them for you. Okay. Next one please. Okay. Maybe it just had a little glitch. Now I can do it. Okay. Let me go back. Okay.

This is the check-in. Okay. Compassion, I would like to lead a meditation on this. And part of this is knowing that compassion is empathy. It has an added case that not only am I trying to, that I can relate to you, and I maybe feel or can understand your perspective. I also have the desire to do something about relieving your suffering. So, there's maybe some action.

And what is great with the mind is that when we use imagery, motor neurons in the brain and functional MRIs are shown in studies that those actually get activated as if you are doing some action which is really incredible to me. We also know that when we do self-compassion that highlights the same empathy areas in our brain. So whether we are giving compassion to ourselves or others, we are encouraging empathy. So, it is not selfish. I was going to ask you some questions about this. I will go forward so that we can get through a little bit more of this. With self-compassion, there might be compassion for others is okay but self-compassion is selfish.

Hopefully after some of this talk, you realize how important self-care is and not just others care. Hopefully you have heard this before. The same idea is when the oxygen mask come down on an airplane in an emergency. We put our own mask on first. And I am not going to get used to the person next to me if I am trying to fumble without oxygen. And so, this really again is not a luxury. This is about oxygenating we and having enough resources for myself so that I can have more to give to someone else.

So hopefully, we can begin to see that so compassion is something that is difficult in our society that we often give to others, we can often think about helping others, giving advice to others more than for ourselves, and we are very critical of ourselves. And so, this is the way to begin to reverse set or staved off a little bit. And we talked about functional MRI. I wonder if this on the job offer, we begin to give more self-compassion which in turn can help with compassion in general and empathy, the action piece, and that can cover it. I will let you feel the benefit before I go to that.

Earlier, asked you in the very beginning to maybe put your hands on your heart or belly. I encourage you to try that or even holding your own

hand. Give yourself a hug. The first time I heard this, I thought no way, I am not doing this. This is a little too much. This was for a course that I took. And I did not do it for the whole course. And then I met with people actually during the pandemic when it was really bad in Italy and we had talked with Italy and the U.S. through the compassion meditation, through compassion it which is a nonprofit in California, we heard it in English and Italian, going through the same thing and I will also be adding a thing about our common humanity and how it is much easier to give compassion to people who are less independent.

This could be another talk as well, but it appears to be easier to give compassion to a child or elderly or someone with disability, and infant, that is for someone with high power low warmth, politician, a criminal. And so even though these are gross generalizations come I do not want to go down that path. There are people and groups of people that tends to have an easier time to give compassion. Especially that of someone who we care about, right, and so because, knowing the American culture, it is easier to give to others before ourselves, but it Eastern philosophies, they do start with themselves first which is kind of a nice idea, even though they are known as [indiscernible] Interesting balance of that.

That's all I have to say for now. So again, if you want to place your hands on your hearts, maybe feel the warmth of that area, if you want to give yourselves a hug, maybe caressing yourself, holding your hand, caress yourself if you want, or put your hand on your belly, whatever you feel like, we will start with, again, you can always keep your eyes open if you are not comfortable then you can try a gentle gaze or something and if not, gaze into the distance and try to decrease the amount of distraction around us.

You closing your eyes is too overwhelming, being so inward, you can open them whenever you feel like it. So, beginning to imagine your heart just kind of going inside, that is an area that we think of for love and caring, a place for aches sometimes when we lose someone, and I have had difficult changes, it is allowing the feeling to come out. And one way that we can bring up this feeling of compassion is to think of someone who you care about.

This is not a popularity contest with your friends. You can always do this another time with your friend if you remember. If you come to mind right now and just to someone. Make that choice. And imagine that they are in your presence. Imagine they are close to you. It is totally natural. Notice how it feels to be in their presence. Imagine this person we care about, this could be a pet, someone who passed on already, there are no boundaries.

Imagine as you are later late your eyes upon this person or animal that they are in distress, they are suffering in some way. Maybe you see some agony or sadness or hurt on her face. Maybe their body seems more inward or frail. Maybe they look like they are hurting. Just like me, this person was to feel safe and belong. Just like me, this person wants to be free from harm and healthy.

So, offering someone what wishes to a person or animal, maybe healthy. May you be free from harm. Repeat this after me. May you feel joy. May

you have ease. May you be healthy. May you be safe. May you be free from harm. May you feel joy. May you have ease in living. Notice how it feels to offer those well wishes. That's whether or not this person knows it. It is a feeling of giving a gift.

Check in with your own body right now. Letting the image of this person or animal fade and come back to you, if you are quality yourself in some way, give yourself permission to focus on yourself and maybe imagine saying to yourself in the mirror or with imagery that anything is possible. Know that just like this loved one, you can have no pain and suffering. Just like others, I want to feel safe and long. Just like others, I want to be healthy, feel joy. And so, offering yourself well wishes, this time say I and add your name. May I, Dr. Genelle Weits, be safe and free from harm. May I, Erin, feel joy. AI, faith, beloved. May I, Anita, have ease in living. Maybe repeating these phrases or adding your own and using the I and using your name, may I, Addie, feel joy. May I, Vera, be healthy. May I, DD, have ease in living. May I, Mary Beth, beloved. I am just noticing, any feelings that are coming up, if you have allowed yourself to receive these gifts, what it might take to do them in the future, that we are all welcome to receive these and we are worthy. And then begin to come back to the room, the space we have created for the workshop.

And just noticed that if you want to keep hugging yourself or holding your hand, it can be really powerful to get that touch. We know this for patients a different effect of medication, even if it is administered by someone rather than themselves, it has that much more power. Just placing a hand on someone or rubbing up against someone can have a lot more meaning than some words that we say. As people want to add any comments, I will keep moving on, but we can take some time to look at that as well.

Some of the benefits that your body just got are these. When we do compassion and self-compassion in particular, it calms down the fight or flight and it deactivates three systems and activate self-soothing systems decreasing cortisol and increasing HIV. When we get into the flow, we have a greater hard range, heart rate variability, so interestingly, the lessons with depression, it comes with rumination how much we chew on things, we are not correct, we are perfect, maybe this is the thing that we have of live a lower bar, and human imperfection is perfection. That is what it is.

We need to take the word perfection out, and this is normal. It can help protect us from self-criticism because if I am not comparing myself to others as much, if I am not putting such a high standard and bar up all the time, then my criticisms go down because I am not trying to compare it to others and are really cool studies on that out there. You can also help with spec of taking. If I am able to kind of give myself this compassion and more flexibility and more breaks, I had a group the other day that said just give herself a break once in a while and so ease that in one of our meditations like some of the words that we would do to kind of helper cells do what is critical. And also similar to my phone this is to kind of embrace that there are going to be negative things, whether that is emotions or thoughts or situations, behaviors by others, or ourselves.

And so, if I can have some compassion, so maybe this is coming from a different place that I am not maybe standing on the outside but negative is part of our being human. So, there's a lot of great stuff out there for that. Similar to self-criticism, if I am not comparing to others as much, I may be actually more willing to try anything. Way back when I heard about when there's a new job, every opportunity, it is more likely for women to not apply for a job if they do not meet all of the wickets that are being announced as requirements.

In the study, we talk about how men oftentimes will apply to a job even if they only need three over the five wickets and so some of that fear of putting ourselves down and not having confidence, that can improve with some of the self-compassion because [indiscernible] All humans, all living things, we think about in criminal activity, it is about fitting in, belonging, feeling more secure. Those are just some examples, these are some things, and that compassionate source can be something in nature like the expansive ocean, anyone can touch and jump into it, the sun without discrimination shines on everyone or a tree that's really solidly rooted and the roots are reaching out and the power of the oak tree and the shaded offers to anyone that comes under it, so some of these sources in nature can bring on the idea of a compassionate being.

I want to talk about some other practices that we can offer in our daily practice and maybe even network. So, taking in the good, Rick Hansen is a psychologist that has a blog on his website called just one thing. It gives you a little bit of tips on considering something each week. One of the things that stuck out to me is taking in the gutter soaking in the good. This idea of taking a moment to really just ponder something that you did recently, I was really unsure about what was right, and I ended up writing about when my daughter was an infant, I took a little walk near the water, and I really was able to so that in again. I relived it and the beauty of it and the quiet time and the connection with her gave me another time to soak it in.

Remember our brain is wired for safety and survival. Negative things are going to be like magnets and Velcro. Positive things are like Teflon and the slide off. We don't remember them at the end of the day. So, taking the good. Soaking the moment mindfully. Help to create stronger pathways in the brain to notice the good more often. Notice the little breaths of comfort or seconds of some relief or calm. Those can really pile up and help us throughout the day. Gratitude moments are similar to that, having gratitude for the moments that you take time to soak in.

Another way of doing this is just if we consider an object, if you are sitting in a chair or whatever you are sitting on, like there is a couch or a chair or a bench, imagining all the people that it took to get the bench to you, whether it is in concrete and a factory that created that, the trucks that needed to drive it, the spinning concrete truck, all the workers that are employed to do that, the materials of the chair is made of, and this is just for something that is man-made. When we think about the food that is set for us, just taking a couple of seconds to actually look at it and enjoy for a minute what is in front of you, what am I about to eat, what are the colors and shapes and styles and then the

taste, right, and some test we just go right through our lunch and we are already past our last bite and where did it go and so those are some ways that you can kind of make those moments more palpable and soak it in a little bit more.

Having gratitude for the things that are going well, it is really easy to get caught up in the things that are not going well. Self-compassion letters to self, there was a study that was done in 2010 of seven days of writing a compassionate letter to oneself. And it found that people rated every day their level of happiness and contentment that compared to people who wrote about early memories for the same amount of time, positive memories, that they had more happiness. It increased happiness over those seven days. And happiness increases lasted at the one month, three months, and six-month follow-ups. It was incredible. Seven days of writing letters to yourself, and so I almost want to take some time right now to just write a little letter to yourself and do that maybe the next time. What would you even right? How can you give accolades to yourself? How do you give yourself some kudos, some presence, some flexibility? Maybe even just saying a phrase to yourself right now, you are doing a good job, you are a good friend, you have important work, what I say to people is impactful, something that you believe, though.

I want to do this presence with this boot is practiced. All of our things come from ancient philosophies like martial art, tai chi, and so a lot of our military training has martial arts in Eastern philosophies. And so, in this practice, talk means giving our sending and then means receiving. We need to receive as much as we are giving. So, this is for when we are dealing with difficult others, maybe some suffering of patients, coworkers, your own suffering. There is the impact of sitting with someone who is going to something difficult.

This is especially important for mental health which is what I do and just hearing people when they are at their session talking about a difficulty or in a visit with you and feeling the palpable tension or sadness or anger and being able to take that in, in a way, and turn it into compassion. And so this idea of breathing in whatever is happening in the room to acknowledge it and then breathing out well wishes like maybe a piece or may we be at peace, including yourself, maybe it is visually sending out a soothing color that you find coming for you as darkness comes in and it is difficult and exchanging that into something more light and airy, and so you can do this in the moment or you can spend time doing this daily, that compassion for others or yourself to kind of put this in a frame of mind I can help us deal with difficult people and moments throughout the day. I will lead you through this, so you have an example of it. Maybe bring to mind something that was difficult recently, maybe a conversation with someone or a patient.

Maybe it was your own difficulty and someone else, not really seeing you eye to eye. As we acknowledge that difficulty, that tension, what emotions, we breathe that in as a way to create a space for it. It creates an openness. As we breathe out, maybe repeat the phrase may you do well. You feel peace. Perhaps there is a color or some image that can feel calming like a cloud or the smell of baked cookies, whatever you want to add. Breathe in and acknowledge difficulties, suffering,

emotions, giving space to it and allowing it to be here and breathing out and adding to the moment some peace and calmness and well wishes to ease your own and the others suffering.

This is something that can be really helpful when we think about an energy battery and when there's not enough time to regroup and not getting downtime or lunches or breaks, it is a big deal. And we need those. And so, if there was a way to create time for that, the other thing that can be added to that as well as the way we look at things. And so, one of the things that I would like you to start doing even right now is grabbing a piece of paper and beginning to think about a few of the tasks in your day. And typically, I would have people start from the time they wake up, what kind of alarms sound, what you do next, but really detailed. And there are some things that we will consider being nourishing. And there are some things that we will consider being depleting, taking away, lowering energy, other things that can energize us and give us a sense of well-being.

So maybe it is some of those things that you said earlier in the poll question, some of those more difficult things come and then there are some other, like, just kind of usual paths, doing some charting, relaying information for the coworker, checking your email, doing a training. And so as you list some of the things you do day today, the idea of every, little, single thing, the commute, the breakfast, whatever you are doing at home after work, you know. If you have a few things written down of stuff that you are doing, noticing if you have just written all depleting things, it is easy to do and focus on that, see if there's anything that you done that sometimes is nourishing and sometimes can energize you.

I know that sometimes when I finish sending out a few emails, it feels like an accomplishment. When I finish a chart, it is one more done. When I am on time with a patient appointment, if I picked the right thing out of the stock shelf the first time without having to do a whole lot of looking, I mean, anything that you are doing, some of these depleting things could also be viewed as potentially mastering an accomplishment or a pleasure for some of the things that are more pleasant. If you are able to do something like really write down some of these things, if we could shift our perspective on it, like, we all need to do those trainings, with don't like outcomes of so quickly and so, yes, there may be some more systemic ways it can be dealt with, the discussion on how to change the culture, all these things we can do if we often do it at the same, is there a way we can be given a half-day once a month to finish training or once a quarter we get a whole day, just training and just we choose to do the training and are doing it for somebody else, something like that and so if I am not given the time, is there a way I can still view those as and accomplishments, can I begin to try to look at it in a different way so that it does not pull me down so much? The same may be true for when I am on hold and I'm waiting for something to load, doing some of these menial tasks and awaiting to take time to take a breather and I find one of my coworkers said I hate getting stuck and having to wait and I say, oh, really, that is, like, every day for me, like, just take a moment, and I would not have remembered this but she reminds me all the time, like, you changed it for me, so any little thing, and then sharing that with others, right, modeling and helping others, so I wanted to go

through this a little more with you but I think that you get the idea of that.

If there are any questions, these write those down. Really, I want you to start thinking about what your care plan will look like during work hours. I encourage you to put out other ideas for others like any little thing that is working for you might be something that someone else did not think about so let's use this time to share ideas. We are just offering what works for us. It doesn't mean it will work for you. And so, feel free to start filling up the chat with things that have worked for you.

These are some of the things that I have thought about and I talked throughout the workshop with, whether you take the stairs or elevator, feeling it, letting it be your exercise, letting it be your moment of rest and elevator, taking in who is in there with your share on your own, signing into these times in between to use to our advantage not to get something else done because I have had five windows open and I get maybe one of those efficiently done and the other things are suffering and going back and forth and then my Outlook crashes and I lose all of those partial emails, so doing one thing at a time.

So, aromatherapy, yes, just having us now, right, when I have taken a walk in there are some rosemary plant and I grab it, on my walk, and I smell it, have that in your office. It can be a real me up and can change up our senses. You can grab mint and it will be gone by the time you are done getting your next patient or it doesn't matter if it is in your mouth, right, something that kind of changes it up, I like that. Thank you. This is during work hours. That can be the hardest time to do that. I also want you to think about after work and what that looks like after work and how are you enjoying your commute.

Can you listen to an audiobook? Can you just be present just driving and remembering how difficult that was when you were 16 or 18? The errands and getting the situated so that it is something that doesn't feel like, something, maybe get something for yourself on the trip as well or you are combining a few things and you do not have to, you work out and actually setting time aside to see that, you want to pet her be with your children 11 and having some quiet downtime, and then that transition to home is important.

It is just as important as the transition to work. And so if you are just rushing into work and then it is just go, go, go, maybe it does mean waking up a little bit earlier so that you have the time or take a little longer for your bedtime routine so you have the time to really calm yourself to get some good please sleep.

Any thoughts that people have? Anything that works for you, maybe you heard other people tried it and it works for them even though it doesn't work for you?

Before everyone leaves, with some of these ideas, and again, there is that military meditation coach, the podcast that is available to everyone that you register that on me too, like, have something to help you focus

your mind on, that is what aromatherapy does also, something to focus on, something a little bit different, some easy to love, have a book that you can read a little bit on a break, it can kind of take you away and you can go for a little walk so we are going to put up a poll question before everybody leaves.

If you have more confidence at all about something you will be doing different work to focus on your self-care, whether that is putting down a sticky note, whether that is being a little account kinder to others and you can change the culture of you did not get good sleep and what are you going to do tonight to help you with that, right, just that little phrase of caring can get someone taking a little bit more about it, whether it is trying to give yourself a check in before we start to do meetings, so it looks like it is kind of a cross the board. It is kind of hard to put these into practice because we are not used to it. And it is deedly hard to put into practice when you are dealing with the healthcare system but, you know, the majority of you said that you do not feel that much, so if there are things that you think I could have touched on him a little bit more that could have helped us bridge that, great.

I know that self-care is about our own self-care which is really the only thing that we have full control over. And even then, it is what time do we have and what limits are around us. So I am hoping that this at least dispersed conversations and thought about how we can begin to change the culture around us, if possible. And hopefully, by doing that, through our own actions first, you know, there is a provide come I think he is a cardiologist who spoke at the mindfulness healthcare summit and just little things that he would do, like, right before coming to the patient room, looking at someone, purposely thinking about the color of the iris, to have a connection with someone, so any little thing you can do will begin to feel a little bit more the present and aware, I think that it will only help us .

And I wish you the best. And so, my final slide is thinking yourself for choosing to take this time. You could have set in a different lecture. Hopefully you still gained a lot of information, and you are able to give it to yourself and really take that in perk so I am open to any other comments if people want to. I appreciate people taking the time to sit with me for these hours and to do it for yourself.

I am reading about some of the comments, and I thank you all of you also. Have a great rest of your day. And I wish you the best. Goodbye, everyone.