

# SELF-CARE IS DEAD! NOW WHAT?

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# DISCLOSURE

No disclosures to report

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**what is your automatic response/feeling when you hear and see the phrase "self-care?"**

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



## WHAT IS SELF-CARE?

Self-care refers to a range of activities and practices that an individual engages in to promote their well-being, maintain balance, and attend to their physical, emotional, and mental health. Self-care practices can vary widely and may include activities such as mindfulness, exercise, healthy eating, relaxation techniques, pursuing hobbies, setting boundaries, practicing self-compassion, or seeking support from others.

# SELF-CARE IS DEAD BECAUSE...

- “Self-care” can sometimes be misconstrued as the solution to the systemic issues such as:
  - Workload/long working hours
  - inadequate staffing
  - High patient volumes
  - high levels of emotional and physical demands
  - Burnout
  - Trauma and vicarious trauma/second victimhood
  - Compensation
  - Lack of support

# SELF-CARE IS DEAD BECAUSE...

- When the responsibility for addressing systemic issues is shifted solely onto the individual, they may experience feelings of:
  - blame
  - guilt
  - shame
  - Inadequacy
- “Self-care” inadvertently normalize or perpetuate the existing challenging work environment and the underlying structural issues within healthcare systems
- “Self-care” can divert attention and resources away from addressing the root causes of systemic problem
  - “don’t give me yoga classes; give me better workflow”

SO NOW THAT SELF-CARE IS  
DEAD...NOW WHAT?

ORGANIZATIONAL-LEVEL CHANGE

HEALTHY  
ALTERNATIVES  
TO  
“SELF-CARE”

Organizational support

- Compensation
- Improve staffing
- Improve overall work environment

Organizational psychological safety

- Ability to provide **honest** feedback
- **Confidential** reporting mechanisms

Employee feedback and engagement

- Quantitative and Qualitative feedback
- Communication feedback loops



HEALTHY  
ALTERNATIVES  
TO  
“SELF-CARE”

Peer support and collaboration

- Break down silos
- improve interprofessional collaboration

Education and trainings

- Professional and personal development

Free, easily accessible support services

- Peer Support/Second Victims' programs
- Counseling and coaching
- Financial & legal well-being resources

# BURNOUT AND WELLNESS HIERARCHY OF NEEDS

## WHERE ARE YOU & YOUR GROUP ON THIS WELLBEING HIERARCHY?

### Health Professional Wellbeing Hierarchy

Adapted from Shapiro et al. Am J of Medicine 2019



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**Where do you think your organization is on the wellness hierarchy?**

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SO NOW THAT SELF-CARE IS  
DEAD...NOW WHAT?

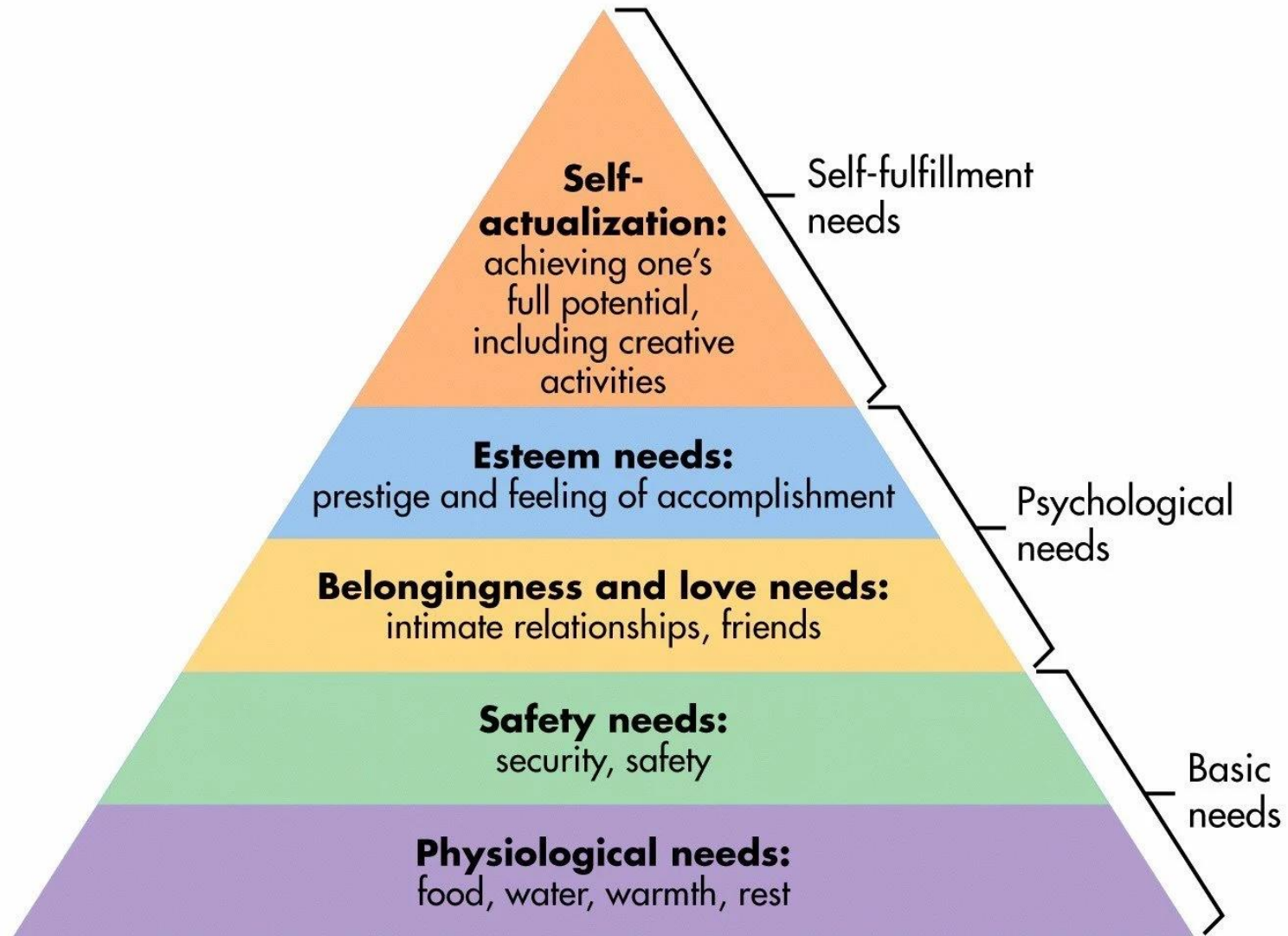
INDIVIDUAL-LEVEL CHANGE

Me trying to excel in my career,  
maintain a social life, drink enough  
water, exercise, text everyone back,  
survive and be happy



REASONS  
SELF-CARE  
IS DEAD

# MASLOW'S HIERARCHY OF NEEDS



# SELF-COMPASSION

Self-Compassion is:



## Self Kindness

Be loving towards ourselves, instead of self-critical.



## Common Humanity

Everyone suffers. You are not perfect. No one is. You are not alone.



## Mindfulness

Notice our struggle. Feel it, instead of being reactive. Be with it, avoiding self-judgement or overreaction.

# LITERATURE-DRIVEN BENEFITS OF SELF-COMPASSION

- Less stress
- Less perfectionism
- Decreased risk of depression & anxiety
- Decreased risk of PTSD
- Better coping and resilience
- Compassionate relationships
- Healthier lifestyle choices
- Happiness & life satisfaction
- Greater motivation
- Greater sense of self-responsibility
- Greater sense of connectedness with others



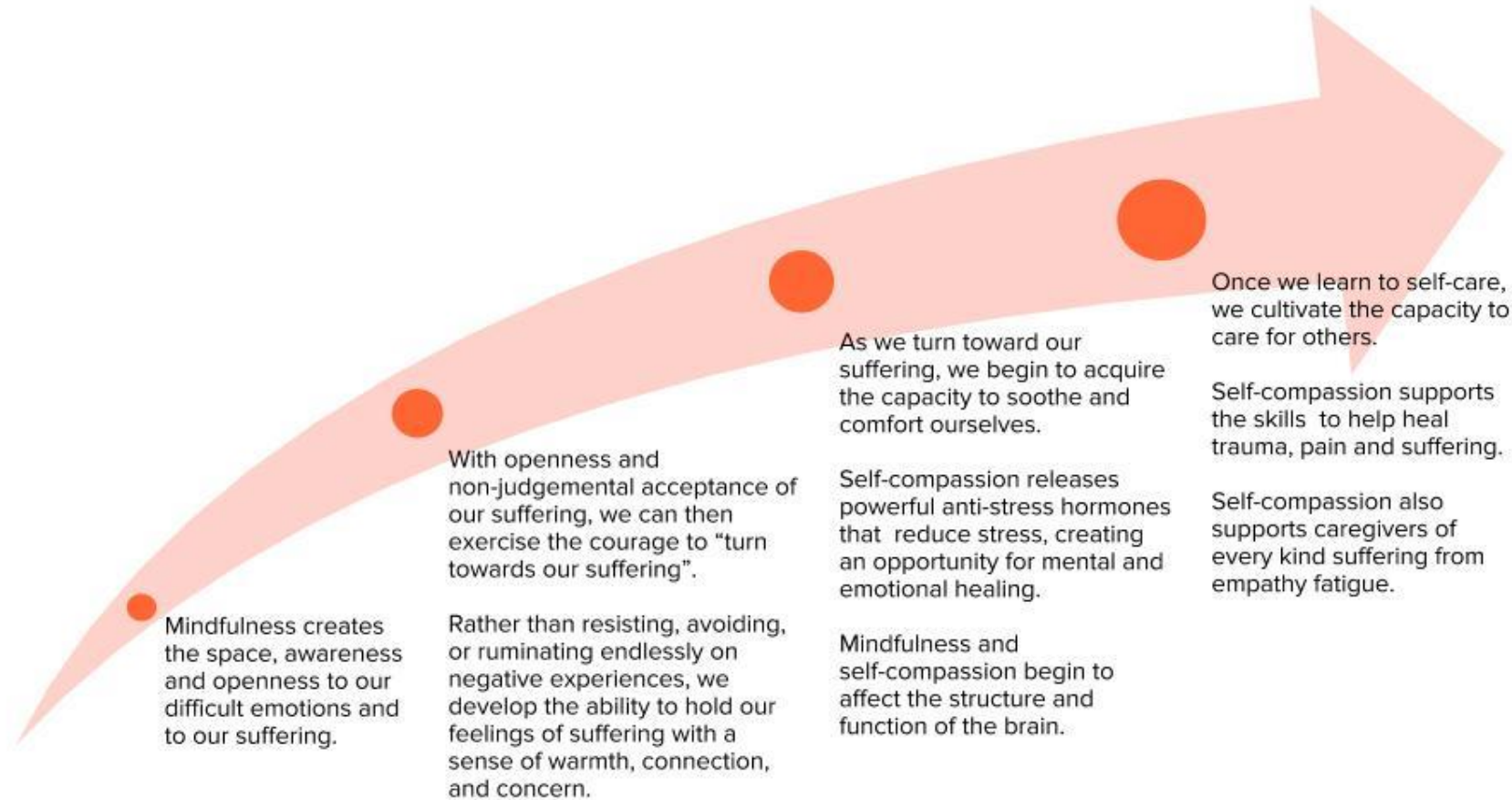
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**What is your internal dialogue when you're having a hard time?**

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# HOW TO PRACTICE MINDFULNESS





## HOW TO PRACTICE SELF-COMPASSION

- Attending to how you're feeling by asking yourself the following questions:
  - What am I thinking?
  - What emotion am I feeling?
  - What am I feeling in my body?
  - What do I need?
  - What action will I take?

# WAYS TO PRACTICE Self-Compassion

Notice what you're  
doing "right"

Let go of  
expectations

@MINDFULENOUGH...

Ask for help when  
you need it

Practice positive  
self-talk

Practice  
mindfulness

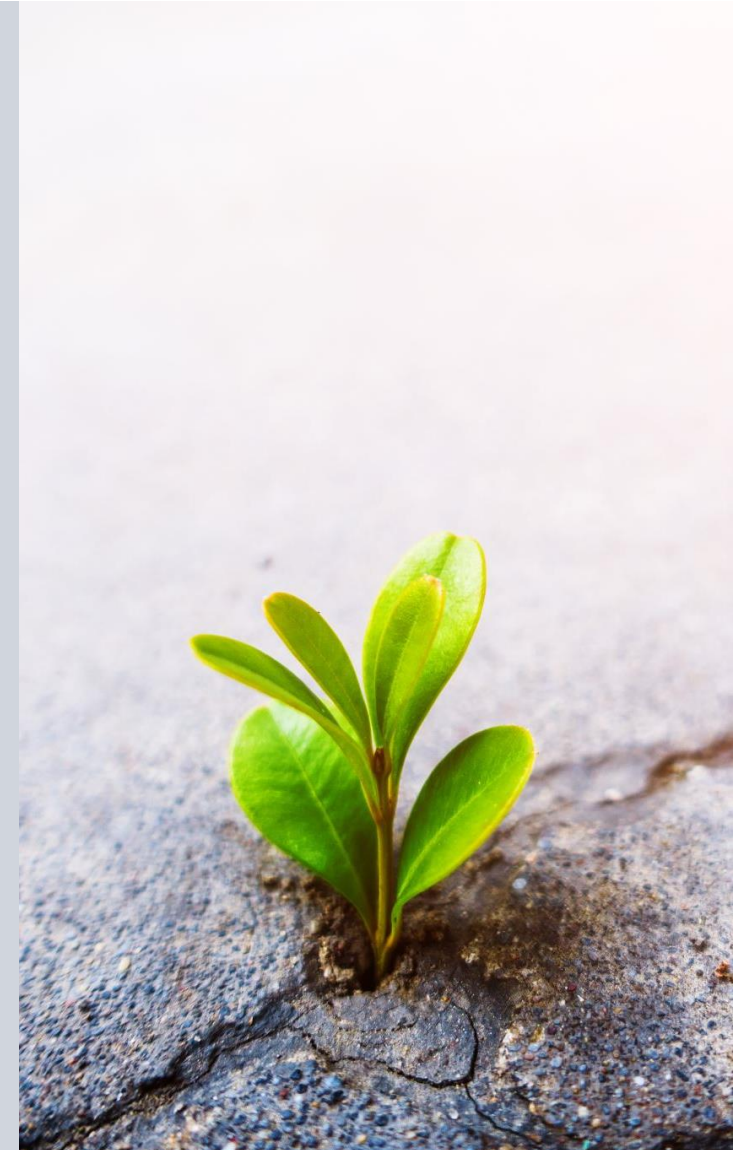
Focus on your  
strengths

Set boundaries

Remember to  
practice gratitude

# HOW TO PRACTICE SELF-COMPASSION

- Steps to compassionate self-care
  - Assess how you're feeling
  - Assess what you need
  - Do what feels right in your body, soul, spirit, and mind
  - **ELIMINATE THE GUILT YOU FEEL FOR ATTENDING TO YOUR NEEDS!**
  - Repeat



“IT’S OK TO SIT IN THE  
DISCOMFORT OF YOUR OWN  
SELF-CARE”

- *Glenda Mutinda*