

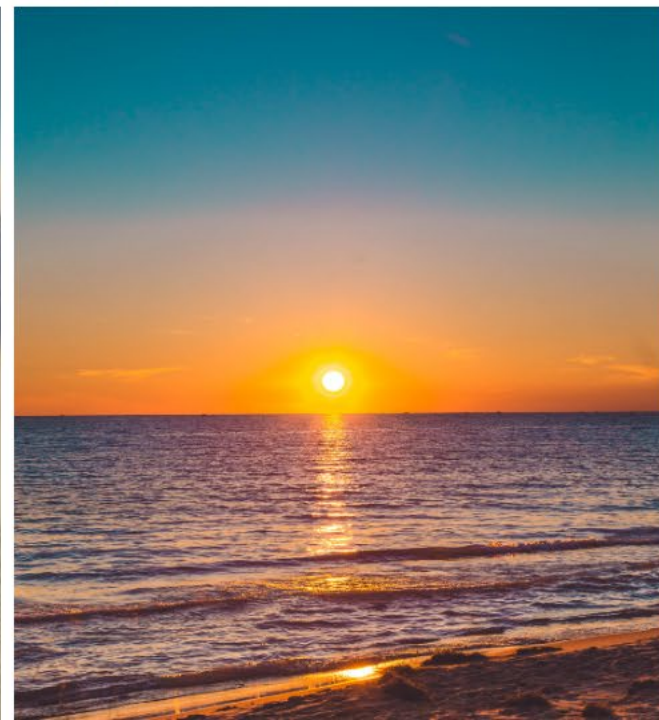


Whatever the Question...

NHRMA Conference October 2023

Self-Care for HR





Deborah Jeffries, SHRM-CP, PHR, CPC
Vice President
30+ years with HR Answers
djeffries@hranswers.com
[linkedin.com/in/deborahjeffries](https://www.linkedin.com/in/deborahjeffries)

Self-care is about taking good care of our own feelings.

So, we don't project them onto others, act badly, or cause problems in relationships.

Being in touch with our own feelings and embracing them is the healthiest thing we can do.



As HR...
What We
Experience

- The Unexpected
- Health and Well-Being of Employees/Families
- Leave of Absence
- Policy Interpretation
- Family Concerns
- Working Remotely
- Legislative or Legal Updates/Changes
- Employment
- Business Continuation

What is Compassion Fatigue?



Natural consequences of caring for people who are traumatized or suffering



Compassion fatigue is characterized as mental/physical exhaustion and a decrease in the ability to empathize



It is the profound wearing down that takes place when individuals are unable to refuel themselves



Emotional residue working with those who are experiencing adversity...the consequences of an event and absorbing the experience of others



It is a form of secondary traumatic stress that occurs when wanting to care or help those in need

Compassion Fatigue Symptoms

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Excessive
blaming

Bottled up emotions

Isolation from others

Having difficulty
sharing or describing
feelings with others

Difficulty
Concentrating
Preoccupied

Substance abuse used
to mask feelings

Compulsive
behaviors:
overspending,
overeating, gambling,
sexual addictions

Poor self-care (i.e.,
hygiene, appearance)

Mentally and
physically tired (felt
weak, tired, and
rundown)

Reoccurrence of
nightmares and
flashbacks

Chronic physical
ailments:
gastrointestinal
problems & recurring
colds

Apathy, sad, no
longer finds activities
pleasurable

In denial about
problems

Receives unusual
amounts of
complaints from
others

A sense of
worthlessness/
disillusionment/
resentment
associated with work

The body can be rigid
and tight

Difficulty falling or
staying asleep

Unsuccessful at
separating work from
personal life

Feeling estranged
from others

Felt a sense of
hopelessness
associated with working
with clients

Self-Care is not a Reward

There are six categories of self-care:

Physical

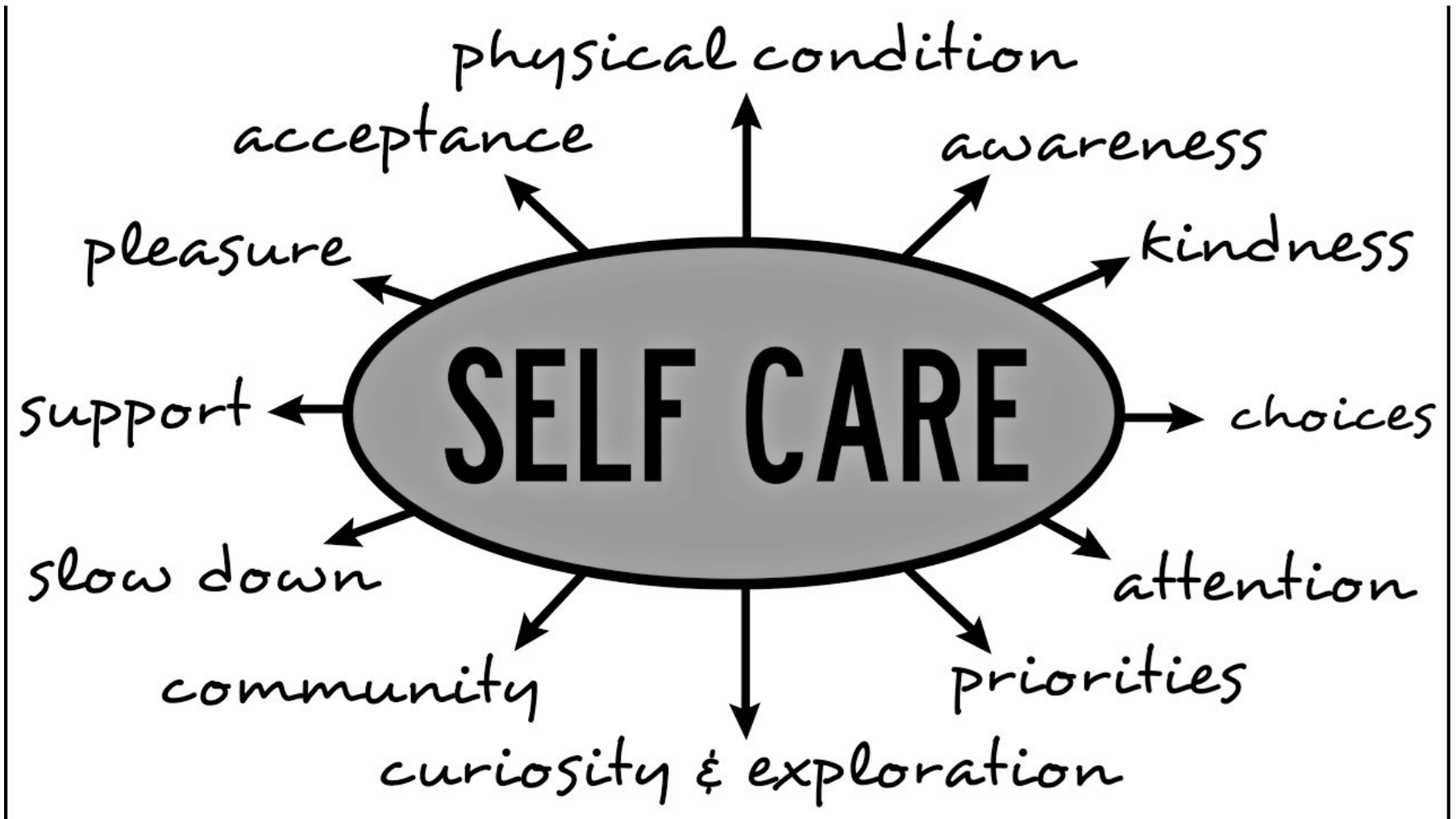
Psychological

Emotional

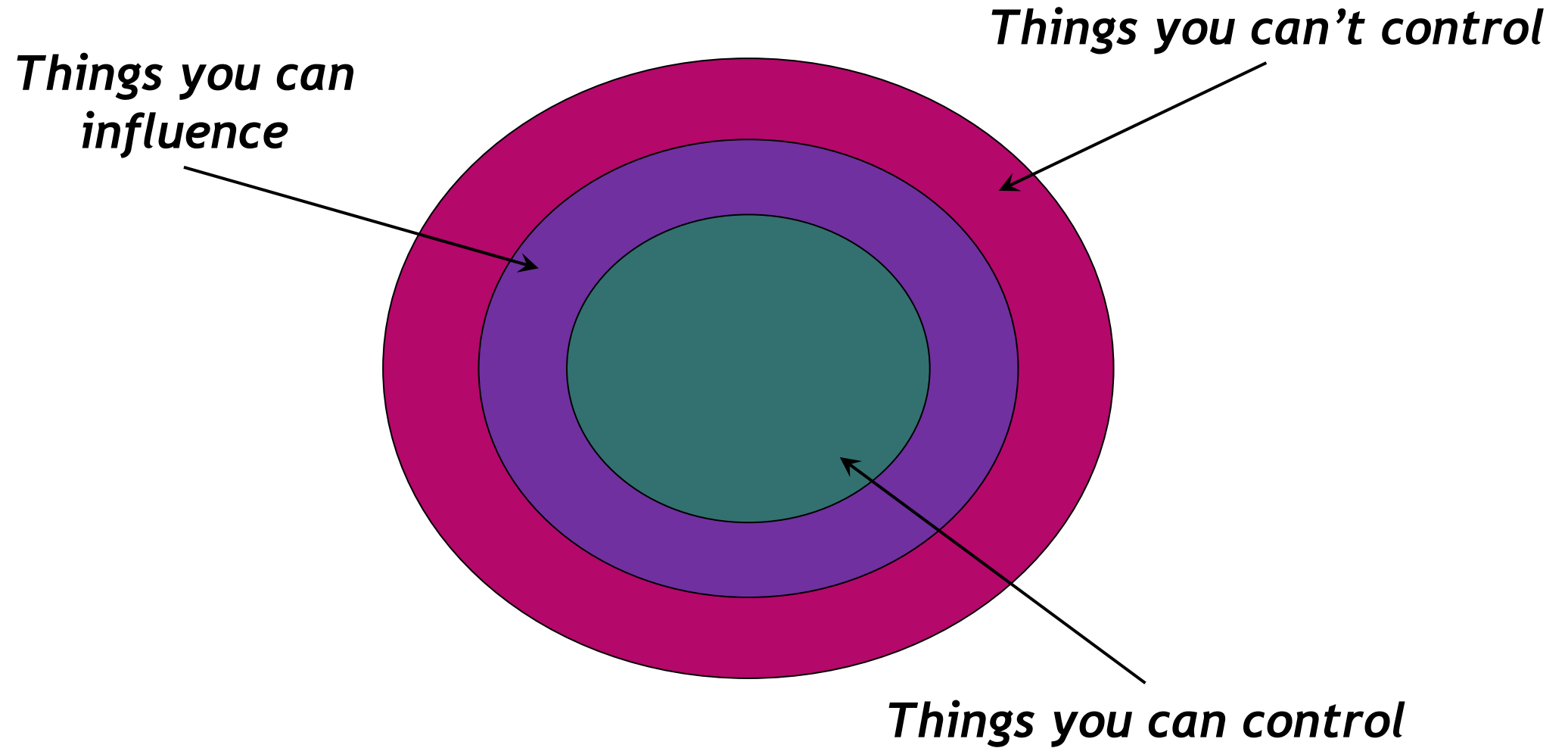
Spiritual

Relational

Professional



Control Model



Self-Care Tips

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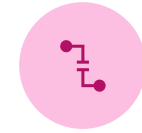
take stock of what's on your plate



start with a self-care idea collection



know where you get your calm and then apply



be able to self-regulate



find time for yourself every day



rebalance your workload



watch your narrative closely



find a safe reflecting partner



delegate - learn to ask for help



have a transition from home to work



seek the good in the situation



use your boundaries



learn to say no more often



assess your "trauma" inputs



what we bring to others depends on how we are doing - our self talk or inner calm



continue to learn more about compassion fatigue

Self-Care Exercises

5 4 3 2 1 Grounding

Start by breathing deeply through your nose, and out through your mouth. Then slowly bring awareness to...



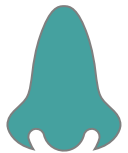
5 Things You See



4 Things You Touch



3 Things You Hear



2 Things You Smell



1 Thing you Taste

Self-Care Exercises

Give the best hours of your day to yourself:

- ▶ Map out a typical day, from dawn until bedtime. You probably spend about eight hours sleeping — but how do you spend the other 16 hours?
- ▶ What one- or two-hour period in each day do you feel your best? Your most energetic? Your most productive? Who gets those hours? Try giving that time to yourself instead.
- ▶ Giving yourself the best part of your day doesn't mean taking a two-hour break from life. It means focusing on your priorities, rather than someone else's.



Self-Care Exercises

- ▶ **Pick a word of the year:** Choose a single word that describes the goals, values or mood you want to set for 2024. Your word can be anything that matters to you: community, family, exercise, love, health, energy. Use your word as a mini mantra throughout the year to remind yourself to make self-care a priority.

Self-Care Exercises

- ▶ **Create a respite plan:** If you leave it to chance, self-care won't happen. That's why it's important to design a family respite plan that identifies your needs and wishes, as well as the types of help other people can provide.
- ▶ **Help someone else:** If the traditional forms of self-care feel too self-focused to you, think about how helping others can be good for you.

Self-Care Exercises

- ▶ **Imagine the end of 2023:** Imagine you've made some important change in your life that you would feel grateful for. Imagining your future self can help you focus on positive acts of self-care you can commit to now. *“Really let your imagination run free,”* Is there a change you could commit to?” Is there a part of yourself that you want to really learn and grow?

Self Care in 5 (Minutes)

Self-care does not have to be complicated. It can be as simple as completing little tasks, so you have the time to relax later. Here is a list of some small items you can do in less than 5 minutes.

- ▶ Drink water
- ▶ Make plans
- ▶ Doodle
- ▶ Write affirmations
- ▶ Listen to music
- ▶ Light a candle
- ▶ Eat a snack
- ▶ Meditate
- ▶ Read a quote, cartoon, greeting card, etc.
- ▶ Stretches
- ▶ Breathe deep
- ▶ Walk, stairs, steps

Self-Talk

(Negative vs. Positive)

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- ▶ Have you ever compared yourself to another?
 - ▶ Afterwards how did you feel?
- ▶ Picture yourself at the age for five or six.
Question: what would be the words that you might use to describe you? (share with your neighbor)



Have you ever eaten something you didn't want to?



Have you ever apologized to someone for something that was not your fault?



Did you do something you didn't want to do because someone you cared about wanted you to do it or ask you to do it?



Best Friend

Do you have a best friend? Why are they your best friend? What advice have you been given from them? What do you give your best friend?

Would you talk to them the same way you talk to yourself?

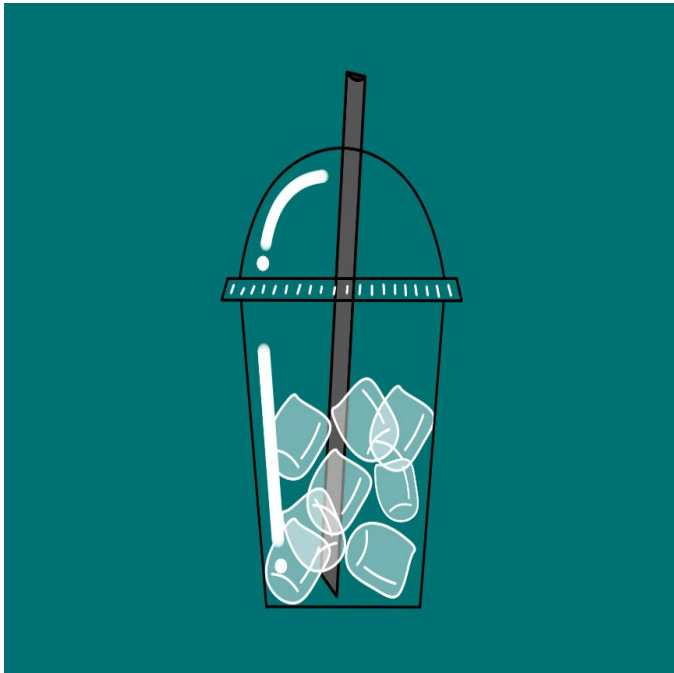
Cup Filler

An opportunity for self expression

An opportunity to connect with others

This is for you to Fill Your Cup so that you can continue to take care of and give to others, but you've taken care of and given to yourself first





As we learn better self-care, we become better people in general. When we are in touch with our own feelings, we can then reach out more effectively to others and show love and empathy to them also.

If we are filling our own emotional tanks with self-respect and loving care, we have much more to give to our families, friends, and the world in general.

Our Mistake

- ▶ People see self-care as an individual scenario ... it is not ... it is communal
 - ▶ this is **the missing ingredient**.
- ▶ We must have a multi-level approach:
 - ▶ holistic
 - ▶ practical
 - ▶ inclusive that means supported by resources at each level
 - ▶ this means reaching out to others

- ▶ Rene Descartes “I think, therefore I am”
- ▶ Emotional Intelligence “I feel therefore I am”
- ▶ Consider the African philosophy of “Ubuntu”
 - ▶ A concept in which your sense of self is shaped by your relationships with other people. It’s a way of living that begins with the premise that “I am” only because “we are.”that you are because of the others
 - ▶ According to James Ogude, as a human being, you—your humanity, your personhood—you are fostered in relation to other people

Goal Setting for Yourself



Progress is key. When we don't feel like we are making progress, if we can't chart progress, those who don't see that their efforts lead to results -- tend to feel stagnated and isolated.

Is it Specific? Does each team member know exactly what to do to achieve this goal?

Is it Measurable? Can the team members find out at any time, how far they've come and how far they have left to go?

Is it Ambitious? Is it Action Oriented? Does the goal push the team to strive to achieve it?

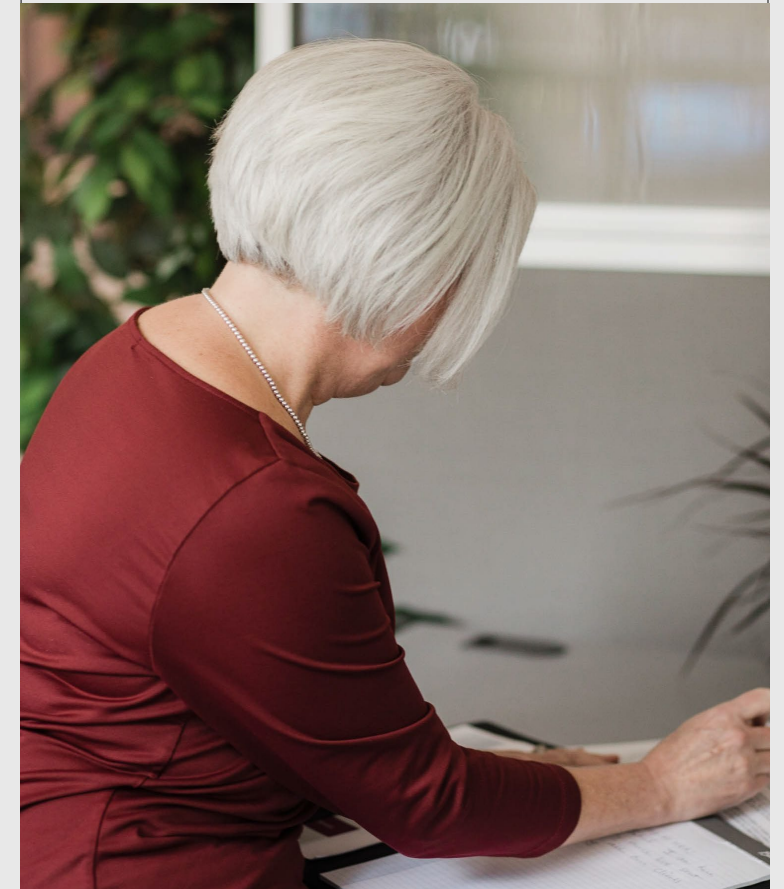
Is it Reachable? Is the goal within reach – a stretch but not overly ambitious?

Is it Time-Bound? Does the goal have an absolute deadline? Or at least individual steps have deadlines, or you have built a timeline.

Be sure to Evaluate! Evaluate the progress so far.

Be sure to Review! Right goal? Right steps? Getting the results you want?

SMARTER Goals



Let's Build Your Mini Self-Care Plan

Pick Three of Your Energy Drains

Energy drain (3)

1. _____
2. _____
3. _____

to focus on.... to do less of

How I will reduce it:

1. _____
2. _____
3. _____

*the more specific you can be about
your action steps the better!*

What Brings You Joy?

Make notes about some things that fill your bucket – that fuel you – that bring you joy!



Daily Anchors

Pick 3 energy fuels and make a commitment to do them every day.

I commit to supporting myself daily by practicing my 3 daily anchors:

1.

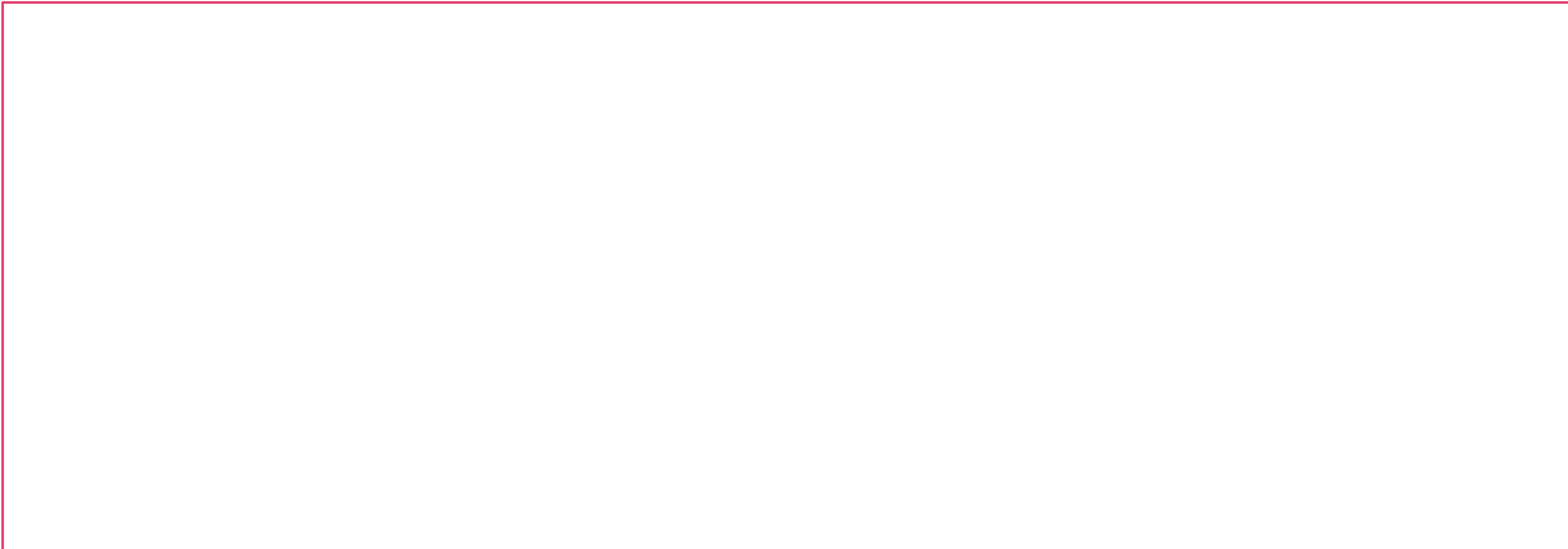
2.

3.

Keeping this commitment is important to me because

.....

Combine the Two – Mini Plan



Self-Care Exercises

- ▶ **Imagine the end of 2024:** Imagine you've made some important change in your life that you would feel grateful for. Imagining your future self can help you focus on positive acts of self-care you can commit to now. *“Really let your imagination run free,”* Is there a change you could commit to?” Is there a part of yourself that you want to really learn and grow?

Key Learnings...

Identify 3-4 key learnings that you've "taken away" from this program.

What learnings can you immediately apply back-on-the-job/at home?

What is one thing you will commit to yourself to do?

Who will share this information with?





Questions



www.hranswers.com



info@hranswers.com



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