



RECOGNIZE RECOVER REBUILD

Moving Forward, Together

Megan Call, PhD

10.5.2021

Wellness Champions Foundations Course

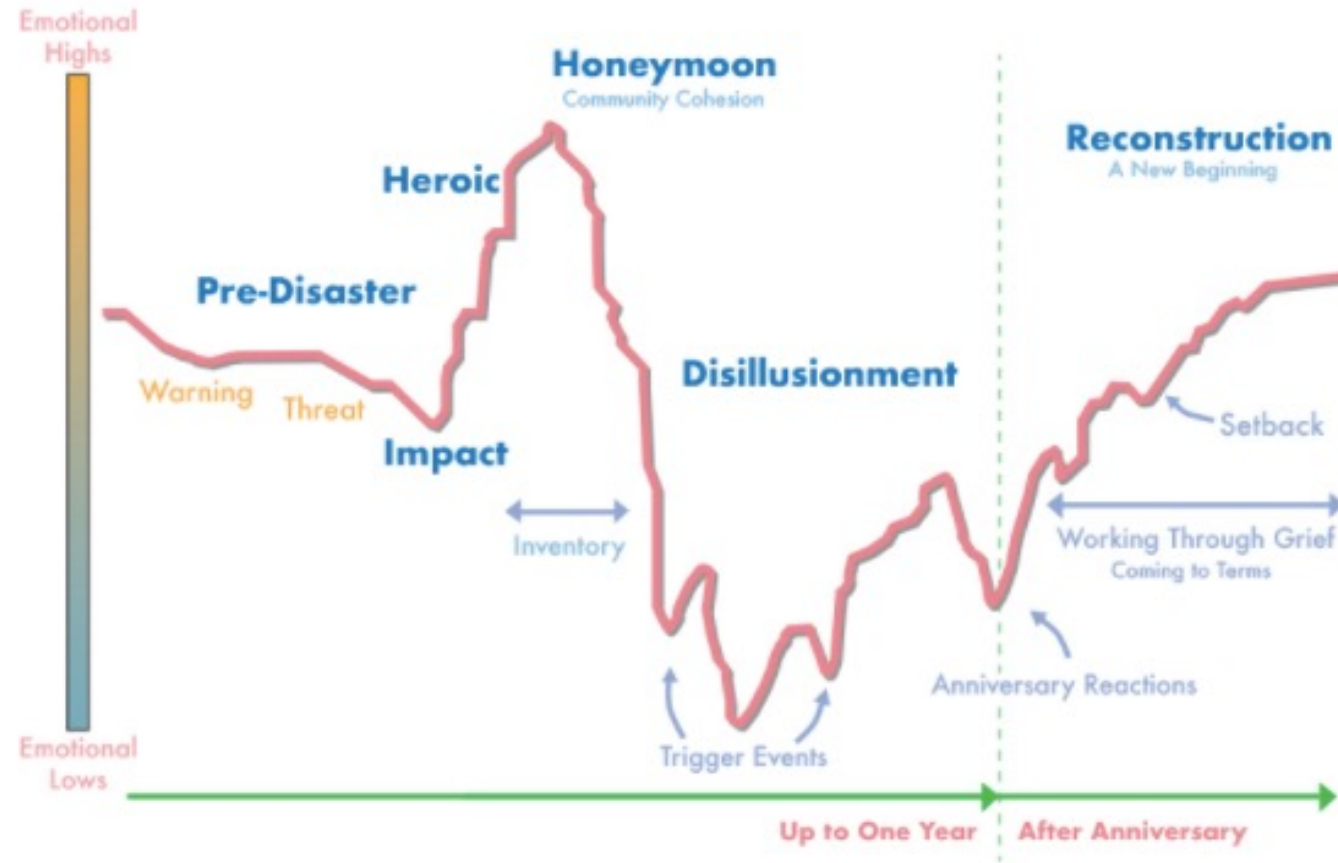
FOSTER POST-TRAUMATIC GROWTH

Positive transformation after trauma

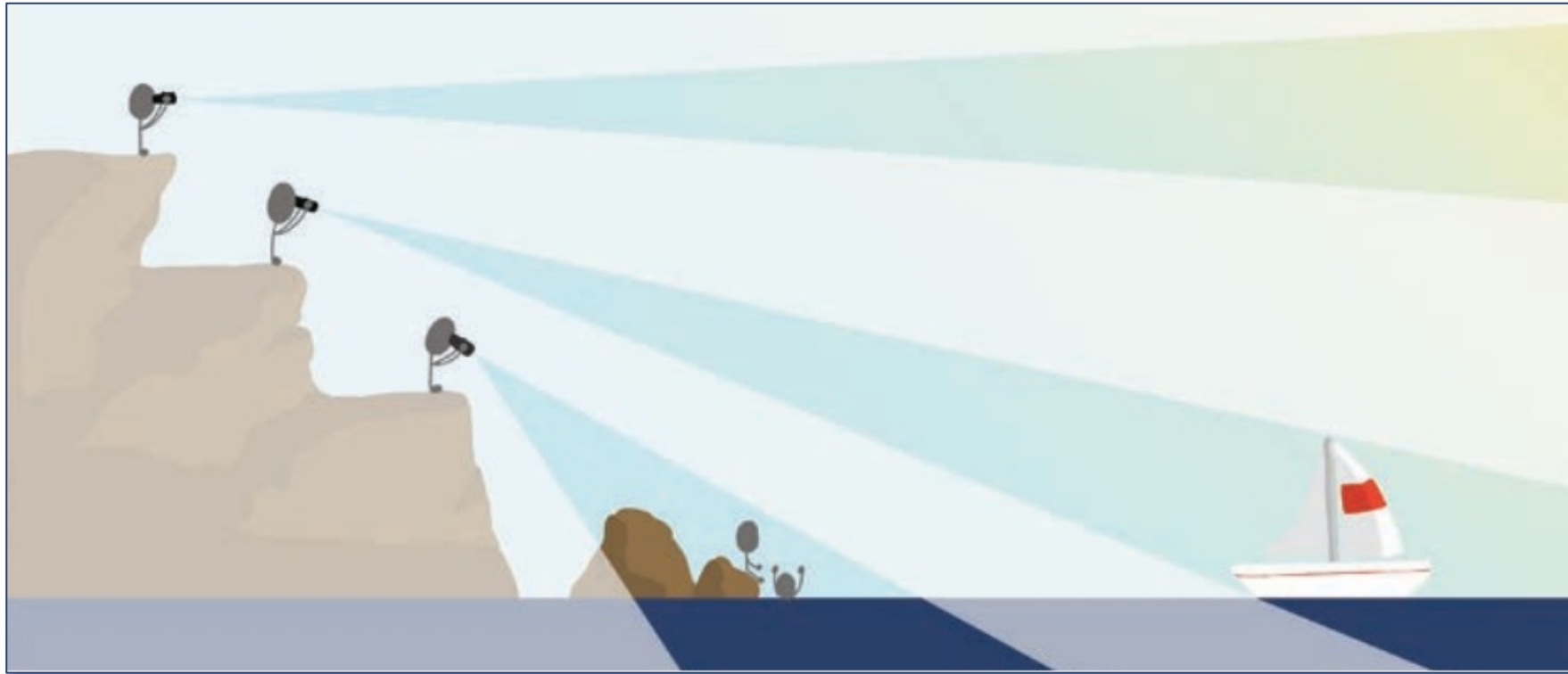
Facilitators include:

- Social Support
- Purpose/ Meaning/ Spirituality
- Adaptive Coping Strategies

PHASES OF DISASTER REACTIONS



HORIZON METAPHOR



We can acknowledge & recognize that we have different horizons & different responsibilities.

[re]cognize

Create space to *recognize*—
check-in on how we're doing
right now, acknowledge what
we've been through, and how
much we've accomplished.

Acknowledge

Connect

Support

[re]cover

Carve out time to *recover*—
to identify what feeds our
workforce intrinsically and
develop upstream interventions
that promote well-being.

Safety

Empathy

Community

[re]build

Reflect and *rebuild*—
identify the parts of our “old
normal” that weren't working, take
action to create a healthier, more
sustainable, and equitable future.

Purpose

Improvement

Preparedness





How are we doing, really?

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INDIVIDUAL

- Assess Your Stress
- Acknowledge the Good
- Work with Grief

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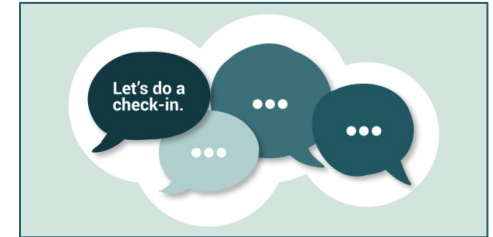
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TEAM

- Express Gratitude
 - Share Stories & Check-In
 - Going Home Checklist
 - Validate Each Other
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LEADER/ ORGANIZATION

- Recognize Individuals & Groups
- Understand Drivers of Burnout
 - Unsustainable workload
 - Perceived lack of control
 - Insufficient rewards for effort
 - Lack of supportive community, fairness
 - Mismatched values & skills

Town Hall

May 15, 2021:
Recognize, Recover,
Rebuild, Together.

MOVING FORWARD

TOWN HALL

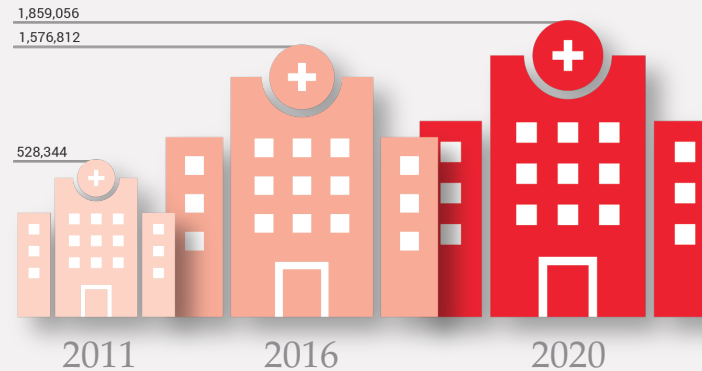


Watch the videos here

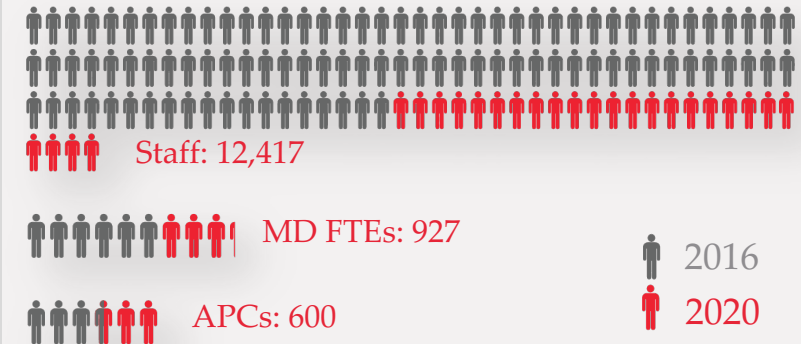


A decade of growth
punctuated by a
pandemic.
It's time to recover.

400% Increase in Patient Volume Over 10 Years



40% Growth in Workforce Over 5 Years



43%

of clinical staff are at high risk of
burnout

(2021 Waggl; 3/2021 Well-Check)

Spring 2021 has brought an
increase in individuals
experiencing mental health crisis.

(U of U Health Resiliency Center)



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INDIVIDUAL

- Really use your vacation time
 - See your PCP/ Dentist
 - Connect with support system
 - Do something haven't done in awhile
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TEAM

- Build in breaks
- Monitor pace & set boundaries
- Flexibility with certain expectations
- Flexibility with virtual meetings



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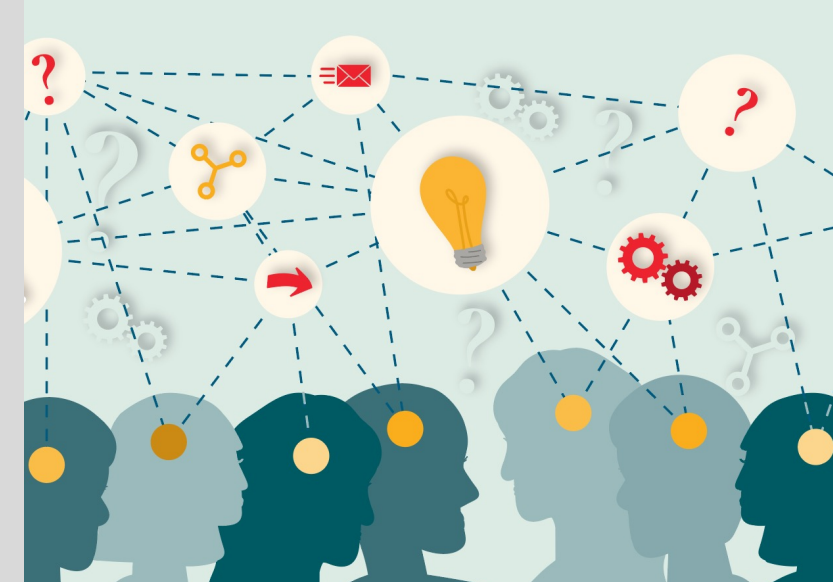
LEADER/ ORGANIZATION

- Focus on pebble in shoe
- Factors that Prevent/ Reduce Burnout
 - Feeling a sense of purpose
 - Manageable workload
 - Feeling like can discuss mental health at work
 - Empathic manager
 - Strong sense of connection to family & friends

How do we rebuild for the future?

We've focused this past year on attending to the symptoms: support services, crisis support, emotional well-being.

We need to continue to invest in supporting our teams.



But we also need to look to the upstream causes of professional burnout.

We need to address workload, sense of control and flexibility through system design.



We need to address the systemic racism that impacts our minoritized faculty, staff and trainees who report ongoing trauma from macro and microaggressions.

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Purpose

Improvement

Preparedness

1. How have we been affected by the pandemic & what have we learned?
2. Who are our role models who have grown through adversity?
3. How can the pandemic serve as a catalyst for growth & change?
4. How are we connecting with humanity & the broader society?
5. Are there reasons to be optimistic?

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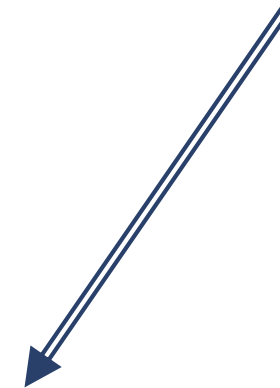
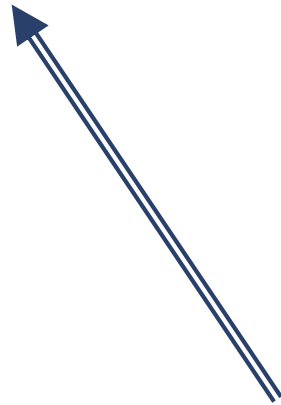
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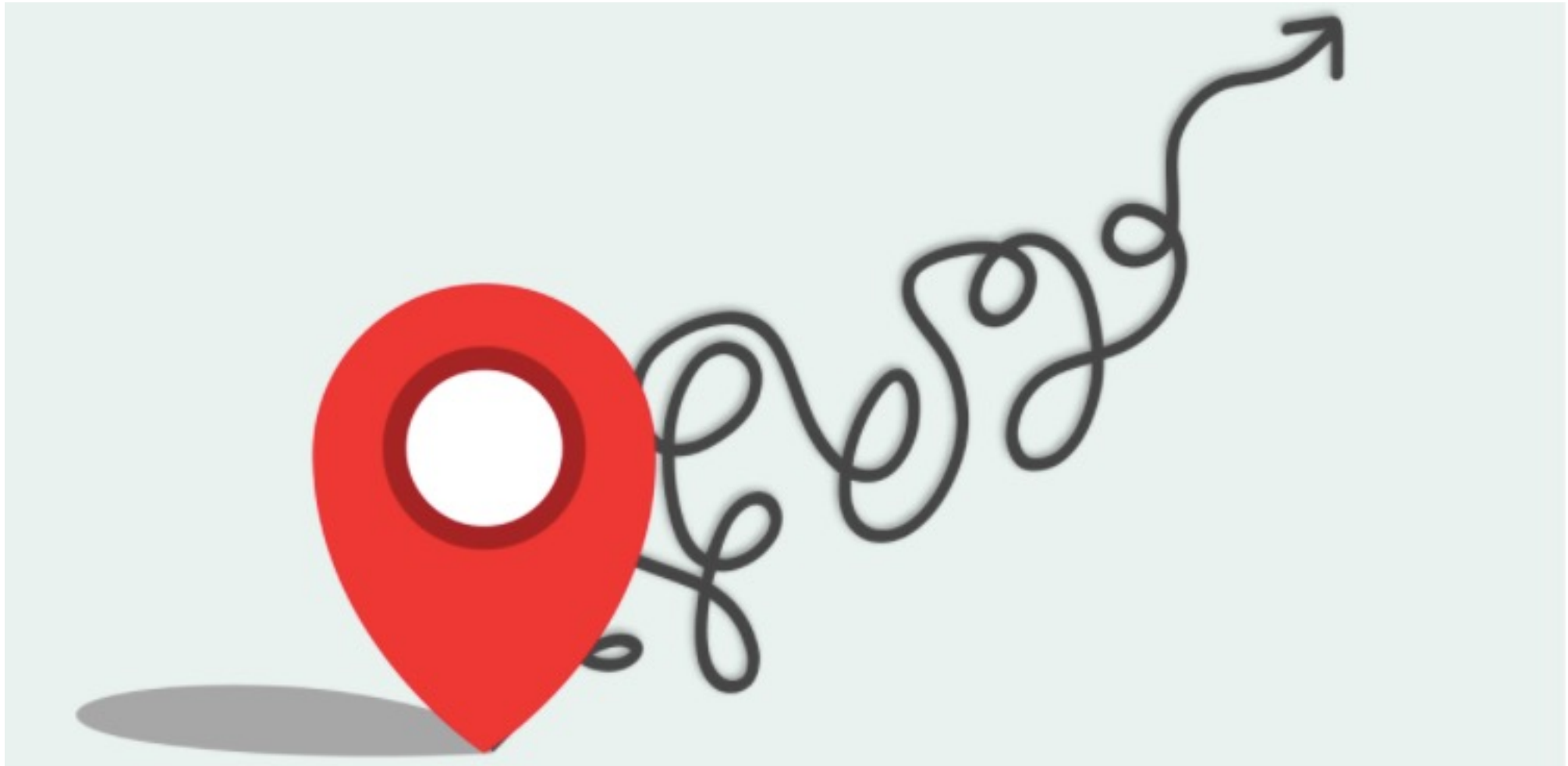
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WHAT'S NEXT?



Credit: Marcie Hopkins, U of U Health.

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