

A wooden crate filled with fresh vegetables including corn, tomatoes, beans, and leafy greens. The image is darkened to serve as a background for text.

I Love What I Do: Wish I Wanted To Go To Work

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Disclosure:

- ▶ No Conflict of interest to report.

1

1. Identify at least 3 personal points of power that may improve work satisfaction.

2

2. Understand the importance of creating a safe, calming physical environment in which to work.

3

3. Learn the difference between debriefing or processing and venting or complaining.

4

4. Begin to create manifesto that defines your clinic culture

Objectives



Its Emotional Work.
Its Stressful.
The Need Always
Exceeds the
Resources
Available.

BUT YOU DON'T HAVE TO
BURN OUT.

Research
Leads Me
To Believe
You Keep
Showing Up
Because.....

What you do is meaningful.

You are competent and have
autonomy to impact long term
outcomes.

The relationships you build with
families are fulfilling.

You're appreciated.

No one else does what you do.
You're it.

Good Work Can Become Drudgery



Lack of Communication

Poor Communication

Perceived Unfairness

Feeling Unable to Thrive

Lack of Civility

Lack of Pleasant Emotional Experiences

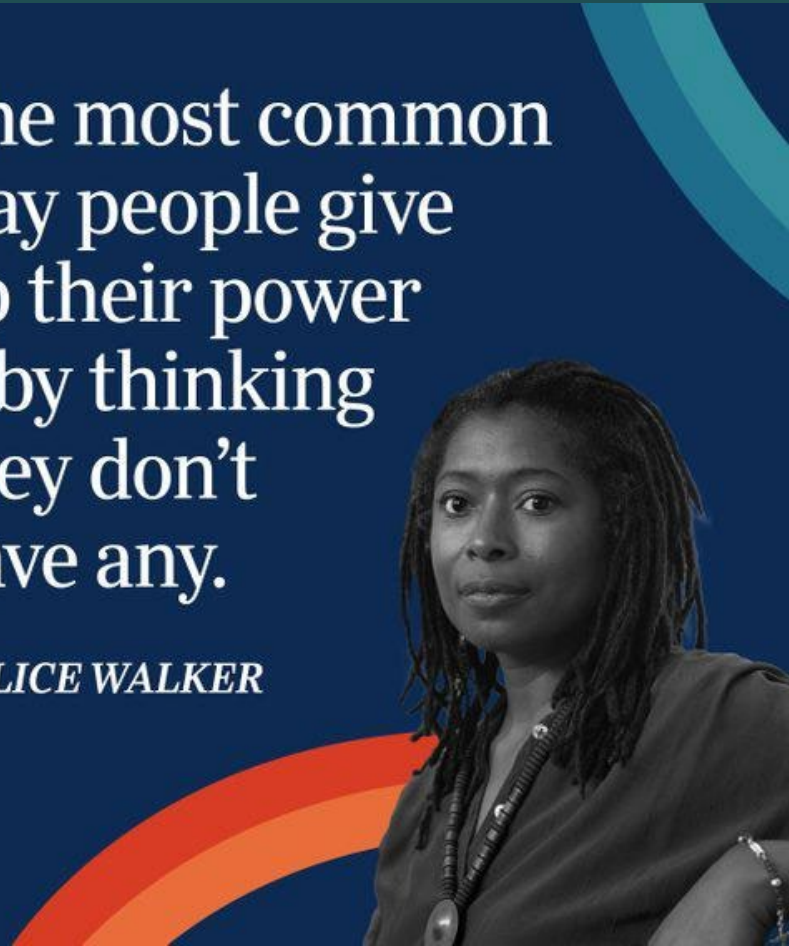
Perceived Powerlessness

Abid et. Al, 2020

Drudgery Can Lead to
Burnout and Trauma.
Both Require
Powerlessness.
Both Contribute to
Turnover.

The most common
way people give
up their power
is by thinking
they don't
have any.

—ALICE WALKER



CLAIM YOUR POWER TO MAKE POSITIVE CHANGE.

Create an Intentional Work Culture. A Manifesto Helps.

Manifesto: a public declaration of policy and aims.

Actions are gauged against these agreed upon intentions.

These Commitments

Are as important as the mission

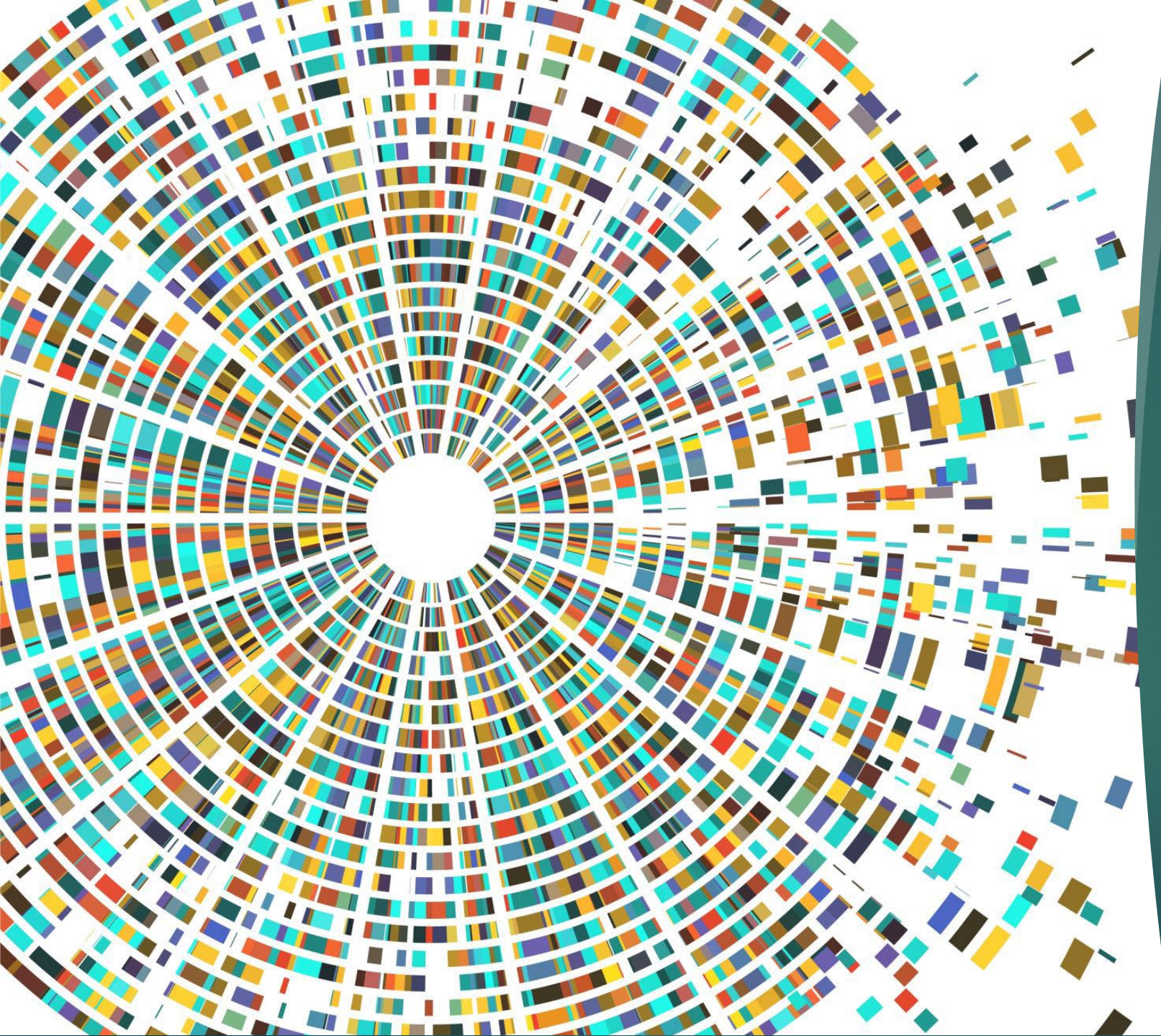
Increase creativity and problem-solving ability

Keep employees engaged

Increase retention

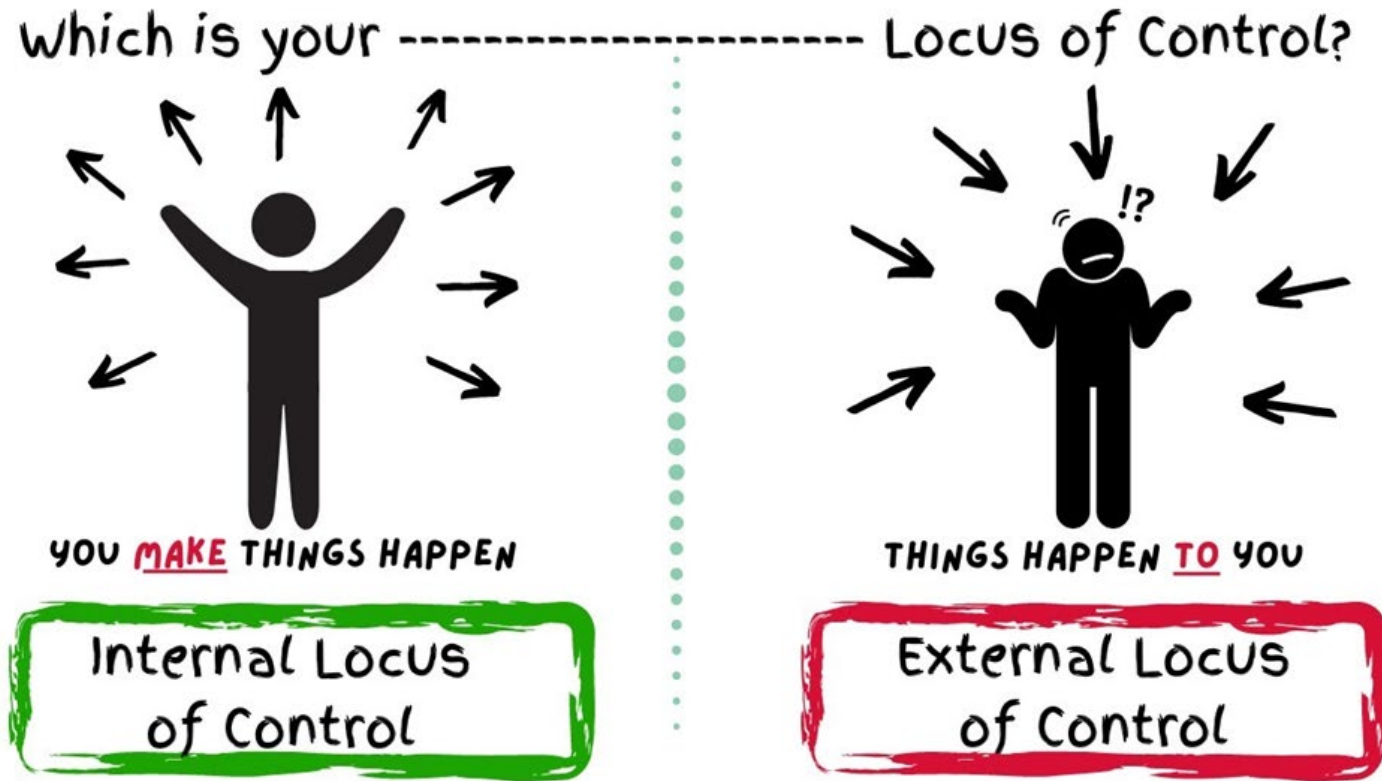
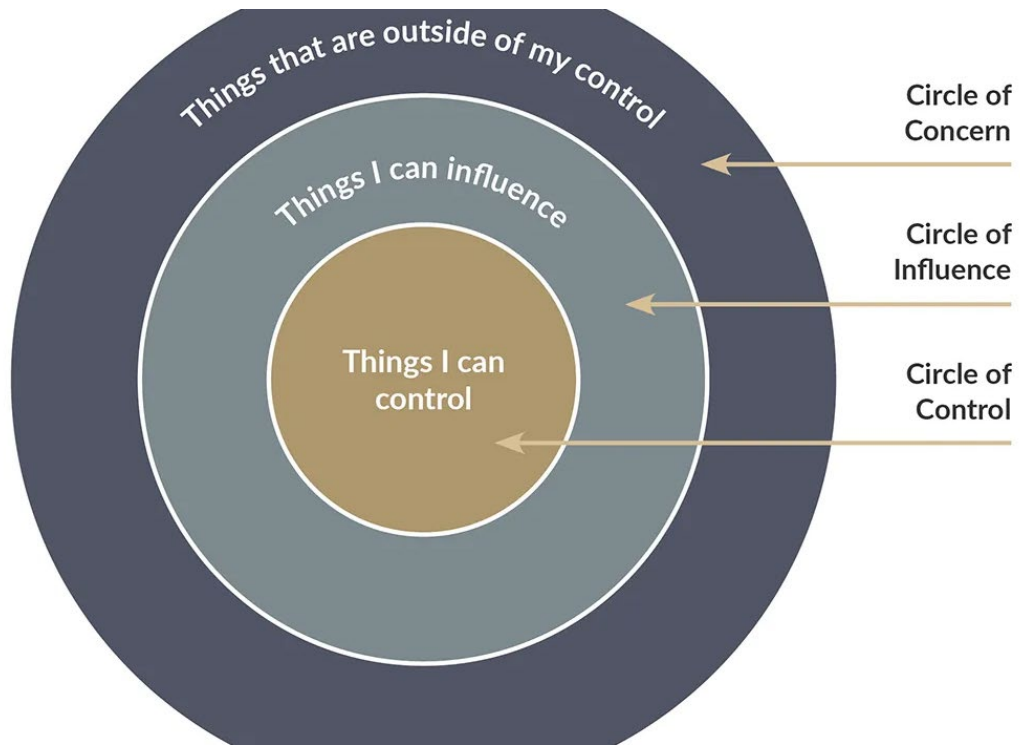
Reduce absenteeism

Reduce the potential for volatility



In this clinic
we focus on
what we
have power
to change.

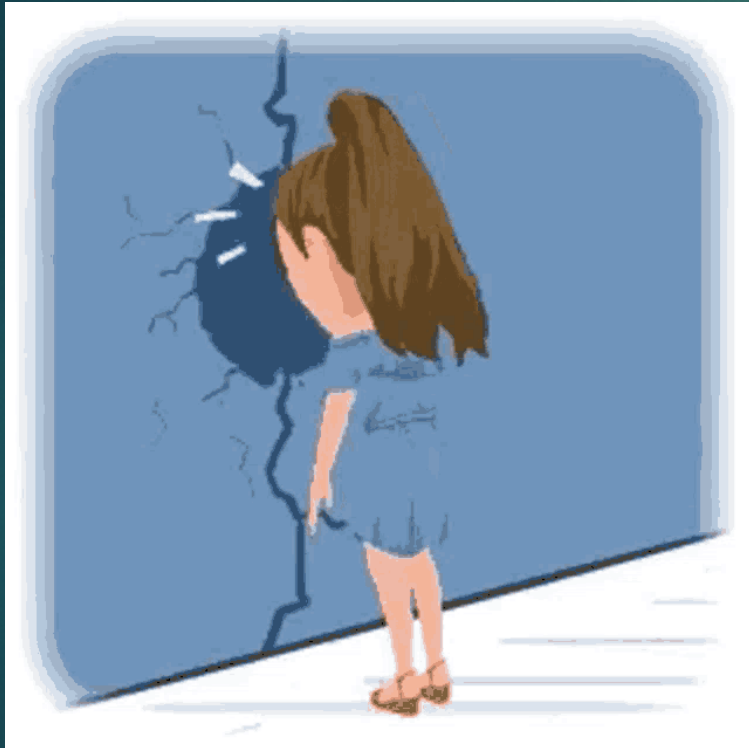
WE ACCEPT* THE REST
AND LET IT GO.



Focus Instead of Frustration

NIBEN, ET AL, 2022

It All Takes Energy. Choose Your Focus.



Points of Power

1. Physical Environment
2. Your Decision to Have a Voice
3. Setting Boundaries
4. Self Talk
5. Creating Community at Work
6. Defining Personal Success
7. Self Care

Points of Powerlessness

1. Blaming
2. Waiting
3. Complaining
4. Accepting What Has Always Been
5. Trying to Fix What You Have No Control Over
6. Denying Yourself Help
7. Collapsing

Start With What is
Tangible.
Physical Space
Matters.

Your
Neurological
System Needs
Safe Physical
Space

You are part of the environment....

Adequate personal space

Adequate privacy

Overall noise level

Lighting

Wall color

Visual stimuli

Smells

Cleanliness

Easy access to escape

Zhenjing, Et Al, 2022



Take pictures of your clinic. Look at your space with fresh eyes.



THE LESS IT LOOKS
AND FEELS LIKE A
CLINIC THE BETTER.

In this clinic we
create a safe and
inviting physical
space that
encourages
relationship building.



Communication is Everything

- ▶ What is said
- ▶ How it is said
- ▶ The intention behind the words
- ▶ What is left unsaid
- ▶ The intention behind withholding the words
- ▶ The intention behind choosing the recipient of your words. Or silence.

In this clinic we
communicate
safely and
purposefully.

We make time
and space to
debrief.

- ▶ RETELLING THE EVENT ISN'T VERY HELPFUL
 - ▶ Instead talk about how you are feeling or responding to the event
- ▶ FOCUSING ON THINGS BEYOND YOUR CONTROL WILL GET YOU NOWHERE
 - ▶ Instead talk about all possible solutions and responses within your power
- TALKING ABOUT SOMEONE'S BEHAVIOR TO SOMEONE ELSE WILL GROW THE PROBLEM
- ▶ IT'S OK TO BE ANGRY
 - ▶ But remember, anger is a sign that a boundary has been crossed. Revisit that boundary
- ▶ PEOPLE PLEASING IS THE PATH TO RESENTMENT AND EXHAUSTION
 - ▶ Speak your truth, say no, ask for help, let other people manage their emotions and their workload.

Important Topics for Debriefing

- ▶ How a tough situation was handled –
 - ▶ both positive and negative
- ▶ How you feel at the end of the day
- ▶ How you feel at the start of the day
- ▶ What made a great day great
- ▶ What caused the train to derail
- ▶ How a participant affected you
- ▶ Needed boundaries

THE TEAM DEBRIEF



Debriefing Isn't Venting



Resist complaining and bonding through the negative.

Being silent and stuffing emotions isn't helpful, either.

Important Topics For Communication

- ▶ Anything that feels unfair
- ▶ Unprofessional or disrespectful interactions
- ▶ Barriers to being your best self at work
- ▶ Patterns that create divisiveness
- ▶ Patterns that improve workflow
- ▶ Expressed needs with no follow through
- ▶ Individual strengths of each team member and ways to honor those gifts
- ▶ 3 Wishes





In this clinic everyone has a voice. We are as present for one another as we are for our participants.

WE MAKE TIME TO BE TOGETHER WITH OUR THOUGHTS AND FEELINGS.

In this clinic
we are in
service to
one another
AND we set
boundaries.

- ▶ Describe the person you most like to work with.
- ▶ What qualities make them a “light unto your path?”
- ▶ What do you enjoy offering to your coworkers?
- ▶ What boundaries need to be set to protect your energy and sanity?
 - ▶ Refrain from taking what is not freely given
 - ▶ If it costs you your peace, the price is too high
 - ▶ Because you can do something, doesn't mean you have to do it or that should do it.

Gentle Ways to Set Boundaries

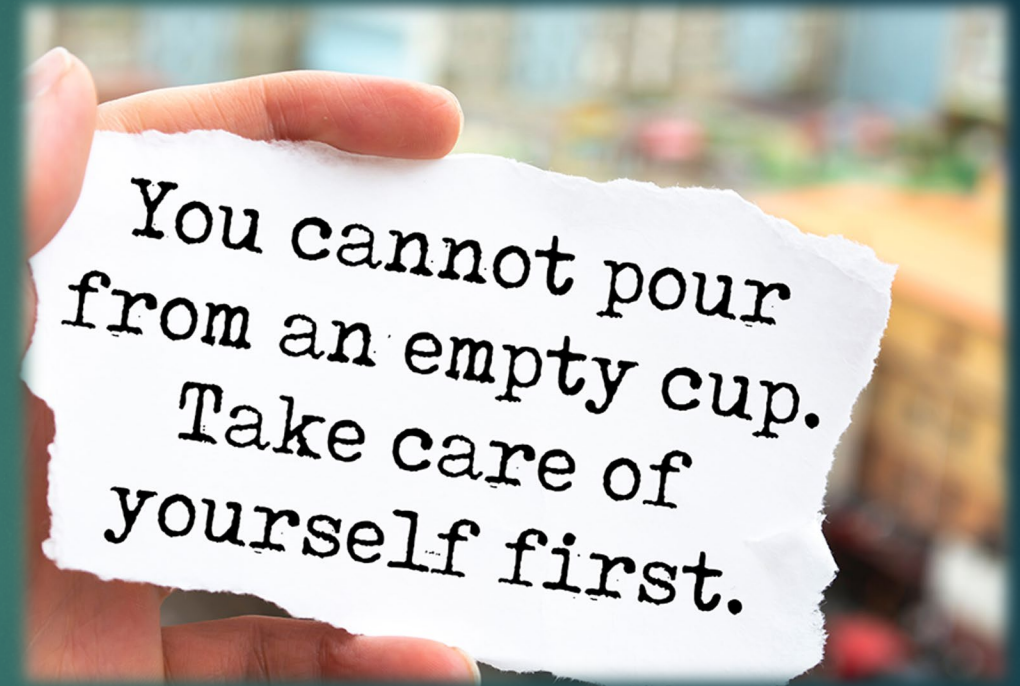


- ▶ Thanks for having faith in me, but don't have the capacity to help right now.
- ▶ That doesn't work for me. Would _____ be of any help?
- ▶ I don't feel I'm the best person for this job.
- ▶ It seems you would be better off talking to _____ about this.
- ▶ I feel uncomfortable with this conversation, I am going to excuse myself.
- ▶ I think _____ might be another viable option. What do you think?
- ▶ I'm not sure what response you are hoping for.
- ▶ I don't know how to respond to that in a way that would be productive.
- ▶ How does that fit in with our manifesto?

Homework – Self Nurture

Talk to someone you trust or sit for a bit with your journal. Consider exploring these questions.

1. How am I? Really?
2. What, if anything, am I having trouble letting go of?
3. Describe the last time you were your #1 priority.
4. What am I resentful of?
5. What triggers me to the moon at work? What is that about?
6. Who do I dread to see? What's that about?
7. Am I burned out? Burnout self test
8. If there were no barriers to getting my needs met, my #1 need would be _____ and I would do _____ to get that need met.





Homework – Make A Change. Any Change.



Take Care of Yourself and Each Other

You are deeply valued. The families you serve would be worse off without your caring and commitment to service

Never Forget YOU Matter

Thank You for
staying present
with me!

Have a great
conference!



988
SUICIDE
& CRISIS
LIFELINE

If you or someone you know
needs support now,
CALL OR TEXT: 988
CHAT: 988lifeline.org

Talk with us.

