

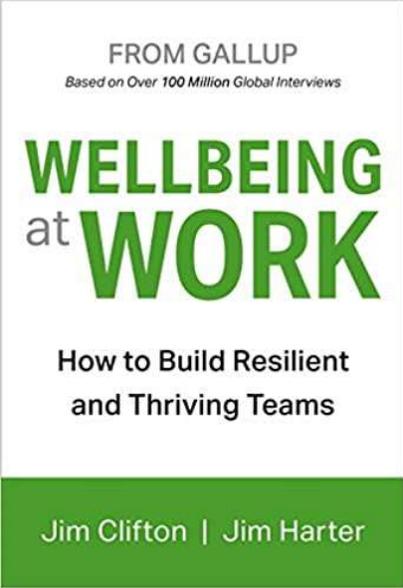


Refresh, Replenish and Refocus in 2024

Quality Corner Call
January 10, 2024



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FROM GALLUP
Based on Over 100 Million Global Interviews

WELLBEING at WORK

How to Build Resilient
and Thriving Teams

Jim Clifton | Jim Harter

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Five Elements of Wellbeing

Career Wellbeing:	You like what you do every day.
Social Wellbeing:	You have meaningful friendships in your life.
Financial Wellbeing:	You manage your money well.
Physical Wellbeing:	You have energy to get things done.
Community Wellbeing:	You like where you live.

Gallup's most recent analytics conclude that a good job, with engaging work, is the very foundation of a thriving life.

Wellbeing at Work, Clifton and Harter, 2021

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Burnout is a Disease

World Health Organization added to International Classification of Diseases in May 2019

Burnout is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed.

It is characterized by three dimensions:

- 1) feelings of energy depletion or exhaustion;
- 2) increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and
- 3) reduced professional efficacy.

Burnout refers specifically to phenomena in the occupational context and should not be applied to describe experiences in other areas of life.

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Consequences

- Lower patient satisfaction
- Decreased quality of care
- Greater patient safety risks:
 - medical errors
 - hospital acquired infections
 - patient mortality

J. Bryan Sexton, 2021

What does it really mean?

Diminished ability to experience the restorative effects of positive emotions

J. Bryan Sexton, 2021

	Negative Emotion	Positive Emotion
Example	Anger, fear, disgust, sadness	Joy, happiness, love, hope
Message	Something is wrong	Everything is fine
Impulse	Wanting to escape, hide, attack.	Wanting to play, explore, socialise.
Options	Few, narrow options aimed at keeping us safe	A lot of options aimed at letting us grow
Consequence	Narrow a person's options and abilities of how they can deal with a situation.	Broaden a person's options and abilities of how they can deal with a situation.

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Am I burned out?

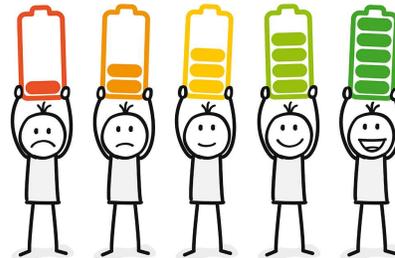
- You try to be everything to everyone
- You get to the end of a hard day at work, and feel like you have not made a meaningful difference
- You feel like the work you are doing is not recognized
- You identify so strongly with work that you lack a reasonable balance between work and your personal life
- Your job varies between monotony and chaos
- You feel you have little or no control over your work
- You work in healthcare



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Take Care of Yourself

- You can't help others if you are not taking care of yourself
- Do you know what boosts and sucks your energy?



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Healthy Habits

- What stands out for you?
- What do you want to try?
- Do you need an accountability buddy?



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Reading Materials

FROM GALLUP
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WELLBEING at WORK

How to Build Resilient
and Thriving Teams

Jim Clifton | Jim Harter

FUNDAMISM: CONNECTING TO LIFE THROUGH

F.U.N.

PAUL J. LONG

FOREWORD BY
CHRIS WELLS

THE HAPPINESS ADVANTAGE

How a Positive Brain
Fuels Success
in Work and Life

The International Bestseller That Has Changed Millions of Lives

SHAWN ACHOR

New York Times Bestselling Author

#1 INTERNATIONAL BESTSELLER

THE HAPPINESS EQUATION

WANT NOTHING + DO ANYTHING
= HAVE EVERYTHING

NEIL PASRICHA

"Only Carnegie was last century, Stephen Covey was last decade.
Neil Pasricha is what's new." —BRIAN COLE, author of 90/10

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The Happiness Advantage

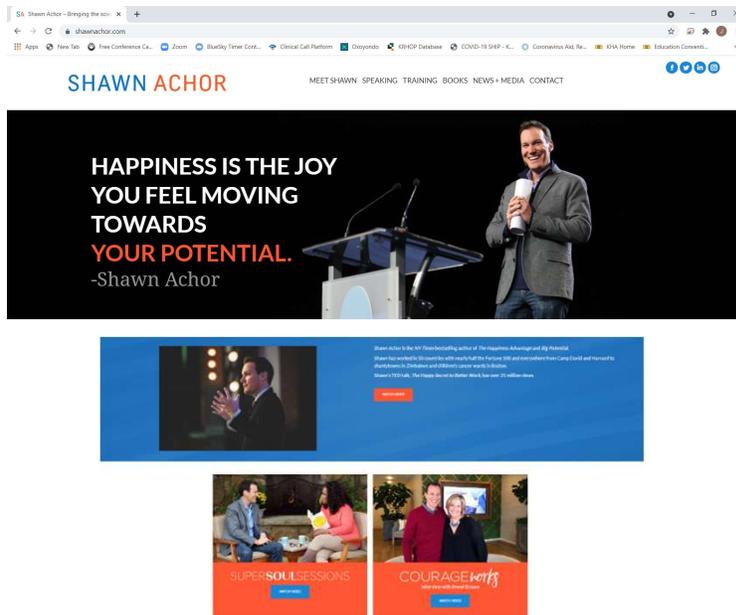
- Happiness fuels success
- When we are positive, our brains become more engaged, creative, motivated, energetic, resilient and productive.

Shawn Achor



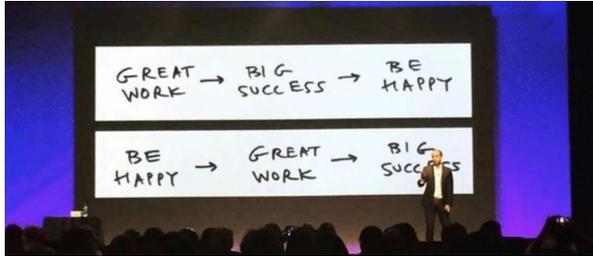
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www.shawnachor.com



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The Happiness Equation



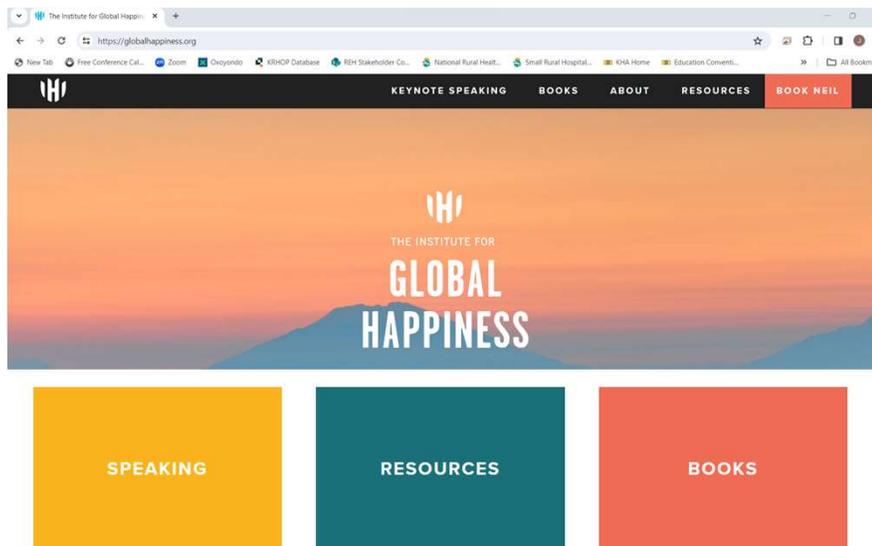
- Two-minute mornings
- Loud laughing and screaming breakfast with kids
- Working out or making time for a long walk
- Writing outside (no internet)
- Birding
- Playing Rose-Rose-Thorn-Bud at dinner table
- Staying off the news – reading fiction for 30 minutes before bed

Neil Pasricha

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www.globalhappiness.org



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What is F.U.N.?



Fundamism is F.U.N.

Paul Long's Fundamism philosophy can be defined as the fundamentals of a F.U.N. and optimistic lifestyle. Paul's value offering provides tactical skills on how to gravitate more towards the things that give you strength, as opposed to the things that don't. Doing so will provide you more FUN, joy and fulfillment in life. While FUN can be defined differently for all individuals, Paul's core beliefs and "FUNDamentals" are based entirely on the following acronym:

F
Foundation

The first step in maximizing workplace or personal fulfillment is through self-reflection and identifying everything that makes you, you

U
Understanding Other's Perspectives

Understanding your family, friends, coworkers and customer's perspective will improve the probability of success in creating all outcomes

N
Next Steps

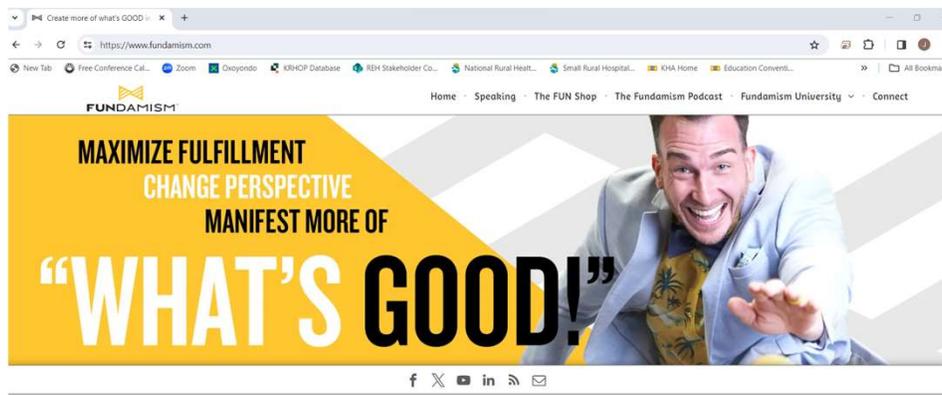
Next steps include identifying any personal or organizational gaps and the Fundamism principles or "fundamentals" that will help minimize them

Paul J. Long



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www.fundamism.com



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Health Care Specific

- J. Bryan Sexton – Duke Center for Patient Safety
- \$3 million dollar grant from National Institutes of Health
- Developed 11 evidence-based well-being tools

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3 Good Things
Duke Center for Healthcare Safet...
524 subscribers

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<https://www.youtube.com/watch?v=OYMQYhey08w>

Search for Kansas Hospital Association on your favorite platform.

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<https://caws.dukehealth.org/>

Duke Center for the Advancement of Well-being Science

About Well-B Programs On-demand Toolkit What people are saying Publications & Research Duke Resources

Duke Well-B Essentials

Please join us for 5 hours of our most restorative well-being content! Including our most popular content on cultivating work-life balance, gratitude, self compassion and awe as well-being strategies.

Upcoming course: January 22-25 (Mon-Thurs) and January 29th (Mon), 2024. 12-1pm EST via Zoom.

[Register here](#)

Lorna Breen Act Gra...

let's not do it at the expense

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<https://caws.dukehealth.org/>

Duke Center for the Advancement of Well-being Science

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Well-Being Tools

Who Adults age 18 and up are eligible.

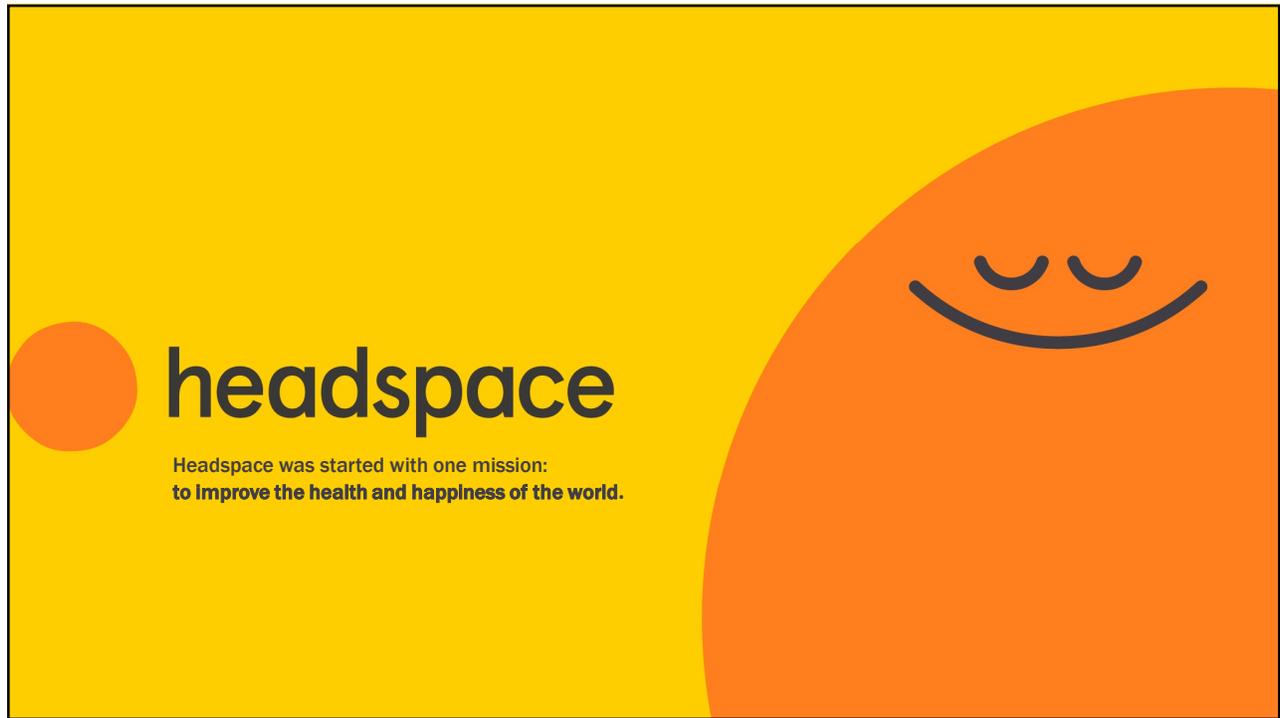
What These resilience tools are evidence-based, interactive, and specifically designed for busy healthcare workers. Interventions last between 3–15 days. Participants will receive prompts for the tools via email or text message.

Why Burnout impacts 1 out of 3 healthcare workers, and there are simple tools that help individuals recover from burnout. Participation in these tools will potentially enhance your own well-being, and the well-being of your co-workers and patients. Participation will contribute to research on interventions for healthcare worker burnout.

Lorna Breen Act Gra...

let's not do it at the expense

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HeadSpace App



Who we are

Think of Headspace as your lifelong guide to better mental health. We're here for you whenever you need us, wherever you are, helping you get through tough times and find joy in every day.



What we do

Through evidence-based meditation and mindfulness tools, mental health coaching, therapy, psychiatry, Headspace helps you create life-changing habits to support your mental health and find a healthier, happier you.



How we do it

Our four values inform our decisions and how we operate day-to-day: __put members first; bring a beginner's mind; seek truth, speak truth; embrace ownership__

Sleep

Meditate

Move

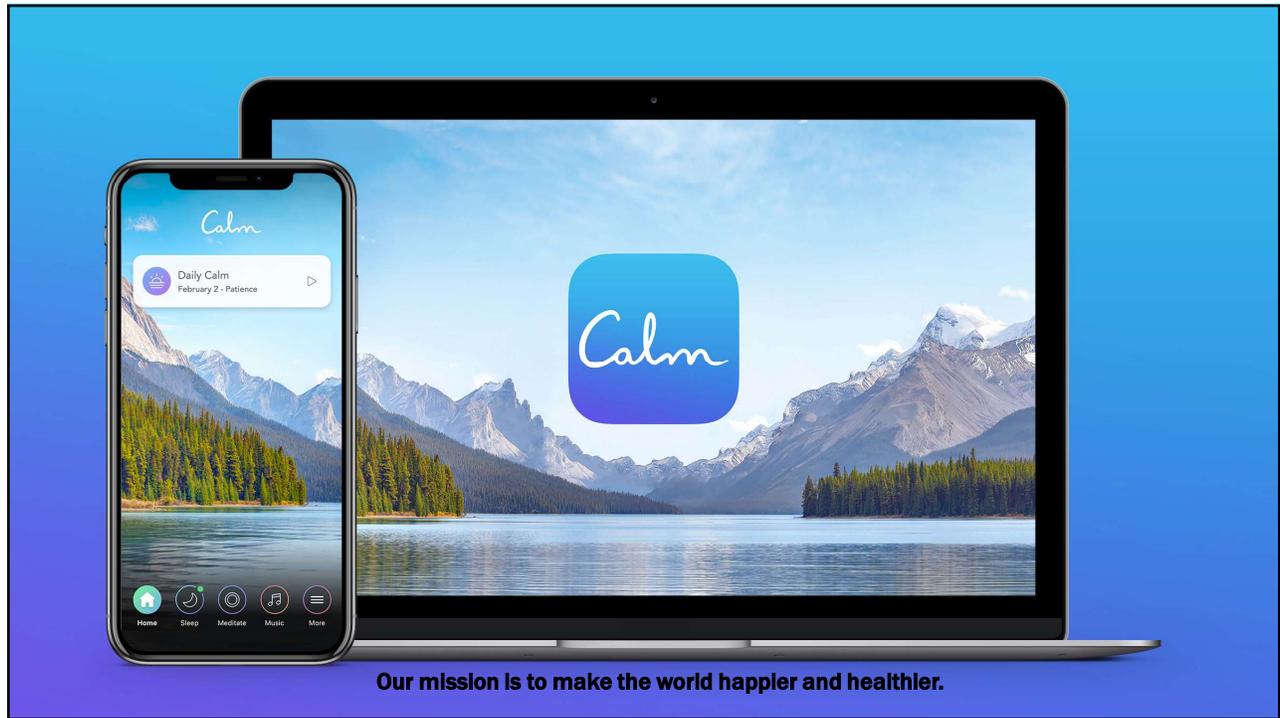
Wake Up

Focus



<https://www.headspace.com/>

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Calm App

We're here to help you feel better.

 <p>Stress less. Get in-the-moment relief for stress and anxiety so you can get back to living. Learn More</p>	 <p>Sleep more. Fall asleep (and stay asleep) naturally and peacefully. Learn More</p>	 <p>Live mindfully. Navigate life's ups and downs with resilience, confidence and guided support. Learn More</p>
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<https://www.calm.com/>

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Financial Wellness

Financial Wellness – it's more than a buzz word...

- Financial stress is a problem for many Americans, and that stress can get in the way of their workdays.
- Distracted employees aren't as engaged.
- Financial worries are one of the number one stressors reported to HR.
- HealthCare Associates Credit Union has partnered with both the Kansas Hospital Association and the American Hospital Association to act as the employee credit union for their partner hospitals.



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Enrich Financial Wellness

Free for members of KHA

Employees and their families can access information for FREE.

- Identity theft
- Budgeting
- Credit report and score
- Credit counseling
- Debt management
- Loan Information (including Student Loans)
- And so much more!



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HACU Contact Information

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314-779-7259



2024 Upcoming Webinars

- Quality Corner Call
 - February 6: EDTC
- SHIP Quarterly Webinar
 - March 12

To access online registration,
use this QR code



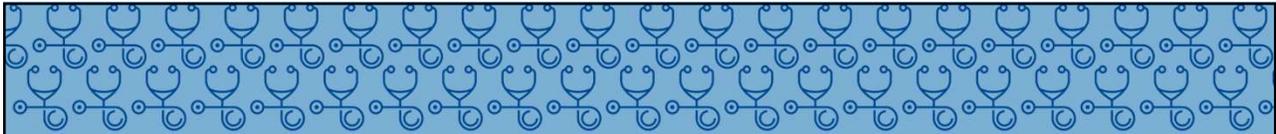
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