Wellness, Perspectives, & Resiliency

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Participants will...

• Verbalize the importance of wellness and inclusiveness both personally and within an organization

• Identify characteristics of resilient people
Soul Habits
(Barry & Sirois, October 2017)

Soul Habits
- Enhance our essence
- Honor and meet the demands of mind, body, and soul
- Mine is problem solving (poetry)

Negativity
- Minimize by being conscious of behaviors that are not supportive of others or self-supportive

How you engage with coworkers, patients, & family can negatively or positively affect your soul habits.

Likewise, not filling our souls can negatively affect our interactions with others.
Your **perspectives** are the key asset to maximize your self-support & relationships

If our perspectives and communication reflect those of strength and openness, we are reinforcing positive “soul habits.”

Bolman and Deal (2008) discuss different frames, or perspectives, that organizations adopt.

1. Human Resource Frame
2. Political Frame
3. Symbolic frame
Perspectives

HR Frame
Organization seen as extended family with coworkers being support systems

Political Frame
- Employees compete for resources
- Must climb over others for survival
- Results in conflict & paranoia
- Harmful to relationships & productivity

Symbolic Frame
Organizations are theatres of performance
Soul Habits + Perspective = Resilience
Resilience

Resilience is the ability to return to the best form of yourself after a bad experience.

Characteristics that are found in resilient people:
(Earvolino-Ramirez 2007, as cited in Lachman, 2016)

- Purpose in life
- Positive relationships/social support
- Having a sense of humor about life – PALS/ACLS
- Self-esteem & self-efficacy (belief in one's ability to succeed)
Learning in real time results in greater understanding (Khatun, 2013).

- We all learn differently

- Kolb’s Adult Learning Theory
  - Think & watch
  - Think & do
  - Feel & do
  - Feel & watch

To have swift practices for learning, an organization must have:
  - a culture of collaboration,
  - inclusiveness, &
  - peer support

Principle of Reciprocity - Volunteer?
Effective leaders can model healthy communication and collaboration to "support an ethical work environment" (Bolman & Deal, 2008). Healthy relationships, perspectives, and teamwork are components to thriving work cultures and inclusiveness.
References


