



**NHRMA 24**

86TH ANNUAL CONFERENCE + TRADESHOW

**CS45**

# **Prioritizing HR Well-Being: Modeling Self-Care for a Resilient Workforce**

# Prioritizing HR Well-Being: Modeling Self-Care for a Resilient Workforce

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Wholeness Reawakened



**I FEEL LIKE I'M ALREADY  
TIRED TOMORROW**



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# Maria Loebach

## About Me

- Holistic Registered Nurse (13 yrs)
- Veterans Affairs Healthcare System (11 yrs)
- Organizational Wellness Consultant (2 yrs)
- Live in Portland, OR/Iowa farm girl native



# Mindful Moment



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# Learning Objectives

- ▶ Identify signs of stress and impact on the work performance.
- ▶ Recognize the impact of HR prioritizing self-care in the workplace.
- ▶ Practice 2 micro self-care practices to reduce stress, build resilience, and strengthen one's leadership role.
- ▶ **Handouts:** Box Breath, Self-Assessment, Signs of Stress, and Self-Care Strategies

# How satisfied are you with your current self-care practices?

- ▶ 5 – Love them!
- ▶ 4 – Not too shabby!
- ▶ 3 – It's ok.
- ▶ 2 – Not much self-care here.
- ▶ 1 – What is self-care?



# HR and Increasing Demands



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# HR Burnout

A report by [Workvivo](#) published in Forbes reported:

- 98% of HR staff report feeling burned out
- 88% say they dread work
- 97% say their work has caused them to feel emotionally fatigued
- 73% say they don't have the tools and resources to do their job well
- Only 29% feel that their work is valued by their company



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Source: <https://hrexecutive.com/the-great-burnout-tackling-the-crisis-among-hr-professionals/>



# Shifting Focus...To YOU!



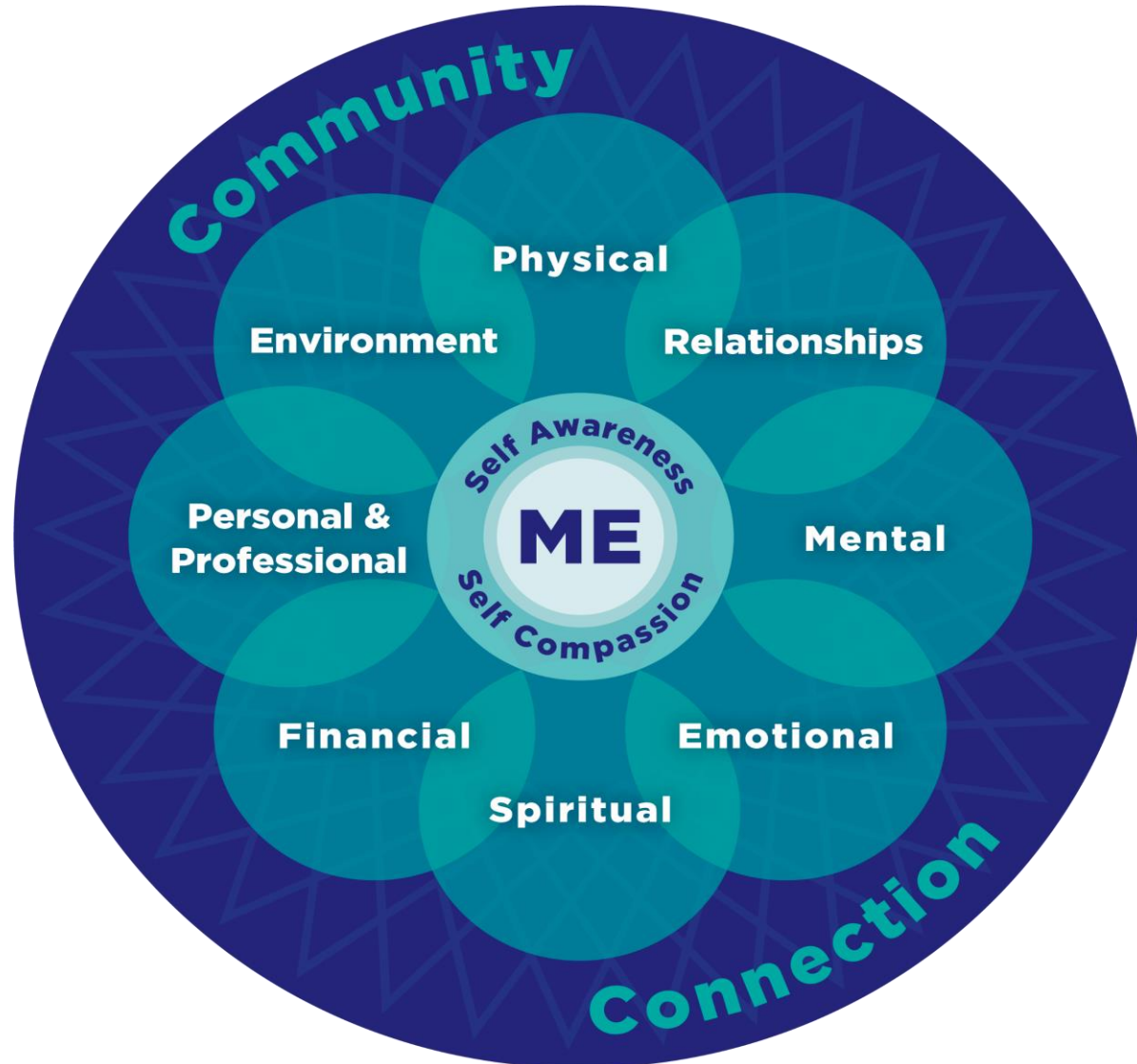
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# Why Does Prioritizing YOU Matter?

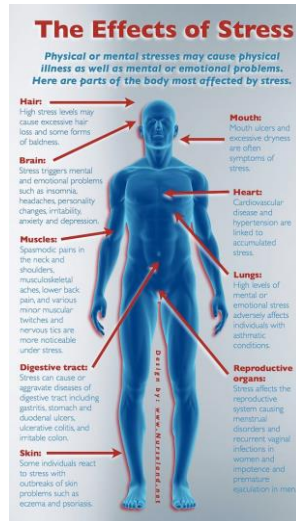
- ▶ *What do I envision for my life in the next few months to years?*
- ▶ *Who benefits when I take care of myself?*
- ▶ *What goes better in my life when I take care of myself?*
- ▶ *How does tending to my health and well-being impact how I show up at work?*



# Whole Person Well-Being



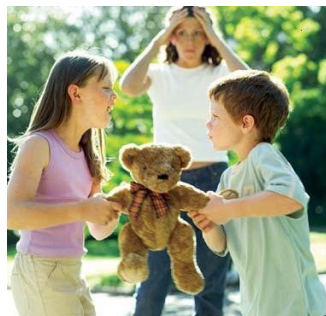
# Impacts of Workplace Stress



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# Self Check-In: Signs of Stress



# Micro Self-Care Practice

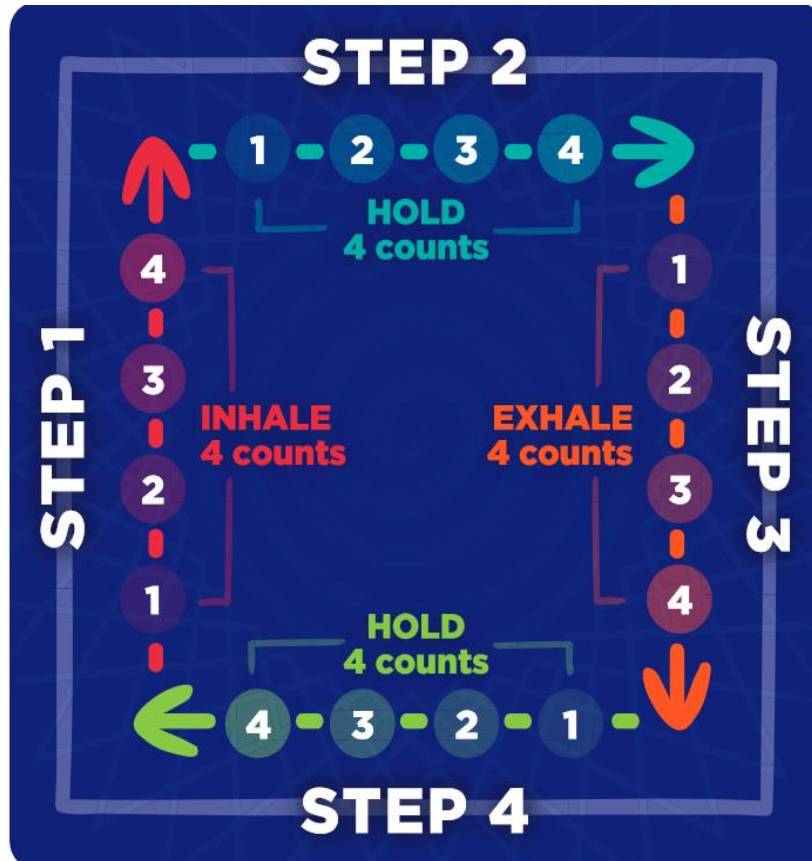
small changes  
can have  
a big  
impact

<http://daily.ink.davidtruss.com/small-changes>

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# Micro Practice: Box Breath



**STEP 1:** Breathe into your nose for a count of 4.

**STEP 2:** Hold your breath for a count of 4.

**STEP 3:** Breathe out of your nose for a count of 4.

**STEP 4:** Hold your breath for a count of 4.



# Self-care: about more than bubble baths....



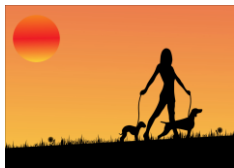
Photo by Linus Nylund via Unsplash.com

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# Self-Care: Is...

- ▶ An **investment** in your health and well-being to be around in the future.
- ▶ **Dynamic:** varies depending on season of life, and it may change day-to-day.
- ▶ **Unique:** anything that **refuels or recharges** you physically, mentally, emotionally, socially, and spiritually.
- ▶ **Impactful** with consistent micro-moments.
- ▶ A practice whose **benefits ripple out** to family, friends, colleagues, and community.



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# Whole-Person Micro Self-Care



# Creating a Culture of Workplace Self-Care

Chicago Children's Hospital  
Quality and Safety Team Staff Led Activity  
**S.W.A.G. → 'Stop Working and Go' Walk**



# Workplace Self-Care for Resilience

TIP 1

## **MODEL HEALTHY SELF-CARE PRACTICES**

TAKE BREAKS, MAINTAIN WORK/LIFE BOUNDARIES, ACCESS MENTAL HEALTH RESOURCES, AND CONNECT WITH YOUR PEERS

TIP 2

**START MEETINGS WITH A MINDFUL MOMENT OR BOX BREATH**

TIP 3

**PRIORITIZE WELL-BEING BY PUTTING IT ON THE TEAM MEETING AGENDA**

TIP 4

**ENCOURAGE STAFF TO TAKE REGULAR BREAKS**

TIP 5

**OFFER WALKING MEETINGS WHEN APPROPRIATE**

TIP 6

## **PROMOTE STAFF LED SELF-CARE ACTIVITIES**

JOURNAL CLUB / ART / MUSIC / MOVEMENT / MEDITATION GROUPS

TIP 7

## **FACILITATE REGULAR 1:1 CHECK-INS**

FOR STAFF TO PROMOTE COMMUNICATING CHALLENGES, CONCERNS, OR IDEAS IN A SAFE SPACE

TIP 8

**ENCOURAGE EMPLOYEES TO DISCONNECT FROM WORK EMAILS AND MESSAGES OUTSIDE OF OFFICE HOURS**

TIP 9

**CELEBRATE ACHIEVEMENTS, MILESTONES, AND SUCCESSES AS A TEAM**

# Take Action!

- ▶ What is **1 micro self-care practice** I can build into my next week?
- ▶ What is **1 Workplace Self-Care practice** I can share with my team?



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# In Conclusion...

**“Start where you are. Use what you have.  
Do what you can.”**  
-Arthur Ashe



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# Thank You!

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Reach out with questions!

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