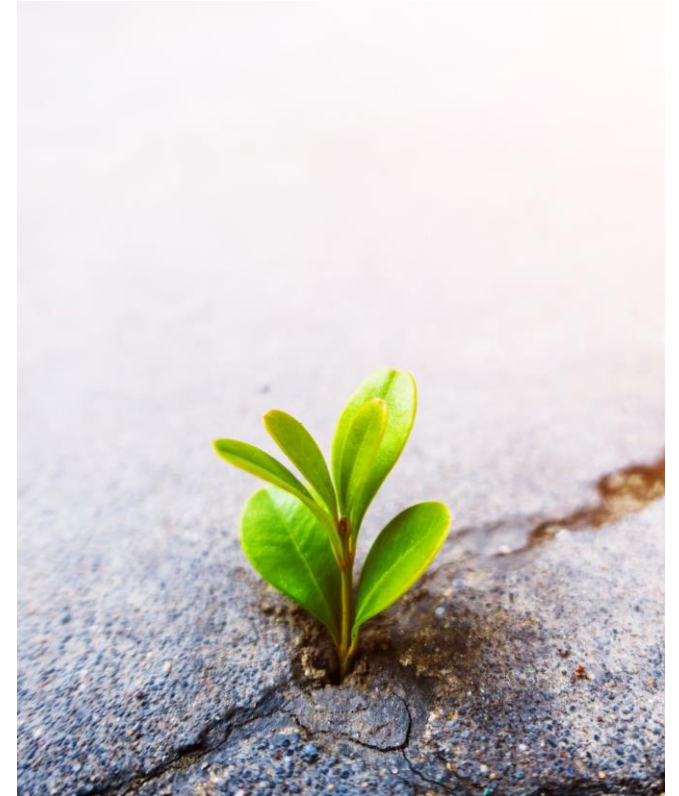
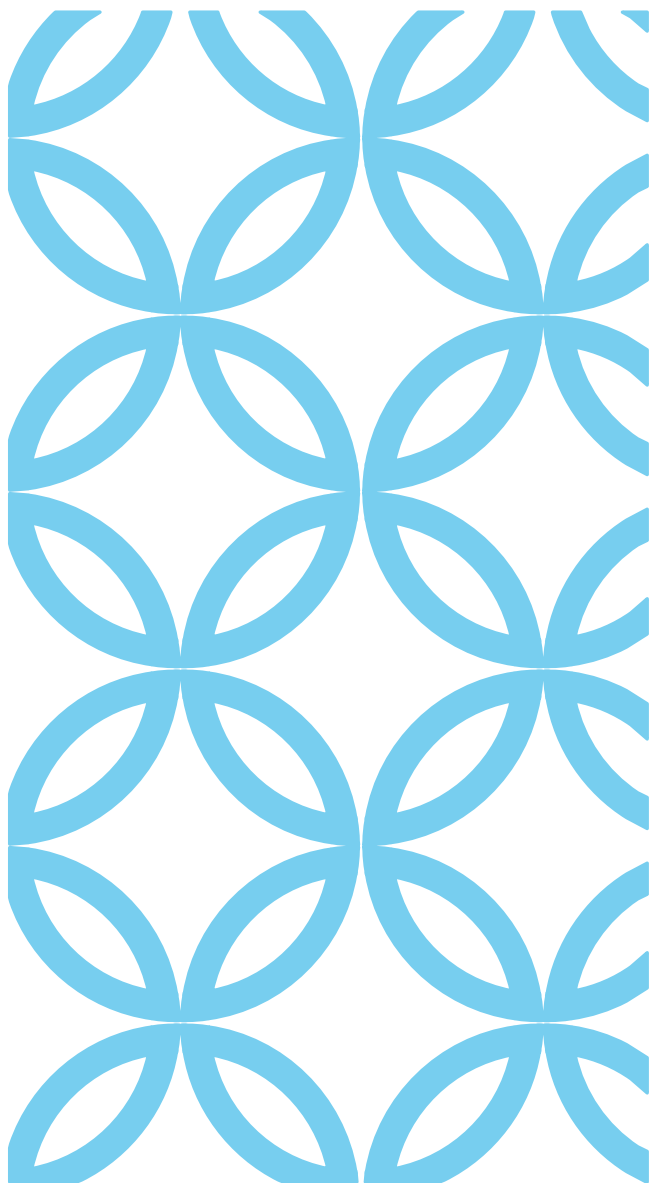


C O D E W



EVOLVING TO RESILIENCE &
WELLNESS



CODE W PRESENTS: RESILIENCE & WELLNESS is an interactive NAB approved course for nursing home administrators to gain awareness of stressors experienced during the COVID-19 pandemic. Stressors such as changing regulations, PPE and cohorting requirements, occupancy challenges, lost revenue, outbreaks, and pandemic fatigue to name a few are identified. The nursing home ecosystem, Maslows Hierarchy of need, and the 5 Pillars of Resilience are discussed with the relationship to thriving as administrators. Opportunities to modify negative thoughts into positive perception and leadership development for self and facility staff are suggested interventions that are relevant throughout presentation. There are engaging exercises related to affirmations, gratitude, and self awareness are available for administrators to self identify interventions to manifest resilience and wellness in daily practice.

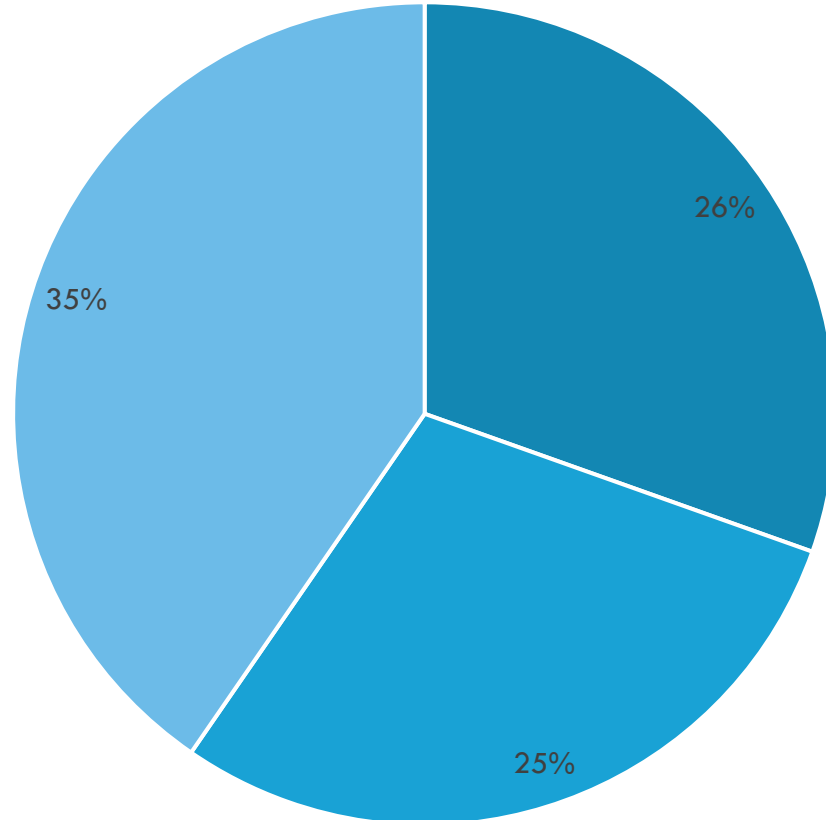
SESSION OVERVIEW

RESILIENCE IS A MUSCLE. FLEX IT ENOUGH AND IT
WILL TAKE LESS EFFORT TO GET OVER THE
EMOTIONAL PUNCHES EACH TIME"

ALECIA MOORE



HEALTH CARE WORKERS MENTAL HEALTH IMPACT

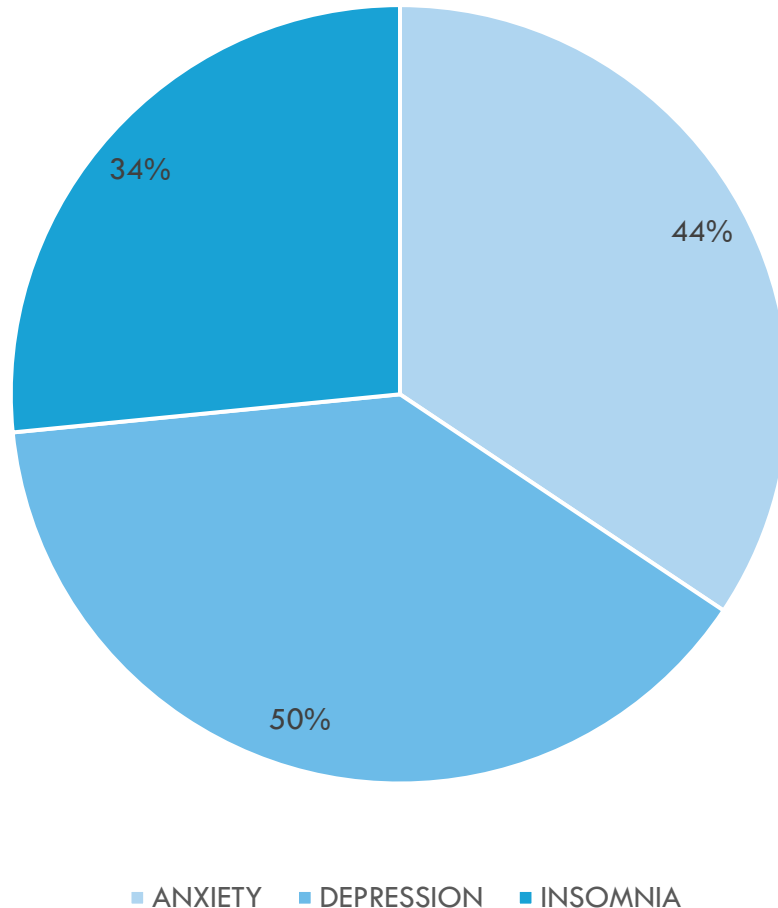


■ ANXIETY ■ DEPRESSION ■ PTSD

PLOS ONE, 2021 conducted a global pooled study of healthcare professionals during the pandemic. It reported attention and allocation of resources is urgently needed as risk factors; self exposure, dealing with high death rates, and other stressors continue to climb.



PHYSICIAN & NURSES MENTAL HEALTH IMPACT



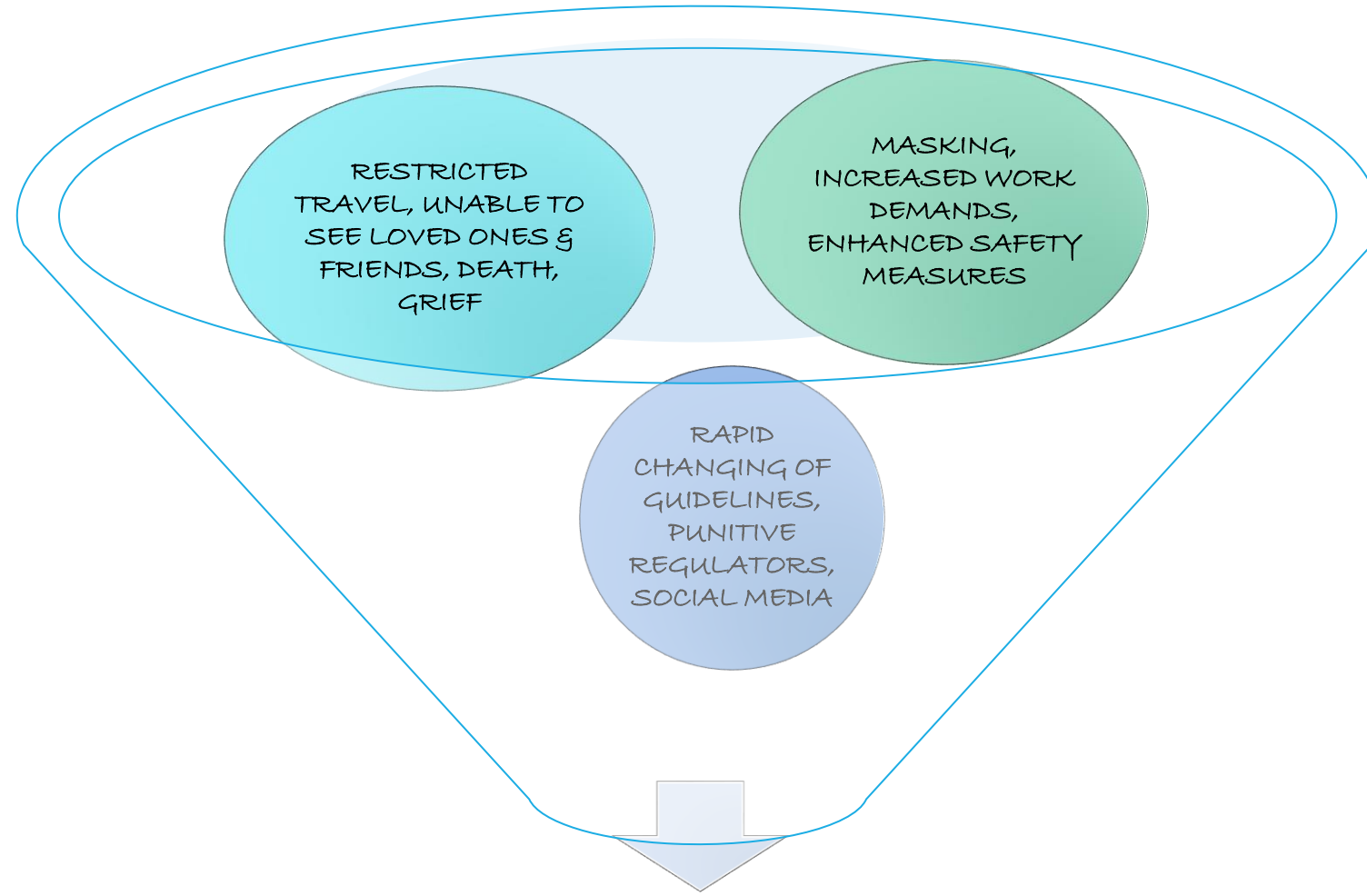
Scientific American, 2020 reported over 1,200 physicians and nurses were surveyed and reported mental health disorders as a direct correlation from working on the front lines during the peak of the pandemic.

PANDEMIC FATIGUE

THE EMOTIONAL, MENTAL,
AND PHYSICAL IMPACT
RELATED TO AN EVENT;
NATURAL DISASTER,
NATIONAL HEALTH CRISIS, OR
OTHER TRAMAUTIC
LONGSTANDING EPISODES

ANGER, DEPRESSION,
FRUSTRATION, HELPLESSNESS,
ISOLATION, THE UNKNOWN,
UNHEALTHY HABITS, WEIGHT GAIN

CONTRIBUTING STRESSORS



COVID-19

UNHEALTHY HABITS

PHYSIOLOGICAL - LACK OF SLEEP,
CAFFIENE INTAKE, ENGAGING IN
STRESSFUL ACTIVITIES, SOCIAL
MEDIA/DEVICES

PHYSICAL - LACK OF EXERCISE, POOR
POSTURE,
EXCESSIVE EATING, ALCOHOL INTAKE,
AND SMOKING, ABUSIVE BEHAVIORS

EMOTIONAL - FAILURE MINDSET,
PERFECTIONISM, REGRET, CO-
DEPENDENCY



MASLOW'S HIERARCHY OF NEED



HEALTHY HABITS

PHYSIOLOGICAL -6-8 HOURS
SLEEP, LIMIT SOCIAL MEDIA &
ELECTRONIC DEVICE USE,
MEDITATE, RECITE
AFFIRMATIONS

PHYSICAL-EXERCISE 3-5X A
WEEK, ENGAGE IN POSITIVE
INTERACTIONS WITH FRIENDS,
PEERS, FAMILY, LAUGH,
JOURNAL, BLOG

EMOTIONAL-POSITIVE MINDSET,
SELF LOVE, ACCEPTANCE, GAIN
CONTROL, LET GO, FIND
MEANING, DEFINE SELF WORTH,
SIMPLIFY TASKS

WHAT IS RESILIENCE ?



The capacity to recover quickly from difficulties;
toughness



The ability of a substance or object to spring back into
shape; elasticity



Resilience in Health

Being able to adapt to life's
misfortunes and setbacks



When something goes wrong do you tend to bounce
back or fall apart?



TO HAVE OR NOT TO HAVE RESILIENCE?

With resilience you harness inner strength that helps you rebound from setbacks or challenges such as:

- Job loss
- Illness
- Disaster
- Death

Without resilience you may:

- Dwell on problems
- Feel victimized
- Become overwhelmed
- Turn to unhealthy coping mechanisms such as substance abuse

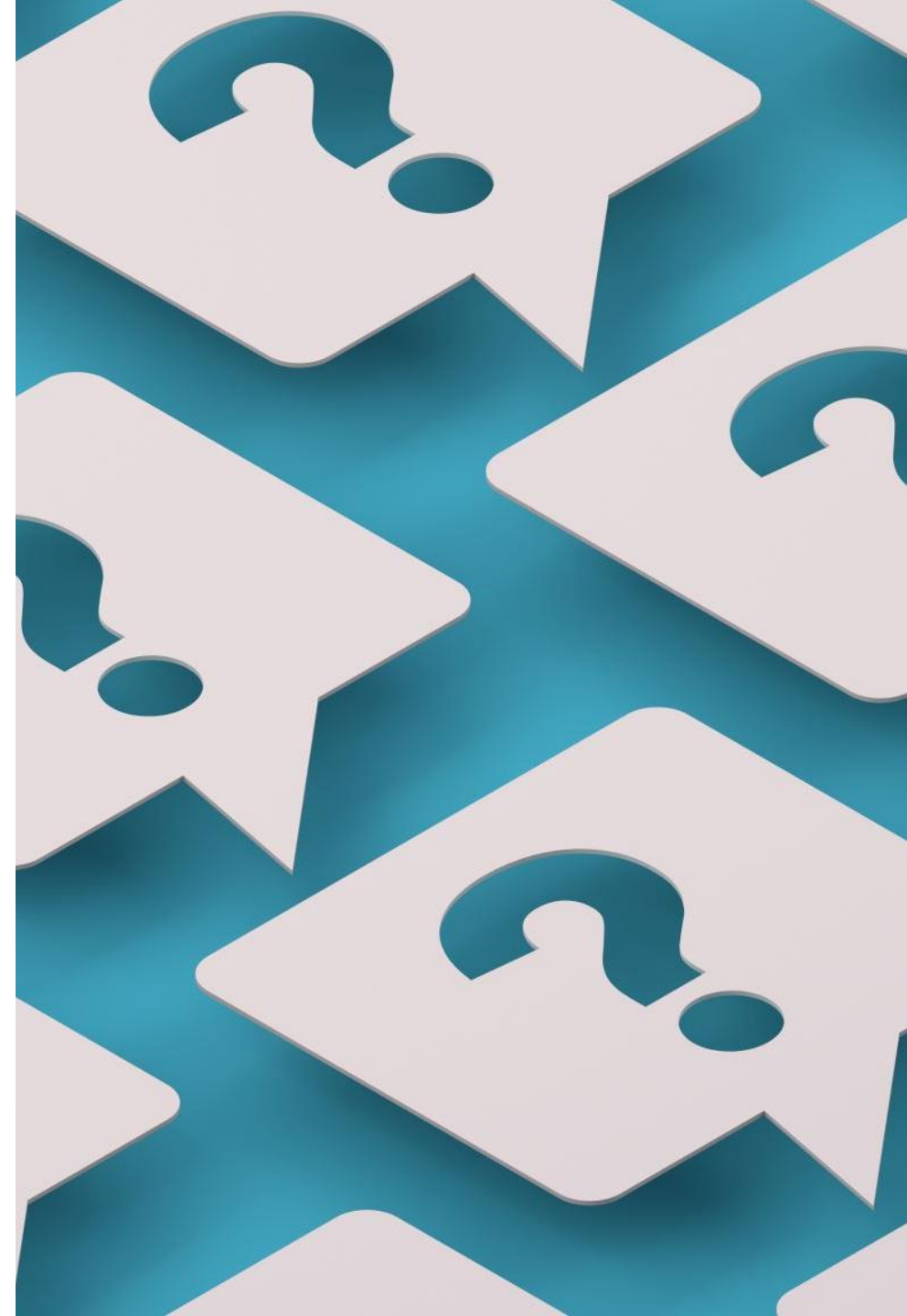


HOW RESILIENT ARE YOU?

For each statement, click the button in the column that best describes you. Try to answer questions as you are, rather than as you think you should be, and don't worry if some questions seem to score in the "wrong direction." When you are finished, click the "Calculate My Total" button at the bottom of the test, and take a look at the advice and links that follow.

<https://www.mindtools.com/pages/article/resilience-quiz.htm>

(Mindtools, 2022)



RESULTS

Score	Comment
16-37	You have little resilience in the workplace, and this may affect your ability to do your job. However, don't let this get the better of you! It's important to identify the causes of this, so that you can take specific action. Perhaps your confidence is shaky, or you have a negative outlook. Maybe you don't have effective strategies to cope with stress, or you're trying to deal with issues that are beyond your control. Don't give up - there are lots of tools that you can use to unlock resilience and become a positive, productive team member.
38-59	You're not easily defeated, but there's still plenty of room for improvement. Perhaps you need strong goals to focus your efforts, or it could help to reframe your problems as challenges. Maybe you need to address the strength of your working relationships. Have a look through your answers, and try to pinpoint where you need to focus your efforts. You may need to build your skills in just one or two areas, or make small changes in several.
60-80	Well done, you're a resilient team member and you're prepared to keep trying until you succeed! You most likely have a solid network of colleagues who you can rely on for support, you deal effectively with stress, and you're flexible in your approach. You're goal oriented, you have a positive disposition and strong values, and you're willing to take on challenges and help people out. However, there's always room for improvement. Check out our tools and strategies below to see how you can become even more resilient.

PLEASE NOTE:

Resilience will not make problems go away however it will give you the ability to see past them, find enjoyment in life, and be able to handle stress better.

If lacking you can develop skills to become more resilient.



TIPS TO IMPROVE RESILIENCE

(Mayo Clinic, 2022)

Get connected. Building strong, positive relationships with loved ones and friends can provide you with needed support and acceptance in good and bad times. Establish other important connections by volunteering or joining specific interest group in your community (ie teacup yorkies, Harry Potter, thrifting, foodies, admins who support admins etc.).

Make every day meaningful. Do something that gives you a sense of accomplishment and purpose every day. Set goals to help you look toward the future with meaning.





Learn from experience. Think of how you've coped with hardships in the past. Consider the skills and strategies that helped you through difficult times. You might even write about past experiences in a journal to help you identify positive and negative behavior patterns — and guide your future behavior.



Remain hopeful. You can't change the past, but you can always look toward the future. Accepting and even anticipating change makes it easier to adapt and view new challenges with less anxiety.

TIPS TO IMPROVE RESILIENCE CONT.

Take care of yourself. Tend to your own needs and feelings. Participate in activities and hobbies you enjoy. Include physical activity in your daily routine. Get plenty of sleep. Eat a healthy diet. Practice stress management and relaxation techniques, such as yoga, meditation, guided imagery, deep breathing or prayer.

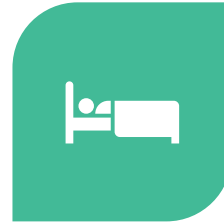
Be proactive. Don't ignore your problems. Instead, figure out what needs to be done, make a plan, and take action. Although it can take time to recover from a major setback, traumatic event or loss, know that your situation can improve if you work at it.



DECREASE DEPRESSIVE
SYMPTOMS & INCREASED
EMOTIONAL WELL-BEING



IMPROVE WORKING
MEMORY



IMPROVE SLEEP



IMPROVE IMMUNE SYSTEM
FUNCTION



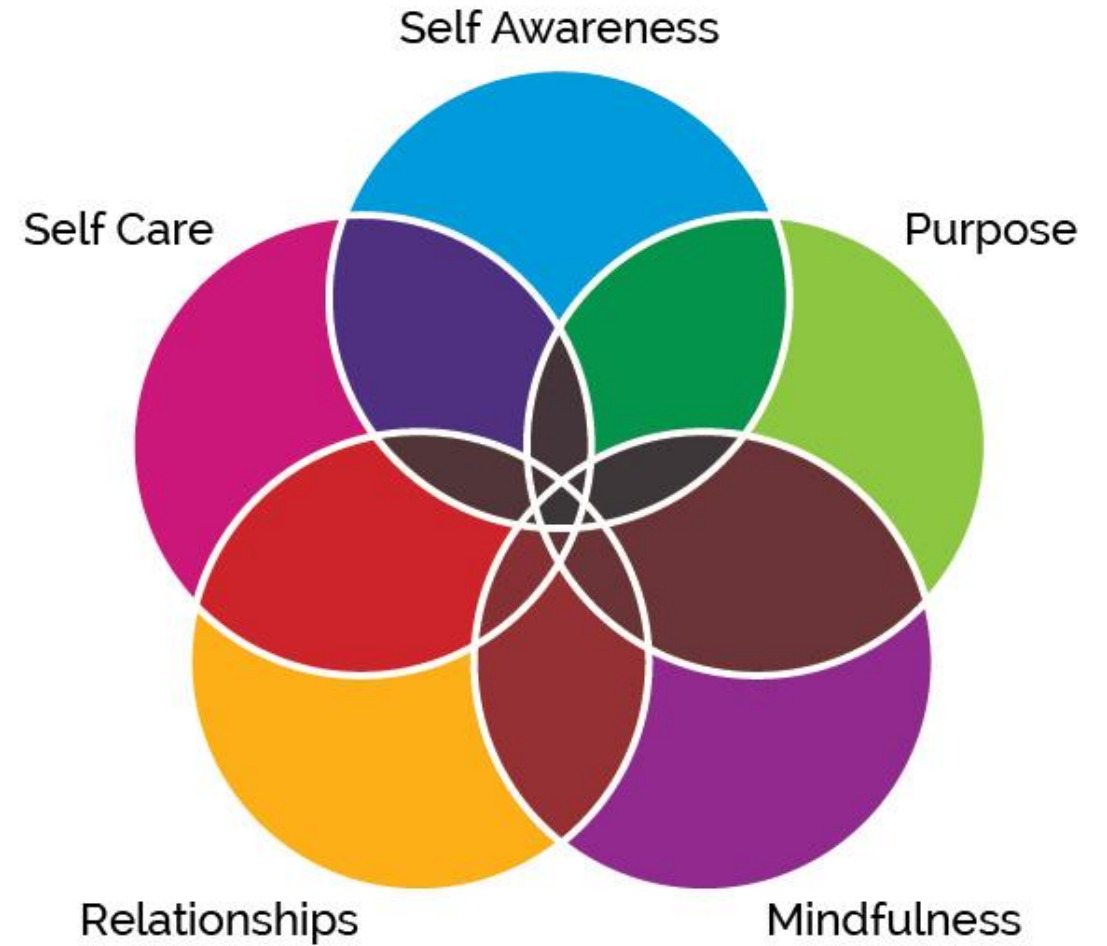
IMPROVE RELATIONSHIPS



IMPROVE COPING WHEN
WE EXPERIENCE
EMOTIONAL DISRUPTIONS

BENEFITS OF LIVING A RESILIENT LIFE

5 PILLARS OF RESILIENCE

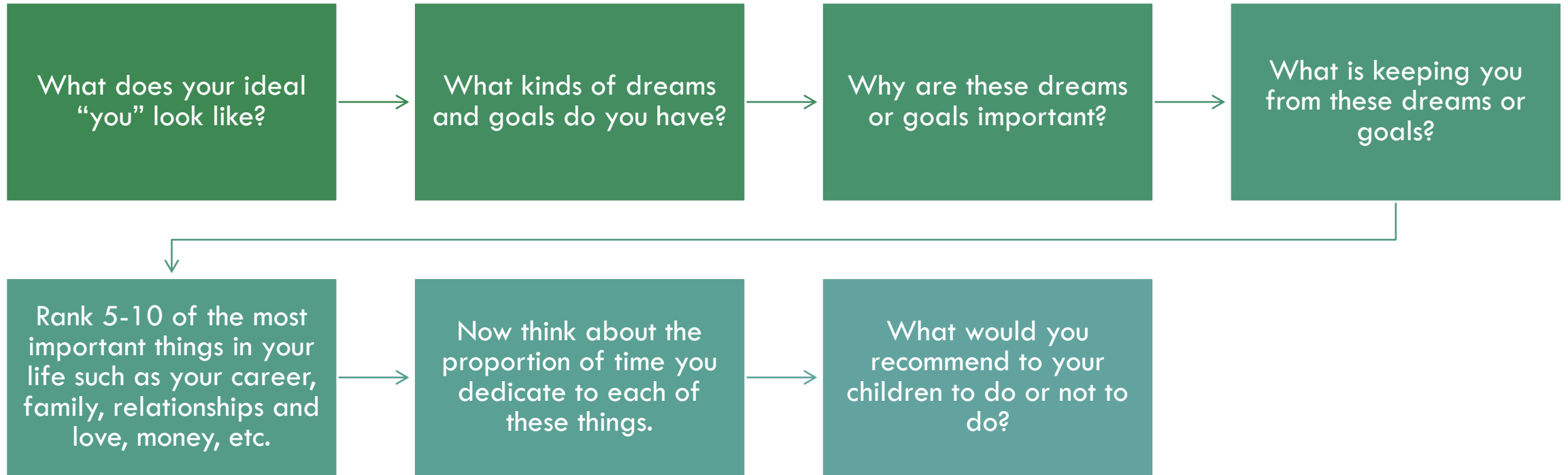


(Ahlschlager, 2020)

SELF AWARENESS

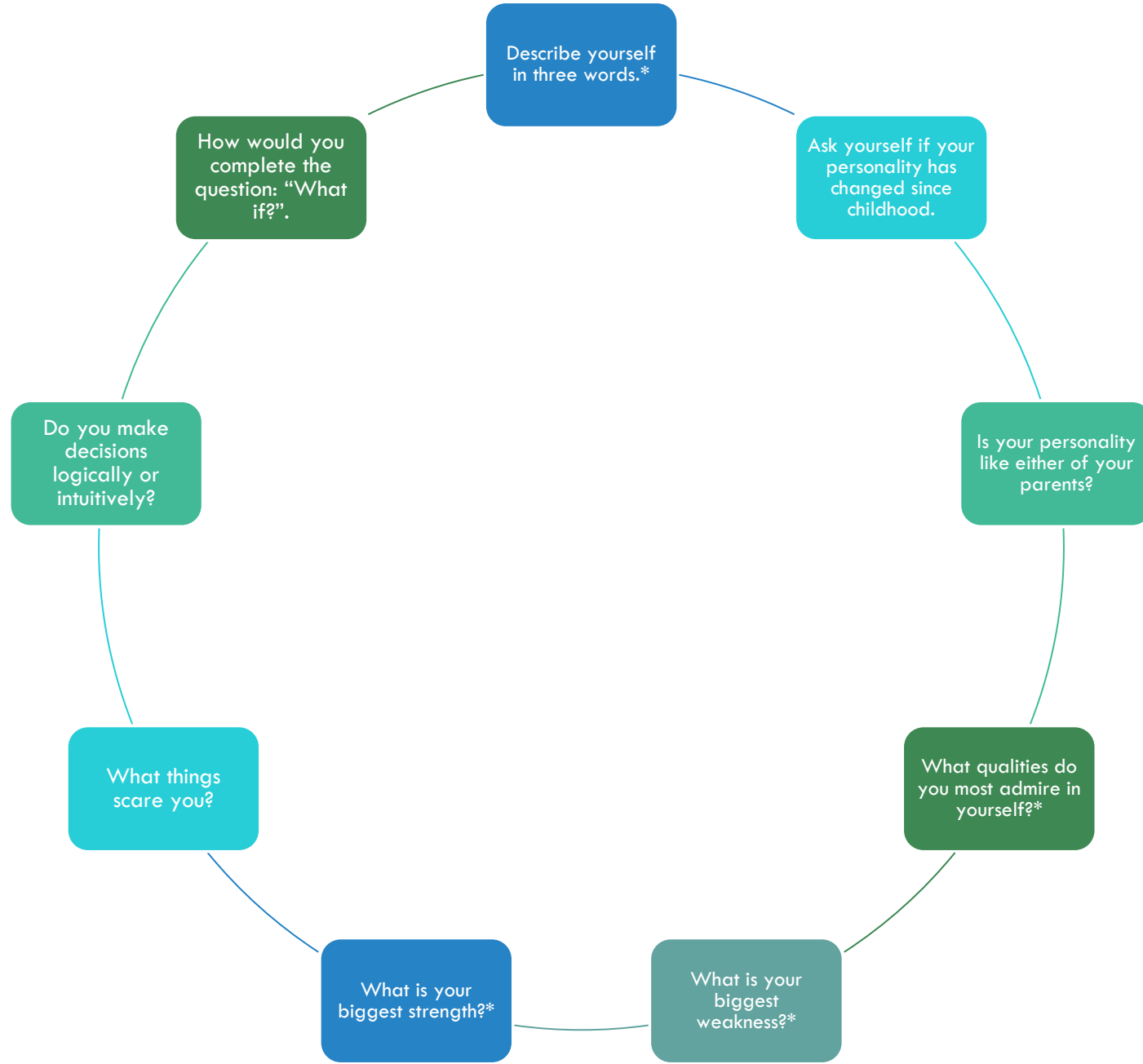
Self Awareness is having a clear perception of your personality, including strengths, weaknesses, thoughts, beliefs, motivation, and emotions. Self Awareness allows you to understand other people, how they perceive you, your attitude and your responses to them in the moment.





SELF AWARENESS QUESTIONS ON VALUES & LIFE

SELF AWARENESS QUESTIONS ON PERSONALITY



**SELF AWARENESS
QUESTIONS ON
RELATIONSHIPS**

Describe your ideal intimate relationship.

How satisfied are you in your current relationship?

Who would you call if you only had a few minutes to live?
What would you say?

Who have you loved the most?

Of all the relationships you have had, describe the best moment.

Describe a devastating moment in terms of relationships.

Ask yourself if you treat yourself better than others?

MINDFULNESS

Mindfulness is a state of active, open attention on the present. When you're mindful, you observe your thoughts and feelings from a distance, without judging them good or bad. Instead of letting your life pass you by, mindfulness means living in the moment and awakening to experience.



SELF CARE

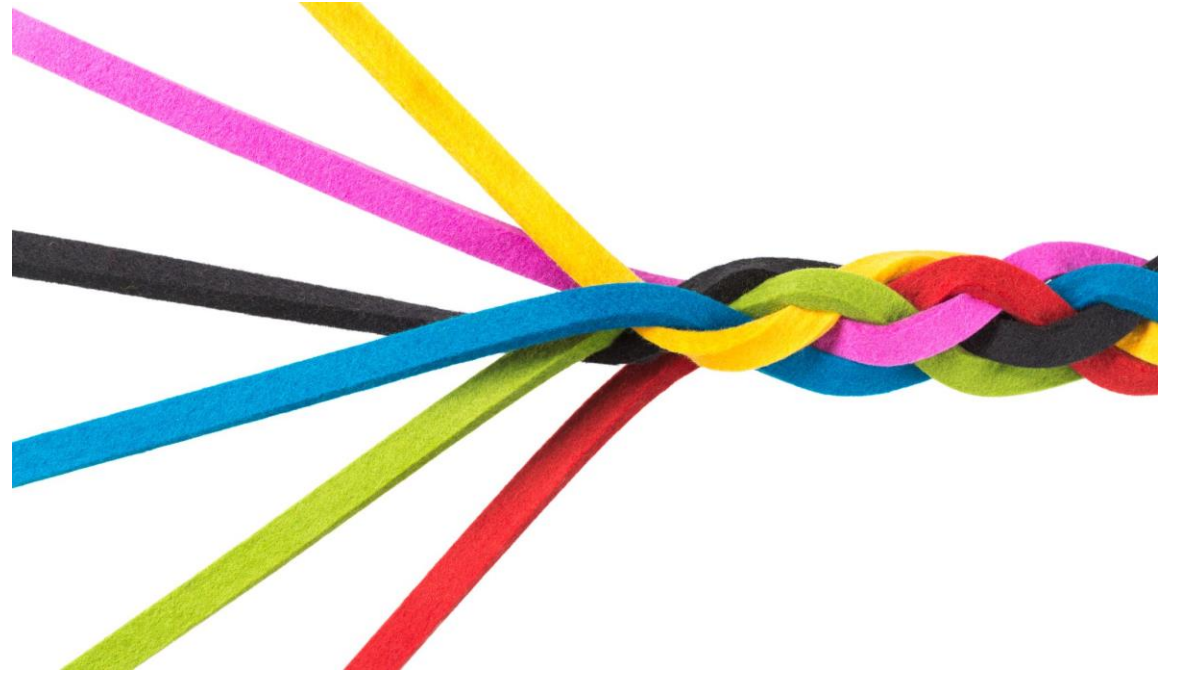
Self care is unique for each person and can be understood in many different ways. In its simplest form, the term refers to our ability as human beings to function effectively in the world while meeting the multiple challenges of daily life with a sense of energy, vitality, and confidence. Self care is initiated and maintained by us as individuals —it requires our active engagement

What do you do for your self care- pre-COVID and currently.



POSITIVE RELATIONSHIPS

Positive Relationships are the people who support and care for us – and we care for them. One of the most profound experiences we can have in our lives is the connection we have with other human beings. By building positive relationships with others, we will be happier and more fulfilled and feel more supported, supportive, and connected. Positive and supportive relationships will help us to feel healthier, happier, and more satisfied with our lives.

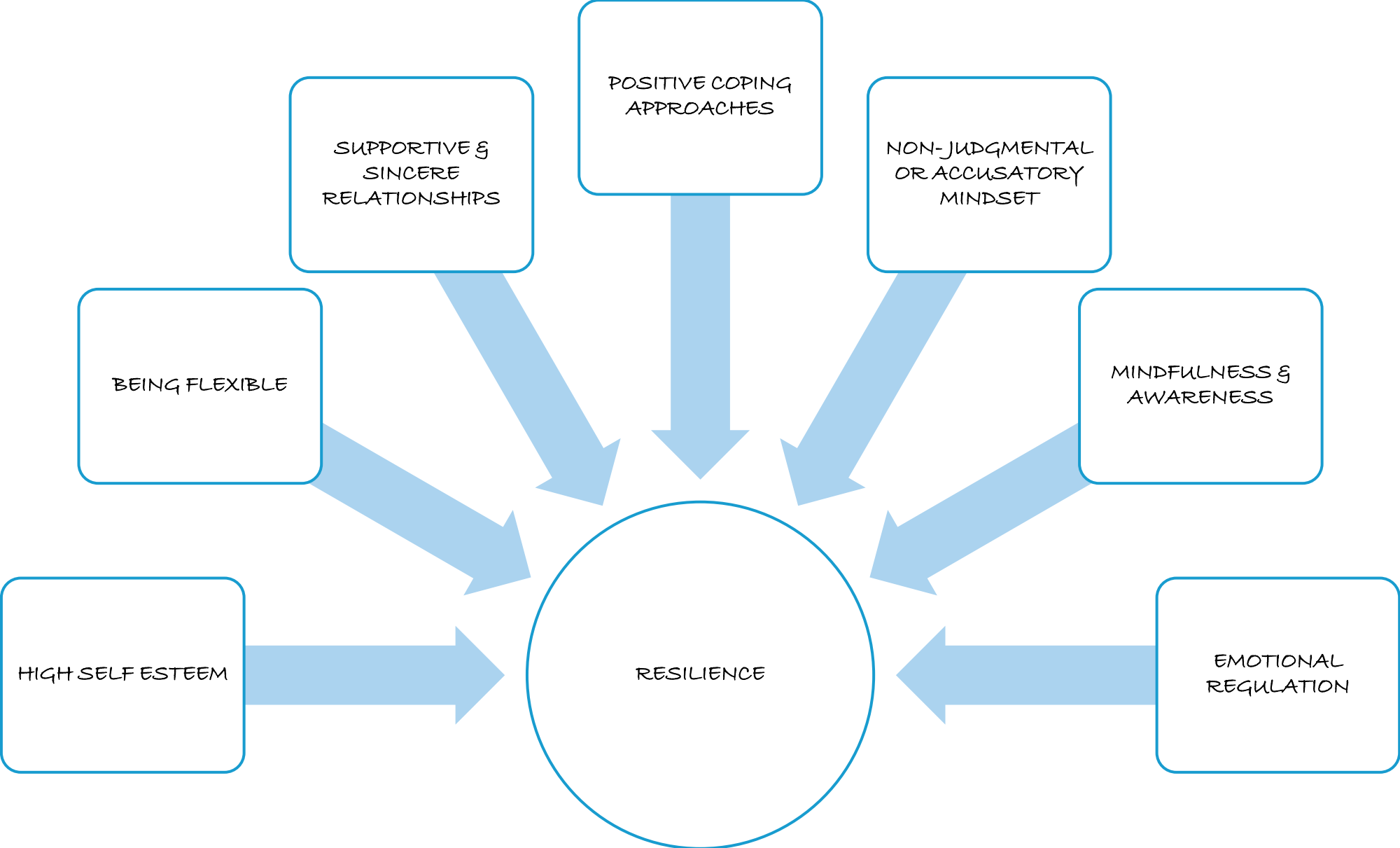


PURPOSE

Purpose is a recognition that we belong to and serve something bigger than ourselves. Our purpose helps to shape the mindset and attitude we have toward others and the events we experience. We can find purpose in our faith, family, or being a part of an organization.



LEADERS & RESILIENCE



TRANSFORMING MINDSET



NEGATIVE THOUGHTS
I AM NOT GOING TO MEET MY GOALS
I AM NOT A 5 STAR ADMINISTRATOR
WE WILL NEVER FIND THE RIGHT STAFF
I HAVE THE MOST CHALLENGING RESIDENTS
WE CAN NEVER CATCH A BREAK WITH SURVEYORS



POSITIVE THOUGHTS
I AM GOING TO MEET MY GOAL
I AM A 5 STAR ADMINISTRATOR
WE HAVE THE BEST STAFF IN THE RIGHT POSITIONS
I HAVE AMAZING RESIDENTS
OUR SURVERYORS ARE AMAZING AND SEE THE LOVE WE HAVE FOR OUR STAFF AND RESIDENTS



Good Vibes
ONLY

INCORPORATE POSITIVE
AFFIRMATIONS

Can change mindset if done
consistently-

<https://www.youtube.com/watch?v=OVUXGDf6YSE>



CULTURAL COMPETENCY



INCLUDE RESILIENCE AS A PART OF YOUR FACILITY'S CULTURE

- PANDEMIC FATIGUE & ABUSE EDUCATION
- PLAN AN EVENT
- COORDINATE WITH YOUR STAFF DEVELOPMENT COORDINATOR & ACTIVITIES
- DETERMINE YOUR THEMES AND HAVE VARIOUS STATIONS
- SURVEYS, CARE/WELLNESS PACKAGES
- CREATE A LIFE SIZE BONEFISH DIAGRAM
- REVIEW RESULTS AND PRIORITIZE ISSUES
- COMMUNICATION
- CREATE A COMMITTEE AND MONTHLY MEETINGS WITH DIVERSE STAFF
- GET THE RESIDENTS INVOLVED
- FRIENDLY COMPETITIONS & REWARD PROGRAM
- NEW BALDRIDGE QUALITY AWARD CRITERIA



RESILIENCE & WELLNESS ACTIVITIES

Trust walk

Compliment wall/
gratitude jar

Mental Health/ ME
Day

- Have you talked to your staff about how they have been coping

Healthy eating-
challenge your staff
to find a healthy
recipe and share



INCORPORATE “DAD” JOKES



Why was the broom late for work?



Why did the golfer wear two pairs of pants?



Why did the invisible man turn down the job offer?



What time did the man go to the dentist?



What do you call a factory that makes okay products?

INCORPORATE “DAD” JOKES CONT.

Why did the coach go to the bank?

What did the fisherman say to the magician?

What do you call a beehive without an exit?

How do you find Will Smith in a snowstorm?

What's blue and not very heavy?

GRATITUDE

I AM GRATEFUL FOR?	MON	TUES	WED	THURS	FRI	SAT	SUN
MY HEALTH GOALS							
5 PEOPLE THAT I HELPED							
MY FAMILY BECAUSE...							
SUPPORT FROM TEAM...							
5 GOOD THINGS THAT HAPPENED TO ME							
ACHIEVING PROFESSIONAL GOALS							

STRESSORS CAUSE & EFFECT

STRESSOR	WHO	WHAT	WHY	HOW	WHEN	EFFECT	CHANGE
1.							
2							
3							
4							
5							
6							



DISCUSSION/Q&A



"SHE/HE STOOD IN THE STORM AND WHEN THE WIND
DID NOT BLOW HER/HIM AWAY, SHE/HE ADJUSTED
HER/HIS SAIL"

ELIZABETH EDWARDS



COMING SOON & UPDATES....



DIVERSITY, EQUITY, & INCLUSION
COMMITTEE-ANGELA PERRY, CO
CHAIR



PODCAST-ADMINISTRATORS MEAN
BUSINESS-JUNE 2022



ADMINISTRATORS MEAN BUSINESS
EDUCATIONAL SESSIONS-HEALTH
INSPECTIONS PART 2, CULTURE &
STAFFING, ACQUISITIONS & CHOW,
& CLINICAL PROGRAM
DEVELOPMENT-JUNE 25/26, 2022



SHEROS MEAN BUSINESS
EDUCATIONAL SESSION-MAY 14,
2022



ANNUAL ADMINISTRATORS MEAN
BUSINESS RETREAT-TBD



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