University of Iowa Professional Self-Care Series

Session 4: Reconnecting with Purpose

Transcript 22-08-18

*(Transcription joins session already in progress)*

12:02:14 Welcome to the fourth of 5 of the Professional Self Care Series.

12:02:20 Hosted by the school for public health practice at the University of Iowa College of Public Health, and in collaboration with Iowa Public Health Association.

12:02:29 The series is funded by the Iowa Department of Public Health.

12:02:32 This is one of the initiatives. In response to the survey that was disseminated in December about the mental health and well-being of the Public Health Workforce.

12:02:39 There will be a recording and transcript available on our side as well, which I put that link in the chat.

12:02:49 So. thanks for being here. With that I will hand it over to Vanessa.

12:02:55 Thanks, Kathleen. Thank you for being here. Hi! Good afternoon, everyone.

12:03:02 Thank you for joining us again today. Those of you that have participated in one of our past sessions.

12:03:10 Thank you so much for coming back those of you that are.

12:03:14 Maybe this is your first one welcome. We are so excited to have you.

12:03:19 As you all know that this series is focused on strengthening your mental health and well-being.

12:03:27 So that you can bring your best self to interactions with other folks whether that's at home at work or out in the community.

12:03:35 My name is Vanessa Lohf and I'm a project specialist in the Center for Public Health Initiatives at the Wichita State University Community Engagement Institute.

12:03:46 Our center provides a wide variety of consultation, facilitation, and capacity building to support to local and state public health systems.

12:03:56 Across the State of Kansas as a social worker with a background and child welfare and organizational development.

12:04:03 I also service a facilitator from a team from across our Institute that's focused on supporting Trauma informed resilience oriented organizations.

12:04:15 I wanna take just a minute again to thank our partners at the University of Iowa for making this series available to their public health partners.

12:04:23 It's been so fun to get to know to all of you I also wanna acknowledge that this series is largely drawn from information in the compassion resilience toolkit that was developed in part by

12:04:38 Rogers behavioral health in wisconsin. for today's session, as well as all of our sessions.

12:04:46 I really encourage you to be thinking all along the way.

12:04:51 Why this subject matters to you. What is your motivation to learn about it?

12:04:57 And how might you think about the information that we offer even if it's not new to you?

12:05:04 How might you think about it in a way that helps you be more successful?

12:05:09 Going forward along the way i'm gonna be inviting you to share your own thoughts and ideas with me in the zoom chat, because I want to capitalize on this vast experience that you all bring to the table.

12:05:25 We've got about 30 of you right Now and I know you've all had different experiences, and I want to make sure that we take advantage of that because we don't get to do that every day

12:05:43 So before we get started i'd like to walk you through a brief breathing exercise to kind of help you step out of whatever came before this particular meeting, and into this learning space with me for the next hour.

12:06:03 So I want to invite you to start by sitting in a comfortable position.

12:06:08 You don't need to have your cameras today so feel free to turn those off and just get comfy wherever you're sitting.

12:06:16 That may mean having your feet flat on the floor, your hands in your lap, your spine nice and tall, but flexible like a string of pearls.

12:06:29 I invite you to close your eyes if you're comfortable or you can just soften your focus with your eyes open on the image on your screen and direct your awareness to your breath, breathing gently and naturally simply follow the

12:06:49 rhythm of that breath, and as you breathe in, feel your stomach and lungs expanding, and as you breathe out, let go of any words or thoughts that no longer serve you breathing in, feel your body getting more full of all

12:07:16 of that nourishing oxygen coming in and breathing out.

12:07:24 Let go of any tension or stress.

12:07:29 Breathing in, feeling alive and awake, and, as you breathe out, feel relaxed, and for the next few moments, make breathing in and out your only responsibility.

12:07:52 Listen to that breath as it goes in and out, and as thoughts enter your mind, just notice them, and then return your attention to your breath.

12:08:15 And with your next inhale lengthen that breath, and breathe in deeply through your nose, and then slowly let it go completely through your mouth.

12:08:31 And once you finish that exhale, open your eyes gently. blink a few times to return your focus to your surroundings and then check in on how you're feeling.

12:08:44 Now notice whether you feel more relaxed, more alert

12:08:54 More anxious. It could be that, too, just noticing

12:09:03 And thank you very much for being willing to participate in that and hopefully, now, we're all kind of in the mode to have a conversation and learn together.

12:09:17 So people who do the type of work that you all do are at risk for compassion fatigue because of their continual exposure to the challenging experiences of the people that you serve as well as being at risk for burnout due to

12:09:34 the organizational stress that exists within governmental public health systems, the stress, the effects of stress and trauma exposure.

12:09:48 are increasely viewed as an occupational hazard in the public health and healthcare field, and for those of you that have been with me in in previous sessions, you know that the goal of compassion resilience can be

12:10:04 reached by applying personal skills and perspectives, and combining those with organizational policies and practices.

12:10:13 So today i'd like to discuss some of the factors that can negatively impact our compassion resilience and explore our responses and potential role in making positive change. and the first strategy that i'd like to offer you

12:10:30 is to consider making an intentional effort to name what is draining your well and what you might be able to do to lessen the impact.

12:10:42 So i'm gonna share with you a short activity that focuses on one aspect of your life, and then we're gonna quickly discuss how this could be done in your teams at your health departments or other organizations that you're

12:10:56 working in to identify any changes that can be considered at work, and how you might put those into place at work.

12:11:07 So I invite you to choose one aspect of your life that has changed drastically, or creates stress worry or fear.

12:11:19 So why don't you think about it and i'm gonna Drop the slides for today's presentation into the chat?

12:11:27 Choose one aspect of your life and your not going to type these things into the chat, so it can be personal or professional.

12:11:38 But once you've picked something I want you to consider if you've got a pin and paper handy making 2 lists.

12:11:46 The first one is, What is it about this part of your life that is leading to that fatigue, worry, or fear?

12:11:56 So what drains my energy might be on the left side of your list, and then on the right side of the list.

12:12:04 What is it about this part of your life that feeds your resilience?

12:12:11 So think about that a minute. let's jot down your list I'm gonna give you an example from my work life.

12:12:19 One of the things that I've been responsible for over the last 2 years. 2 and a half almost 3 now is supporting the call center that our State Public Health Department uses to answer questions related to Covid and especially

12:12:39 beginning in at the beginning of the pandemic I was spending a huge amount of time because we were all kind of fly in the plane, building the plane.

12:12:51 As we were flying it right, we were trying to figure out what was going on and learned about the disease.

12:12:56 What do we need to do to control it all of that?

12:13:00 So I was spending a whole lot of time watching the news surfing the Internet news site surfing the Cdc.

12:13:08 And KDHE sites. So, spending significant hours of my day gathering that information so that the call center would be prepared to take those calls. And what I was finding was watching the news, whether it was on Tv or on the Internet was

12:13:28 really starting to drain my energy. I was starting to be really stressed out and fearful especially as things progressed.

12:13:39 And so on the left side of my list. Here I would be writing, you know, watching too much news.

12:13:44 All of those things was really draining my energy. But i'm also the kind of person that needs to know what's happening, and so one of the things that was driving my energy.

12:14:00 There was that I sometimes knew things before other people did in my circle at work and at home.

12:14:07 So it was nice for me to be able to make myself feel a little bit better, because I felt like I have more facts than maybe some people did.

12:14:16 So that's an example. now that you've got your list what i'd like you to do next is Take a look at both of those lists on both sides, and for those items on the list where you feel like you

12:14:37 can't control them, cross them out with the line and if there are issues that you have some control over circle those.

12:14:55 And so, for instance, I can't control what comes through on social media, and all that kind of stuff, So I had to K.

12:15:03 Or what's broadcast on the news I can't control any of that.

12:15:06 But I can control how often I check it and how much I watch the television right.

12:15:16 And so for those things that you don't have control what can we do differently. And for those things they do have some control.

12:15:29 How can you do more of that, or build on that strength?

12:15:33 So awesome. When people are doing this exercise, a lot of people realize that there are more aspects of our experience that aid our resilience, that we actually have some control over.

12:15:50 And so we can choose to focus more intentionally or mindfully on those experiences that we have control over and be intentionally grateful for those positive facets of our lives.

12:16:07 Or we can seek to increase or maximize these parts of our day.

12:16:12 And for those aspects on either list that are outside of our control, we might intentionally work to attune to them a little less frequently, maybe talk to them with other people less often.

12:16:29 So you know if it's something that I have no control over it.

12:16:35 Doesn't do me a lot of good too tell everybody about it all the time, and spend all my energy focused on that

12:16:44 And sometimes there may be some of those that you maybe just need to let it go.

12:16:47 Some of Us had to get off social media altogether right because we couldn't control what was happening on the other end of that network connection.

12:16:59 It's likely that there are some aspects of our life that we find fatiguing that we do have control over, and so we can make those changes.

12:17:10 So in my instance, I had control of how often I access those Internet sites and how often I watch the news.

12:17:20 And so I set a time limit for myself and this is how much time I'm going to dedicate to that, and how often during the day, and I've been able to decrease that as the pandemic has

12:17:31 gone on because the information isn't coming out like a fire hose like it was before.

12:17:39 So there may be something on those lists that are draining your energy, but you've got some agency to be able to make changes to those.

12:17:52 So once you've kind of gone through both of these lists and identified areas where you do have some control. The next step would be to think about what you would like to do in the next days or weeks, about those things that you have

12:18:09 control over So again, just thinking about where you don't have control what could you do differently?

12:18:19 And where you do have control, How could you strengthen those things?

12:18:24 Maybe you don't have control over the moods of the patients that you're seeing or the clients that come into your health department.

12:18:36 But you do have some control about how you respond to those.

12:18:41 And so maybe one of the things you do to build that strength is to schedule regular breaks, doses of self-compassion during the day.

12:18:53 So Sharon. Thanks for that about school and college starting next week.

12:18:58 Kansas started last week, so I think you are absolutely right about that.

12:19:04 And thank you. I think this is something that is great for personal life as well as work life So I appreciate you pointing that out.

12:19:12 I'm curious and sharon's kind of started the conversation? But what did it feel like to think about this stuff in your own life?

12:19:25 What did that feel like

12:19:30 And you can type that in the chat. Sorry I should have given that instruction.

12:19:36 But how I don't feel that kind of go hello you know what i'm letting that kind of get to me.

12:19:43 What could I do about it, or I can control it or can't control it?

12:19:47 Any thoughts.

12:19:51 Thanks, Julie. Kind of helps with perspective. Right? Thanks, Chris.

12:19:59 It was therapeutic empowering, and an opportunity to give ourselves a little bit of grace and forgiveness.

12:20:08 In finding ways to get our control back. which is Super Hard sometimes when we're so overwhelmed. Yeah, thanks to Lena, that locus of control Absolutely Very good, thank you, Suzanne.

12:20:28 Please continue to share your thoughts in the in the chat I'm gonna drop another handout in here, and I want to reassure everybody that these get posted to iowa's. website.

12:20:39 As well. So if you can't download them now that's okay.

12:20:43 But I wanted to say more about this particular activity and using it at work.

12:20:50 So I know that you all recognize that we all work in an imperfect systems, and when we look outside of our own system to the ones that we rely on to provide for the health and well-being of the people we serve like

12:21:04 those school systems or other social services, or the government. Sometimes we find even more in perfection. Right?

12:21:13 So for things that you can't control the process is the same, although the question is a little bit different. and so if you were in a staff meeting and doing this with your team, the question would be, What is it about the systems that we work

12:21:31 in in the systems that set policy from the local to the national level.

12:21:38 What is it about those systems that have a negative impact on your ability to do your work?

12:21:44 And what is it about those systems that actually energize you and and drive your resilience?

12:21:50 Energize may seem like an odd word, but for some of us we like having structure, and so that structure may be something that feeds our resilience.

12:22:01 Then from there you would actually sort these into 3 categories instead of 2.

12:22:07 The first one is stuff we don't have any control over we mark those out.

12:22:13 The second is that there may be things that maybe leadership might have some control over, and so we would make it put an L next to that.

12:22:22 And then circle the things that the team has some independent control over them, or as the individuals they have control over.

12:22:33 And for the things that you can't control having a discussion with your team about how much time is spent talking about that stuff.

12:22:42 So are you in a staff meeting for an hour and 45 min is spent talking about stuff.

12:22:48 You can't control, And so then the next question would be how can we manage that?

12:22:55 And maybe adjust that for those things that, are within leadership control.

12:23:04 It would then be the responsibility of the leadership team to take those back and have some deeper conversations and report back to the group of Yeah.

12:23:14 We thought we could do something about this or we can can't do it right now.

12:23:20 But you can talk about action steps that could be taken at one month or 6 months.

12:23:27 Or in the next one to 2 years, and figure out where you need some more information from staff and report that stuff back to the group.

12:23:39 And then, of course, for those things that are under staff control, you can allow time for the team to discuss what action steps need to be taken, depending on whatever time period makes sense to you.

12:23:52 A week, a month, 6 months, or whatever. What steps can you take as a team to make those make progress in those areas?

12:24:02 And how many these discussions as a team gives both staff and leadership and opportunity to name the challenges that you see and identify specific actions which might include a shift in policy or procedure that can give an increased sense

12:24:22 of control rather than continually feeling that pressure of things that we can't control, which put a drag on our effectiveness in our compassion.

12:24:34 And so for those things, when you're talking about how much time are we spending talking about things we can't control?

12:24:41 I want to kind of clarify that i'm not saying you shouldn't talk about those things because you should people need to vent.

12:24:50 They need to name those things sometimes in the process of naming it. you identify.

12:24:55 There are some things you can do, but I am saying that you should limit that and saying, you know, Okay, here's 15 min for event section, or if it's an individualized, you know I have a coworker that comes to my Desk: all the time and all she

12:25:13 talks about are things that I can't control setting some boundaries in place, just saying, you know what I can't do that right.

12:25:20 Now I agree with you. it's been really hard but can we make another time.

12:25:24 So in our next session in a couple of weeks we're gonna be talking more specifically about expectations and boundaries which can help with reducing the impact of some of those aspects of the work experience that are outside of

12:25:38 our control. so chances are you came into a helping profession because you had a desire to make an impact on the world, or you had a desire to at least make an impact on the person in front of you.

12:25:56 So by identifying what it is about work that drains are well, and what fills it we can start to reconnect with why we chose to do this work.

12:26:09 In the first place. So in this short video by at the time he was kid President, I think this kiddo is probably in high school by now.

12:26:18 If he, if not college, But in this short video we can kind of maybe be inspired to connect back to that early desire to make change and enjoy some humor.

12:26:31 At the same time in both of those things our strategies to build compassion, resilience.

12:26:37 So i'm going to go away for a few moments and I'm gonna let you watch

12:26:50 There are lots of ideas how you can change the world. Some people think you should just complain about it.

12:26:56 I won't change the world i'll just make it mad.

12:26:58 Some people think, Yeah, have lots of money. money. Make it right everywhere you go.

12:27:08 For Dallas, some people think you have to be really loud. the other line. it's like with a bullworn shouting way.

12:27:19 Right now. you dirk people choose to just make fun of everything that's dumb that's dumb everyone's dumb.

12:27:25 It's even make fun of stuff that's cooler to make stuff.

12:27:30 Some people think changing the world can only be done by the smartest person in the world.

12:27:35 Just love. figure it out the solution. da da food! Wow!

12:27:43 That was like so amazing. people see the battle in the world, and they just decide to ignore.

12:27:49 But that will help some people still get we're famous super cool lots of people thinking after being really powerful difference like being air or similar, or president.

12:28:05 But the truth is, a title does make you more important.

12:28:10 World is changed by you. It's one person filled with love and I just have to live.

12:28:17 They do something awesome. Then, as soon as them in love they do something awesome, that this goes on next thing, you know, and then awesome.

12:28:27 Some people think it's impossible to change storm it's impossible to change the world.

12:28:32 Well, you can see why they could think that and the wall with kids who are hungry.

12:28:40 People are homeless families weren't happy i'm just trying to think it.

12:28:43 I didn't buy us. ma'am I do know this though next time you go overwhelming, remember this Thanks don't have to be the way they are.

12:28:54 The world is changed by ordinary people little people living out big love, and that's what gives the wall of reason the best

12:29:08 So how do we change the world at the Star this year?

12:29:11 Our you guys to make the year more awesome like this year.

12:29:17 Also somebody else. whether it's helping the homeless through SOctober throwing a parade for somebody we're giving you an inspired gift to you can see my holiday gift guy like You do here.

12:29:32 You help prove that the Internet can be an awesome place?

12:29:36 Thank you, but we're not done yet, is coming here, but so the world was awesome

12:29:47 Fits so

12:29:55 So sharon I I can't tell you how many times i've seen this video, and i'm with you.

12:30:00 I have to dance with him every single time. So that was gonna be my next question.

12:30:06 What did you guys think in the video? What did you take away?

12:30:10 Thanks, Julie, i'm glad you enjoyed it Elena.

12:30:14 Thank you, he's fantastic. Oh, good I the link is in the handouts that I shared with you.

12:30:24 And if you search Youtube, for kid President there's a bunch of these.

12:30:32 Thanks, Julian. good i'm glad you find it useful I just love.

12:30:37 He just cracks me up. Was there anything particular in his message?

12:30:42 That is kind of stick in with you. Besides, his danceers

12:30:49 Yeah. those small steps. Thanks. Elena

12:30:55 And sometimes we get wrapped up in all the big stuff.

12:31:01 Right, Yeah, making it more simple, and it can be done by anybody.

12:31:07 One person at a time, and you showing up from that place of love and then everything's awesome.

12:31:14 Of course, every time you says everything's awesome that makes me think of the Lego movie right?

12:31:21 And then that song is stuck with me for the rest of the day.

12:31:23 Yeah, that answer is often right in front of you very good well i'm about to take you into a conversation that I hope you're now inspired to have, and this for those of you that are joined me before we're gonna

12:31:39 do this a little bit differently than maybe we have in the past.

12:31:43 But understanding and fostering the resilience and strength in ourselves and the people that we work with really starts with noticing the positive and what's being done well.

12:32:00 And there is a technique for lack of a better thing to call it called appreciative inquiry. and that's an approach to identifying and building on those positives.

12:32:12 It can also help us start to be more aware of our internal and external dialogues, and shift or reframe those, so that our focus is on what we want more of rather than on what we don't want and those of you that do home

12:32:30 visiting with parents. We do that with discipline, right?

12:32:34 We we tell parents to focus on what you want more of not on what you don't want to try it's a positive reinforcement. but sometimes we forget to focus on the good.

12:32:47 That's already there, and sometimes we get so wrapped up that we actually filter that stuff out and don't recognize it for what it is.

12:32:58 And so one way to use appreciative inquiry to help you reconnect to your purpose is to ask yourself and others on your team questions that are that are framed in a positive way.

12:33:13 And so i'd like to spend most of our remaining time together, thinking about these questions, and i've popped a handout in your chat that could help you guide this with your team if you wanted to and

12:33:32 we're gonna do this in a different way than maybe some of you are used to using a zoom whiteboard.

12:33:41 So i'm going to stop sharing the powerpoint, for a minute and switch to that whiteboard, and then i'll talk, and I want you to be interactive with me.

12:33:51 In this. and so i'm gonna talk you through how to do that.

12:33:54 Let me get it pulled up first

12:34:02 And if you don't mind either give me a thumbs up, or just type something in the chat, and let me know that you can see that.

12:34:14 Can you all see it? Yay awesome? Okay, so you all have the ability to access this board?

12:34:24 So i'm gonna show you how to do that if you've never used one of these, and sometimes it gets a little walky, so feel free to use the chat if you can't figure out how to use the whiteboard

12:34:37 don't sweat it use the chat and i'll help you out.

12:34:40 But in order to type on it i'm hoping you can see me highlight on the left side of the screen under the T. there's some There's a sticky note and you can put a sticking out under the thing start

12:34:55 typing typing here, and the more you type the smaller it gets.

12:35:01 So you have plenty of room, and then you can actually grab it and move it wherever you want.

12:35:09 Okay, and some of you thank you somebody's practicing with me, and I love that.

12:35:12 So thank you for doing that, and in order for us to see what you share.

12:35:19 When you're done typing you got to hit enter or pick another sticking note.

12:35:23 So thank you somebody's with me already and i'll try and keep a chat. I on the chat.

12:35:31 You can also do the text thing if that's easier if sticky notes don't work, but I want you to be thinking about a time in your organization when you felt most alive, or involved in your health, department. no matter how long you've been

12:35:51 in that place. You work right now, or most excited about being there and then share with me what made it, and an exciting experience, or made that gave that energy.

12:36:08 So somebody. So what made it exciting and then you'll see here we have some I need to, do some rearranging on my screen, so that I can see everything here.

12:36:24 And so you'll see the questions here? what made that exciting What made it?

12:36:31 What was it about you that contributed to that? Who were the most significant other people involved in that activity?

12:36:42 And why were they significant? and what were the most important factors in your organization that made that meaningful?

12:36:55 You guys are doing an awesome job, feel free to move things around.

12:37:02 So the team you got to work with made it exciting.

12:37:05 We collected data and shared that with a program coordinator.

12:37:10 And again, if you can't figure out the post it notes don't sweat it.

12:37:12 You can type things in the chat, too. But what made that event exciting for you? being part of a team, that sense of collective teams and common purpose.

12:37:26 We hear that a lot creating and disseminating a mental health run a survey and getting lots of feedback on that was exciting.

12:37:36 Somebody's getting creative with other str so so fantastic you can write. if you can figure out how to make your make things do that, please do it, helping protect the most vulnerable with your vaccines.

12:37:52 We do often hear that. Maybe the Covid response was one of those times, and then some of you are noticing that your contribution was making connections between the data and the program that could improve.

12:38:13 Count. so you were able to help use that data to tell a story.

12:38:18 And again, what was it about you? as an individual that contributed to that excitement?

12:38:27 Your compassion was engaged, you got to collaborate and lead the team that you were able to contribute in unique ways that gave you a feeling of purpose.

12:38:38 Your organizational skills and using your project management experience. Nice given it thought.

12:38:48 So you were able to give it thought and put some effort into it.

12:38:53 Nice, and I know this is a little chaotic because we've got so many people here, but it's kind of fun in the chaos for at least for me, it is, and who were the most significant other people in that

12:39:08 process. So many of you are noticing the family or your clients nice

12:39:18 Any other folks that were significant. And why were they significant? So again that, working together for a common purpose.

12:39:34 Very good.

12:39:43 The people who would benefit were part of that process. Very good.

12:39:49 And then what? what was it about your organization that helped make that mean meaningful?

12:39:54 So the ability to help somebody without limits to be able to help the family and the child significant.

12:40:03 Others were colleagues. Everyone on the team participated.

12:40:11 Very good, nice love This the flexibility to do what was needed

12:40:24 Very good. Very good. Okay, here's the true test of this whiteboard as you're typing go ahead.

12:40:31 But i'm going to change the page that we're on and if it doesn't change for you down in the bottom part of this particular toolbar, you can switch to page 2 and so on.

12:40:49 Your screen you're gonna see I hope so you switched page 2, and this got a little blitching on me last time. So if you can't see me the switch, let me know and feel free to use the chat so if you go

12:41:04 to, and if it didn't switch for you go to the bottom of the toolbar and go just page 2 is this working for you all

12:41:21 Super. Okay, So here are the next set of questions. Now I want you to think about okay using the toolbar helped.

12:41:31 So at the bottom of the toolbar on the left, click on that thing and go to the next empty page that you see page 2, and it should look like at the top of the page.

12:41:42 Consider the things you value deeply about yourself, the nature of your work and your organization

12:41:51 And when you're feeling best about your work what do you value about the tasks, so i'll repeat the question just in case you're having trouble getting the the whiteboard to come with you when you're feeling best about

12:42:11 your work. What do you value about those Tasks You have a clear idea of what you're doing?

12:42:20 Having an impact that's meaningful not only a clear idea about what?

12:42:30 But why, yeah, being able to help families making a difference, being able to Comp: yeah helping the team.

12:42:43 This is so fun. Watch you guys do all this timing this is very cool.

12:42:48 You're doing all the work I love it

12:42:55 Passing along their learning and skills. The team work nice, and those of you that are ready are welcome to move to the next question.

12:43:09 And what is it about your organization that you value the most?

12:43:16 And just because of time, i'm probably getting run through these last few questions quickly.

12:43:21 But you guys are doing a fantastic job. so keep doing what you're doing.

12:43:27 And so what is it about the organization that you value in the most being able to help families make a difference in the community that your organization helps you feel appreciated.

12:43:38 They care about your wellness and willing to help you in that there's a shared vision.

12:43:45 The people that you work with are passionate yeah and then what's the single, most important thing that organization has contributed to your life.

12:44:06 That purpose help you develop your learning and leadership skills, getting you out of your comfort zone.

12:44:14 Nice that growth piece of it

12:44:22 Very good.

12:44:29 There we go I'm gonna get rid of that so that It's a little easier to see making me feel like I have a purpose in helping the community.

12:44:38 There's time and opportunity to do that very good well look at that.

12:44:45 There's stuff I was missing awesome. Oh, great responses.

12:44:54 This is so far, so much fun to think about okay so just because of time.

12:44:58 I'm gonna ask you to now switch to page 3 so on your toolbar.

12:45:07 Go to the next empty page, and for those of you that aren't again. Use the chat i'll I've got you back.

12:45:15 Think about the time when there was an extraordinary display of cooperation between diverse individuals or teams at your organization.

12:45:27 And so now I wanna see what made that call operation possible.

12:45:34 And then how could those lessons be a lot applied to your staff or team?

12:45:40 Julie. This particular version is the whiteboard that's in zoom.

12:45:46 It allows you to pre make them now so if you have the most reason zoom software.

12:45:53 But there's another one that works almost almost as well which is called Google Jam Board, J. A.

12:46:00 M B. O. A. Rd. and it's free if you do Google.

12:46:06 If you have a Google account, it works in very much the same way you're absolutely welcome.

12:46:13 I'm so glad it's working the first time I did this.

12:46:16 It was a little tricky so i'm learning along with you so what made that cooperation possible?

12:46:22 Seeing the whole picture, not just the parts listening to others, even if those that listening is different opinions than yours, the communication leading that leadership of bringing all people from all parts of the organization together to work on the same problem.

12:46:47 Yeah. And so as you're thinking about what made that cooperation possible, I'd also like you to be thinking about, how can you take those lessons from that one event and apply that to your Stafford team, changing mindsets

12:47:08 yeah, and being more diverse. So yeah, if you weren't with us I think it was in our last session.

12:47:15 We talked about a fixed versus, an more of an adoptive mindset or a growth mindset.

12:47:23 And so, if you have seen it, feel free to go back to the recording where we talked about that a little bit needing to have that shared vision.

12:47:32 So one of the health departments that I worked with here.

12:47:35 We did this live and kind of a retreat setting and their covid response came up a lot, and what they in some of you may be having this same feeling, but what they're finding is that intensity of that process was almost like

12:47:53 fox. Ho! whole buddies in a war that that it created this intense collaboration.

12:48:00 And now that things are kind of getting into a groove they're trying to find that again, and how did they get that energy again?

12:48:11 And So getting people out there silos was great how do we avoid going back into them. Now that things are kind of smooth and out a little bit.

12:48:22 I don't wanna James anything but how do we avoid getting back into those silos, so that's great nice.

12:48:32 So one more page for you. So go to page 4, and I want you to think about what is.

12:48:41 So you all talked about a share purpose. What is that common mission or purpose that unites everybody on your team?

12:48:49 And how can you continue to nurture that so I'll give you just a couple of more minutes to think about that.

12:48:58 What is the common mission or purpose that unites the people on your team?

12:49:03 And how can you continue to nurture that going forward?

12:49:10 Now I know that i've i've done this in a very short period of time, and so I hope that you use the activity that I shared with you to maybe make this some richer more linking discussion with your teams

12:49:26 and all of these questions, and there are more questions on the activity than what I did here.

12:49:31 I just kind of edited for time to give you the evidence for what this conversation could be like, and in person for those of you that are thinking about maybe doing this in person.

12:49:42 It looks exactly like this. We put up we. I think I had flip chart paper, but if you have a big whiteboard in a conference room that would work, write the questions up there and give everybody posted notes and just to let

12:49:57 him write on, post it notes and slap them up there just like we did here, or you could just lead it as a conversation.

12:50:05 But if you do the post-it notes, then you have a way of taking notes without taking notes.

12:50:11 So a common mission of disrupting the Hiv and epidemic, and reduce the occurrence of Stis team communication, Helping people have opportunities to be healthier, or get the resources that they need especially in those populations that

12:50:29 are more overlooked. That common mission is what you value the most.

12:50:36 And so I love seeing some ideas of how you could nurture this, and it's great to do this activity, and that's and recognize that it's a starting place and then from this you can potentially develop some

12:50:56 practices. I don't and maybe some policies but at least some practices that you want to put in place to help carry this conversation forward.

12:51:09 Awesome, recognizing that mission in each gathering continue to listen and make changes.

12:51:18 Share success stories with your stop. Those are all wonderful things. i'm going to make some changes to your screen.

12:51:26 But I want to say thank you for engaging in this activity because it's so so much fun to watch you do this.

12:51:35 But I want to. Now have you turn your attention back to the Zoom chat and share what it felt like to intentionally think about your team or organization in the way

12:52:01 What did it feel like to? How does your body feel now? that you've thought about these questions and shared in this way and type those into the zoom Chat, please?

12:52:18 What was that like? awesome Kathleen? grateful, invigorated wonder?

12:52:30 Thank you, Christine.

12:52:34 How you feel right now

12:52:41 So my part of my goal of helping you do this was hoping that you would leave with some of that renewed energy, so that you can then bring that to your team.

12:52:53 Thanks, Julie, that you're gonna try this with the agency and leadership.

12:53:01 Thank you, Sharon. We focused and thankful. So my hope is, you know I only want you to leave these sessions with a little bit of thinking to do, or some energy.

12:53:17 Never want people to leave our sessions thinking, Oh, my God what did I just do for the last?

12:53:23 And so i'm i'm grateful to you that this created some energy for you, and that Rebecca, You're feeling a little bit more positive, and some of you are already answering my other question about opportunities for

12:53:36 continuing these conversations as a team, and it sounds like that.

12:53:41 Some of you are gonna try to do that. So be sure and grab that handout.

12:53:46 Whether it was in the chat today. or off the Iowa website, because they'll have it.

12:53:51 Laura, Thank you for talking about that deeper appreciation for the people on your team.

12:53:57 Wonderful before we wrap up today. I want you to just kind of think back to all of the discussions we've had.

12:54:06 We talked about that locus of control. Thank you for sharing those words with me earlier.

12:54:11 We talked about that activity we talked about you know we had kid President, what is one thing that you're willing to experiment with in the next 2 weeks that's aimed at helping you reconnect with the purpose of your

12:54:28 work. Just drop that in the chat one. thing. that you would be willing to experiment with in the next 2 weeks, and maybe you can't do this conversation in the next 2 weeks. But maybe you could get it on the schedule when are

12:54:44 what's one thing that you picked up today that you'd be willing to experiment with relatively soon to help you get reconnected with your purpose at work, and you can type that in the chat if you don't like

12:54:57 sharing if you don't wanna share that's okay too I'm not holding you into anything

12:55:10 So as you're thinking about one thing you're willing to do some of your willing to try this with your agency leadership.

12:55:18 Hey, Julie? This was timely, and then sending the video to staff and help them kind of get reconnected and have a light hearted way to think about that.

12:55:29 Thanks. Julie.

12:55:34 Very good. Keep thinking about it i'm gonna push this forward a little bit, and because I know that Kathleen has some things she wants to share with you before we go keep typing in the chat.

12:55:48 I wanna just say thank you for being here today and being engaged in these conversations.

12:55:55 We did record this session, and so that link in handouts will be posted.

12:56:01 Our next session will be on september the first where we're going to focus on managing expectations and establishing a maintaining boundaries to build positive work cultures.

12:56:14 So Kathleen. i'm gonna turn things back to you because I know that you wanna share some things with them.

12:56:20 Please keep typing in the chat because I'm gonna talk more about that right before we go.

12:56:24 So, Kathleen. Thanks, Vanessa. We just wanted to thank you all for attending this wonderful session, and thank you again, Vanessa, for your time and and your effort.

12:56:36 With this, I think for me personally. this is just a really good reminder of you know what we're doing is important.

12:56:45 And it's very easy to get caught up in the business of of things, and and including work and in life.

12:56:53 And so it was just a really good reminder that I'm.

12:56:59 I'm grateful for what what is going on with me right now, and being an organization that i'm in so we would greatly appreciate if you could fill out this evaluation for this session and i'll put the link in the

12:57:15 chat and we'll also send the follow up email with the evaluation link.

12:57:18 And recording link, and as always, we hope to see you at next one, and really appreciate you taking the time to be here.

12:57:29 Awesome thanks Kathleen. feel free. to drop that link in the chat, and i'd like thank you for being willing to share this with your family members.

12:57:40 That's a huge compliment to me jennifer, says she's gonna take a moment to be thoughtful and reflect when she's frustrated.

12:57:50 Some of you are willing to look at an individual purpose statement.

12:57:56 So that. And yeah, maybe Rebecca, you can put that on your cubicle so that it's right there where you can see it or your desk.

12:58:03 I work in a cubicle, can you tell?

12:58:06 So, making a conscious effort to redirect those negative feelings by focusing on the positive. Thanks, Megan.

12:58:16 Awesome. Very good. And if you Google compassion resilience to a kit.

12:58:24 There the healthcare toolkit does have also an activity around that individual purpose statement, and so that may be something that you find useful as well.

12:58:34 Thank you again to all of you i'm gonna give you 2 min back in your day.

12:58:39 It was so much fun to spend time with you, and I really look for.

12:58:43 I hope you can join me on September the first. when we talk about boundaries and expectations be well, everybody take care