



School of Wellness

Revolutionizing Self-Care

Health, Wellness, and Resilience

December 1, 2021
4:30-5:30 PM CST

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1



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Revolutionizing Self-Care

Today

1. Validate the uncertain and complex nursing education environment.
2. Discover tools for personal resiliency and wellbeing.
3. Review the tenets of habit science to attain important goals and lead the self.

2

Know your Habitat



Volatility:

The context is constantly changing



Uncertainty:

Outcomes of decisions never certain



Complexity:

Too many inputs to fully factor into decisions



Ambiguity:

Inputs aren't always obvious

3



4

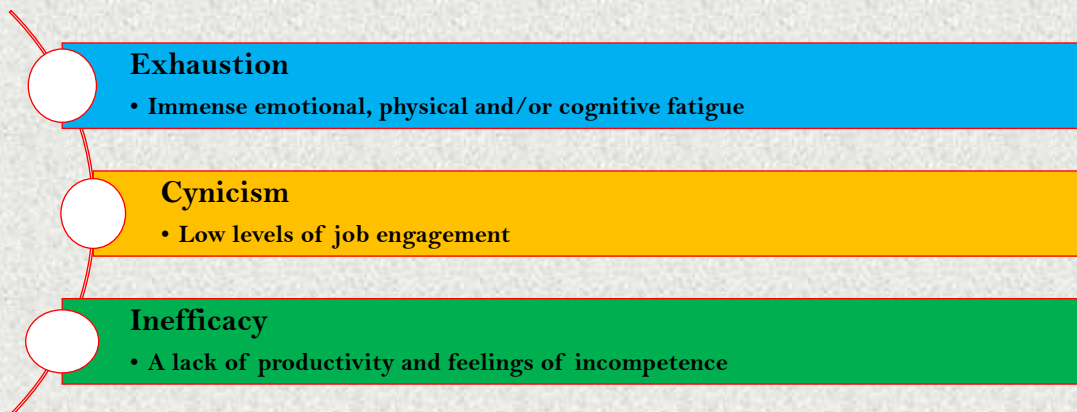
The 2-sided Caregiver Archetype

- Protects/cares for others
- Compassionate/nurturing
- Generous
- Stives to nurture others
- Puts others before self
 - can harm themselves
- Giving to others feels resentful
- Fears being seen as selfish
- Feels under-appreciated
- Does not ask for help
- Enabling
- Controlling
- Guilt-tripping
- Rescuing
- Codependence
- Martyrdom

O'Grady, ET. (2021). *Self-Leadership for Nurse Practitioners in Complex Times*, The Journal for Nurse Practitioners. Elsevier. February.

5

Three Components of Over-deployment (Burnout)



6



“...represents an erosion in values, dignity, spirit, and will— an erosion of the human soul.”

Christina Maslach, PhD
U of California, Berkeley
Psychology



7

On Stress



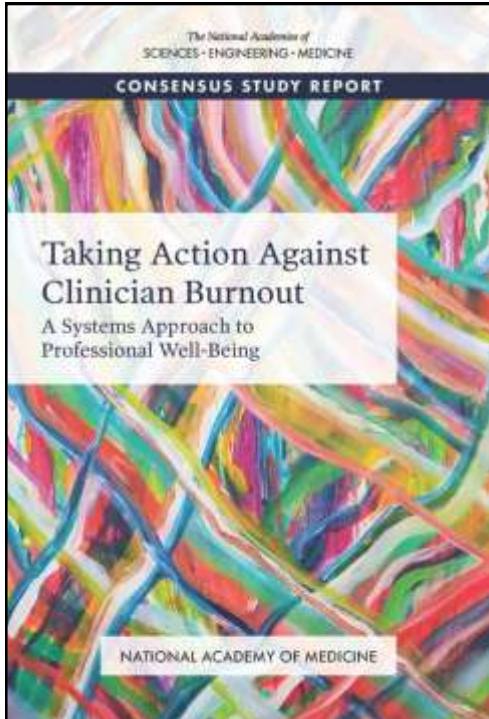
“There's just virtually no organ system in your body that's not thrown out of kilter in some way by chronic psychological stress.”



Robert Sopalsky, PhD *Why Zebras Don't Get Ulcers*
Stanford University

Neuro-endocrinology
Biology
Primateology

8



PRE-Pandemic!! The U.S. clinical workforce in burnout: [OVER-DEPLOYMENT]

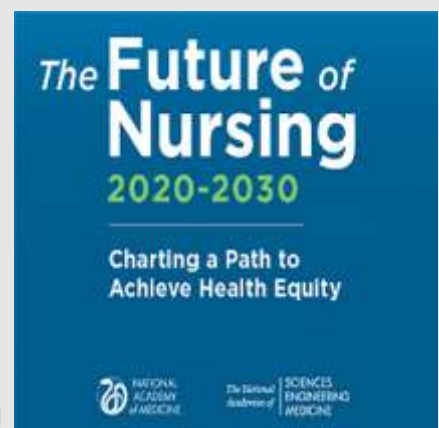
- Up to 54% of nurses and physicians
- Up to 60% of students or “learners”



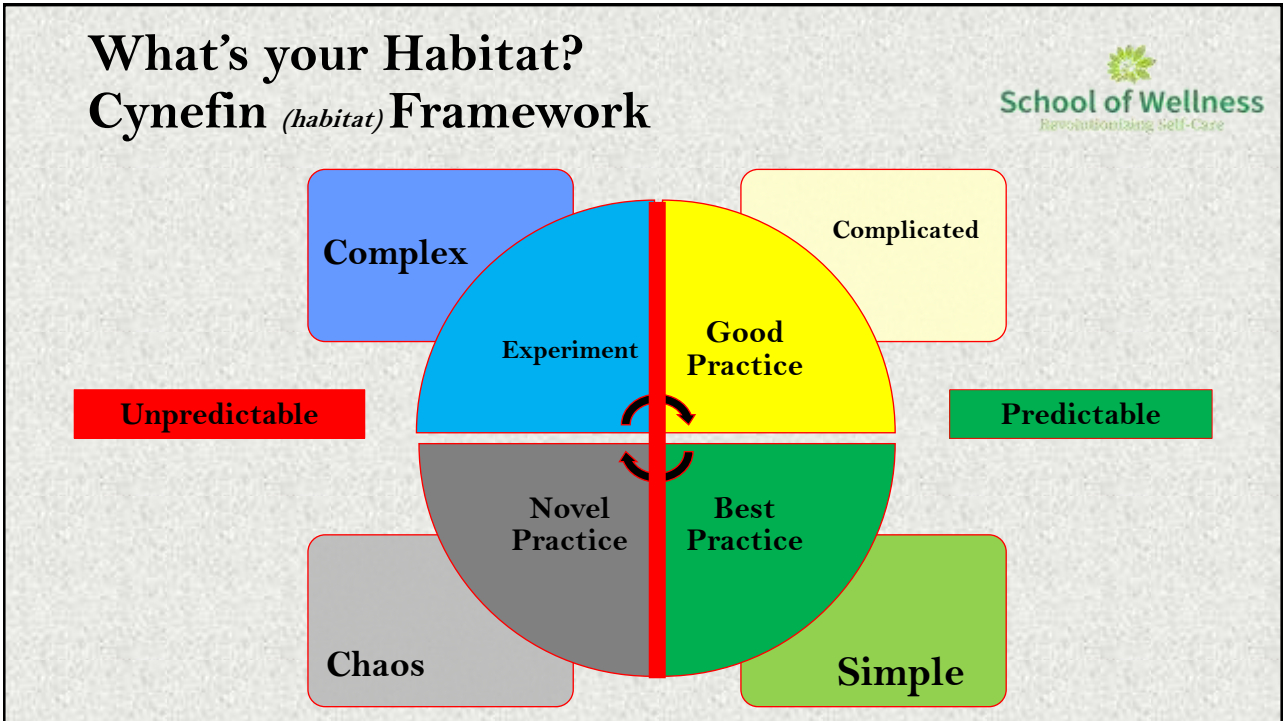
9

Support the Health and Wellbeing of Nurses

- Eliminate structural stressors that lead to burnout.
- Nurses must feel healthy, well and supported.
- Educators, policymakers, employers and leaders all play a role.



10



Become the CEO of your Whole Life

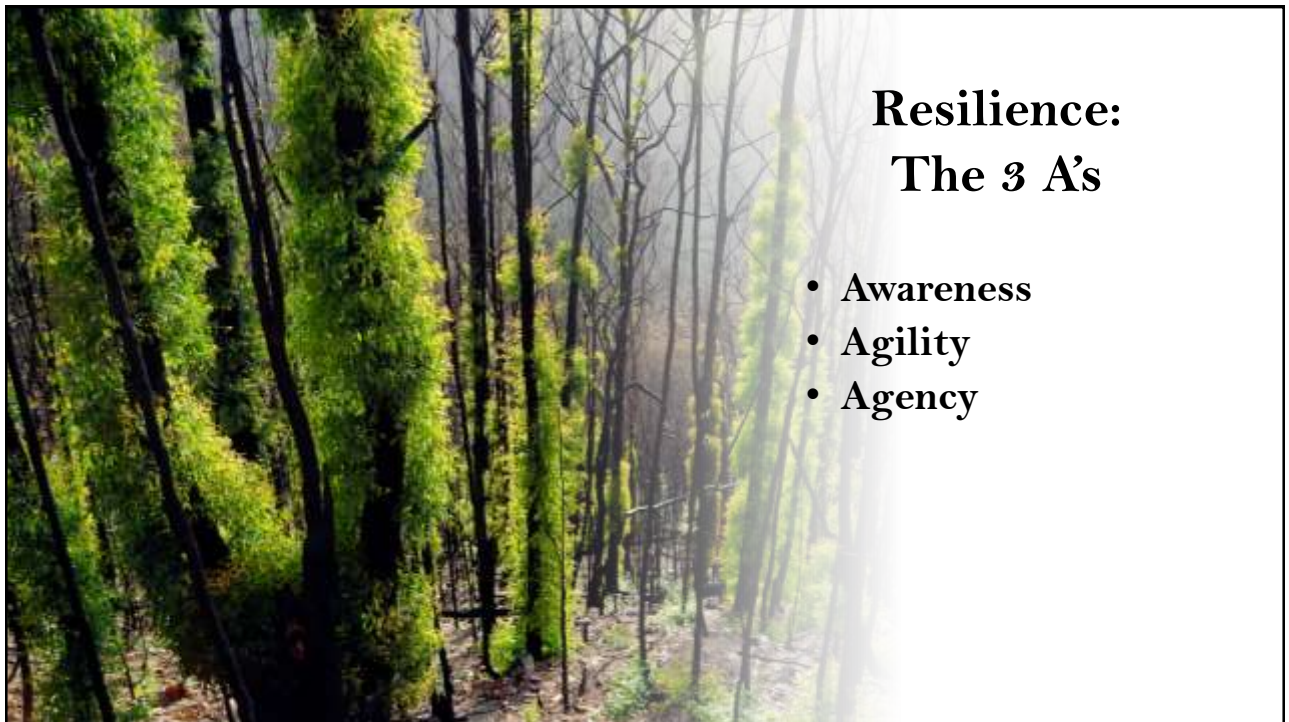
Self Leadership is the ability to direct ATTENTION



13

Resilience: The 3 A's

- Awareness
- Agility
- Agency



14



AWARENESS
What are you
watering?

15



AWARENESS

Acknowledge Feelings

16

Know and Use your Strengths

Courage

- Bravery
- Honesty
- Perseverance
- Zest

Humanity

- Kindness
- Love
- Social Intelligence

Wisdom

- Creativity
- Curiosity
- Love of Learning
- Judgment
- Perspective

Justice

- Teamwork
- Fairness
- Leadership

Transcendence

- Appreciation
- Gratitude
- Spirituality
- Hope
- Humor

Temperance

- Forgiveness
- Humility
- Prudence
- Self Regulation

Take the VIA Character Strengths Survey
www.viacharacter.org

Positive Psychology

71,000 ICD-10 codes
 600 DSM-5 codes

The Theory of Well-Being

The aim of positive psychology is to increase well-being measured by flourishing
 PERMA

Positive Emotion

Feelings that FEEL GOOD

Engagement

Being in FLOW completely absorbing activity

Achievement Mastery

Relationships with Others

Other people matter and very little in life that is positive is solitary

Meaning & Purpose

Belonging to and serving something that is bigger than the self


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Seligman, Martin. (2011). *Flourish: A Visionary New Understanding of Happiness and Well-being*. Free Press

AGILITY

Get Friendly with the Future (*Unknown*)

19

Complexity (habitat) Practices



“Being” Agile

Grow *away from* approval-seeking

Move *towards* living your own values

- Non-reactivity
- Dump Perfection
- Dump Comparing
- Default to Curiosity
- Use your *body* as your early warning system
- Being ok with not knowing/uncertainly/paradox
- Ask for help
- ID a Growth Edge

20

Agility Tools: Avoid Mind Traps

“Being” fixed *(not agile)*



Simple Stories

- How could I be wrong?

Agreement/Approval

- How could disagreeing expand thinking?

Control

- Who can I enable?

Being Right/Perfect/Certain

Garvey-Berger, J. (2019). Unlocking Leadership Mindtraps: How to Thrive in Complexity. Stanford University Press.

21

Brain Health for Agility

- Negativity Narrows
- Positivity Builds and
- Interrupt LOOPING
- Self-Pity is Corrosive
 - to host and those in proximity
- We can Learn to Not React!



22

AGILITY

Androcles and the Lion



23

AGILITY

Fear
Disrespect
Frustrations
Insecurity
Betrayal
Shame
Physical discomfort
Physical trauma
Loneliness
Alienation
Low Self Worth
Despair
Rejection

24

Agency

the capacity for people to act independently and to make their own choices

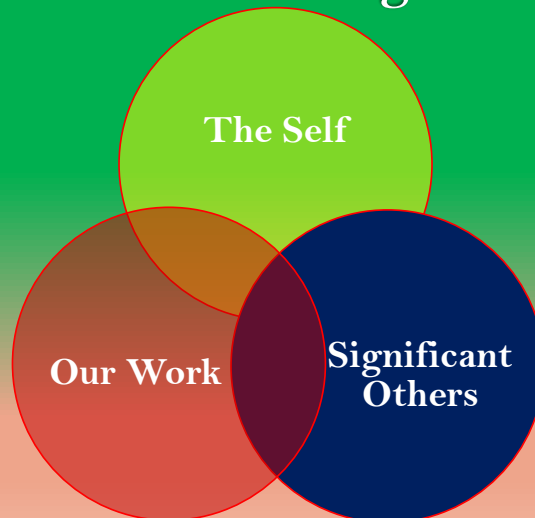


25

Venn Diagram your Life Our 3 Marriages



 Balance



Whyte, David (2010). Reimagining Work, Self and Relationship. Penguin Publishers.

26

A Safe Harbor Allows Exploration

Old Maslow

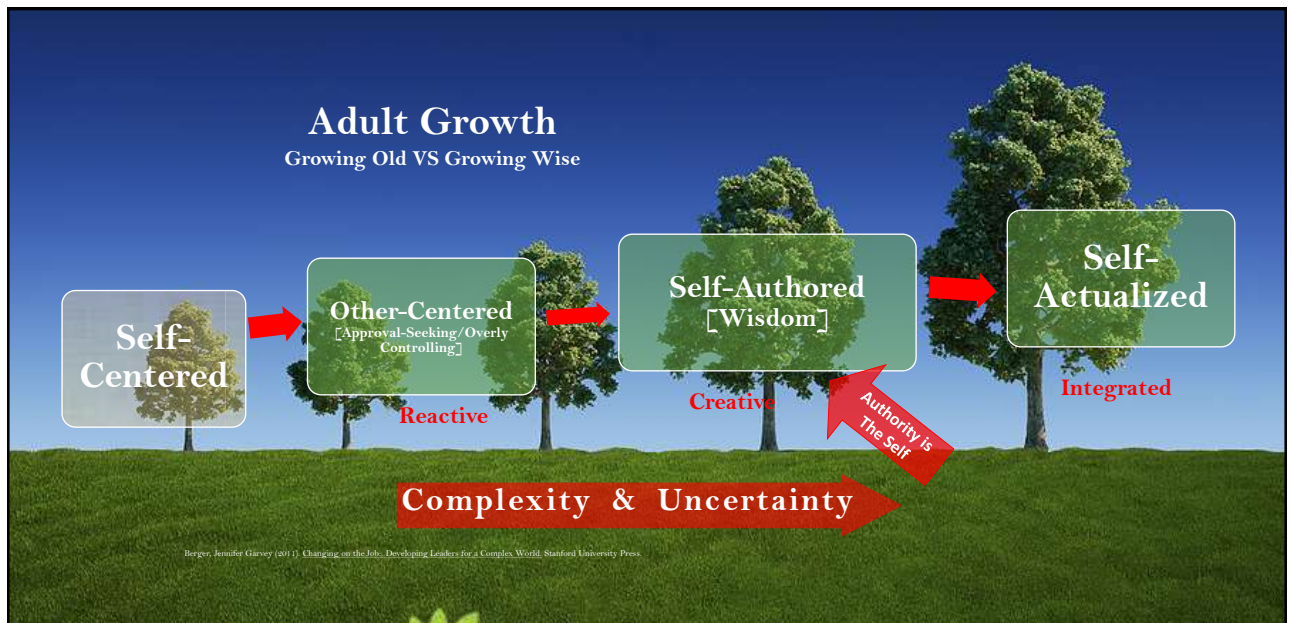
Re-imagined Maslow



Barry Kaufman, Scott. (2020) *Transcend: The New Science of Self-Actualization*. Penguin Random House.

27

Adult Growth Growing Old VS Growing Wise



28

Most any problem can be solved with a system

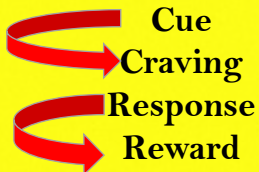


29

Tiny Hinges Open Large Doors

Marginal Improvements

The SYSTEM



Creating a Good Habit Make it:

- Obvious
- Attractive
- Easy
- Satisfying

Dropping a Bad Habit Make it:

- Invisible
- Unattractive
- Difficult
- Unsatisfying

30

Link habits to your Identity




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31

Make a Decision


- “Fresh start” it
- Chunk it
- Stack it



32

Eisenhower Matrix

“What is important is seldom urgent and what is urgent is seldom important”

	IMPORTANT	NOT IMPORTANT
URGENT	Kitchen Fire Crying baby Staff embezzling RX Refrigerator broken	Interruptions Distractions
NOT URGENT	Exercise Eat real food Repairing rel'ships Write the article/get the degree Do the art CEOs DO MORE of THESE	Meetings sans agenda Gossip Too much TV Frenemies 

33



34

Bedrock Behaviors



35

What could you do in the next 3-5 days to promote your own well-being?

36

The Rundown



- Resilience is a relationship with one's resources, not limitless or character trait
- Know your habitat: Complexity
 - is forcing all of us to grow
- TOOLS “The 3 A’s”
 - Stay **Aware...** Energy goes where the energy flows
 - Stay **Agile ...** Flexible people don’t easily break
 - Claim **Agency...** Most any problems can be solved with discipline
- Build Habits/Practices
 - Bedrock Behaviors
 - Adapt your mind to complexity
 - You create your own weather patterns

37



Choosing WELLNESS



Foreword by
Dr. Loreta Fara
Founder of the global
Nurse Practitioner
Phenomenon

Unconventional Wisdom
for the Overwhelmed, the Discouraged,
the Addicted, the Fearful, or the Stuck

EILEEN T. O'GRADY

• Sign up for Eileen’s short blog
“*Wellness Pearls*”

• Contact me for a consultation

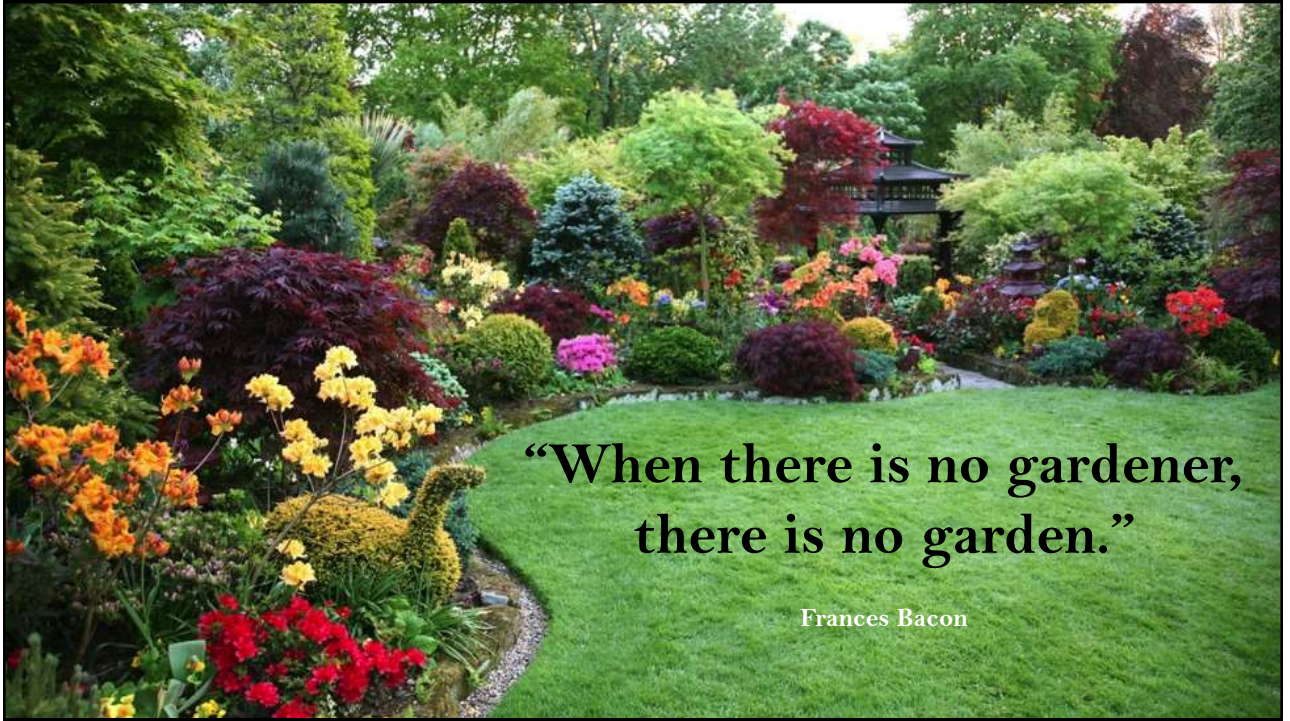
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38



**“When there is no gardener,
there is no garden.”**

Frances Bacon