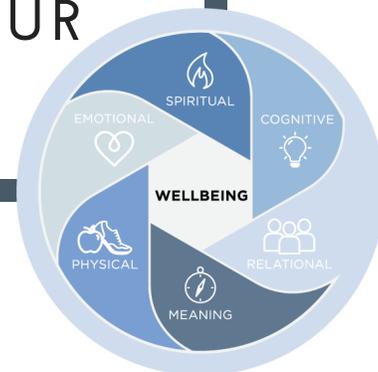


MAINTAINING WELLBEING WHEN YOUR SYSTEM IS IN FLUX



FACULTY AND STAFF LUNCH AND LEARN PT 2
FALL 2018

Key Ideas for today:

1. Common Experiences
2. Differentiation
3. Agency

COMMON EXPERIENCES

FEAR, INSECURITY AND UNCERTAINTY:

Who was let go? Who is next? How long until this happens again?
Will these measures really help us in the long run?

DISTRUST OR BETRAYAL

Can we trust the leadership to have made good, fair and useful decisions?
How could they do this to us again?!

SADNESS, DEPRESSION, GUILT

I am going to miss my colleague. I don't know if I have the energy to keep going.
I feel terrible that I still have my job and _____ was let go.

FRUSTRATION, RESENTMENT, ANGER

What does this mean for my job duties now? How much more work will I have to take on?
What are other departments doing to be better stewards/managers of their budgets?

OPTIMISM, CONTINUING COMMITMENT

Tough decisions were made but now we have a sustainable model moving forward. Time for innovation!
Even though this is really hard, I am hopeful that the future will be more stable now.

FROM RISE SMART

"Most of the focus is on the employees who are leaving, and that's understandable," says Dan Davenport, president and general manager of RiseSmart. "Not enough attention is paid to the impact on the surviving employees by companies."

Anxiety and a drop in morale are commonly felt, says Davenport. "Employees wonder what's going to happen next," he says. "They're also worried about their former coworkers who are leaving the organization, wondering if they'll land on their feet."
- excerpt from Fast Company article referencing study by outplacement provider, RiseSmart

DIFFERENTIATION

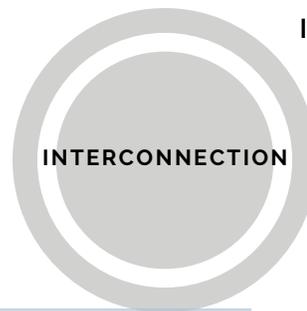
WHAT IS DIFFERENTIATION?

AUTONOMY



INDEPENDENCE:

INTERDEPENDENCE

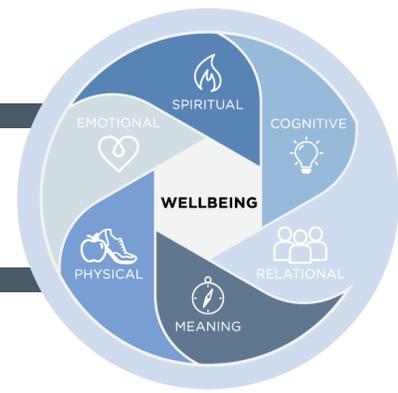


INTERCONNECTION

WHY DO WE (YOU) NEED DIFFERENTIATION NOW?

"We influence each other's emotional and physiological health. The takeaway from this can be twofold: (1) just as we are wired for co-regulation, the flip side is we are also wired for co-dysregulation; and (2) time apart can allow our system to shift states and find our own homeostasis." - Nora Sabahat Takieddine, SEP, EMDR Trained,

AGENCY



SOME PLACES YOU HAVE AGENCY:

MEANING PRIMARY CALLING & SECONDARY CALLINGS

- For everyone:** What is the meta-narrative you believe your life is part of?
For faculty: Why did you say yes to teaching the next generation?
For staff: Why did you say yes to working at Bethel? Why did you want to be part of this community?

COGNITIVE DIALECTICAL THINKING

- For everyone:** What are two opposing ways I could view this situation?
What is a synthesis (a 'third way') that emerges from those two options?
How will I choose to engage this situation?
Can I clearly name why I am making this choice?

EMOTIONAL EMOTIONAL INTELLIGENCE

- For everyone:** How am I attempting to be emotionally self-aware at this time? Am I emotionally self-aware?
How am I attempting emotional self-management at this time? Am I managing my emotions well?
How am I attempting to be socially aware of other's experiences at this time? Am I socially aware?
How am I attempting to manage my social interactions/relationships at this time? Am I managing them?

PHYSICAL THE TRIFECTA: SLEEP, NOURISH, MOVE

- For everyone:** Am I sticking to a sleep wake cycle that allows for 7-9 hours of sleep? If not, what needs to change?
Am I nourishing my body with whole, unprocessed foods at least 80% of the time? If not, why?
Am I moving my body everyday to the point where I am rigorously exerting myself for several minutes?

RELATIONAL DIFFERENTIATION

- For everyone:** Am I remaining autonomous and standing on my own two feet in this situation?
At the same time, am I seeking interconnection with others in ways that are useful for this situation?

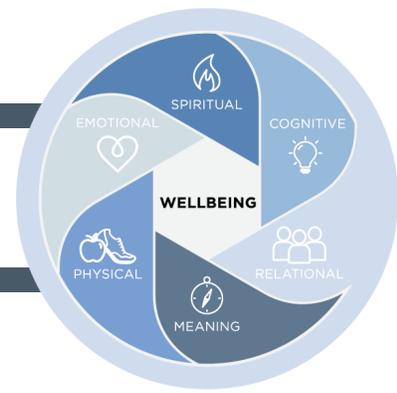
SPIRITUAL BEARING GOD'S IMAGE

- For everyone:** Am I moving through this system trying to recognize the image of God in each person?
Am I moving through this system trying to bear the image of God in this season?

OUR SYSTEM:

YOU:

BLESSING OF YOUR WORK



BY JOHN O'DONOHUE

May the light of your soul bless your work
with love and warmth of heart.

May you see in what you do
the beauty of your soul.

May the sacredness of your work
bring light and renewal
to those who work with you and
to those who see and receive your work.

May your work not exhaust you.
May it release wellsprings of refreshment,
inspiration, and excitement.

May dawn find hope in your heart,
approaching your new day with
dreams, possibilities and promises.

May evening find you gracious and fulfilled.

May you go into the night
blessed, sheltered, and protected.

Amen.

YOU:

APPENDIX

SELF CARE VS. SOUL CARE

THE AIM OF SELF-CARE

Self-care focuses on being balanced, healthy and well.

When you don't feel balanced, healthy and well, you engage self-care practices to restore yourself.

The focus for this care is: **inward on oneself**

THE AIM OF OF SOUL CARE THAT LEADS TO WELLBEING

Soul-care shifts your focus outward, encouraging movement toward wholeness, thriving and flourishing within & between people.

When you don't sense a flourishing within yourself or your relationships, you engage soul-care to join God in the renewal of your soul, your relationships and the systems you are part of.

The focus for this care is: **first on one's soul, then one one's relationships, and finally on one's interaction with the world.**

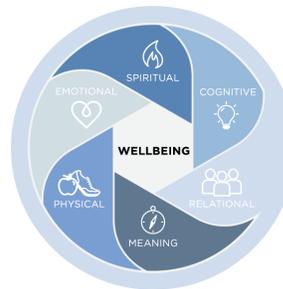
Wellbeing shifts the focus from self-care to soul-care for the sake of the systems people are part of.

This kind of wellbeing is the kind of wellbeing inherent in Shalom.

WHAT HELPS RENEW A SOUL?

Joining God in the renewal of:

Spiritual
Cognitive
Emotional
Physical
Relational &
Meaning aspects of one's life



THE INTERCONNECTION OF INTRA AND INTER PERSONAL WELLBEING

Tending to your own intrapersonal wellbeing means investing in your soul's sense of flourishing. When your soul is thriving, it shows up differently in life. It has reserve and resources to help it engage well with others. This is how Intrapersonal Wellbeing affects Interpersonal Wellbeing.

Relationships function better when people are coming to them from a place of thriving instead of from a place of depletion, fear and exhaustion. The deep hope is that relationships between God's people would be thriving relationships. Then, God's people might have a chance at impacting the Systems they are part of for God's good purposes.



INTRAPERSONAL WELLBEING

An individual's quality of life ideally characterized by wholeness and thriving which has been influenced by the spiritual, cognitive, emotional, physical, relational and meaning aspects of life.



INTERPERSONAL WELLBEING

the quality of life and relationship between people ideally characterized by justice-infused peace, mutual respect, connection and thriving..