

# Welcome!

**We're glad that you're here.**





Mid-America (HHS Region 7)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Enhancing Health Professionals' Well-Being: A Structured Approach Utilizing the Adult Resilience Curriculum (ARC)

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MHTTC



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At the time of this presentation, Tom Coderre served as Acting Assistant Secretary for Mental Health and Substance Use at the Substance Abuse and Mental Health Services Administration (SAMHSA). The opinions expressed herein are the views of the speakers and do not reflect the official position of the Department of Health and Human Services (DHHS), or SAMHSA. No official support or endorsement of DHHS, SAMHSA, for the opinions described in this presentation is intended or should be inferred.

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The MHTTC Network uses affirming, respectful and recovery-oriented language in all activities. That language is:

STRENGTHS-BASED  
AND HOPEFUL

INCLUSIVE AND  
ACCEPTING OF  
DIVERSE CULTURES,  
GENDERS,  
PERSPECTIVES,  
AND EXPERIENCES

HEALING-CENTERED/  
TRAUMA-RESPONSIVE

INVITING TO INDIVIDUALS  
PARTICIPATING IN THEIR  
OWN JOURNEYS

PERSON-FIRST AND  
FREE OF LABELS

NON-JUDGMENTAL AND  
AVOIDING ASSUMPTIONS

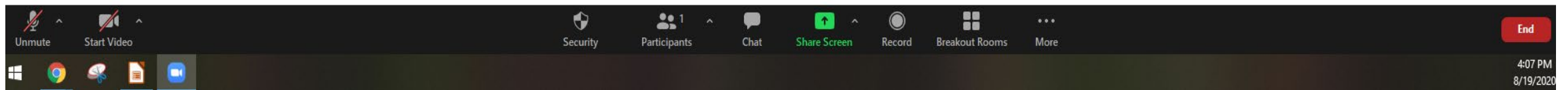
RESPECTFUL, CLEAR  
AND UNDERSTANDABLE

CONSISTENT WITH  
OUR ACTIONS,  
POLICIES, AND PRODUCTS



# Announcements

- This webinar is being recorded
- All attendees are automatically muted.
- Submit questions via the chat box at any time during the webinar.
- The slides are available in the chat box.



The image shows a Zoom meeting control bar at the bottom of the screen. It includes icons for Unmute, Start Video, Security, Participants (1), Chat, Share Screen (highlighted in green), Record, Breakout Rooms, and More. A red 'End' button is visible on the right side. The system tray at the bottom left shows the Windows logo, Chrome, and other background applications. The bottom right corner displays the time '4:07 PM' and the date '8/19/2020'.

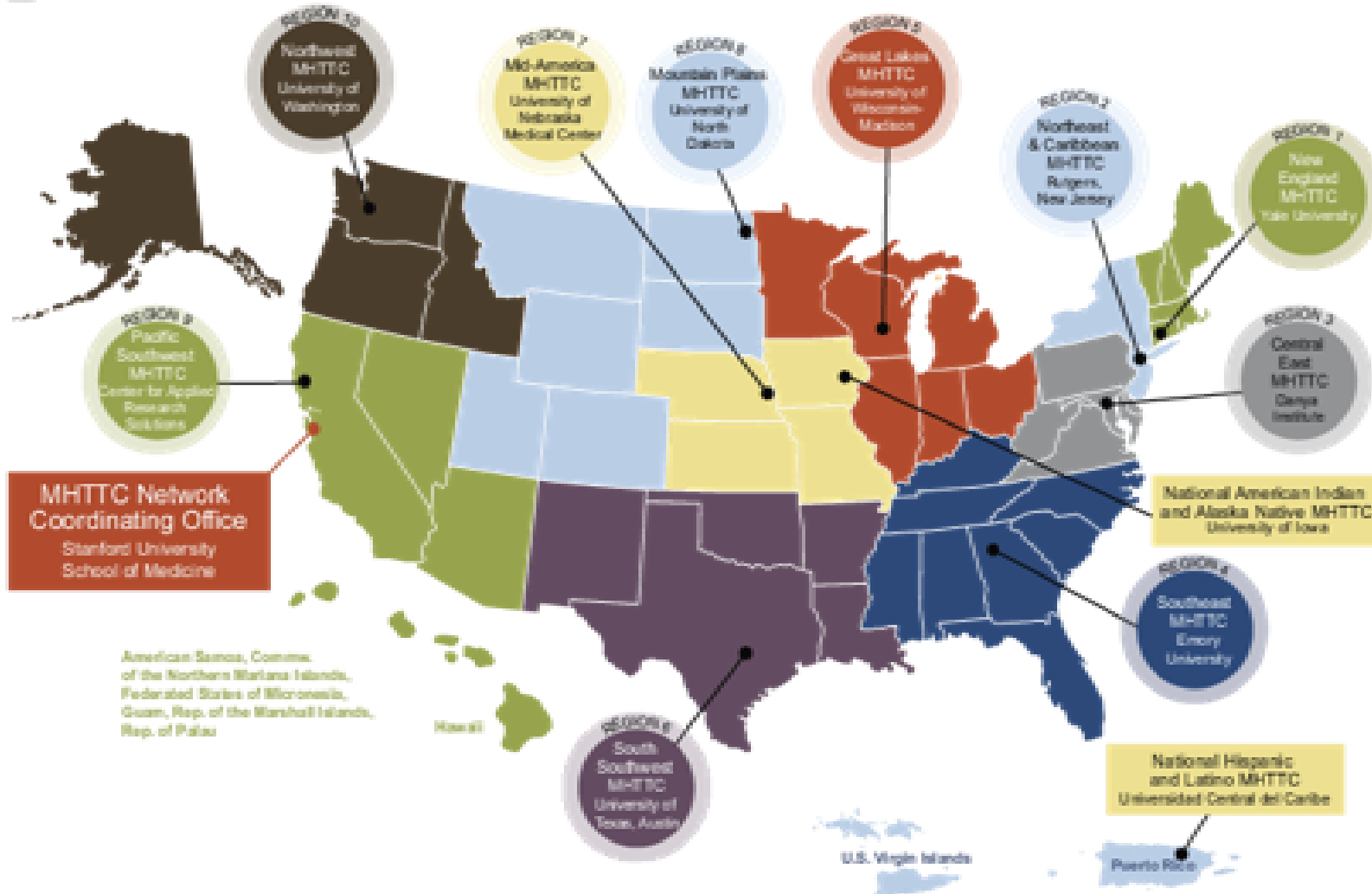
# Evaluation

- At the end of this session, you will be asked to complete a brief evaluation.
- Because this event is federally funded, we are required to ask about participants' satisfaction with our services.
- To maintain our funding, we are required to get 80% participation.
- We greatly value your feedback and participation in the survey!!



**MHTTC** Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

## MHTTC Network



Established in 2018 with funding from the Substance Abuse and Mental Health Services Administration (SAMHSA)

- 10 Regional Centers
- National Hispanic & Latino Center
- National American Indian & Alaska Native Center
- Network Coordinating Office

# Mid-America MHTTC

## Project Director: Dr. Brandy Clarke

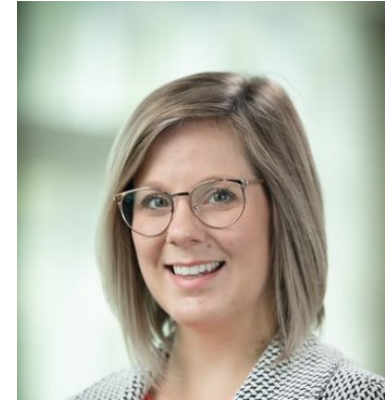
SAMHSA grant awarded to Dr. Joseph Evans at Munroe-Meyer Institute out of the University of Nebraska Medical Center (Grant #: H79SM081769)

Continuum of training and technical assistance in evidence-based practice and mental health services across MO, IA, NE, and KS.

# Who We Are

## **Dr. Erika Franta**

Licensed Psychologist  
School Mental Health Program Director  
Assistant Professor, MMI



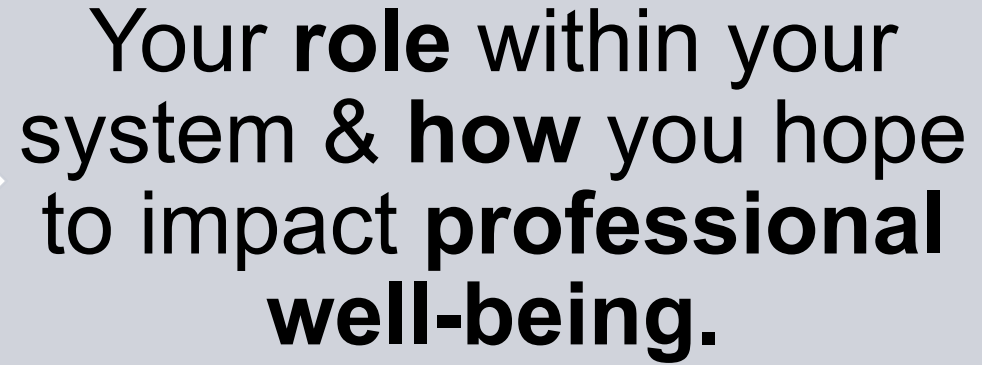
## **Dr. Britt Liebsack**

Licensed Psychologist  
Faculty Trainer  
Assistant Professor, MMI





Share




Your **role** within your system & **how** you hope to impact **professional well-being**.

**Flight safety  
instructions...**

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How do we  
best support  
our patients?



By supporting the  
professionals that  
work with them.

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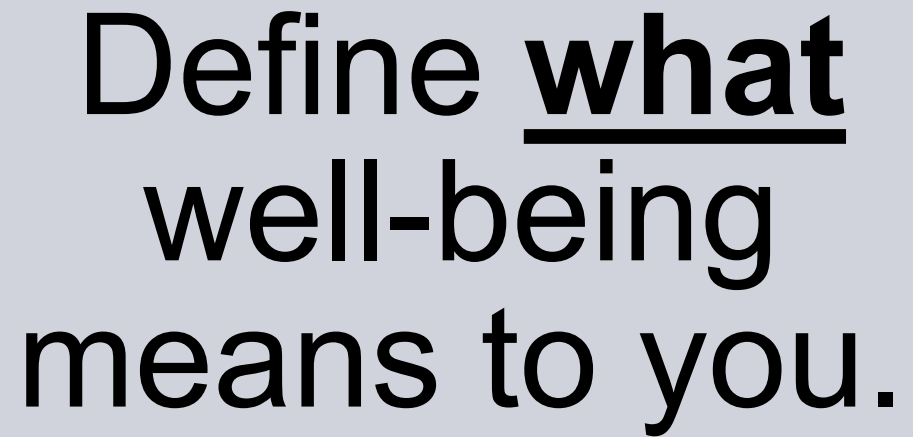
# The What

**What is  
well-being?**





Reflect



Define what  
well-being  
means to you.

**Wellness is a holistic integration of physical, mental, and spiritual well-being, fueling the body, engaging the mind, and nurturing the spirit.**

(Stoewen, 2017)





# More Definitions

Burnout

Secondary Traumatic Stress

Vicarious Trauma

Compassion Fatigue

Compassion Satisfaction

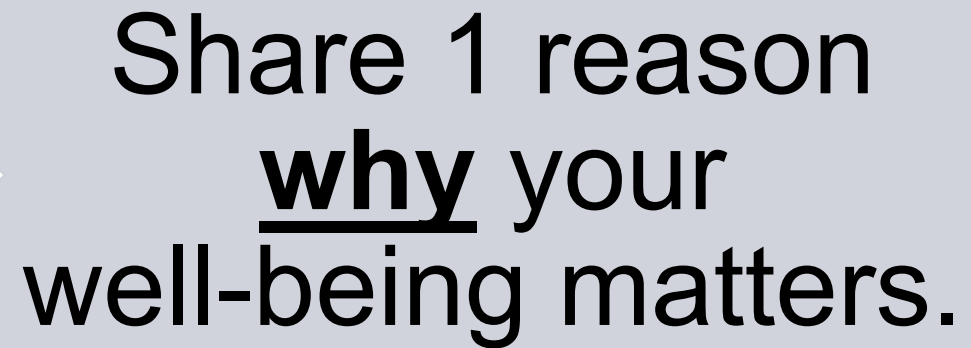
# The Why

**Why is professional well-being important to healthcare professionals?**





Reflect



Share 1 reason  
why your  
well-being matters.





### A PUBLIC HEALTH CRISIS

Stress and burnout are common, and reactive approaches are insufficient



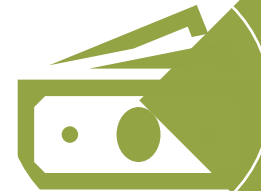
### AFFECTS SYSTEMS & WORKPLACE CULTURE

Healthcare professionals are a critical factor in creating healthy systems and environments for patients



### AN ETHICAL RESPONSIBILITY

We have a duty to help promote healthy workplaces and healthcare environments



### RETURN ON INVESTMENT

Healthcare professional burnout leads to costly absenteeism, attrition, and hiring concerns



### IMPACTS PATIENT CARE

Healthcare professional stress impacts delivery of services and patient care

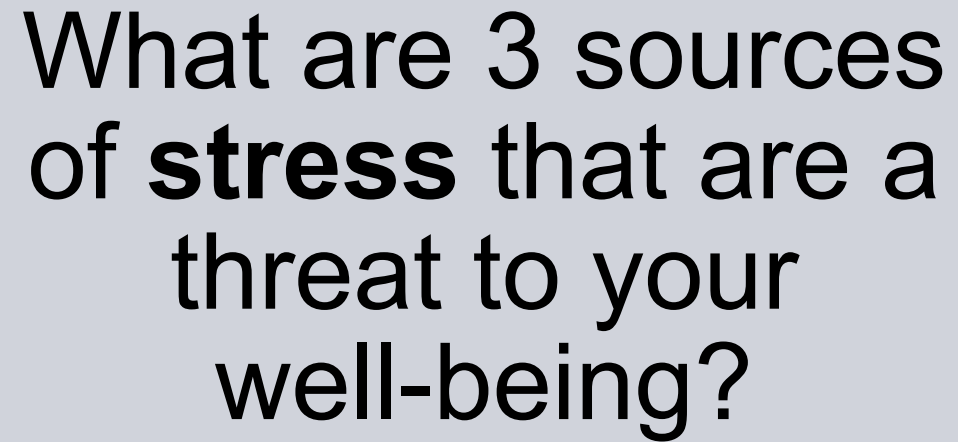


### A RESEARCH DRIVEN DECISION

Research suggests that programs to reduce stress and improve wellbeing are effective

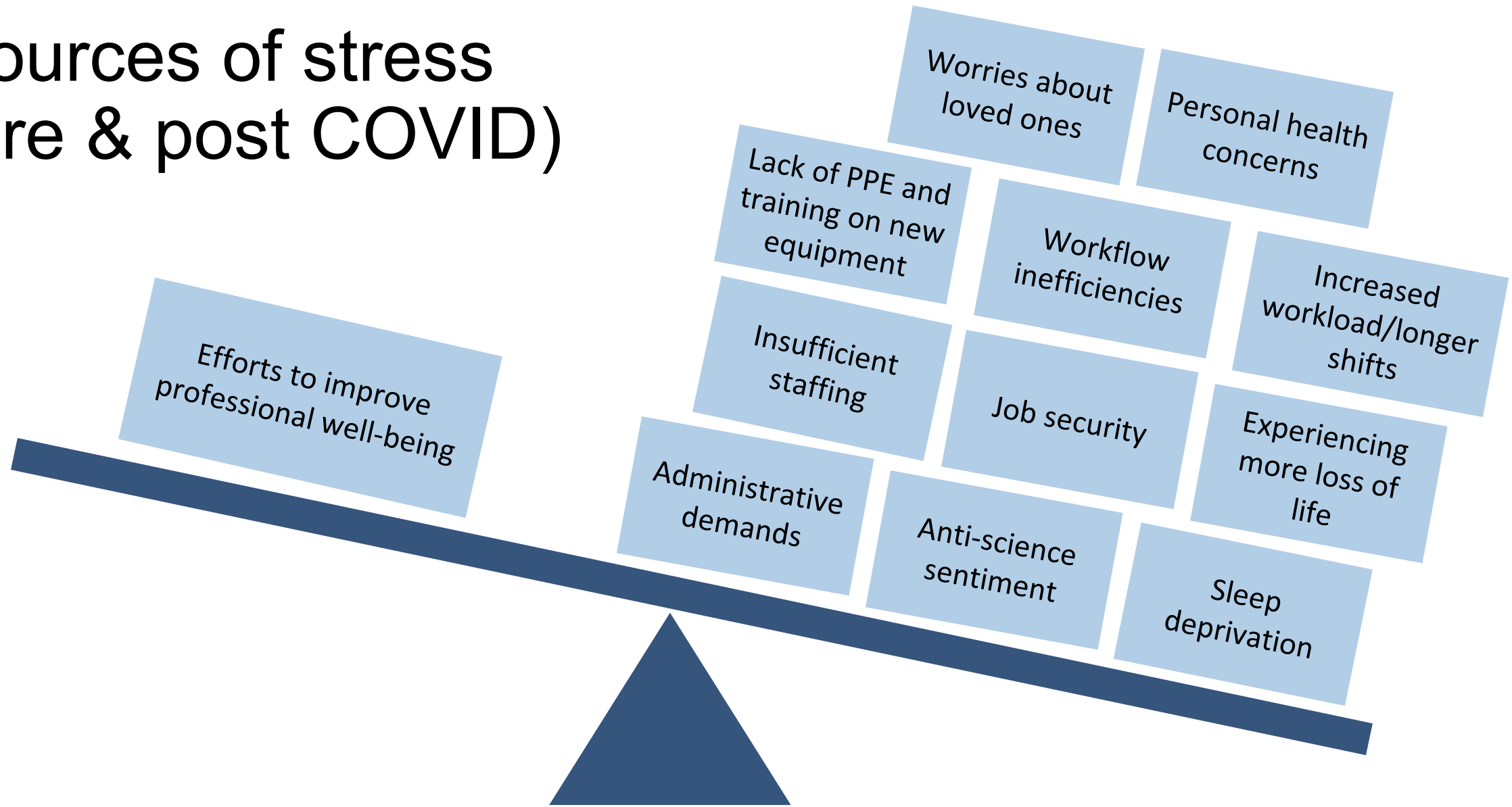


Reflect



What are 3 sources of **stress** that are a threat to your well-being?

# Sources of stress (pre & post COVID)





There is no such thing as a  
“one size fits all”  
approach to well-being.





“ **Self care is important, yes, and so is community care.**

**People cannot self care themselves out of issues that need community support.**

**One without the other can strain and create imbalance.**

”

A photograph of a protest. In the foreground, a person holds a large black sign with white chalk text that reads "NO JUSTICE NO PEACE". The background shows a large crowd of people, some wearing backpacks, and a large, classical-style building with a dome and columns. The sky is overcast.

NO JUSTICE  
NO PEACE

It's crucial that when addressing the social-emotional competence of patients *and* professionals, we do so not in a vacuum, but in the larger socio-political context.



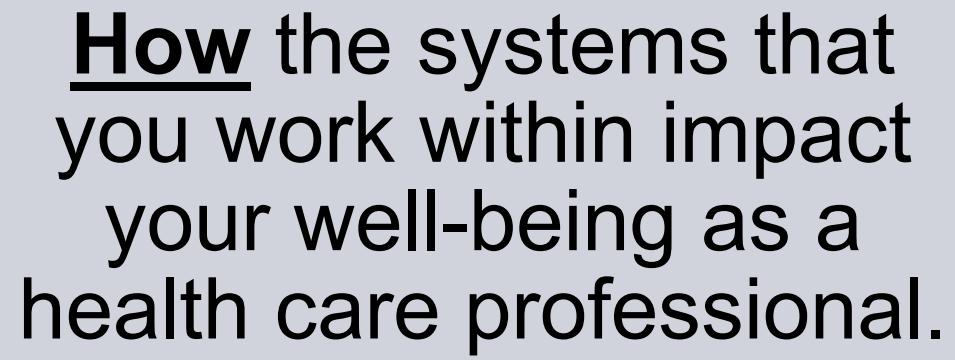
# The How

**How can we support the well-being of health care professionals?**





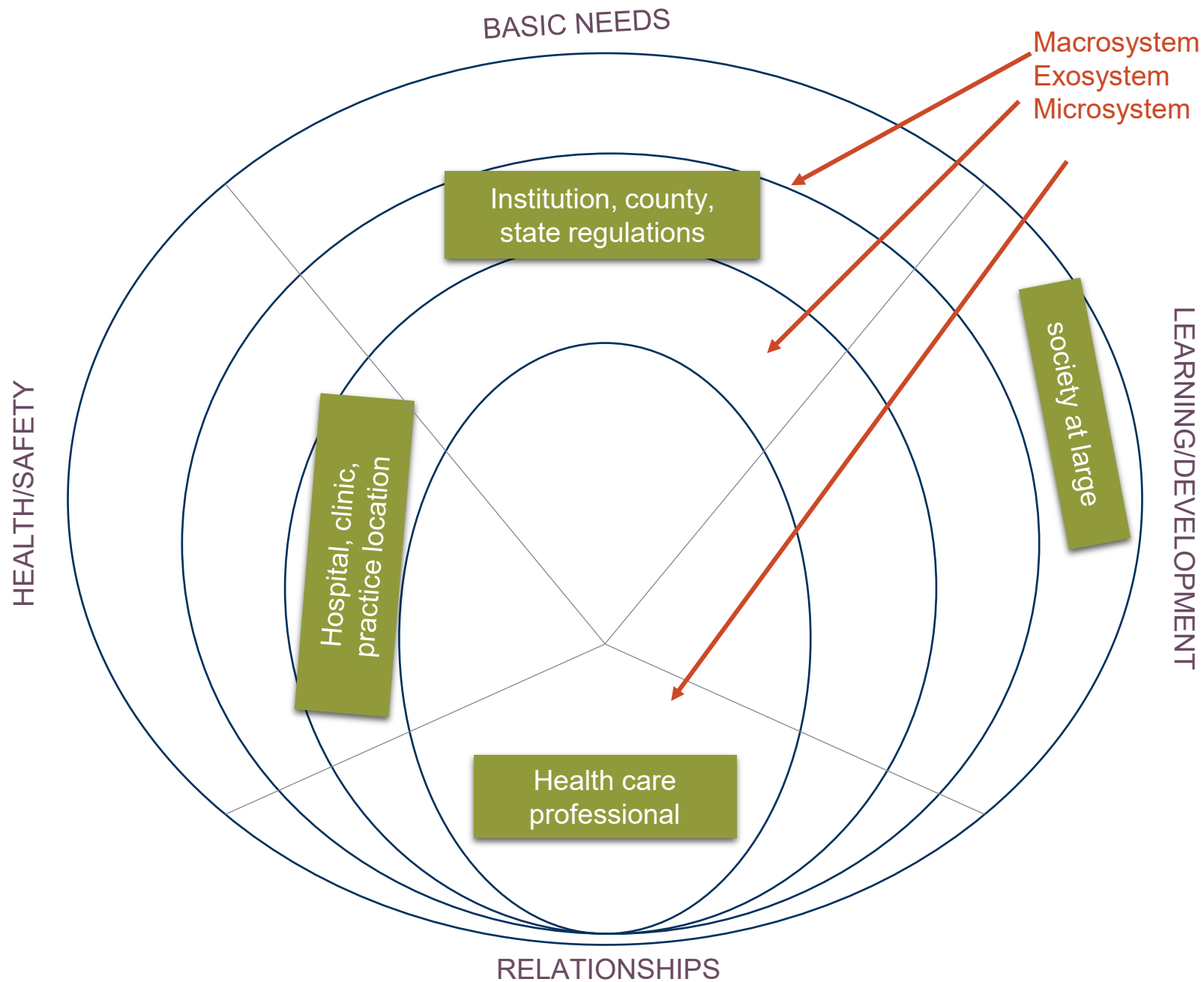
Reflect



**How** the systems that  
you work within impact  
your well-being as a  
health care professional.





Overall well-being is an interaction between the individual and organizational structures





**Overview of the  
Adult Resilience Curriculum (ARC)  
for Health Workers**



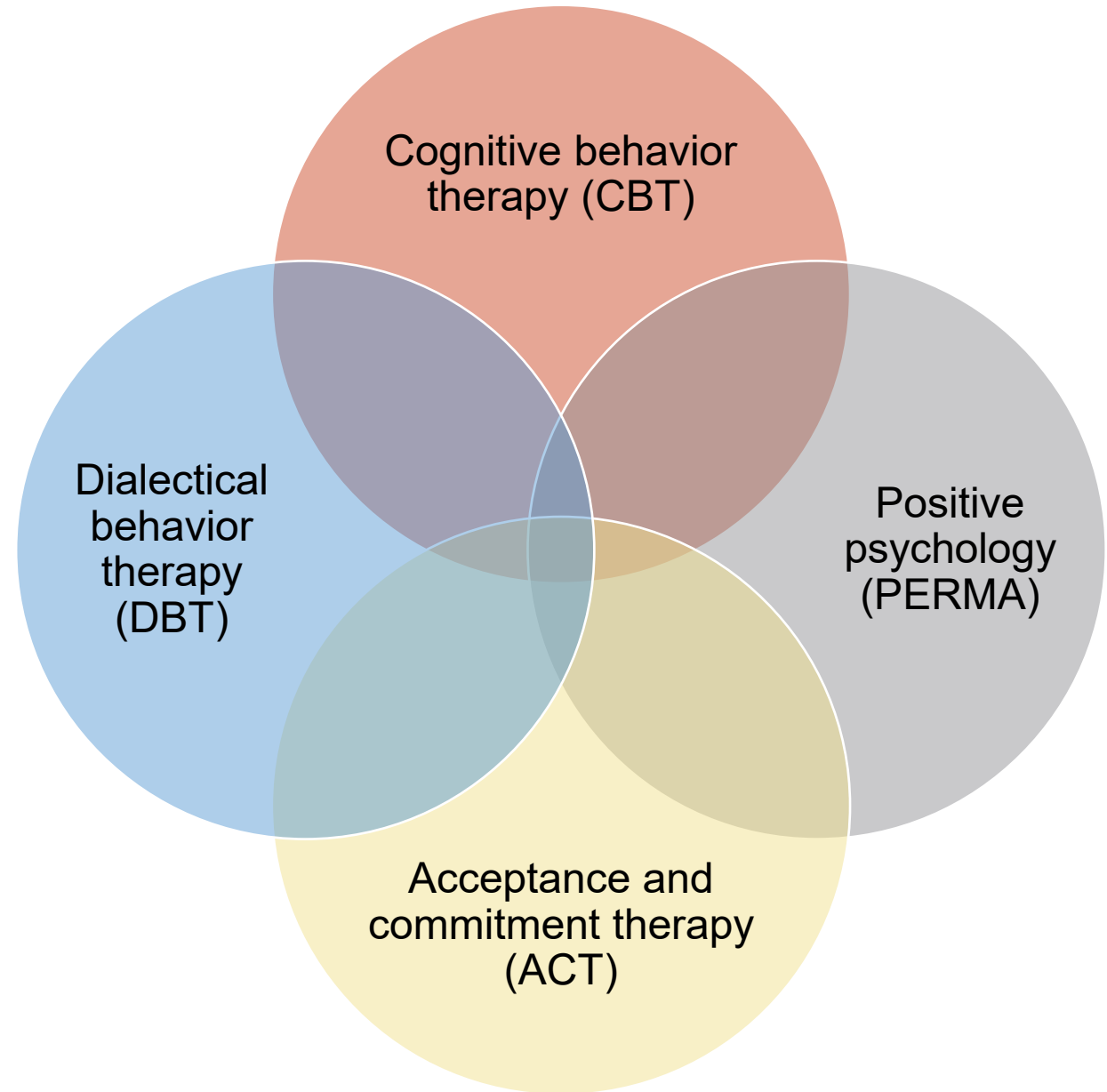


This framework and its supporting research is the result of ongoing collaboration between the University of Washington, University of Minnesota, and community partnerships. The following individuals are co-developers of the ARC:

Clayton Cook, PhD  
Gail Joseph, PhD  
Aria Fiat, PhD  
Andrew Thayer, PhD



# An Integrative Approach



# The ARC Modules

0: Introduction to the Adult Resilience Curriculum (ARC)

1: Understanding the psychobiology of stress and well-being (*psychoeducation*)

2: Creating safe and supportive environments (*context*)

3: Clarifying, aligning with, and committing to one's values (*values*)

4: Cultivating awareness through mindfulness-based practices (*mindfulness*)

5: Connecting meaningfully with others (*connection*)

6: Fostering pleasant emotions and experiences (*positivity*)

7: Coping with difficult thoughts, feelings, and experiences (*coping*)

8: Feeling good physically through nutrition, movement, & sleep (*health*)

9: Rejuvenating through relaxation, recreation, and routines (*three R's*)

10: Bringing it all together: A wellness plan for the future (*wellness plan*)

# The ARC Core Skills

2: Creating safe and supportive environments  
(*context*)

3: Clarifying, aligning with, and committing to one's values  
(*values*)

4: Cultivating awareness through mindfulness-based practices  
(*mindfulness*)

5: Connecting meaningfully with others  
(*connection*)

# Wellness Plan Components

Module Review

Wellness is Action and Ongoing

Wellness Plan

<b>Module 3:</b> Clarifying, Aligning with, and Committing to One's Values	Reflective Rating		
	Yes	Maybe	No
Concepts, Practices, or Skills I Can Choose to Apply in My Life			
Regular clarification of values in different life domains			
Regular reflection upon the consistency or inconsistency of behaviors and values (using something like the Bull's Eye)			
Identifying barriers to values-based actions and removing said barriers			
Affirming commitment to values in the face of difficult emotions, thoughts, and experiences			

# Active Ingredients



**alliance**



**learning  
objectives**



**didactic  
instruction**



**in vivo  
practice**



**independent  
practice**



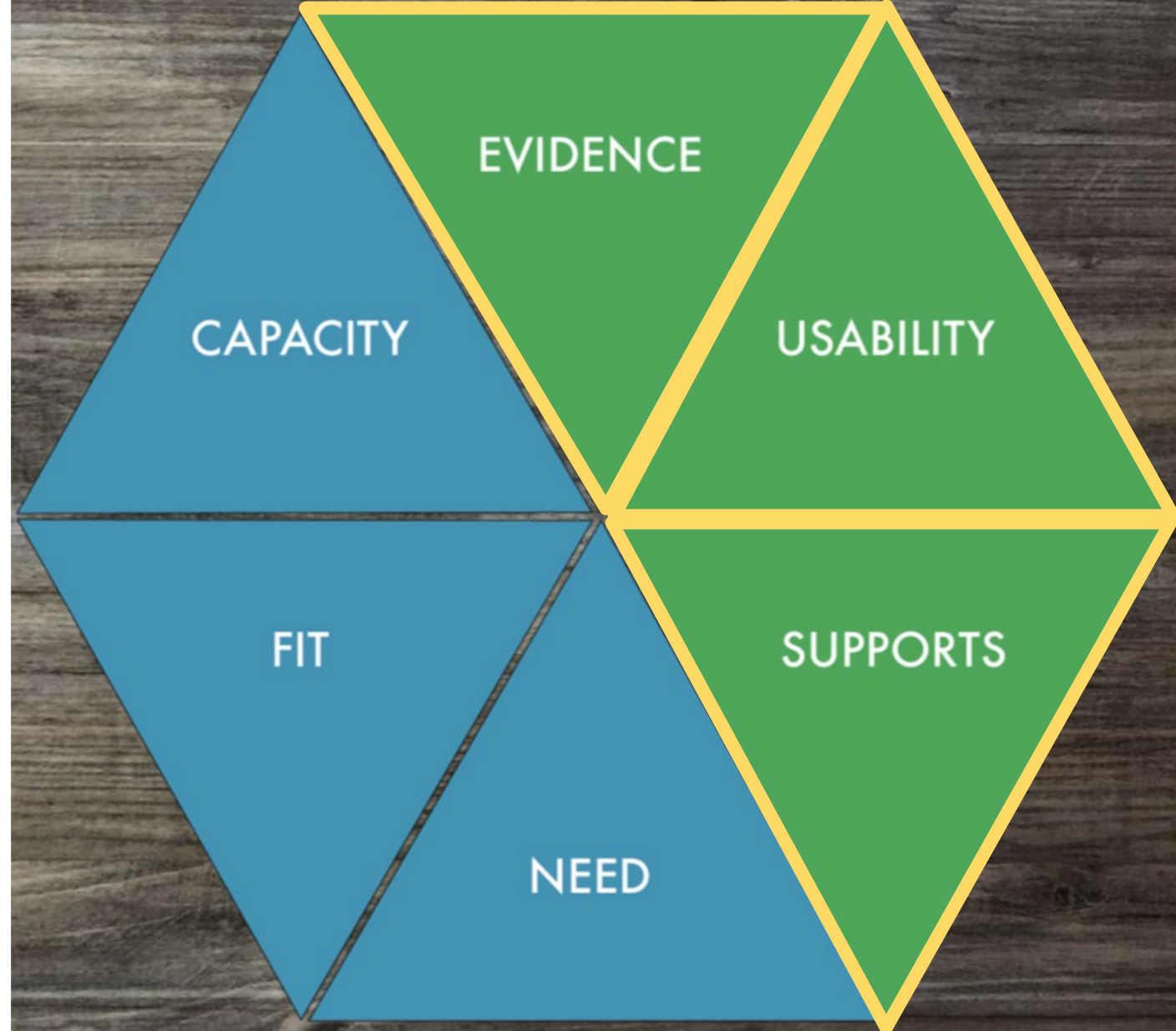
**action  
planning**



# The Hexagon Tool



A tool for **exploring** and **preparing for implementation.**





# Evidence



Are there available  
outcome, fidelity,  
and cost  
effectiveness data?

What is the strength  
of evidence (for  
whom and in what  
conditions)?

Compared to matched controls, those who participated in the ARC reported:



Self-efficacy  
Job satisfaction  
Subjective wellbeing  
Hours of nightly sleep  
Intentions to implement  
Implementation of EBPs



Emotional exhaustion  
Perceived stress



# Usability



Is the program  
well-defined?

Are there  
adaptions for  
context and  
populations?



# ARC: Usability

Modular

Essential elements outlined

Flexible delivery

Guidance on tailoring to fit audience

Developed with adults who care for others in mind





The image features a vertical wooden plank background with a natural, weathered texture. Three white, arrow-shaped cutouts are arranged in a row, pointing upwards. Each arrow is secured to the wood with small screws. The arrows are positioned at the top of the frame, with the middle one being the largest and the two flanking it being smaller. A white rectangular box with a dark blue border is located at the bottom of the image, containing the text "Basic Steps for Proceeding Through ARC" in a bold, dark blue font.

# Basic Steps for Proceeding Through ARC





Step 1

- Get a Practice Partner (PP)/Team

Step 2

- Engage in Experiential Learning

Step 3

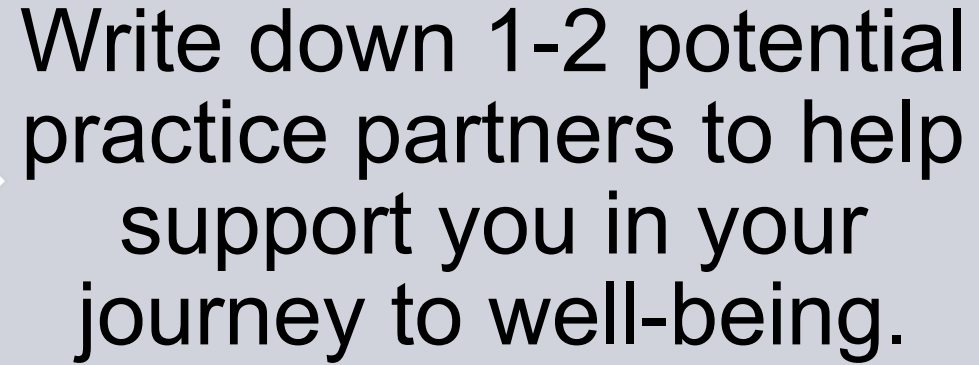
- Set Aside Structured Time

Step 4

- Complete Evidence-Based Action Planning



Reflect



Write down 1-2 potential practice partners to help support you in your journey to well-being.

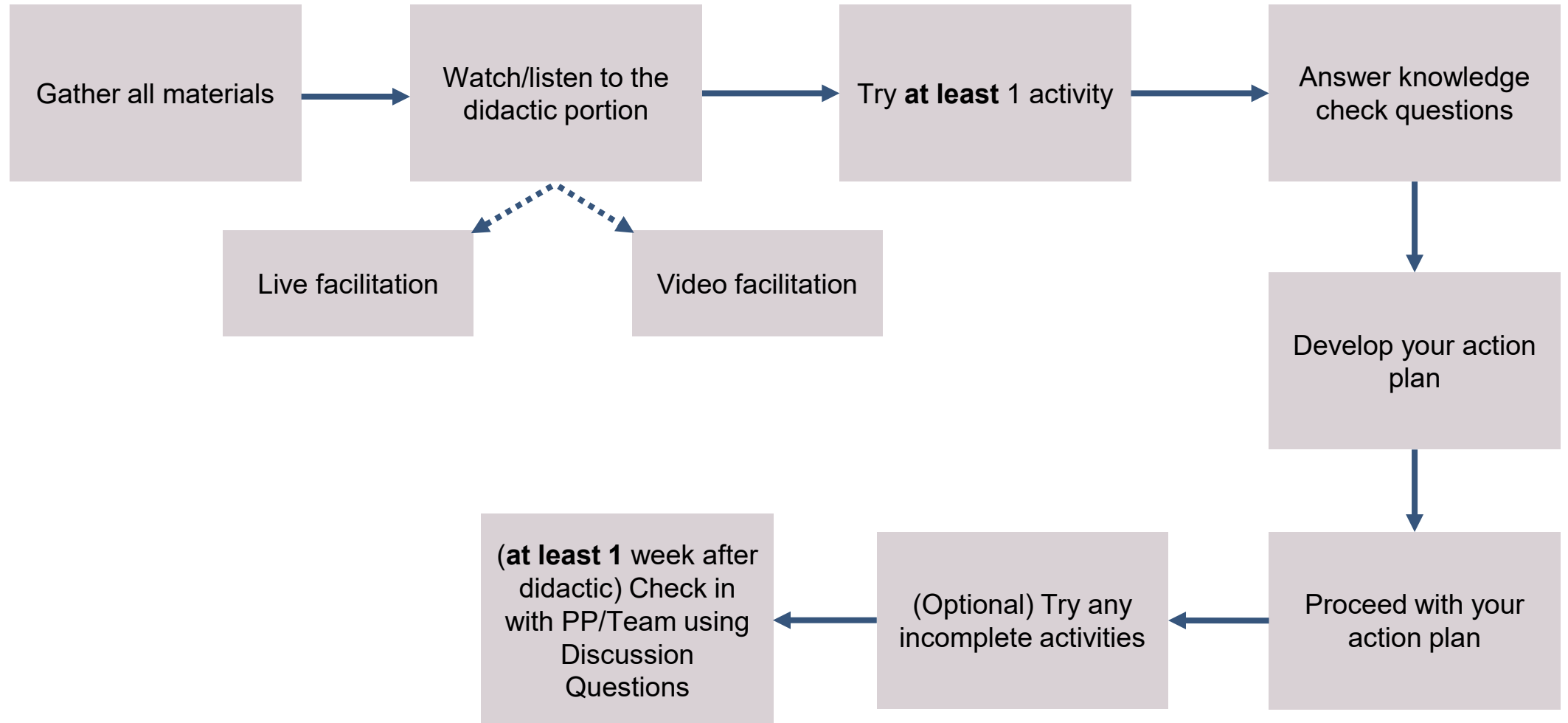
Step 1

- Get a Practice Partner (PP)/Team



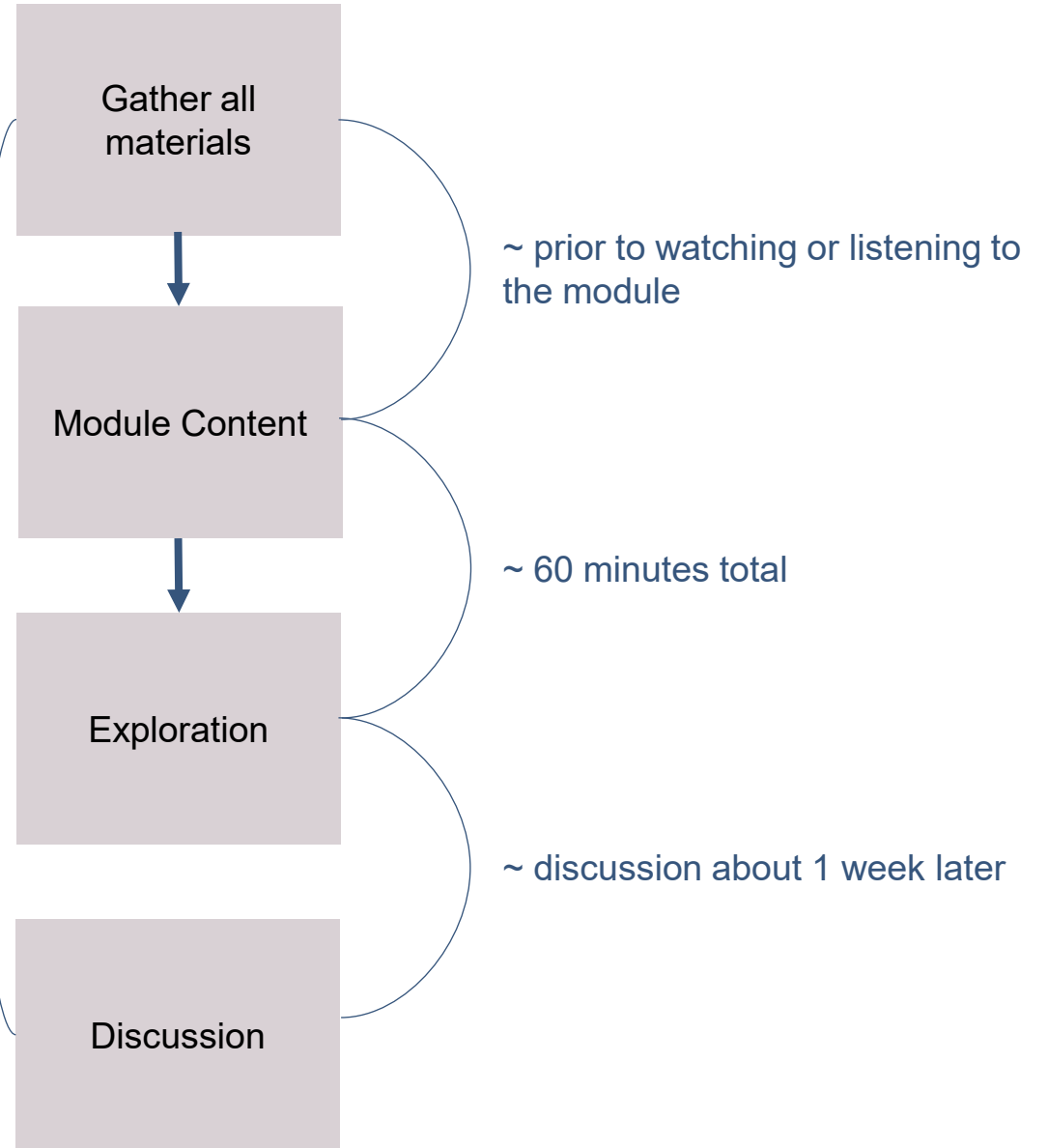
## Step 2

# • Engage in Experiential Learning



Step 3

- Set Aside Structured Time



## Step 4

- Complete Evidence-Based Action Planning







# Supports



Is expert  
assistance  
available?

Are there other  
external resources  
available for  
implementation?



# ARC: Support from Mid-America MHTTC

Assistance with implementation

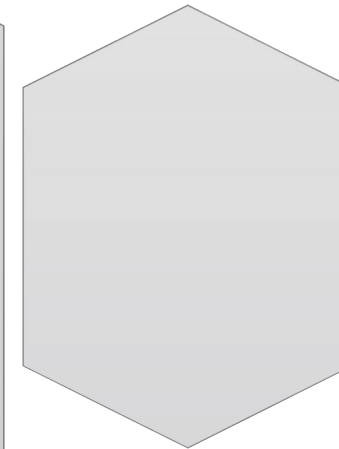
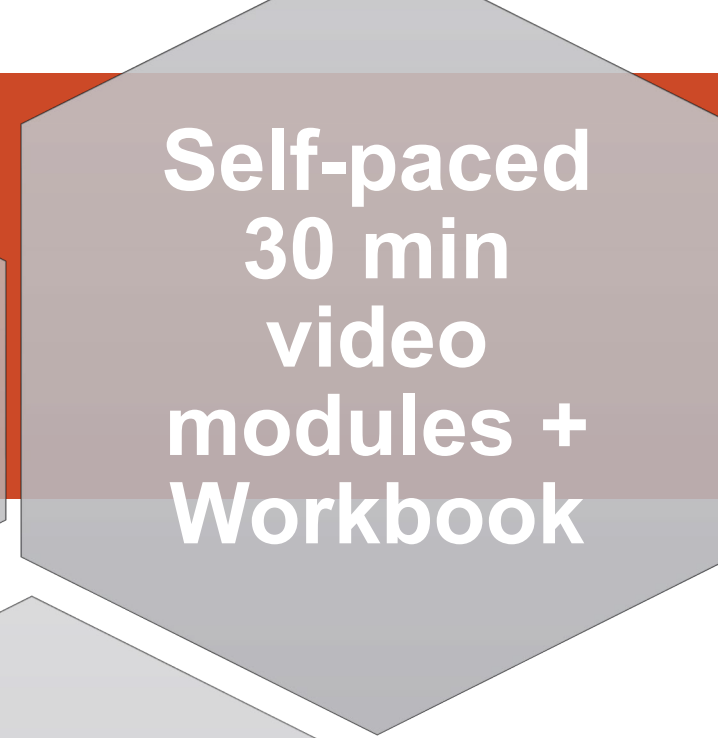
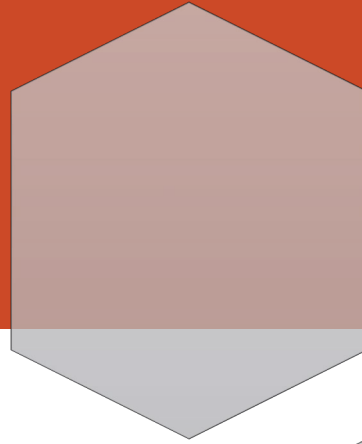
Training and guidance from coaches

Materials and data tools freely available

“Module 0” in development to assess and promote buy-in



Well-being  
Support  
coming  
soon...



# Special Guests...



**Dr. Andrew Jordan Thayer**  
Faculty Trainer  
Postdoctoral Fellow, MMI



**Dr. Hannah West**  
Faculty Trainer  
Postdoctoral Fellow, MMI



# BURNOUT BUSTERS

A podcast brought to you by the Mid-America MHTTC



# Questions

for our special guests or  
Mid-America MHTTC team?



Mid-America (HHS Region 7)

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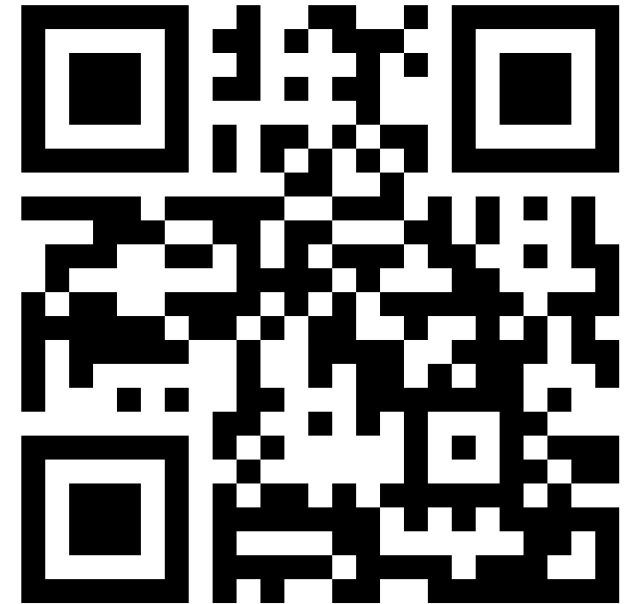
# Take Our Survey

Follow the link

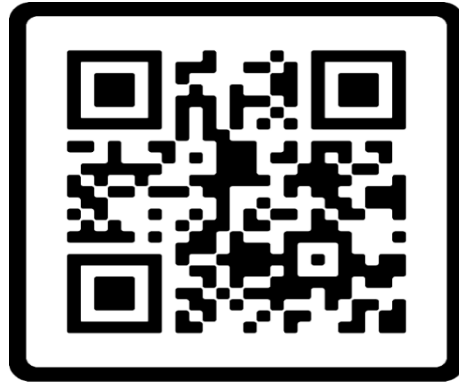
<https://ttc-gpra.org/P?s=947886>

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Camera app to scan the  
QR code 



# Thank you!!



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to join our mailing  
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# Mid-America MHTTC Resources

[Mid-America MHTTC Professional Well-Being](#)

[Adult Resilience Curriculum \(ARC\) for Health Professionals](#)

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