



Northeast and Caribbean (HHS Region 2)

MHTTC

Mental Health Technology Transfer Center Network
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Flourishing at Work: A Plan for Helping Professionals

Congratulations! You are invested in your well-being and want to commit to flourishing actions. Changing our behavior takes intention and attention. **What changes could you make now that might improve your ability to flourish at work?**

1

Why is your flourishing a priority now?

For some helping professionals, prioritizing their flourishing might be due to feeling sick, unmotivated, experiencing burnout, or even considering leaving their jobs. Think about why YOU are choosing to make this a priority now and continue to remind yourself of this as you work on your plan. Are you feeling stuck, unhappy, or perhaps the other emotions described above? This is your reason for wanting to make this change now.

2

What strategies can you use to prioritize your time, take better care of yourself and focus on the things that really matter?

Strategies may look different for each of us. Do you want to include more small breaks into your day or maybe find time to attend to your spiritual well-being or do the volunteer work that provides you joy? What specifically can you do to create this time in your schedule? For example, will you need to set more boundaries with work or other commitments in order to prioritize these self-care activities?

3

How can your personal strengths inform your priorities and approach to work? How might your personal strengths be used to start or continue flourishing actions?

Consider your strengths and skills. Are you someone who has a lot of empathy and compassion for others? Are you organized and skilled at prioritizing tasks and other work responsibilities? Are you someone who is creative and committed to making music?

4

What habits do you need to flourish? What habits do you currently have in place that are most important for your flourishing? What are ones that you want to develop?

Many of us already have habits in place that we will want to maintain. These might include getting eight hours of sleep a night, eating healthy meals throughout the day, maintaining perspective about challenges, and finding time for laughter and fun. Or, these might be habits that we want to develop and include in our flourishing plan.

This short e-book might be helpful to learn more: bit.ly/3EnjmrE

5

Making yourself a priority and introducing new actions is a process not an event, which requires patience and the ability to persevere.

As helping professions, we often prioritize others health over our own. By committing to our own flourishing, we are committing to becoming better helpers. How can you exercise self-compassion and kindness towards yourself and others as you move forward? How might you see challenges and setbacks as opportunities for growth and strength development rather than failure?

My Flourishing at Work Plan

Developing short, concrete plan(s) can help you succeed with the change(s) you would like to make to support your flourishing. A critical ingredient in this work is to introduce self-compassion into your daily dialogues, problems, challenges and building new habits. Self-compassion, or giving yourself permission to be human, can support changes you want to make in your life (self-compassion.org). Make sure you build in, or keep, the good habits you have such as sleep, exercise, gratitude, and purpose.

Lastly, be sure to engage supports to help you succeed with your plan. Change is a team sport. Who is on your bench? What do you need from them? Overall, remember to make yourself a priority, focusing on your strengths, let go of what you can, embrace healthy positivity when you can, and make space for play.

Below is a template for helping professionals to develop a Flourishing at Work plan. Examples are *provided in italics*.

1

What daily and weekly flourishing actions would you like to begin and/or broaden?

An example might be adding a 10 minute walk to reflect on the day.

2

How will you know if you achieved your goal?

Tracking with a journal, calendar or a check list can help with accountability.

3

**What might get in the way of flourishing actions for you?
What are some ways you can overcome these difficulties?**

Other tasks may get in the way. One way I can overcome this potential difficulty is to wake up 10 minutes earlier or spend 10 minutes of my lunch break walking and make my co-workers aware that I will be unavailable during this time.

4

What strengths will you use?

Creativity, determination, and appreciation of beauty.

5

Who can cheer you on as you do more to flourish?

My friends, supervisor, co-workers, and family.

6

How will you keep your flourishing actions going?

Check-in with myself on Fridays. Review my calendar. Celebrate success and consider what got in the way and how to use supports or strengths to continue.

Resource List:

- [Coronavirus Pandemic Wellness Resources](#)
- [Self-Care Planning: Working Towards Wellbeing](#)
- [VIA Character Survey](#)
- [Creating a Life Resource List to Help You Achieve a Goal](#)
- [How to Cultivate the Resources for Resilience](#)