

Burnout Recovery: Applying Holistic Leadership to Support the Mountain Plains Behavioral Health Workforce

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Mountain Plains (HHS Region 8)

MHTTC

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

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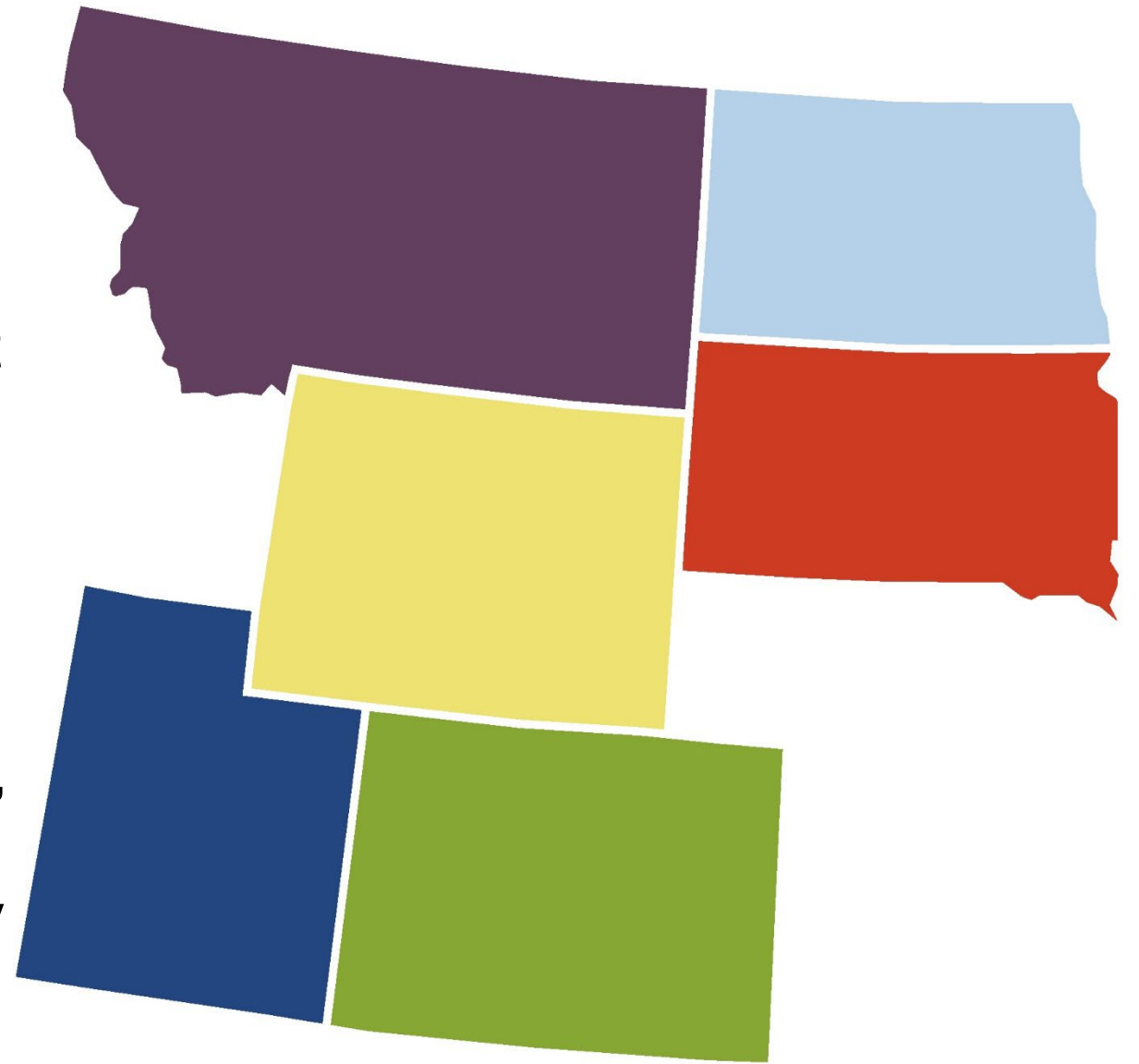
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The Mountain Plains Mental Health Technology Transfer Center

The Mountain Plains Mental Health Technology Transfer Center (Mountain Plains MHTTC) provides training and technical assistance to individuals who serve persons with mental health concerns throughout Region 8 (Colorado, Montana, North Dakota, South Dakota, Utah and Wyoming).

We belong to the Technology Transfer Center (TTC) Network, a national network of training and technical assistance centers serving the needs of mental health, substance use and prevention providers. The work of the TTC Network is under a cooperative agreement by the Substance Abuse and Mental Health Service Administration (SAMHSA).



Land Acknowledgement Statement

Today, the University of North Dakota rests on the ancestral lands of the Pembina and Red Lake Bands of Ojibwe and the Dakota Oyate - presently existing as composite parts of the Red Lake, Turtle Mountain, White Earth Bands, and the Dakota Tribes of Minnesota and North Dakota. We acknowledge the people who resided here for generations and recognize that the spirit of the Ojibwe and Oyate people permeates this land. As a university community, we will continue to build upon our relations with the First Nations of the State of North Dakota - the Mandan, Hidatsa, and Arikara Nation, Sisseton-Wahpeton Oyate Nation, Spirit Lake Nation, Standing Rock Sioux Tribe, and Turtle Mountain Band of Chippewa Indians.



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 AND
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

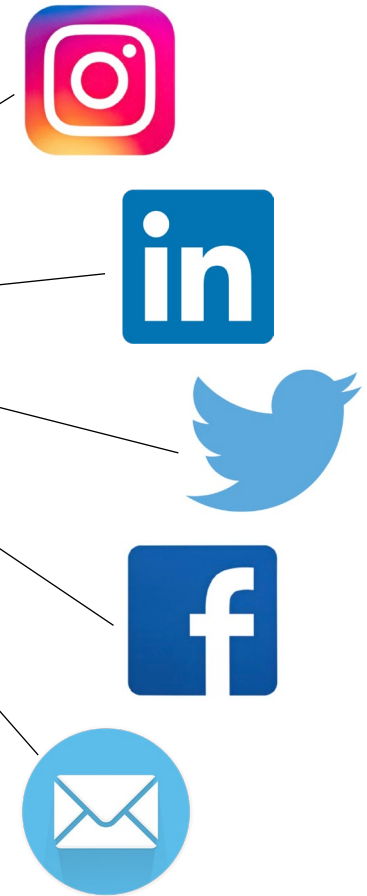
CONSISTENT WITH
OUR ACTIONS,
POLICIES, AND PRODUCTS

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SCAN ME





BURNOUT RECOVERY
APPLYING HOLISTIC
LEADERSHIP TO SUPPORT
THE MOUNTAIN PLAINS
BEHAVIORAL HEALTH
WORKFORCE

LAMARR LEWIS, LEWIS FAMILY CONSULTING
AND
MOUNTAIN PLAINS MHTTC

LEARNING OBJECTIVES

- Describe how attention to holistic wellness can reduce Behavioral health workforce burnout and impact on the lives of their communities.
- Learn ways to apply resilience and compassion as a part of their leadership style to nurture, promote, and cultivate healthier work environments.
- Develop increased self-awareness to recognize how strengths, aptitudes, and potential areas of growth can impact day-to-day functioning and work outcomes

Big Question to Answer:

How do we lead ourselves holistically AND support our teams dealing with burnout?

QUOTE TO PONDER

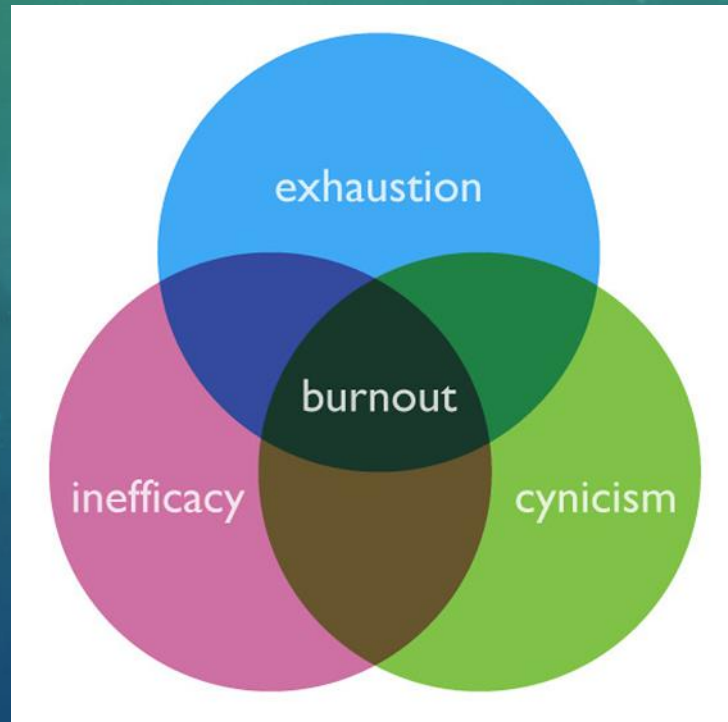
“This is, in fact, the first obligation of a leader and a decision maker. Our job is not to “go with our gut” or fixate on the first impression we form about an issue. No, we need to be strong enough to resist thinking that is too neat, too plausible, and therefore almost always wrong.”

“Because if the leader can’t take the time to develop a clear sense of the bigger picture, who will?”

If the leader isn’t thinking through all the way to the end, who is?”

-Ryan Holiday, “Stillness is Key”

WHAT IS BURNOUT?



HOLISTIC LEADERSHIP



**Leadership is a balance
between managing the
business and leading people**

people-equation.com

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RESILIENCE



3 R's

1. Recognition
2. Response
3. Recovery

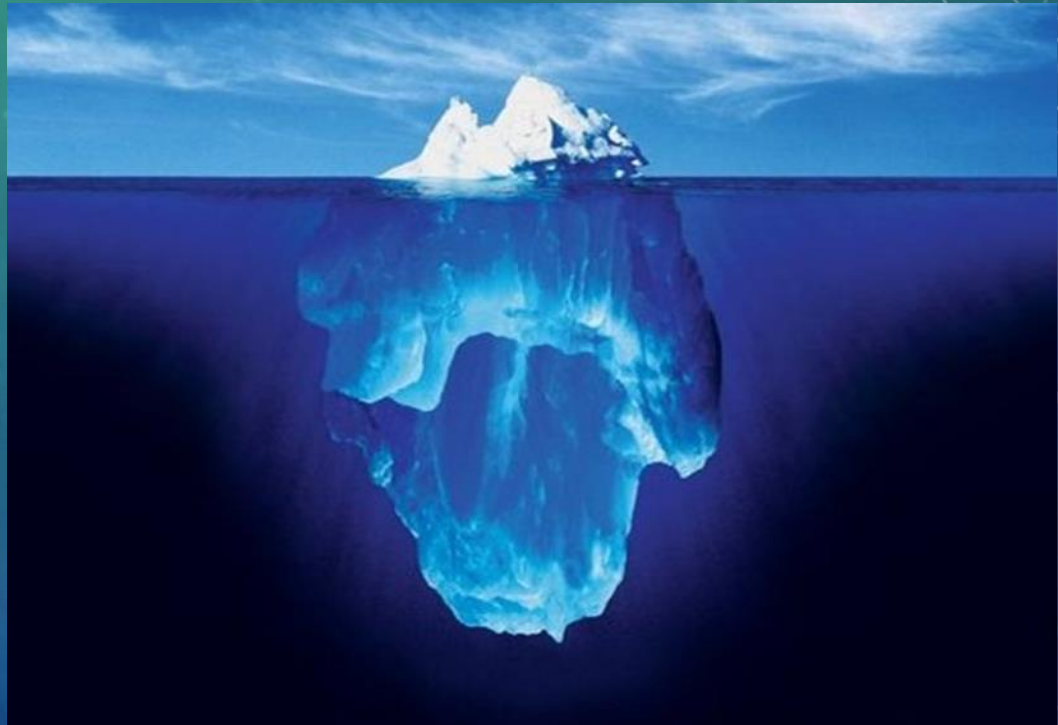
The Resilient Ratio: 7:8

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COMPASSION

CUE

- Concern
- Understanding
- Empathy



SELF-AWARENESS



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PARK
Pause
and
Reflect
Kindly

MODELING WELLNESS

You as a leader, are leading a **WHOLE** person, not just an employee or staff. You as a leader **ARE** a **WHOLE** person not just manager, director, etc.



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IN CONCLUSION...

- Holistic Leadership
 - Compassion
 - Resilience
- Self-Awareness



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STAY IN TOUCH!!!



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<https://mhttcnetwork.org/centers/content/mountain-plains-mhttc>



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