



Burnout Recovery:

Applying Holistic Leadership to Support the Mountain Plains Behavioral Health Workforce

This training is designed to help leaders prevent and address burnout in the Mountain Plains behavioral health workforce. Participants will learn about holistic integration of their physical, mental, and spiritual well-being to help improve engagement and presence in their leadership. By providing a space for facilitated group learning, reflection, and support, the goal is to identify opportunities for self-management and personal development and improve performance outcomes.

Participants will:

- 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?

Questions for Reflection: How do you recognize burnout in yourself? How do you recognize it in your team? If you’re not “burnt out,” how do you support someone who is? What kind of leader do you want to be?



Holistic Leadership

From K.Candis Best, JD, MBA, MS, PH.D. Educator/Consultant

1. Successful outcomes result from an orientation toward development.
2. The healthiest and most productive development is done collaboratively.
3. The leadership unit shapes the context of collaboration.
4. The core leadership unit is the individual, which makes every participant a leader within his or her own sphere of influence.
5. The intrinsic desire for meaningful purpose suggests that every individual wants to realize his or her best potential.
- 6. Holistically-led collaboration requires that the participant's right to self-determination be respected.**
7. The exercise of self-determination in a way that realizes the individual's best potential, results from an iterative process (The iterative process is simply a series of steps that you repeat, tweaking and improving your product with each cycle) that must be supported.

Remember... *"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."*

Resilience

Recognition: Awareness that a situation requires resilience

Response: Identifying the appropriate tool to use in response to the situation

Recovery: Get back to baseline, stay aware of potential stressors in the future

- Remember the Resilient Ratio: 7:8 *"Fall seven, rise eight."*

Compassion

Concern: The Human Part: "What's going on?"-> Displayed awareness of genuinely caring about what's happening with someone else i.e. The RIGHT Question

Understanding: The Mental part: "I get it..."-> Get clarity if need to be better understand

Empathy: The Emotional part: "I feel you."-> Put yourself in another person's shoes as best you can



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Psychological Safety Quiz

Adapted from Dr. Amy Edmondson

Think about the below statements and assess the degree to which you feel psychologically safe:

1- "Not at all" 2- "Not so much" 3 "Somewhat" 4 "A lot of the time" 5 "Most of the time"

1. If you make a mistake on this team, it is not held against you.
2. Members of this team are able to bring up problems and tough issues.
3. People on this team sometimes accept others for being different.
4. It is safe to take a risk on this team.
5. It isn't difficult to ask other members of this team for help.
6. No one on this team would deliberately act in a way that undermines my efforts.
7. Working with members of this team, my unique skills and talents are valued and utilized.

Reference: <https://amyedmondson.com/recommended-resources/>

Self-Awareness

Self-reflection raises awareness into the less conscious areas of your being. You can identify your motivations, fears, patterns, values and barriers. Understanding these will help guide our choices and gives you the tools to change parts of life that no longer serving you.

PARK: Pause and Reflect Kindly

Relationships are externally facing but its successes require internal work

Reflective Questions: How can our personal biases impact leadership? What is my problem to address right now?

- ▶ What kind of leader are YOU?
- ▶ What do you value?
- ▶ What has been more important to your leadership? The short term or the long term?
- ▶ What kind of positive actions are you taking as a leader?
- ▶ What kind of questions are you asking your team?
- ▶ What are you trying to accomplish with your inquiry?
- ▶ How does your staff learn?



Modeling Wellness

What is wellness? *“Wellness is a holistic integration of physical, mental, and spiritual well-being, fueling the body, engaging the mind, and nurturing the spirit.”* -National Institutes of Health

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-Lamarr E. Lewis

Questions for Reflection: What is wellness to you? Why is wellness (i.e. Your personal wellness and the wellness of your team) important to model in leadership?

Resources

Global Compassion Coalition: <https://www.globalcompassioncoalition.org/>

Dr. Kristin Neff (Self-Compassion): <https://self-compassion.org/>

The Center for Cultural Humility at UC Berkeley: <https://www.humilitycenter.org/>

The Importance of Connection: [Human Connection: Why It's Important | Psych Central](#)

For More Information

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