

Shining a Light on Employee Well-Being

A Conversation with Dr. Susan Wehry and Tim Lowry, LMFT

5 Considerations of the Context of Employee Well-Being

1. The complexity of relationships in our territory:

resident/patient home – vs. – employee workplace

resident/patient receives services and care – vs. – employee gives services and care
(*this “relationship” is mostly a one-way street*)

2. Definition of Well-Being: the state of being comfortable, healthy, and content

7 Dimensions: Emotional Financial Physical Social
 Environmental Intellectual Spiritual

3. These dimensions of well-being are interconnected, interdependent, and synergistic.
They are not separate compartments.

4. How leaders tend to their own well-being communicates directly and powerfully to employees and residents, perhaps more than their words and policies.

5. “You are not just doing a job and you are not just a technician. Your whole being is involved in your work.” (Thomas Moore, *Care of the Soul in Medicine*. 2010, p. 56).

Defining Spirituality for this Conversation:

The way we develop our sense of purpose and meaning in life; that which informs how we choose what matters most to us and the core values we live by.

Using Language:

- The language used to talk about mental health can easily evoke a sense of shame, disgrace, and weakness. People like to receive support, but they don't like it to be called mental health issues.
- It is ok to talk about how difficult it (COVID) has been.
- We can drop the expectation that we should be over it by now.

The Importance of Nature:

- to help us reset our exhausted nervous system.
- to connect us back to the natural rhythms of life.
- to help us learn to relate to the bigger picture.