

The Science of Resilience

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Our Talk today:

- ▶ What new environmental challenges are now normal?
- ▶ Problematic cycles between our internal design and external world.
- ▶ What are the most efficient, proven ways to address this gap?
- ▶ Troubleshooting, Resources, & Acceptance

What are we talking about?

- ▶ Burnout
 - ▶ Demands vs. Resources
- ▶ Empathic Distress (formerly Compassion Fatigue)
 - ▶ Sitting with Suffering
- ▶ Resilience

The New Normal

- ▶ Is our work philosophy broken?
 - ▶ Schwartz
- ▶ Environmental Generational Amnesia
 - ▶ Kahn & Weiss, 2017

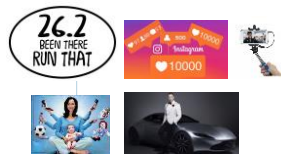


Scrutiny over results & performance

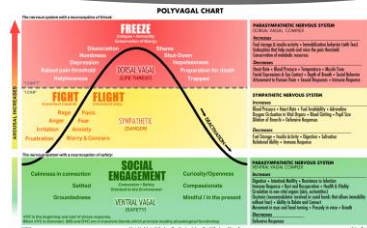
We use these things:



To be this thing:



Our Autonomic Nervous System



The Body and Stress

From healthline.com

How does burnout happen?

What do you see?

- ▶ The negative screams the positive whispers.
- ▶ B. Fredrickson
- ▶ Attentional bias for negativity.

Stuck in the cycle of burnout

Burnout Loss Spirals

- ▶ High demands with few resources.
- ▶ Cycles of loss of reserves and loss of replenishing
- ▶ Neuroticism and Perfectionism
 - ▶ Bakker & Costa, 2014
- ▶ Recovery
 - ▶ Counterintuitive process


Fig. 3. Chronic burnout: a loss cycle of daily job demands and a loss gain cycle of daily job resources.

What really is resiliency?


Resiliency

Rapid return to baseline after a stressor

- ▶ **Emotion Regulation**
- ▶ **About how well you can recharge**
 - ▶ Not just enduring
- ▶ **Interoception**
 - ▶ Elite performers attuned to body signals
 - ▶ (Phalpe & Sellar, 2005; Haase et al., 2014; Haase et al., 2016; Thom, Johnson, & Roggen)



Burnout Prevention




Benefiting from Social Support

- Social isolation is now a risky health behavior (= ETOH, smoking, or obesity)
- 35% of people report 0 confidants in 2004
- Quality not quantity
- Linking not ranking (Holt-Lundstad, 2017)

Self-Care

Problem-Solving

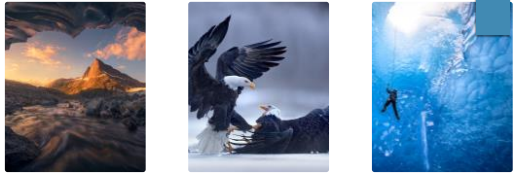
- ▶ Do you know what works for you?
- ▶ Who does your system train you to be?
- ▶ What patterns exist?
- ▶ What beliefs do you hold?
- ▶ Environmental realities



Strengthening Optimism

Strategy: notice the good with the bad

- ▶ 3 Good Things
 - ▶ Seligman 2005.
- ▶ Rituals and acknowledging Endings

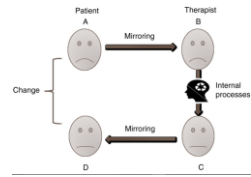


Awe

Keltner & Haidt, 2003

How can sitting with suffering affect us?

Lending out your frontal lobe



Emotional Contagion



Reactions to suffering

		Fx	Example	Outcome
Contagion	Emotion mirroring w/o awareness	Social synchrony	I feel pain	Avoidance, dysregulation, problematic
Empathy	w/ awareness	Provides information, rapport motivates action.	I feel your pain	Shared experiencing
Compassion	Sense of caring and desire for shared positive welfare	Promotes healing	I want to alleviate suffering.	Skillful acts of kindness.

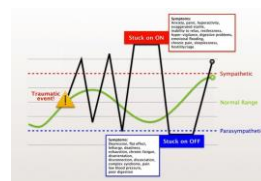
The Spectrum of Sensitivity

Mirror touch synesthesia ←-----→ Alexithymia

- ▶ Empathic Strain
- ▶ (Decety, 2012)



Sitting with traumatized Individuals



WE ARE A FEELING ORGANISM that can THINK AND not THE OTHER WAY AROUND.

-Damasio; Porges, 2010

Mindfulness & Compassion



An Experiment on the Hidden Price of Trauma

LEVY GIGLI AND RICHTER-LEVIN, 2014

How about just faking it?



- Avoiding experiencing one's own emotions were associated with problems in empathy (Singer, 2014)
- Expressive suppression leads to adverse social outcomes. (Gross, 1998a).

Family and Loved Ones



Acceptance

- ▶ The costs of striving too much.
- ▶ Emotional Olympians need special treatment.
- ▶ Your superpower comes with a cost.

$$2 + 2 = 5$$

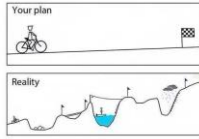
Take Home Points

- ▶ Striving to meet social or organizational norms for success can be problematic
- ▶ Ongoing mindfulness and intentional regulation is now essential.
- ▶ Our physical sensations and emotions are provide valuable data.
- ▶ You can't cheat nature (at least not permanently).



Take Home Points cont.

- ▶ Most organizations will not build a sustainable work practices into their systems.
- ▶ Not all strategies are equal.
- ▶ You need a plan and way to monitor its effectiveness on you. Failure is expected.
- ▶ There are some inevitable costs to caregiving (and huge benefits). What we do will impact us.



Action Plan for Wellbeing

BURNOUT AWARENESS AND ACTION PLAN

	Thoughts	Emotions	Sensations/Feelings	WELL-BEING
Green				
Yellow				
Red				

Resources on www.ucebt.com

- ▶ The Duke Patient Safety Center
- ▶ Standing on the Edge by Joan Halifax
- ▶ Doctors for Doctors Burnout Questionnaire
- ▶ Connor Davidson Resiliency Scale-25
- ▶ Emotional Agility- Susan David
- ▶ ACT for Burnout



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