

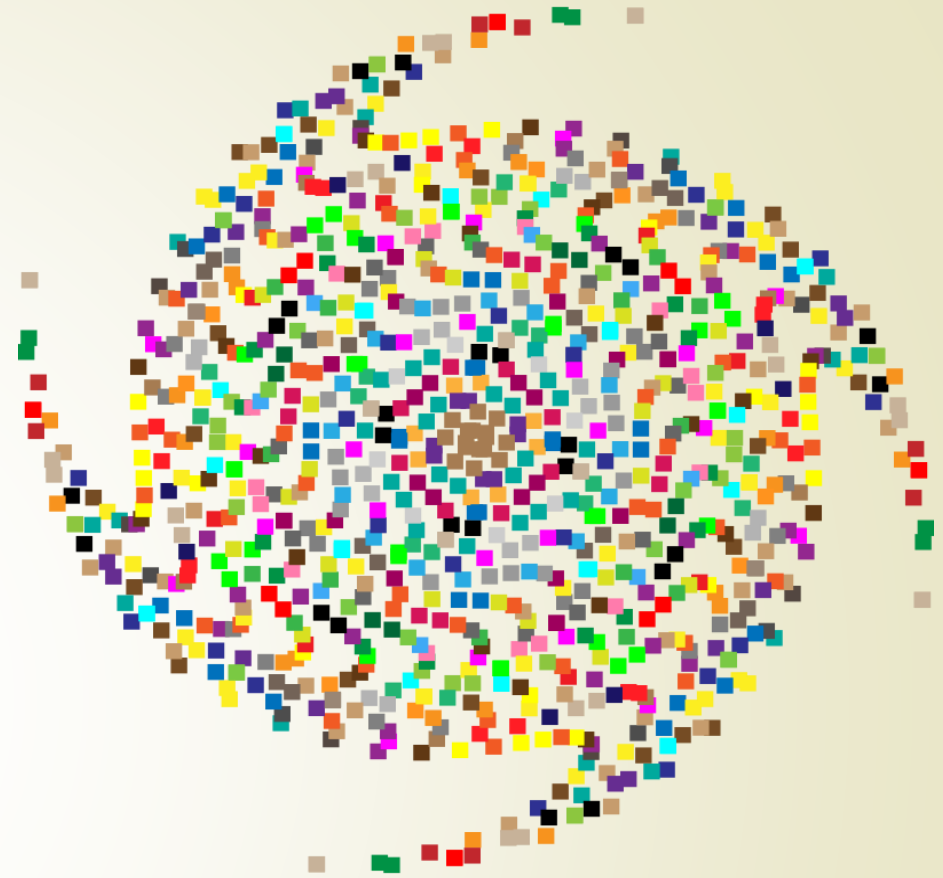
Happy Halloween!

What is the costume or character you would like to be (or were) for Halloween this year? Reasons are optional. 😊 Spiraling Up: The Ethics of Self Care will start shortly!





Spiraling Up
re:con



The Ethics of Self Care

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Michigan Rehabilitation Association
November 2022



Rosanne Renauer

Long term MRA, MAMRC and NARL member Join NARL 😊

PhD Rehabilitation Counselor Education May 2021

35 + Years at Michigan's state vocational rehabilitation services agency... Central Administration and Field Services

Invited to speak at International Vocational Rehabilitation Conference in Taipei, Taiwan

Management Philosophy

“Go to the people. Learn from them. Live with them. Start with what they know. Build with what they have. The best of leaders when the job is done, when the task is accomplished, the people will say we have done it ourselves.” -Lao Tzu





Just Breathe....

- Ujjayi breath aka Ujjayi Pranayama, the vital life force prana (pronounced oo-jai) also known as Box Breathing
- Inhalation and exhalation are both done through the nose for similar counts
- "the ocean breath", "victorious breath"
- **stay present, self-aware and grounded**



Learning Objectives

- ▶ **Identify and learn how to meet a primary ethical obligation to remain competent in practice**
- ▶ **Understand and apply four foundational principles: Flourishing, intentionality, reciprocity in care of self and others and integration of self-care into life.**
- ▶ **Recognize stressors, the impact of stress and how to build coping skills and resilience through meaning**
- ▶ **Identify effective personal and workplace strategies that result in positive support to wellness.**
- ▶ **Understand the impact and role of individual leadership in pursuit of wellness and building resiliency skills.**



Ethics- Do the right thing

- ▶ A system of beliefs that affect behavior
- ▶ Professions usually have a code of ethics that support the “right” actions
- ▶ A standard of behavior to be met
- ▶ Conflict between your personal ethics and job expectations can create conflict and burn out

Self Care as an Ethical Imperative

- **APA** code of ethics 2.06, parts A. B.
- **CRC** code of ethics
 - CRC A.1 **Welfare of those served**
 - A.1.Primary responsibility
 - CRC D.1. **Professional Competence**
 - D.1. d Avoiding harm
 - D.1 e. Monitoring Effectiveness
 - CRC D.3. **Functional Competence**
 - D. 3. a. Impairment
- **ACA** code of ethics C.2.G
-counselors engage in self-care activities to maintain and promote their own emotional, physical, mental, and spiritual well-being to best meet their professional responsibilities.



The Commission on Rehabilitation Counselor Certification

Adopted in September 2016 by the Commission on Rehabilitation Counselor Certification for its Certified Rehabilitation Counselors. This Code is effective as of January 1, 2017.

D.1. Professional Competence

d. Avoiding Harm. Rehabilitation counselors act to avoid harming clients, students, employees, supervisees, and research participants and to minimize or to remedy unavoidable or unanticipated harm.

e. Monitoring Effectiveness. Rehabilitation counselors continually monitor their effectiveness

as professionals and, when necessary, take steps to improve performance through supervision, consultation, peer supervision, or input from other sources.

The Commission on Rehabilitation Counselor Certification

Adopted in September 2016 by the Commission on Rehabilitation Counselor Certification for its Certified Rehabilitation Counselors. This Code is effective as of January 1, 2017.

A.1. Welfare of Those Served a. Primary Responsibility.

The primary responsibility of rehabilitation counselors is to respect the dignity of clients and to promote their welfare. Clients are defined as individuals with or directly affected by a disability, who receive services from rehabilitation counselors.

D.3. Functional Competence

a. **Impairment.** Rehabilitation counselors are alert to the signs of impairment due to their own health issues or personal circumstances and refrain from offering or providing professional services when such impairment is likely to harm clients or others. They seek assistance for problems that reach the level of professional impairment, and if necessary, they limit, suspend, or terminate their professional responsibilities until it is determined they may safely resume their work. Rehabilitation counselors assist colleagues or supervisors in recognizing their own professional impairment, provide consultation and assistance when colleagues or supervisors show signs of impairment, and intervene as appropriate to prevent harm to clients.

CRC D.3. FUNCTIONAL COMPETENCE a. Impairment

- ▶ Counselors are alert to the signs of impairment due to their own health issues or personal circumstances and refrain from offering or providing professional services when such impairment is likely to harm clients or others. (**self awareness**)
- ▶ They seek assistance for problems that reach the level of professional impairment, and if necessary, they limit, suspend, or terminate their professional responsibilities until it is determined they may safely resume their work. (**actively seek help**)
- ▶ Counselors assist colleagues or supervisors in recognizing their own professional impairment, provide consultation and assistance when colleagues or supervisors show signs of impairment, and intervene as appropriate to prevent harm to clients. (**other and self awareness**)



Ethical Violations of Rehabilitation Counselors

Rules Violations

Rule 9.3 (rehabilitation counselors will not allow personal problems to lead to inadequate performance) had 4 violations (7.8%) out of 51 violations between 1993-2006

Third ranking rule violation among rehabilitation counselors 1993-2006

1st is role and relationship boundaries

2nd is client rights and welfare

Analysis of the Reported Ethical Complaints and Violations to the Commission on Rehabilitation Counselor Certification, 2006–2013, Michael T. Hartley, PhD and Brenda Y. Cartwright, PhD, Rehabilitation Counseling Bulletin, Vol 58, Issue 3, pp. 154 – 164, First Published July 24, 2014
<https://doi.org/10.1177/0034355214543565>

Definition of Self Care

ongoing practice of seeking positive experiences, healthy choices in order to maintain personal and professional well being

What aspect of the definition is most important or relevant to you?





video

<https://www.youtube.com/watch?v=w0iVTQS8ftg>

Four Foundational Principles for Well Being

- Flourishing
- Intentionality
- Reciprocity
- Integration

Wise, E. H., Hersh, M. A., & Gibson, C. M. (2012). Ethics, self-care and well-being for psychologists: Re-envisioning the stress-distress continuum. *Professional Psychology: Research and Practice*, 43(5), 487.



Flourishing Versus Survival

Broad Array of Possibilities in your personal and professional life

Resilience Building and Responsiveness

Positive Orientation

Maintaining the Status Quo is NOT “good enough”





Flourishing Versus Survival AKA Less Stress, More Joy

- 1. Recognize what is causing your stress
- 2. Plan ahead to reduce stress in the moment
- 3. Create boundaries so you have room and time for yourself
- 4. Connect with others
- 5. Practice deep breathing and or mindfulness
- 6. Add more joy!

Health and wellness: What does it mean to you?

Happiness: What is happiness, and does it exist on a continuum?
What does it mean to you?

Success means different things to different people. What does it mean to you?

The Year of No Nonsense by Meredith Atwood: How to get over yourself and on with your life.



Flourishing

Three areas of life working together toward a common goal, **a life of purpose**



Intentionality



Informed Choice

Decision making

With meaning, not
grasping at straws

Intentionality is acting with a sense of capability.
Choosing from among a range of alternative actions,
thoughts, and behaviors in responding to changing
life situations.

Reciprocity

- ▶ Win-Win
- ▶ Process of dynamic exchange of lifestyle attitudes and practices between counselor and client
- ▶ The health and maturity of the teacher/counselor is essential for cultivating the health and maturity of student/client
- ▶ Ethicality of interacting and giving and getting from each other
- ▶ The science of happiness: Helping others leads to happiness and positive outcomes

Integration



- ▶ an act or instance of combining into an integral whole.





How do we move from Survival Mode to Flourishing???


How do we become intentional???

How do we engage in reciprocity???

How do we integrate into a joyful whole??



Finding Meaning

- ▶ Talents, Strengths, Skills and Gifts
 - ▶ Clarify Values
 - ▶ Spiritual Calling
 - ▶ Passion
 - ▶ Goals
 - ▶ Saying No, setting limits
 - ▶ Saying Yes, engaging
 - ▶ Action and Motivation
- 





Mission and Vision

Mission

- a preestablished and often self-imposed objective or purpose
- Example: To live a satisfying life that prioritizes health, family, friends and fulfillment through work.

Vision

- something that you imagine : a picture that you see in your mind; ideal state of affairs
- Example staying engaged in satisfying work with enough time to work out daily socialize twice a week and have enough money to maintain a clean and attractive home
- Example On the water in a warm climate and independently wealthy

What is your life mission?

What is your life vision?





Characteristics of your personal mission statement

1. Short, and Simple
2. Unique to you
3. Creates Expectations
4. Realistic
5. Memorable
6. Active
7. Positive
8. Adaptable
9. Targeted



Personal Worksheet of _____

MY top life priorities are:

- 1.
- 2.
- 3.
- 4.
- 5.

MY Top life values

- 1.
- 2.
- 3.
- 4.
- 5.

MY life vision is

MY life mission is

One thing I will do (or continue doing) towards maintaining professional competency through self-care is

What would your superpower be and why?





Let's talk about STRESS

ABC Strategy

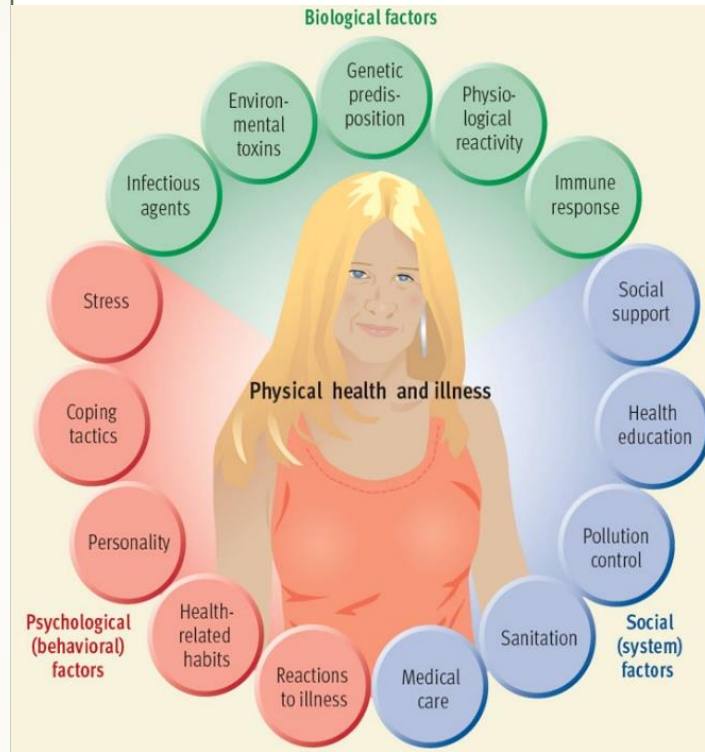
A= AWARENESS
What causes you stress? How do you react?

B= Balance How much can you cope with before it becomes negative stress?

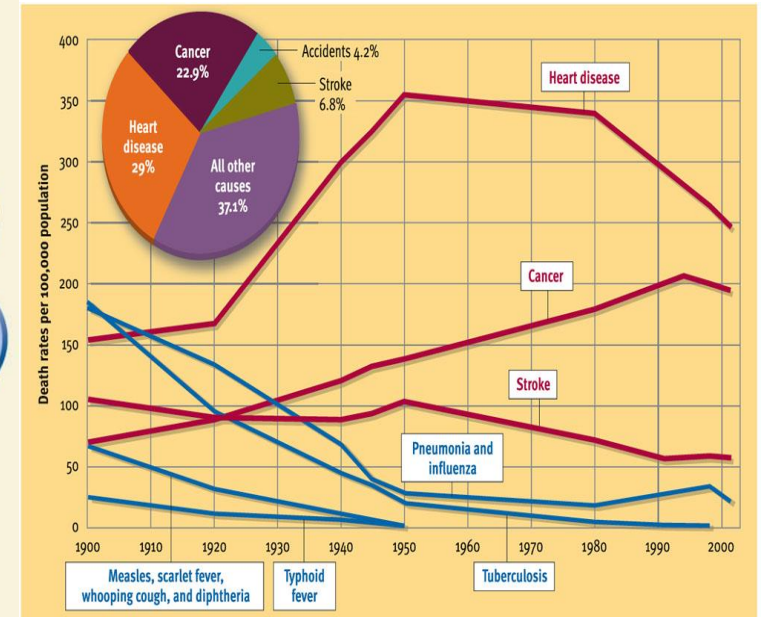
C= Control What can you do to help yourself combat the negative effects of stress?

The Relationship Between Stress and Disease

- Contagious diseases vs. chronic diseases
 - Biopsychosocial model
 - Health psychology
 - Health promotion and maintenance
 - Discovery of causation, prevention, and treatment



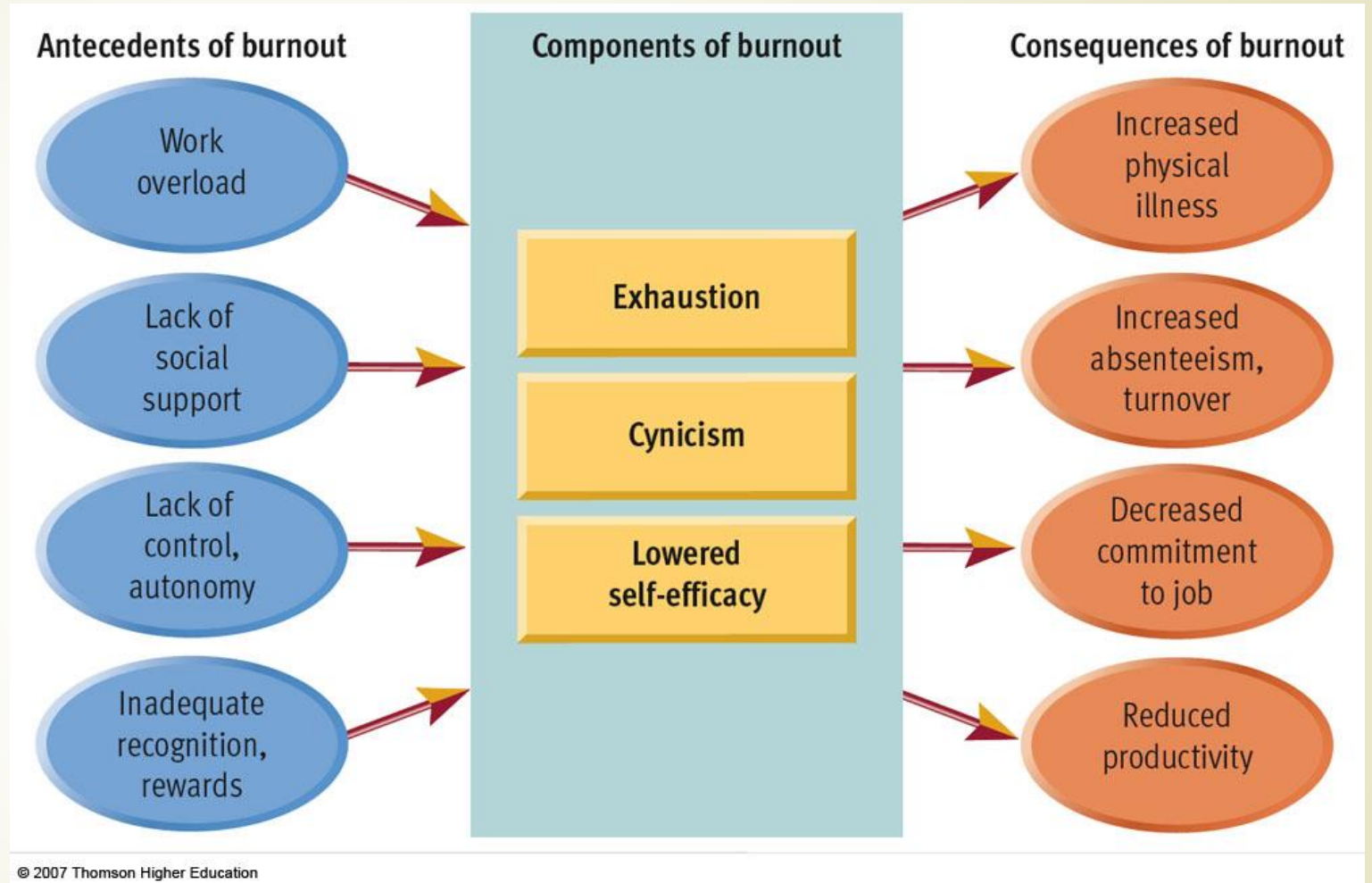
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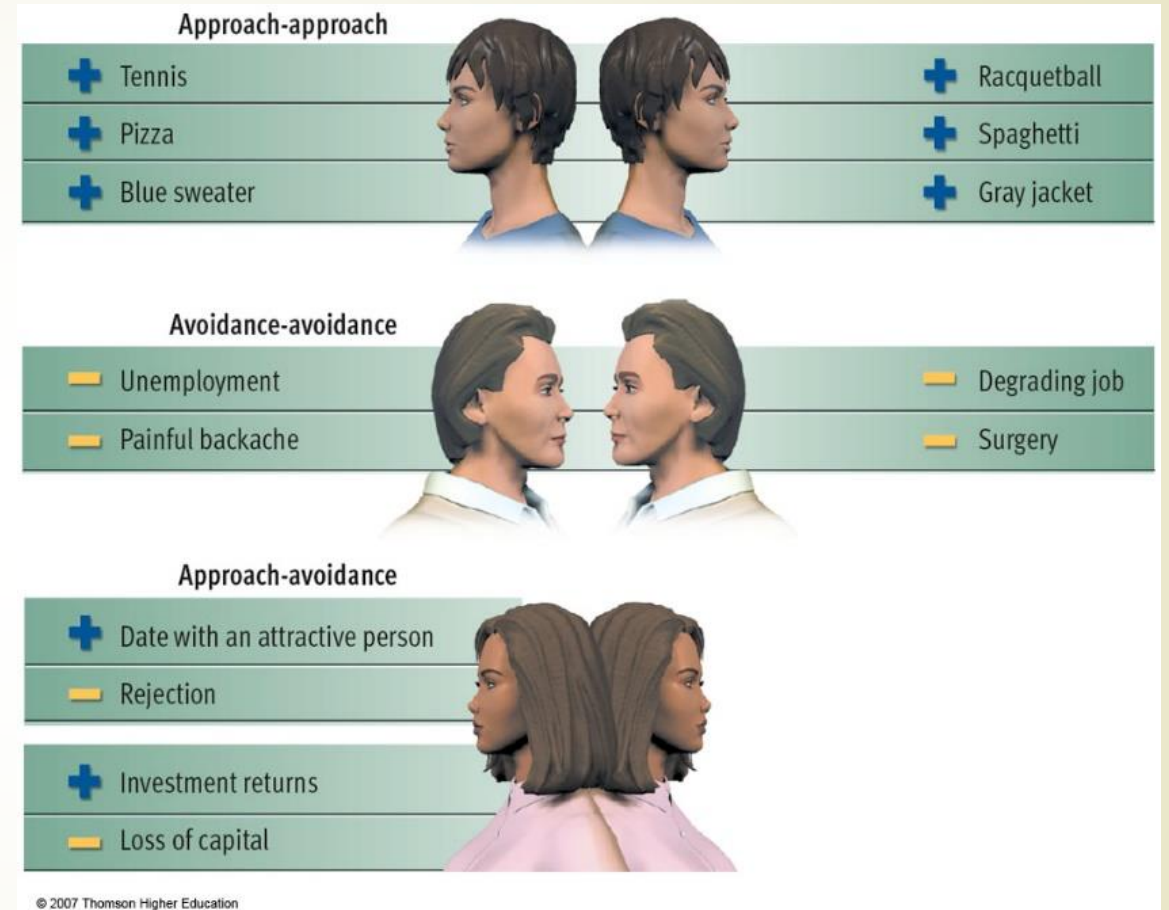
Effects of Stress: Behavioral and Psychological

- Impaired task performance
- Burnout
- Psychological problems and disorders
- Positive effects




Major Types of Stress

- ▶ **Frustration:** blocked goal
- ▶ **Conflict:** incompatible motivations
 - ▶ Approach-approach
 - ▶ Approach-avoidance
 - ▶ Avoidance-avoidance
- ▶ **Change:** having to adapt
 - ▶ Social Readjustment Rating Scale
 - ▶ Life Change Units
- ▶ **Pressure**
 - ▶ Perform/conform





Some Specific Stressors

- ▶ Performance expectations
 - ▶ Client demands and inability to meet demands
 - ▶ Lack of competent support
 - ▶ Bureaucracy
 - ▶ Low job control
 - ▶ Boredom
 - ▶ Coworker conflict
 - ▶ Management-Labor conflict
 - ▶ Second jobs
 - ▶ Marital/Family spillover
 - ▶ **NEW** PANDEMIC and pandemic related stress
- 

Social support

- Increased immune functioning

Optimism

- More adaptive coping
- Pessimistic explanatory style

Conscientiousness

- Fostering better health habits

Autonomic reactivity

- Cardiovascular reactivity to stress



Factors Moderating the Impact of Stress

Implications for treatment

- ▶ Identification of counselors/professionals at high-risk
 - ▶ No penalty or stigmatization
- ▶ Potential interventions
 - ▶ Psychoeducation
 - ▶ Work redesign
 - ▶ Coping skills training
 - ▶ Relaxation training
 - ▶ Conflict-resolution training
 - ▶ Leadership training
 - ▶ Sleep hygiene education

Sustainable Self Care and Wellness is founded on:

- ▶ Spirituality
- ▶ Mindfulness
- ▶ Positive Psychology





SPIRITUALITY





Evidence Based Treatment



Paying attention in a particular way; on purpose, in the present moment and nonjudgmentally



Involves **intention**: purposeful and conscious choice of where and how we direct our attention moment to moment and over the long term



A specific type of attention observing with healthy disengagement one's experiences



Attitudes of non striving, acceptance and curiosity



Mindfulness

Be In The
Moment!



Benefits of Mindfulness

- Increased awareness and valuing of positive and joyful experiences
- Development of a sense of interconnectedness with others
- Recognition of one's own and other's basic goodness and humanity
- Confers psychological, neurological interpersonal benefits
- A little goes a long way!



Positive Psychology

- ▶ Seligman's positive psychology

Positive psychology is the scientific study of what makes life most worth living, focusing on both individual and societal well-being. It studies "positive subjective experience, positive individual traits, and positive institutions...it aims to improve quality of life." It is a field of study that has been growing steadily throughout the years as individuals and researchers look for common ground on better well-being.

<https://www.youtube.com/watch?v=1qJvS8v0TTI>



Self Care Strategies for the Busy Professional

Reframing

Rebranding

Change the way you think about it

Pay attention to the inner dialogue

By re-branding health as well-being, happiness, or quality of life, it is easier to motivate older adults to do the right thing when it comes to self-care behaviors

Self Care Strategies for the Busy Professional

- ▶ TLC Tender Loving Care?
 Therapeutic Lifestyle Change?
 The Learning Channel?

- ▶ The Power of Positive Thinking
 Reframing
 Optimism

- ▶ Laughter
 That's hilarious!



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What are some TLCs? Therapeutic Lifestyle Change

Physical

- ▶ Exercise
- ▶ Nutrition
- ▶ Sleep
- ▶ Meditation and Relaxation
- ▶ Nature break
- ▶ Avoid smoking and heavy drinking

Emotional/Cognitive

- ▶ Social Relationships-Fun
- ▶ Skill building e. g. learning a language, doing something different
- ▶ Pride in Cultural identity
- ▶ Positive thinking – optimism
- ▶ Helping others
- ▶ Not too much screen activity



Coping Skills

➤ Problem-focused coping

- Taking direct action
- Planning
- Suppression of competing activities
- Restraint coping
- Seeking social support

➤ Emotion-focused coping

- Focusing on and venting emotions
- Behavioral disengagement
- Mental disengagement
- Positive reappraisal
- Denial
- Acceptance
- Turning to religion

Self care Apps

Sanvello <https://www.sanvello.com/>

Formerly Pacifica, Sanvello offers clinically validated techniques and support to help you relieve anxiety symptoms

Stop, Breathe and Think <https://www.stopbreathethink.com/>

Helps bring mindfulness to your daily life. Guided meditations and reflective tool

New apps: Aura, Buddhify Calm

Insight Timer <https://insighttimer.com/>

Meditation app complete with guided meditations of varying lengths and themes, talks by meditation teachers and more


Calming Manatee calmingmanatee.com

A picture of an adorable manatee

Stress Busters

- What do you use?
- Is it healthy? What is another technique that you can visualize yourself using?





video
meaning of life

▶ <https://www.youtube.com/watch?v=XCXMXuUDaic>



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<https://video.alexanderstreet.com/watch/mission-joy>
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THANK YOU