



The Intersection of Time Off, Self Care & Team Health

Team Webinar

June 8, 2021

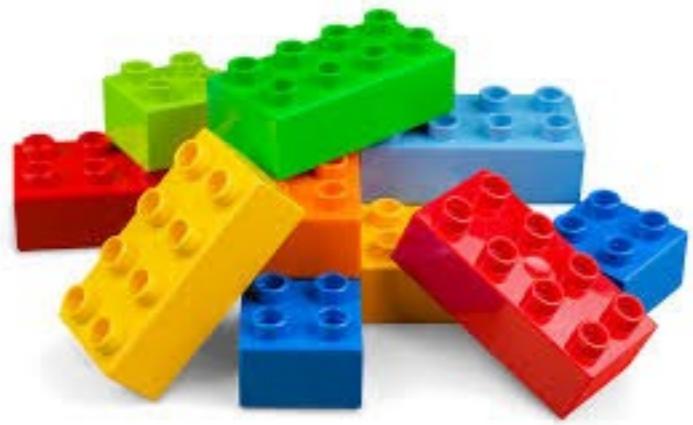


Peer Accountability Session Insights

- Individual perspectives
- Courage for difficult conversations
- Proactive processes

Some Building Blocks





Some Building Blocks

Self accountability includes an element of self care

- a personal element
- a team component
- another element of growing pains

No one disputes the importance of self care.



But....



Can you
relate?

- “It’s rare for me to relax or take time for myself.”
- “I can’t remember the last time I had a good night’s sleep.”
- “I hate disappointing people.”
- “When I’m overwhelmed, tired, or stressed, I rarely think to ask for help.”
- “I sometimes feel foolish about the ways in which I’ve put the needs of others before my own.”

How would you rate the team?

Talent?

Drive?

Loyal?



The High Performing Team



Brigette Hyacinth · 3rd+

Author of Leading the Workforce of the Future

◆ Keynote Speaker ◆

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My new employee asked me one day for time off. I immediately approved it. She was shocked and asked, "Don't you want to know the reason why?" My reply was, "I don't need to know the details. I hired you to get the job done and I trust you to get it done."

You choose how to get your work done. Come to the office fine. 9 to 5? Fine. Work from home. Fine. Leave early. Fine. Work from the garage while they fix your car? Fine.

We are all human. I don't need to know you will be late because of a doctor's appointment, or you are leaving early to attend a personal matter.

It's sad how we have infantilized the workplace so much, that employees feel the need to apologize for having personal lives. I am not a clock watcher. I trust you to get your job done. Keep clients happy. I am happy.

The future lies in flexible work patterns.
Agree?

The Pros & Cons of Team Dedication

- Sharing values and ideas
- Everyone pitches in
- Being part of something great
- We get amazing things done

STRUGGLES

- Don't want to let the team down
- Identity may blur
- Self care may take a back seat
- Letting go can be hard

BENEFITS

PERSONAL ELEMENT

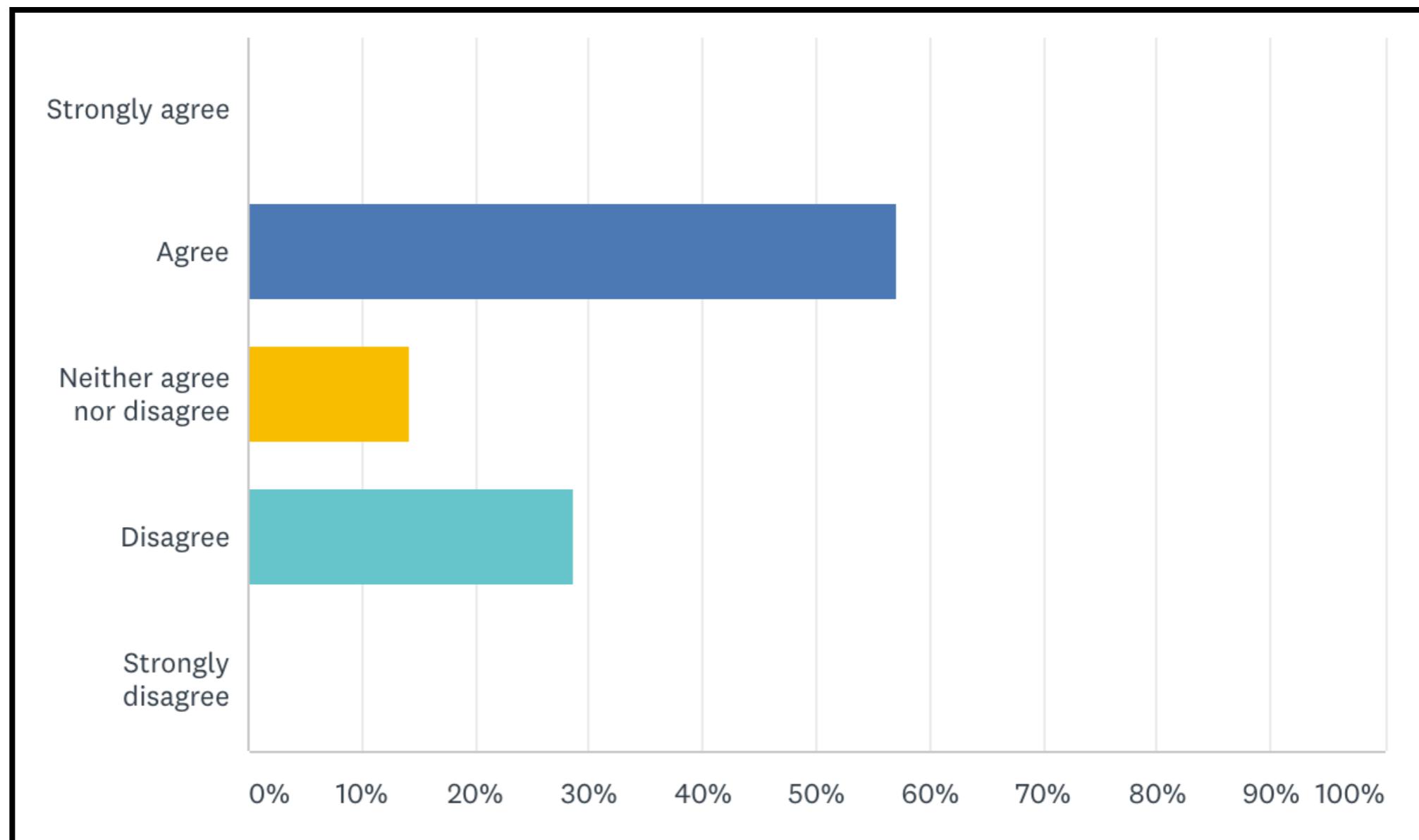
- I have a routine to ensure I practice effective self care.
- I have good self awareness to know when I am taking care of myself mentally, emotionally and physically.
- I welcome a fellow team member to share any concerns with me about my need for better self care.
- I feel welcome to share any concerns with a peer about his/her need for better self care.
- If I struggle to take time off work, it's because:

TEAM ELEMENT

- I believe everyone on our team is willing to have a conversation with a peer about a self care concern.
- Our team's greatest strength in promoting and ensuring healthy self care is:
- Our team's greatest struggle in promoting and ensuring healthy self care is:

Survey says...

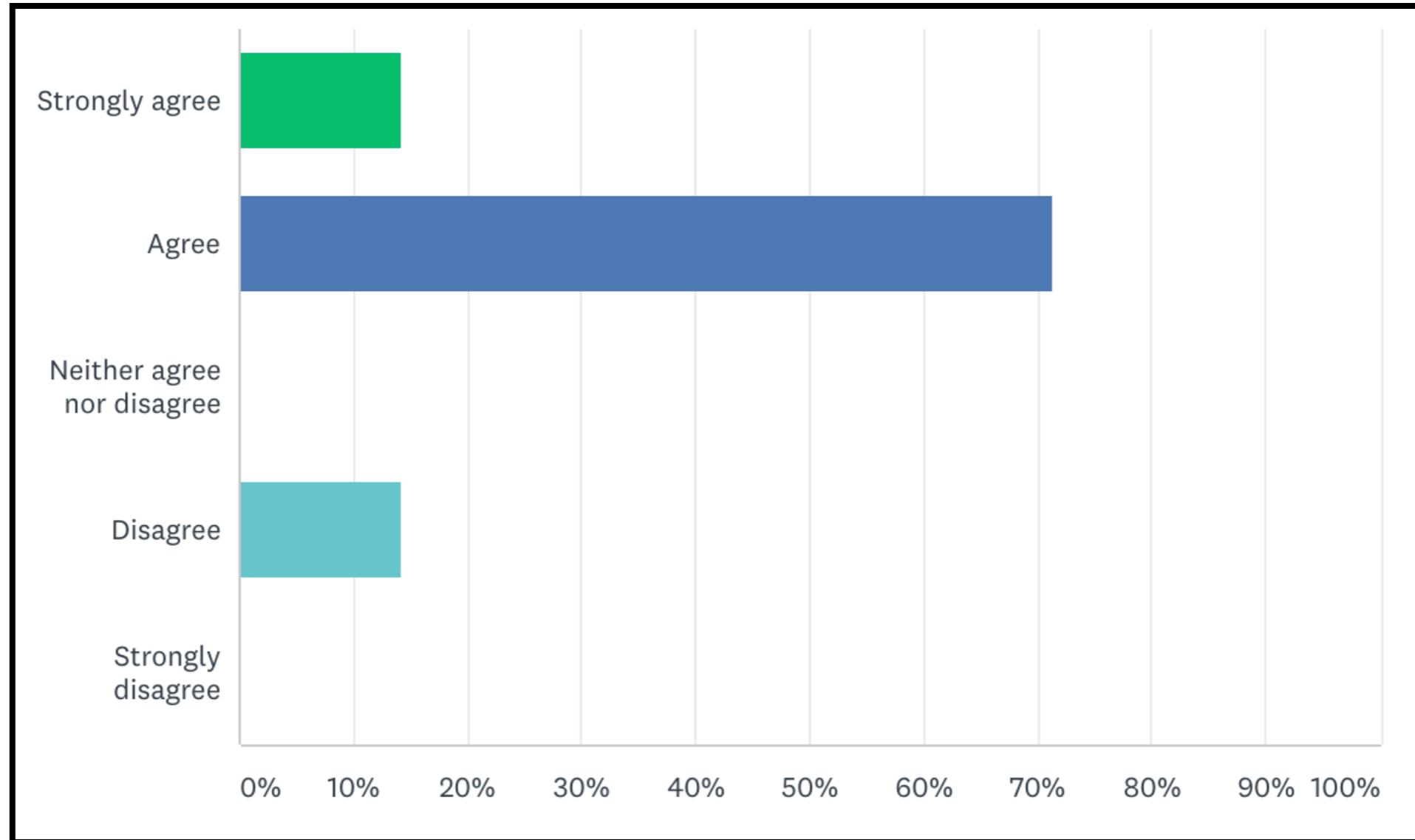
I have a routine to ensure I practice effective self care.



COMMENTS

- I do have a clear routine, but at times I struggle to keep up with it.
- I am not motivated, but am working on this.
- I have a routine/activities. I often let them go when I get stressed out.

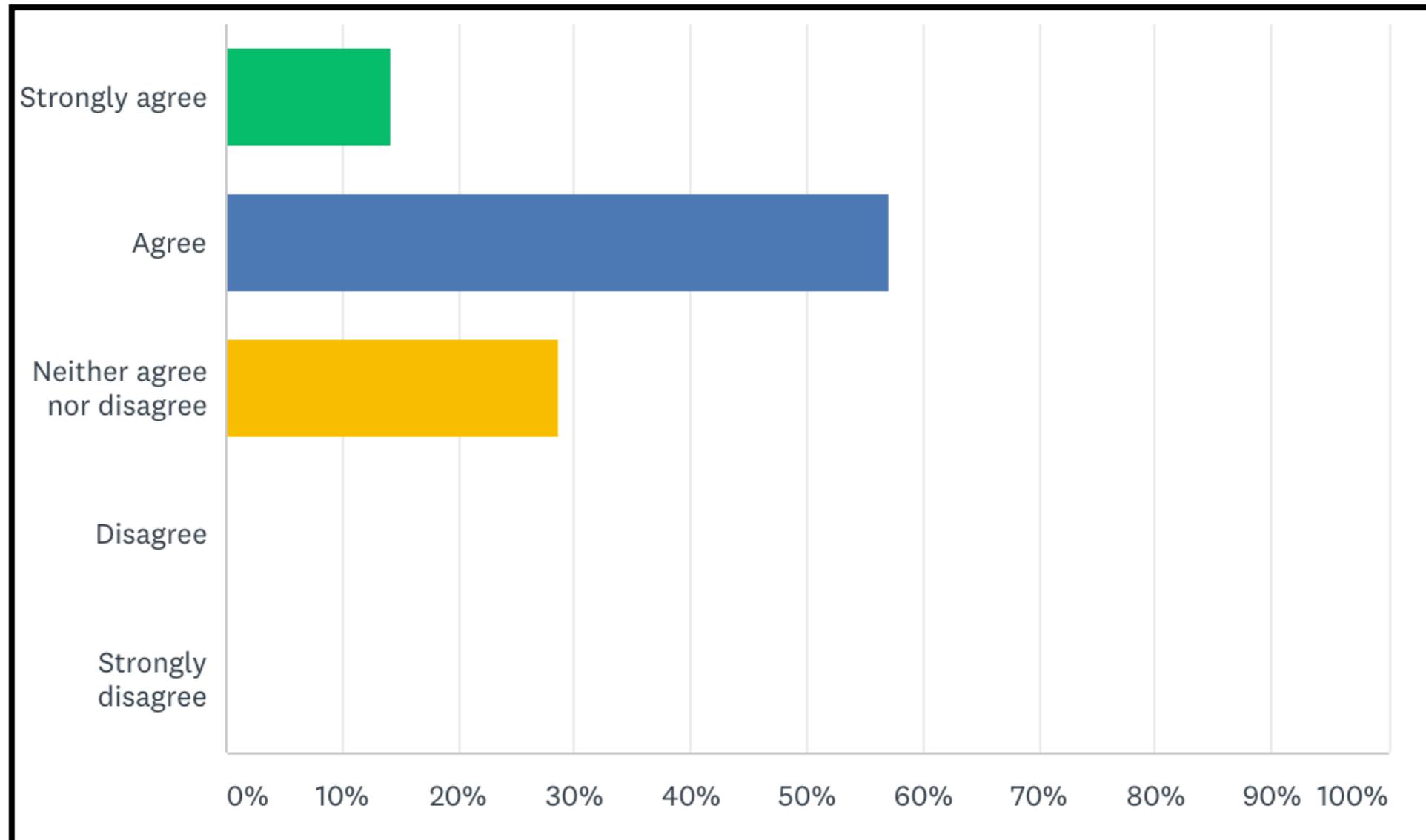
I have good self awareness to know when I am taking care of myself mentally, emotionally and physically.



COMMENTS

- While it is easy to forget in the moment when other things become a priority over self-care at times, when I am not taking care of myself, I am fully aware of the effects and usually act to remedy it when I realize it is lacking.
- I am aware of this.
- I am aware, but often it does not impact my self care activity until later than it should.

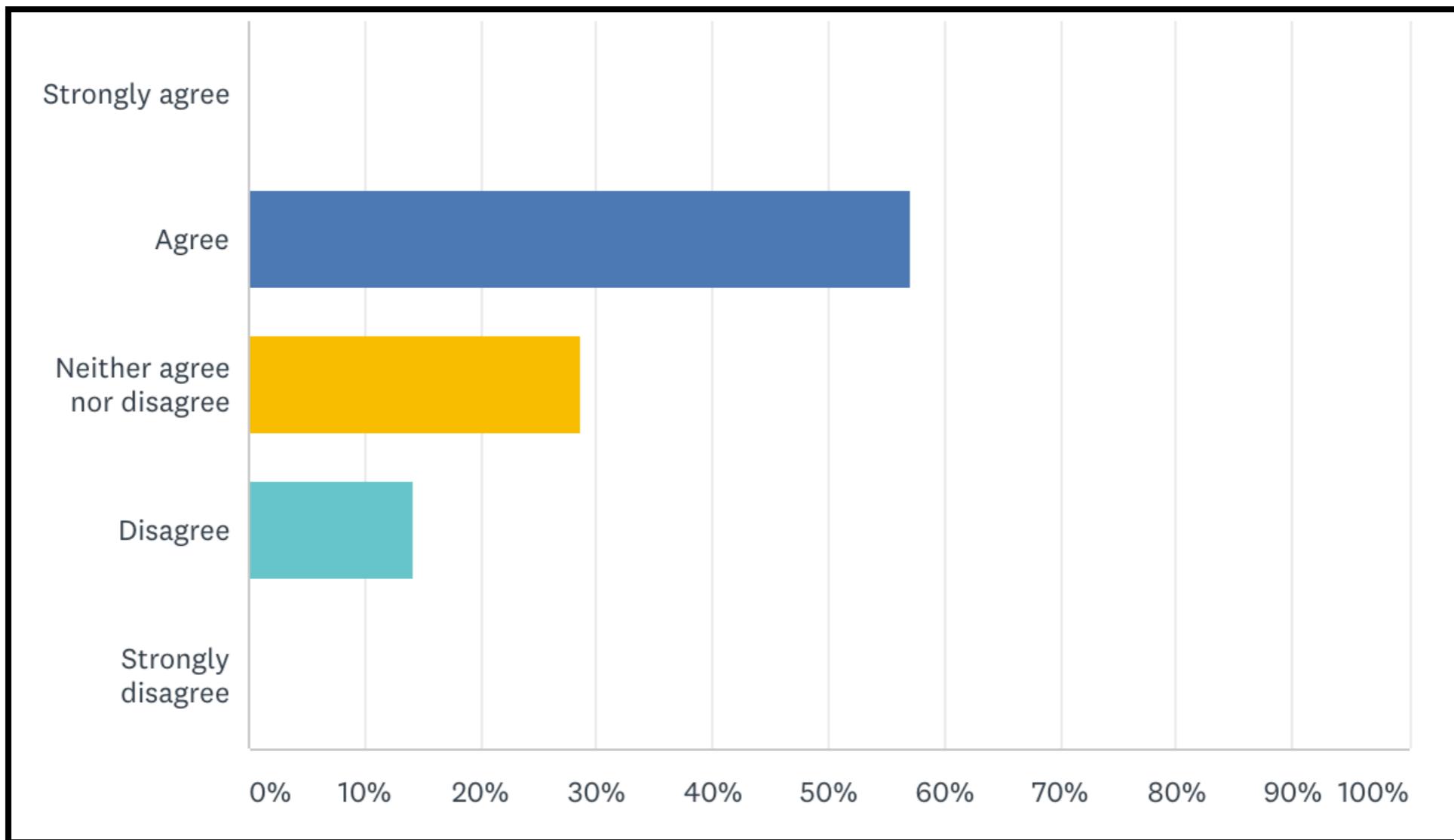
I welcome a fellow team member to share any concerns with me about my need for better self care.



COMMENTS

- It is difficult for me to have someone point things like this out, but at the same time, I appreciate the concern.

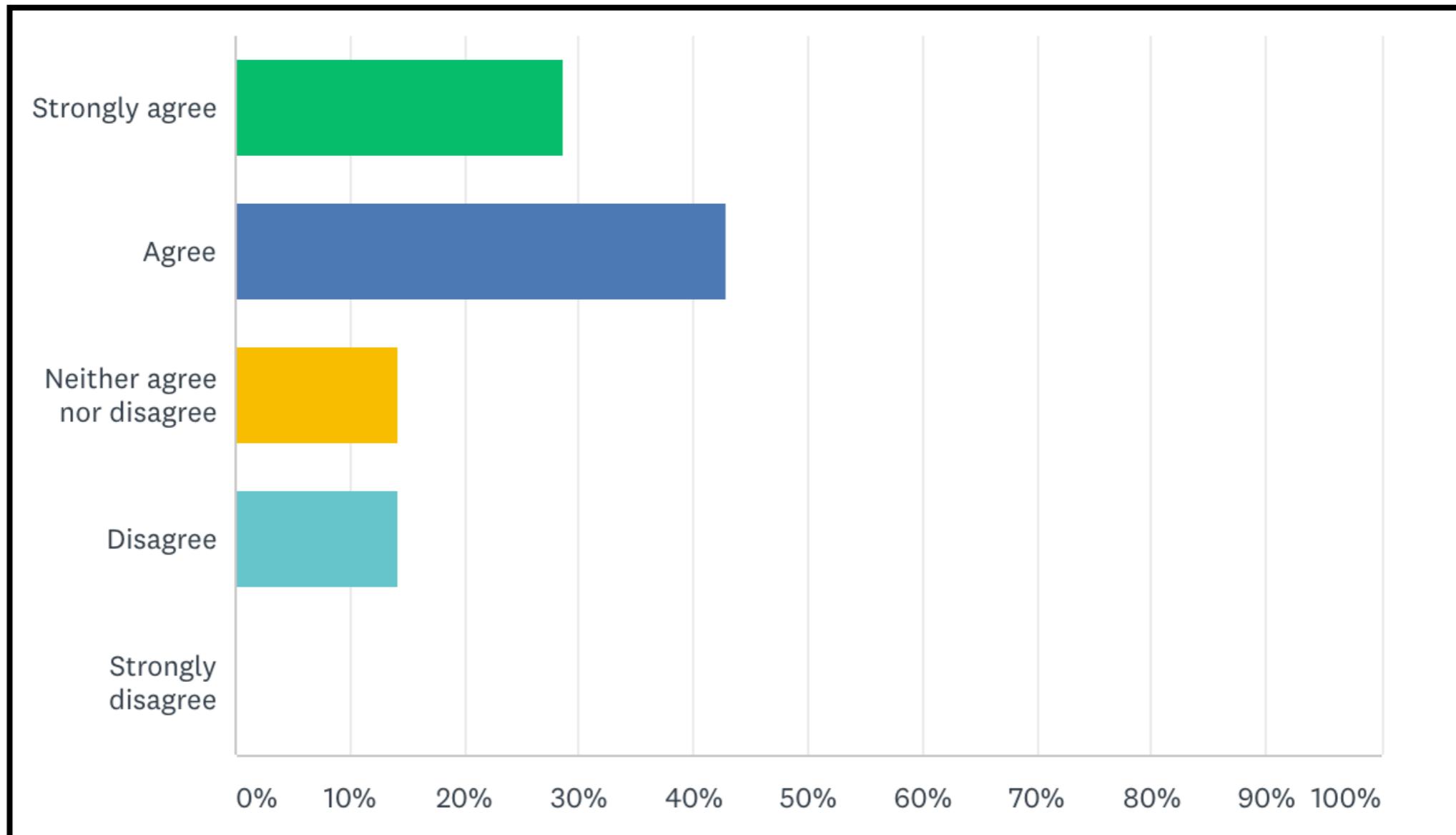
I feel welcome to share any concerns with a peer about his/her need for better self care.



COMMENTS

- I think that our team is close enough to have these conversations, but also know that not everyone wants to talk about these things at work. If I see a peer struggling, then I feel like this would be welcomed and many team members open up when asked.

I believe everyone on our team is willing to have a conversation with a peer about a self care concern.



COMMENTS

- None

If I struggle to take time off work, it's because (choose all that apply):

I don't want to put extra work on my peers in my absence

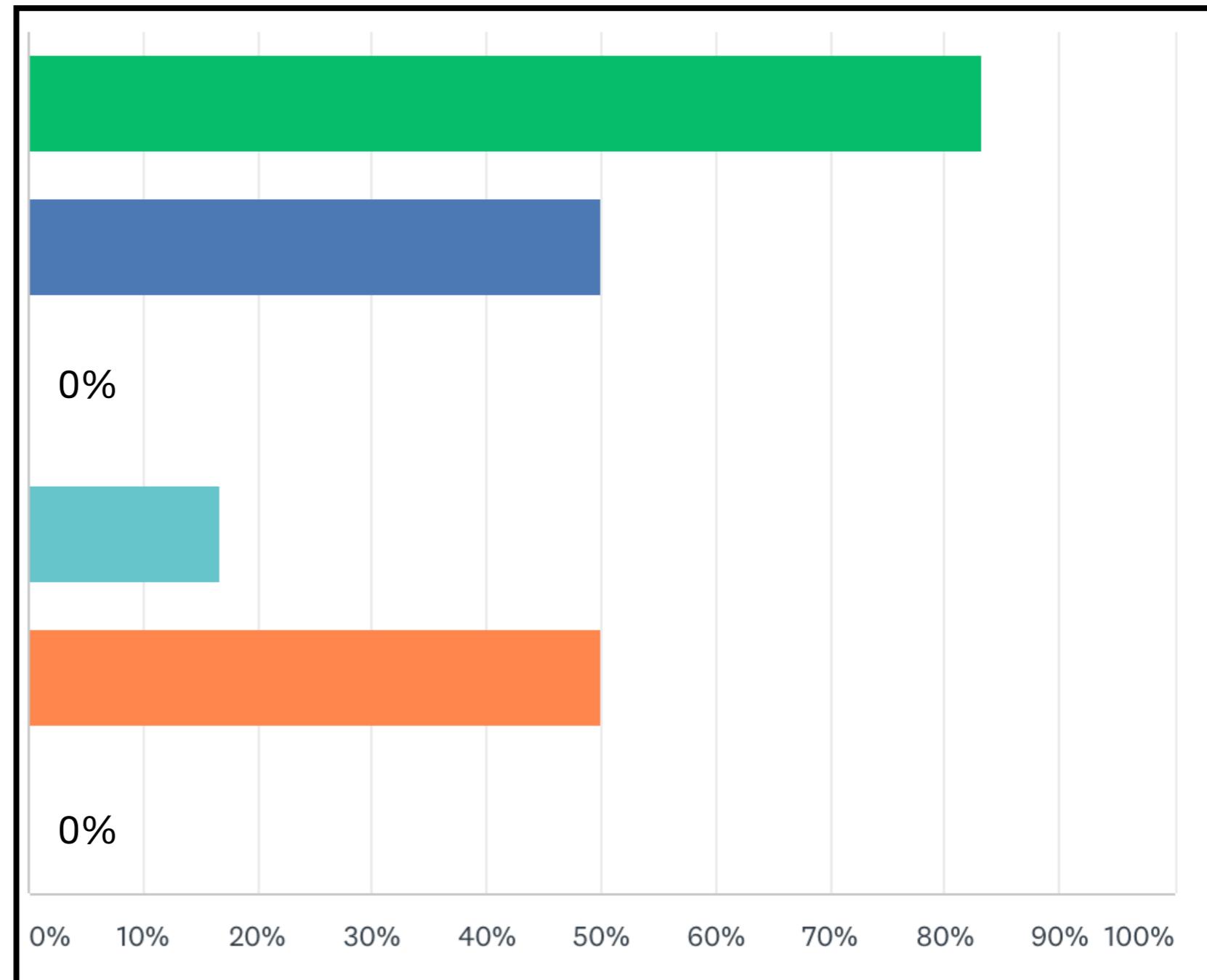
It's difficult for me to step away from my responsibilities

I struggle organizing my work in way others can step in during my absence

I worry someone will drop the ball during my absence

I have too much to do to really take a break

I don't struggle taking time off work



COMMENTS

- I am concerned about taking too much time off. I want to meet hours, let the team know I am in it with them, and be available for support if someone needs help.
- I feel guilty as a leader that taking time off while others are working hard will be resented or sets a bad example.

Our team's greatest strength in promoting and ensuring healthy self care is:

- A sense of community.
- Quarterly Mental Health Days!
- Flexible sick day and requested time off system, and a team that is willing and able to jump in and cover work
- Checking in on each other and being willing to listen
- Open communication at all levels.
- We have a day off specifically for self-care and mental health.
- Consistent open communication in a safe and welcoming environment where everyone wants each other to succeed and prioritize happiness.

Our team's greatest challenge in promoting and ensuring healthy self care is:

- Team size, silos and bandwidth.
- Learning the balance of multi-tasking, prioritizing work, and doing what you can in a day.
- Ironically, the strong focus on teamwork. It becomes much harder to take time off or focus on self-care when you are intricately involved in the work of others.
- Being able to step away and not feel guilty about taking time off.
- Trying to overcompensate taking care of others instead of ourselves.
- Understanding what is permissible... I really like that we have unlimited vacation/sick time, and would not want that to go away. I would like to feel more confident in using it more regularly.
- Full workloads and transferring a team member's workload in their absence can be challenging.

Survey Insights



What are your “light bulb” moments?

Self Care

“the ability of individuals, families, and communities to promote health, prevent disease, maintain health, and to cope with illness and disability with or without the support of a healthcare provider.”

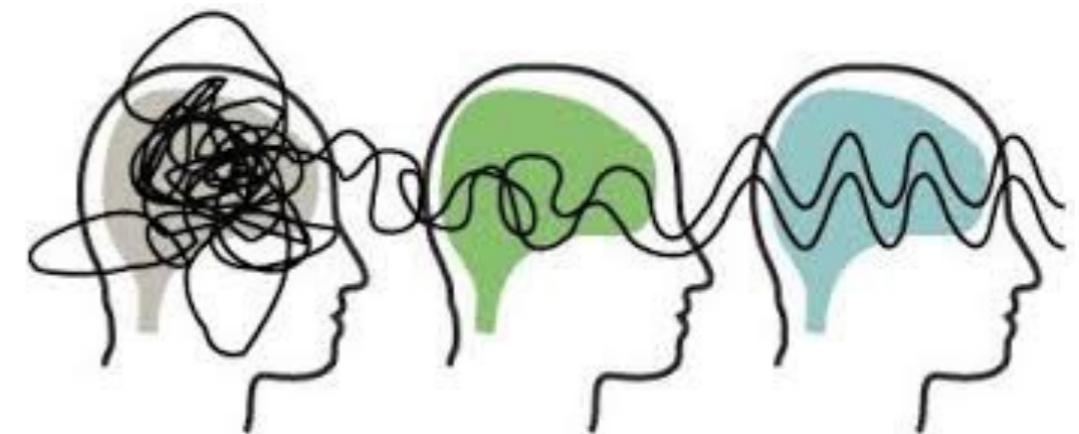
Temporary



You'll benefit from the social connection, but it won't last for very long after you part ways.

VS

Provides more permanent effects because it leads to brain changes. You reap the benefits of mindfulness whether you're actively doing it or not.



Enduring

source: World Health Organization

Peer Accountability Principles

- A willingness of awareness: self & others
- An openness for “concerned” feedback - to give & receive
- Be willing to ask the 2nd question - beyond the surface



what does our team need?