PROMOTING WELLNESS FOR CLIENTS AND HELPING PROFESSIONALS

Tools for Well-Being

Leveraging Partnerships to Implement a Mindfulness-based Curriculum

Presented by: Merced County Human Services Agency
CSU Stanislaus, and Wellness Options, LLC
Presentation Overview

Introduction of Presenters

Experience Grounding/Stretching/Breathing Exercises

County Demographics and Organizational Design

Review History of Partnership

What are Tools for Well-Being?

Pilot Study Groups

Culture of Organization

Outcomes/Findings of Pilot Study Groups

Corporations are Embracing Mindfulness Practices

Benefits of Organizational Mindfulness

Next Steps

Questions and Answers
Introduction of Presenters

Merced County Human Services Agency
Kimiko Vang, Deputy Director
Lorraine Nishihama, Staff Development Supervisor

California State University, Stanislaus
Yvonne Berenguer, Faculty, Master of Social Work Program

Wellness Options, LLC
Maria Velazquez, RYT
Sara Cadalig, MSW, LCSW
Grounding Meditation

Allow yourself to focus your mind to feel more balanced and aware.
Merced County

The 25th Most Populated County in California

Population 268,672
Median Age 30.9
Median Household Income $47,739
Poverty Rate 20.3%
Number of Employees 99,982
HSA and CSU Stanislaus: History of a Successful Partnership

- MSW Internship Placements
- Graduate Students Research
- Community Advisory Board
- Joint Competitive Proposals
The ongoing issue of stress, burn-out and turnover in public agencies
Our desire to reduce stress among social workers and all engaged in the helping profession
Current research of what is working in stress reduction
Creation of “tools” that represent what works in the literature to promote individual well-being
TOOLS FOR WELL-BEING

- Mindfulness-based stress reduction curriculum
- Workshops are 90 minutes, once per week for 8 weeks
- Completely voluntary
- Limited group size – 20 max
- Workshops build on previous classes
- Three sets of curriculum designed to build on previous content
- Goal is to promote and support an organizational culture of well-being
Tools I Workshop

- **All Mom’s Matter Groups** – 18 Participants [October – December 2016 and January – March 2017]
- **Employment and Training Supervisors/Lead Workers** – 9 Participants [June – August 2017]
- **Employment and Training Staff Only** – 20 Participants [August – September 2017]
- **Employment and Training, Administrative Services, Child Welfare, and Adult Services Staff** – 27 Participants, 2 Groups [February – March 2018]
Tools II Workshop

Employment and Training Staff, Child Welfare, and Adult Services
26 Participants (2 Groups) [April – May 2018]

Tools III Workshop

Employment and Training Staff, Child Welfare, and Adult Services
18 Participants [September 2018 – In progress]
TOOLS FOR WELL-BEING

Vision, Mission, Values and Best Practices

Staff Development Program: Professional Growth, including Self-Care

All Mom's Matter Program: Innovation, Client-Centered Prevention and Intervention Program
All Moms Matter (AMM) Program

All Moms Matter Team

Who Are AMM Participants

AMM Services: Boot Camp for New Moms/Various Workshops/One-On-One Services

AMM Support Group

Trauma Informed Approach
Tools for Well-Being
Pilot: Client Outcomes

Tools I Data Only
All Mom’s Group (Hildreth, 2017; Leanos, 2017)

Self-reports of lowered levels of stress

Apply mindfulness to negative situations

Less reactive

Improved interpersonal relationship

Increased self-compassion

Note: Limitation: Small number of participants
All other groups are in process - either data analysis or data collection
Tools for well-being Pilot with staff

Online CALWORKs Appraisal Tool (OCAT) and Secondary Trauma

Supervisors and Lead Workers Pilot

Line Staff Pilot
STUDY FINDINGS: EMPLOYMENT AND TRAINING STAFF ONLY

Lopez-Alejandre, 2018 – quantitative study, comparing participants and non-participants across four domains:

- **Secondary Traumatic Stress** – decreased symptoms
- **Mindfulness** – increased mindful awareness
- **Subjective Well-Being** – improved subjective well-being
- **Coping Mechanisms** – improved coping with stress

Note: Limitation: Small number of participants
All other groups are in process - either data analysis or data collection
ALAMKHHEL, 2018 – QUALITATIVE STUDY OF PARTICIPANTS ONLY:

WELL-BEING WAS SUPPORTED BY THE AGENCY – SEEN AS AN INVESTMENT IN THEM

GAINED SKILLS IN REDUCING SYMPTOMS OF STRESS

BETTER EQUIPPED TO RECOGNIZE OWN EMOTIONAL TRIGGERS WHICH ENABLE ABILITY TO MEDIATE UNPLEASANT FEELINGS AND THOUGHTS

INCREASED FEELINGS OF WELL-BEING

Note: Limitation: Small number of participants
All other groups are in process - either data analysis or data collection
CORPORATIONS AND MINDFULNESS PROGRAMS

FOSTERING EMPLOYEE WELL-BEING

GOOGLE
GENERAL MILLS
TARGET
NIKE
AETNA
INTEL
KEURIG GREEN MOUNTAIN
BENEFITS OF ORGANIZATIONAL MINDFULNESS

REDUCTION OF STRESS

IMPROVED SERVICE DELIVERY

INCREASED PRODUCTIVITY, CREATIVITY

ENHANCES EMPLOYER/EMPLOYEE and CLIENT RELATIONSHIPS

PROMOTES ENVIRONMENTAL WELL-BEING
NEXT STEPS FOR ORGANIZATION

BUILD CAPACITY
TRAINING FOR FACILITATORS
MINDFUL LEADERSHIP/WORK PROCESS/MEETINGS

LEADERSHIP SUPPORTS INNOVATION
WORKPLACE WELL-BEING COMMITTEE
CREATE SPACE FOR STAFF TO PRACTICE

INTEGRATION OF MINDFULNESS PRACTICES
MINDFUL LEADERSHIP/WORK PROCESSES/MEETINGS
Relaxation Meditation
Questions?
Thank you!