

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



Gr o u n d i n g M e d i t a t i o n



*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

Merced County Human Services Agency



HSA and CSU Stanislaus: History of a Successful Partnership

- *MSW Internship Placements*
- *Graduate Students Research*
- *Community Advisory Board*
- *Joint Competitive Proposals*

TOOLS FOR WELL-BEING DEVELOPED BY WELLNESS OPTIONS, LLC

- *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*

Research Pilot Studies

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]*

RESEARCH PILOT STUDIES

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]*

STRETCH & BREATH BREAK



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*

MERCED COUNTY HUMAN SERVICES AGENCY

VISION

Strong, healthy families in a resourceful community

MISSION

To improve the well-being of our community through service and partnership

VALUES

Service

Unwavering commitment to serving the community

Trust

Confidence in the integrity, ability, and reliability of one another

Respect

Demonstrating regard, concern, and esteem for one another

Creativity

Willingness to risk and explore original and imaginative ways of doing things

Responsibility

Being accountable for providing quality service in an ethical manner

BEST PRACTICES

Find Solutions

Remove barriers and connect people to resources

Integrated Services

Provide client focused services in collaboration with community partners

Strength Based Practice

Recognize, value, and build upon people's strengths

Personal & Professional Growth

Support lifelong learning and development

Positive Relationships

Build cooperative, positive relationships with those we serve

Cultural Humility

Provide services in a manner that honors cultural diversity



January 2018

A11 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-Alejandro, 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

PILOT FINDINGS: EMPLOYMENT AND TRAINING STAFF ONLY

ALAMKHEL, 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

A serene landscape at sunrise or sunset. The sky is filled with soft, golden light and wispy clouds. In the background, a range of mountains is visible, with some peaks covered in snow. A dense forest of evergreen trees lines the shore of a calm lake. A thick layer of mist or fog hangs just above the water's surface, creating a dreamy atmosphere. The entire scene is reflected in the still water of the lake. A white rectangular box is centered in the upper half of the image, containing the text "Relaxation Meditation".

Relaxation Meditation



Questions?





Thank you!

