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

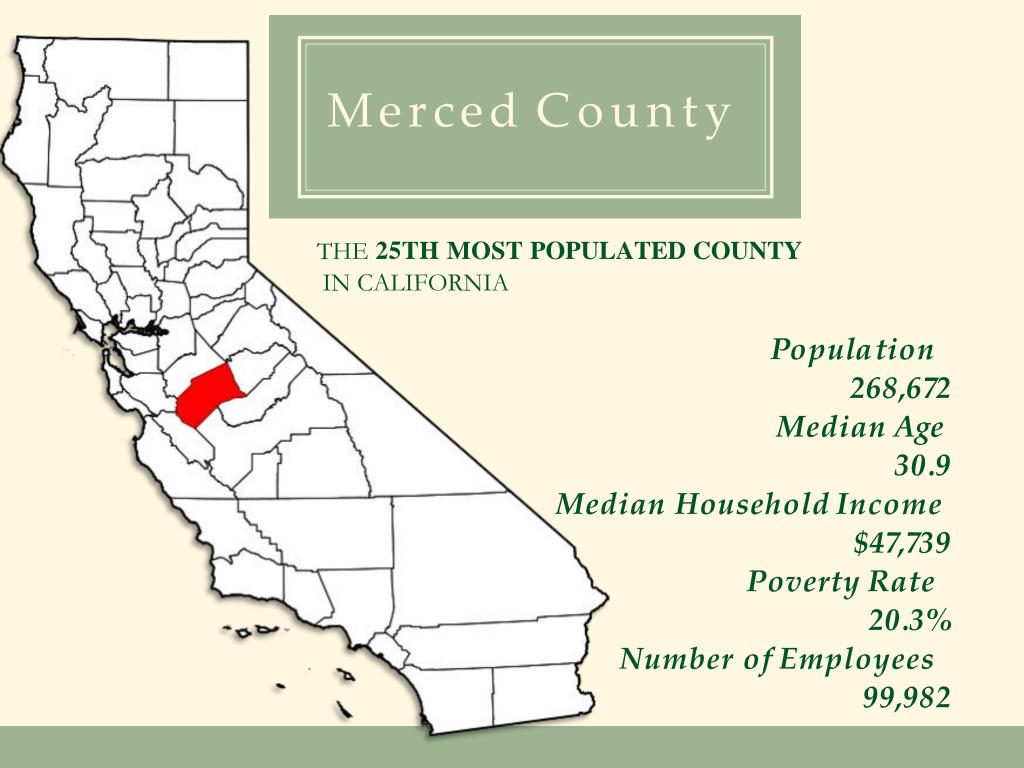
Yvonne Berenguer, Faculty, Master of Social Work Program

Wellness Options, LLC

Maria Velazquez, RYT Sara Cadalig, MSW, LCSW







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 – Inprogress]



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



All MOMSMATTER (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

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

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

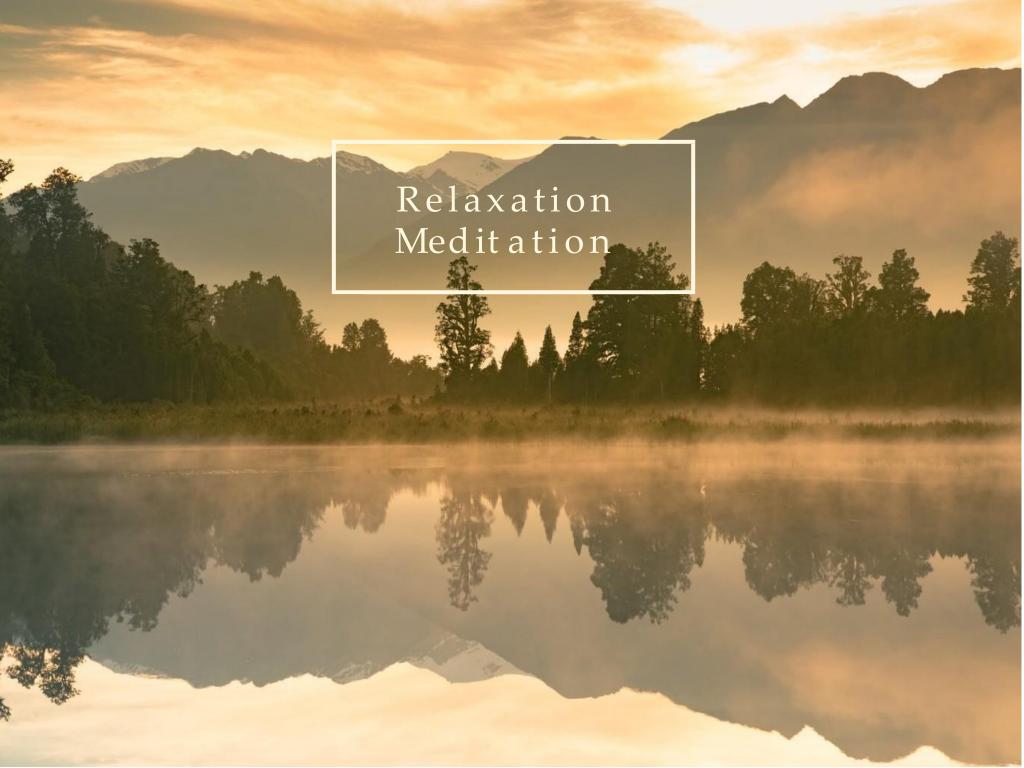
TRAINING FOR FACILITATORS
MINDFUL LEADERSHIP/WORK PROCESS/MEETINGS

LEADERSHIP SUPPORTS INNOVATION

WORKPLACE WELL-BEING COMMITTEE CREATE SPACE FOR STAFF TO PRACTICE

INTEGRATION OF MINDFULNESS PRACTICES

MINDFUL LEADERSHIP/WORK PROCESSES/MEETINGS



Questions?



Thank you!