



thrive808

HSBA WELL-BEING COMMITTEE &
HAWAI'I WOMEN LAWYERS

STRATEGIES FOR RESILIENCE

Dr. Dana Arakawa | March 2, 2022



OVERVIEW

- Logistics: structure of the talk and what to be on the look out for
- The problem: **Burnout** - Symptoms & Causes
- Introduction to **Resilience**
- **Habits** and why they are important
- The **5 Strengths of Resilience**
 - Real-time Resilience

LOGISTICS

What to look out for:

- Polls



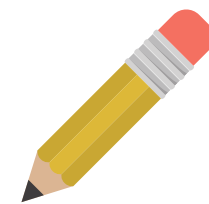
- Research/resource links



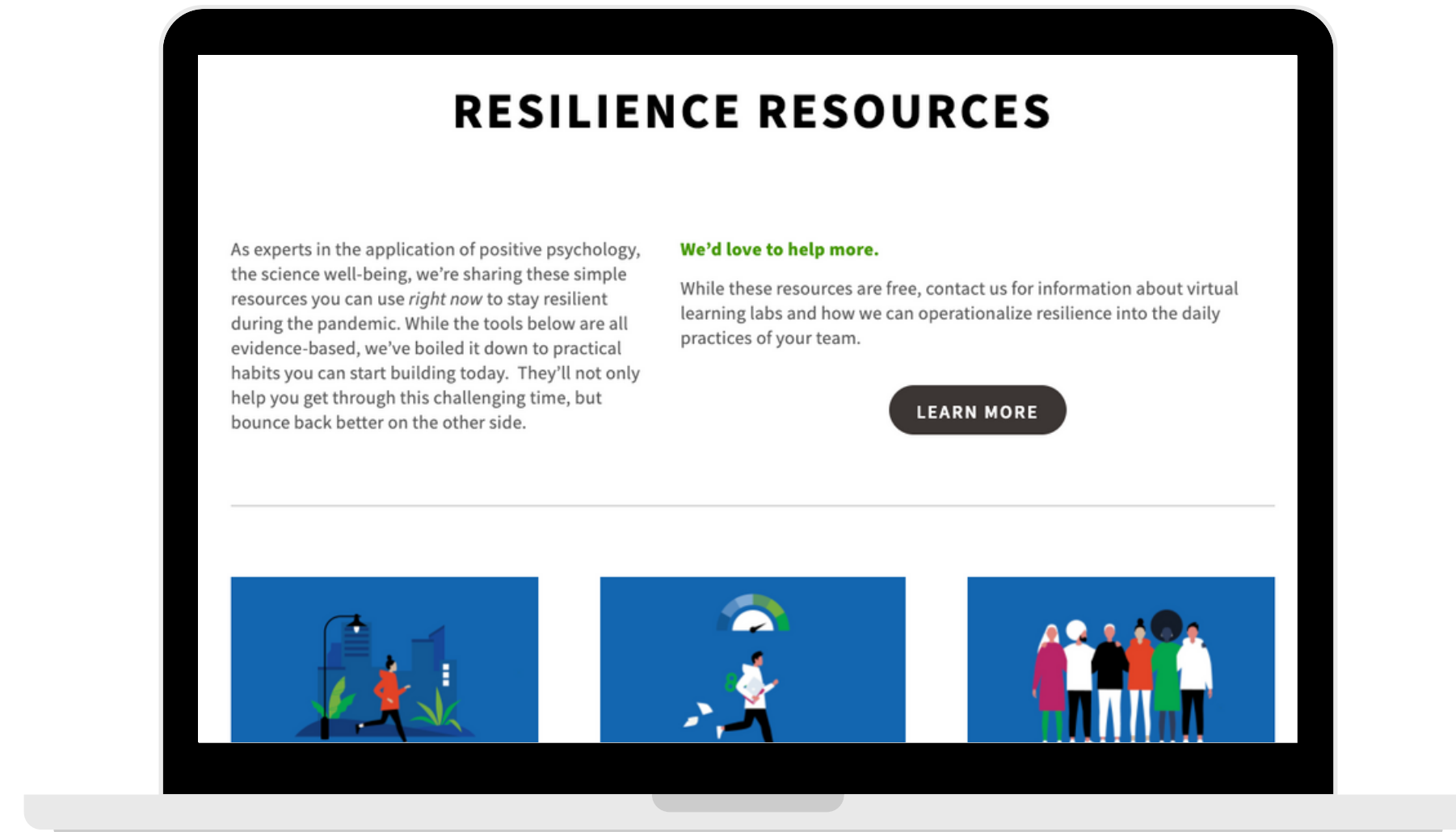
- Take-away tips



- Reflection



- Q&A time



SYMPTOMS OF BURNOUT



1. I feel run down and drained of physical or emotional energy.
2. I have difficulty sleeping.
3. I lack enthusiasm and motivation to do my best on the job.
4. It feels like what I do doesn't matter.
5. Considering my workload, there's no way I could do my job properly.
6. I feel I'm achieving less than I should.





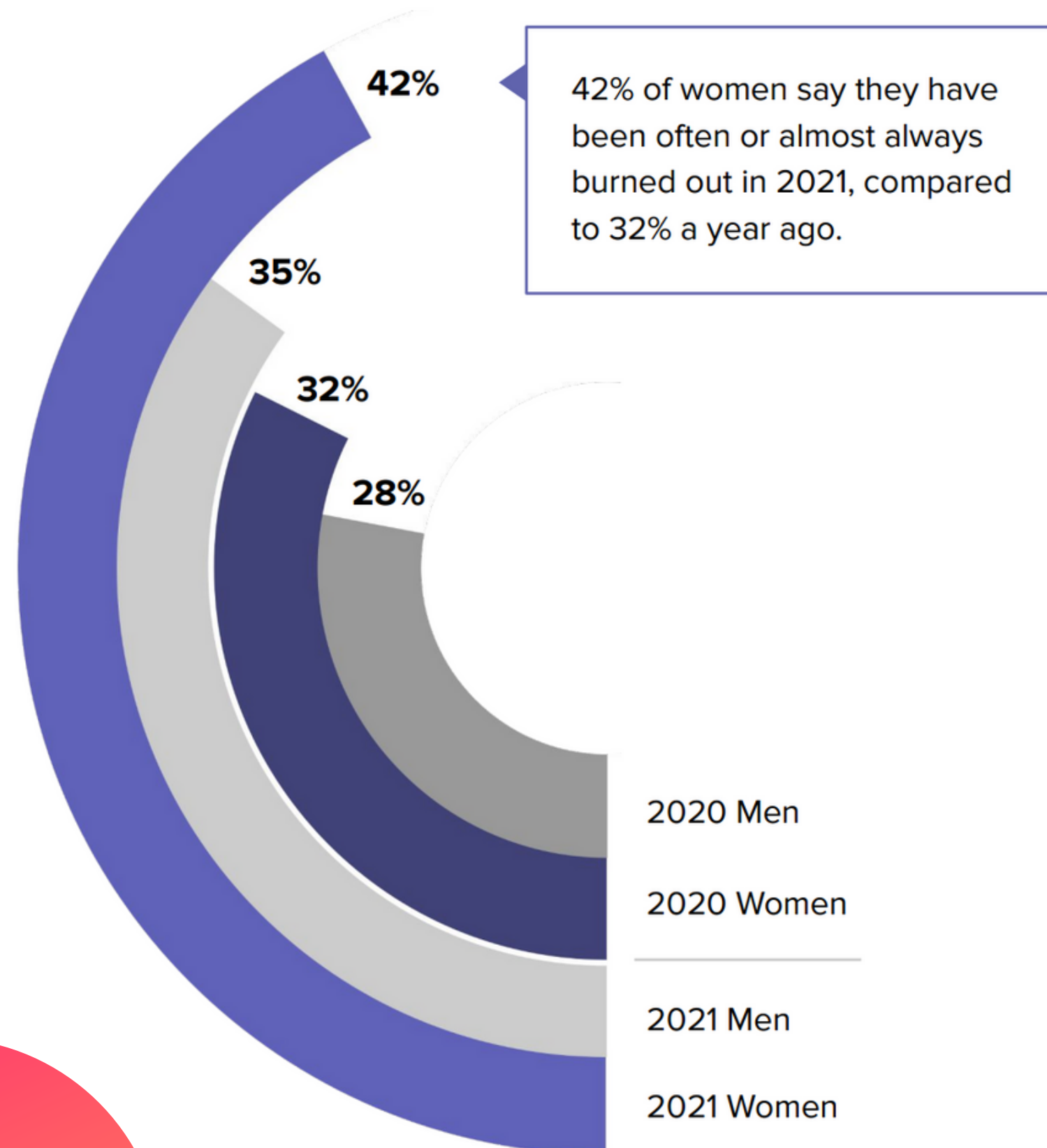
BURNOUT

What is it exactly?

- Defined by World Health Organization as "chronic workplace stress"
- Manifests in three areas:
 - Exhaustion
 - Cynicism
 - Reduced professional efficacy

SHARE OF EMPLOYEES WHO ARE CONSISTENTLY BURNED OUT¹⁰

% of employees who say they are “often” or “almost always” burned out at work



HOW COMMON IS IT?

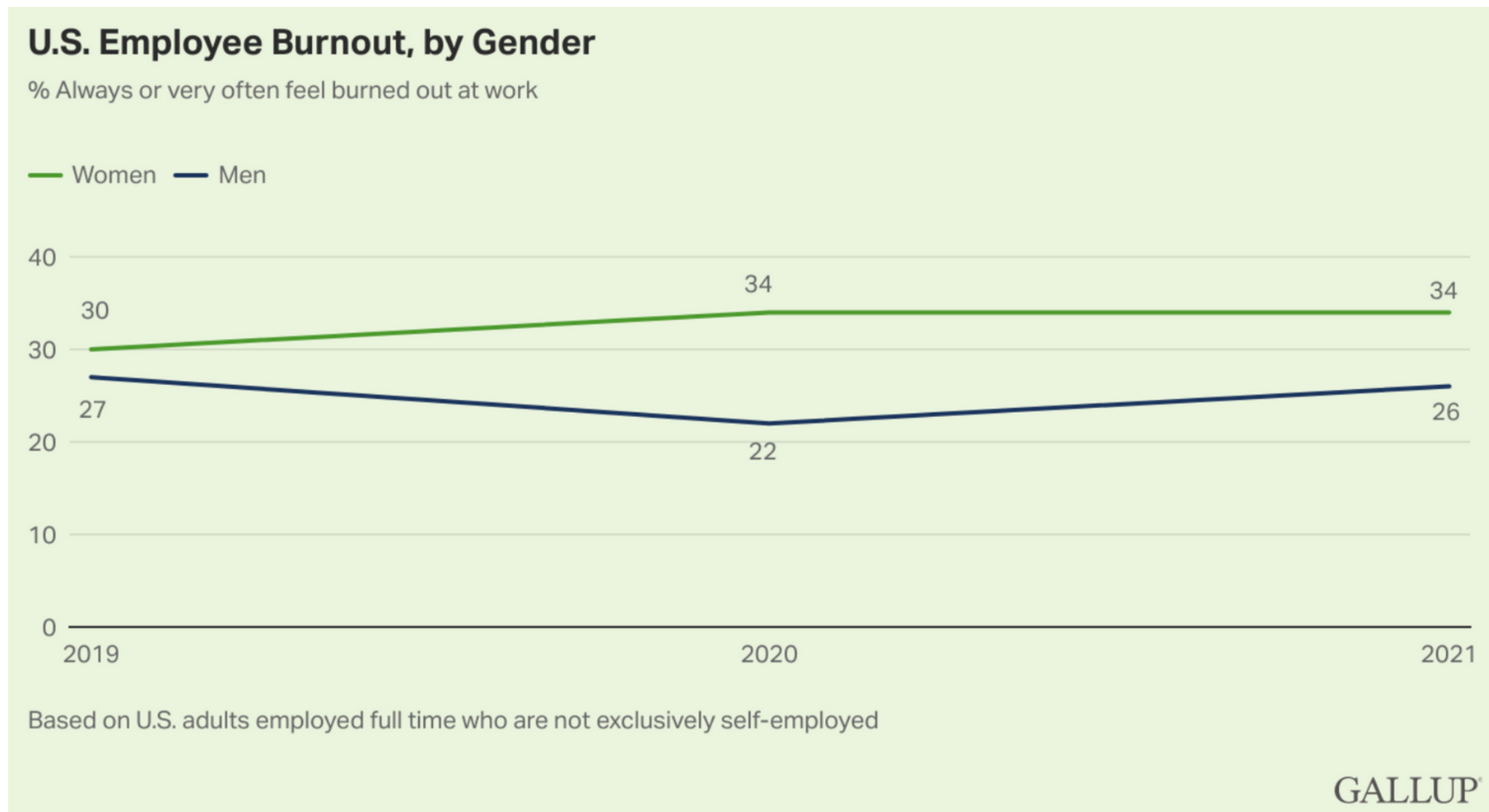
2021 Women in the Workplace Report by McKinsey & LeanIn



HOW COMMON IS IT?



Widening Gender Gap in Burnout - Gallup Data





BURNOUT

Common causes



1. Unsustainable workload
2. Perceived lack of control
3. Insufficient rewards for effort
4. Lack of a supportive community
5. Lack of fairness
6. Mismatched values & skills



BURNOUT GENDER GAP

Why are women more burned out than men?



Remote work

Hybrid work vs. fully on-site or remote



Roles & Responsibilities

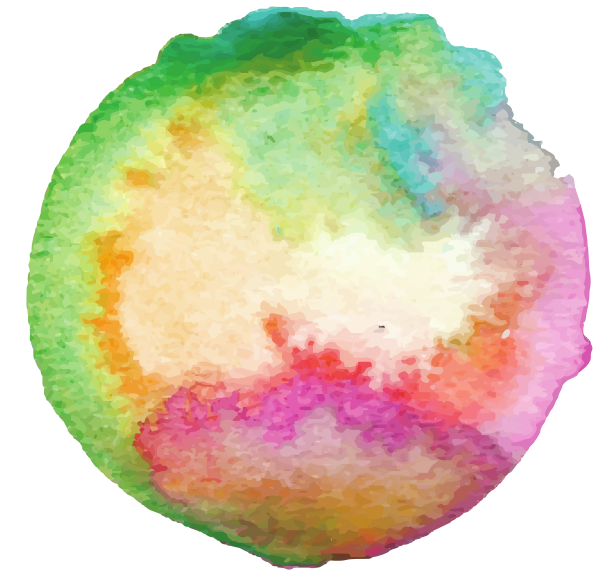
Individual contributors vs. managers



Parenthood

Supervising remote learning, basic chores, childcare



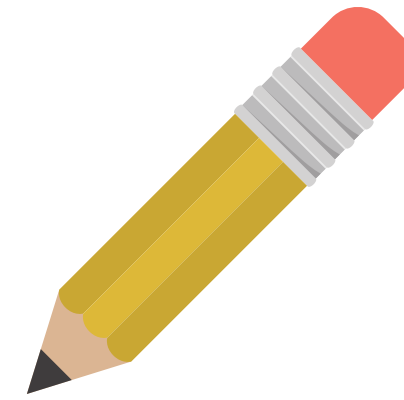


RESILIENCE

Strength + Flexibility



Your turn to reflect:

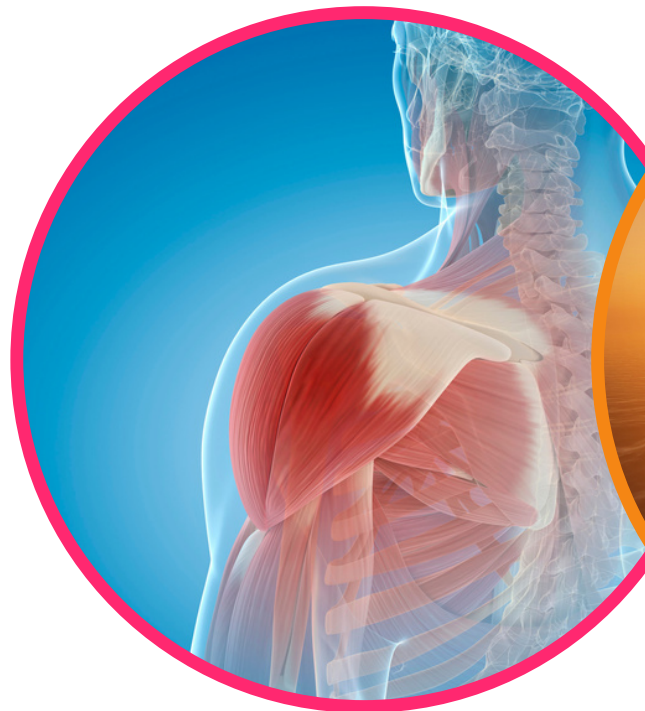
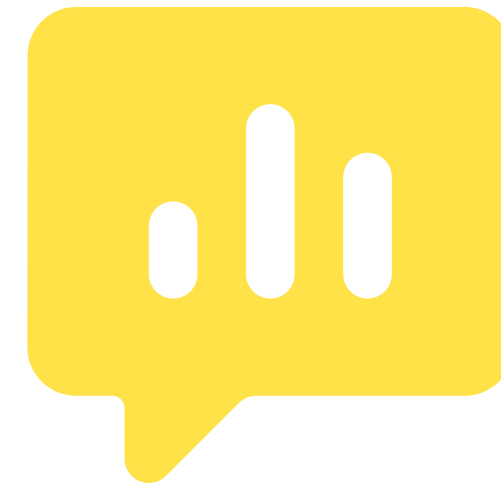


Think about a time when
you were challenged or
under stress.

What did you do first? Did you call a friend? Eat? Go on your phone? Go for a run? Which strategies were "good" in helping you move through the challenge, and which maybe prolonged your feeling down?

5 STRENGTHS

The 5 Strengths of Resilience



Physical



Mental



Emotional



Social



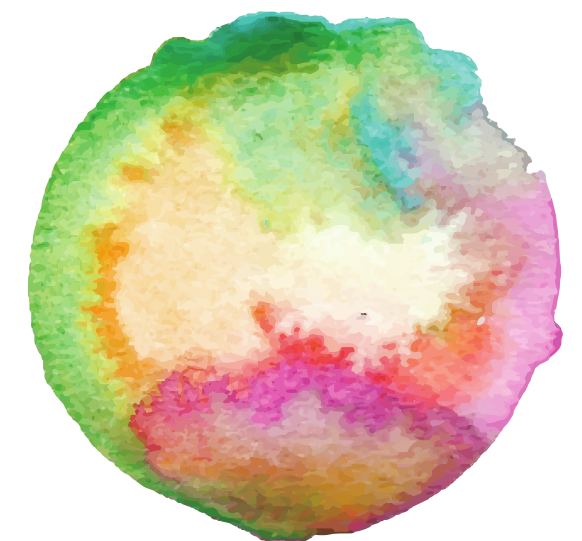
Spiritual

FLEXIBILITY

Letting go & going with the flow



5 Strengths + Flexibility = Resilience



FLEXIBILITY

Taking the process lightly

- Self-compassion, mindfulness, cognitive agility, gratitude, and acceptance, to name a few
- "Angels can fly because they take themselves lightly" - GK Chesterson
- Try a 5-minute self-compassion meditation or exercise



Your turn to reflect:



Think about a time when a close friend felt really bad.

What do you typically do and say? What is your tone?

Now think about times when you are struggling. What do you typically say to yourself, and in what tone? Why do you think we treat ourselves so differently than we would a friend?

SELF-COMPASSION

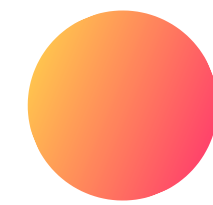
Why is it so hard?

- It is NOT self-indulgence, self-pity, or self-esteem.
- Negativity bias: Roy Baumeister & how bad is stronger than good
- Trust in the research
- Key practice to build emotional resilience: meditation





Q&A





HABITS

The "HOW"

Your turn to reflect:

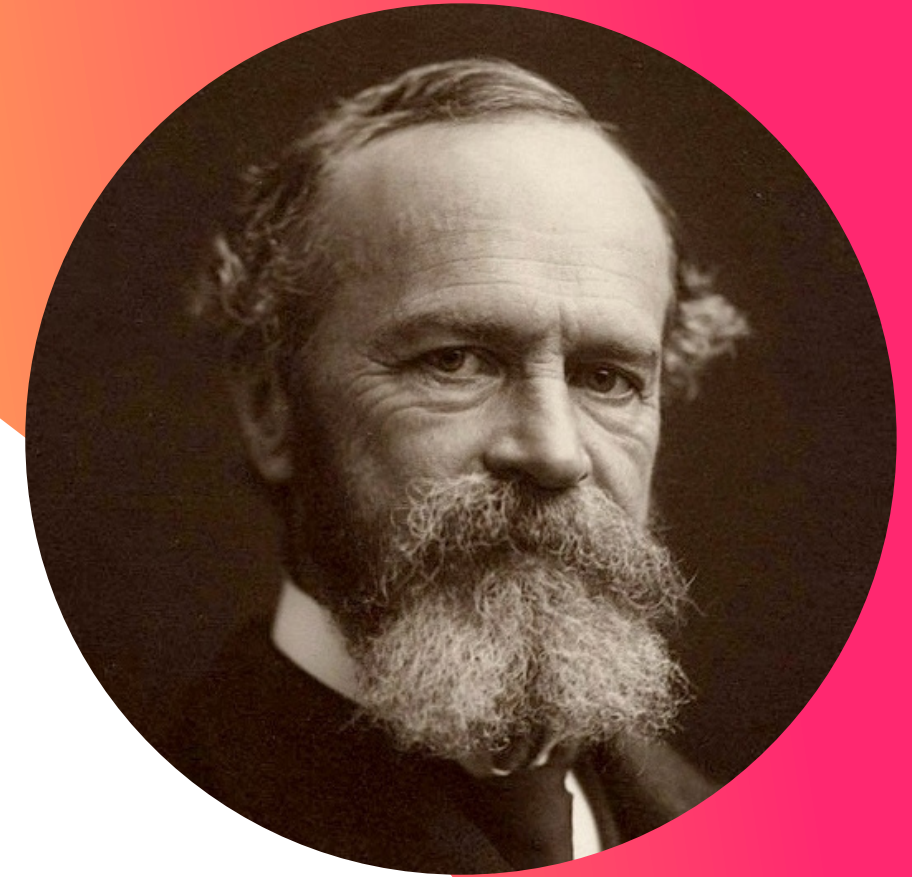


List all the habits you can think of.

What did you do first when you woke up this morning? Did you grab your phone and check your email or social media? If you spend time thinking through your average day from start to finish, you'll probably notice a lot of patterns.

"All our life, so far as it has definite form, is but a mass of habits - practical, emotional, and intellectual - systematically organized for our weal or woe, and bearing us irresistably toward our destiny..."

- William James





HABITS

No silver bullet

- Has captured the attention of both scientists and marketers
- A tiny habit is a behavior you do at least once a day, that takes less than 30 seconds, and requires little effort
- Automate to take away the need for self-control and sustained motivation



HABITS

More like a plant

- Cue, Routine, Reward
- Start with a tiny seed.
- Find the right conditions for it to grow
 - find an existing ANCHOR to cue the new routine.
 - "After I _____, I will _____."
- Nourish your tiny plant so the roots get established (reward)

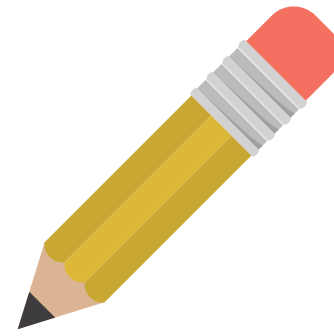


ORGANIZATIONAL HABITS

- An organization is just comprised of individuals, with habits.
- Groups have routines & norms.
- Paul O'Neill and the Keystone Habit that turned Alcoa around
- Starbucks and the LATTE system to replace willpower



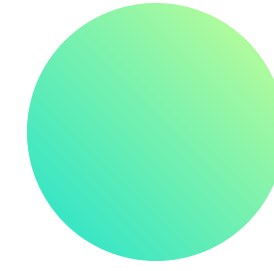
Your turn to reflect:



Can you think of any habits or routines in your team or organization?

For example, teams can form certain patterns of communication, for better or worse. Negative examples include withholding information or gossiping, creating a lack of psychological safety. Positive examples include encouraging each other to build high quality connections.

Q&A



THE HABITS OF RESILIENCE





PHYSICAL

Eat, move sleep, & breathe well

- Practice these tips for "embodied resilience", remembering your body's role in your wellbeing
- Practice mindful eating and take a lunch break (Harvard Medical)
- **Help others:** encourage time for small doses of activity to ward off depression, time in nature

Your turn to reflect:

What are some tiny habits for health you can think of?



- After I [your anchor], I will Set out my vitamins
- After I [your anchor], I will Do two pushups
- After I [your anchor], I will Put on my walking shoes
- After I [your anchor], I will Fill a glass of water
- After I [your anchor], I will Put an apple in my bag

EMOTIONAL

Build positive emotions


- There is a serious science behind positive emotions! They broaden and build your resources
- Create morning/evening rituals, include meditation (e.g. Calm, Insight Timer, Headspace)
- **Help others:** Respond actively to others' good news (ACR)





Your turn to reflect:

What are some tiny habits for positive emotion you can think of?

- After I [your anchor], I will Smile immediately
 - After I [your anchor], I will Think of one thing I'm grateful for
 - After I [your anchor], I will Say one thing I'm thankful for
- 



SOCIAL


Other people matter

- Focus on building High Quality Connections (HQCs)
- Weekly relationship check-ins, the 6-second oxytocin kiss/hug (Gottman Institute)
- **Help others:** Start team meetings with HQC questions; screen-free meals

A large, irregular green shape is at the top center. To its right is a smaller, solid green circle. Further right is a yellow pencil with a red eraser and a sharpened lead tip, pointing downwards and to the left. The pencil is positioned as if it has just finished writing the text below.

Your turn to reflect:


What are some tiny habits for relationships you can think of?

- After I [your anchor], I will Kiss my spouse
 - After I [your anchor], I will Think of one person to call today
 - After I [your anchor], I will Text my mom
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SPIRITUAL

Build meaning & purpose

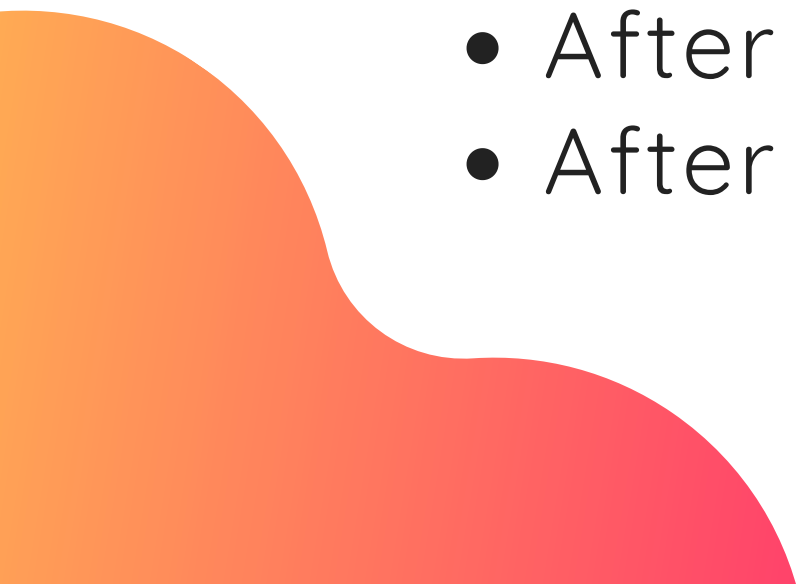
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- Intentionally strengthen relationships, journaling, meditating, embrace the moments that matter
 - **Help others:** teach someone about the four pillars of meaning



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Your turn to reflect:

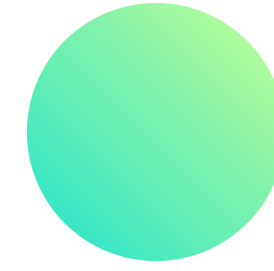
What are some tiny habits for spirituality or meaning you can think of?

- After I [your anchor], I will Look up at the stars
 - After I [your anchor], I will Pray
 - After I [your anchor], I will Write down WHY I am doing this task
- 
- A decorative shape in the bottom left corner, transitioning from orange to red.



I want to create a new resilience habit around this strength:

Q&A





MENTAL STRENGTH

and Real Time Resilience

OUR BRAIN



Why we're wired to worry

- Paul MacLean & the Triune Brain
- **Reptile**: survival, protecting against threat, uncertainty
- **Mammalian**: limbic system, emotions, fear, catastrophizing
- Human: neocortex, thinking
- Negativity bias: Roy Baumeister & how bad is stronger than good





THINKING TRAPS

Some common distortions

- **All-or nothing thinking**: things are black or white, if a situation is less than perfect it's a total failure
- **Over-generalization**: tendency to view a single event as permanent or global
- **Jumping to conclusions**: we make a judgment without all the facts
- **Exaggeration or magnification**: 'making a mountain out of a molehill'
- **Minimization**: minimizing elements of a situation, especially the positives



THINKING TRAPS

My two favorites

- **Emotional reasoning**: assuming that what we feel makes it true
- **Confirmation bias**: seeking out and accepting only information that confirms what we already believe



Which of these thinking traps do you think you fall into often?



MENTAL

Train your mind



- Cultivate an "optimistic mindset" through CBT
- Take a free online course on mental resilience skills
- Practice your ABCDEs
- Remember flexibility!

Your turn to reflect:

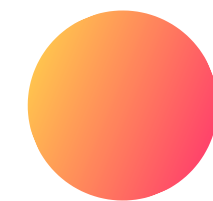
Consider a current specific situation of **adversity**.

- What **Belief** do you have about this situation?
- What's the **Consequence** of this belief?
- How can you **Dispute** any distorted thinking?
- Notice if you the **Effect** of the new thought





Q&A





thrive808

Making work better

Dr. Dana Arakawa

Organizational Psychologist

Contact

thrive808

www.thrive808.com

dana@thrive808.com

(808) 291-1800

