

Let's Move From Surviving to Thriving

Refresh & Reboot with
Mental Fitness Practices



Objectives

1. Learn mental fitness practices for stress management,
2. Embrace your self-worth and improve confidence
3. Learn effective communication and conflict resolution
4. Receive resources



Resources



Joyce Marter



External Stressors

- Economic uncertainty
- Political divide & unrest globally
- Uncertainty & change
- Natural disasters
- Personal challenges/life events
- Balancing dependent care



Internal Sources of Stress

- Unrealistic expectations
- Negative thoughts and beliefs
- Self-sabotaging behaviors
- Poor self-care habits



Signs & Symptoms of Stress

- Physical
- Emotional
- Cognitive
- Relational



“

Acceptance
**If you don't like
something, change
it. If you can't
change it, change
your attitude.**

Maya Angelou

”



Control what you can, let go of the rest

What you can control:

- Your own thoughts
- Your own emotions
- Your own behaviors
- Your own choices

What you can't control:

- Other people's thoughts
- Other people's emotions
- Other people's behaviors
- Other people's choices
- Outcomes



Mental Health Tips

- Prioritize your mental health & wellbeing
- Create structure to your day
- Take a break from the news
- Take time for mindfulness practices

Presence

“Be as least as interested in what goes on inside you as what happens outside. If you get the inside right, the outside will fall into place.”

- Eckhart Tolle, The Power of Now



Strategies to Increase Mindfulness

- Progressive muscle relaxation
- Unplugging from technology
- Listening & using your senses
- Mindful eating & spending
- Yoga
- Breathing
- Body scan
- Positive mantra
- Connection to nature
- Meditation
- Morning routine



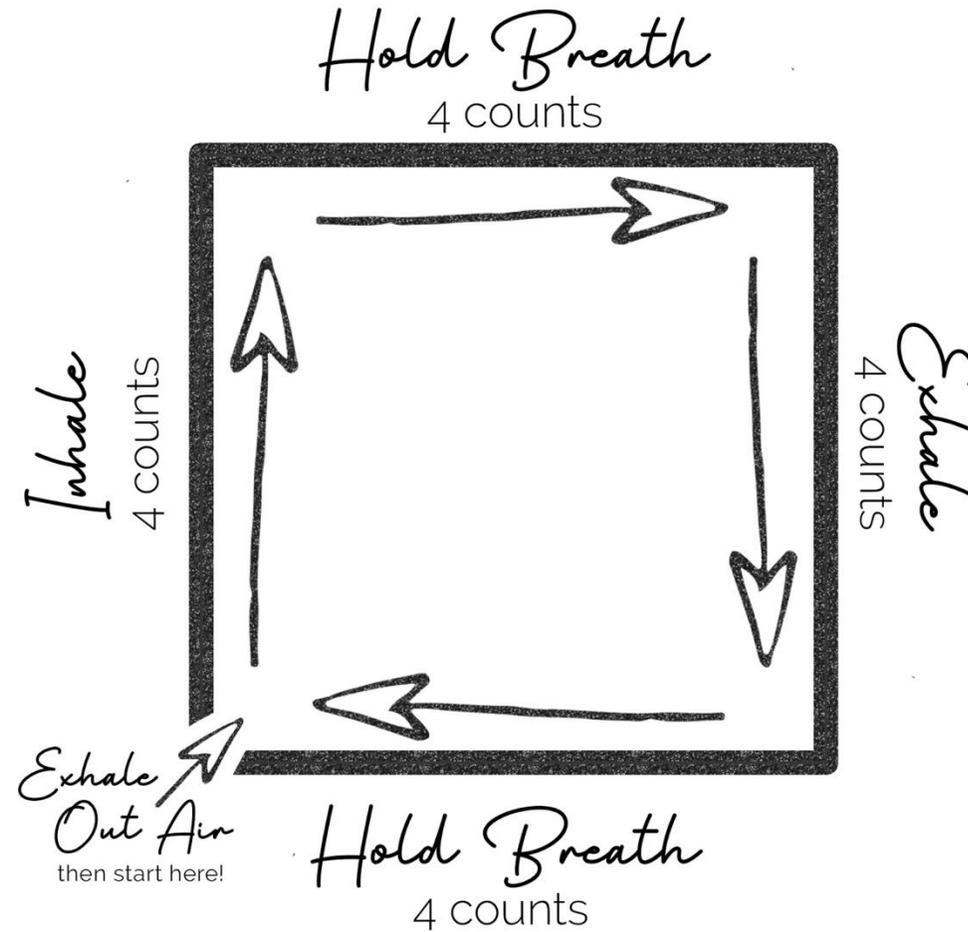
Mindful Workplace Exercises

- Start your day with a mindful moment and plan for mindful breaks
- Slow down to increase your productivity
- Switch off distractions
- Be a single-tasker
- Pay attention to your coworkers



Source: <https://hbr.org/2016/03/how-to-practice-mindfulness-throughout-your-work-day>, <http://www.mindful.org/10-ways-mindful-work/>

Square Breathing



Guided Meditation



Essence



Embrace Your Worth & Reflect Confidence



We all unconsciously
recreate the familiar
until we become
aware,
and choose something
better.



Chance Your Language

“I don’t” to “I do”

“I won’t” to “I will”

“I can’t” to “I can”

“I’m not” to “I am”

**You must care about
YOURSELF
enough to welcome
the life you
DESERVE**



“
Am I good enough?

Yes, I am.

MICHELLE OBAMA,
Lawyer, Author and Former
First Lady of the United States

”



Healthy self esteem
is midway between
Divia and Doormat

**I am always enough.
Period.**



Joyce Marter



“

Positivity

**A man is but the
product of his
thoughts...what he
thinks, he becomes.**

MOHANDAS GANDHI

”



Keep Your Thinking Positive

- Turn down volume of your inner critic
- Detach from fear
- Avoid catastrophic thinking
- Practice the power of affirmations and mantra



“

Practice Gratitude

**He is a wise man who does
not grieve for the things
which has not,
but rejoices for those
which he has.**

EPICETETUS

”

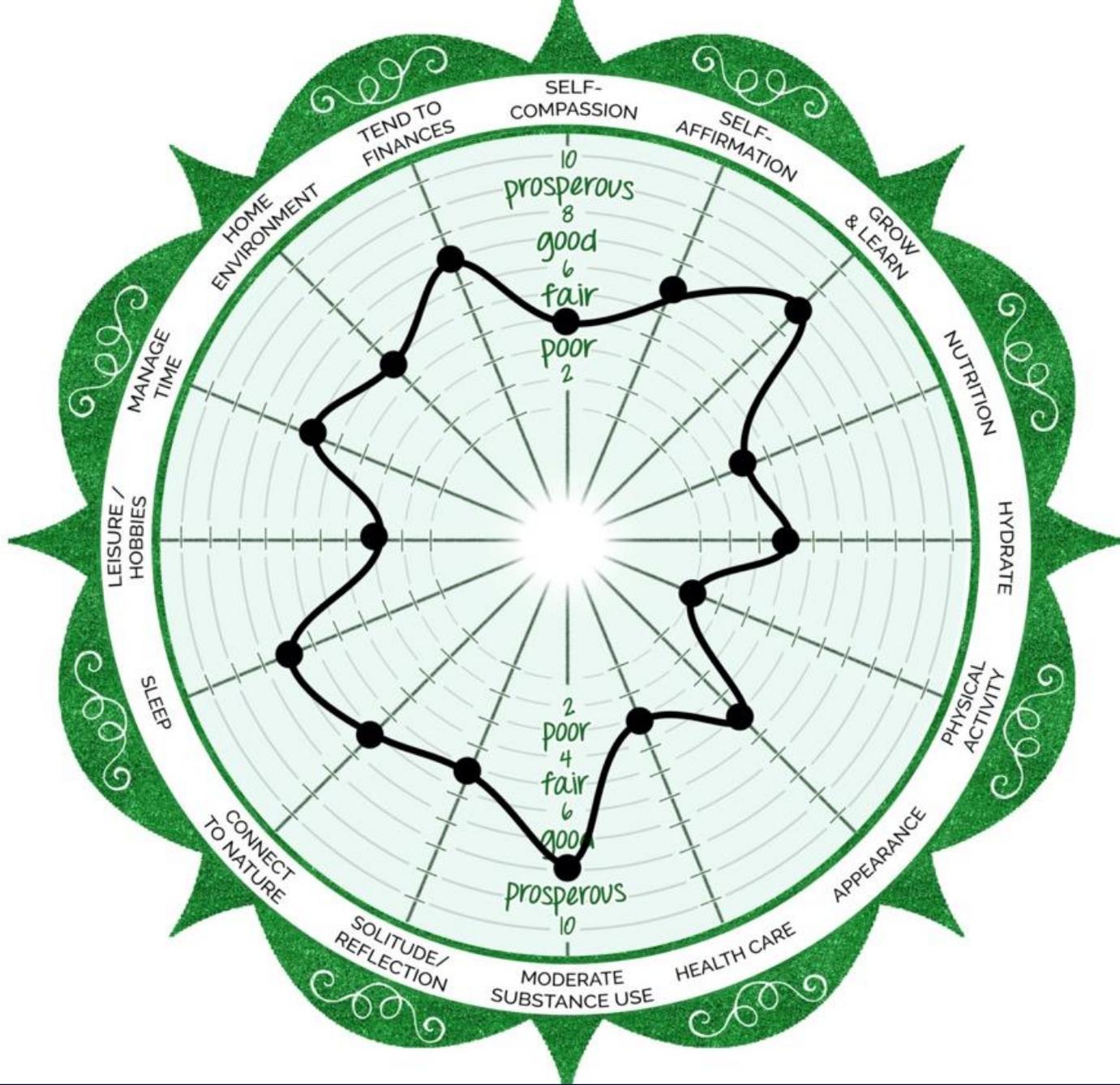


Practice Self-Love

“You yourself, as much as anybody in the entire universe, deserve your love and affection.”

~ Buddha





Sample Completed Self-Care Wheel

Self-Love Practices

- 3x a workday self-check: Am I hydrated, fed, and rested?
- Book a non-negotiable self-care slot in calendar.
- Give yourself credit in your end-of-day notes or reflection. Honor a job well done.



Prioritize Your Own Well-Being

- Set healthy limits and boundaries with assertive communication
- Honor your feelings, don't judge or ignore them
- Practice self-forgiveness
- Honor your personal priorities
- Keep asking, "Am I making the choices I want?"



Support

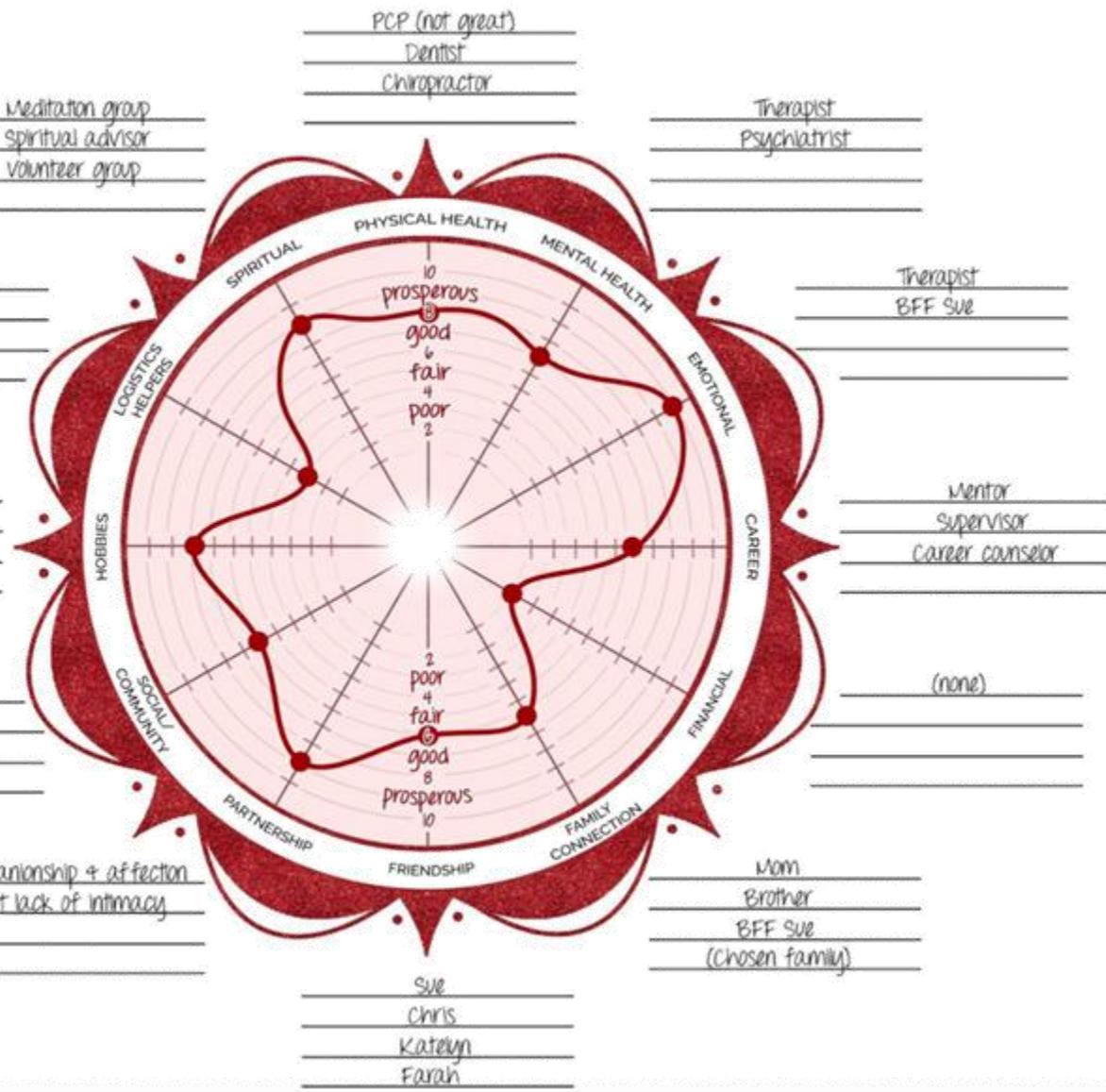
**Alone we can do so
little, together we can
do so much.**

HELEN KELLER



Barriers to Accessing Support

- Fear (difficulty trusting)
- Pride
- Shame or stigma
- Guilt
- Fear of imposition
- Low self-esteem, not feeling deserving
- Learned helplessness
- Hopelessness
- Loss of power and control (ego)
- Loss of credit (ego)
- Early life messages
- Expense
- Introversion or shyness



Sample Support Network Wheel

Open Yourself Up to Receiving



Access Support

- Avoid isolating with your feelings
- Connect with loved ones
- Ask for what you need from those who are capable of providing it
- Access community
- Consider counseling or coaching



“I choose relationships that lift me up and support me.”





**Life is not a Competition!
Collaborate for Greater Reward**

Effective Communication & Conflict Resolution in the Workplace



Cultivate a Positive Workplace Culture

- Professional
- Inclusive
- Respectful
- Kind
- Psychologically safe
- Collaborative
 - Lift one another up
 - Work as a team



Develop Your Emotional Intelligence

- Know your emotions
- Manage your emotions
- Motivate yourself
- Recognize and understand other people's emotions
- Manage relationships (manage the emotions of others)



Self-Awareness

“He who knows others is wise.
He who knows himself
is enlightened.”

- Lao Tzu



High EQ

- Confident
- Open
- Assertive
- Self-aware
- Inclusive
- Respectful
- Takes responsibility for actions



Low EQ

- Emotionally triggered
- Aggressive, passive or passive aggressive
- Participation in:
 - Scapegoating
 - Blaming
 - Bullying
 - Gossiping



The Nature of Conflict

- Control
- Power
- Contrasting beliefs
- Disrespect
- Fear
- Misunderstanding
- What else?



Whenever you're in conflict with someone, there is one factor that can make the difference between damaging your relationship and deepening it. That factor is attitude.

- William James



“

The primary cause of unhappiness is never the situation but the thought about it. Be aware of the thoughts you are thinking. Separate them from the situation which is always neutral. It is as it is.

- Eckhart Tolle

”



Conflict Style

- Avoidant
- Passive
- Passive Aggressive
- Assertive
- Aggressive



Unconscious Response to Conflict

- Fight
- Flight
- Freeze
- Fawn



Conscious Response to Conflict

- Mindful self-awareness & integrity
- Empathy
- Active listening
- Open communication that is:
 - Kind
 - Necessary
 - True
- Collaboration
- Compromise



Conflict Resolution Tips

1

Become rooted in the present

2

Let go of defensiveness

3

Take responsibility

4

Appreciate the power of empathy

5

Practice flexibility, adaptability, & compromise

Avoid Behaviors that add Fuel to the Fire

- Criticism
- Contempt
- Stonewalling
- Defensiveness



Practice Healthy Detachment



Detachment is caring without carrying it all
on your shoulders.

Detach From:

- Your own negative emotions like fear, anxiety, anger and sadness
- The negative emotions of others
- Expectations
- Outcome (embrace uncertainty)



Detach with Love

- Detachment doesn't mean you don't care, aren't connected or are in denial
- Detachment is a mindfulness practice that involves:
 - Healthy separation
 - Not attaching your wellbeing to others
 - Not trying to control others
 - Not getting hooked
 - Not becoming defensive



Detachment as a Mindfulness Practice

- Pause
- Connect with the breath
- Get grounded
- Zoom out
- Imagine a protective barrier
- Unhook or unplug



Detachment Strategies

Visualization of protective barrier



Unhook from conflict



The Container Exercise



Zoom out for greater perspective



Lifeguard analogy



Use Assertive Communication

- Neither passive, aggressive, nor passive-aggressive
- “I” Statements
- Honest, direct, clear, and diplomatic
- Does not triangulate
- Face-to-face best, then voice to voice, etc.
- Avoid conflict over email or text
- Diplomacy & Respect



Set Healthy Boundaries

- Information
- Time
- Financial
- Workload
- Physical
- Boundary Experts: [Cloud-Townsend Resources](#)



Compassion

“I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

- Maya Angelou





**How can you
turn a difficult
conversation
into a productive
dialogue?**

Difficult Conversation Starters

- “I’d like to schedule a short call with you to discuss X.”
- “It seems like we may have had a misunderstanding. I’m wondering if we could set up a time to get back on the same page.”
- “It seems like you might be upset with me, and I would like to understand and work through it.”
- “I’m wondering if it might be easier for us to chat about this in person.”
- “I’m struggling with X and am wondering if we could please talk about it.”

Improve the Communication Process

- **First seek to understand** the other party
- **Recognize** that you may not be understood
- **Notice when your emotional brain** has been activated
- **Observe** your process
- **Watch the other's reaction** to you as a way toward self-awareness
- **Take a break** and regroup
- **Seek help** when needed
- **Re-engage** when you are not triggered

6 Steps to Effectively Resolve Conflict

1. Pause and get grounded.
2. Set an intention for the conversation. Visualize it going well.
3. Request a time to talk
 - Consider place and time
 - Face-to-face or voice-to-voice preferred over email/messaging
4. Speak with healthy assertiveness, positivity and respect
5. Listen with openness, empathy & healthy detachment
6. Collaborate to find a win-win compromise or resolution



“
**Resentment is like
drinking poison and then
hoping it will kill your
enemies.**

- Nelson Mandela

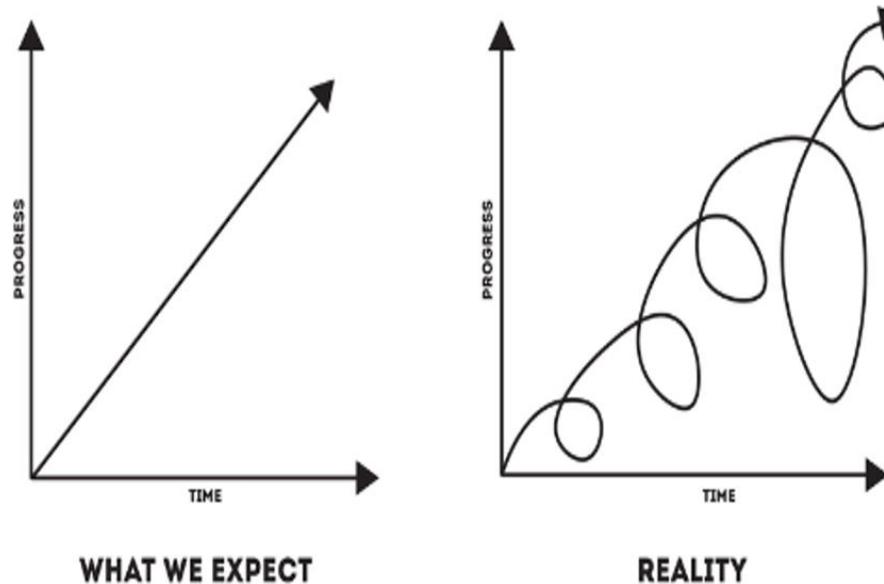
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Resilience

“Life will give you whatever experience is most helpful for the evolution of your consciousness.”

- *Eckhart Tolle*



“
When you refuse
to believe
something is
impossible, it
becomes **possible**.
”







Key Components to Building Resilience

- Prioritize your mental health & wellbeing
- Seek and give support
- Strive for work/life balance
- Engage fully in life; don't isolate yourself
- Develop a sense of purpose/meaning in life



Resources



Utilize Your Benefits

- PTO
- Sick benefits & FMLA for time as needed
- Insurance Benefits (Mental Health Parity Law): EASE
- Flex Spending/Health Savings Accounts
- Employee Assistance Program (EAP)



Employee Assistance Program Services

- Stress and Burnout
- Mental Health
- Substance Use & Addiction
- Relationship Issues
- Childcare & Eldercare
- Legal & Financial
- Educational resources



Employee Assistance Program Services

- Care Solace: Call 888-515-0595.
- Multilingual support is available 24/7/365.
- <https://www.hawthornesd.org/departments/human-resources/human-resources>

Meditation Resources

- [Calm: 30 Days Free](#)
- [Headspace: Free Trial](#)
- [Healing Vibrations Music](#)
- [Insight Timer \(Free\)](#)





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<https://talk.ac/joyce-marter>

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SUCCESS is to live openly, authentically, & lovingly in alignment with the highest good of self & others – to the greatest extent possible.”

Joyce Marter

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Thank You!

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