

Heart of Health
Supporting a compassionate workplace

Mindfulness, Compassion & Wellness for Health Workers

By Nickolas Yu, Program Manager - Staff wellness and Patient & Family-centred care. SLHD.

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TODAY

1. What is Wellness?
2. Evidence-based Pathways to Wellness
3. The What and Why of Mindfulness & Compassion?
4. Mindfulness & Compassion Tips and Pitfalls
5. Practising Mindfulness & Compassion
6. About the *Meditation-based Wellness & Compassion* (MWAC) program

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WHAT IS WELLNESS?

Feeling good and functioning well.

Professor Felicia Huppert
Cambridge University & ACU



WHAT IS MINDFULNESS?

"present moment awareness with acceptance"
(Germer 2015)

INTENTION

ATTENTION

ATTITUDE
Interest, Openness
Kindness

See Ruth Baer

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WHY MINDFULNESS?

Research has found that mindfulness can improve mental and physical wellbeing, performance and relationships (eg perspective taking, compassion) - Prof. Davidson & Goleman 2018

Increasing number of RCTs, with active controls - Creswell 2017

But note the hype – Goyal 2014

Organisational benefits of MF – Hyland et al 2015

WHAT IS COMPASSION?

“a sensitivity to suffering in self and others, with a commitment to try to alleviate and prevent it.” Gilbert 2009

Elements of compassion

Head (Noticing + Appraising) ... seeing	Heart (Emotional resonance + Motivation to act) ... feeling	Hands (Action to diminish suffering) ... acting
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An understanding, a feeling, a motivational state, and an action.

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Empathy v.s. Compassion

Compassion	Empathic distress
<ul style="list-style-type: none"> Other-related emotion Positive feelings: e.g., love Good health Approach & prosocial motivation 	<ul style="list-style-type: none"> Self-related emotion Negative feelings: e.g., stress Poor health, burnout Withdrawal & non-social behavior

Singer et al 2014

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Impact of compassion
↑ Helping behaviour, moral reasoning, connectedness & stronger interpersonal r'ships; ↓ Depression, moodiness & MI Cameron (2003)

Impact of organisational compassion
↑ org commitment, > frequent org citizenship, ↑ quality relationships Boyatzis et al 2013; Lilius et al 2012; Lilius et al 2008

Receiving compassion
Manage pain (Lilius et al 2012), Supports change (Huy 2002), Express suffering & grieving (Hazen 2008), Legitimizes suffering (Lilius et al 2012)

Witnessing compassion
Elation (Haidt 2003; Lilius et al 2012), org virtuousness (Cameron et al 2004), Compassion satisfaction and positive prosocial identity (Grant et al 2008), Openness to receiving help from others, less stress (Cosley et al 2010), Work connectedness (Lilius et al 2012) Research compiled by O'Connor & Dahl 2015

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Meditation-based Wellness & Compassion Training

Mindfulness & Compassion skills

Good Company

Personalised Care skills → Staff wellness

Coaching-based Wellness & Compassion Training

Coaching & Enabling skills → Compassionate, Patient-centred care

Wellness & Resilience skills

Heart of Health Community of Practice | Heart of Health Research Hub | Support & specialised programs eg: **Sankalpa Facilitator Development**

Compassion 'Think tank' | Research collaboration

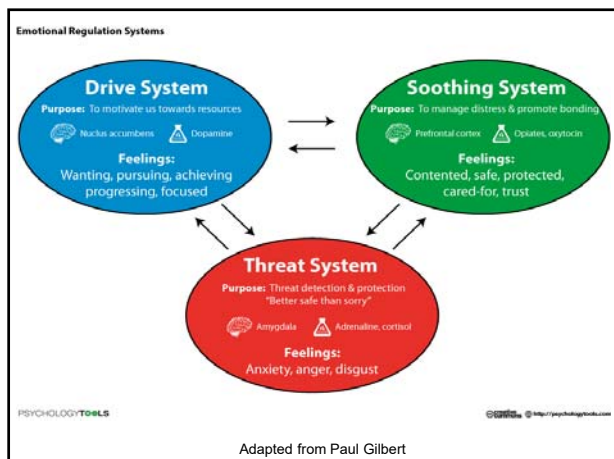
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Meditation-based Wellness & Compassion Training | **Sankalpa**

Meditation-based Wellness & Compassion (MWAC) training

Stress reduction, Mindfulness, Kindness, Compassion, Self-compassion skills

Science-based, Practical, Secular (non-religious)



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THANKYOU

Nickolas Yu, Program Manager - Staff wellness & Patient & Family-centred care, Sydney Local Health District
Nickolas.yu@health.nsw.gov.au

Guided meditations:
Free MWAC app in development until then ...
www.humankindmeditation.com