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## ***Returning to our Roots: Remembering Why the Work is Important and Why we Love it***



**Robert Statham**  
Training and Technical Assistance Facilitator  
Systems Transformation Division

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***For welcoming me!***

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## Robert Statham

- Experienced in fields of Mental Health Recovery, Supported Employment, and Successful Engagement Practices.
- Worked in the OPWDD field as a Training & Organizational Development Specialist
- Recipient of Rochester Area Employment Network Job Developer of the Year
- Experience working in the fields of Paralegal Services, Hotel/Motel Management, Volunteer Coordination, and Recruitment
- Earned Bachelors degree in Community & Human Services
- Former Boy Band member



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**NYAPRS is a change agent dedicated to improving services, public policies and social conditions for people with mental health, substance use and trauma-related challenges, by promoting health, wellness and recovery, with full community inclusion, so that all may achieve maximum potential in communities of choice.**



*Advocate, Educate, Innovate & Celebrate*



[www.nyaprs.org](http://www.nyaprs.org)

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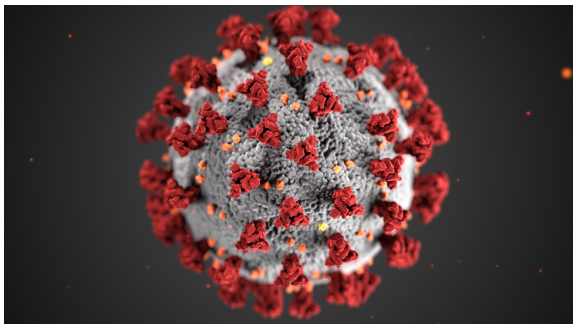


# Learning Objectives

- Participants will recognize how the prevalence of social isolation, loneliness, and civil unrest have contributed to our shared feelings of stress and burnout in the field.
- Participants will be energized and empowered in returning to the work that provides them meaning and joy.
- Participants will be able to identify self-care strategies that will assist them in preventing workplace burnout.



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## What We Have Been Through



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# The Loneliness Epidemic

Loneliness and social isolation are on the rise, leading many to call it an epidemic.



- In recent decades, the number of people with zero confidants has tripled, and most adults do not belong to a local community group.
- Consequently, more than one-third of Americans over the age of 45 report feeling lonely, with prevalence especially high among those under 25 and over 65 years old.
- **“We live in the most technologically connected age in the history of civilization,”** writes former U.S. Surgeon General Vivek H. Murthy, **“yet rates of loneliness have doubled since the 1980s.”**



Killam, K. (2018). “To Combat Loneliness, Promote Social Health.” The Scientific American.

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# Importance of Human Connection: How Loneliness Impacts Our Health



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## Loneliness & Health

### Possible Health Impacts:

- Consumption of more unhealthy foods, Obesity, Diabetes, Increased stress hormones, Inflammation, Heart Problems, Brain Changes, Arthritis, Alzheimer's, Dementia, Blood Pressure, Smoking, Early mortality

<https://well.blogs.nytimes.com/2013/05/13/shaking-off-loneliness/>



### Findings from a meta-analytic review of social relationships & mortality risk:

- “the influence of social relationships on the risk of death are comparable with well-established risk factors for mortality such as smoking and alcohol consumption and exceed the influence of other risk factors such as physical inactivity and obesity.”



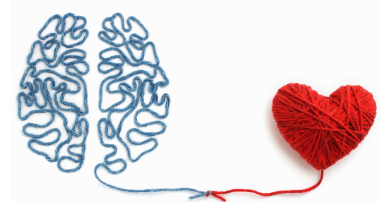
Holt-Lunstad, J., Smith, T.B., & Layton, J.B., 2010.

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## Loneliness & Mental Health

- Social relationships are crucial to emotional psychological and physical well-being
- Loneliness has powerful connection to depression – reciprocal relationship
- Findings from Harvard Study of Adult Development, one of the world's longest studies of adult life:  
“Close relationships, more than money or fame, are what keep people happy throughout their lives...Those ties protect people from life's discontents, help to delay mental and physical decline, and are better predictors of long and happy lives than social class, IQ, or even genes. That finding proved true across the board among both the Harvard men and the inner-city participants.”



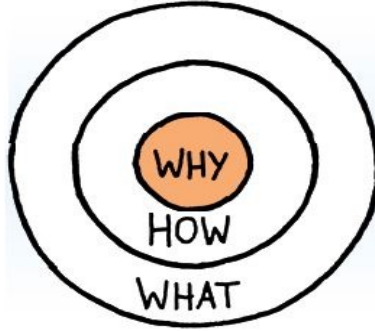
Cacioppo J.T., Hughes M.E., Waite L.J., Hawkey L.C., Thisted R.A., 2006.

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## Working From the Inside Out

*The Golden Circle*



<https://www.youtube.com/watch?v=ISTw0PGcyN0&feature=youtu.be>



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<https://youtu.be/LZe5y2D60YU>



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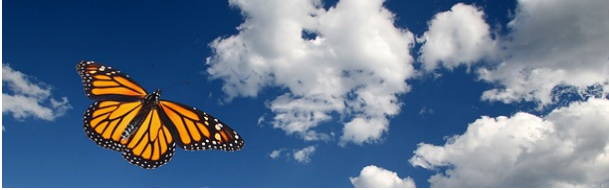
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## Meaning and Purpose

**Studies cited in Forbes and Fast Company, among others, show that there is higher job satisfaction, lower turnover and less physical and emotional signs of burnout and job fatigue when we see that our jobs have meaning and purpose.**



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**Does your job have meaning?  
Can you share an accomplishment you are  
proud of at work?**



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## Returning to the Office

- Be compassionate with yourself, and others
- Be intentional with your time and energy, and set realistic expectations
- Establish a new routine (and wake up early enough to do it!)
- Set your boundaries
- When you reconnect with people, remember they've also been through a lot
- Prepare to take care of your mental health



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## Returning to the Office – Organizational Response

- Create an Ease back to the office
- Establish Team Rituals
- Rein in Scope Creep
- Create More Recovery time
- Allow for Uninterrupted Deep Work



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## Management Support

- Meet with you before or during your return to work to discuss how to support your success.
- Learn enough about your needs to support you and understand what will enhance your safe and successful return to work.
- Discuss how you would like information about you to be shared with co-workers, especially about the changes in work that will affect them as you return to work. When co-workers have adequate information, they can then be supportive during your return to work.
- Respect your wishes about what information is kept private and what is shared with others.
- Discuss and provide any training, information or resources that you may need to get back up to speed.



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## Practicing self-care will help you:

- **Identify and manage the general challenges that all hard-working professionals face**
- **Be aware of your own personal vulnerabilities**
- **Achieve more balance in your life**

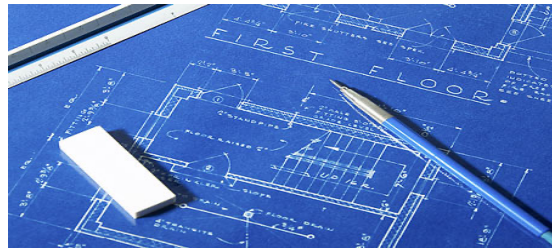


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## Individual Wellness Plan

- Assess areas of vulnerability and risk
- Suspend negative judgments
- Assess areas of strength and assets
- Identify barriers
- Resources
- Pick a focus
- Accountability



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## Limit Social Media?



*What do you think?*



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## PEACE.

*It does not mean to be in a place where there is no noise, trouble or hard work. It means to be in the midst of those things and still be calm in your heart*



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- **Applying these strategies to our own lives and the lives of co-workers**
- **An opportunity to connect and deepen our relationships with each other**
- **Take the phone challenge!**
- **Support others in your circle who may be lonely or isolated.**



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Campaign to End Loneliness - "Be More Us"

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## In Closing...

- **“We either make ourselves miserable, or happy and strong. The amount of work is the same.”** (Francesca Reigler)
- **“I am convinced that life is 10% what happens to me and 90% how I react to it.”** (Charles Swindoll)
- **“We can’t direct the wind, but we can adjust the sails.”** (Thomas S. Monson)



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## Resources

Copeland, M. E., *The Loneliness Workbook: A Guide to Developing and Maintaining Lasting Connections* New Harbinger Publications, 2000

What You Need to Know About the Loneliness Epidemic

Part one in a series dedicated to loneliness and well-being. Psychology Today. Shainna Ali Ph.D., LMHC. Posted Jul 12, 2018.  
<https://www.psychologytoday.com/us/blog/modern-mentality/201807/what-you-need-know-about-the-loneliness-epidemic>.

King, M. (2018). Working to Address the Loneliness Epidemic: Perspective-Taking, Presence, and Self-Disclosure. *American Journal of Health Promotion*, 32(5), 1315–1317. <https://doi.org/10.1177/089011711876735c>

NYAPRS Rehabilitation & Recovery Clearinghouse, PROS Outreach and Curricula Project. 2019. "Mission Possible: Independent But Not Alone. Moving Beyond Loneliness. Facilitator's Guide"

The Echo Group. Norris, S. (2019). "Could We Have Helped Eleanor Rigby? How Does Loneliness Affect Persons Living With Mental Illness" Retrieved from <https://www.openminds.com/market-intelligence/executive-briefings/loneliness-overlooked-social-determinant/>

Brody, J.E. 2013. "Shaking off Loneliness. *The New York Times*. Retrieved from <https://well.blogs.nytimes.com/2013/05/13/shaking-off-loneliness/>

Cacioppo J.T., Hughes M.E., Waite L.J., Hawkey L.C., Thisted R.A., 2006. Loneliness as a specific risk factor for depressive symptoms: cross-sectional and longitudinal analyses. *Psychological Aging*, (1):140-51.

[Going back to the office? 6 tips to help you adjust | \(ted.com\)](#)

[Don't Let Returning to the Office Burn Out Your Team \(hbr.org\)](#)



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## Resources

Campaign to End Loneliness. <https://www.campaigntoendloneliness.org/>

Holt-Lundstad, J., Smith, T. B., Baker, M., Harris, T., & Stephenson, D. (2015). Loneliness-and-Social-Isolation-as-Risk-Factors-for-Mortality-A-Meta-Analytic-Review.pdf. *Perspectives on Psychological Science*, 10(2), 227–237. <https://doi.org/DOI: 10.1177/1745691614568352>

Holt-Lunstad, J., Robles, T. F., & Sbarra, D. A. (2017). Advancing social connection as a public health priority in the United States. *American*, 72(6), 517–530. <https://doi.org/10.1037/amp0000103>

Hunt, M. G., Marx, R., Lipson, C., & Young, J. (2018). No More FOMO: Limiting Social Media Decreases Loneliness and Depression. *Journal of Social and Clinical Psychology*, 37(10), 751–768.  
<https://doi.org/10.1521/jscp.2018.37.10.751>

Russell, D., Peplau, L.A., & Cutrona, C.E. (1980). The revised UCLA Loneliness Scale: Concurrent and discriminant validity evidence. *Journal of Personality and Social Psychology*, 39, 472-480.

McLoughlin, L., Spears, B., & Taddeo, C. (2018). The Importance of Social Connection for Cybervictims: How Connectedness and Technology Could Promote Mental Health and Wellbeing in Young People, 10(1), 20.

Killam, K. (2018). "To Combat Loneliness, Promote Social Health." *The Scientific American*. Retrieved from [https://www.scientificamerican.com/article/to-combat-loneliness-promote-social-health1/?utm\\_source=newsletter&utm\\_medium=email&utm\\_campaign=daily-digest&utm\\_content=link&utm\\_term=2018-01-24\\_top-stories](https://www.scientificamerican.com/article/to-combat-loneliness-promote-social-health1/?utm_source=newsletter&utm_medium=email&utm_campaign=daily-digest&utm_content=link&utm_term=2018-01-24_top-stories)

[Getting support when you return to work \(workplacestrategiesformentalhealth.com\)](#)



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*Did you sign the attendance sheet?*

*Did you complete an evaluation?*

# CONTACT

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**THANK YOU!**