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Blue Zones Project Hawai'i

Agenda

- Preventing Employee Burnout
- Setting Up Your Home Environment for Health and Well-Being
- Tools and Resources
- What support do you need from Blue Zones Project during this time?

A person in a dark wetsuit is seen from behind, carrying a light-colored surfboard under their arm. They are standing in shallow ocean water with gentle waves. The background shows a vast, calm sea under a clear sky. The entire image has a light blue-green color overlay.

A New Normal

A New Normal

Many People around the world are experiencing a new day to day experience by:

- High Stress Work Environments
- Working Remotely
- Children at home with school closures
- Daily Stressors
- Continued physical activity

Preventing Employee Burnout

Stress versus Burnout

Stress is “ the harmful physical and emotional responses that occur when the requirement of the job do not match capabilities, resources or the needs of the worker”
- National Institute for Occupational Safety and Health

Burnout is an extreme response when continually face stressors with which we are unable to fully cope.

Common Workplace Stressors

- Lack of control – an inability to influence decisions that affect your job.
- Unclear job expectations.
- Dysfunctional workplace dynamics.
- Extremes of activity.
- Lack of social support.
- Work-Life imbalance.



Coping with Stress

Active Coping – methods used to manage a situation so as to regain control such as; talking with your supervisor, developing an action plan to cope with workload, proposing changes to a work process.

Avoidant coping – avoidance of the situations that cause stress, for example: avoiding troublesome staff on the unit, missing meetings where difficult topics will be discussed, delegating workload and decisions.

Everyone experiences stress but not everyone experiences burnout.

According to a recent Gallup survey, 44% of employees report feeling burnt out at work.

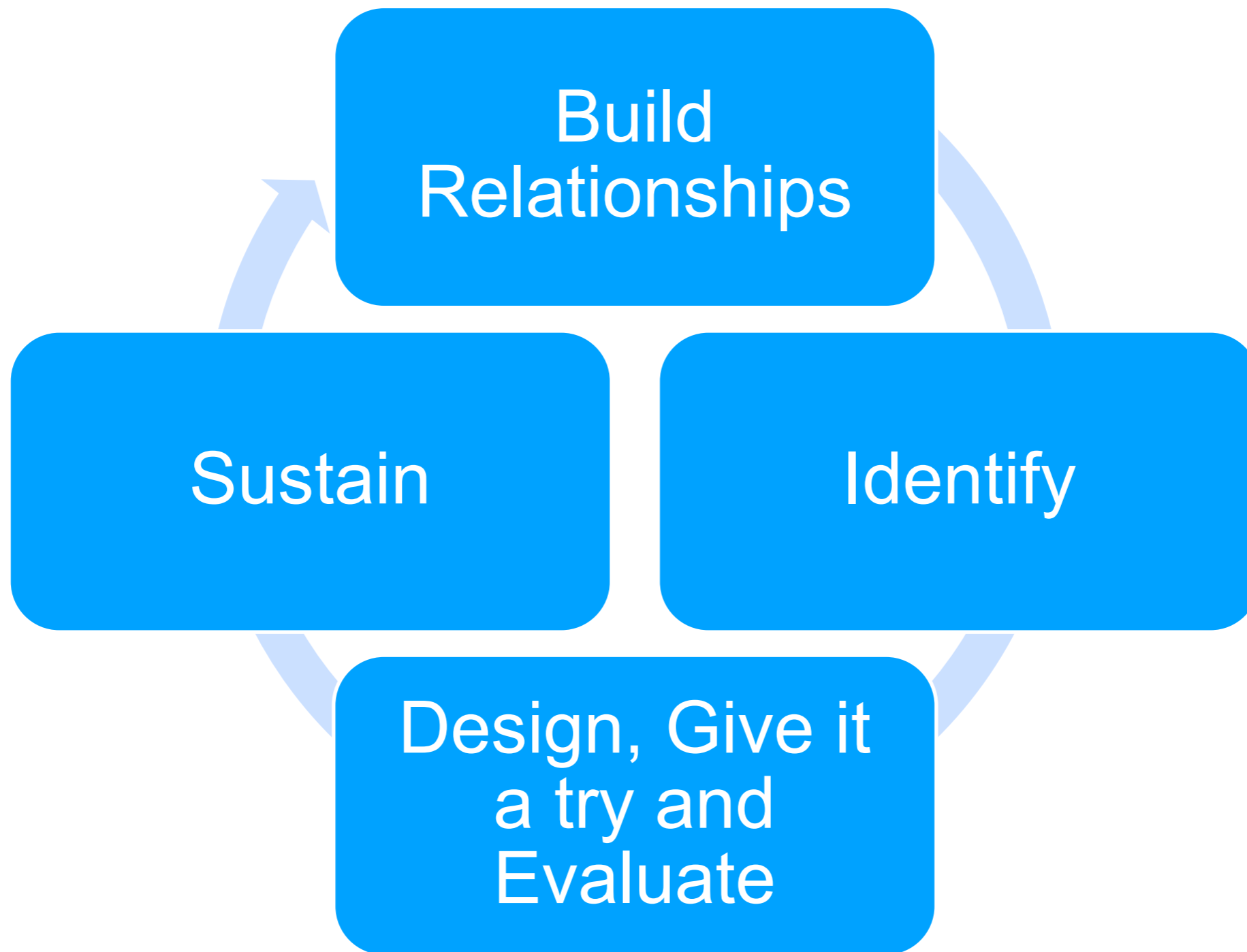
When does Stress become burnout?

- Chronic stress can lead to burnout.
- Burnout is characterized by exhaustion and disengagement.
- Personal factors, such as personality and relationships and organizational factors, such as feedback and autonomy can influence the connection between stress and burnout.

Strategies to minimize Burnout

- Open and collaborative dialogue – Regular check in with employees in high stress positions
- Training and mentorship on proactive coping skills.
- Unplugging –adopting a mindfulness practice and building a support system.
- Being open to suggestions.

BRIDGES Action Research Method



A person in a wetsuit is seen from behind, carrying a surfboard under their arm while standing in the shallow ocean. The water is a deep blue, and there are small waves breaking around the person. The overall scene is serene and focused on the ocean environment.

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Setting Up Your Environment

Home Checklist

- Place cushions on the floor to incorporate more movement
- Create an indoor exercise space
- Have indoor plants throughout your house

Kitchen Checklist

- Store snacks in proportioned containers to avoid over snacking
- Use small plates to reduce calorie intake at each meal
- Place health options like fruits and vegetables on the counter with unhealthy snacks out of sight
- Don't eat in front of the television

Working From Home

Set up a designated work area and working schedule.

It can be hard to 'turn off' from a day at work when your living and working space are the same. Be sure to designate a space for work equipment and time on the clock to ensure you still maintain a work-life balance. Be sure to turn off work notifications when you're done working for the day.

Wake up and get ready for the day as usual.

Be sure to wake up with enough time to continue your morning routine and get in the right headspace for work. Sleeping in and not giving yourself enough transition time can make your morning feel rushed and stressful. Don't forget to include a healthy breakfast!

Continue to take regular breaks.

Taking time for a short walk, standing up for a few minutes and having a scheduled lunch break are important to your routine and can ensure that you downshifting just enough to refocus and complete your work in a timely manner. Microbreaks, such as resting the eyes for 60 seconds, are made easy by this free Chrome extension, [Break Timer](#).

Communicate to people in your household when you are working and request quiet time.

It can be easy to be distracted by family members at home, chores that need to be done and other everyday things. Be sure to communicate with your family when you need quiet time for working and conference calls to decrease stress.

Email & Conference Call Etiquette

Email Tips:

- **Set aside time to respond to emails during the work day**
- **Add or update your email signature so people know how to get ahold of you – include your email address and current phone number**

Conference Call Tips:

- **Always announce yourself on the call (unless you're on a call with more than 10 people)**
- **Mute. Unmute. Mute. Unmute. Say who you are before speaking.**
- **BE PRESENT**
- **Don't be afraid to speak up!**
- **Document and reconfirm. After the call, be sure to send any follow-up notes and action items to the group.**

Power 9[®] Lessons for living longer, better



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Lessons for living longer, better

- **Family First:** While in social isolation with your family, embark on a new art project together, get those dusty board games off the shelf or get some yard work done as a family. But first, get your home ready – to protect your family from COVID-19, see the CDC's home checklist [here](#).
- **Downshift:** This is a great time for downshifting and de-stressing. It's okay to relax and do nothing, the CDC and DOH are asking you to do this. Stay home, chill and find creative ways to de-stress. There are a few great meditation apps or tutorials online that you could try as well.
- **Purpose:** We often push purpose to the side because we're so busy with our day-to-day lives. Take some time to jot down your gifts and talents. What do you love doing? What gifts were you given? Once our events are up and running again, join us for a Purpose Workshop to dig a bit deeper into your purpose. You can learn a little more about purpose by watching this video [here](#).
- **Move Naturally:** During social isolation, our dogs and furry friends still need to be walked! Go for a quick walk to get some fresh air, just remember to stay your distance from other walkers. Otherwise, the internet is a great resource for an at-home workout or living room yoga session. Cleaning house is a pretty good way to move naturally too.

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Lessons for living longer, better

- **Belong:** Virtually connect (via phone, text, email) with your faith-based group or other organizations to ensure everyone is okay. We're all in this together.
- **80% Rule:** We should always be practicing this, but when we're under stress sometimes it's an easy Power 9 to forget. We're spending a lot of time with family and want to make sure everyone is healthy. At the dinner table, remind everyone to "[hara hachi bu](#)."
- **Plant Slant:** We have a library of Blue Zones inspired recipes [here](#). Try out a new healthy recipe or experiment with your family. We have a bunch of new, healthy [instant pot recipes](#) too that are sure to be crowd pleasers, even with the kids.
- **Wine at 5:** While we shouldn't be out and about at our favorite happy hour spot, we can try to connect with our Friends at 5 over FaceTime. Or why not have a virtual Wine @ 5 with them? This also gives us an opportunity to cook a plant-based meal and have a glass of red with your significant other. Cheers!
- **Right Tribe:** Haven't called your BFF in a while? Do it! Don't forget that thanks to modern-day technology, we can still connect with our buddies via calls, text or FaceTime. While we must be physically isolated, we can still be socially connected.

Resources

COVID-19 Updates from Sharecare:

<https://www.sharecare.com/covid19>

Well-Being Resources: [Passion Planner](#)*

- **Creative, Entertainment, Financial Health, For Parents, Jobs, Learning, Mental Health, Physical Health**

***All resources included have not been vetted by Blue Zones Project Hawaii.**

**How can
Blue Zones Project
support you?**



MAHALO!

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