


**Wholehearted Journey to
Ethics & Compliance:
Applying the Resilience Work of Brene Brown
to Our Professionals, Teams and Organizations**

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With a heart of compassion, we bring hope and freedom from addiction
and foster mental health wellness for all clients we serve.


INTENTION



**DARING
WAY**
FACILITATOR

"It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; . . . who at best knows in the end the triumph of high achievement, **and who at worst, if he fails, at least fails while daring greatly.**"

—Theodore Roosevelt



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PURPOSE



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ETHICS & COMPLIANCE



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ELEPHANT in Healthcare INDUSTRY



THE INCESTUOUS WORKPLACE-WILLIAM WHITE

Individuals become casualties in distressed organizations-self destruct in the face of excessive demands for adaptation

Organizations have power to do harm to-themselves, their leaders, those who work in them and to the public

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STRATEGIC GOALS

Census? Calls and Admissions? ADR? Outcomes?



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WORKFORCE

Staff Turnover? Surveys? Morale? Reputation?



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WORKPLACE



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PERSONAL & PROFESSIONAL DEVELOPMENT

“You can’t take people professionally where you’re not willing to go personally”

- Brene Brown



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ACEs / TRAUMA

ADVERSE CHILDHOOD EXPERIENCES ✕

- Physical, emotional, sexual abuse
- Physical or emotional neglect
- Household mental illness
- Household substance use
- Incarcerated household member
- Domestic abuse
- Parental separation or divorce
- CDC/KAISER



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BURNOUT/COMPASSION FATIGUE

Signs You're Burnt Out

- Dread going to work
- "Sunday night blues"
- Stress-related health problems like headaches, insomnia, muscle tension
- Always tired
- Work long hours and your work never seems to be finished
- Apathy
- Resentment
- Irritability
- Difficulty concentrating
- Making more mistakes than usual
- Procrastinate
- Decreased productivity, missing deadlines
- Boredom
- Disillusionment
- Giving up or not setting professional goals
- Conflicts with colleagues or supervisors
- Use of unhealthy coping (alcohol/drugs, food)

Happily imperfect Blog | Psych Central

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ASPIRATIONAL VALUES

- Honesty and Integrity
- Respect and Accountability
- Gratitude and Respect
- Setting Limits



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MOVEMENT - NACoA



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MOVEMENT - BH/Healthcare INDUSTRY

Engage Staff, Empower Teams, Enhance Cultures

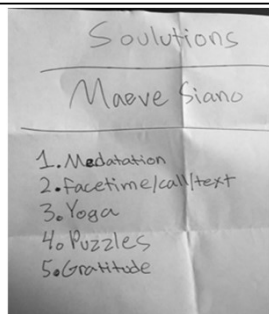


Definition of FORCE:
Strength or energy as an attribute of physical action or movement

JOIN THE MOVEMENT!

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WILLING - ABLE- READY



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HONEST - OPEN - WILLING

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TALK - TRUST - FEEL

Setting Boundaries

Clarifying Intentions

Finding True Comfort

Cultivating Spirit and Connection


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EMPATHY & SELF-COMPASSION

<p><u>Attributes of Empathy</u> (Wiseman)</p> <ul style="list-style-type: none"> -Perspective Taking -Stay out of Judgment -Recognize Emotion -Communicate Emotion -Mindfulness 	<p><u>Self-Compassion</u> (Neff)</p> <ul style="list-style-type: none"> -Self-Kindness -Common Humanity -Mindfulness
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PEOPLE - AUTHENTICITY



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TEAMWORK and SUPERVISION

- Listen
- Ask Questions
- Understand
- Acknowledge
- Recognize Strengths
- Hold Accountable
- Own My Part
- Thank You for Efforts
- Resolve Challenges
- Model Openness

DARING TO GREATLY
ENGAGED FEEDBACK CHECKLIST

I KNOW I'M READY TO GIVE FEEDBACK WHEN:

- 1 I'M READY TO SIT NEXT TO YOU RATHER THAN ACROSS FROM YOU. I'M WILLING TO PUT THE PROBLEM IN FRONT OF US RATHER THAN BETWEEN US. I'M LISTING IT TOWARD YOU.
- 2 I'M READY TO LISTEN, ASK QUESTIONS, AND ACCEPT THAT I MAY NOT FULLY UNDERSTAND THE ISSUE.
- 3 I WANT TO ACKNOWLEDGE WHAT YOU DO WELL INSTEAD OF PICKING APART YOUR MISTAKES.
- 4 I CAN HOLD YOU ACCOUNTABLE WITHOUT SHAMING OR BLAMING YOU.
- 5 I'M WILLING TO OWN MY PART.
- 6 I CAN GENUINELY THANK YOU FOR YOUR EFFORTS RATHER THAN CRITICIZE YOU FOR YOUR FAILINGS.
- 7 I CAN TALK ABOUT HOW RESOLVING THESE CHALLENGES WILL LEAD TO YOUR GROWTH AND OPPORTUNITY.
- 8 I CAN MODEL THE VULNERABILITY AND OPENNESS THAT I EXPECT TO SEE FROM YOU.
- 9
- 10

from Daring Greatly by Brené Brown


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PEOPLE - VULNERABILITY

UNCERTAINTY, RISK AND EMOTIONAL EXPOSURE

i didn't cause it. i can't control it.
i can't cure it. i can help take care
of myself by communicating my
feelings, making healthy choices,
and celebrating me.

National Association for Children of Addiction
VOICE FOR THE CHILDREN • NACA.org



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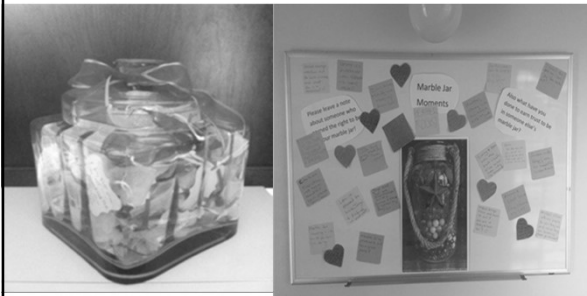
LEADERSHIP and CULTURE



- Inspire
- Purpose, Create & Contribute
- Take Risks
- Embrace Vulnerabilities
- Be Courageous
- Encourage Our Daring
- See Our Talent, Ideas & Passion
- Engage with & Learn from US
- Respect
- Honest Conversations

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PEOPLE - TRUST



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COURAGE - COMPASSION - CONNECTION

- 1. Asking for what you need
- 2. Speaking your truth
- 3. Owning your story
- 4. Setting boundaries
- 5. Reaching out for support



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RECKONING - RUMBLE - REVOLUTION

Reckon with Emotions-
HEART
Rumble with Thoughts-
HEAD
Revolution is Behavior-
HANDS



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PROFESSIONALS - RITUALS



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MARBLE JARS



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TEAMWORK

Together is Better
A Little Book of Inspiration

The opportunity is not to discover the perfect company for ourselves.
The opportunity is to build the perfect company for each other.
- Simon Sinek



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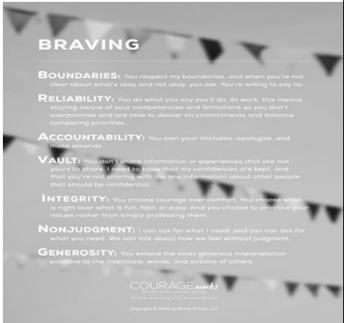
TEAMS - RESILIENCE

People are Hard to Hate
Close Up...Move In

Speak Truth to
Bullshit...Be Civil

Hold Hands...With
Strangers

Strong Back...Soft
Front...Wild Heart




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HARVARD BUSINESS REVIEW

Compared with people at low-trust companies, people at high-trust companies report: 74% less stress, 106% more energy at work, 50% higher productivity, 13% fewer sick days, 76% more engagement, 29% more satisfaction with their lives, 40% less burnout.

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ORGANIZATIONS - RECOVERY



The diagram is a circular wheel divided into 10 segments, each representing a component of recovery. Starting from the top and moving clockwise, the segments are: Person-Driven, Many Pathways, Holistic, Peer Support, Relational, Culture, Addresses Trauma, Strengths / Responsibility, Respect, and Hope. The center of the wheel contains the text: SAMHSA's WORKING DEFINITION OF RECOVERY.

PRACTICE - 4x a day
 -Wake Up
 -Leave Home/Get to work
 -Leave work/Get Home
 -Bedtime

WORKPLACE - DAILY


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ORGANIZATIONAL CULTURE

- The set of behaviors, values, artifacts, reward systems, and rituals that make up your organization
- You can “feel” culture when you visit a company because it is often evident in people’s behavior, enthusiasm, and the space itself

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ACCOUNTABILITY



The image shows a heart-shaped metal object, possibly a button or a piece of jewelry, with the word "love" engraved in a simple, lowercase font. The heart is set against a dark, textured background.

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ENVIABLE WORK CULTURE

1. People are waiting in line to join the team
2. Turnover is low
3. Top leaders are not insecure about other leaders succeeding
4. Gossip isn't tolerated
5. Lateral leadership is outstanding
6. Team members are energized by the mission
7. It's not just a job
8. The team believes they are more important than the task
9. People are smiling
10. Fear is missing
11. Communication is strong
12. Change is welcome

Tim Stevens in Fast Company

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PLAN - A Balanced Life (ABL)

What is your Action Plan?

For YOURSELF:

For your TEAM:

For your ORGANIZATION:



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MANIFESTO

MANIFESTO *of the*
BRAVE *and*
BROKENHEARTED

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MOVEMENT - Wounded Healer to Worthy Helper™



<http://www.bing.com/videos/search?q=strene+brown+rising+strong&view=detail&mid=C3A60F6A615B86A2C9DFC3A60F6A615B86A2C9DF&FORM=VIRE>

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