

# Moving From Surviving to Thriving



While you are waiting for us to begin....

1. Send a quick text/email to someone to tell them how much they mean to you.\*

\*People who do this daily get great e-mails/texts back and their social connection score is top notch

\*Social connection is the greatest predictor of long-term happiness



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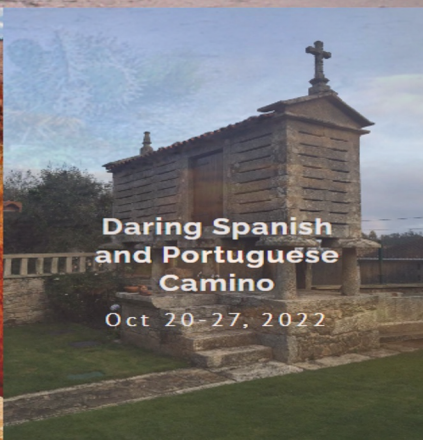
# BOUNCE TRAVELS

See the World Differently

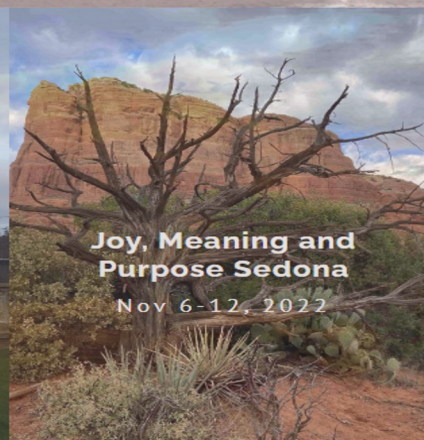
## Adventurous Travel and Life-Changing Self Discovery Retreats



**Awe in the  
American West**  
Sept 11-17, 2022



**Daring Spanish  
and Portuguese  
Camino**  
Oct 20-27, 2022



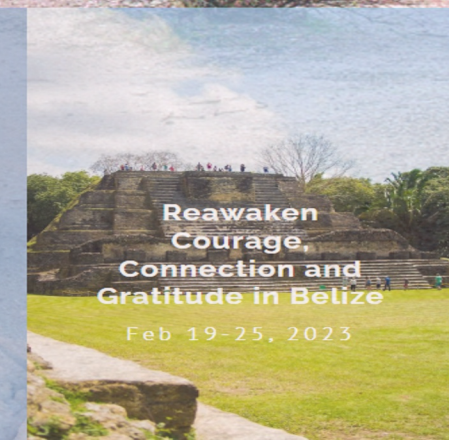
**Joy, Meaning and  
Purpose Sedona**  
Nov 6-12, 2022



**Making Space For  
New Possibilities  
in Tucson**  
Nov 14-19, 2022



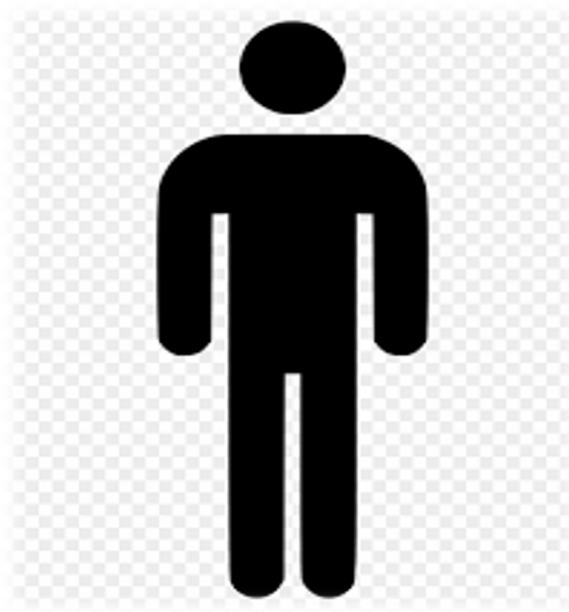
**New Year, New You  
in Minnesota**  
Jan 12-15, 2023



**Reawaken  
Courage,  
Connection and  
Gratitude in Belize**  
Feb 19-25, 2023



# Burnout in the General Population



**Prior to Pandemic**  
**25%**



**Now**  
**53%**



# Burnout Costs Workforce

Burnout is associated with....

- ↑ Disruptive Behavior
- ↑ Divorce
- ↑ Disease (CAD)
- ↑ Drug Abuse
- ↑ Death (Suicide increases 2-4x)

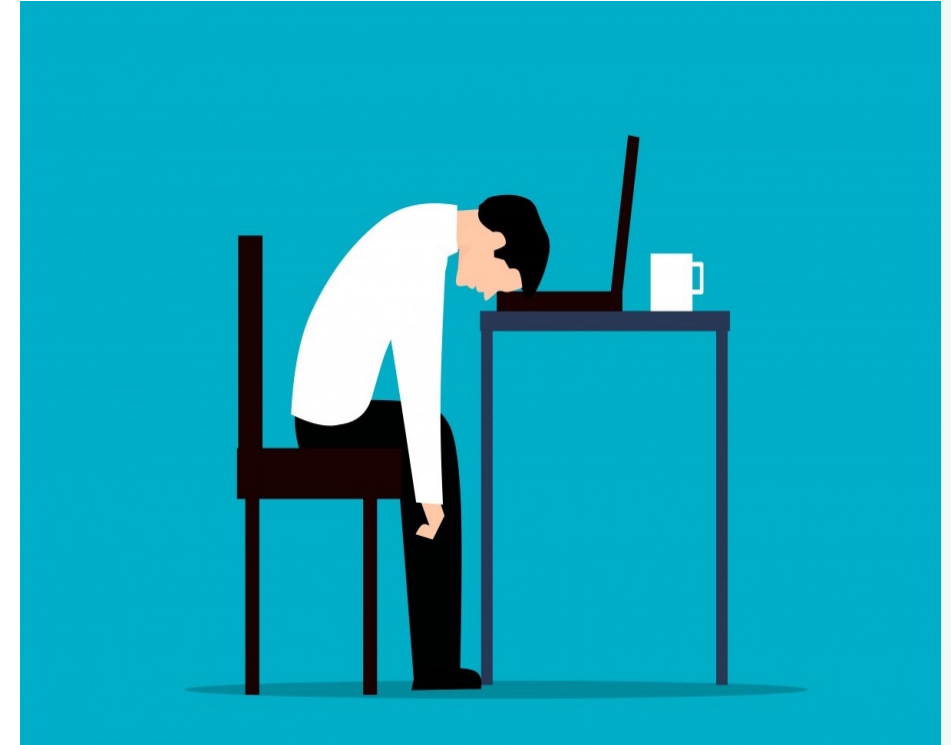


Photo by: @mohamedhassan on pxhere.com



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# Burnout Costs Workforce

## Burned out workers say...

20% will decrease their time at work within 1 yr

40% will leave current place of employment within 2 yr



Shanafelt MCP 2016 <https://www.ncbi.nlm.nih.gov/pubmed/27814840>

Decreased productivity: Dewa, C. S., Loong, D., Bonato, S., Thanh, N., & Jacobs, P. (2014).

How does burnout affect physician productivity? BMC Health Services Research, 14(325).

Shanafelt et al. Physician Burnout and Reductions in Professional Work Effort

Mayo Clinic Proc 2016;91(4):422-431



# Burnout Affects Patients, Clients, Students

Burnout is associated with...

- ↑ Mistakes
- ↓ Adherence
- ↓ Empathy and Compassion
- ↓ Patient Satisfaction
- ↑ Likelihood to “fall through the cracks”
- ↑ Anger, Frustration and Disengagement



Dyrbye. JAMA 2011;305:2009-2010

Murray, Montgomery, Chang, et al. J Gen Intern Med 2001; 16:452-459

Landon, Reschovsky, Pham, Blumenthal. Med Care 2006;44:232-242



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# Am I burned out?

- You try to be everything to everyone.
- You get to the end of a hard day at work, and feel like you have not made a meaningful difference.
- You feel like the work you are doing is not recognized.
- You identify so strongly with work that you lack a reasonable balance between work and your personal life.
- Your job varies between monotony and chaos.
- You feel you have little or no control over your work.
- You work in education....or pretty much any caring profession.



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# Stanford Wellness Model as Framework

## 3 Reciprocal Domains

**Efficiency of Practice:** Value added clinical work accomplished divided by the time and energy spent

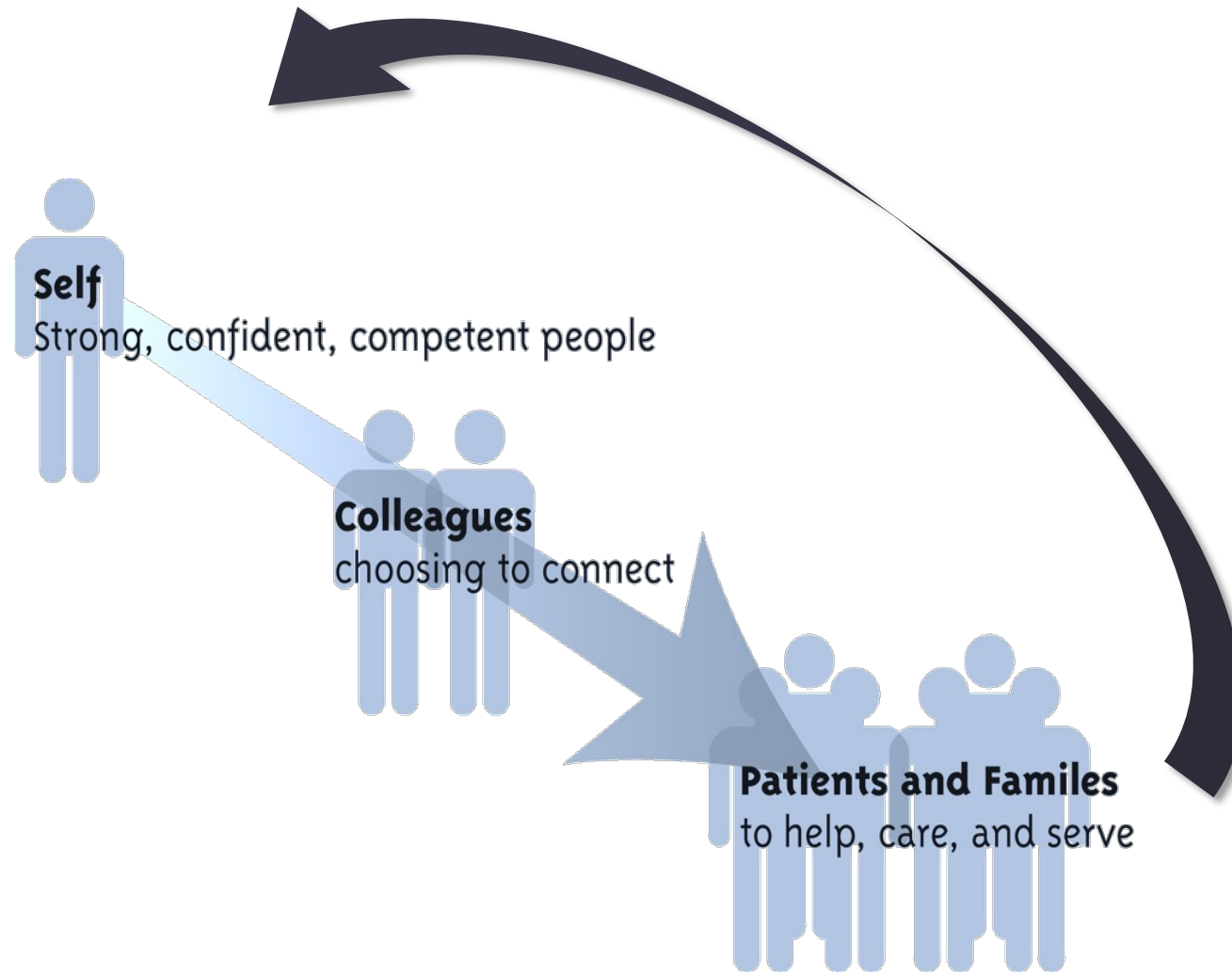
**Culture of Wellness:** Creation of work environment with values, attitudes, and behaviors that promote self care, personal and professional growth, and compassion for colleagues, patients, and self

**Personal Resilience:** Skills, behaviors, and attitudes that contribute to personal physical, emotional, and social well-being, including the prevention of burnout



©2016 Stanford Medicine

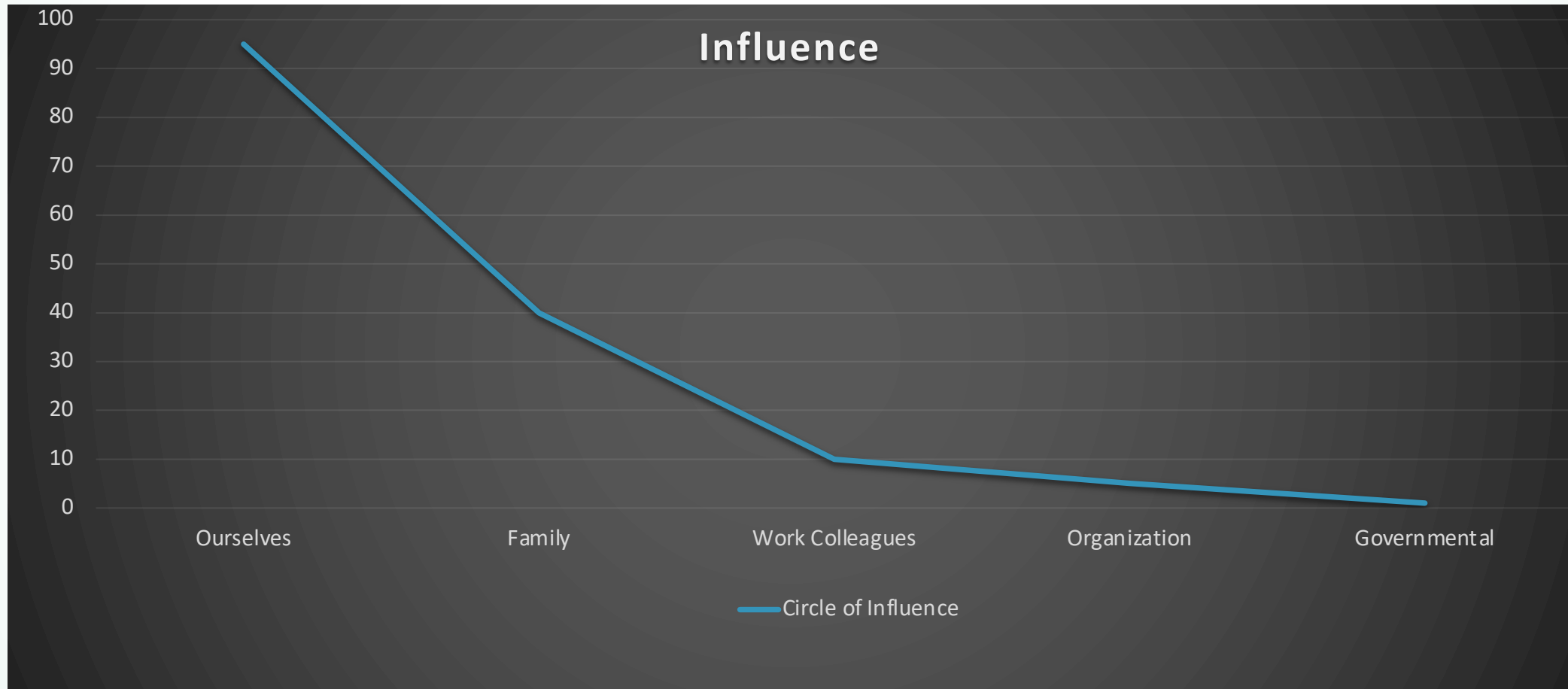
# 3 Key Relationships

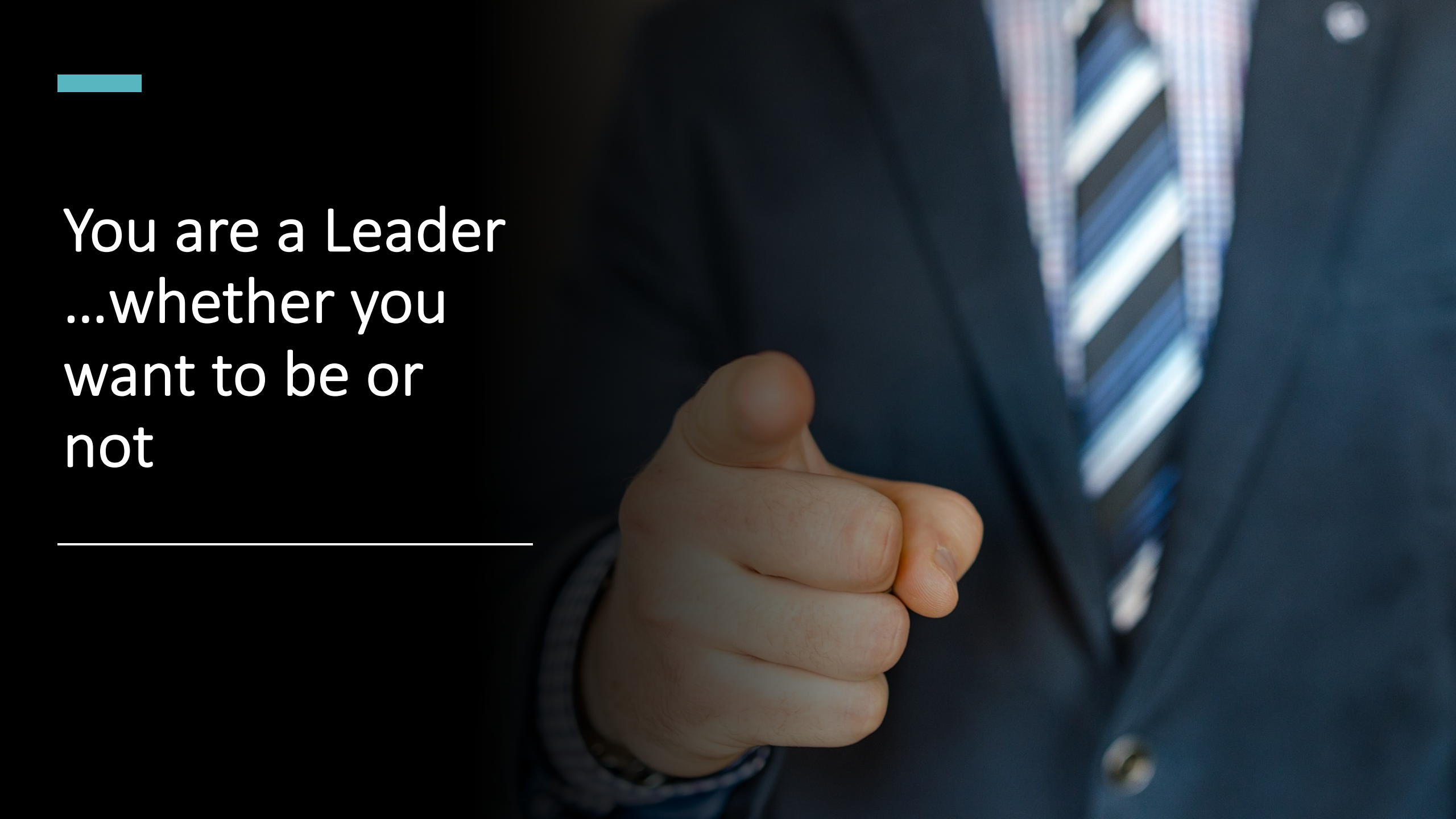



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# Power and Control to Change



A close-up photograph of a person's hand pointing their index finger directly at the viewer. The person is wearing a dark blue suit jacket over a light blue and white striped shirt and a dark blue and white striped tie. The background is dark and out of focus.

  
You are a Leader  
...whether you  
want to be or  
not

---





# Lollipop Leader

- What resonated with you about what Drew Dudley said?
- How can you see yourself putting these concepts into practice?
  - How many opportunities do we have everyday in to make lollipop moments?
  - How can we get better at expressing gratitude to others?
  - How can we talk about times when we are proud, so that we can let our light shine?
  - How can we gracefully accept a compliment?



# Resilience (and Happiness) Can Be Learned!

- **“Resilience is like weight training ... we found that people can actually build up their compassion ‘muscle’ and respond to others’ suffering with care and a desire to help.”**

Dr. Helen Weng  
UW-Madison

- **“Ninety percent of your long-term happiness is predicted not by the external world, but by the way your brain processes the world.”**

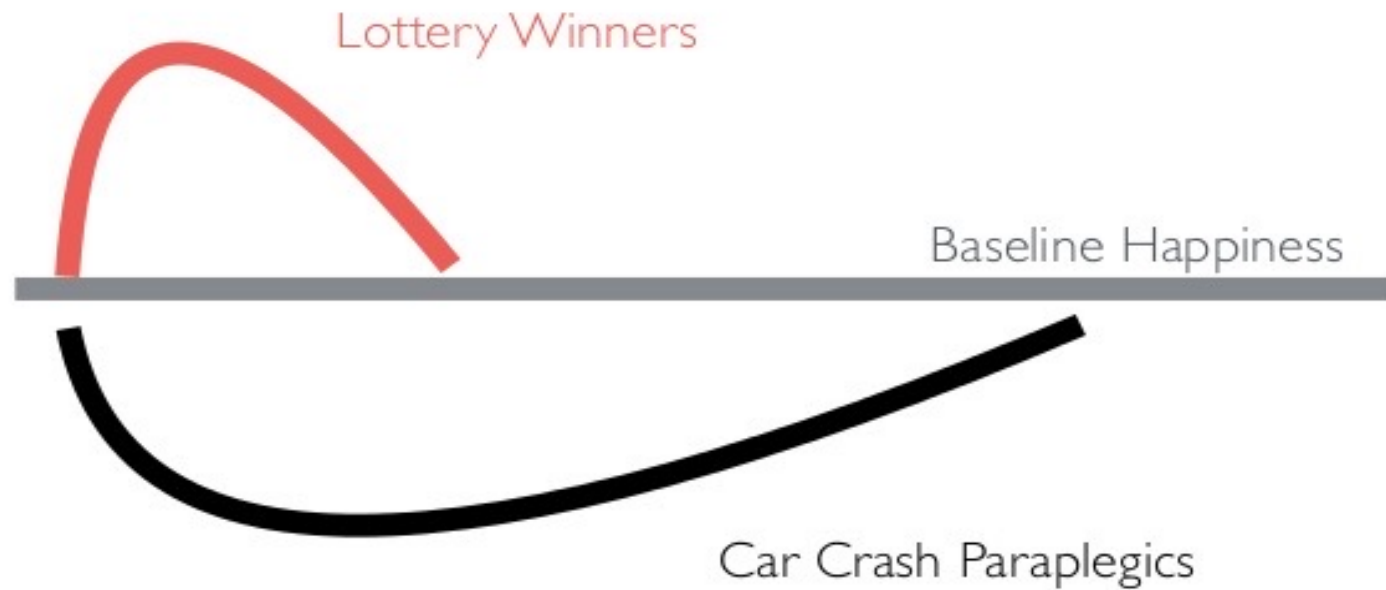
Dr. Shawn Achor  
Founder GoodThinkInc

# Chasing Happiness...



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# Happiness associated with Relationships and Gratitude



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# Harvard Study of Adult Development



**Good Relationships Keep us Happier and Healthier**



# Relationships are important!

- Loneliness Kills – 45% increase in early death
  - Air pollution 5%
  - Obesity 20%
  - Alcohol 30%
  - Same as smoking 15 cigarettes a day
- 40% of Americans are lonely
- Why is talking about loneliness taboo?
- Facebook makes it worse
- 4am friends



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# Chasing Happiness

- **We all want it right? How do we get it?**

**Building and Maintaining Quality Relationships.**

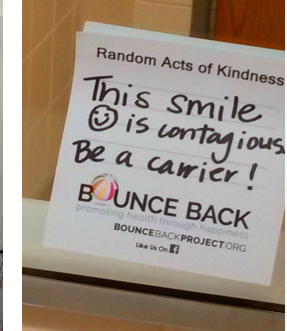
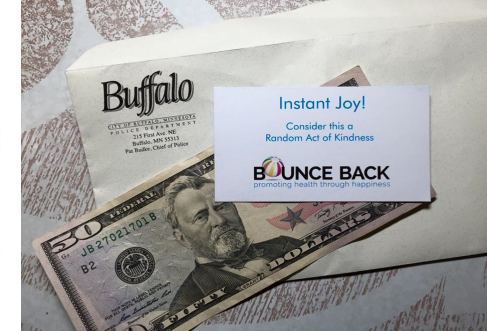
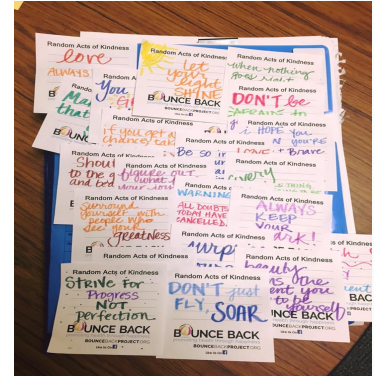
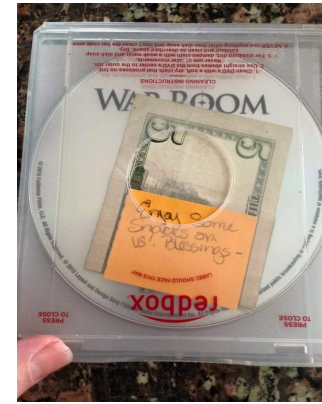
**Gratitude and kindness are the bests tool to build relationships.**

# Random Acts of Kindness

**“Doing an act of kindness produces the single most reliable momentary increase in well-being of any exercise that has been tested.”**

*Dr. Martin Seligman  
University of Pennsylvania*

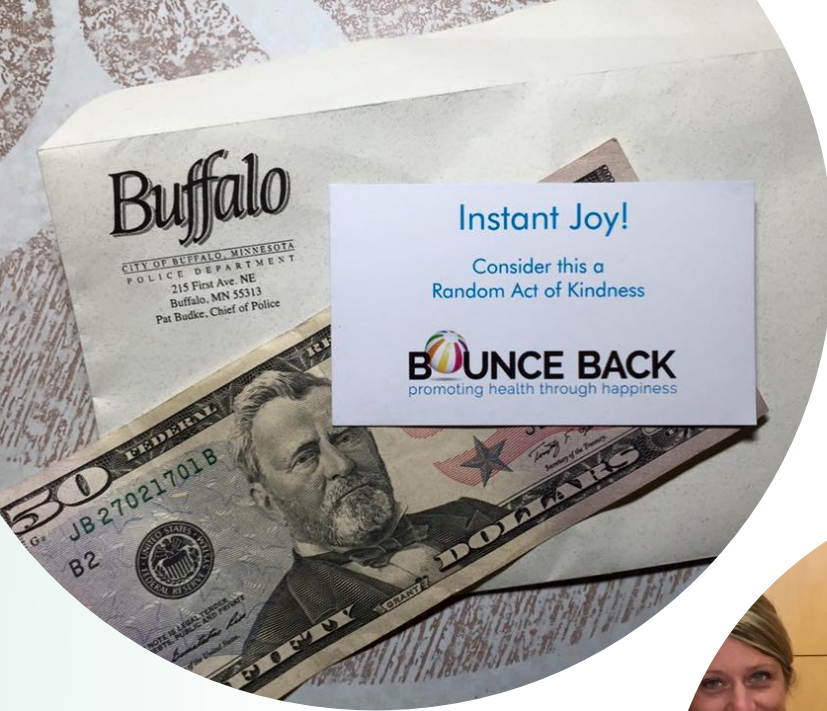
# Random Acts of Kindness



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# Relationship with the Buffalo Police Dept.



- I was pulled over tonight in Buffalo. I had my two children in the vehicle. We had just left my new job (been there 3 weeks) at a group home. We spent my night off hanging out with disabled individuals. My kids wanted to meet everyone - we had dinner with them, visited and did some crafts. We got pulled over less than a mile from their house.
- The police officer asked if I had heard of the Bounce Back program and offered me an envelope with \$50 in it. What she didn't know is that I haven't received my first paycheck yet. I recently separated from my husband and money is tight for us - I have \$20 in my checking account right now. The only Christmas presents I have so far are a pack of Uno cards for my older son and some bath toys for my younger son.
- To receive \$50 in a random act of kindness means the world to me right now! I am so thankful and I will find a way to pay it forward! Thank you to the Buffalo Police Department for this amazing program. I truly appreciate it!



# Witnessing Random Acts of Kindness



Increases kindness in others



Increases generosity of others



Creates a “peak experience” to be grateful to be alive



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# Three Good Things



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The negative  
screams at  
you!

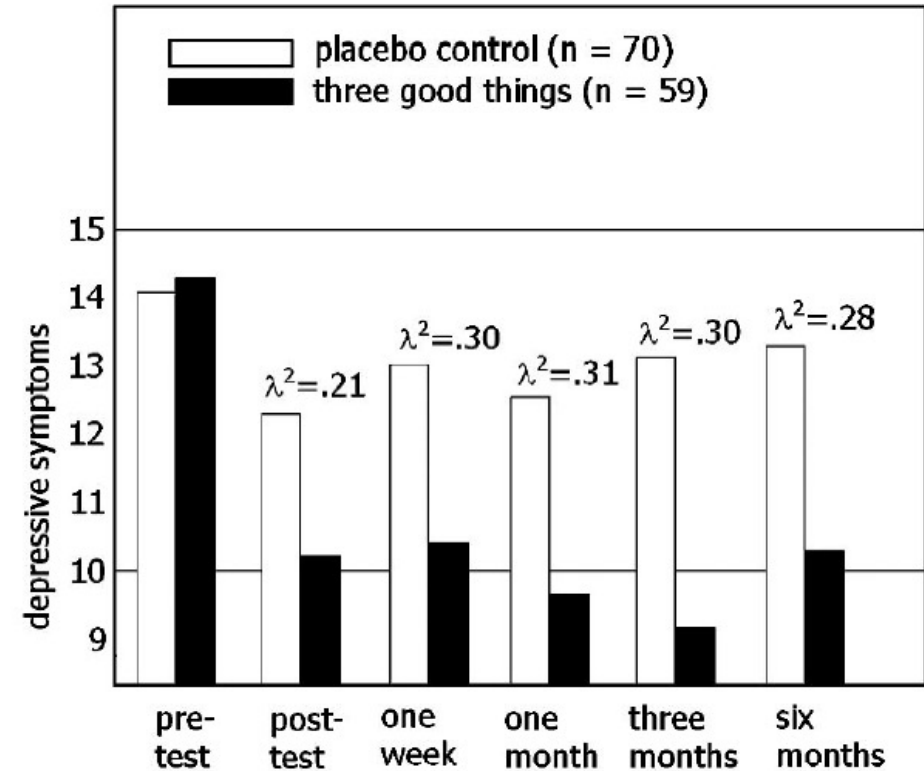
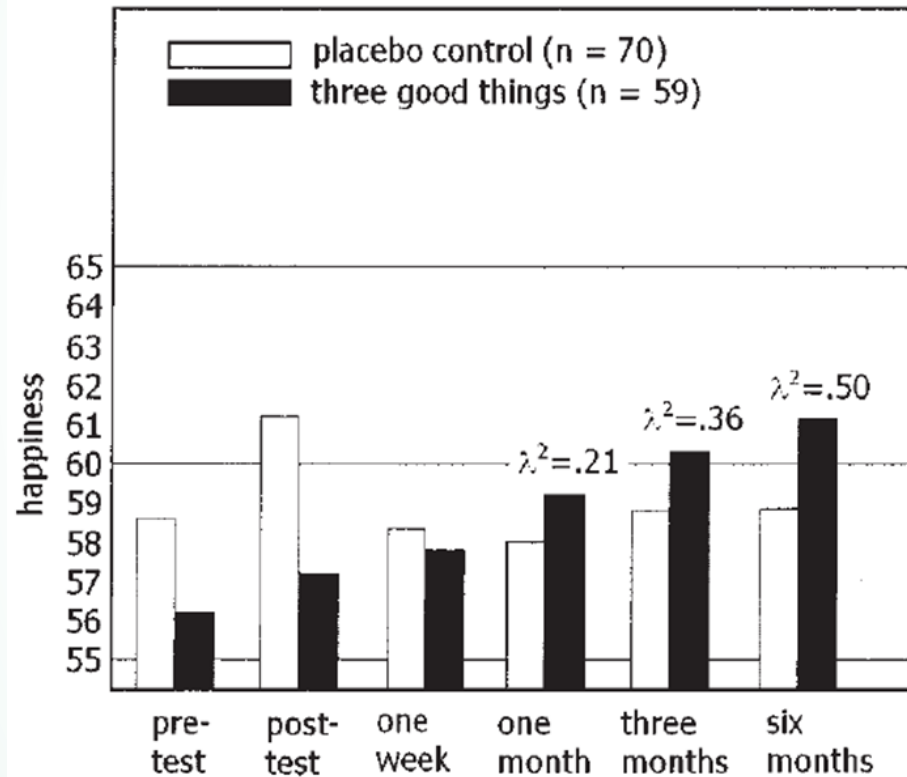
...while the  
positive only  
whispers

-Barbara Frederickson



# Three Good Things

Seligman, Steen, Park & Petersen, 2005



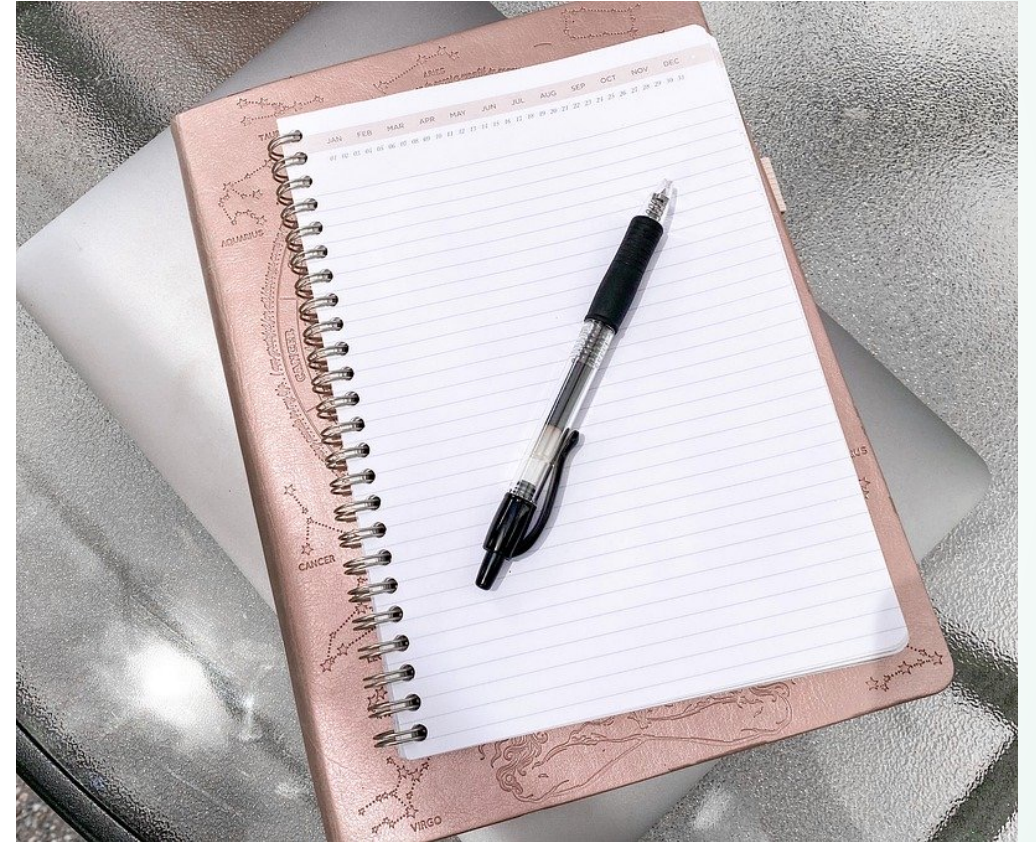
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# Gratitude Journaling

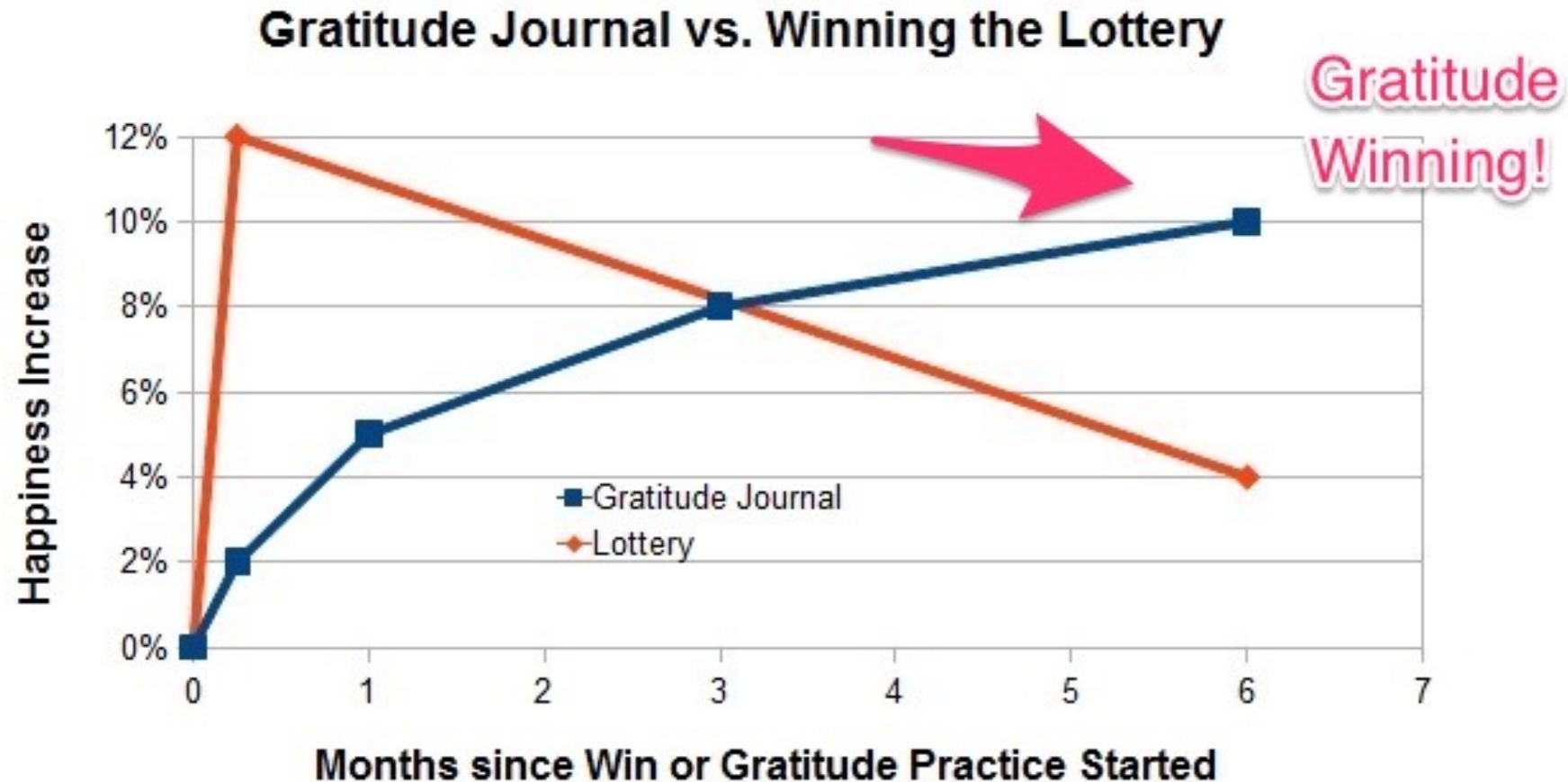
- Writing/photographing
- Only 3-4 days a week
- Reflect on something you are grateful for, for a few minutes.



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# Gratitude Journaling Science

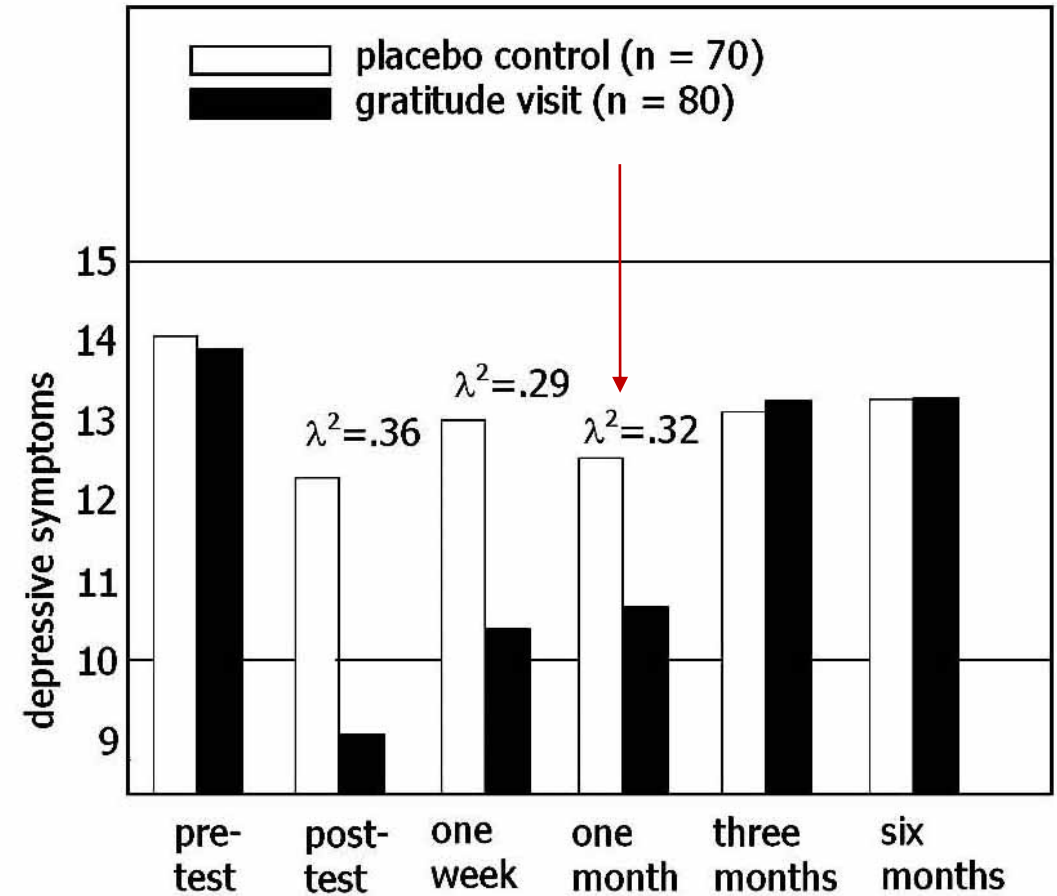
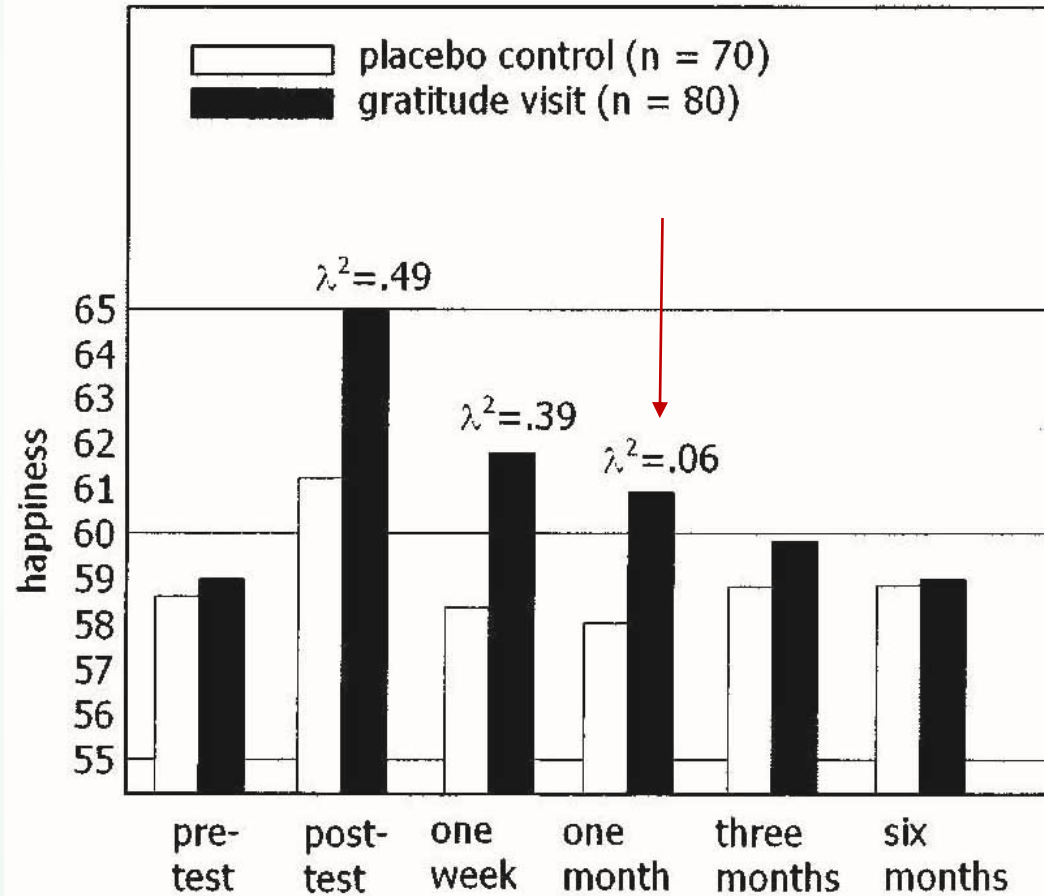


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# Gratitude Letters



# Gratitude Letter Effectiveness



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# Gratitude and Relationships

1

Who is someone who said or did something in your life that maybe you have never properly thanked?

2

What did they do or say that was so meaningful?

3

What would you tell that person about that and how would you thank them?



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THE SCIENCE OF  
HAPPINESS

# Gratitude

- **You now have the opportunity to write a thank-you note to that person you thought about ... right now!**
- **Commit to a phone call or mailing your thank-you note within the next 48 hours**



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# Gratitude Letters





# Gratitude Is A Gift You Give To Yourself

- **Decreased depressive symptoms and increased feelings of well-being** <sup>5,1</sup>
- **Improved psychological well-being** <sup>6</sup>
- **Improved working memory** <sup>2</sup>
- **Improved sleep** <sup>3</sup>
- **Improved immune system function** <sup>4</sup>
- **Improved relationships** <sup>5</sup>
- **Improved coping with emotional upheavals** <sup>6</sup>



1.Seligman, M.E., Steen, T.A., Park, N., & Peterson, C. (2005). Positive psychology progress: empirical validation of interventions. *American Psychologist*, 60, 410-21.

2.Klein, K., & Boals, A. (2001). Expressive writing can increase working memory capacity. *Journal of Experimental Psychology: General*, 130, 520-33.

3.de Moor, C., Sterner, J., Hall, M., et al. (2002). A pilot study of the effects of expressive writing on psychological and behavioral adjustment in patients enrolled in a Phase II trial of vaccine therapy for metastatic renal cell carcinoma. *Health Psychology*, 21, 615-619.

4.Petrie, K.J., Booth, R.J., & Pennebaker, J.W. (1998). The immunological effects of thought suppression. *Journal of Personality and Social Psychology*, 75, 1264-1272.

5.Slatcher, R.B., & Pennebaker, J.W. (2006). How do I love thee? Let me count the words: the social effects of expressive writing. *Psychological Science*, 17, 660-664.

6.Barclay, L.J., & Skarlicki, D.P. (2009). Healing the wounds of organizational injustice: examining the benefits of expressive writing. *The Journal of Applied Psychology*, 94, 511-523.





# The Two Wolves Cherokee Legend

An old Cherokee is teaching his grandson about life. "A fight is going on inside me," he said to the boy. "It is a terrible fight and it is between two wolves."

"Which wolf will win?"

The old Cherokee simply replied,  
One wolf is evil - he is anger, envy, sorrow, regret, greed, arrogance, self-pity, guilt, resentment, inferiority, lies, false pride, superiority, and ego."

He continued, "The other is good - he is Joy, Gratitude, Serenity, Interest, Hope, Pride, Amusement, Inspiration, Awe, Love, and faith.

The same fight is going on inside you grandson, and inside every other person, too."

"The one you feed."

The grandson thought about it for a minute and then asked his grandfather:



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# Upcoming Bounce Travels CME/CEU Retreats

## **Awe in the American West**

Zion, Bryce and Grand Canyons

Sept 11-17, 2022

**Fear Less, Live More – Pequot Lakes, MN**

October 14-16, 2022

**Meaning and Purpose in Sedona**

Nov 6-12, 2022

**New Possibilities in Tucson**

Nov 14-19, 2022

**2023 Retreats in...**

Belize, Mexico, Sonoma CA,  
Santa Fe, Iceland, Germany



Contact me:

Corey.Martin@innovationsinresilience.com

For more information on  
Wellbeing Resources:



“When you are on your path the world conspires to help you.”  
-Paulo Coelho