# Share in the chat

What does the word "well being" mean to you? Share other words you associate with "well being".

# Mental Health

A state of mental well-being that enables us to cope with the stresses of life, realise our abilities, learn well and work well, and contribute to our community.

World Health Organisation

# Self care

What we do to take care of ourselves so we can lead a healthy personal life and contribute to the work that inspires and fulfills us.

Mozilla Open Leadership

# Personal Ecology

What we do to maintain
balance, pacing, and
efficiency to sustain our
energy
over a prolonged time.

Rockwood Leadership Institute

# Personal Ecology - part of a broader ecosystem

We can't have a healthy community if we individually are burned out.

Burnout is characterized in the occupational context by:

- feelings of energy depletion or exhaustion
- increased mental distance or feelings of negativism related to job
- reduced professional efficacy (consequence of stress)

They have a broad personal consequences, if not addressed.

*Rethinking Burnout: When Self Care Is Not the Cure, Jennifer Moss, (2020)*
*https://doi.org/10.1177/0890117120920488b*

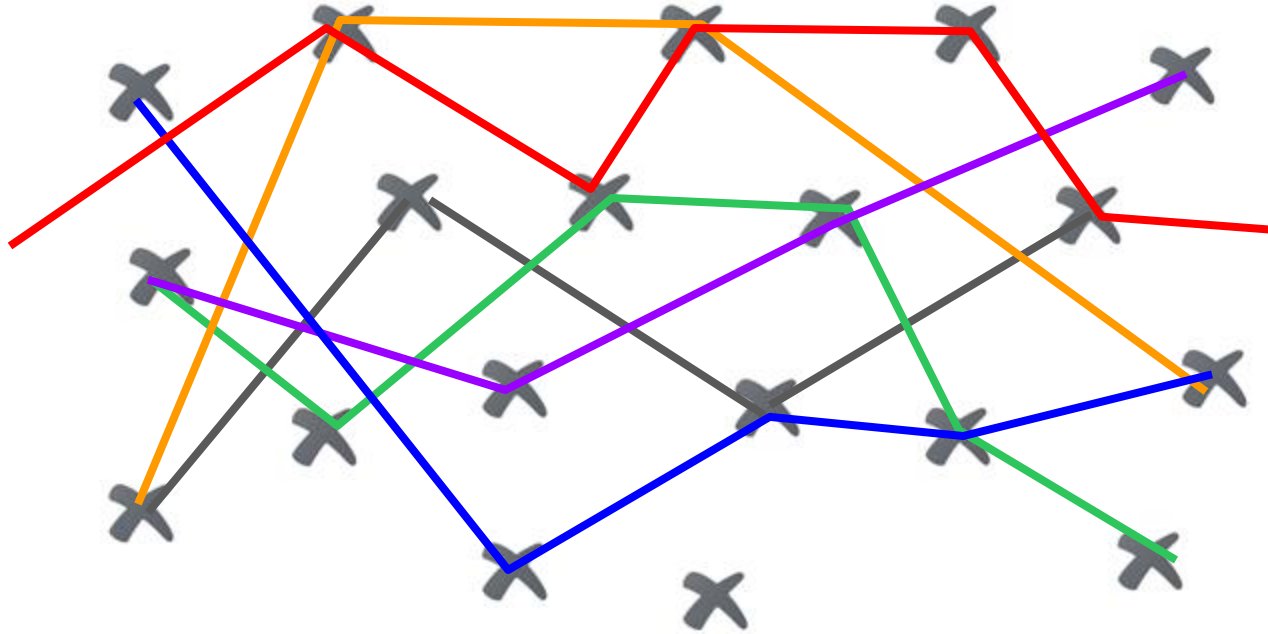# Narrative therapy and practice: ideas

People make meaning of their lives through linking events into stories
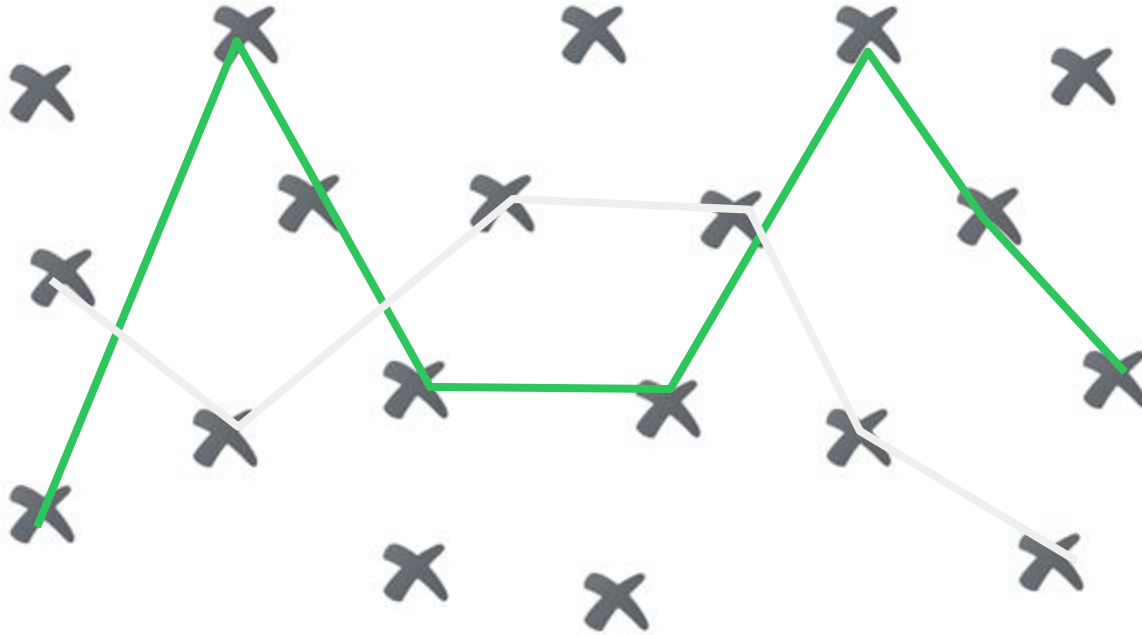
# Just an example..



Thin, problem-saturated description - failed/failing/recovering academic

# Our lives are multi-storied

- People are always responding to the difficulties
- All people have knowledge, skills, hopes and dreams

# Alternative and preferred stories



Thick, preferred story description -  advocate for better research culture

# Narrative therapy and Open Science: common

- Challenges traditional hierarchy
- Sees others as experts of their own context
- Democratises knowledge
- Engages the community
- Collaboration, co-research and co-creation, not individualism
- Documents research outputs and shares them
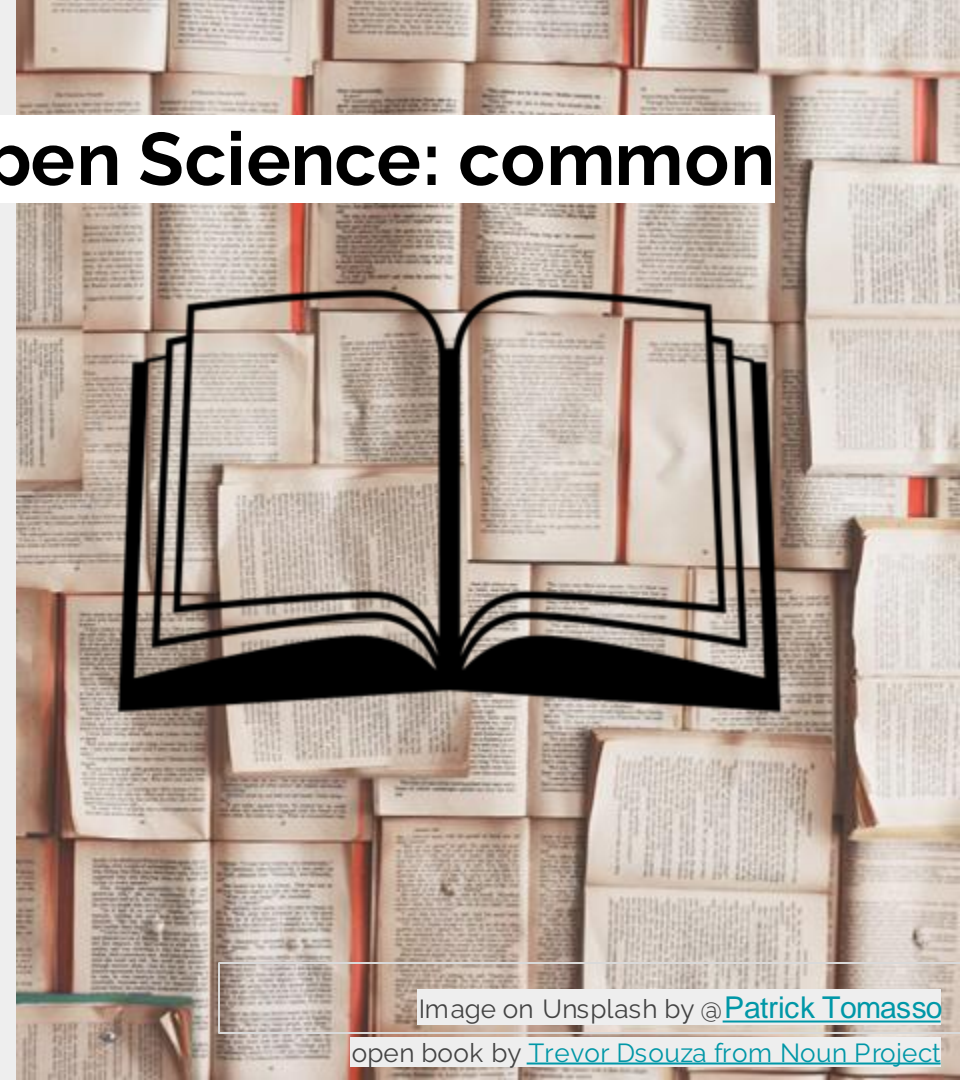
# Moving from individual to collective

- Considering the problem in a larger context

- Valuing "local" knowledge, people are the *experts*

- Inviting people experiencing hardship to make contribution to others in a similar situation

- Seeking collective ways forward, also by finding ways to share skills between different members of community, and between communities

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Photo by Nathan Waters on Unsplash

- There are many ideas, practices and frameworks. Some of them are useful too! - remember they are all **socially constructed**

- Our cultural identities (and abilities) develop/get constructed over time in relation to **historical, social, and political** contexts

Michael White, Narrative therapist - Funny Moments
www.dulwichcentre.com.au
First 5 minutes on concepts and ideas

# What will we do?

## Spanish omelette, deconstructed?



Image by iCurro from Pixabay



Image generated by Claude AI (Anthropic)

# Self reflection

What does self care mean to you?

*No need to share your notes - but do take notes for yourself.*

What does "good" self care mean?

What does "bad" self care mean?

# **Breakout exercise:**

# What are the background assumptions behind?

*What are the background assumptions, "taken for granted" beliefs and ideas and/or social /cultural discourses that make those ideas about good and bad self-care possible*

Personal ecology plan for yourself and your team/community need a proactive, strategic, systemic approach.

*You can't sustain a movement if you don't sustain yourself.* - Akaya Windwood

It starts with ensuring your own well-being and availability for yourself, those you care for, and the work.

# Your Sense of Agency and Sphere of Control

- Cutting through the noise

- Finding emotional and physical balance - Building resilience

- Thinking more clearly and advocating for yourself

https://tahirydevine.com/2020/11/11/how-to-develop-a-sense-of-agency-and-maintain-your-control/

*Sphere of control is a concept that helps people focus their precious time and energy on the things they can control so that they can make a greater impact where it matters most.*



Using Sphere of Control to Build Resilience - The Management Center.
https://www.managementcenter.org/resources/using-sphere-control-build-resilience

It is not about controlling other people or telling them what to do

It is about understanding and communicating what you will do to keep yourself safe and healthy (when you will say 'No') personally and professionally

Identify conditions under which you thrive - how to sustain them

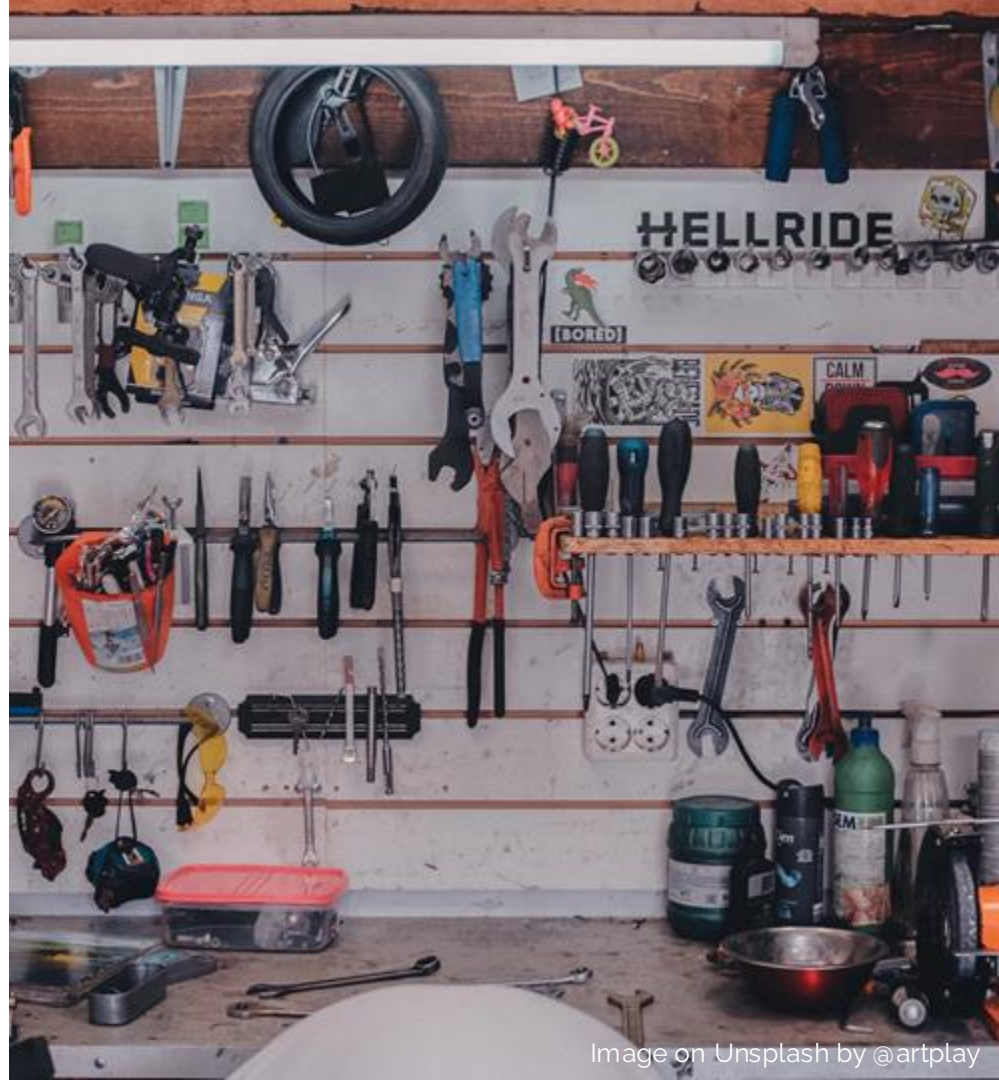Identify conditions that frustrate you - how to avoid them

Communicate them with your colleagues (personal manual)

# Many Tool kits

Prompts and guides for self-assessment of our personal habits, working style and personal plans to draw inspirations from.

Some tools we have collected



Image on Unsplash by @artplay

# Breakouts: "Story Duo" activity X 3 (6 mins each)

1. You felt most inspired as a kid - e.g. what was it about, what/who was there, what was exciting

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3. You received kindness and support by your close friends/colleague/family member unexpectedly
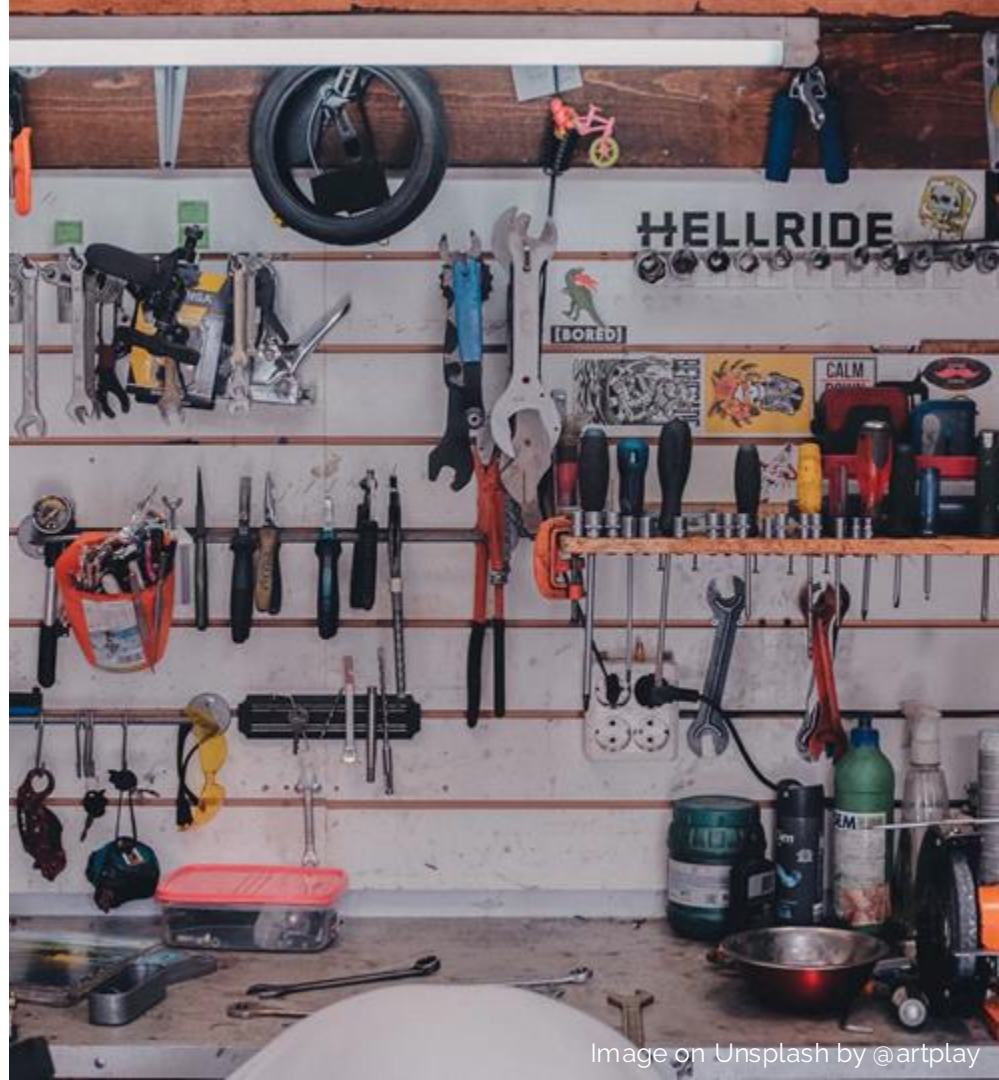
Closing Thoughts, Ideas, Comments

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# Closing thoughts

1.  *Anything you would you like to* *share with the group* *in your responses to the activities today?*

1.  *Think about an immediate next step* *you can take to sustain yourself, your personal ecology, or your balance*

1.  *Identify your accountability buddy* *who can support you in taking this step and what do they need to know*

# Work-life quadrants snapshots

*Discover how to bring your whole self to work in ways that empower you while maintaining boundaries between work and home to avoid burnout.*

1. Things at work I want to keep at work

2. Things at work I want to bring into my life

3. Things in my life I want to keep outside work

4. Things in my life I want to bring into my work

# Work-life quadrants snapshots

1. *What do your responses show you about your work-life balance?*

1. *Where do you see opportunities to bring things into your life from work and vice versa?*

1. *How might you set boundaries around the things you don't want to bring back and forth?*

# Delights & distractions snapshot

*Find ways to create a delightful, engaging remote or distributed workspace that doesn't unduly distract you from your work or engagement with colleagues.*

😇 **Delight**

- Favorite songs, books, movie, pet, location, food, blanket, debugging duck

😢 **Distractions**

- Inconsistent document formats, clutters on the desk/code/room, feeling out of place and isolated

# Identifying and communicating your working style

## MY STRENGTHS

I am very detail-oriented and great at spotting patterns.

I have a great memory for processes.

I am punctual, honest and loyal.

I am an independent thinker and can see things from a different perspective.

## MY CHALLENGES

I am sensitive to high pitched and repetitive sounds, like clocks or fire alarms.

I find bright lights above my head distracting.

I feel anxious if meetings start late or are moved at short notice.

## COMMUNICATION STYLE

I prefer written requests wherever possible.

Direct and clear communication is good.

I can concentrate during meetings better when not trying to sustain eye contact.

## THINGS THAT WILL HELP ME

Frequent movement breaks during the day.

My own, non-shared desk space in a quieter spot in the office.

Using a calm tone of voice and vocal level helps me focus on the conversation, particularly when delivering feedback.

# Compare & Contrast Exercise

*Compare the current state of your personal ecology with its contrast, your desired state, so you know* *what to work towards to improve* *your self-care plans.*

| | |
|---|---|
| What is your work-life balance like right now? → <br><br> How do you want your work-life balance to be? → | How do you know? <br><br><br> What would have to change for it to be this way? |