

WELCOME TO THE



**Michigan
Municipal
Executives**

2024 Winter Institute

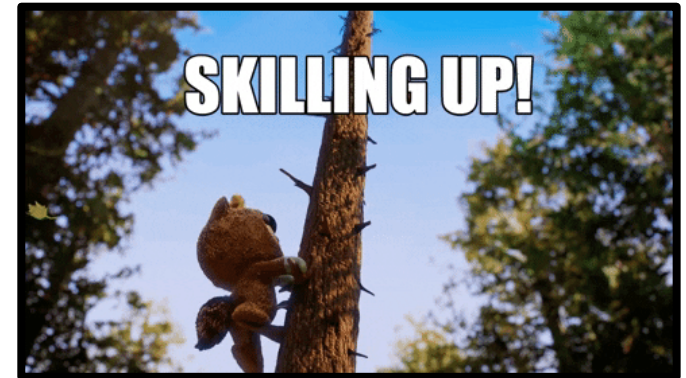
Struggling Well: From Stress to Strength



Time to Chat!

“You have two minutes. Go!”

1. Turn to your buddy.
2. Take **two minutes** to chat about the information/activity.
3. How can this help us to struggle well?



Discover Your Strengths

 <p>TRANSCENDENCE</p> <p>APPRECIATION OF BEAUTY & EXCELLENCE You notice and appreciate beauty and excellence in all domains of life.</p>	 <p>COURAGE</p> <p>BRAVERY You do not shrink from threat, challenge, difficulty, or pain.</p>	 <p>WISDOM</p> <p>CREATIVITY Thinking of new ways to do things is a crucial part of who you are.</p>	 <p>WISDOM</p> <p>CURIOSITY You like exploration and discovery.</p>	 <p>JUSTICE</p> <p>FAIRNESS One of your abiding principles is to treat all people fairly.</p>	 <p>TEMPERANCE</p> <p>FORGIVENESS You forgive those who have done you wrong.</p>	 <p>TRANSCENDENCE</p> <p>GRATITUDE You are aware of good things that happen and don't take them for granted.</p>	 <p>COURAGE</p> <p>HONESTY You live your life in a genuine and authentic way.</p>
 <p>TRANSCENDENCE</p> <p>HOPE You expect the best in the future, and you work to achieve it.</p>	 <p>TEMPERANCE</p> <p>HUMILITY You do not soak the spotlight and others' views; your modesty.</p>	 <p>TRANSCENDENCE</p> <p>HUMOR Bringing smiles to other people is important to you.</p>	 <p>WISDOM</p> <p>JUDGMENT You think things through and examine them from all sides.</p>	 <p>HUMANITY</p> <p>KINDNESS You are kind and generous to others.</p>	 <p>JUSTICE</p> <p>LEADERSHIP You excel at encouraging a group to get things done.</p>	 <p>HUMANITY</p> <p>LOVE You value close relationships with others.</p>	 <p>WISDOM</p> <p>LOVE OF LEARNING You have a passion for mastering new skills, topics, and bodies of knowledge.</p>
 <p>COURAGE</p> <p>PERSEVERANCE You work hard to finish what you start.</p>	 <p>WISDOM</p> <p>PERSPECTIVE People who know you consider you wise.</p>	 <p>TEMPERANCE</p> <p>PRUDENCE You are a careful person.</p>	 <p>TEMPERANCE</p> <p>SELF-REGULATION You are a disciplined person.</p>	 <p>HUMANITY</p> <p>SOCIAL INTELLIGENCE You know how to fit in to different social situations.</p>	 <p>TRANSCENDENCE</p> <p>SPIRITUALITY Your beliefs shape your actions and are a source of comfort to you.</p>	 <p>JUSTICE</p> <p>TEAMWORK You excel as a member of a group.</p>	 <p>COURAGE</p> <p>ZEST You approach everything you do with excitement and energy.</p>

With a partner:

1. Look over the list.
2. Which strengths are top for you?
3. Share with your buddy.
4. How do these strengths help you in life?
5. Do you use them at work?

Practice



Your turn!



Character Strengths

Quick Poll



What are your top strengths?

Enter at menti.com

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Or scan this code:



Our “Strengths” Mission

Own

Name

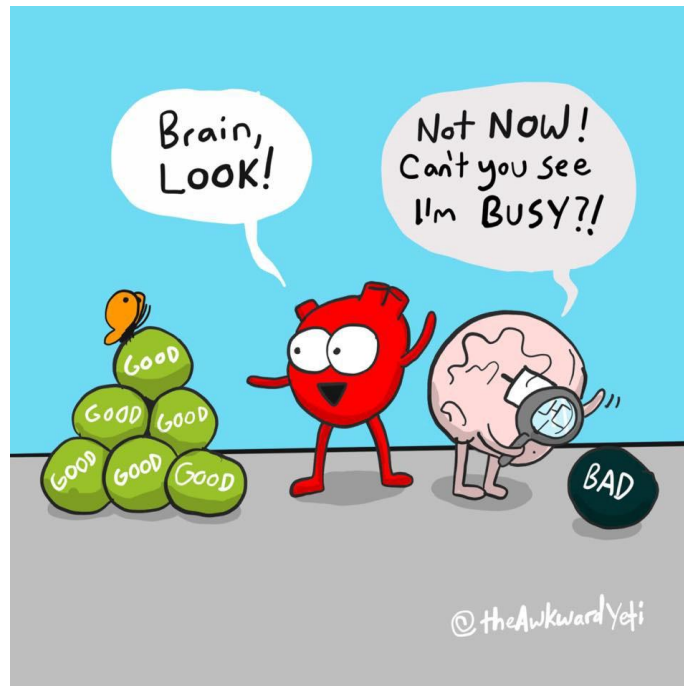


Leverage

Celebrate



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The Importance of Character Strengths



- Many ways to identify strengths
- Researched and developed cross-culturally, **universal**
- Everyone has **all** of these strengths to some degree
- Using your **signature strengths** helps you better engage with the world around you
- **Energizing**, makes us **unique**
- Goal is to live into ***your*** strengths

Strengths Research



Studies suggest mindfully using strengths leads to:

- Increased confidence
- Improved creativity
- Enhanced engagement
- Increased work and life satisfaction
- Better mental health

ROADMAP to use strengths



1. **Reflect** on your strengths
 2. **Observe** strengths in others
 3. **Appreciate** strengths in yourself and others
 4. **Discuss** strengths with others
-
1. **Monitor** your own strengths
 2. **Ask** about how others use strengths, how they see yours
 3. **Plan** to use strengths and set goals for developing

Quick Poll

**What do you want most for
your loved ones?**

Enter at menti.com
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What is Wellbeing?

**Put simply...
Feeling good, struggling well, and
functioning effectively**

What is wellbeing?

Feeling good, struggling well, functioning effectively



Wellbeing is our ability to *feel good, struggle well, and function effectively.*



Positive Emotions

Feeling good broadens our minds and builds our mental, physical and social resilience

Relationships

Feeling safe with others lower stress and boosts trust, creativity, learning and connection

Accomplishment

Believing we can improve our abilities moves us beyond our limitations to realize our potential

Engagement

Developing our strengths can improve our levels of energy, confidence and performance

Meaning

Positively impacting others elevates our motivation, commitment, and satisfaction

Health

How we eat, move, recover and rest shapes our mental, physical, and social energy

(Seligman, 2012)

Organization Wellbeing

It's a
win/win!

ing is a critical ingredient for organizational success. Those that are working
positive culture in the workplace are reaping the benefits.

6X

more likely to
feel engaged

29%

more likely to
be productive

45%

more likely to
be satisfied in
their jobs

46%

less likely to
experience
sick days

125%

less likely to
burn out

32%

less likely to
quit

Employee

70%

fewer safety
incidents

41%

lower
absenteeism

42%

lower
turnover

3.5x

more likely
to be seen as
create and
innovative

10%

higher
customer
ratings

10%

higher over
average
shareholder
return

Employer

Quick Poll



What do you already do that helps you in times of stress and struggle?

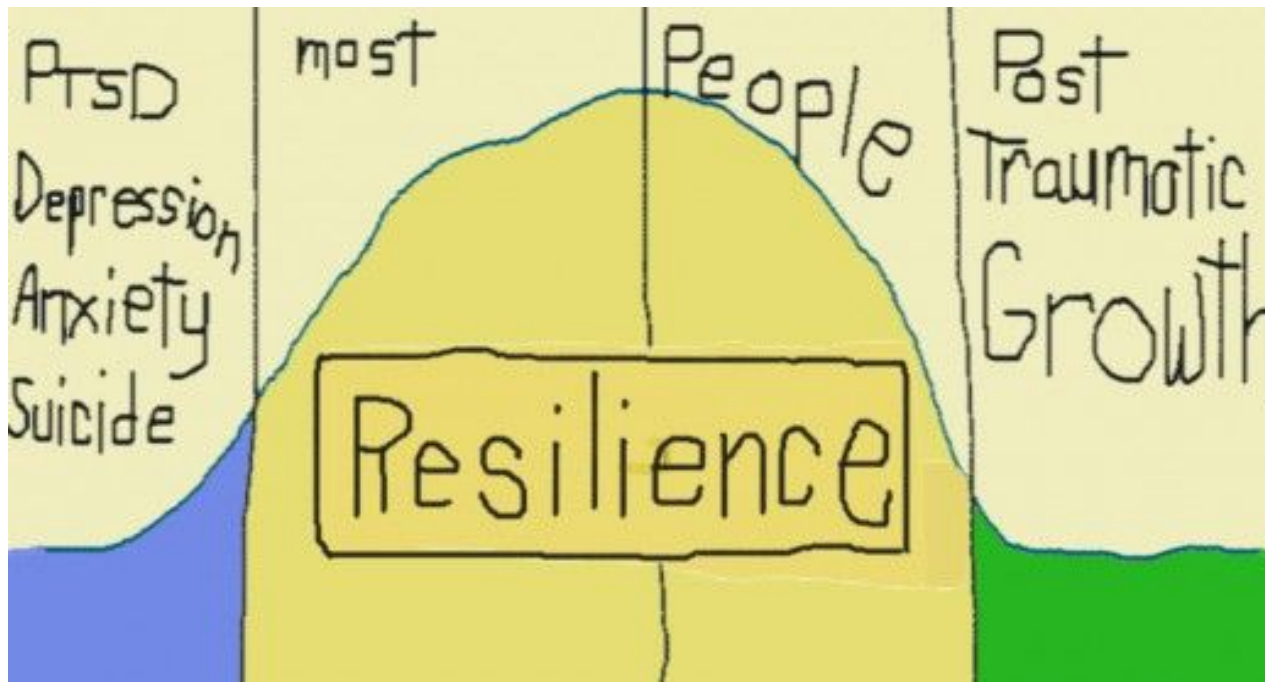
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True self-care is not
soft baths and chocolate
cake. It is making the
choice to build a life
you don't need to
regularly escape from.

#goodetimes

Stress vs. Burnout



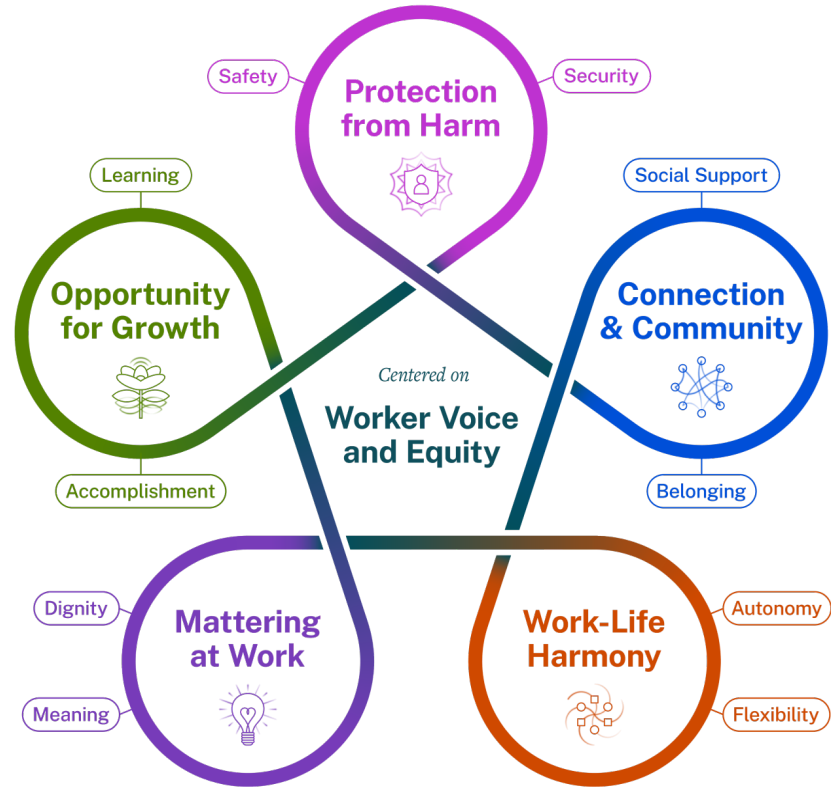
STRESS	BURNOUT
Over-engagement	Disengagement
Emotions are high	Emotions are blunted
Loss of energy	Loss of motivation
Sense of urgency	Sense of hopelessness
Large physical toll	Large emotional toll
Obsession, worry	Detachment, not caring

@JESS_CONFIDENTLIFE

The U.S. Surgeon General's
Framework for

Workplace Mental Health & Well-Being

2022





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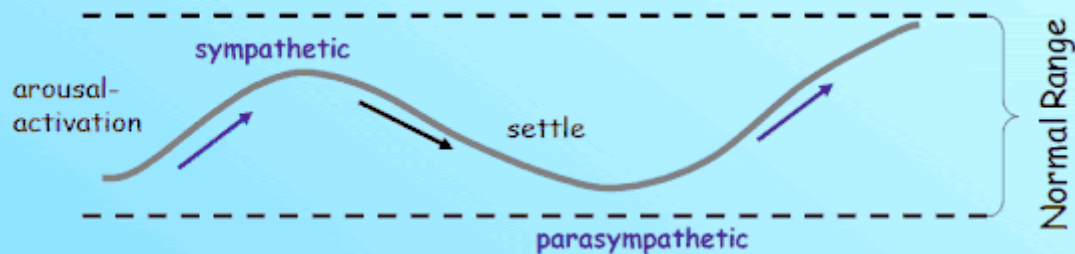


When you change your mind about stress,
you change your body's response.

Dr. Kelly McGonigal



A Healthy Nervous System





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THREAT

vs.

CHALLENGE



Threat
narrows
focus



Challenge
opens
focus



Stress is your
body's way of telling
you that something
meaningful to you
requires your
attention and action.

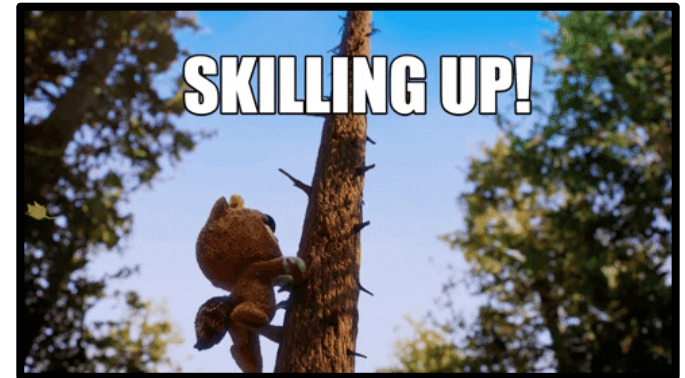
Dr. Kelly McGonigal

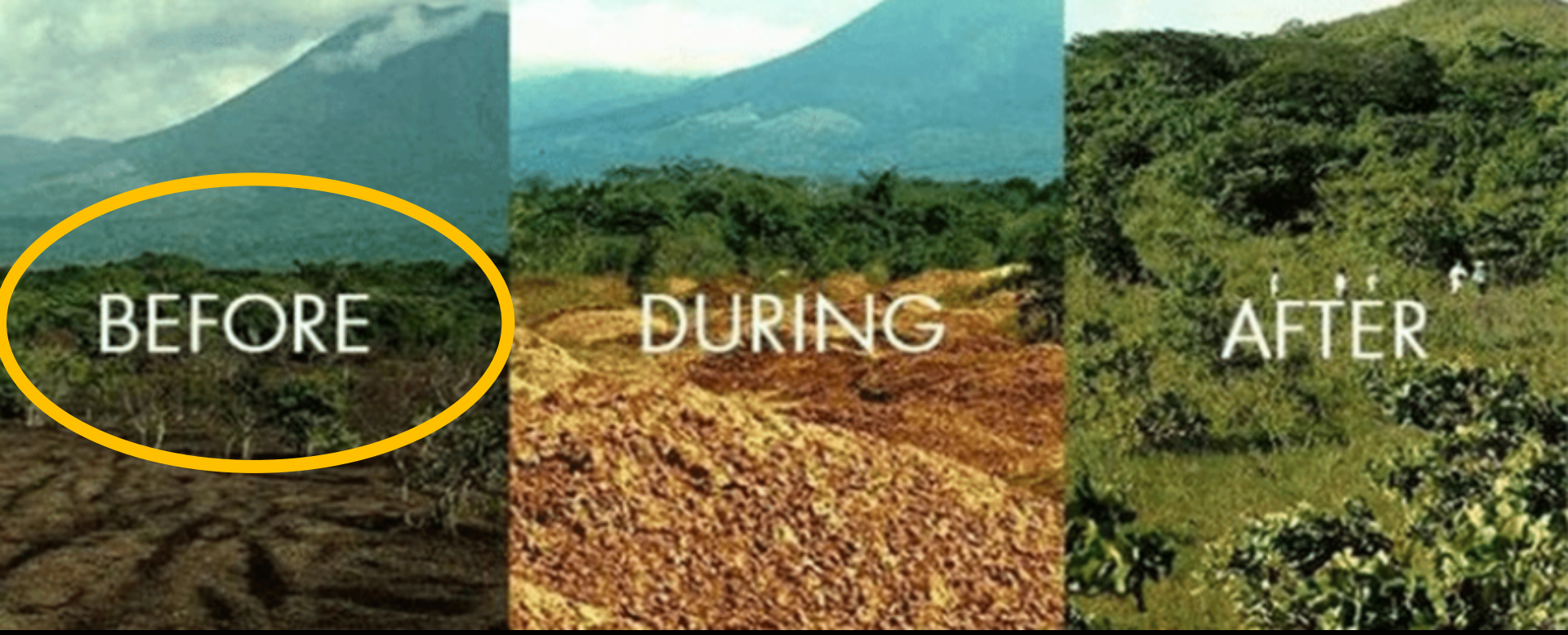


Time to Chat!

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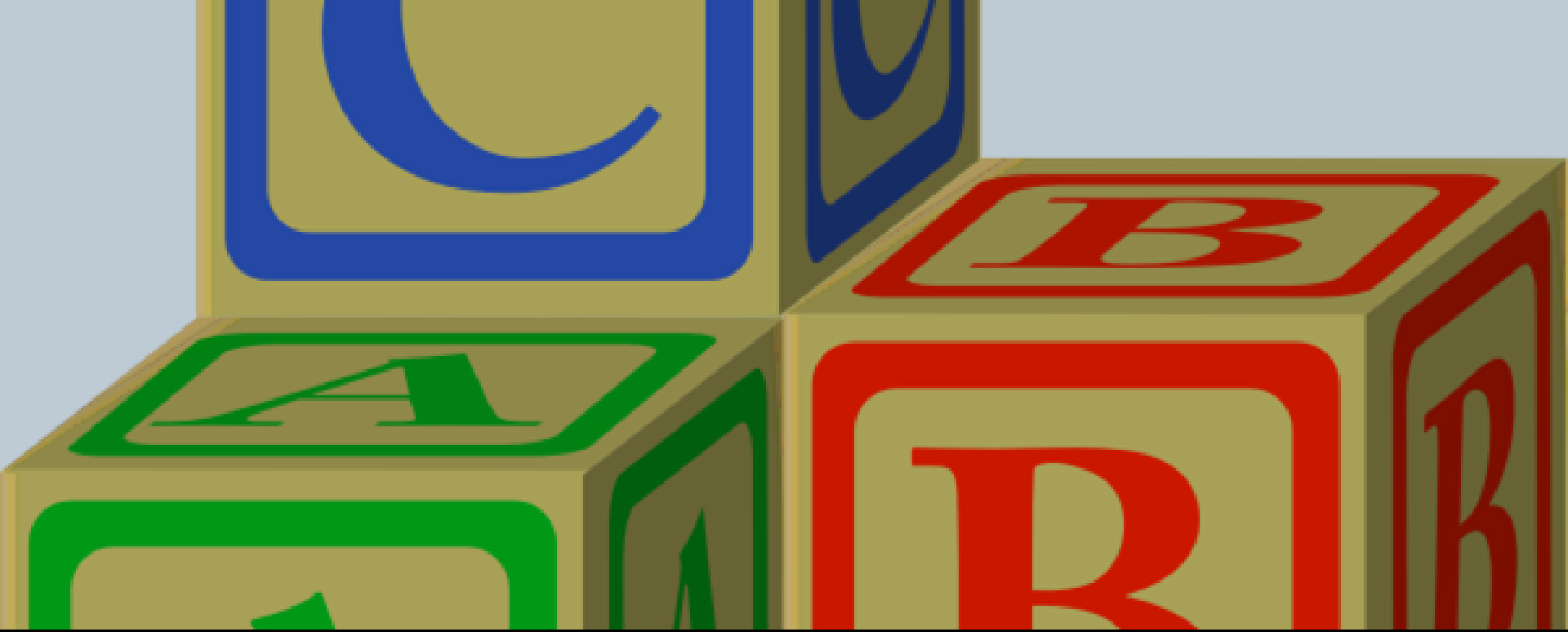


BEFORE

DURING

AFTER

Struggling Well: Before the Storm



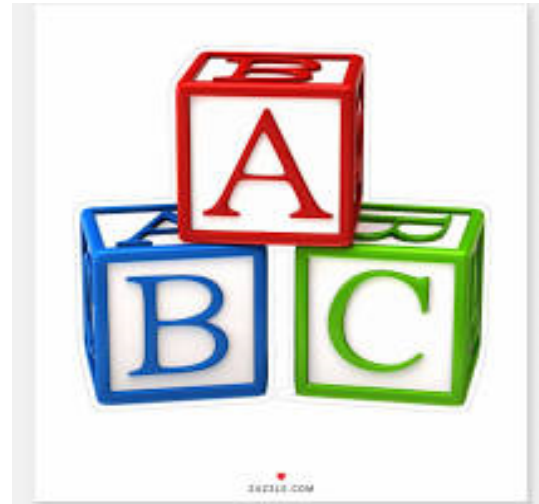
Tiny Habits

The ABCs of Tiny Habits

TINY Anchor moment

TINY Behavior you want to build in

TINY Celebration you use to wire it in



Goal: I want to lose weight!

Typical Example:

A: When I wake up

B: I will exercise for 30 minutes

C: Then I will celebrate with weight loss in a month



Let's Ana

Too

Too

Too
uncerta

Too far
away!

A: When I wake up

B: I will exercise for 30 minutes

C: Then I will celebrate with weight loss in a month

Goal: I want to lose weight

Tiny Habit Example:

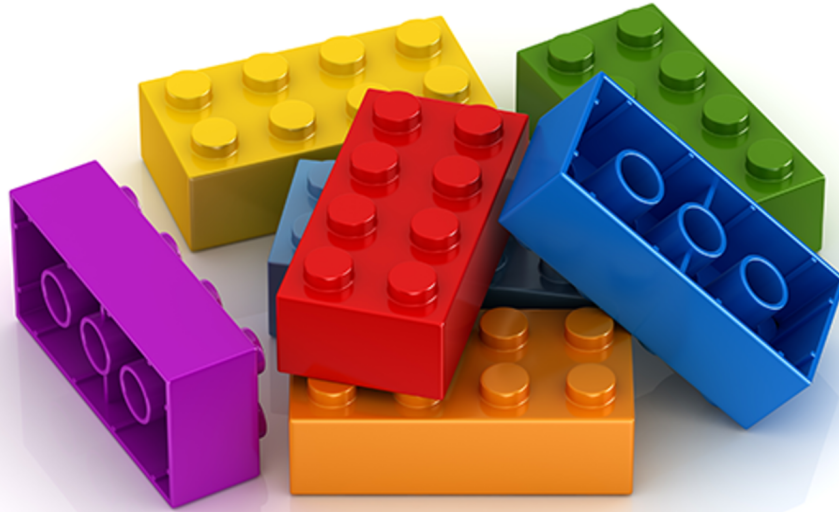
A: While I am waiting for my coffee pot to warm up

B: I will do 3 squats

C: Then I will celebrate with a hot cup of coffee!

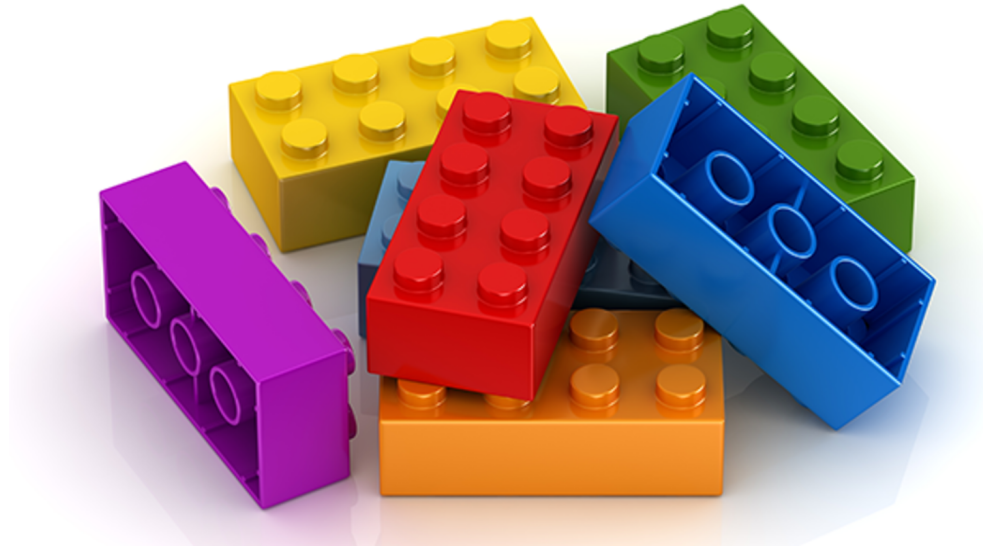


The Tiny Behavior- START HERE!



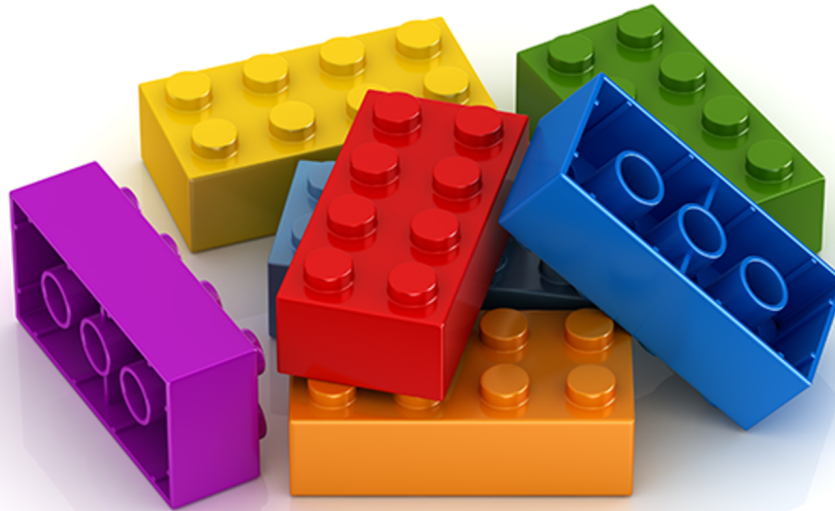
On the worst day, of the worst week of the worst month...can you still do it?

The Prompt - Your Anchor



List 10 prompts to consider!

The Celebration - DON'T FORGET!



**Have you closed the lid?
Does the celebration make you feel good?**

All together!



Play with the recipe, switching out blocks (ingredients) as needed! Playfully experiment with your ABC's

Tiny Habits Research

(BJ Fogg)

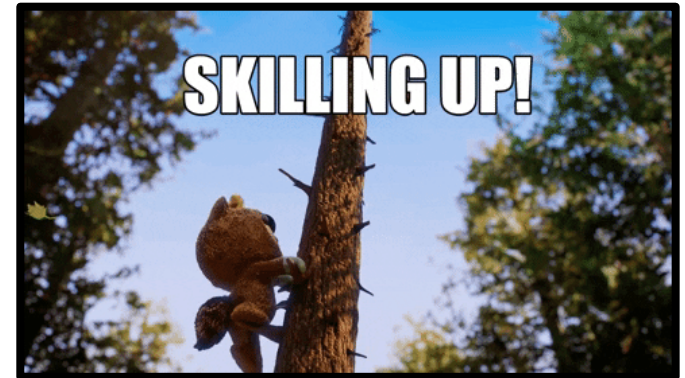


- Reduce stress levels
- Improve sleep
- Predictive of taking next steps
- Improve achievement
- Save brainpower
- Reduce excess decision-making
- Increase likelihood of future behavior (rewards)

Time to Chat!

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BEFORE

DURING

AFTER

Struggling Well: During the Storm

A close-up photograph of a pair of hands, palms up, holding a horizontal strip of torn, off-white paper. The word "SAFE" is printed in large, bold, dark brown capital letters on the paper. The background is dark, making the hands and the paper stand out.

SAFE

SAFELY Struggle

DISORDER
TENSION
AWARENESS
NERVOUS
DEPRESSION
STRESS
FEAR
DESPAIR
AGITATION
INSOMNIA
WORRY
PTSD
ANXIETY
FRUSTRATION
SCARED
WITHDRAWAL
FAILURE
NEGATIVE
HEADACHE
OVERWHELMED
MOOD
LONELINESS
NEGATIVE
PANIC
FATIGUE



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SAFE

<u>S</u>it	Sit with the discomfort
<u>A</u>cept	Accept reactions without judgment
<u>F</u>ocus	Focus on the opportunity for growth
<u>E</u>ngage	Engage with the most constructive behavior you can do in the moment

Resilience Research



- Better able to handle adversity
- Healthier
- Greater satisfaction in life
- Lowered rates of depression and anxiety
- Stronger relationships
- Improved achievement

Accept Failure. Enjoy it, even.

EMBRACE THE SUCK

For the suck is part of the process

-- AJ Jacobs

Military.com

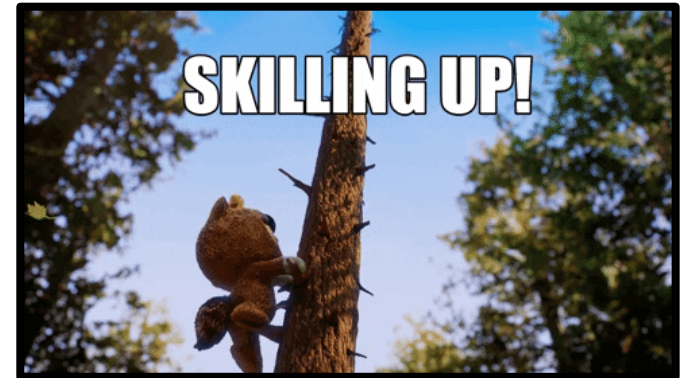


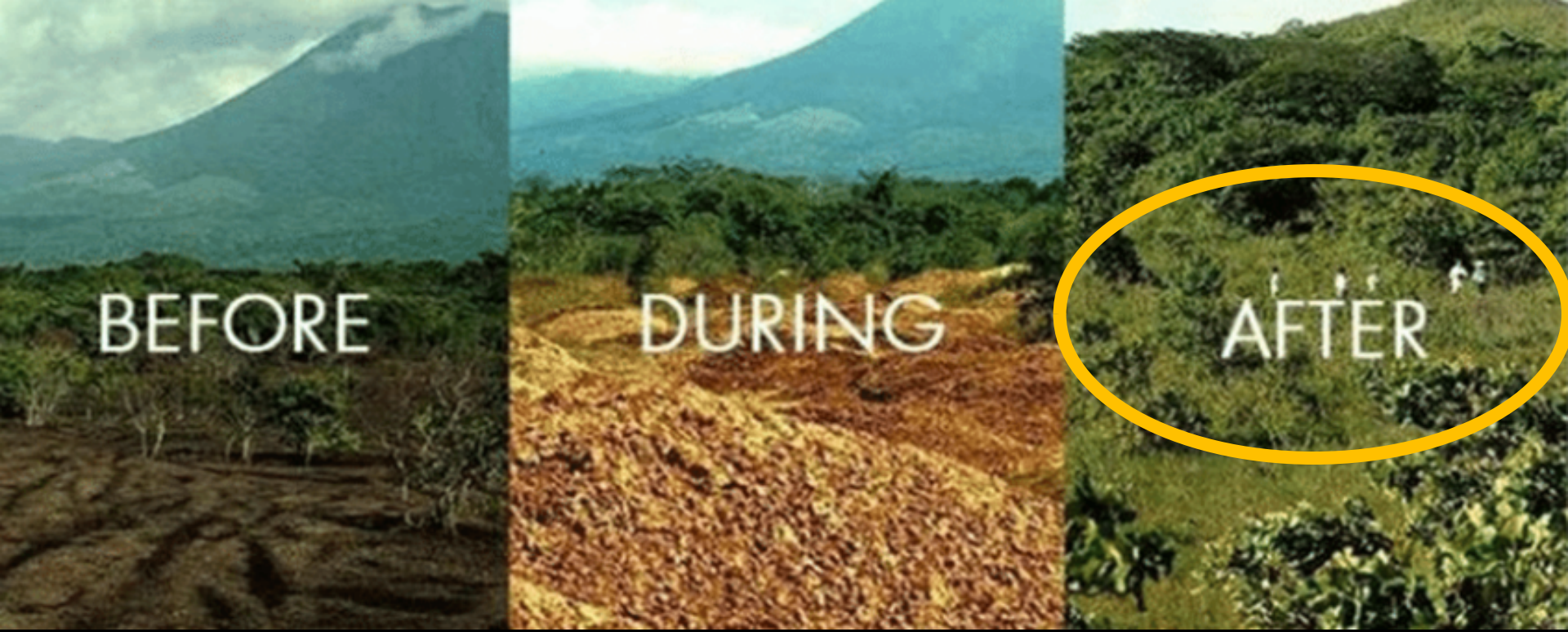
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BEFORE

DURING

AFTER

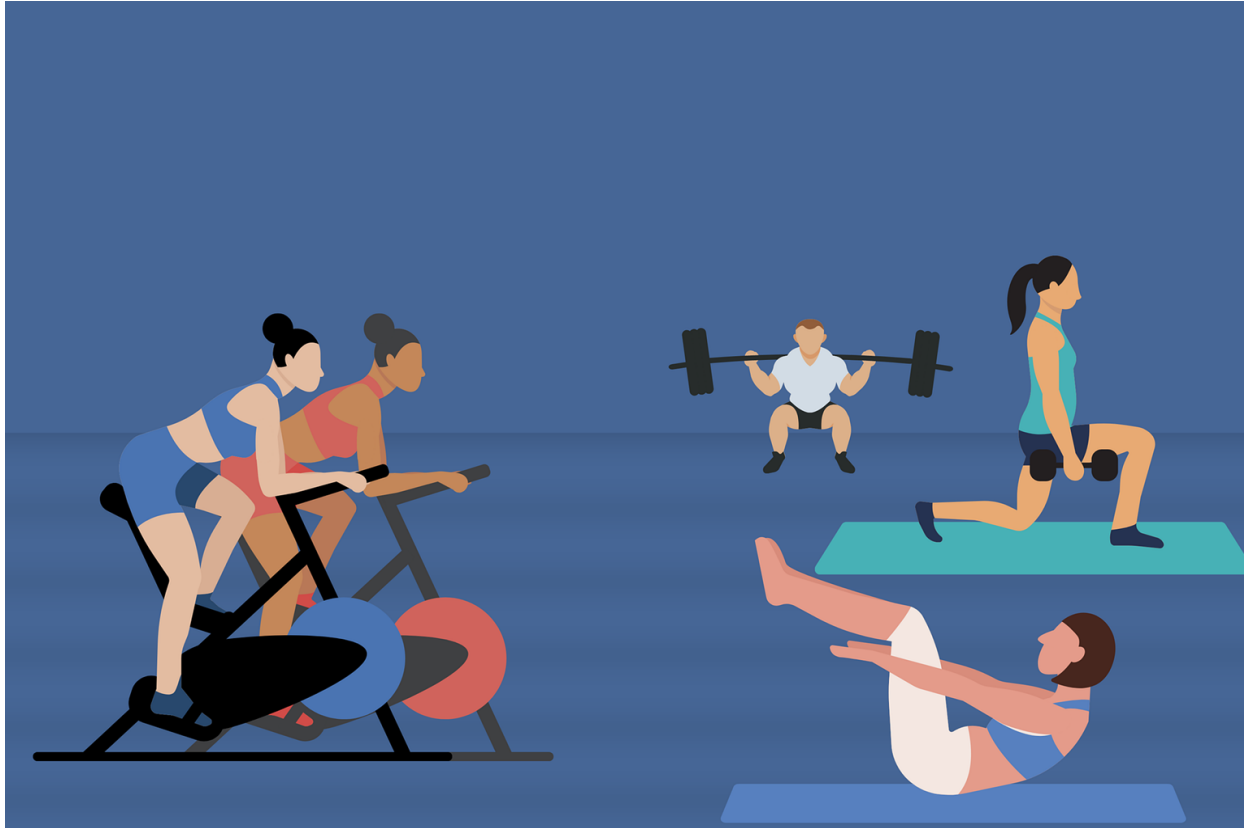
Struggling Well: After the Storm



Closing the Stress Cycle




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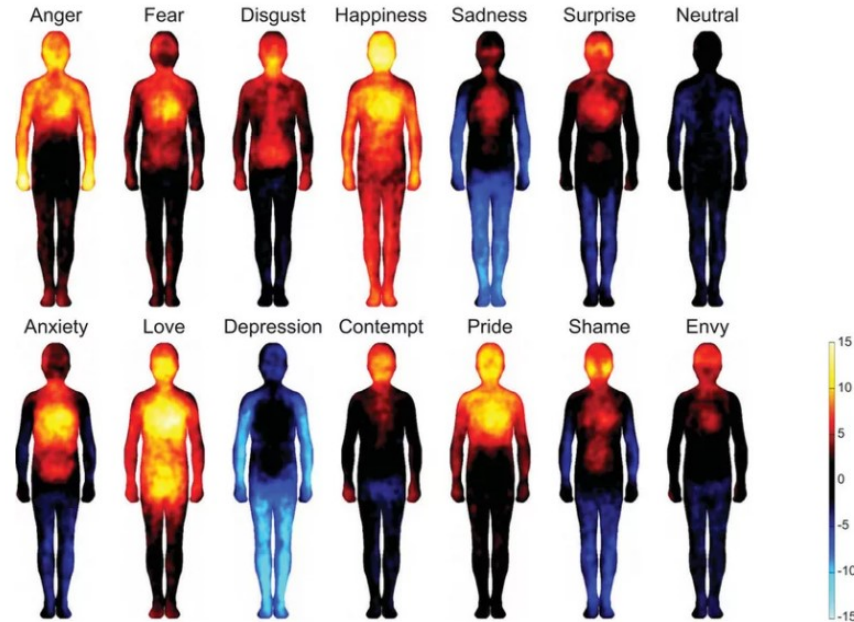
"THE STRESS ITSELF WILL KILL YOU FASTER THAN THE STRESSOR WILL—UNLESS YOU DO SOMETHING TO COMPLETE THE STRESS RESPONSE CYCLE.

WHILE YOU'RE MANAGING THE DAY'S STRESSORS, YOUR BODY IS MANAGING THE DAY'S STRESS. IT'S ABSOLUTELY ESSENTIAL TO YOUR WELL-BEING THAT YOU GIVE YOUR BODY THE RESOURCES IT NEEDS TO COMPLETE THE STRESS RESPONSE CYCLES THAT HAVE BEEN ACTIVATED."

—
EMILY AND AMELIA NAGOSKI
AUTHORS, *BURNOUT: THE SECRET TO UNLOCKING THE STRESS CYCLE*

UnlockingUs PODCAST WITH **BRENÉ BROWN**

Stress shows up in our body!



People drew maps of body locations where they feel basic emotions (top row) and more complex ones (bottom row). Hot colors show regions that people say are stimulated during the emotion. Cool colors indicate deactivated areas.

Image courtesy of Lauri Nummenmaa, Enrico Glerean, Riitta Hari, and Jari Hietanen.

Closing the Stress Cycle



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Closing the Stress Cycle

Micro recovery	Meso recovery	Macro recovery
Event/situation-based	Daily, weekly	Monthly, big event, seasonally, yearly



Try these!



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Your Rest And Recovery Kit

Feel It To Heal It

Release The Tension



Watch a tear-jerker and have a good cry

Shake It Out

Get Moving



Move in any way that brings you joy

Experience Joy

Laugh It Off



Share a funny memory or clip with a friend.

Reach For Connection

Share In Safety



Share your struggle with a trusted loved one

Catch Your Breath



Breathe deeply and slowly for 1 minute

Dance It Out



Play a song you love and dance until your heart pumps

Get Creative



Draw, sing, dance, write; process through play.

Reconnect With Fun



Enjoy a simple, fun moment with a friend

Soothe Yourself



Place a hand on your wrist and take 5 deep breaths

Walk It Off



Go for a brisk walk (in nature is even better)

Mindfully Eat



Slow down and savor your favorite meal.

Lean Into Affection



Share a long hug with your favorite human (or pet)

Closing the Stress Cycle Research

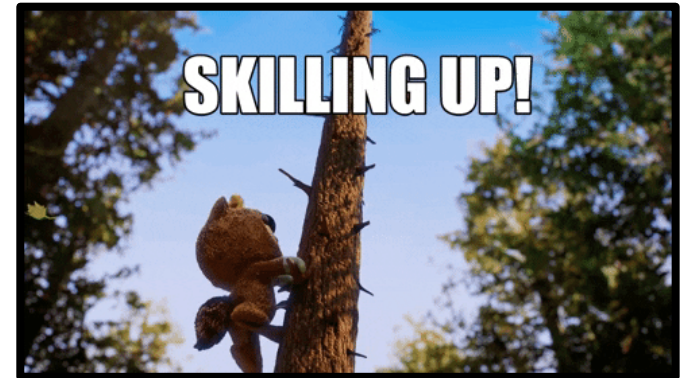


- Sounder sleep
- Better control your weight
- Reduced levels of illness and faster recovery
- Less muscle tension
- Improved mood
- Stronger relationships
- Increased mental clarity
- Increased emotional agility

Time to Chat!

“You have two minutes. Go!”

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Wisdom, Not Weakness

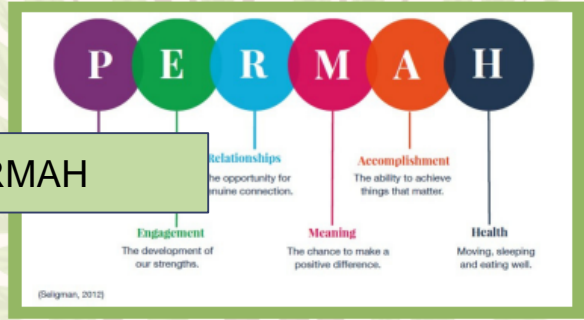
Please remember that feelings of struggle are just your body's way of something important to you needs your attention and support.

If you need immediate additional support to care for your wellbeing please reach out to:

- Your local GP or doctor
- Your workplace EAP service
- Personal mental health provider
- Contact your local mental health hotline or 988



PERMAH



WELLBEING:

FEELING GOOD, STRUGGLING WELL, FUNCTIONING EFFECTIVELY

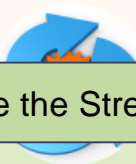
Stress, stress, stress! The secret to stress isn't getting rid of it altogether, it's learning to do stress better. Using a nature analogy, you can't stop the storms, but you can strengthen your ability to weather them better! These simple, easy, evidence-based tools can improve your wellbeing. Play with these strategies before, during, and after stress and struggle.



S= Specific
 M= Meaningful
 A= Action-oriented
 R= Realistic
 T= timed
 It's wise to ask SMART!



Inhale = activates the nervous system
 Exhale = calms the nervous system
Power of the Exhale!



Close the Stress Cycle

1. Stressor
 2. Stress response
 3. Closing the cycle
- Micro, meso, and macro ways to close the cycle!**

Character Strengths



CHARACTER STRENGTHS

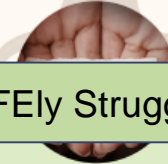
USE YOUR STRENGTHS AS SUPERPOWERS!

Stress, stress, stress! The secret to stress isn't getting rid of it altogether, it's learning to do stress better. Using a nature analogy, you can't stop the storms, but you can strengthen your ability to weather them better! These simple, easy, evidence-based tools can improve your wellbeing. Play with these strategies before, during, and after stress and struggle.

Tiny Habits



A=Anchor behavior
 B= Tiny Behavior
 C= Instant Celebration
Practice your ABC's!



SAFEly Struggling

S= Sit with discomfort
 A= Accept without judgment
 F= Focus on growth
 E= Engage in next best step
Struggle SAFEly



1. What went well?
 2. Where was the struggle?
 3. What is the learning?
- Use the Learning Loop!**

We hope you found the Wellbeing session valuable. **Have you been able to build a tiny habit yet?** How's it going? We can learn so much from each other!

As promised, here are some follow-up resources and opportunities (lots of clickable links!):

FEEDBACK: Please consider giving your [feedback](#) (We like to call it feed-forward because it helps us improve!). We appreciate your thoughts!

PRESENTATIONS: Here's the [Presentation](#) and the summary [Handout](#).

GET ON OUR EMAIL LIST: If you'd like to get reminders of upcoming events (many are virtual, thus available to those outside Midland!), please sign up [here](#).

WEBSITE: Collectively, we can work to improve our own wellbeing and the wellbeing of those around us. Wellbeing is contagious! Consider visiting (and sharing) the Midland Area Wellbeing website at www.midlandareawellbeing.org. There you will find links to workshops, surveys, information on the Wellbeing Coalition, and more!

RESOURCES: Here are a variety of resources we used today. [Strengths Poster](#), [Learning Loop](#), [PERMAH Chat Cards](#), [Your Rest and Recover Kit Poster](#), and the [Tiny Habits Recipe](#).

VIDEOS: [The Science of Character](#), [Kelly McGonigal: How to Make Stress Your Friend](#), [Relaxing Music for Stress Relief](#) (from the Power of the Exhale), and [Amy Purdy: Living Beyond Limits](#).

BOOK RECOMMENDATIONS: Flourish by Martin Seligman, Give and Take by Adam Grant, Tiny Habits by BJ Fogg, Breathe by James Nestor, Strive by Adam Fraser, Burnout by Emily and Amelia Nagoski, The Wellbeing Blueprint by Michelle McQuaid

and Peggy Kern, Reality-Based Leadership by Cy Wakeman, The Generosity Habit by Matthew Kelly, and a variety of Character Strengths books. See links [here](#).

GREAT PODCASTS: These fascinating podcasts are a great way to learn more!
[Making Positive Psychology Work](#)

Please reach out if you have any questions, comments, ideas, suggestions, etc. We'd love to hear from you! And of course, don't forget to watch Ted Lasso!

Cheers and be well,

Kathy Snyder and Bridgette Gransden

Midland Area Wellbeing Coalition

kathy@midlandareawellbeing.org