

# Workplace Wellness

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Webinar Hosted by RISQ Consulting  
Presentation By Rachel Gearhart, LCSW, CDC I

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# Today's Presentation

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- Rachel Gearhart, LCSW, CDC I
- Director of Behavioral Health Services for JAMHI



# Workplace Wellness

Rachel Gearhart, LCSW, CDC I  
Dir. of Behavioral Health Svcs



# Workplace Wellness

- Recognizing
- Resiliency
- Responding

# Recognizing

- Check in
  - How is working remotely impacting your ability to check-in?
  - Is it impacting staff's ability to feel engaged?

## The Three Types of Employees

### ENGAGED

These employees work with passion and feel a profound connection to their company. They drive innovation and move the organization forward.

### NON-ENGAGED

Employees are essentially “checked out.” They’re sleepwalking through their workday, putting time—but not energy or passion—into their work.

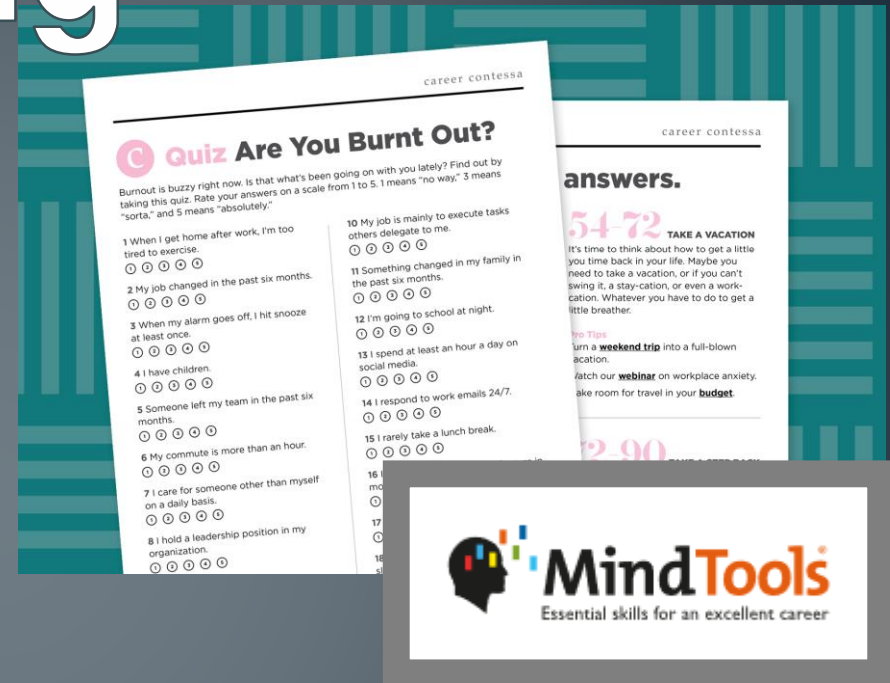
### DISENGAGED

Actively disengaged employees aren’t just unhappy at work; they’re busy acting out their unhappiness. Every day, these workers undermine what their engaged coworkers accomplish.

<https://q12.gallup.com/help/en-us/about>

# Recognizing

- What's normal and what's not?
  - A disorder vs. feelings
- Burnout
  - Looks like a lot of things
  - Do you ask your workgroup or department?
  - Are you asking yourself?
  - What you do with the scores/answers matters.



\* There are lots of self-tests available online for burnout, but the primary tool that is normed and validated is the [Maslach Burnout Inventory \(MBI\)](#).

# Recognizing

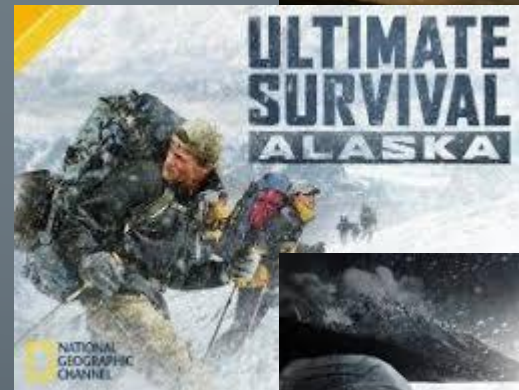


- Reframing & checking expectations
  - Remotely working blurs work-life balance lines
- Being trauma-informed
  - Can a global pandemic qualify as trauma?
  - Is your workplace and the messaging you give or get consistent, predictable, and respectful?



# Resiliency

- Avoid seeing crises as insurmountable problems
- Allow the f word.



# Resiliency

- Creating a tool box
  - Make new connections
  - Take care of physical self
  - Foster hobbies/personal interests as staff.
  - Active Relaxation



# 5 – 3 – 1

- 5 minutes of meditation
- 3 statements of gratitude
  - Yes, written.
  - Depth over breadth
  - Personal
  - Subtract too
- 1 act of kindness



# Responding

- Model & practice gratitude and thankfulness
- Model collective reciprocity
- Actually speak

Some talk to you  
in their free time and some  
free their time to talk to you.  
**Learn the difference.**



# Responding

- Check In & Out
  - 1 word that describes how you're feeling now
  - 1 thing you need(\*) from someone else
- Plan together



# Reaching out

- Look for more trainings or resources from a community mental health services provide in your area.
- Utilize your workplace EAP.

Rachel Gearhart  
JAMHI Health & Wellness, Inc.  
(907) 463-3303  
[Rachel@jamhi.org](mailto:Rachel@jamhi.org)

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