

Adult Day Self-Care Newsletter

April 2024

Workplace Wellness

“Work is what we do to feed ourselves and keep ourselves warm,” says poet Donald Hall. But he also says that work can be absorbing; something we devote ourselves to and something that we like doing. Work can give us structure and a purpose. When supporting and assisting people with significant needs, job duties can be rewarding and fulfilling. Caring for others, in both the physical and emotional sense, can also be tiring. Work can bring stress as well as satisfaction. While each person needs to find personal ways to manage that stress, we also need to reach out to one another to create a culture of support, if we are going to thrive at work. In this issue, we consider workplace wellness at the larger level to prompt thoughts and discussions about what makes an organization a place that provides its employees with a sense of meaning, opportunities for growth, and a community, as well as a paycheck.

US Surgeon General Report

In 2022, the Office of the US Surgeon General issued a report on [Workplace Mental Health and Well-Being](#), emphasizing that this issue is a critical public health priority.

While work has probably always offered strains and stressors, along with positive benefits, the COVID pandemic increased awareness of ways that work can have negative effects on worker mental health, especially for people working in healthcare settings. Healthcare worker burnout was noted by the Surgeon General in a separate [advisory report](#), reporting burnout rates of 35%-60%.

While worker self-care is helpful, organizational-level changes are also needed to create policies, processes, and practices to ensure workplace well-being for all employees—to show them that they matter and that their work matters, and to ensure that they have the supports they need to be resilient and productive.

The *Workplace Well-Being* report identifies a framework of five essentials and the related components of the workplace that can improve worker well-being (see page 2).



How Well Are We Managing Stress?

The lasting effects of the pandemic continue, as described in the 2023 [Stress in America](#) report by the American Psychological Association, which describes the “collective trauma” that has accumulated for all of us. That study reports that respondents said:

- they wish they had someone to help them manage their stress (47%)
- they don’t know where to start when it comes to managing their stress (36%)
- they feel completely stressed out no matter what they do to manage their stress (33%)
- they wish they had someone to turn to for advice and/or support (44%)

Five Essentials

This list summarizes the five essentials for workplace mental health and well-being that are outlined in detail in the Surgeon General's 2022 report. Which components are in place at your worksite?

Protection from Harm

- Prioritize workplace physical and psychological safety
- Enable adequate rest
- Normalize and support mental health
- Operationalize norms, policies, and programs for Diversity, Equity, Inclusion, Accessibility

Connection & Community

- Create cultures of inclusion and belonging
- Cultivate trusted relationships
- Foster collaboration and teamwork

Work-Life Harmony

- Provide more autonomy for how work is done
- Make schedules as flexible and as predictable as possible
- Increase access to paid leave
- Respect boundaries between work and non-work time

Mattering at Work

- Provide a living wage
- Engage workers in workplace decisions
- Build a culture of gratitude and recognition
- Connect individual work with the organization's mission

Opportunity for Growth

- Offer quality training, education, and mentoring
- Foster clear, equitable pathways for career advancement
- Ensure relevant, reciprocal feedback

Surgeon General (2022) [Workplace Mental Health and Well-Being](#)

For More Information

Our Rutgers colleague, Dr. Peggy Swarbrick, and her team have collected a variety of resources related to workplace wellness that you can check out on the Wellness Training Learning Collaborative ([W-TLC](#)) website.

Care2Caregivers Website

You can find the [Adult Day Resources pages](#) on our website through the drop-down menu in the Professional Resources section.

If you haven't read our January 2024 issue of this newsletter, which includes tips on self-care for Adult Day Center staff, you can find it on our website, in the [archive](#) of all our past issues

As always, you can access the Self-Care resources on our website for free. Use our NEW link:

Self-Care for Professional Caregivers

<https://care2caregivers.com/professional-resources/self-care/>

Upcoming Caregiver Education 2024

Healthy Ways to Manage Caregiver Stress

April 11, 2024 1:00pm

Click [HERE](#) to register

Wisdom of Aging Well

May 15, 2024 1:00pm

Click [HERE](#) to register

Brain Health

June 12, 2024 1:00pm

Click [HERE](#) to register

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visit our website www.care2caregivers.com for information on caregiver support groups

1-800-424-2494