



Self-Care is the Best Care

Why wellness is an investment worth emphasizing
in your home visiting program

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Let's Get Acquainted



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Chat Box Question: What do you do for self-care?

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Home Visitors Absorb Stress While Delivering Services

- ▶ **Poverty**
- ▶ **Domestic Violence**
- ▶ **Homelessness**
- ▶ **Child Abuse**
- ▶ **Infant Mortality**
- ▶ **Family Separation due to Deportation or Immigration Status**
- ▶ **Stress related to COVID-19 Pandemic**
- ▶ **Stress leads to poor decisions; poor decisions can lead to accidents; accidents can lead to injury**

Symptoms of Stress

- Stress effects your body: Headache, chest pain, fatigue, insomnia.
- Stress effects your mood: Anxiety, depression, irritability, lack of motivation.
- Stress effects your behavior: Overeating or undereating, drug and alcohol abuse, social withdrawal, inactivity



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Importance of Wellness Programs During COVID-19

- ▶ Providing a mix of wellness resources can help mitigate stress, improve employees' holistic wellbeing and support them when they need it most—which in turn can help bolster engagement and loyalty from the workforce.
- ▶ More than half of employees (52%) say finances are their biggest wellness concern in wake of the coronavirus pandemic—more than any other aspect of their wellbeing, including physical (44%), mental (44%) and social health (44%).

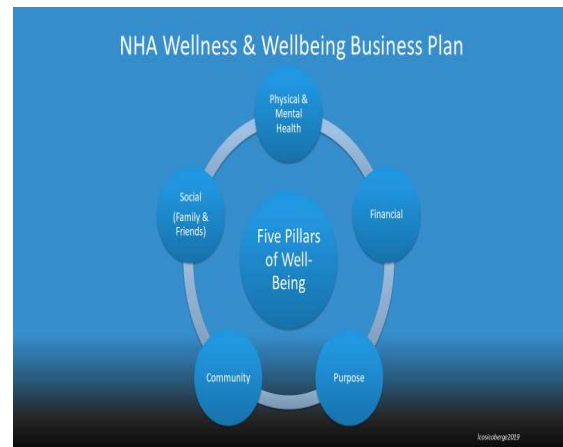
Source: MetLife Annual Benefits Study

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5 Pillars of Well Being

The Role of Protective Factors

- ▶ 1. Physical & Mental Health
- ▶ 2. Financial Health
- ▶ 3. Purpose
- ▶ 4. Community
- ▶ 5. Social (Family & Friends)



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Why is the Emphasis on Wellness Such an Impactful Investment?

- ▶ Boosts morale
- ▶ Decrease staff turnover/ improve staff retention
- ▶ Fosters innovation and creativity
- ▶ Creates a sense of community
- ▶ Staff feel invested in their work
- ▶ Allows staff to focus on ways to lead a healthy lifestyle which then leads to a happier, healthier workforce
- ▶ It pays back: can potentially lower accident rates, workers comp claims, insurance premiums, work absenteeism, and can prevent burnout

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Practices for Administrators to Consider for Incorporating Wellness & Self Care with Staff:

- ▶ Interactive Wellness Initiatives that is based on topics that staff are interested in: physical, financial and mental wellness
- ▶ Identify people's talents and invite them to be part of a committee and spearhead projects as ambassadors of wellness
- ▶ Identify and implement Monthly Safety/Wellness topics & resources
- ▶ Allow staff to lead parts of your team meetings
- ▶ Create fun challenges with Staff Input: tracking steps, review a podcasts as a group, reflect on articles, book clubs
- ▶ Schedule Self Care Trainings throughout the year and make it an event that staff can look forward to
- ▶ Virtual Potluck, Lunch and Learn, Virtual Coffee Break, Games to play together during Zoom

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Ways NHA has Provided Wellness for Staff



NHA LIVE WELL VIRTUAL CLASSES

Our Live Well Contractor, Mike, will be providing online workout & yoga classes! Register at: <https://www.mikesfitfamily.com/>



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Practices for Home Visitors to Consider for Incorporating Wellness & Self-Care for Themselves:

- ▶ Make time for reflection between home visits/virtual home visits
- ▶ If you're working from home, find ways to draw boundaries of work and home
- ▶ Make time for exercising and stretching/breathing exercises
- ▶ Track your day, your thoughts, your moods in a journal, create a digital diary
- ▶ Find ways to socially connect while working virtually, reach out to a coworker to bounce ideas and plans with
- ▶ Find a creative outlet that can tap into your talents
- ▶ Find groups created for like-minded interests on social media
- ▶ Look for free events in your community through apps such as Eventbrite
- ▶ Ask for coaching time from your Supervisor
- ▶ Research some professional development trainings or webinars that may be of interest to you and suggest/ propose a plan for possibly attending
- ▶ Set your phone alarm for a wellness break, or pen it into your planner

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Practices to Consider for Incorporating Wellness with Families:

- ▶ Screening tools that measure the strengths and needs of each family to help inform opportunities for support
- ▶ Referral system for specialized support
- ▶ Individualized Family Plan Agreement that Home Visitors and parents can create together and is revisited
- ▶ Socialization events (virtual)
- ▶ Promoting and incorporating physical wellness
- ▶ Infant Massage Training
- ▶ Parenting Classes
- ▶ Virtual Parent Workshops that offer topics such as coping with stress, healthy relationships, male wellness group and virtual health fair
- ▶ Food distributions
- ▶ Social Media groups for parents
- ▶ **How Am I Feeling?- PAT Parent Handout**



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1611

https://www.nxtbook.com/nxtbooks/parentsasteachers/ofc/index.php#/p/1611

PARENT *handout*

Parents as Teachers.

How Am I Feeling?

Because you have recently had a baby, we would like to know how you are feeling.

Name: _____ Baby's age: _____

Address: _____

Please **underline** the answer that comes closest to how you have felt in the past seven days, not just how you feel today.

- I have been able to laugh and see the funny side of things.
 - > As much as I always could
 - > Not quite so much now
 - > Definitely not so much now
 - > Not at all
- I have looked forward with enjoyment to things.
 - > As much as I ever did
 - > Rather less than I used to
 - > Definitely less than I used to
 - > Hardly at all
- I have blamed myself unnecessarily when things went wrong.
 - > Yes, most of the time
 - > Yes, some of the time
 - > Not very often
 - > No, never
- I have been anxious or worried for no good reason.
 - > No, not at all
 - > Hardly ever
 - > Yes, sometimes
 - > Yes, very often
- I have felt scared or panicky for no very good reason.
 - > Yes, quite a lot
 - > Yes, sometimes
 - > No, not much
 - > No, not at all
- Things have been getting on top of me.
 - > Yes, most of the time I haven't been able to cope at all
 - > Yes, sometimes I haven't been coping as well as usual
 - > No, most of the time I have coped quite well
 - > No, I have been coping as well as ever
- I have been so unhappy that I have had difficulty sleeping.
 - > Yes, most of the time
 - > Yes, sometimes
 - > Not very often
 - > No, not at all
- I have felt sad or miserable.
 - > Yes, most of the time
 - > Yes, quite often
 - > Not very often
 - > No, not at all

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This is the Edinburgh Postnatal Depression Scale. Your parent educator will explain more about how it is used.

Foundational Curriculum Family Well-Being – Mental Health and Wellness | 1611

Foundational Curriculum

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Theoretical Foundation and Approach

Click to

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Introduction, Plans, and Tools

Child Development

Parenting Behaviors

Parent-Child Interaction

Development-Centered Parenting

Family Well-Being


Appendix

Hubs

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Ways we have incorporated self-care into our programs (yes, especially during a pandemic)

- ▶ Regular Team Meetings
- ▶ Offer Reflective Supervision
- ▶ Clinical Service Worker & Mental Health Professionals on hand for staff as resource
- ▶ Case Management
- ▶ Designated time for Professional Learning Communities
- ▶ Building Your Bounce Journal Entries
- ▶ Contact-Less Supplies Pick Up
- ▶ Fun themes for Zoom meetings
- ▶ Wellness Challenges and Workshops



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Ways we have incorporated self-care into our programs




- Self-Care Trainings Every Year:
 - Sip and Paint Event
 - DIY Bath Bombs
 - Essential Oil Rollers & the Study of each Oil's Healing Properties
 - DIY Essential oil bracelets & Key Chains
 - DIY Sugar scrubs





Chat box question: What ways has your organization incorporated wellness with staff or what are some ideas you may want to consider?

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Resources & Take A ways

- ▶ [Strategies for Self-Care and Resilience](#)
- ▶ [How Am I Feeling? - you will have to be signed into PAT to access this.](#)
- ▶ [Workplace Wellness Academy](#)
- ▶ [Building Your Bounce Book](#)

- ▶ To learn more about how NHA has launched our wellness initiative and how you can, too. Read this article by scanning this QR code or go to this website:
- ▶ <https://medium.com/supporting-the-head-start-workforce/how-can-you-get-started-on-building-your-own-staff-wellness-initiative-304218cac37>



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