



Wellbeing Toolkit

Practical Resources for Impractical Times: Explore tools and resources to support your own wellbeing and foster a culture of wellbeing within your team.

TABLE OF CONTENTS

- i. Introduction
- ii. Heartache in Healthcare
- iii. Three Good Things
- iv. Other People Matter
- v. Enhancing Resilience
- vi. Work Life Integration
- vii. Mindfulness
- viii. Sleep
- ix. Self-compassion
- x. Collaboration vs. Dealing with Difficult Colleagues
- xi. Science of WOW
- xii. Topic Research and Resources

INTRODUCTION

Dear Samaritan Community,

We know the last several years have been hard on you. It takes tremendous amounts of resilience and courage to continue showing up in the way you do for your role, Samaritan as a whole organization, and for our community. We have heard from some of you that this commitment has come at a cost and many have experienced challenges tending to your own wellbeing in the face of endless demands.

For this reason, our Wellbeing Department has developed this Wellbeing Toolkit as a way to support your wellbeing. Much of the content included in this toolkit was informed by a 10-week training through [Duke University's Center for Healthcare Safety and Quality](#). Their vision is to deliver innovative educational opportunities around wellbeing, quality and safety to create a welcoming healthcare environment for staff, patients, and their loved ones.

We have condensed the content down into key talking points, strategies and activities to introduce and incorporate over time. Since there is A LOT on your plate, we have been intentional about including **evidence-based and bite-sized strategies** that do not require a lot of time or resources to have a big impact on wellbeing. As you go through this toolkit, try to incorporate one concept at a time. We encourage you to offer these supports, first to yourself, and then to include your team by utilizing the included materials. Most of all, please remember:

You are deeply appreciated.

Your wellbeing matters.

We are rooting for you.

With gratitude,

Dr. William Barish – Medical Director and Chief Wellness Officer

Alyssa Wink – Director, Wellness and Fitness

Kari Hart, LCSW – Clinic Wellbeing and Mindfulness-Based Programs Manager

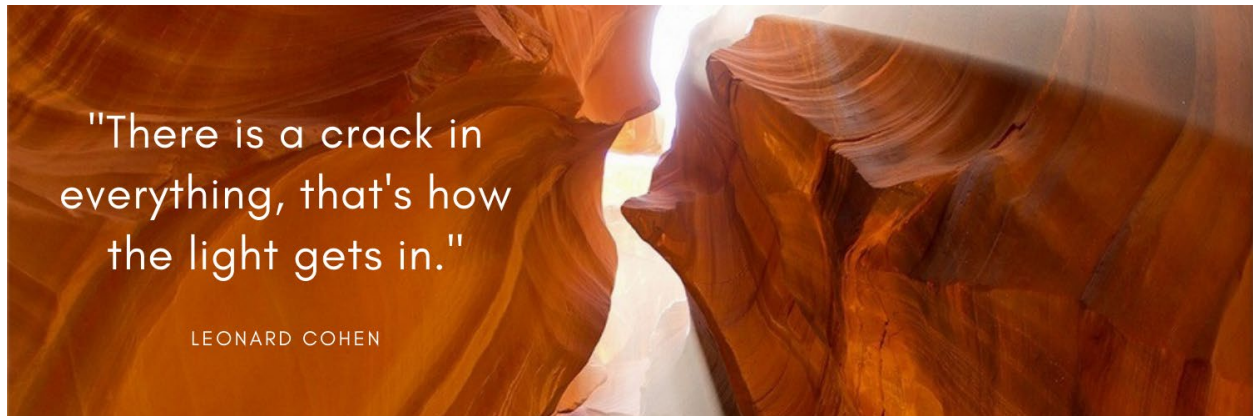
Chii-Hui Peterson – Enterprise Risk Officer

Bonnie Bishop, MPH, CHES – Wellbeing Program Coordinator

Wes Sedlacek - Manager of Chaplain Services for AGH/LCH

If you would like to connect with our wellbeing department you can reach us at shswellnesscouncil@samhealth.org

HEARTACHE IN HEALTHCARE: HOPE VS. BURNOUT



Everyone's talking about burnout, yet it is a difficult topic to approach. We want to acknowledge that exhaustion and burnout are normal responses to abnormal conditions. The pandemic has tested our individual resiliency and healthcare systems across the world. Today we are going to break down what burnout is, how it may show up in different people, and evidence-based strategies to buffer its effects.

Talking Points:

- The [World Health Organization \(WHO\)](#) named burnout as an occupational phenomenon in 2019. There are three pillars of burnout and experiencing any one of these indicates a person is experiencing burnout:
 1. Emotional exhaustion (overwhelmed, drained, unable to meet demands)
 2. Depersonalization (callousness, seeing other as objects)
 3. Inefficacy (diminished sense of accomplishment)
- Healthcare presents unique environmental risk factors for burnout including long work hours, night shifts, conflicts with colleagues, fiscal debt, poor boundaries between work/home life.
 - Burnout is linked to lower patient satisfaction, higher infection rates, higher turnover rates, increase in medication errors and standardized mortality rates.
 - Protective factors include spending time with a partner, social support, positive learning environment, having a clinician as a parent, being a parent (only if your kids are 21 or older and live outside of the home), and control over days off.

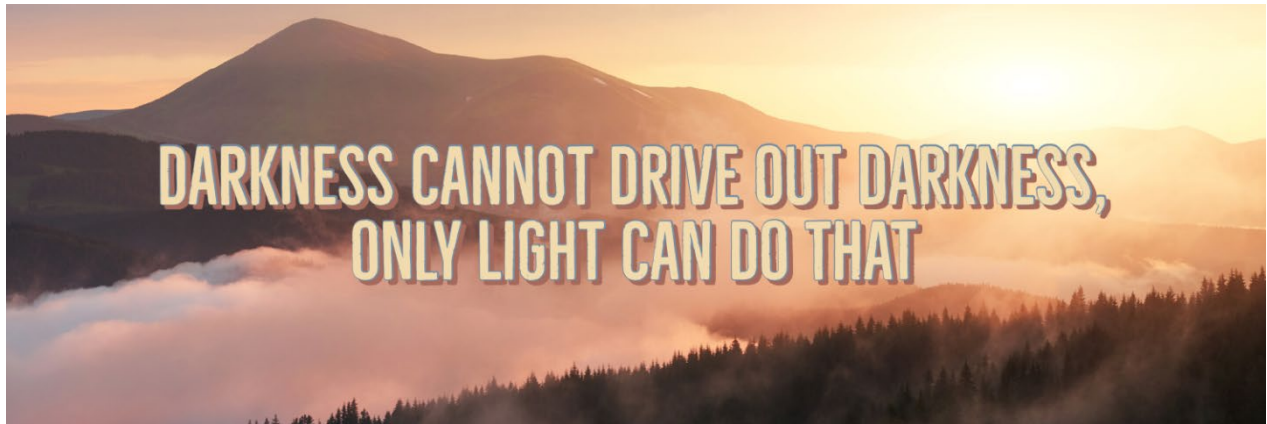
Strategy:

- **Hope Theory** – Burnout is a risk factor for depression, and the opposite of depression is not happiness, it's hope. The ability to express hope can positively affect our wellbeing.

Activity:

1. First, normalize burnout experiences as a way of genuinely acknowledging each other.
2. Ask everyone to answer a question about hope, such as: *"What is your hope for the remainder of the year?"*
3. Give them 2 minutes to independently journal or reflect.
4. Ask each person to share their hope and **one** way they will activate it (focus on small actions that a person has control over).
5. Collect responses and share them with the team

THREE GOOD THINGS



-Dr. Martin Luther King Jr.

It is a well-known psychological phenomenon that what we focus on determines our reality. “Three Good Things” is a simple yet powerful tool that can increase positive emotions by making them more visible. Dr. Bryan Sexton, associate professor in psychiatry and behavioral sciences at Duke’s School of Medicine found that simply listing three good things in a particular way increased happiness more effectively than Prozac!

Talking Points:

- Wellbeing describes the ability to see the good and the bad across situations.
- Access to positive emotions is key to understanding burnout and burnout interventions.
- Evidence-based bite-sized strategies (like Three Good Things activity) have enduring effects.

Strategy:

- Dr. J. Bryan Sexton, Director of the [Center for Healthcare Safety & Quality](#) at Duke University, has researched Three Good Things in healthcare and found a notable reduction in burnout for those who do this activity.

Activity:

- **At the end of the day:** Before you go to bed, write down three good things that happened today and take a moment to reflect on the experience. For maximum impact, try to do this for 14 days. You can enroll in Dukes 14-day research study [here](#) for daily reminders. You can also download the [Three Good Things App](#) for ongoing reminders and to save your responses over time.
- **With your teams:** A little creativity can help engage others in noticing positive moments over a 2-week period. For example, pass around a sheet at the end of each shift on which staff can write down one good thing that happened that day. Then share three of those good things at change-of-shift report to start positive conversations.
- **In meetings:** Incorporating Three Good Things in meetings can be as simple as asking participants to share something good at the start of each meeting. When you start on a positive note, you can change the meeting’s tone and enhance the engagement of staff.

OTHER PEOPLE MATTER



~Christopher Peterson, PhD

Social connection plays a critical role in our health and wellbeing. We want to acknowledge how hard the past few years have been on us as social beings. Across the world, people are experiencing isolation and loneliness like they never before. Please know that you are not alone if this is your experience.

Talking Points:

- Humans are hardwired for connection. Our bodies release oxytocin and serotonin when we experience positive connection with others. Being in genuine connection with others often requires a healthy level of [vulnerability](#), which is at the core of meaningful human experiences.
- According to the [2021 World Happiness Report](#), the perception of social connection is what benefits our wellbeing, not the sheer number of social connections we have. Quality > Quantity.
- People who convey responsiveness are more likely to experience social connection. Responsive behaviors involve listening to understand vs. listening to respond and showing you care through verbal and non-verbal cues. The [world's largest eye contact experiment](#) as a powerful example.

Strategy:

- Social connection is associated with positive emotions and wellbeing, lower rates of anxiety and depression, lower rates of cardiovascular disease and better immune function. Loneliness, has the opposite effect and can increase stress, negative emotions, and raise cortisol levels.

Activity:

- Take a moment to reflect on a conversation from the past 24 hours that made you feel warm and uplifted. This conversation could be of any length and with someone you don't know.
- Share those experiences in a team huddle or team meeting. This practice helps us identify moments of positive social connection in our lives.
 - **To participate in an ongoing healthcare study, visit** Duke University's [One Good Chat Tool](#). This activity takes 4 days, and only takes 3 minutes to complete.

ENHANCING RESILIENCE



~Stephen Hawking

Research shows our ability to experience positive emotion connects us with a greater purpose and helps us recover after emotional upheavals. Gratitude is a positive emotion that has a big impact on individual wellbeing. Those who experience **and** express gratitude have greater sleep quantity/quality, are more likely to provide emotional support to others, they seek routine medical care more frequently and spend more time exercising than those who are disconnected from gratitude practices.

Talking Points:

- [Learned optimism](#) is a concept that says we can change our attitude and behaviors by recognizing and challenging our negative self-talk, among other things.
- The [Center for Healthcare Safety & Quality](#) team at Duke University has developed a “Looking Forward Tool” as a way to cultivate positive emotion.
- Practicing gratitude is another powerful way to foster optimism & positive emotion.

Strategy:

- Duke University’s research has shown a decrease in burnout scores for healthcare staff who complete the Looking Forward Tool, once a day, for 8 days.
- Communicating gratitude is a key piece of the experience, [watch this amazing gratitude letter video](#) to see the power of expressing sincere gratitude to someone in your life.

Activity:

- Watch the gratitude letter video together as a team. Provide staff pen, paper, and stamps for team members to write their own letters of gratitude.
- Bring the Looking Forward Tool to your team. Every day, for the next 8 days, prompt your staff to write down their answer to: “*What is something you are looking forward to?*”
 - Remind them it can be what you hope for tomorrow or even 15 years from now.
 - Provide opportunities for staff members to share with one another.
 - To participate in Duke University has an 8-day research study you can access [here](#) for daily prompts and reminders.

WORK LIFE INTEGRATION



Being able to support your own wellbeing boils down to you having the ability to do stuff. Wellbeing is not how happy you are, but rather how much gas you have in your tank to do the things that make you feel well. An important way to keep gas in our tanks is to consider how we are balancing our work and outside-of-work lives so we can create more synergy between all areas that define life.

Talking Points:

- Both individual wellbeing and work-life balance (WLB) measures have a social contagion factor meaning we are deeply influenced by each other. Data shows that 26% of an individual's wellbeing is predicted by the [people you work with](#). Having a happy spouse is also a predictor of wellbeing and is associated with a [lower mortality rate](#).
- Consider the following question regarding your own work-life balance: *"In the past week how often did you...?"*
 - Skip a meal - Eat a poorly balanced meal - Work through a day/shift without any breaks - Arrive home late from work - Had difficulty sleeping - Change personal/family plans because of work - Feel frustrated from technology - Sleep less than 5 hours in a night
 - If you have experienced several of the items listed above, you are more likely to experience emotional exhaustion.
- Emotional exhaustion is the most potent metric we have for predicting burnout climate, teamwork climate, safety climate, healthy work-life balance scores, quality improvement measures, instances of disruptive behaviors and an individual's intention to leave their job.

Strategy:

Two things help protect us against emotional exhaustion:

1. Emotional Thriving

- I have a chance to use my strengths every day at work
- I feel like I am thriving at my job
- I feel like I am making a meaningful difference at my job
- I often have something that I'm looking forward to at my job


2. Emotional Recovery


- I can bounce back quickly after difficulties
- I always find a solution when something unforeseen happens
- I can adapt to events in my life that I cannot influence
- My mood reliably recovers after frustrations and setbacks

Activity:

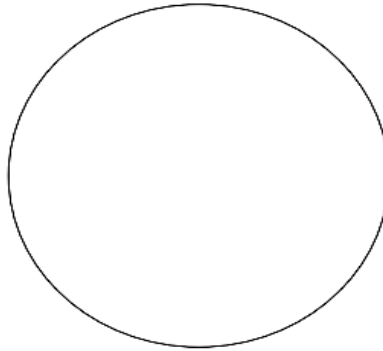
- **Check in with yourself first:** Duke has designed a [work-life balance tool](#) for health care professionals that assesses their WLB. It takes 4 days, 3 minute each day, to use the tool and it gives feedback and benchmarks on your WLB. Give it a try!
- **Map It Out:** Encourage your team to grab a piece of paper and complete the following activity.

Step 1: How do you want to spend your time?

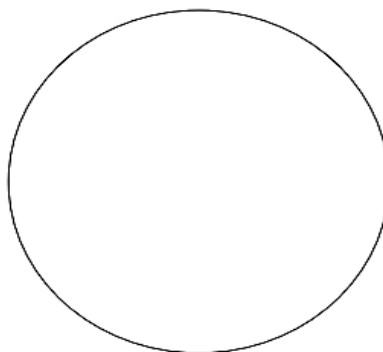
 Individual activity

 5 minutes

In the space below, draw a pie chart showing the percent of time you spend on yourself, your job, and your relationships during your waking hours every week.



Are you happy with the arrangement you drew above? If you could change anything, what would it be? Draw your ideal time breakdown in the pie chart below.



Reflect: Ask yourself the following questions in response to this activity → *What about your current time breakdown works for you? What doesn't work? How is your ideal time breakdown different from your current one? Why is it better? How would giving up on perfection help? In what area of life would it have the biggest impact?*

MINDFULNESS



Over the past couple years, we have faced so many unknowns, immediate and into the future. It's normal in the face of uncertainty to "time travel" forward in our thoughts and try to resolve problems in the future. The trouble is, when we imagine future stress, our bodies react as if the stress is happening right now, reacting with forms of fight (feeling edgy), flight (trouble concentrating) or freeze (feeling numb). Mindfulness can bring you back into the present moment.

Talking Points:

- Thirty years of research demonstrate mindfulness reduces stress, anxiety, depression, and pain, while improving immune system functioning, sleep, memory and creativity.
- When using mindfulness to be more present, our bodies get the signal that things are relatively okay. Our nervous systems settles down, and we are better able to think, feel, and respond.
- Mindfulness is like exercise – the more we practice, the more benefits we experience.

Strategy:

- **Practice Pausing.** You can use the S.T.O.P method to take a 1–5 minute break in your day.
 - **S** – Stop for a moment
 - **T** – Take a breath. Breathe in and out. Track the sensation of your breath.
 - **O** – Observe your experience – Notice the sensations in your body. Notice your thoughts. Notice your emotions. Return to notice the sensations in the body again.
 - **P** – Proceed. Move forward in a way that feels right and helps you to stay in the window of tolerance.

Activity:

- **Self:** Identify a time in your daily routine to do some mindful breathing (even if only for 1 minute) or practice mindfulness with a daily task like washing dishes, eating, walking to your car). The goal is to practice bringing kind, curious attention to the sensations for 1-3 minutes.
- **Teams:** Start meetings with a chance for everyone to breathe or settle in together. If possible, try to create relaxation/mediation spaces or mindful reminders to encourage engagement.

SLEEP



Sleep is the single most effective thing we can do each day to reset our brain and body health.

Talking Points:

- Data shows that getting less than 6 hours of sleep is a significant risk factor for burnout. Less than 5 hours of sleep a night compromises teamwork, patient safety and wellbeing.
- Our brains interpret fatigue as a stressor, releasing stress hormones.
- Caffeine half-life is 5-7 hours, it is a drug, not a food
- Quality sleep rejuvenates our bodies by improving immune function, memory consolidation, emotional regulation, energy conservation and even [flushes waste from the brain](#).

Strategy:

- **Skip the Snooze Button:** Falling back asleep and waking up again prevents any deep sleep.
- **Avoid Caffeine:** Especially important to avoid within 4-6 hours of when you plan to sleep.
- **Natural Afternoon Light:** 5-10 minutes of exposure to natural light in the afternoon helps regulate our bodies.
- **Sleep Regularity:** There is powerful evidence that consistent sleep of 7-8 hours. Consistent sleep onset and waking is very important (even on the weekends).
- **Drop Core Body Temperature:** The ideal sleeping temperature of a room is 67 degrees.
- **Block Blue Light:** After a night shift, use blue blocker sunglasses for the drive home. If you have a lot of contact with screens during your workday, wear blue blocker reading glasses.
- **Beds are for Sleeping:** Avoid eating, TV and especially working from bed.
- **Sleep Rituals:** It's important to find what works for you. Weighted blankets, black out curtains, Headspace has a [sleep series](#).
- **Short Naps:** 5-10 minute naps improve cognitive function and decrease attention failures.

Activity: Knowing the sleep norms in your work setting is a key predictor to wellbeing and safety outcomes. Encourage your team (yourself included) to enroll in an 8-day ongoing research study [Duke's Good Sleep tool](#) which will send you sleep tools and reminders via text message. It takes 2-5 minutes to enroll and only 1-2 minutes to complete in the evenings for 8 consecutive days.

SELF-COMPASSION



I have come to believe that caring for myself is not self-indulgent. Caring for myself is an act of survival.

~Audre Lorde

The Latin root of the word compassion translates to “co-suffering” or “suffering with.” Self-compassion allows us to acknowledge our suffering by caring for ourselves in the same way we would care for someone we truly love. Compassion is not something that we have, but rather something we practice.

Talking Points:

- Research shows us that chronic self-criticism can activate a threat defense system response in our bodies whereas self-compassion practices kickstart our mammalian care-giving system by releasing oxytocin and opiates to help us cope with stress.
- To hear the difference between self-criticism and self-compassion watch this short video on [The Power of Self-Compassion](#).
- Self-compassion may feel awkward at first, or even bring up some additional discomfort. This is normal. Be flexible and start small. For example, you can [practice](#) with milder stress. If you are curious where you are at you can [take the Self-Compassion Test](#).

Strategy: [Self-compassion includes a combination of three things](#)

- Mindfulness (noticing you are struggling)
- Common humanity (noticing others struggle the same way – you are not alone)
- Self-kindness (turning toward yourself with care). Find instructions [here](#).

Activity:

- **Consider participating** in Duke’s [Self Compassion Tool](#) which facilitates a self-compassion letter activity.
- **Talk about it.** Bring up the topic before problem-solving or debriefing with your team.
- **Encourage each other.** Build a supportive culture by reminding each other to respond to ourselves with compassion. (“What would you say to a friend if they were in this situation?”)
- **Recognize acts of self-kindness** when checking in with teams or individuals. (“I’m so glad to hear that you are taking time to recover on your days off.”)
- **Get creative!** Use a two minute [audio guide](#) on self-compassion to start of a meeting. Put up this quick [outline to a self-compassion break](#) in common areas

COLLABORATION VS. DEALING WITH DIFFICULT COLLEAGUES



CIVILITY IS THE ART OF CARING FOR OTHERS

DEBORAH KING

When considering personal wellness, particularly while at work, it's important to consider the external factors that affect our internal experiences. Disruptive behaviors are an example of a workplace reality that deeply impacts our wellbeing.

Talking Points:

- Disruptive behavior describes any behavior that is contrary to the [mission and values of an organization](#) which undermine a safety culture.
- Disruptive behaviors are often experienced as incivility, unprofessionalism, and rudeness. The behaviors themselves vary but may include yelling, intimidation, physical contact/throwing items, setting up others to fail, belittling the value of team members, discriminatory comments, sexual harassment, microaggressions and refusing to communicate.
- Incivility is becoming more common in [healthcare](#) and increased evidence shows that [disruptive behaviors lead to increased medication errors, more infections, and other bad patient poor clinical outcomes](#). Healthcare is a 24/7 business, meaning fatigue and production pressure is constant, which can lead to emotional exhaustion and frustration.
- Research shows that departments with higher rates of disruptive behaviors have greater burnout scores, higher turnover, more medical errors, and have lower psychological safety scores. In these environments team members fear reprisal, feel marginalized, are less engaged, and lose ownership and accountability in their roles.

Strategy:

- **Build Emotional Intelligence**
 - Practice empathy and be aware of triggers on individual, team and departmental levels
 - Take a deep breath **and** count to ten; seriously it works.
 - Label the emotion, either verbally or internally
 - Put yourself in the other person's shoes
 - Focus on constructive solutions – “This isn’t what I wanted but what can we do moving forward?”

➤ **Proven Teamwork Behaviors**

- **Briefings and Huddles** – Bring team members together in key moments to clarify plans, allow for information sharing and the creation of a shared mental model or to establish role clarity
- **Give people critical language** – Words are empowering. Teach the entire team words that warrant stopping a situation so there is opportunity to discuss, examples include: “I am concerned” “I am uncomfortable” “This is a safety issue”
- **Create a Culture of Feedback** – This helps teams to stay on track and trust by removing the stigma of criticism.
 - Debriefs are helpful feedback mechanisms. Pull everyone together after an event (a clinician event or a big presentation) and ask three questions:
 - What did we do well?
 - What did we learn?
 - What do we want to do differently next time?
 - If safe to do so, provide feedback in the moment using the DESC Script from [AHRQ TeamSTEPPs](#):
 - **Describe** the behavior
 - **Express** the effect of the behavior
 - **Suggest** a different course of action
 - **Consequences** that may result from behavior in the future; strive for consensus

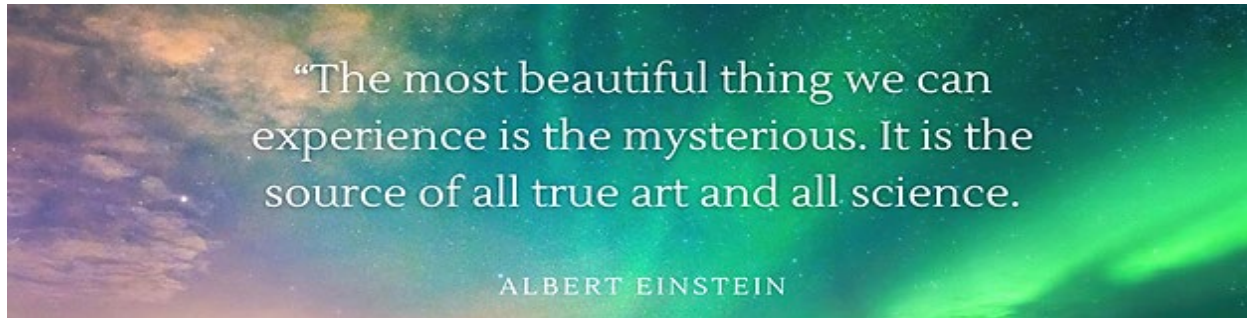
➤ **Other Tips**

- Assume positive intent and call that out
- Find a shared goal and name it
- It’s about what is right not who is right
- Speak to consequences relative to a shared goal
- Balance inquiry and advocacy – sincerely use phrases like “help me understand...”
- Feed forward rather than backward (ie. Next time, try this...)

Activity:

- **Try the Coffee Cup Approach:** Respond to typical professionalism complaints with peer-to-peer conversation within one to two business days over a cup of coffee. This only applies for mild complaints, if there is a serious offense, report the event through appropriate leadership channels.

SCIENCE OF WOW



Awe is a sense of vastness that elevates us. Research shows a relationship between awe and lower level of inflammatory cells in our bodies. Nature, as a source of awe, can improve resiliency during stressful life events (even viewing photographs of nature can reduce stress). Awe is a reset button that expands our perception of time by bringing us back into the present moment.

People who experience awe...

Feel they have more time available

Are less impatient

Are more likely to volunteer their time to help others

Strongly prefer experiences over material products

Experience greater life satisfaction

How can you cultivate awe in your life?

- **Make Space:** By making space in your mind for awe to exist, you are more likely to allow yourself to be present in moments of awe. Awe comes in many forms (it doesn't have to be a natural phenomenon) so try to remain open to awe experiences in big or small moments.
- **Reflect:** Take a moment to draw inspiration from a moment of awe you may have felt.
 - Another person like a leader, great athlete, artist or family member
 - A piece of art, music, or poetry
 - A beautiful structure or impressive architectural design
 - Some kind of spiritual experience (religious or spiritual more broadly)
 - Knowledge such as mathematical theory, psychological theory or literary knowledge
 - Your own accomplishments, completing a goal you never thought you would
- **Take Yourself on an Awe Walk:** Creating, and coming back to, moments of awe can enhance your ability to emotionally recover and thrive even in the face of adversity. Take some time to walk around your facility, is there something you saw that you never noticed before?
- **Involve the Team:** Have team members share pictures of moments where they felt a sense of awe, either electronically or by creating an 'awe board' in the office where pictures can be displayed. For teams separated by geography, awe walks can happen individually in your own environment, and then pictures can be shared virtually when you are together.

ADDITIONAL RESEARCH & RESOURCES

HEARTACHE IN HEALTHCARE: HOPE VS. BURNOUT

[Read: How Learned Optimism Can Improve Your Life](#)

[Burnout Self-Assessment: How am I doing today?](#)

[Science of Health Care Worker Burnout](#)

[Psychological Language on Twitter predicts count...mortality Psych Science Eichstaedt et al 2015.pdf](#)

[CIRCULATION 2009 Optimism, Cynical Hostility, an...in the Women's Health Initiative.108.827642.pdf](#)

[JAMA 2004 Dispositional Optimism and All-Cause and Mortality.pdf](#)

[Optimism is associated with exceptional longevit...demiologic cohorts of men and women PNAS 2019.pdf](#)

[The Role of Optimism in Social Network Developme...psych adjustment during life transitions JPSP.pdf](#)

[BMJ 2008 Amy Fahrenkopf et al. Depressed Residents and Medication Errors.pdf](#)

THREE GOOD THINGS

[Seligman 3GT RCT.pdf](#)

[Three Good Tools Positively reflecting backwards and forwards is associated with robust improvements](#)

[45 Good Things BMJ Open.pdf](#)

[RCT of fMRI Amygdala nfb and MDD uses Positve Au...ographical Memories Amer J of Psychiatry 2017.pdf](#)

[Wiser rct j peri 2001](#)

OTHER PEOPLE MATTER

Eye Contact Video: <https://www.youtube.com/watch?v=3QdnCRWATZ8>

[Aaron QuestionsforConnection RR.pdf](#)

[Algoe YouInThankYou RR.pdf](#)

[Eply MistakenlySeekingSolitude RR.pdf](#)

[HoltLunstad SocialConnectionMortality RR.PDF](#)

[Maisel ResponsiveBehaviors RR.pdf](#)

[Pressman LonelinessandImmuneResponse RR.pdf](#)

[Titova Happinessfrommakingothershappy RR.pdf](#)

World Happiness Report: <https://worldhappiness.report/ed/2021/>

“To Fall in Love with Anyone, Do this”: <https://www.nytimes.com/2015/01/11/style/modern-love-to-fall-in-love-with-anyone-do-this.html>

“The 36 Questions that Lead to Love”: <https://www.nytimes.com/2015/01/09/style/no-37-big-wedding-or-small.html>

ENHANCING RESILIENCE

[Counting Blessings vs Burdens JPSP 2003.pdf](#)

[Expressions of Gratitude and Medical Team Performance - Pediatrics.pdf](#)

[Three Good Tools Positively reflecting backwards and forwards is associated with robust improvements](#)

[JMIR Gratitude at Work - Adair et al 2020.pdf](#)

[Seligman Gratitude RCT.pdf](#)

[Gratitude predicts hope and happiness A two study assessment of traits and states.pdf](#)

WORK-LIFE BALANCE

[Provider Burnout Compared To Sex vs EHR metrics vs Work Culture.pdf](#)

[Happy Spouse - Lower Mortality.pdf](#)

[JAMANO SCORE WLB Scale used on national sample of MDs 20-11887 Merged PDF 2.pdf](#)

[Work-Life Balance Scale of SCORE.pdf](#)

[WISER RCT includes WLB reduction J Peri 2001](#)

[Positive Walkrounds Joint Commission Qual & Patient Safety 2021](#)

[Why You Hate Work - The New York Times](#)

[Work-life Balance Behaviours Cluster in Work Settings and Relate to Burnout and Safety Culture: A Cross-Sectional Survey Analysis](#)

[Personal and Professional Factors Associated With Work-Life Integration](#)

MINDFULNESS

[The Greater Good Science Center \(UC Berkeley\)](#) (meditations, quizzes, activities, articles)

[Mindful Awareness Research Center \(UCLA\)](#) (meditations and research)

[The Mindful Kind](#) or [Ten Percent Happier](#) (Podcasts)

[Enroll in Duke's mindfulness in healthcare study to complete the 3 good minute exercise for 8 days](#)

[Mindful Communications](#) (articles, how-tos, different types of practices)

[Center for Mindfulness UMass Memorial Medical Center](#) (trainings)

Books: *Wherever You Go There You Are* by Jon Kabat-Zinn, *The Miracle of Mindfulness* by Thich Nhat Hanh, *The Mindful Path to Self-Compassion: Freeing Yourself from Destructive Thoughts and Emotions* by Sharon Salzberg

SLEEP

[JNO Sleep Waste study.pdf](#)

[Overnight Therapy The Role of Sleep in Emotional Brain Processing](#)

[WalkerVanDerHelm PsychBull 2009.pdf](#)

[Sleep Deprivation and Fatigue in Residency Training - SLEEP 2004.pdf](#)

[Work Hours Sleep on Interns Error Rates nejmoa041406.pdf](#)

[Sleep Regularity Index and Cardiometabolic Risk NATURE 2018.pdf](#)

[RCT Effect of Sleep Extension on Adults with Overweight JAMA IM 2022.pdf](#)

[WLB and safety culture Sexton et al. BMJQ&S 2016.pdf](#)

SELF-COMPASSION

[Center for Mindful Self-Compassion](#)

[Read more about Fierce Self-Compassion by Dr. Kristin Neff](#)

[Two-minute self-compassion meditation](#)

[Duke's Self Compassion Tool](#)

[Take a Self-Compassion Test.](#)

[Team Guide to self-compassion, facilitator guide here](#)

[Self Comp Motivation Breines 2012.pdf](#)

[Self Comp NewFrontiers Bluth 2018.pdf](#)

[Self Comp NurseSelf-compEmpathy Duarte 2016.pdf](#)

[Self Comp RCTMetaanalysis Ferrari 2019-1.pdf](#)

[Self Comp Responsibility Leary 2007.pdf](#)

[Self Comp Healthcare Neff 2020.pdf](#)

COLLABORATION VS. DEALING WITH DIFFICULT COLLEAGUES

[Disruptive Behaviors Scale w Teamwork, Safety and Wellbeing Article JCJQPS.pdf](#)

[Incivility and Patient Safety Article JCJQPS.pdf](#)

[Peer Messengers and PatientFamily Complaints Article JCJQPS.pdf](#)

SCIENCE OF WOW

[Big smile, small self: Awe walks promote prosocial positive emotions in older adults - PubMed](#)

[Approach Awe A moral, spiritual, and aesthetic emotion](#)

[Positive Affect and Markers of Inflammation: Discrete Positive Emotions Predict Lower Levels of Inflammatory Cytokines](#)

[Awe Expands People's Perception of Time, Alters Decision Making, and Enhances Wellbeing](#)