ACEs and Mindfulness in the Workplace: Creating a Resilient Workforce

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Welcome

• Introductions
• Housekeeping
• Self-care in the moment
MARC
Mobilizing action for resilient communities

MOBILIZING ACTION FOR RESILIENT COMMUNITIES

MARC is a learning collaborative of 14 communities actively engaged in building the movement for a just, healthy and resilient world.

MARC communities are translating the science of Adverse Childhood Experiences into policies and practices that foster resilience. Visit the website to see how your community can be part of the movement.

MORE INFO

MARC.healthfederation.org
MARC@healthfederation.org
HealthFedMARC

Communities Creating a Just, Healthy and Resilient World
Wisconsin MARC Partners

Thank You!
Agenda

• The Challenge
• The Science
• A Solution
• The Path Forward
Information Overload

- 73% of Americans feel information over-load

- We get 5x the information vs. 25 years ago
  - 2 quadrillion megabytes broadcast daily

- Human attention span has dropped to 8 seconds
  - Compared to 12 seconds in 2000
Culture of Distraction

- We are interrupted every 3 minutes on average
- It can take up to 23 minutes to recover
- Interruptions can make us 20% less effective
- 47% of the time our minds are wandering
How well are we coping?

Adapt and thrive: 20%

Resist and struggle: 80%

*2013 Workplace Productivity Report – Integrated Research Advisory Services
The result? Rising levels of stress.
What else can be underlying these challenges?
It’s about you and me
CHANGING
the future of
PUBLIC HEALTH

DISCOVERY
The ACE Study
Adverse Childhood Experiences ARE COMMON

**Household Dysfunction**
- Substance Abuse: 27%
- Parental Sep/Divorce: 23%
- Mental Illness: 17%
- Battered Mothers: 13%
- Criminal Behavior: 6%

**Neglect**
- Emotional: 15%
- Physical: 10%

**Abuse**
- Emotional: 11%
- Physical: 28%
- Sexual: 21%

TOTAL 10 ACEs
ACE Score = Number of ACE Categories

ACE Scores Reliably Predict Challenges During the Life Course
ACEs Survey

www.Bit.ly/marc-aces
### Examples of ACE-Attributable Problems

<table>
<thead>
<tr>
<th>Alcoholism &amp; Alcohol Abuse</th>
<th>Liver Disease</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chronic Obstructive</td>
<td>Mental Health Problems</td>
</tr>
<tr>
<td>Lung Disease</td>
<td>Obesity</td>
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<td>Coronary Heart Disease</td>
<td>Sexual Behavior Problems</td>
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<tr>
<td>Depression</td>
<td>Smoking</td>
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<tr>
<td>Drug Abuse &amp; Illicit Drug Use</td>
<td>Unintended Pregnancy</td>
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<tr>
<td>Fetal Death</td>
<td>Violence</td>
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<tr>
<td>Intimate Partner Violence</td>
<td>Workplace Problems</td>
</tr>
</tbody>
</table>
### Potential Worldview

<table>
<thead>
<tr>
<th>Safe world (No/Low Aces)</th>
<th>Vs.</th>
<th>Dangerous World (High ACEs)</th>
</tr>
</thead>
<tbody>
<tr>
<td>People are safe/ trust</td>
<td></td>
<td>People are a threat/ mistrust</td>
</tr>
<tr>
<td>Seek relationships</td>
<td></td>
<td>Sensitive to relationships</td>
</tr>
<tr>
<td>Bad things that happen are accidental</td>
<td></td>
<td>Bad things that happen are “on purpose” I deserve them</td>
</tr>
<tr>
<td>World is predictable</td>
<td></td>
<td>World is unpredictable</td>
</tr>
<tr>
<td>Optimism/ hope</td>
<td></td>
<td>Pessimism / lack of control</td>
</tr>
<tr>
<td>Prioritize opportunities</td>
<td></td>
<td>Prioritize safety</td>
</tr>
</tbody>
</table>

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How Brains are Built
Impact on the Brain

• Key Points
  – Information from our environment comes into our survival parts of the brain
  – If there is danger, the “thinking” brain shuts down, allowing the “doing” brain to act
  – Repeated exposure to traumatic stress causes changes in brain structures, brain chemistry and genetic expression
  – Thinking brain has less capacity to overrule doing brain
Memory and Triggers

• Created through activation of a system in the brain or body
• Formed in a “use-dependent” way
• Multiple systems involved
• Triggers
Stress and our Physiology: Fight, Flight, Freeze

**Noticeable Effects**
- Pupils dilate
- Mouth goes dry
- Muscles tense
- Heart pumps faster
- Breathing rate increases
- Chest pains
- Palpitations
- Perspiration
- Hyperventilation

**Hidden Effects**
- Brain prepares body for action
- Adrenaline released
- Blood pressure rises
- Liver releases glucose to provide energy
- Digestion slows/ceases
- Cortisol released
- Depresses immune system
Common Adaptations

- Increased vigilance
- Quick response or reaction/ impulsivity
- Relationally defensive
- Avoidance
- Numbing out (TV, video games, apps)
- Risky behavior, cutting, sexual activity
- Alcohol or drug use / abuse
- Others?
Help that Helps: Personally

1. **Healthy Relationships:** Feeling socially and emotionally supported and hopeful

2. **Self Regulation:** Having strategies for healthy expression of emotions and effective coping strategies

3. **Reason to be:** Having meaning and purpose and a sense of belonging

4. **Wellness:** Practicing personal health and well-being
Help that Helps: Community

1. **Support:** Feeling socially and emotionally supported and hopeful

2. **Help:** Having two or more people who give concrete help when needed

3. **Community Reciprocity:** Watching out for children, intervening when they are in trouble, and doing favors for one another

4. **Social Bridging:** Reaching outside one’s immediate circle of friends to recruit help for someone inside that circle.
CHANGE is up to US

It is shaped by our thoughts, our conversations, the way we relate with one another in relationships, in families, and in communities.
Solution?
Change your mind.
Change your life.
Neuroplasticity
Well-being

Is a skill that can be trained and cultivated
On overload?

Just Stop...

and

Breathe!
4 Key Components of Well-being

- Attention
- Resilience
- Positive Outlook
- Generosity
Being Mindful is…

"Mindfulness means paying attention in a particular way; on purpose, in the present moment, and [doing so] non-judgmentally."

– Jon Kabat-Zinn, PhD

Founding Executive Director of the Center for Mindfulness in Medicine, Health Care, and Society at the University of Massachusetts Medical School

Noticing your thoughts, sensations, and emotions as they arise
Research indicates that…

A regular mindfulness practice can

• Improve stress management
• Boost working memory
• Strengthen focus
• Reduce emotional reactivity
• Increase Immune function
• Help lower blood pressure
• Reduce anxiety
• Help when dealing with depression
• Less emotional reactivity
Mindful Practices for Well-being

• Working with breath and meditation to improve focus and attention

• Using guided meditations to calm the mind and strengthen resilience

• Recognizing and expressing gratitude for the good things in life to be more positive

• Performing simple, daily acts of kindness to open to and strengthen your natural generosity
18 million Americans currently practice meditation.
Mindfulness Has Gone Mainstream
Mindfulness in the workplace

- Aetna
- General Mills
- Google
- Intel
- eBay
- Twitter
- LinkedIn
- Black Rock
- Goldman Sachs

- Target
- United States Marines
- British Parliament
- Seattle Seahawks
- AstraZeneca
- Reebok
- McKinsey & Company
- AOL Time Warner
Mindfulness works at work

Aetna sponsored meditation and yoga sessions for its 50K employees:

- 14K employees (25%) participated
- 28% reduced stress & 20% better sleep
- 19% less pain
- 62 min. increased weekly productivity
- -$300 in annual healthcare cost per employee
Mindfulness works for you at work

INDIVIDUAL PERFORMANCE

- Improves focus and concentration
- Enhances effectiveness in stressful situations
- Strengthens rational decision making
- Increases ability to listen to others
- Greater compassion for self and others
- Improves positive outlook and resilience

TEAM PERFORMANCE

- Shorter, more focused meetings
- Fewer misunderstandings
- Greater collaboration and cooperation
- Ability to arrive at mutually beneficial solutions
- Enhances communication within/across teams

Where do I start? 5-3-1

- Meditate **FIVE** minutes each day
- Identify **THREE** good things each day
- Extend at least **ONE** act of kindness each day
How do I start?

Welcome to the MARC/EnLiven Ten Day Program

- Training in the practices of 5-3-1
- Tips on how to integrate these skills into your life
- Guided meditations and practices
Using MARC/EnLiven

- Download (see handout for android and iphone)
- Sign on (email address and username)
- Access daily sessions
- Get help with technical issues
MARC Surveys

Three surveys:
1. Adverse Childhood Experiences
2. Wellness and Parenting (if applicable)
3. MARC/EnLiven Mobile App experience

Four time points:
1. Today (survey: ACEs)
2. When you start the MARC/EnLiven course (surveys: Wellness and Parenting)
3. Approximately one month from today (surveys: Wellness & App Experience)
4. Approximately six months from today (surveys: Wellness & Parenting)
MISSION

To cultivate well-being and relieve suffering through a scientific understanding of the mind.

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Text HEALTHYMINDS to 66866
To Learn How to Bring this Program into Your Company Contact:

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Thank You!