

# *ACEs and Mindfulness in the Workplace: Creating a Resilient Workforce*

Elizabeth Hudson - Office of Children's Mental Health

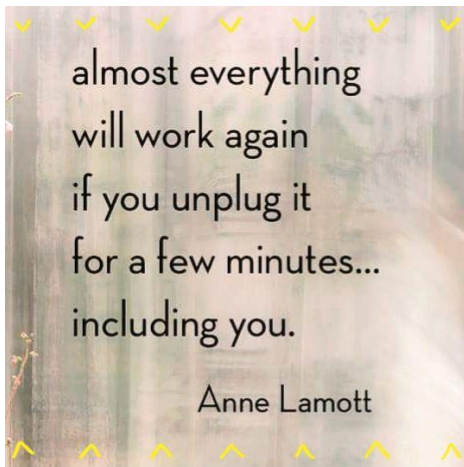
Joann Stephens - Office of Children's Mental Health

Sara Daniel - SaintA

Bev Hays - Center for Healthy Minds/Healthy Minds  
Innovations

# Welcome

- Introductions
- Housekeeping
- Self-care in the moment





# MARC

Mobilizing action  
*for resilient communities*



Communities Creating a  
Just, Healthy *and* Resilient World

## 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

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](http://MARC.healthfederation.org)  
 [MARC@healthfederation.org](mailto:MARC@healthfederation.org)  
 [HealthFedMARC](https://twitter.com/HealthFedMARC)

# 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%



80%



Resist and struggle



# The result? Rising levels of

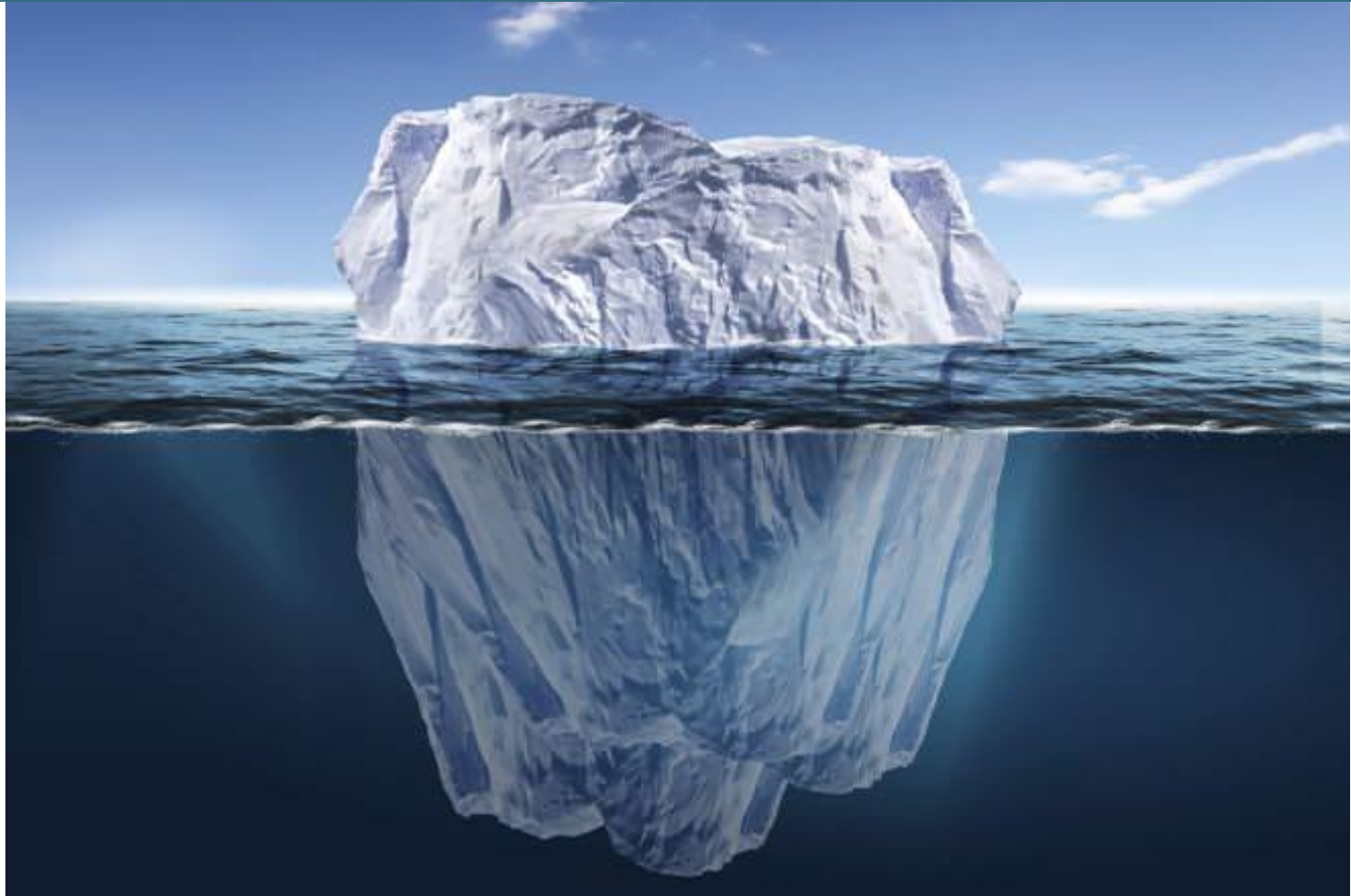
---

**STRESS**

A thick red arrow starts from the bottom left and points diagonally upwards and to the right, ending in a simple arrowhead. The word "STRESS" is written in a bold, black, hand-drawn font across the middle of the arrow, following its upward trajectory.

healthy minds  
innovations™

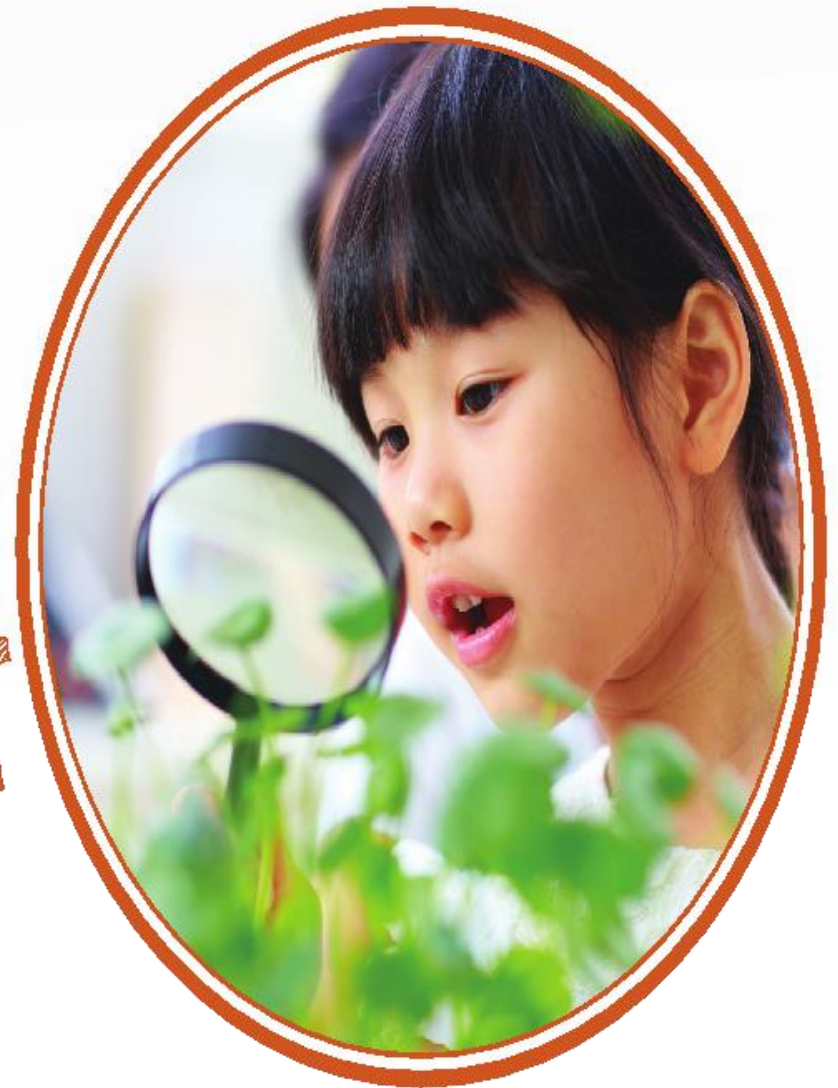
**What else can be underlying  
these challenges?**

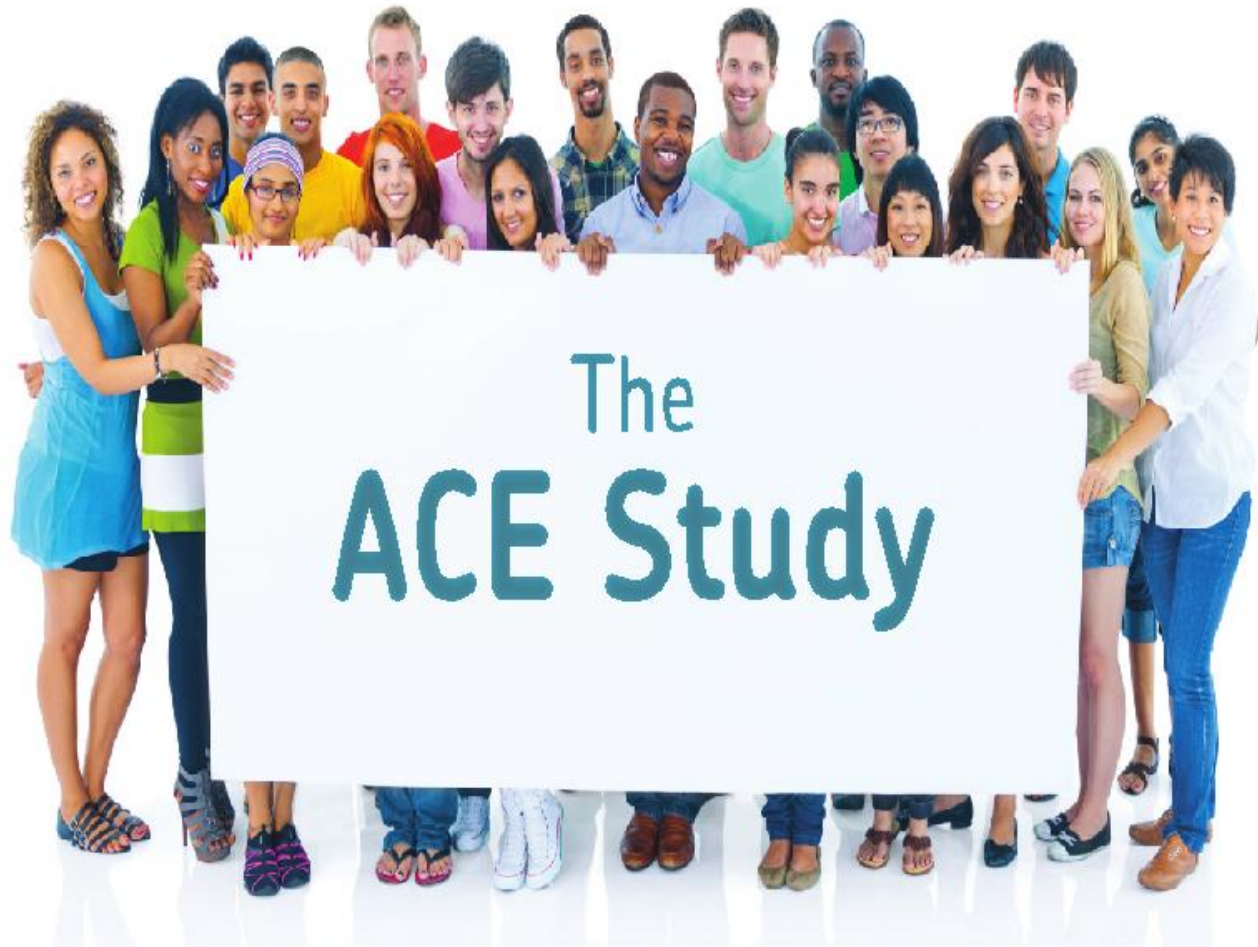


It's about you and me

**CHANGING**  
the future of  
**PUBLIC HEALTH**

**DISCOVERY**





The  
**ACE Study**

# Adverse Childhood Experiences ARE COMMON

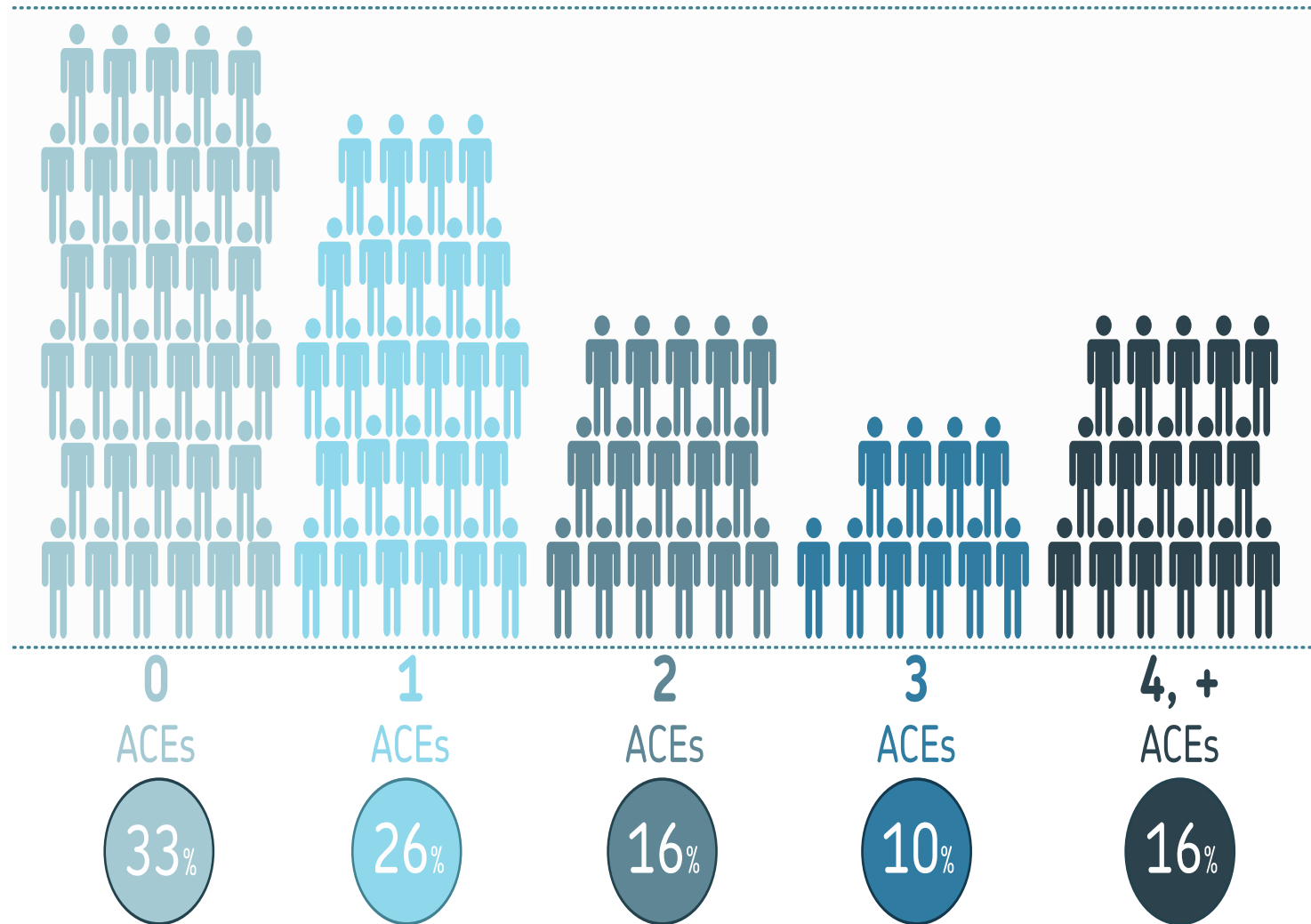
Household Dysfunction	
Substance Abuse	27%
Parental Sep/Divorce	23%
Mental Illness	17%
Battered Mothers	13%
Criminal Behavior	6%

Neglect	
Emotional	15%
Physical	10%

Abuse	
Emotional	11%
Physical	28%
Sexual	21%

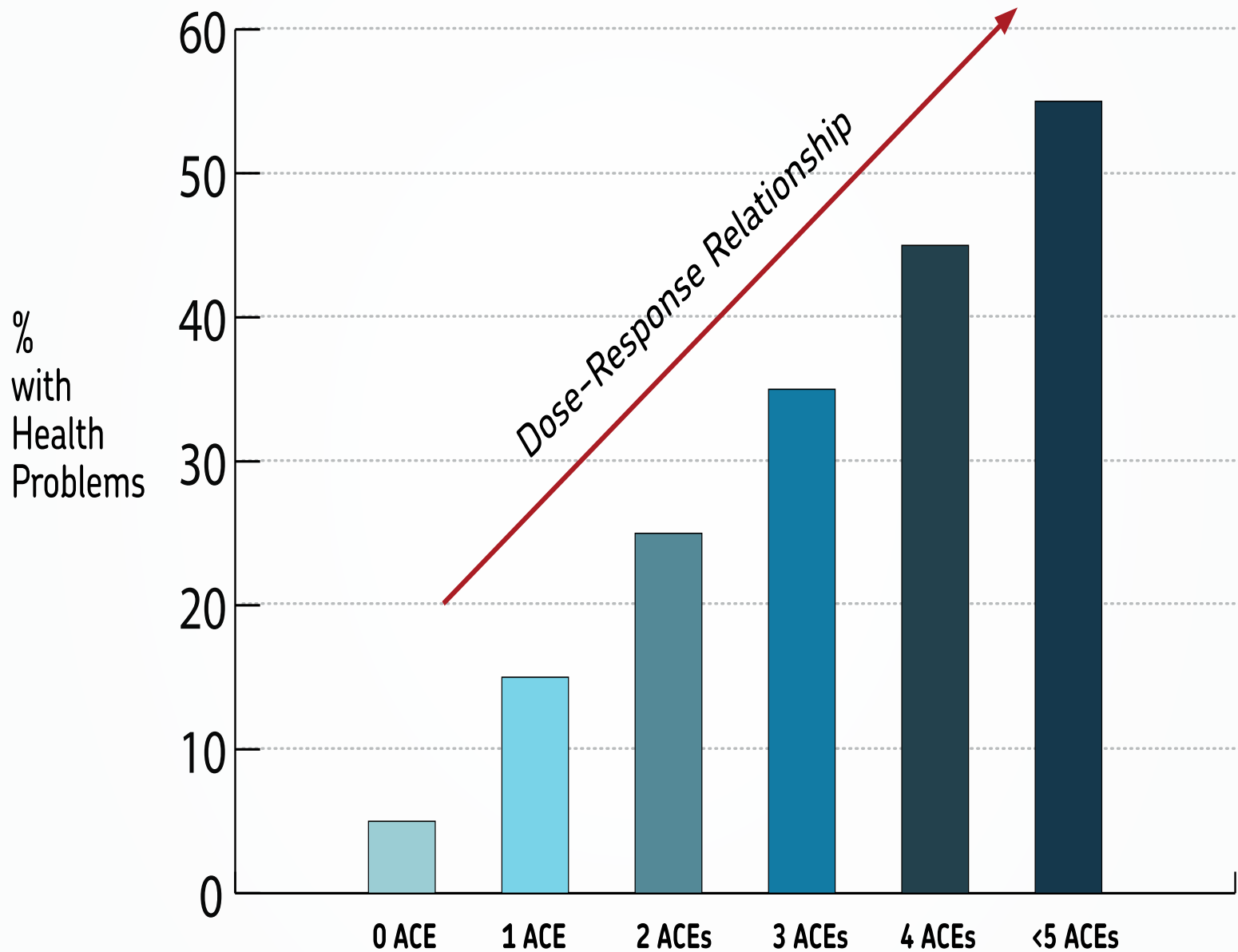


# ACE Score = Number of ACE Categories



ACE Scores Reliably Predict Challenges During the Life Course

# ACE Score and Health Problems





# ACEs Survey



[www.Bit.ly/marc-aces](http://www.Bit.ly/marc-aces)

# EXAMPLES OF ACE-ATTRIBUTABLE PROBLEMS

Alcoholism & Alcohol Abuse

Chronic Obstructive

Lung Disease

Coronary Heart Disease

Depression

Drug Abuse & Illicit Drug Use

Fetal Death

Intimate Partner Violence

Liver Disease

Mental Health Problems

Obesity

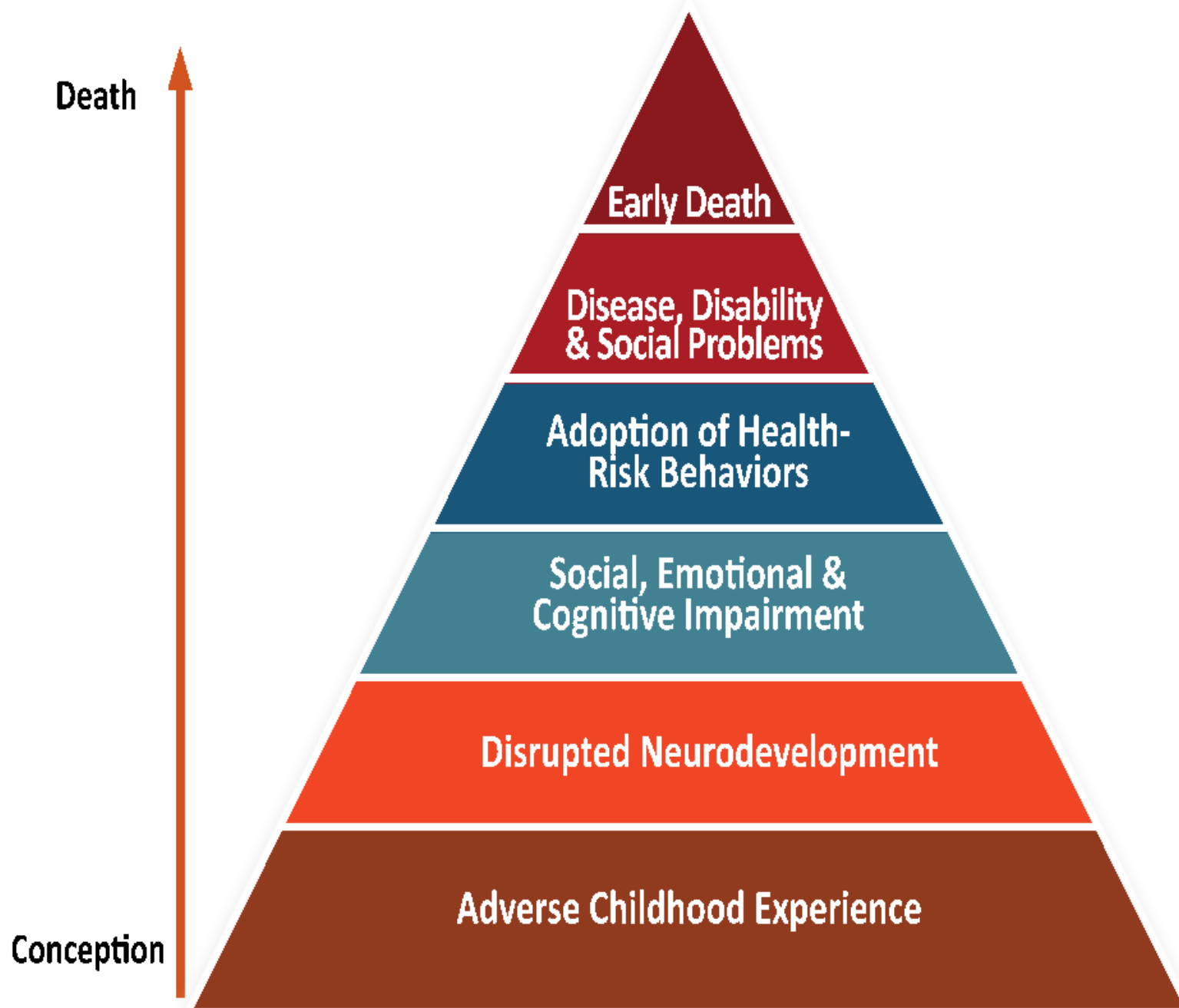
Sexual Behavior Problems

Smoking

Unintended Pregnancy

Violence

Workplace Problems



CONCEPTION



Danger

Fight  
Flight  
Freeze

Survive  
Worst  
Conditions

Childhood Experience

Adaptation

Adult Functioning



Safety

People  
Process  
Possibility

Survive Best  
Conditions -  
*Vulnerable in  
Worst*

# Potential Worldview

Safe world (No/Low Aces)

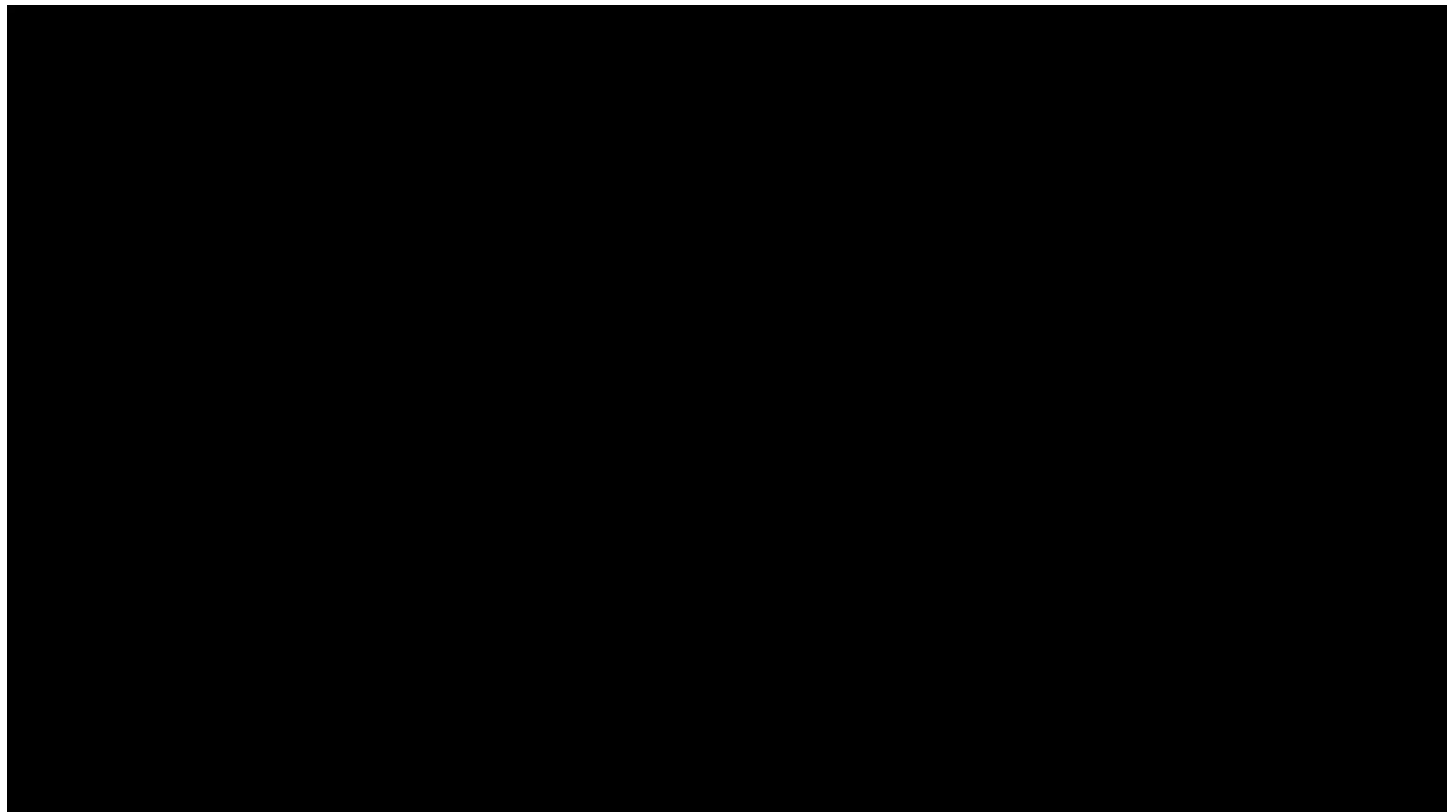
Vs.

Dangerous World (High ACEs)

- People are safe/ trust
  - Seek relationships
  - Bad things that happen are accidental
  - World is predictable
  - Optimism/ hope
  - Prioritize opportunities
- People are a threat/ mistrust
  - Sensitive to relationships
  - Bad things that happen are “on purpose” I deserve them
  - World is unpredictable
  - Pessimism / lack of control
  - Prioritize safety



# 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

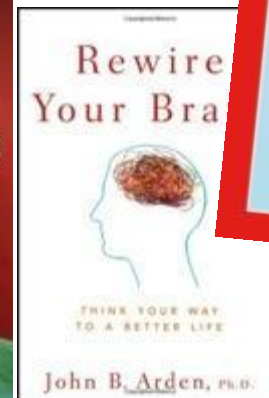
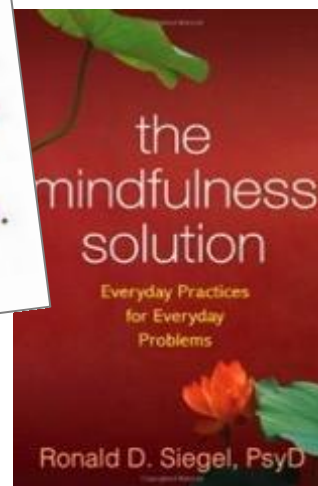
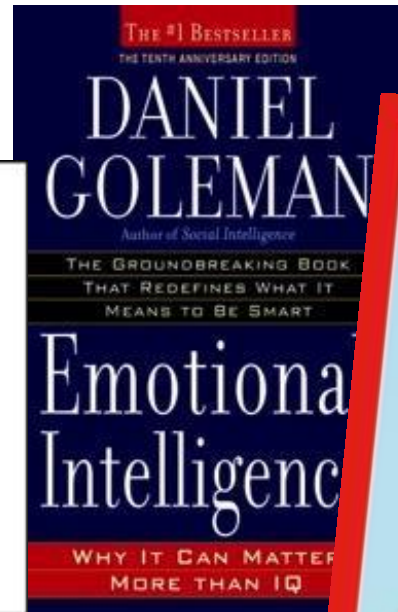
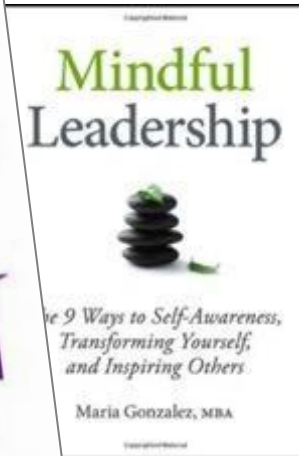
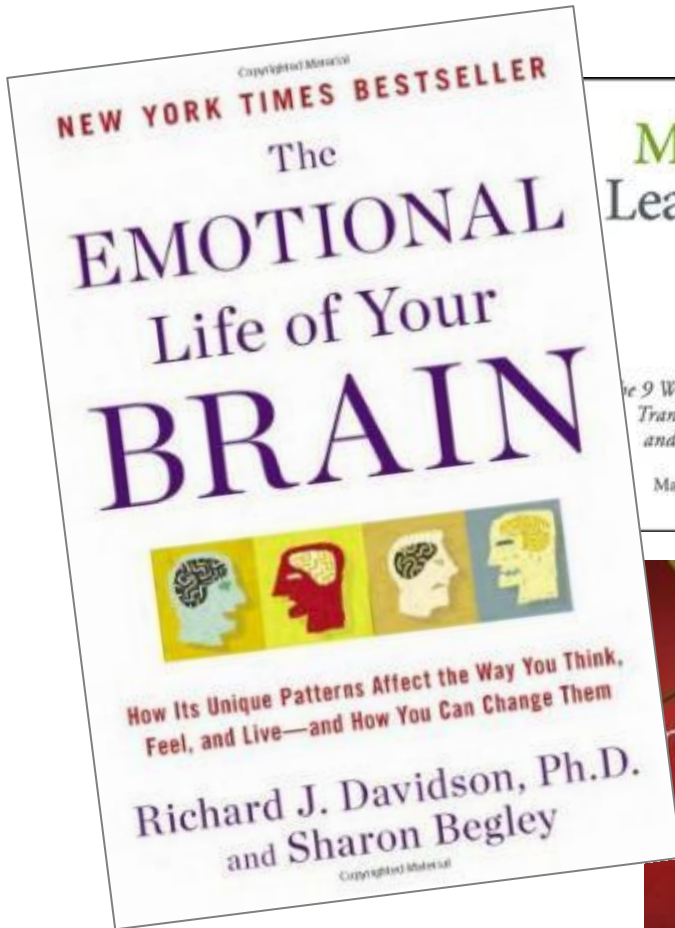
- Improve stress management
- Boost working memory
- Strengthen focus
- Reduce emotional reactivity
- Increase Immune function
- Help lower blood pressure
- Reduce anxiety
- Help when dealing with depression
- Less emotional reactivity

# 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

## *At Aetna, a C.E.O.'s Management by Mantra*

By DAVID GELLES FEB. 27, 2015



*New York Times; Business Day, Feb 27, 2015*

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.

**JOIN**



[www.facebook.com/centerforhealthyminds](http://www.facebook.com/centerforhealthyminds)



[twitter.com/healthyminds](https://twitter.com/healthyminds)



[centerhealthyminds.org](http://centerhealthyminds.org)

Text HEALTHYMINDS to 66866

*To Learn How to Bring this  
Program into Your Company Contact:*

Elizabeth Hudson, LCSW

Director, Office of Children's Mental Health

608-266-2771

[Elizabeth.Hudson@wisconsin.gov](mailto:Elizabeth.Hudson@wisconsin.gov)



# Wisconsin MARC Partners



**Thank You!**