Thriving Amid Disruption: Micro-practices for Practitioner Well-being

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Land Acknowledgment

Thompson Rivers University campuses are on the traditional lands of the Tk'emlúps te Secwépemc (Kamloops campus) and the T'exelc (Williams Lake campus) within Secwepemcúl'ecw, the traditional and unceded territory of the Secwépemc. The region TRU serves also extends into the territories of the St'át'imc, Nlaka'pamux, Nuxalk, Tŝilhqot'in, Dakelh, and Syilx peoples.

Why Practitioner Well-Being Matters

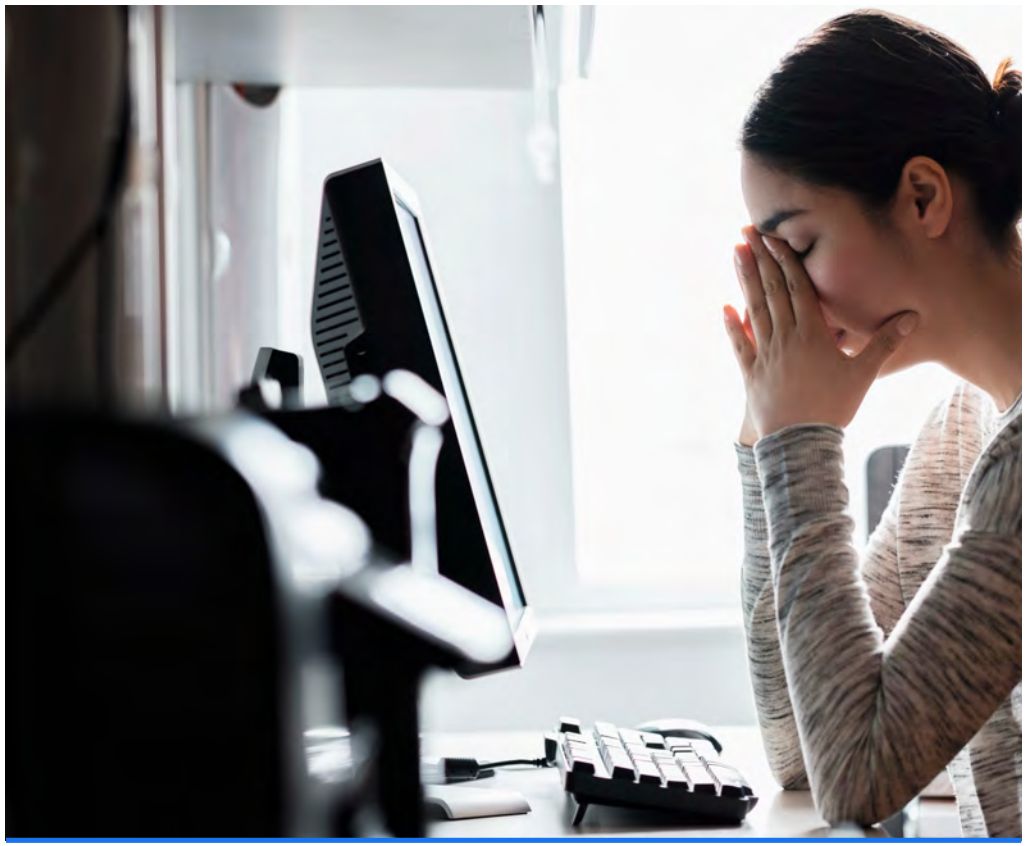
- Rapid change
- Tech disruption
- Economic uncertainty
- Volatile labour market
- Resource and budget constraints
- High potential for burnout, compassion fatigue, try to do more with less

Micro-Practices as Strategies for Support

- Small and short
- Repeatable actions
- Done solo
- Easy to incorporate
- Participate how you wish
- Take what resonates
- Add to personal toolbox

Identifying Stressors

Where in your workday do you tend to feel most rushed, depleted, or stretched?



Micropractice 1 & 2 - Breath Resets

- Have a busy mind?
- Seems like you’re running from one thing to the next?
- Feeling that fight or flight sensation in your body?

Micropractice 1 – Breath Reset

- Deep purposeful breathing
- Long inhale followed by longer exhale
- Resets vague nerve
- 1 minute or more

Micropractice 2 – Mindful Body Awareness

- Deep purposeful breathing
- Reconnect to your body
- Draw attention to each area of your body from top to bottom
- Activates the parasympathetic nervous system
- Brings you into the present moment
- 2 minutes or longer

Micropractice 3 – Micro-Journalling

- Feeling overwhelmed by a project or situation?
- Difficult meeting on your mind?
- Need to sort the thoughts circling in your mind?

Micro-journalling offers a cognitive offload opportunity to help you focus and not carry one stress into the next

Micropractice 3 – Micro-Journalling

T.R.U.E. Transition

T — Takeaway: The TL;DR (too long; didn't read) or summary of the meeting/project/outcome.

R — Release: What do I need to let go of that is out of my control (expectations, other's moods, client's life)?

U — Undertaking: What is in my control to manage next?

E — Execute: What is the next action to move this forward?

2-3 minutes or more

Micropractice 4 – Boundary Mapping

- Create your space
- Identify key priorities
- Identify other things that take up time, energy, space
- Remove the stressors from your space
- Keep focus on priorities

Micropractice 5 – Walk Around the Block

- Take a short walk to reset
- Consider:

1) What do I want to let go of?
2) What am I looking forward to?

2-5 minutes

Micropractice 6 – Inner Compass Calibration

- Do you have tasks you don’t enjoy doing?
- Something you procrastinate on regularly?
- Work that you find draining?

Inner compass calibration can help you align your work with what you value, which can help to inspire you to action!

Micropractice 6 – Inner Compass Calibration

The Drag: Identify a task that feels draining or demotivating or that you procrastinate on.

The Value: Pick one core value that you resonate with (e.g., *Collaboration, Integrity, Service, Team, Innovation, Productivity*).

The Pivot: Ask: *"How does completing this task serve that value?"*

The Drag - I hate compiling this spreadsheet

The Value - I value being a reliable teammate.

The Pivot - Managing this data means my team can move forward with this info to make decisions.

Micropractice 7 – Present Moment Sensation

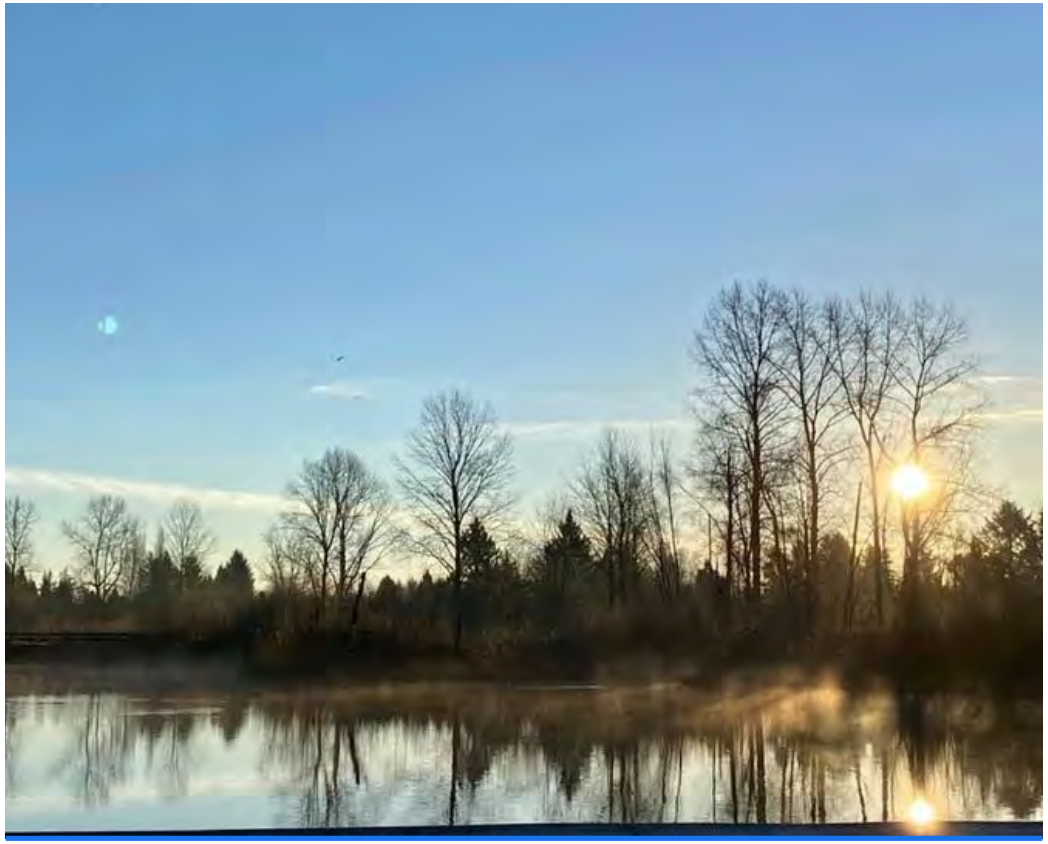
- Choose
- Observe
- Sense
- Taste
- Be present in the moment

Integration Plan

- Which would I like to try?
  - Breath Reset
  - Mindful Body Awareness
  - Post-meeting Micro-Journalling
  - Boundary Mapping
  - Walk Around the Block
  - Inner Compass Calibration
  - Present Moment Sensation

Pick one that I could try this week.

- How could I fit it in?
- When could I try it this week?
- Could anything get in my way?
- How will this support my wellbeing?



Thank you!
Questions?

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