

## The Year of Renaissance: *You Won't Break My Soul...*

Rose L. Horton, MSM, RNC-OB, NEA-BC, FAAN  
AWHONN President Elect



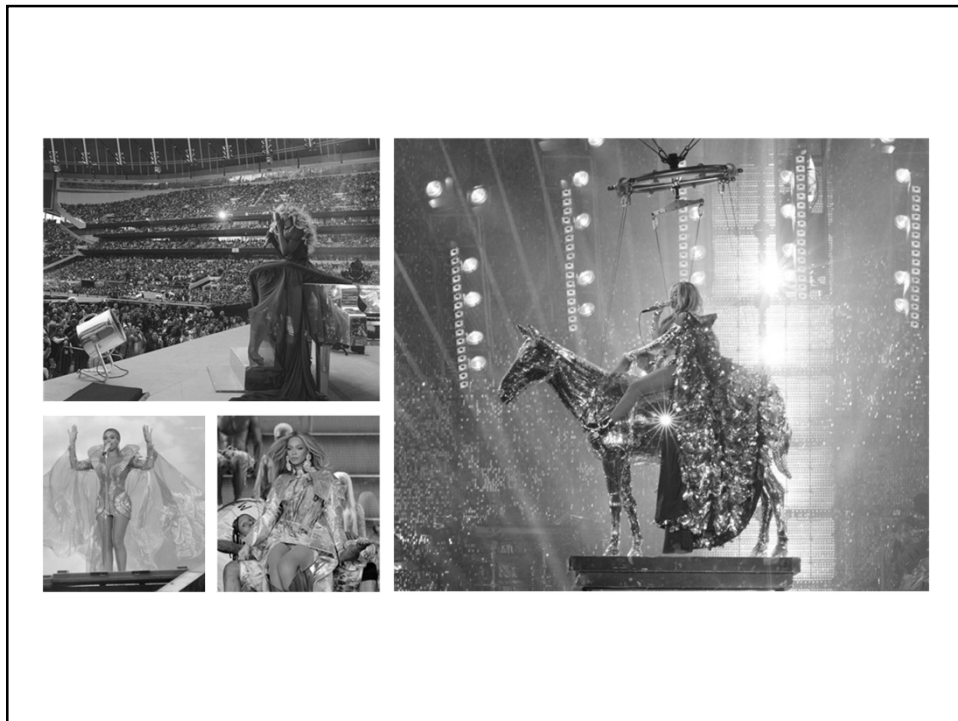
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## Objectives

- Explore the challenges of leading an AWHONN chapter and/or section
- Discuss the stress on nurses and healthcare systems
- Envision tactics to regain personal and professional agility, harmony, and balance
- Embrace and implement wellness and wellbeing practices



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## Renaissance

A revival or renewed interest in something... a

**Rebirth**



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2012 ---2025



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## Why Governance Needs to Change

“Associations must understand increasingly complex member segments and must create mechanism to respond to specialized needs.”

“Past generations of volunteers often committed time and energy selflessly, with duty and loyalty, but today, many members ask, ‘what’s in it for me?’”

“Associations must create or reestablish their reputation for a strong value proposition and **relevance** among members, customers and stakeholders.”

The Will to Govern Well (2022)



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## Successful Board/Association Leaders

- Have a commitment beyond self
- Share the vision and stay true to the mission
- Balance the need for risk-taking and change with prudent decision making
- Use knowledge-based principles as they exercise their responsibilities to their members
- Build consensus as they move through decision making
- Exhibit respect and goodwill toward colleagues
- Create partnerships with the staff
- Accept responsibility for, and follow through on, decisions
- Develop future leaders
- Ensure that their organization is fast, flexible, (nimble) focused, and **fun**

*The Will to Govern Well (2022)*



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*Our workplaces play a significant role in our lives.*

*Work affects both our physical and mental well-being — in good ways and bad.*

*The COVID-19 pandemic brought the relationship between work and well-being into clearer focus.*

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## Our Current Reality

### Our Nation's Current Workplace Landscape

Recent surveys suggest...

**76%**

of U.S. workers reported at least one symptom of a mental health condition.

Source:  
Mind Share Partners' 2021 Mental Health at Work Report [🔗](#)

**84%**

of respondents said their workplace conditions had contributed to at least one mental health challenge.

Source:  
Mind Share Partners' 2021 Mental Health at Work Report [🔗](#)

**81%**

of workers reported that they will be looking for workplaces that support mental health in the future.

Source:  
APA's 2022 Work and Well-being Survey results [🔗](#)



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The U.S. Surgeon General's Framework for Workplace Mental Health & Well-Being



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## Protection from Harm

- Prioritize workplace physical and psychological safety
- Enable adequate rest
- Normalize and support mental health
- Operationalize DEIA\* norms, policies, and programs

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## Psychological safety

"A belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns or mistakes."

Amy Edmondson, PhD




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## Connection & Community

- Create cultures of inclusion and belonging
- Cultivate trusted relationships
- Foster collaboration and teamwork



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## Work – Life Harmony

- Provide more autonomy over how work is done
- Make schedules as flexible and predictable as possible
- Increase access to paid leave
- Respect boundaries between work and non-work time

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## Mattering at Work



Provide a living wage



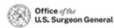
Engage workers in the workplace decision



Build a culture of gratitude and recognition



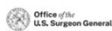
Connect individuals with organizational mission



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## Opportunity for Growth

- Offer quality training, education and mentoring
- Foster clear, equitable pathways for career advancement
- Ensure relevant, reciprocal feedback



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## Wellbeing:

The optimal state of health and fulfillment experienced by people and teams when they feel:

- Safe
- Balanced
- Supported in their efforts
- Connected to their communities
- Satisfied by being able to function at their best, and
- Joyful from engaging in meaningful activities

*EmWELL, 2022*

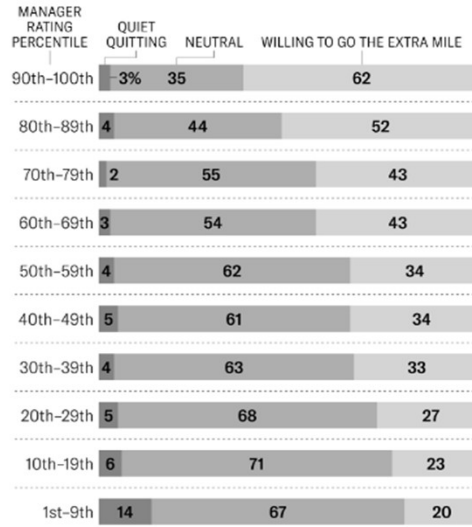


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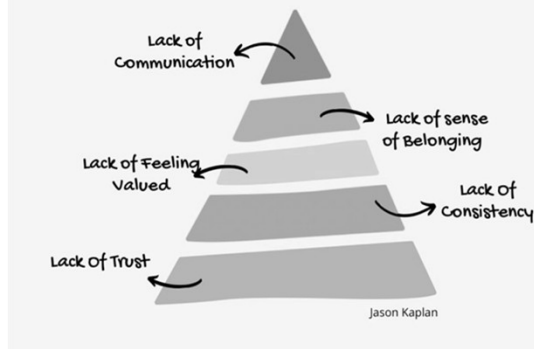
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**Extent to which direct reports say their "work environment is a place where people want to go the extra mile"**  
Based on direct reports' rating of managers' ability to "balance getting results with a concern for others' needs"

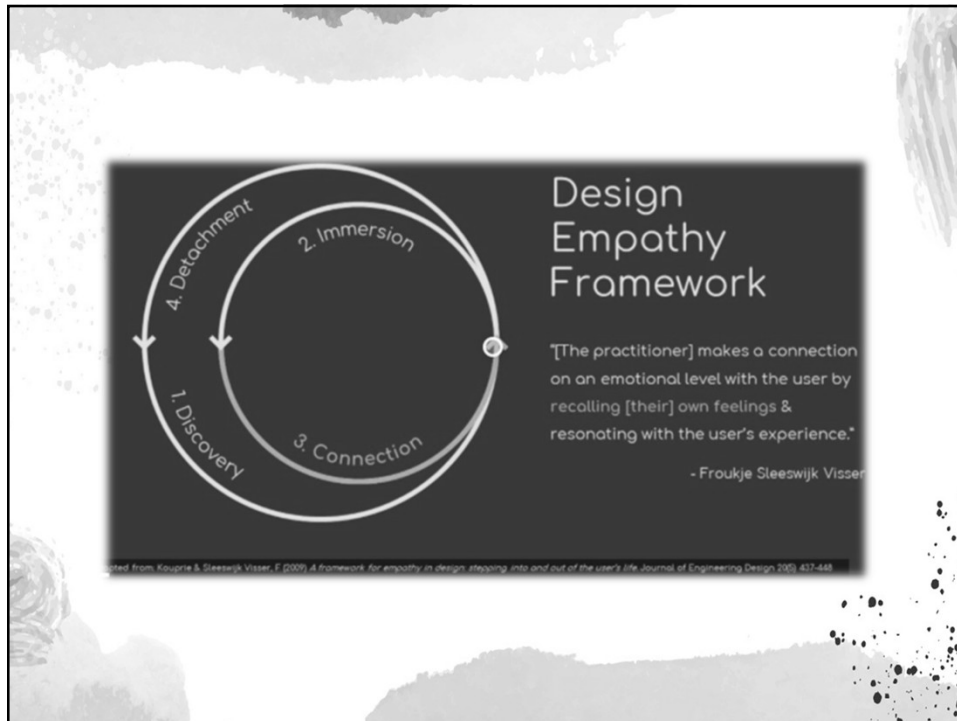


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### Pyramid of Quiet Quitting



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## Compassion Fatigue

"A condition characterized by **emotional** and **physical exhaustion** leading to a diminished ability to **empathize** or feel compassion for others, often described as the negative cost of caring. It is sometimes referred to as secondary traumatic stress."

Wikipedia



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Nap ministry...rest is Resistance



Tricia Hershey

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## Locus of Control



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## Exercise More Effective than Medicines to Manage Mental Health

### **Exercise Is Top Treatment for Depression, Anxiety: Study**

Written by Lisa O'Mary



Australian Study, February 2023



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## Benefits of Gratitude

- Improved self esteem
- Improved mental strength
- Opens the door to relationships
- Enhanced productivity
- Better sleep
- Improved physical health
- Enhanced sympathy and reduced aggression
- Improved psychological health



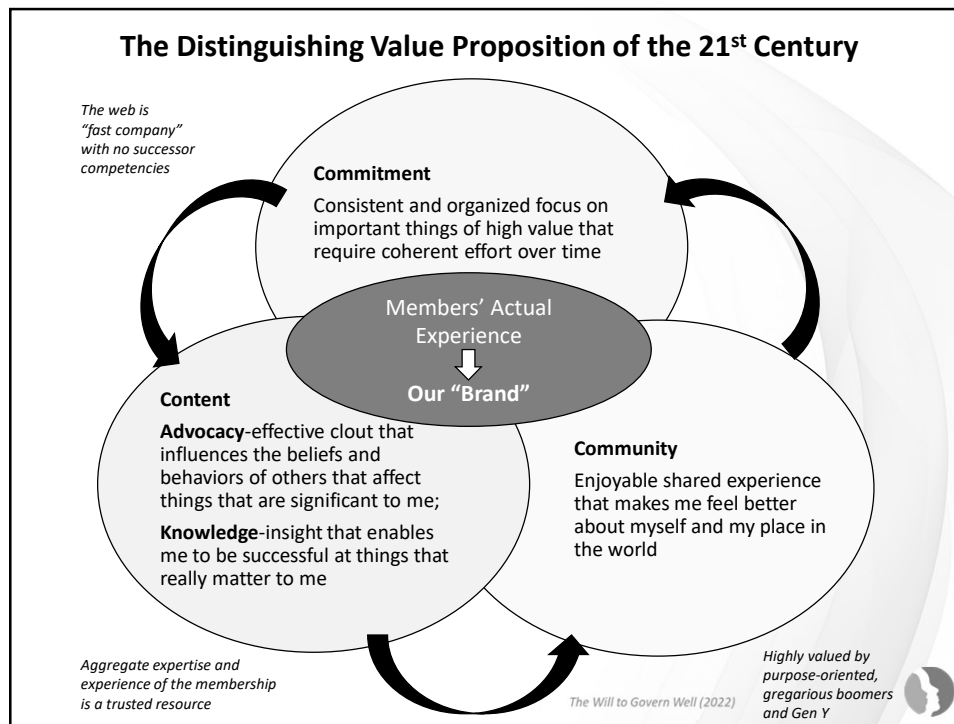
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## Mental Health

- Restful sleep – 6 hours or less + 2.5 more likely to report mental distress
- Cut back on social media – leads to comparison
- Strengthen relationships – loneliness is harmful
- Move your body – improves mood, sleep and manage symptoms of depression
- Get some sunshine – vitamin D correlated with improved mood
- Normalize counseling and seeking help from a professional
- Extend grace and love – to yourself first...



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## Reputation of Relevance

"The success of the organization's earned brand and the resulting positive perceptions create opportunities to sustain relevancy because *members and other key stakeholders are motivated to participate* in a variety of forums for knowledge exchange."

*The Will to Govern Well (2022)*

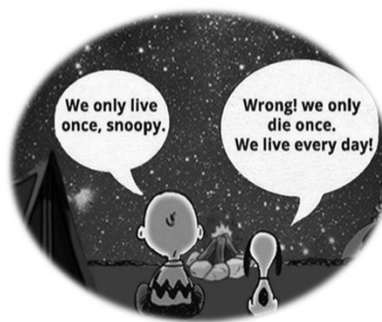
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## Relevance

- Develop new leaders
- Timely & captivating content for conferences, webinars, dinners, journal clubs
- Get sponsors so you can have *fabulous* caterers/food
- Give amazing door prizes (massages, designer purses, gift cards, free memberships, leveraging your sponsors)
- Have a dance party
- Have music during breaks
- Provide time for networking (share our stories)
- Be consistent
- Speak to our why...



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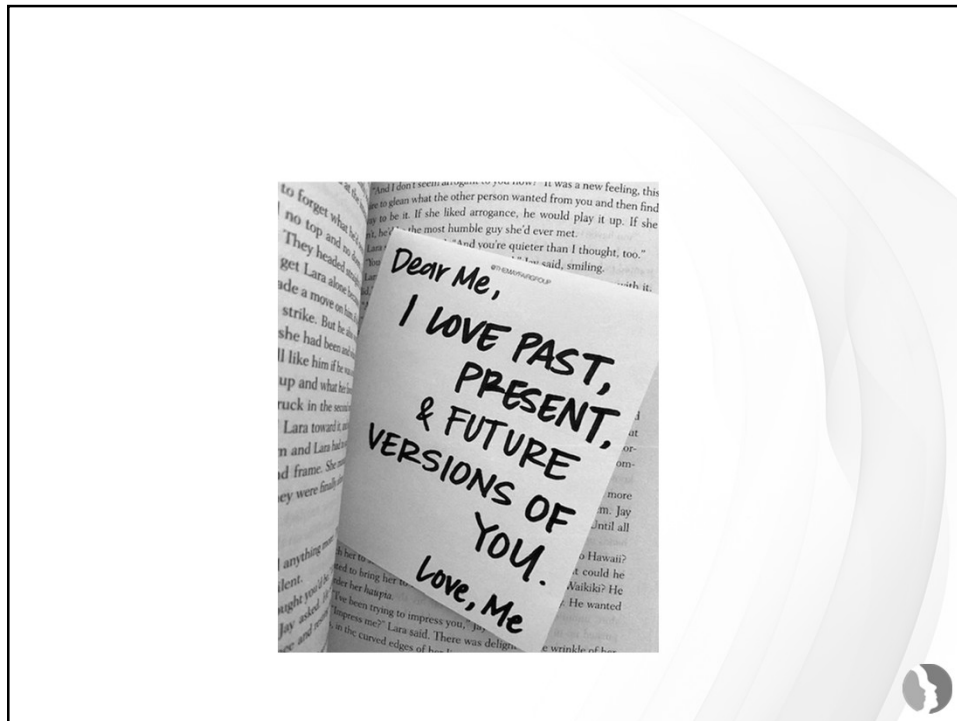


Live in the moment



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“Life is amazing. And then it’s awful. And then its amazing again. And in between the amazing and the awful its ordinary and mundane and routine. Breathe in the amazing, hold on through the awful, and relax and exhale during the ordinary. That’s just living; heartbreaking, soul healing, amazing, awful, ordinary life.

**And it’s breathtakingly beautiful.”**

*L.R. Knost*



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Where to find me...

 @HapiOBRN

 @rosehorton-notonmywatch

 @notonmywatchco

 notonmywatchconsulting@gmail.com



Rose L. Horton  
MSM, RNC-OB, NEA-BC, FAAN



