

# Wellbeing That Works

## Tools for Workforce Resilience

*A Self-Care Workshop*

September 26, 2025



The background is a light blue gradient with various stylized illustrations. There are two large hands: a yellow one on the left and a pink one on the right. The yellow hand has a small pink heart on its palm. The pink hand has a small pink heart on its palm. There are also several stylized plants and flowers in shades of blue, green, and yellow. The text is centered in the upper half of the image.

**This training is sponsored by Advocates for Human Potential (AHP) in honor of Recovery Month and Suicide Prevention Month.**

*With AHP you never walk alone.*

# Welcome! Meet the Presenters



Tara Fischer, M.S.W., LICSW  
Managing Director



Christian Citlali, LCSW  
Senior Program Associate



Sarah Kimbrough, MSW  
Senior Program Manager

# Who's Here Today?

---

## Poll: What is your current role?

- Peer
- Therapist/Counselor
- Case Manager
- Aide/Residential/Group Home/Outreach staff
- Director/Manager/Supervisor/Executive
- Student/Intern
- Administrative Staff
- Medical Staff
- Other

# We invite you to...

Be Present

Be Brave

Step Up/Step Back

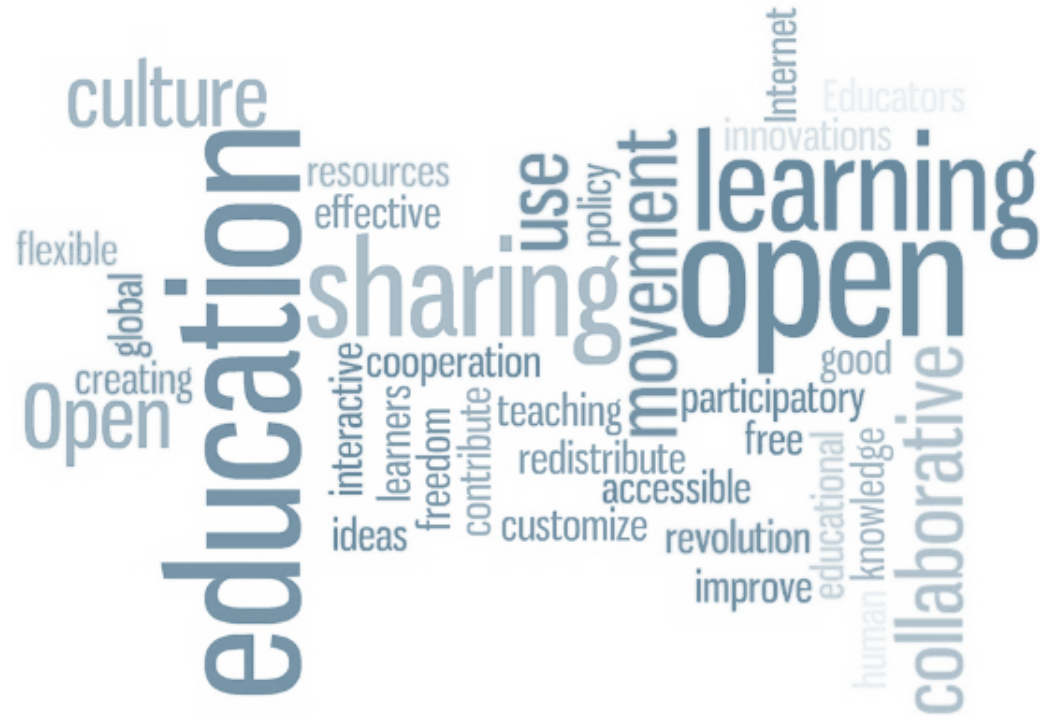
Be a teacher and a learner

Suspend Judgement

Allow everyone to have their own  
experience

Take a break when needed

Have fun!



[This Photo](#) by Unknown Author is licensed under [CC BY-SA-NC](#)



# Wellness Practices for Sustaining Ourselves



- **Name the Reality**
  - These are challenging times.
  - Tools are not meant to minimize issues.
  - Wellness is a shared responsibility:  
Employee & Employer
- **Carry Forward Intentional Practices**
  - Develop strategies for surviving the moment.
  - Create your circle of wellness.

# The Five Directions as a Guide



- North ~ Air: Inquiry
- East ~ Fire: Focus
- South ~ Water: Connection and Community
- West ~ Earth: Grounding
- Center ~ Self: Balance



# North ~ Air: Answering Our “Why”

Take a few seconds to think about your “why.”

When instructed, add your “why” to the chat





## East ~ Fire: Focus

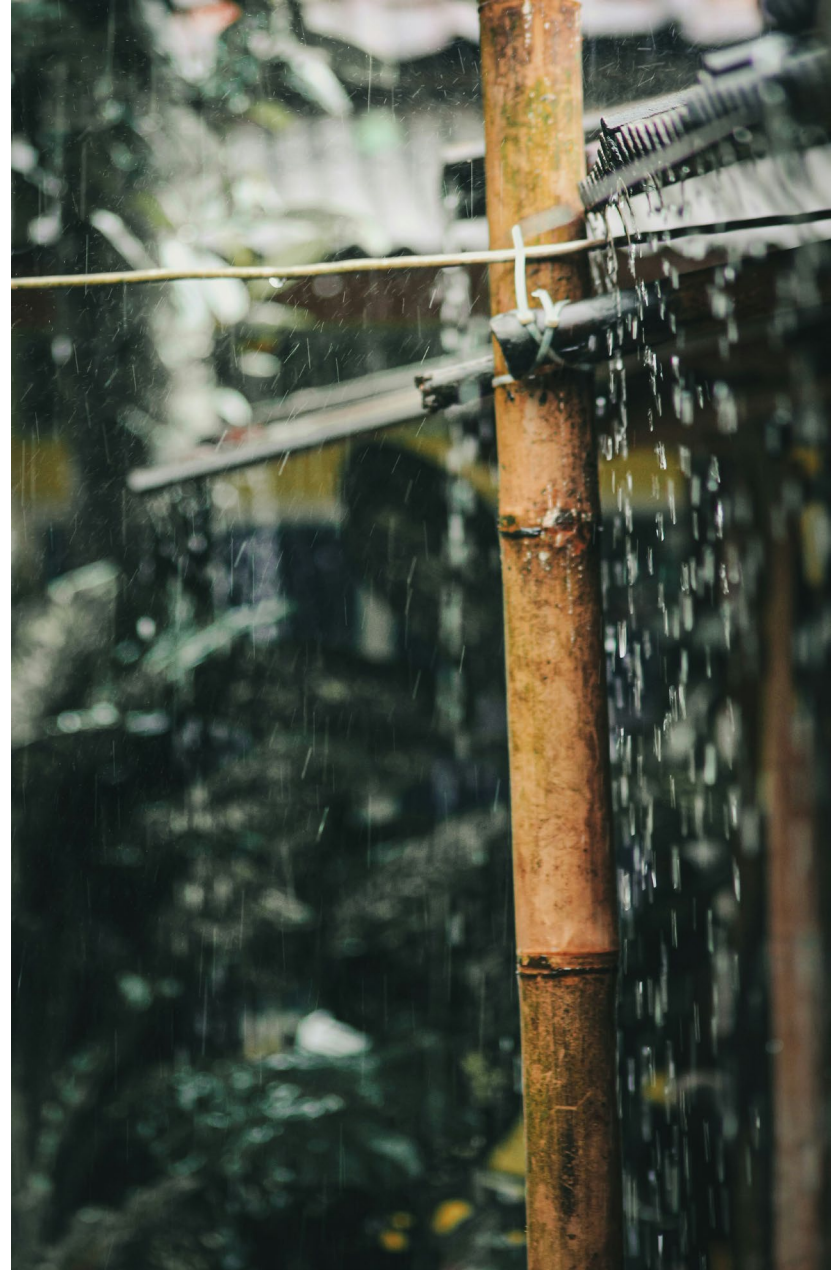
Think about your favorite pick-me-up songs.  
Drop your top choice in the chat to create a  
community playlist.



# South ~ Water: Finding Connections

Think about a cultural or community practice that grounds you.

1. Grab a piece of paper and a pen.
2. Make a list of what connects you with community or to your culture.



# My Connections

- Nature
- Prayer
- Dance
- Cooking
- Halloween





# West ~ Earth: Transitioning Through Grounding

Take a moment to think about:

1. A quick transition practice that you can do in between calls/meetings
2. A transition practice that you can do at the end of the workday/long day.





# Center ~ Self: Creating Your Wellness Bag

Take a moment to reflect on what you've heard so far, and ask yourself:

1. How will you create your wellness bag?
2. What is one thing from today you could place in your bag?





# How Are You Doing?

## Physical

- Sleep
- Movement
- Nutrition

## Emotional

- Stress
- Coping skills
- Therapy

## Social

- Friends
- Family
- Boundaries
- Social Media

## Spiritual

- Contemplative time
- Meditation
- Prayer
- Nature

## Personal

- New interests
- Identity
- Authenticity
- Hobbies

## Financial

- Paying bills
- Budgeting
- Saving

## Work

- Time for tasks
- Breaks
- Colleagues
- Meaningful Contribution

# Areas of Your Life



# Activity

Future Self





# Burnout

In the original definition of burnout, H. J. Freudenberger wrote, "Burnout can lead to a narrowing of focus, where **long-term goals become obscured**, and only immediate tasks are manageable. Creative thinking declines as energy is diverted to mere survival."



# Burnout



We may begin to feel confined to each day-to-day reality,  
Forgetting what we've achieved,  
Unable to look ahead to what is possible.

# Perspective

Take time to step out of our current situation.

Imagine a possible future.

Consider the view of how far we've come.



# Creativity

## Tapping into our creative side...

- Helps us to remember who we are
- Helps us to feel excited about trying new things
- Can support a sense of achievement





# Write a letter to yourself from the future (2030) version of you.

## Write about...

- What you accomplish by 2030
- How you accomplished it
- What new things came into your life
- What choices you've made since 2025
- What things worked out

## Tell the 2025 version of yourself what you need to hear. Ask:

- Do the problems you're facing in 2025 still matter in 2030?
- What encouragement do you need from a future you?

# Your Wellness bag



**What am I going to  
START doing?**



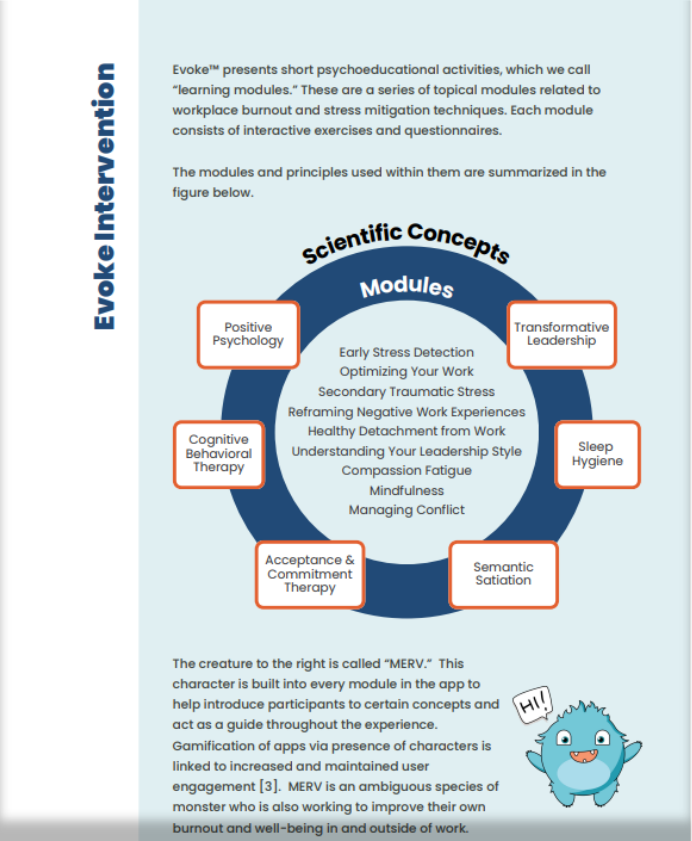
**What am I going to  
KEEP doing?**



**What am I going to  
STOP doing?**

Want More info?

[ahpnet.com](http://ahpnet.com)



Workforce Innovation Lab for Behavioral Health and Human Services

Workforce Solutions

AHP approaches workforce development as the nexus of strategic systems alignment, organizational stability, and people development that ensures a robust, thriving workforce. Organizational leadership can apply key principles and practices of strong workforce development programming across three interconnected levels.

Healthy Systems	Healthy Organizations	Healthy Employees
<ul style="list-style-type: none"><li>• Collaborative partnerships among stakeholders (e.g., education, workforce, government, funders) for pipeline and upskilling</li><li>• Integrated care, whole person, care coordination, and population health models</li><li>• Qualitative research that informs policy alignment to meet labor force needs.</li><li>• Fair wages and relevant benefits</li><li>• Research funding mechanisms</li></ul>	<ul style="list-style-type: none"><li>• Retention and recruitment strategies</li><li>• Integrated DEU+ strategies and practices</li><li>• Well-being and workplace culture</li><li>• Support and training for middle managers</li><li>• Staff working at the top of their license.</li><li>• Transparent career pathways</li><li>• Fair wages and relevant benefits</li></ul>	<ul style="list-style-type: none"><li>• Professional development and career opportunities</li><li>• Effective supervision and mentoring</li><li>• Employee engagement and voice</li><li>• Fair wages and relevant benefits</li><li>• Work-life harmony and workplace well-being</li></ul>

Tara Fischer (tfischer@ahp

Systems and organizations invest in workforce development to ensure there is a maintain robust staffing and to continue to thrive and be competitive in the sector, build upon and recruit toward diversity, build upon and develop the skills of their staff, improve wellbeing and productivity, and innovate in providing quality care.

At the individual employee level, workforce development includes identifying and enhancing the knowledge, skills, and attributes (KSAs) of employees to meet the changing needs and demands of the labor market. Management and employees also benefit from trainings focused on knowledge and practices that improve workplace culture.

ADVOCATES FOR HUMAN POTENTIAL, INC.

[ahpnet.com](http://ahpnet.com)

A serene landscape photograph of a calm lake. In the foreground, a wooden dock with a metal handrail extends into the water. In the middle ground, a small wooden boat floats on the right. The background features a range of misty, forested mountains under a pale sky. The entire image is overlaid with a semi-transparent blue filter.

**Have a restorative weekend!**