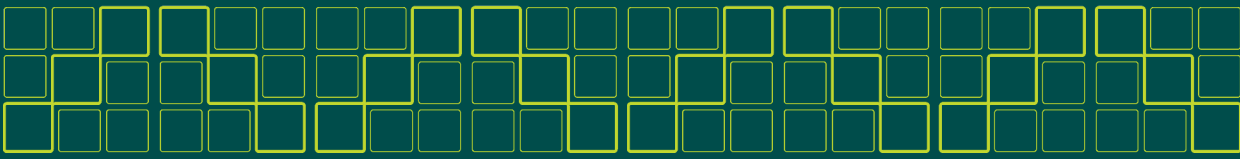
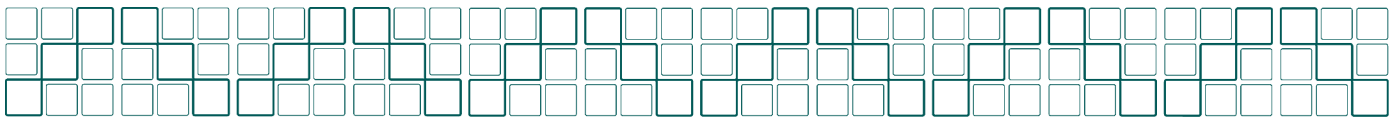
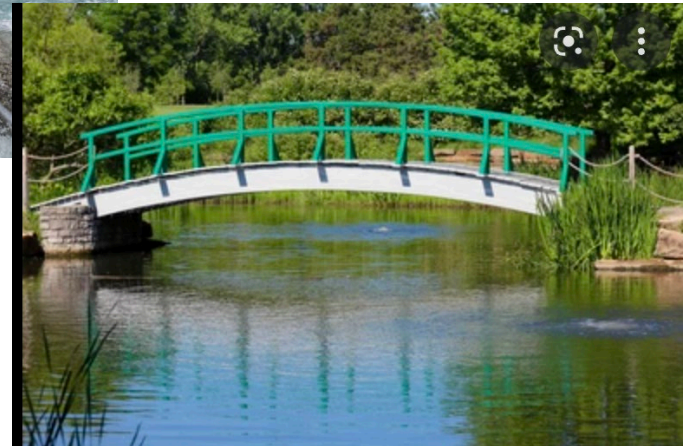
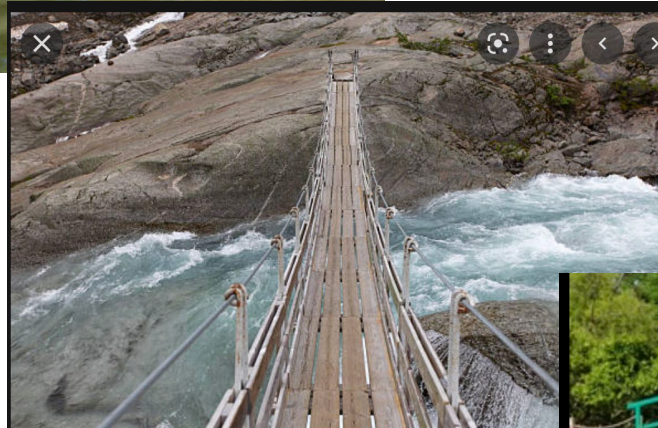

Resilience and Well-being For Scientists

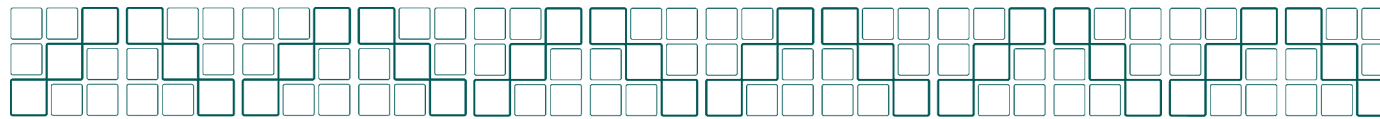
Dr. Sharon L. Milgram, Director NIH OITE
www.training.nih.gov // Sharon.milgram@nih.gov
On Twitter [@SHARONMILGRAM](https://twitter.com/SHARONMILGRAM) // [@NIH_OITE](https://twitter.com/NIH_OITE)





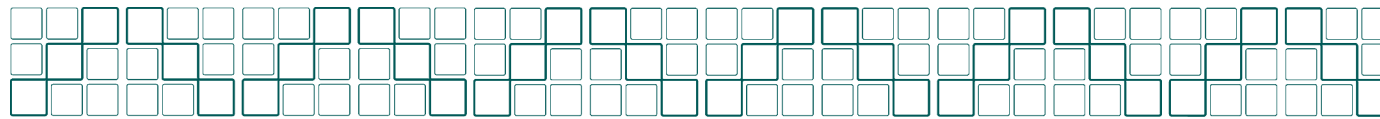
A Visual Metaphor For Work.... and Life





What This Teaches Us

- We all need to be prepared for the wobbly bridge, or for no bridge at all
- Grabbing the hand that reaches out is a GOOD THING (but with caveats)
- Reaching out your hand to help others, is also a GOOD THING (but with caveats)
- There is important learning to be found when skipping rocks and on the wobbly bridge (but only with support, curiosity, time and practice)
- Important concept – we all need....
 - inner resources
 - external supports

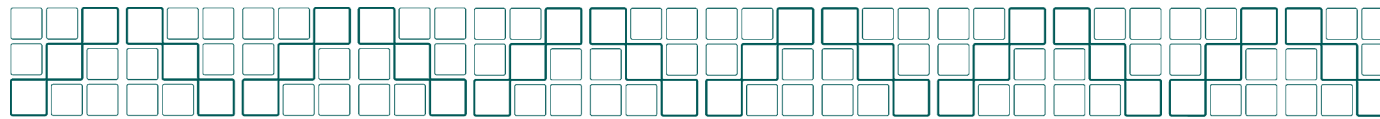


We Are Scientists And Understand Data

- Important protective factors for [mental] health and well-being (= thriving)
 - learning and using positive coping styles
 - finding connection and support (at work and in our life)
 - taking time to care of ourselves – to develop hobbies, to be with loved ones, and to rest and recharge (without substantial amounts of guilt)
 - positive mentoring relationships
 - a sense of financial stability



Some Helpful Models



Wind Reshapes Landscapes

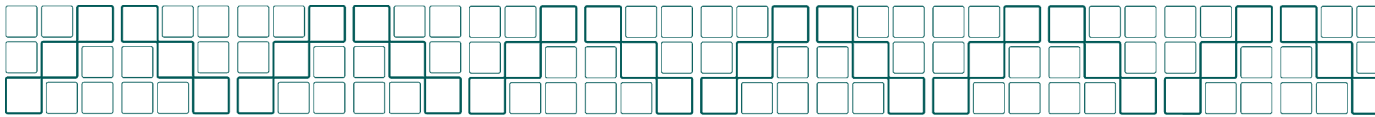


Stress + Support + Well-being

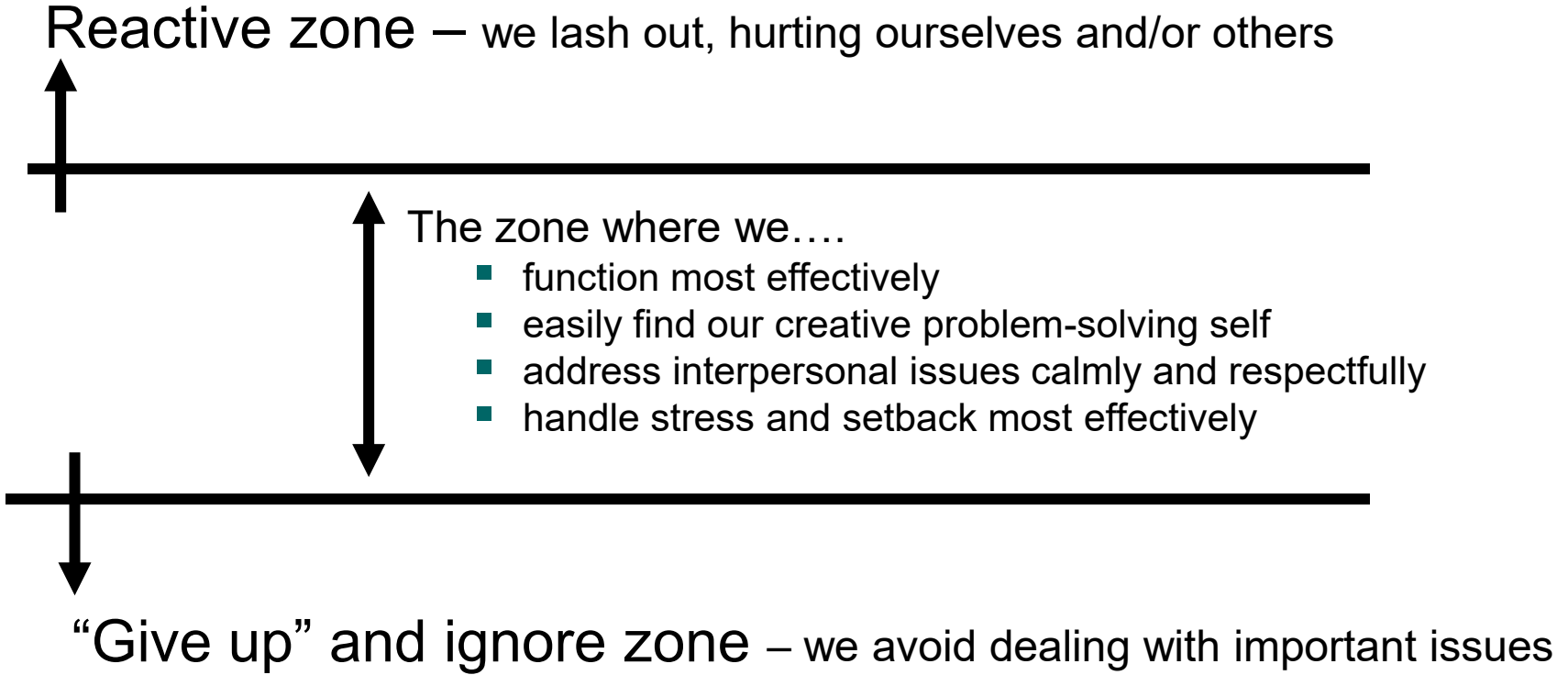


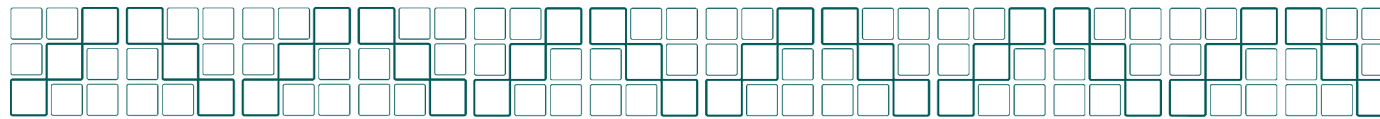
Stress-related growth

Resilience = People + Process + Preparation



Our Window Of Tolerance



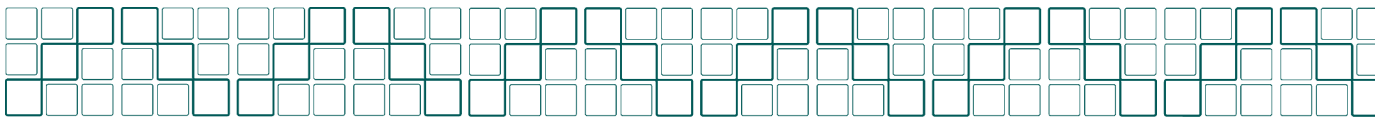


To Stay In (and Widen) Our “Window” We Need To...

- Tend to our stress management, well-being, and resilience
- Develop our self and relationship management skills
- Two quick and easy reminders.....

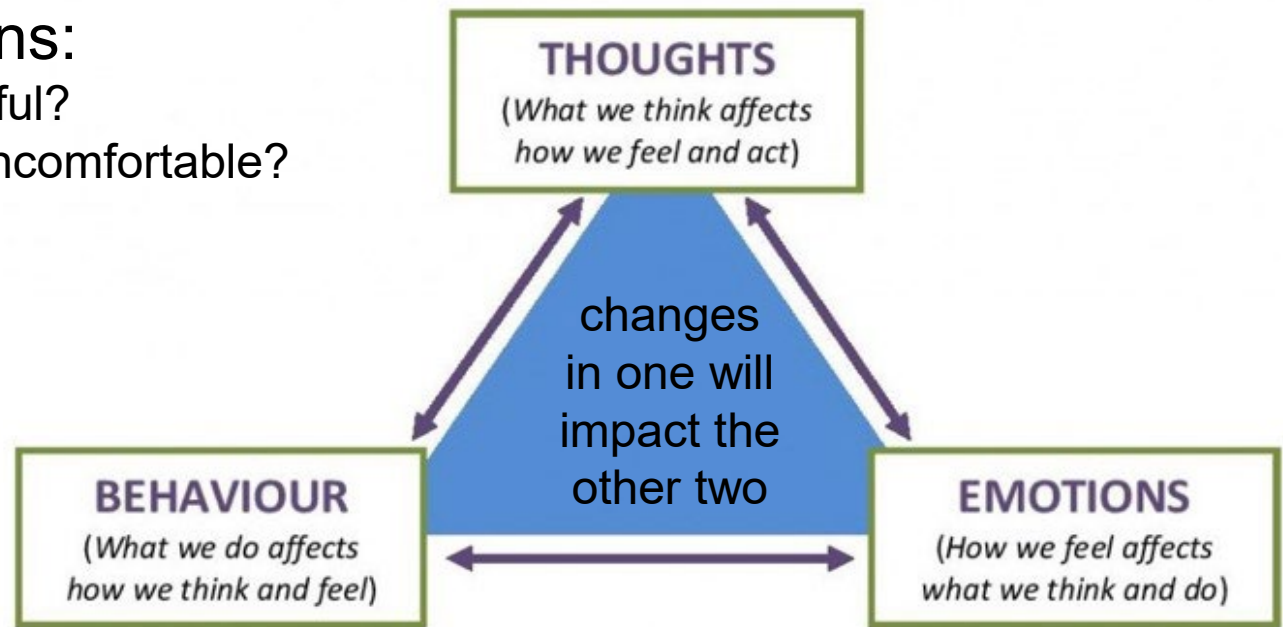
To do well, we have to be well

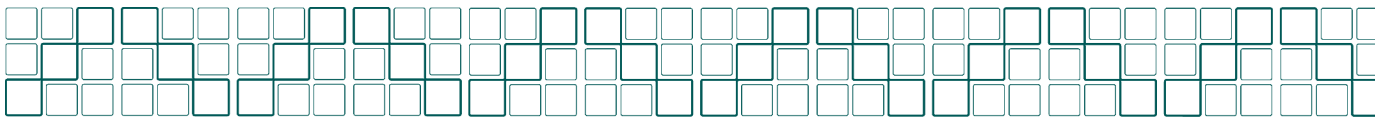
To treat others well, we have to be well ourselves



And Another Model

- And two questions:
 - helpful or unhelpful?
 - comfortable or uncomfortable?





We Can Be.....

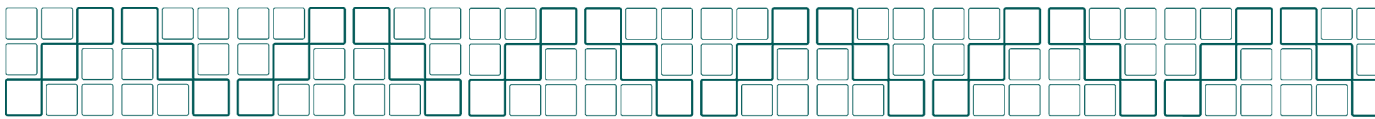


Unhelpful
 Unkind
 Closed
 Disrespectful
 About Blame

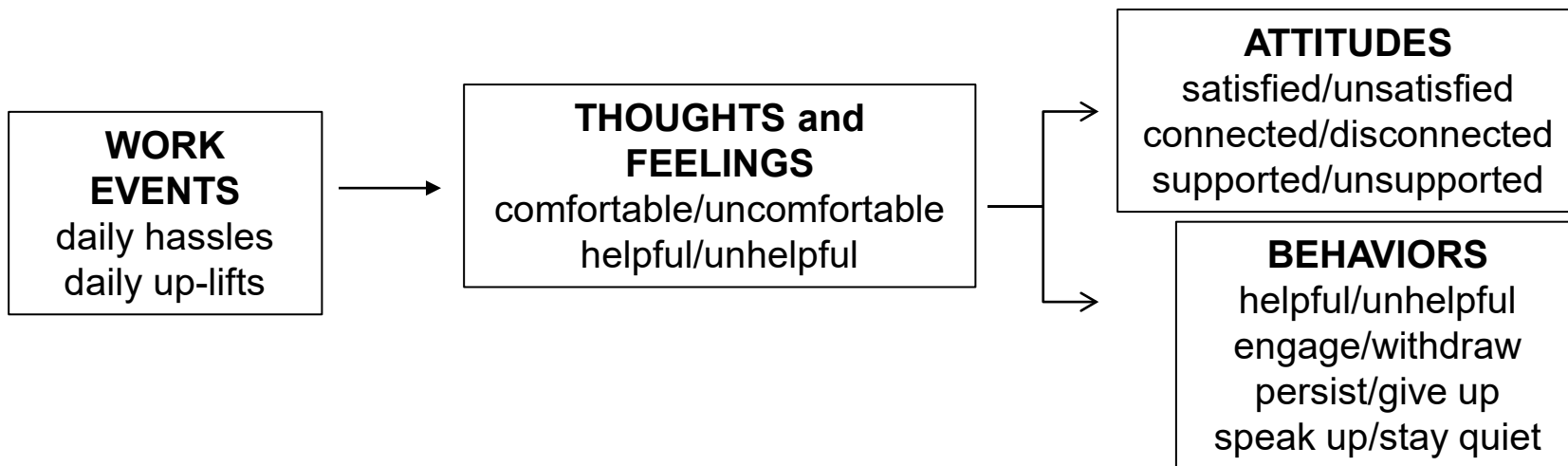
Helpful
 Kind
 Open
 Respectful
 About Accountability

Unhelpful
 Complicated
 Closed
 Disrespectful
 About Blame

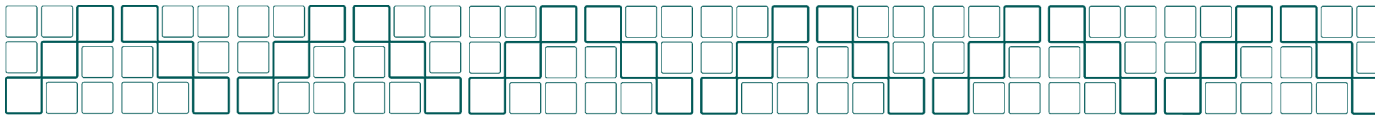
Jackal and giraffe based on work for Marshall Rosenberg at <https://www.cnvc.org/>



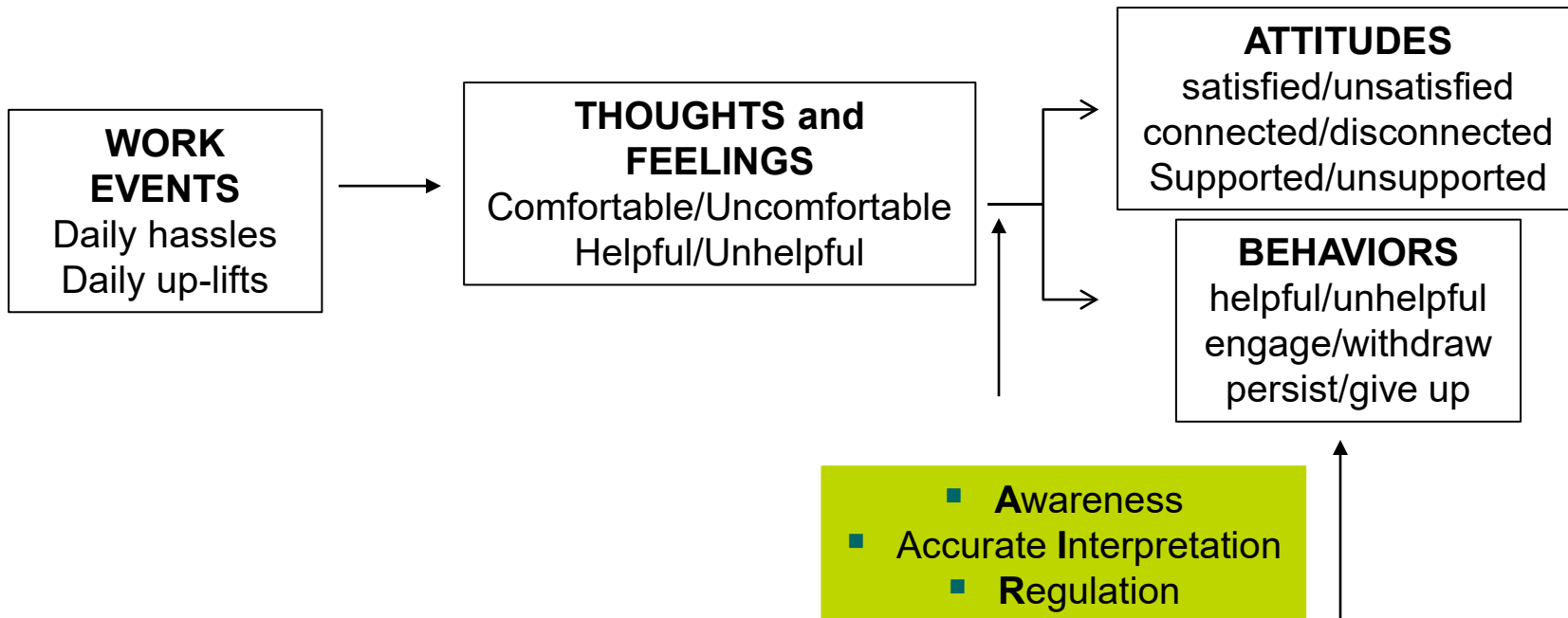
How This Plays Out



Or in reverse!

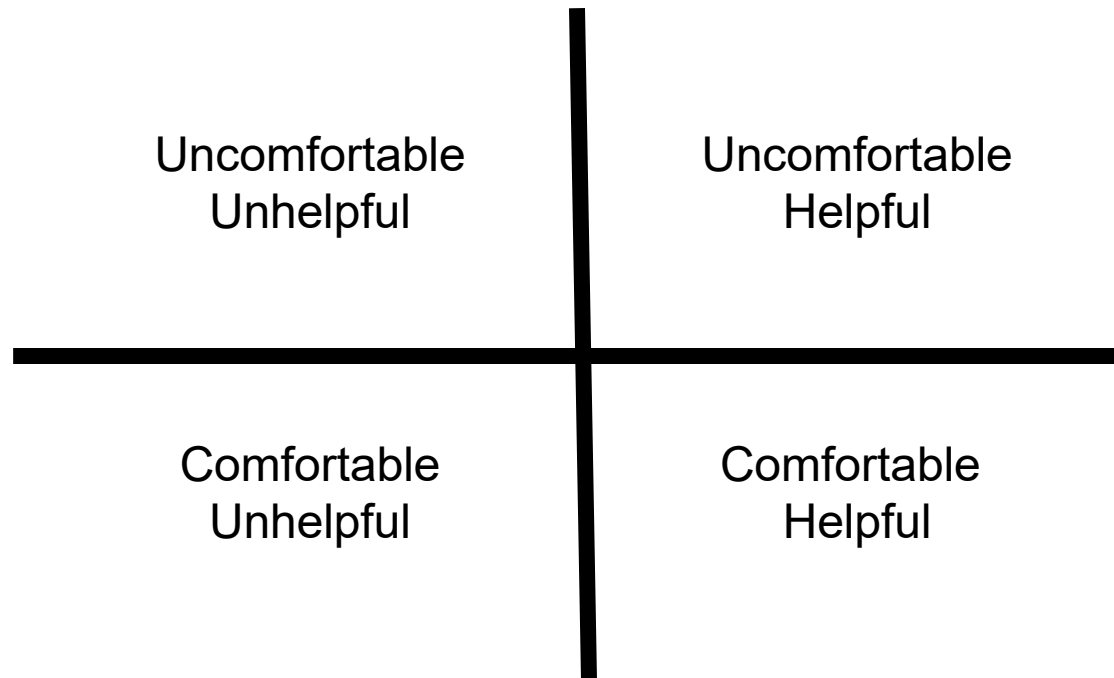


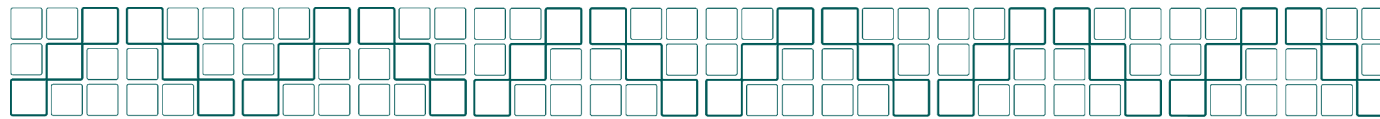
With the Goal of AIR





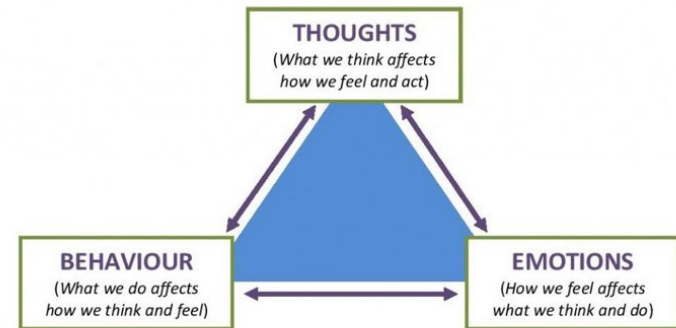
Why AIR Matters So Much

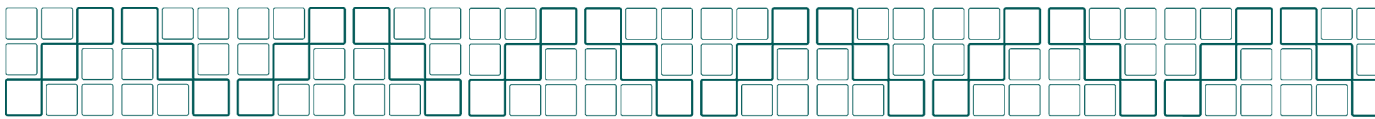




And Don't Forget Behaviors

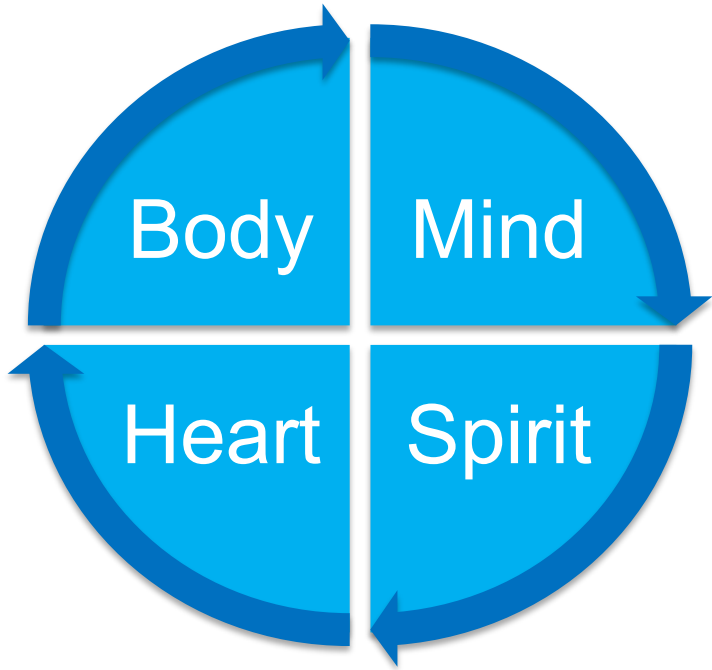
- From three perspectives
 - the ways we do or don't take care of ourself
 - how we set boundaries
 - The actions we take to address issues
- And three directions
 - for ourselves
 - how we promote the well-being of others
 - how we view and interpret the behaviors of others



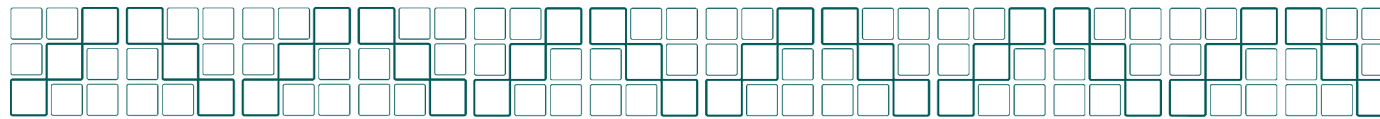


OITE Well-Being Model

The things we do, and don't do, to maintain our....



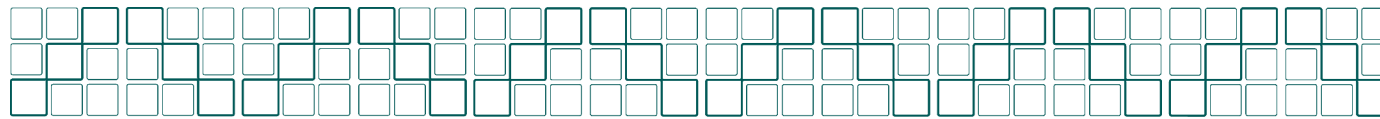
- Well-being is a foundation of resilience.
- Resilience is needed in all areas of our life – our education, science, career, relationships, etc.



Wellness Assessment - Body

Almost Never 1.....2.....3.....4.....5 Almost Never

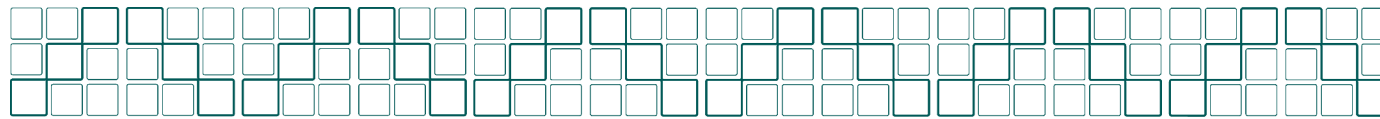
- I do my best to...
 - get enough sleep (at least 7 hours, most nights)
 - eat balanced, nutritious meals
 - avoid excessive use of caffeine
 - avoid excessive use of alcohol and other drugs of abuse
 - get regular exercise (at least 3 times a week)
 - get regular health care for myself
 - take care of myself when I am sick, need rest, or just need a break



Wellness Assessment - Mind

Almost Never 1.....2.....3.....4.....5 Almost Always

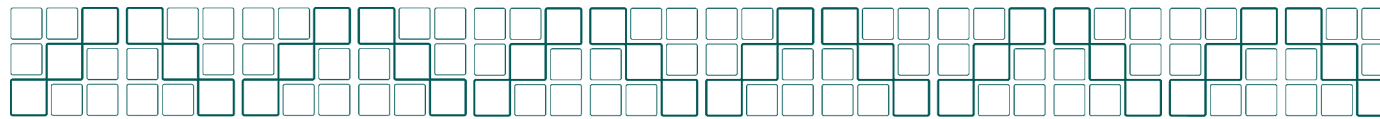
- I do my best to...
 - avoid getting caught up in perfectionism
 - focus on the present vs. rehashing the past or worrying about the future
 - avoid negative or deceptive self-talk
 - practice self-affirmations and [realistic] positive self-talk
 - avoid judging myself compared to others
 - allow myself the time explore and learn about new things
- I am open to therapy as a tool to maintain and improve my health and wellbeing



Wellness Assessment - Heart

Almost Never 1.....2.....3.....4.....5 Almost Always

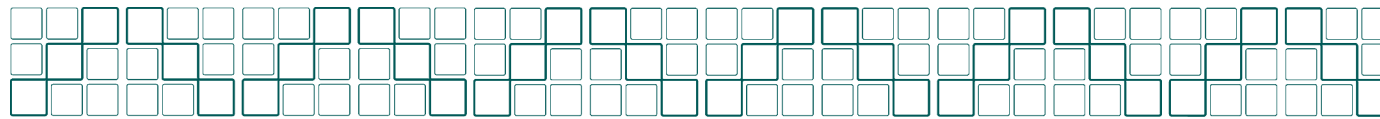
- I do my best to...
 - be open to and let myself feel all my emotions
 - reach out to others for support when I need it
 - communicate my needs and feelings directly and honestly
 - make time to spend with my friends and 'family'
 - allow myself the time to engage in activities that are fun and relaxing
 - avoid extreme use of my phone as a coping tool/ avoidance strategy
 - demonstrate compassion for myself and others



Wellness Assessment - Spirit

Almost Never 1.....2.....3.....4.....5 Almost Always

- I feel connected to something that is bigger than me – however I define that, by...
 - seeking out resources (practices, activities, people, places) that nurture me spiritually
 - reflecting on and invest in what is meaningful to me
 - reading writings or watching media that inspire me
 - thinking of and caring about the lives of others who are different than me
 - allow myself time to just be (human *being* vs. human *doing*)
- I engage in activities that support my values and purpose in life/work



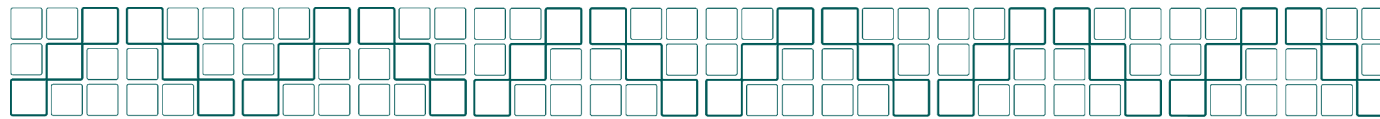
A Moment For...

Self-Reflection



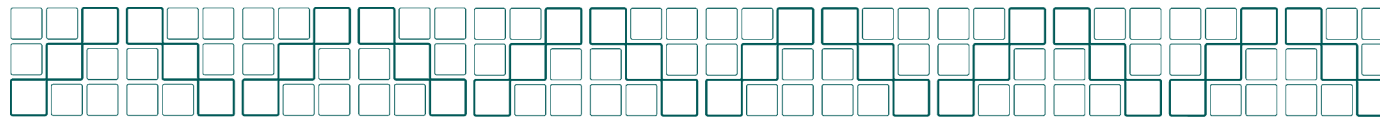
A Moment For...

Self-Reflection AND self-compassion



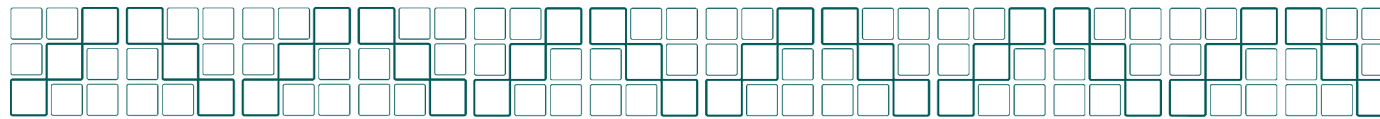
A Moment For...

Self-Reflection AND self-compassion and
realistic goal setting



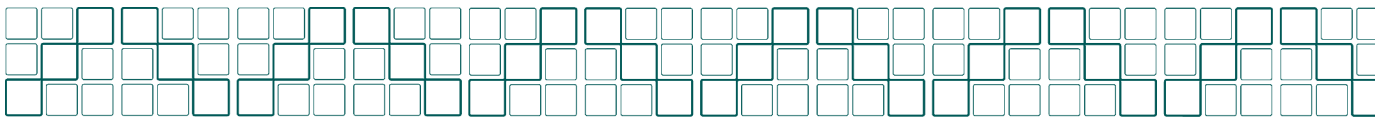
To Make Change, We Need To...

- Be curious and kind to ourselves as we explore our thoughts, feelings and behaviors
 - curious = self-awareness
 - kind = self-compassion
- Explore new ways forward as we see unhelpful patterns that often get in the way
 - learn to question and reframe unhelpful stories (about ourselves and others)
 - develop skill in recognizing and naming our emotions
 - expanding our ability to tolerate uncomfortable emotions as we make decisions and take helpful action
 - work to find the learning, especially when we are disappointed
 - develop well-being practices to set a foundation for our resilience



Remember....

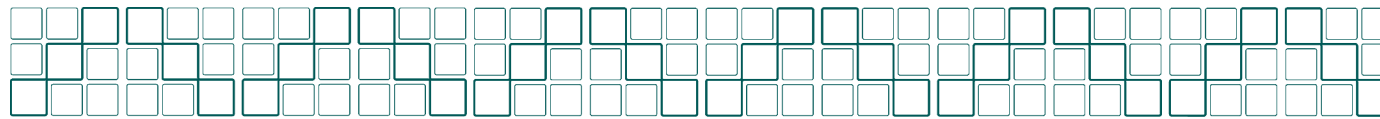
- Small steps matter
- It is not a race and there is no finish line
- Helpful change leads to more helpful change
- Lessening unhelpful behaviors or softening unhelpful thinking is also positive change
- We are all works in progress, and are products of the environments we have spent time in, and are currently in
- We work in a culture that can make this difficult



Fish Don't See Water

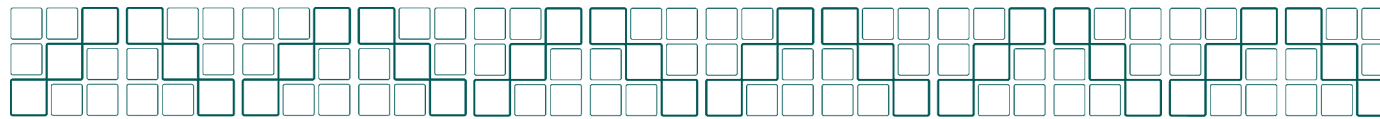


And we do not always accurately see our cultures –



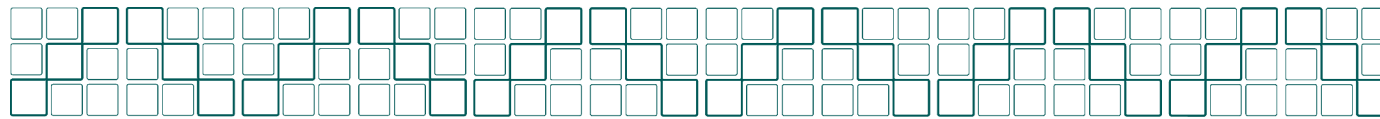
To Improve the [Mental] Health Of Our Community We Need To....

- Start examining our cultures and what they bring us that is helpful and what they bring that is unhelpful
- Tackle unhelpful elements of our cultures and provide resources for individuals to thrive
 - systems = research groups, departments, programs, institutions, and the broad/global research community...
 - resources = workshops, on-demand training, peer groups, support groups, individual support and coaching, ...



Pillars For Thriving

- An appreciation for the importance of self-awareness, self-reflection and a willingness to change; this requires **curiosity** and **kindness**
- A willingness to use resources, proactively and in times of stress/distress
- The ability to lean into discomfort and other uncomfortable emotions
- A focus on relationship building and supportive communication
- Plans for when things are difficult
- Ready access to training to support PIs, administrators, other research supervisors, trainees, and trainees who are also mentors



Pro-Resilience Behaviors

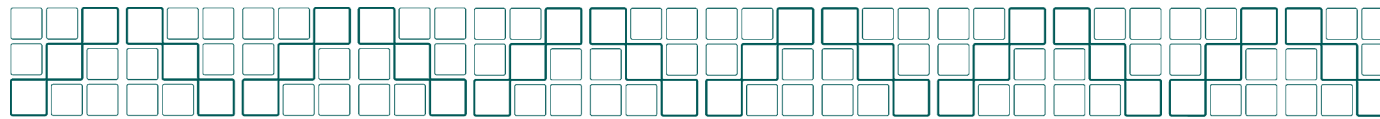
- **The well-being assessment**
 - celebrate your successes and ask yourself where change might be helpful
- **Journaling**
 - let's us be with our thoughts and feelings without worrying what others think of us, especially over time
- **Mindfulness**
 - helps us learn to "be" with our thoughts, feelings and struggles without judgement
- **Therapy**
 - helps us identify maladaptive coping strategies and replace them with adaptive ones
- **Community**
 - we can learn from others and build resilience by helping others



What Am I Doing?

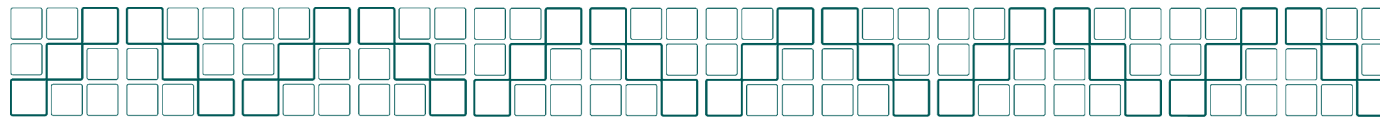
■ I do my best to.....

- ❑ tend to my own health well-being and support others in doing the same
- ❑ find time to learn and practice positive coping strategies, including resilience training
- ❑ set boundaries and unplug from work
- ❑ develop and use assertiveness, relationship management and emotional intelligence skills
- ❑ consider environment when choosing positions
- ❑ learn about important resources on my campus and beyond
- ❑ engage in important communities that nurture all facets of my life
- ❑ reflect on my blind-spots and biases (about mental health, STEM-M career outcomes, people etc.)
- ❑ learn mental health first aide, while understanding my role and respecting boundaries
- ❑ engage in important discussions about culture change in science



What Are We Doing?

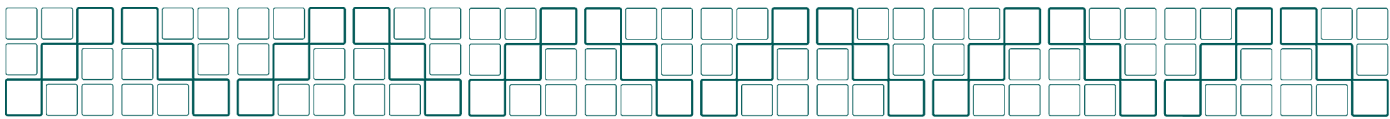
- As a group we are doing our best to.....
 - ❑ develop a framework for discussing issues that gives voice to all and holds all accountable
 - ❑ respect that each person has their own experience and that all are equally valid, no matter how different
 - ❑ appreciate that disagreement and conflict are inevitable, and work to ‘do it well’
 - ❑ understand the importance of honoring a process for giving and receiving feedback, repairing relationships and making authentic apologies
 - ❑ hold group meetings and an annual retreat focused on well-being, resilience, diversity, allyship, relationship management, etc.
 - ❑ talk about stress management when we set goals and discuss our IDPs
 - ❑ establish and honor pro-vacation policies
 - ❑ have and honor fun group traditions (“snow days”)
 - ❑ advertise and support attendance at campus-wide activities that support diverse trainees and diverse career outcomes
 - ❑ maintain healthy boundaries and reach out to appropriate institutional support systems as needed

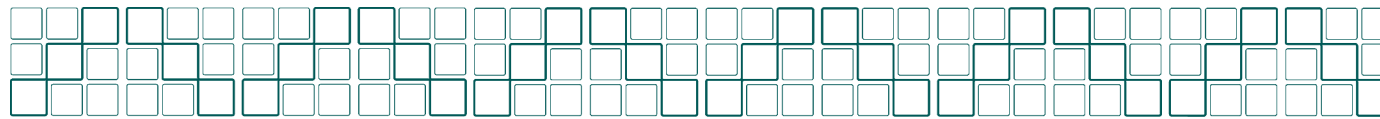


Something You Can Do Now

- Commit to more self- and group-reflection

- Make **AND SHARE** a wellness collage; it is a great reminder of who we are and...
 - what helps us stay well
 - what brings us joy
 - what we are grateful for
 - the power of community
 - doing for others





OITE Resources For All



Join the NIH OITE
info listserv

<https://tinyurl.com/OITElist>



Becoming a Resilient
Scientist Playlist

<https://tinyurl.com/OITEbecoming>



OITE YouTube

<https://www.youtube.com/c/NIHOITE>