



**Being a Wellness Champion,
Mentor and Preceptor**
-we make the road by walking

WVAND May 14, 2014

Bill Reger-Nash, Ed.D. WVU School of Public Health

BLUE COLLAR CREDO

- **We the unwilling**
- **Led by the unknowing**
- **Are doing the impossible**
- **For the ungrateful**
- **We have done so much for so long with so little**
- **We are now qualified to do anything with nothing.**

Domains of Wellness
Mindfulness
Characteristics of Leadership
Define Mentoring
Participatory Planning
Application to Preceptor Roles



CLUTTER CLUTTER CLUTTER CLUTTER
CLUTTER CLUTTER **CLAMOR** CLUTTER
CLUTTER CLUTTER CLUTTER CLUTTER
CLUTTER CLUTTER CLUTTER **CLAMOR**
CLAMOR CLUTTER CLUTTER CLUTTER
CLUTTER CLUTTER CLUTTER CLUTTER
CLUTTER **CLAMOR** CLUTTER CLUTTER
CLUTTER CLUTTER **CLAMOR** CLUTTER
CLAMOR CLUTTER CLUTTER **CLAMOR**
CLUTTER CLUTTER **CLAMOR** CLUTTER





According to the American Cancer Society (2012), it "...is a mind-body process that uses concentration ... to calm the mind, ... the intentional self-regulation of attention, a mental focus on a particular aspect of one's inner or outer experience.

MINDFULNESS

-the art of paying attention

-five minutes for yourself

-non-judgmental awareness

-zoning in



CLUTTER CLUTTER CLUTTER CLUTTER

CLUTTER CLUTTER **QUIET** CLUTTER

CLUTTER CLUTTER CLUTTER CLUTTER

CLUTTER CLUTTER **INNER PEACE**

PATIENCE CLUTTER

CLUTTER CLUTTER CLUTTER

CLUTTER **CALM** CLUTTER CLUTTER

CLUTTER **NON-JUDGING** CLUTTER CLUTTER

TRUST CLUTTER **NON-STRIVING**

CLUTTER **ACCEPTANCE**

CLUTTER **LET GO**

Mind wandering appears to be our default mode of living.

Killingsworth, *Science*, 2010



“No matter what people are doing, they are much less happy when their minds are wandering than when their minds are focused.”

Killingsworth, 2010, p 88.



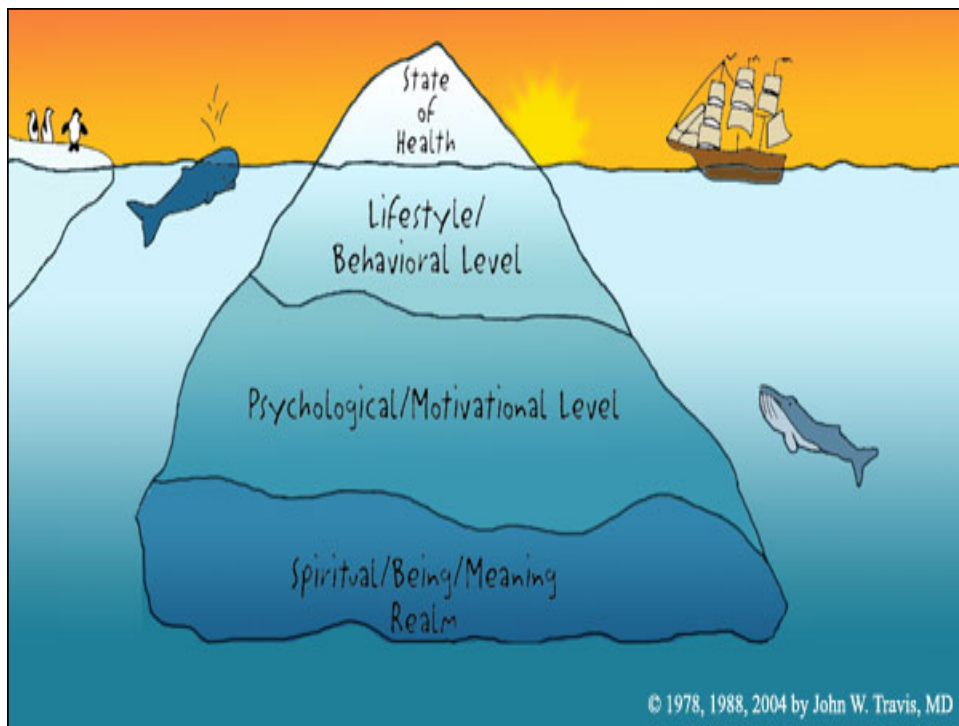
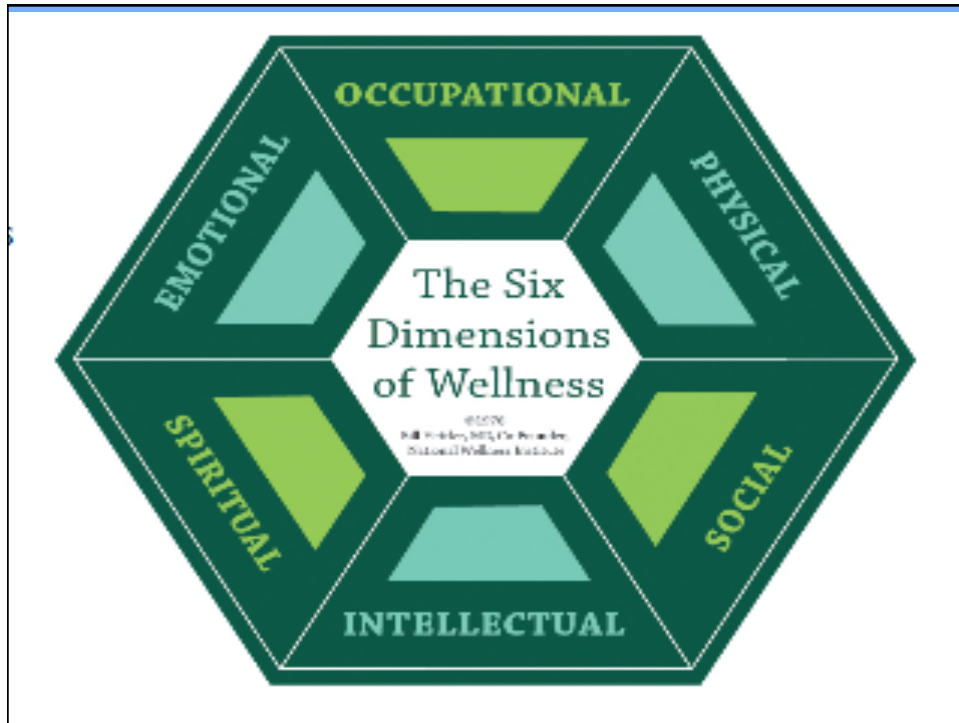
Start a personal mindfulness practice to develop your innate leadership talents.

Michael Carroll, *The Mindful Leader*, 2007

We cannot “sell” what we do not have.

Reger-Nash et al. 2015





WELLNESS

“the integration of body, mind, and spirit—the appreciation that everything you do, and think, feel, and believe has an impact on your state of health and the health of the world.”

Travis and Ryan 2004, p. xvi.

Seven Attitudinal Foundations:

- Non-Judgmental awareness
- Patience
- Beginner’s Mind
- Trust
- Non-Striving
- Acceptance
- Letting Go

Workplace Culture

“Toxic” workplace is often the norm

Tension, anxiety and stress impede performance



GOAL

Enable and reinforce best in

- **Self**
- **Others**



Leadership qualities:

- **Humility** - confidence and respect
- **Empowering** – enable associates to feel capable
- **Collaborative** - solicit input so that everyone feels ownership
- **Communication** - share vision
- **Fearlessness** - not afraid to make mistakes



The Mindful Leader (Carroll 2007)

- Courage and non-judgmental awareness in the face of workplace difficulties
- Acceptance to pursue organizational goals without neglecting what's happening here and now
- **Trust** yourself and your qualities, the ability to have self-confidence about who you are
- Lead with wisdom and patience, not just with ambition and power



Mentoring

- transmission of knowledge, skills, social support, and trust
- relevant to work, career, or professional development
- communication during a sustained period

Bozeman and Feeney 2007

People do not succeed when:

1. They do not know what to do
2. They do not know how to do it

Social-Ecological Model of Influences on Health Behaviors



**PARTICIPATORY
PLANNING**



Needs Assessment

- Establish steering committee (2-4 persons)
- 6-week Participatory Planning program
- Assess Environments, Policy, Systems, Behaviors
- Informational exchange
- Ownership

HOW do we transform a traditional do-it-TO-them management culture into an engaged one?

Participatory Planning

**The more ownership,
the more likely a program
will be effective.**

Purdey, Adhikari, Robinson and Cox, 1994.



This **FIRST HAND experience**
is achieved through participants'
simultaneous involvement
in three types of structured experiences
over a six week period:

INFORMATIONAL

EXPERIENTIAL

**ACTION /
TASK
FORCES**



Planning

- Task Forces
- Pursue trusted resources
- Goals, Objectives
- Assess resources
- Identify staff and consultants



Implementation

- Ownership
- Delegation
- Goals, Objectives



Evaluation

- Iterative process
- Continuous Quality Improvement
- Goals, Objectives
- Assess personnel



CONCLUSIONS

- We are all teachers and learners.
- We walk together to fine-tune insight, attitudes, skills, try out new behaviors, and form habits through the steps of mindfully living well.
- We make the road by walking (Horton and Friere 1990) ... mindfully.



Be curious
Trust yourself
Have fun

