

# Self-Care and Mindfulness: Core Leadership Competencies

December 15, 2021

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## Agenda

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The Impact of Stress

Stress Management Best Practices

Developing an Action Plan

Creating a Self-Care Culture

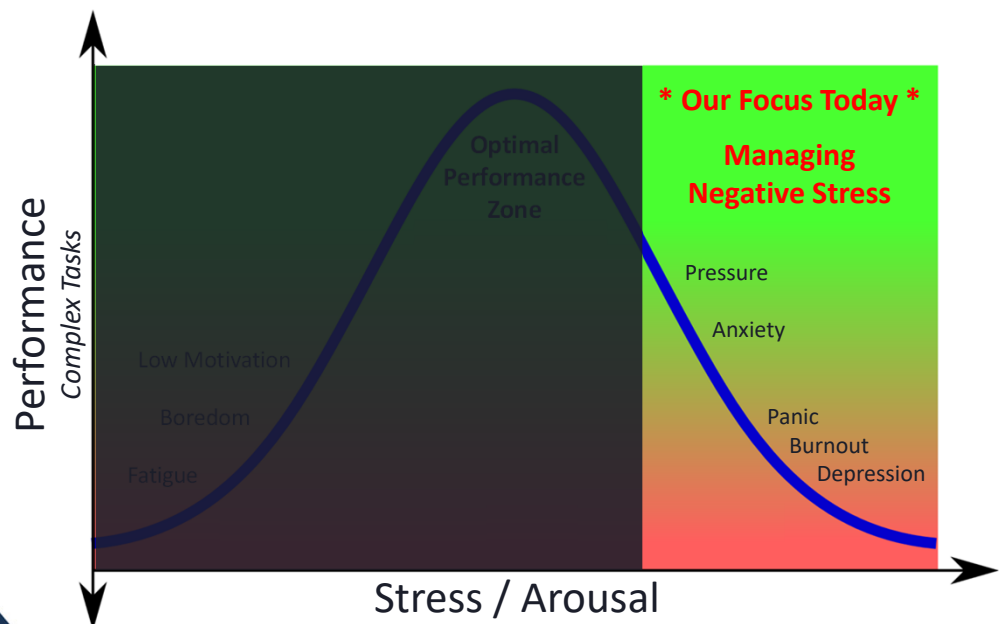
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# The Impact of Stress



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## Yerkes-Dodson Stress Performance Curve



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## Impacts of Stress

Mental	Emotional	Physical	Behavioral
<ul style="list-style-type: none"><li>• Forgetfulness</li><li>• Cynicism</li><li>• Negativism</li><li>• Self-criticism</li></ul>	<ul style="list-style-type: none"><li>• Irritability</li><li>• Low frustration tolerance</li><li>• Decreased empathy</li><li>• Anxiety</li><li>• Depression</li></ul>	<ul style="list-style-type: none"><li>• Fatigue</li><li>• Tightness of neck or back</li><li>• Digestive problems</li><li>• Headaches</li><li>• Other ailments with lesser understood relationships</li></ul>	<ul style="list-style-type: none"><li>• Interpersonal conflict</li><li>• Proneness to accidents</li><li>• Decreased productivity</li><li>• Sleep disturbance</li><li>• Appetite disturbance</li><li>• Isolation</li></ul>

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## Types of Stressors

- **Internal:**
  - These stressors are primarily self-inflicted
    - i.e. perfectionism, based on self-imposed expectations, values, or standards that you or others believe that you “should” or “must” maintain
- **External-Interpersonal:**
  - These stressors are based on your interactions and relationships with others
    - i.e. tension, conflicts/arguments, abuse, and violence between people who know one another
- **External-Impersonal:**
  - These stressors are environmental
    - i.e. weather, natural disasters, wars, random acts of violence, big-picture political-economic circumstances, etc.

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## Work Related Stressors & the CPA Profession

- Long hours & tight deadlines **Yes!**
- Changes in work environment/duties **Fairly stable**
  - Pace of regulatory change **Very challenging**
- Job insecurity **Better than most**
- Lack of autonomy **Improving**
- Boring work **Improving/Opportunities**
- Demanding/dangerous physical environment **No**

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Photo by engin ak yurt on Unsplash



*Stress in America™ 2020: A National Mental Health Crisis* found that nearly 8 in 10 adults (78%) say the coronavirus pandemic is a significant source of stress in their lives

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## Stress in the Time of COVID-19

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- Significant increases in economic and work-related stress
- Both the virus and government responses to the virus are significant stressors across political parties and across geographic regions
- Parents are particularly sensitive to pandemic-related stress
- Gen Z teens/adults are struggling with pandemic-related mental health challenges

Source: 2020 Stress in America Report from American Psychological Association



Image by [Arek Socha](#) from [Pixabay](#)

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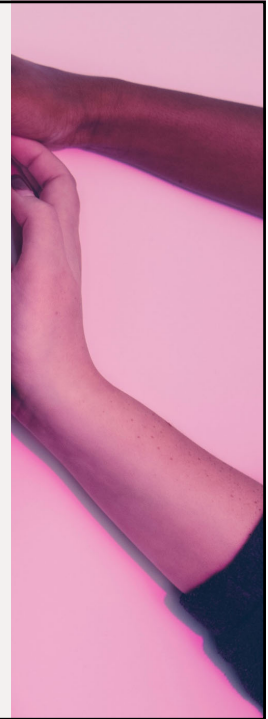
## Stress Management Best Practices



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# Self-Care is NOT Selfish

Photo by ATC Comm Photo from Pexels



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## Mindfulness & Meditation



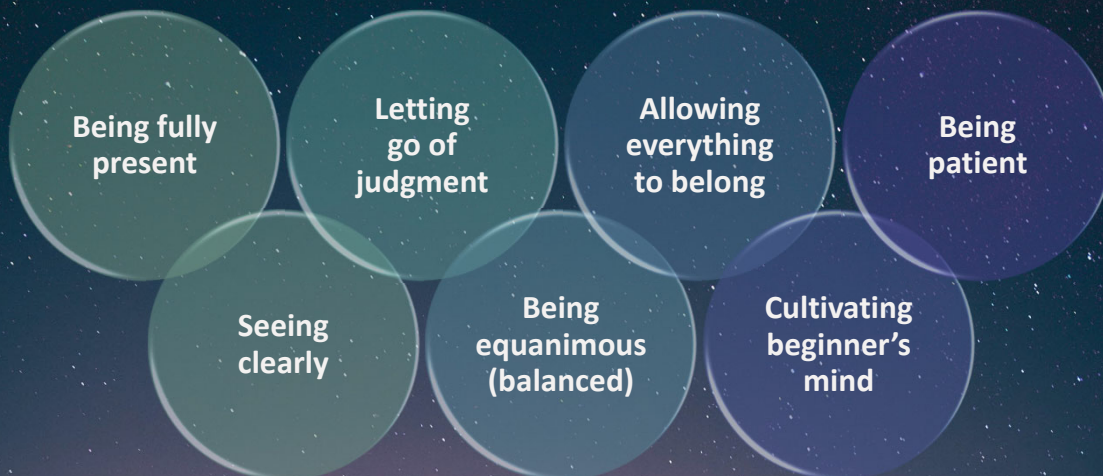
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## What is Mindfulness?

*Mindfulness is the basic human ability to be fully present, aware of where we are and what we're doing, and not overly reactive or overwhelmed by what's going on around us*

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## Abilities Cultivated by Mindfulness Practice



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## Benefits of Mindfulness & Meditation



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## Establishing a Meditation Practice

- Make time to regularly meditate
- Create space to practice
- Set an intention
- Build consistency & forgive frustration
- Garner social support
- Keep a journal



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## My First Meditation

- Find a comfortable seat
- Set a time limit (5 to 10 minutes)
- Notice your body
- Focus on your breath
- Notice when your mind has wandered
- Be kind to your wandering mind
- Close with kindness
- Consider 2-3 minutes of top-of-mind journaling

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## More Styles of Mindfulness Meditation



Guided  
Meditation



Body Scan  
Meditation



Walking  
Meditation



Loving-  
Kindness  
Meditation

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# Movement



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Our New Reality:  
People move less  
and sit more

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## Our Jobs

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- In 1970, 2 in 10 working Americans were in jobs requiring only light activity (predominantly sitting at a desk), whereas 3 in 10 were in jobs requiring high-energy output (such as construction, manufacturing, farming)
- By 2000, more than 4 in 10 adults were in light-activity jobs, whereas 2 in 10 were in high-activity jobs

## Screen Time

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- In 2003, nearly 6 in 10 working adults used a computer on the job and more than 9 in 10 children used computers in school (kindergarten through grade 12)
- Between 1989 and 2009, the number of households with a computer and Internet access increased from 15% to 69%

## Sedentary Lifestyles

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Other major contributors to daily sitting time - **watching television** and **driving personal vehicles** - are both at all-time highs, with estimates of nearly four hours and one hour, respectively



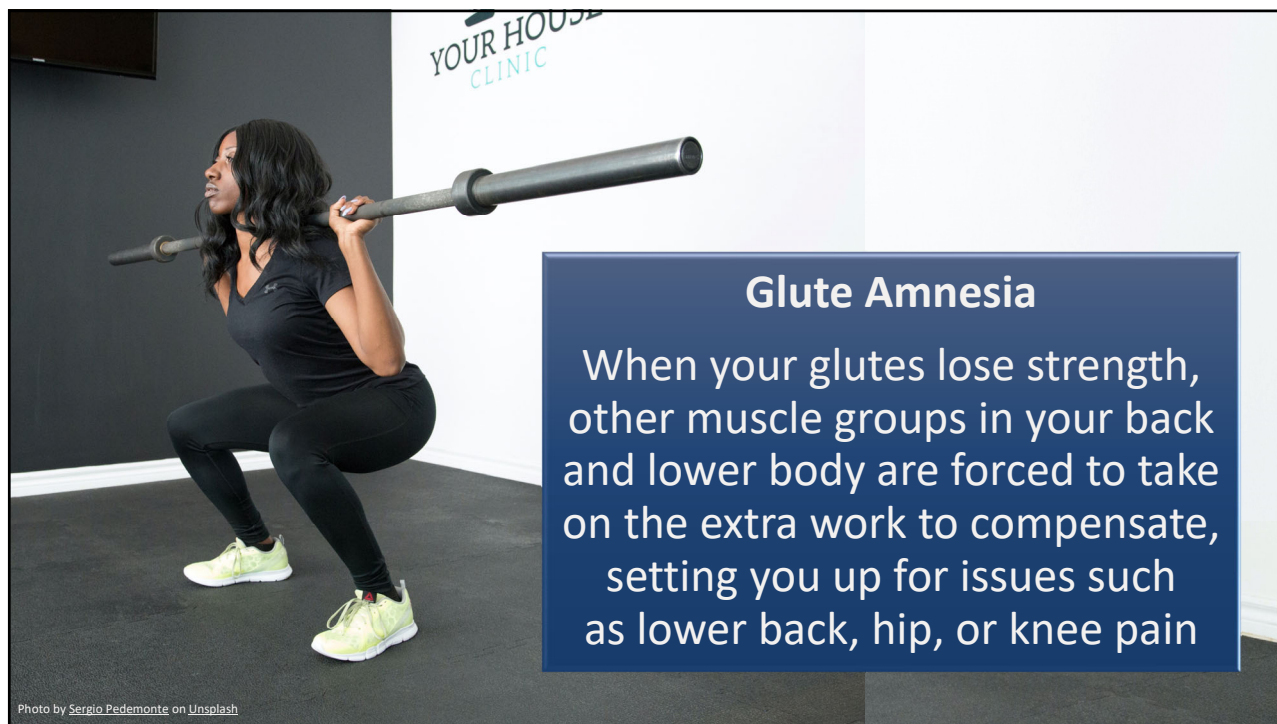
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## Impact of Sedentary Behavior

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- Increases in:
  - Cardiovascular disease
  - Type 2 diabetes
  - Obesity
  - Cancer

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## WHO 2020 Guidelines on Physical Activity

- All Adults: Weekly Needs
  - 150–300 minutes of moderate-intensity activity
  - or 75–150 minutes of vigorous-intensity physical activity
  - or some equivalent combination of moderate-intensity and vigorous-intensity aerobic physical activity

Image by Tim Terluisen from Pixabay

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## WHO 2020 Guidelines on Physical Activity Cont'd

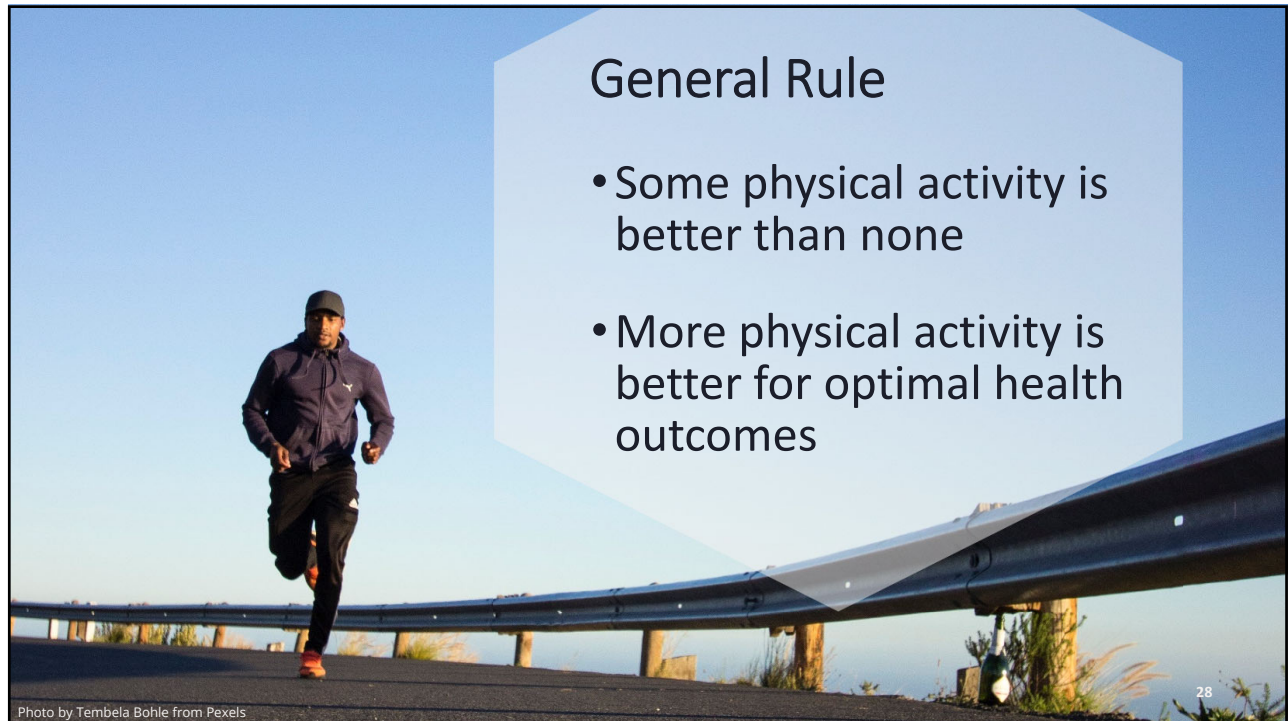
- Children and Adolescents
  - An average of 60 minutes/day of moderate-to-vigorous intensity aerobic physical activity



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## General Rule

- Some physical activity is better than none
- More physical activity is better for optimal health outcomes



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## Benefits of Physical Exercise

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- Improved cognitive health
- Health-related quality of life
- Mental health
- Better sleep

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## Best Practices

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- Pick something you enjoy doing
  - You won't keep it up if you don't enjoy it
- Make it a priority
- Schedule it
- Find a buddy or accountability partner
- Make it a game

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# Other Self-Care Practices

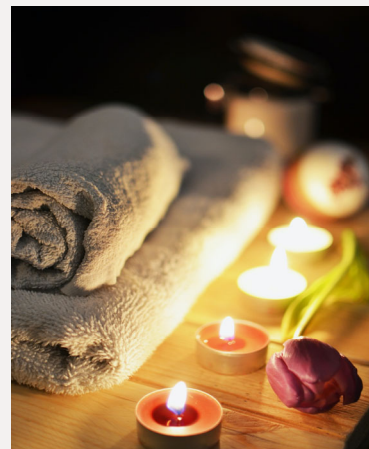


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## Personal Self-Care

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- Massage
- Facials, Mani Pedis, Blow Outs
- Girls / Guys Night Out
- Long Shower / Bath
- Get Enough Consistent Sleep
- Gratitude Journal



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## Setting Boundaries

*"You teach people how to treat you by what you allow, what you stop, and what you reinforce."*

- Tony Gaskins, author and motivational speaker



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## Developing an Action Plan



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## Plan Self-Care Like You Mean It

Labels

LABELS

- Family ✓
- AICPA
- Volunteer
- BSTC
- Becker
- GLS ✓
- Recording
- Training Delivery
- Self Care ✓

**workout**  
in list Monday

LABELS      NEXT REPEAT

Self Care +      December 7, 2020 at 12:00 PM

Description

Add a more detailed description...

GALASSO  
LEARNING SOLUTIONS

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The screenshot displays a task management interface. On the left, a calendar view for December is shown with a checklist. The checklist is titled "December" and is categorized under "Tracking". It includes labels for "Family", "GLS", and "Self Care". The checklist items are:

- Girls Event With E
- Self Care 1
- Self Care 2
- COI lunch / breakfast/ coffee chat / mastermind
- weekly meeting 1
- weekly meeting 2
- weekly meeting 3
- weekly meeting 4
- monthly meeting

On the right, a "Repeating Cards" list is visible, containing various tasks such as "Add mileage to log for the month", "Annual Report due GLS (4/15)", "Bday cards", "Blog (repeat weekly Wed)", "Change ring", "create GLS newsletter", "GLS Taxes Due (March 15)", "NASBA renewal", "order produce box", "Q1 tax payment", "Q2 tax payment (due June 15th)", "Q3 Tax payment (due September 15)", "Q4 Tax Payment (due Jan 15)", "review issued and exposed AICPA standards including ethics", "Run Payroll", "schedule monthly self care", "Schedule Next Month's Weekly Check Ins and Monthly Check Ins", "send birthday cards", "Sunday School Assignment", and multiple "workout" entries.

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The banner features the text "Creating a Self-Care Culture" in a white, sans-serif font, centered on a dark blue background. To the right of the text is a white geometric logo consisting of a hexagon with internal lines forming a 3D effect. The banner is set against a dark blue background with a lighter blue horizontal stripe.

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## Culture is King

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- Strong leaders create a healthy organizational culture
- Lead by example
- Offer / encourage mental health days
- Support health and wellness initiatives

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## Maslow's Hierarchy

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## Wellness Programs



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## Organizational Benefits



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## What Questions Do You Have?



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## Resources

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- <https://hbr.org/2016/04/are-you-too-stressed-to-be-productive-or-not-stressed-enough>
- <https://www.psychologytoday.com/us/blog/some-assembly-required/201708/what-you-need-know-about-stress-and-self-care>
- <https://traceviewfinance.com/is-being-a-cpa-stressful/>
- *Stress in America™ 2020: A National Mental Health Crisis*
- <https://www.mindful.org/what-is-mindfulness>

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## Resources Cont'd

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- <https://www.mindful.org/how-to-meditate/>
- Practicing Mindfulness, Matthew Sockolov
- <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2996155/>
- <https://www.self.com/story/what-is-gluteal-amnesia>
- <https://bjsm.bmj.com/content/54/24/1451>
- [https://www.thelancet.com/journals/lancet/article/PIIS0140-6736\(20\)32229-7/fulltext](https://www.thelancet.com/journals/lancet/article/PIIS0140-6736(20)32229-7/fulltext)
- <https://www.forbes.com/sites/carolinecastrillon/2019/07/18/10-ways-to-set-healthy-boundaries-at-work>
- <https://www.betterhealth.vic.gov.au/health/healthyliving/work-related-stress>