



Supporting Each Other

How Relationships Can Prevent
Burnout and Inspire Resilience

Kasley Killam | October 2019

Agenda

- My Background
- Social Health
- Social Health at Work
- How to Apply This
- Q&A

My Background



I'm Kasley 🙌



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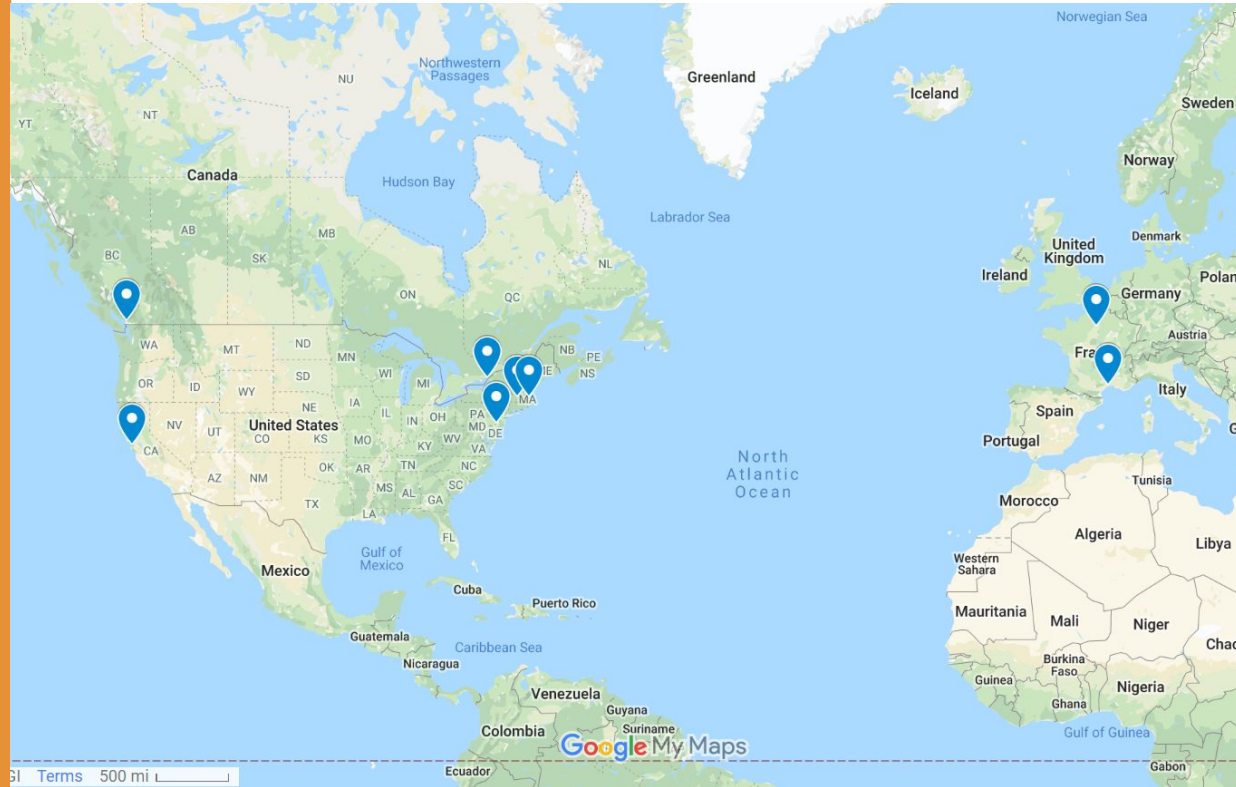


Why am I here today?

Personal experiences



Personal experiences



Personal experiences



Professional experiences



POSITIVE PSYCHOLOGY CENTER



COGNITION IN
PSYCHOLOGICAL
DISORDERS LAB

Professional experiences

SCIENTIFIC AMERICAN

MIND

A Hug a Day Keeps the Doctor Away

Research demonstrates cold fighting power of hugging

MENTAL HEALTH

To Combat Loneliness, Promote Social Health

Mounting evidence shows that relationships should be a public health priority



Bridging the intergenerational divide

An afternoon of conversation and connection across ages.

5 ways to address the loneliness epidemic

From designing technology to calling your grandparents



Professional experiences



Professional experiences



Professional experiences



I'm here to share with you what I've learned and suggest practical ways to **apply these insights** in your life.

Social Health



Relationships **help** our physical and mental health

Science says...

- Less likely to catch a cold
- Recover more quickly from illness
- Better able to overcome socio-economic disadvantages
- Delayed onset of cognitive decline
- Less likely to have a stroke or heart disease
- Live longer



Harvard Study of Adult Development

- 75+ years and ongoing
- Started with 700+ men, added 2,000+ women and men
- Tracked everything: work, lifestyle, family, health, etc.

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“ The clearest message that we get from this 75-year study is this: Good relationships keep us happier and healthier. Period. ”

Robert Waldinger
Harvard Medical School



Social isolation and loneliness **harm** our physical and mental health

Science says...

- Lower antibody response to the flu vaccine
- Lower survival rate from coronary artery disease
- More likely to develop depression
- Comparable effect on health to smoking and drinking
- Worse effect on health than being obese or sedentary



“ Greater support from families, friends, and communities is linked to better health. ”

World Health Organization



World Health
Organization

Yet, most people don't think of social support as a **key ingredient** for their health.

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Social health is well-being that arises from forming and maintaining close relationships, receiving and reciprocating support, and feeling connected to others.

Dimensions of health

	Physical	Mental	Social
Definition	Your state of body functioning	Your state of psychological well-being	Your state of connectedness to others
Goal	<ul style="list-style-type: none">• Absence of disease or illness• Physical strength	<ul style="list-style-type: none">• Emotional stability• Resilience	<ul style="list-style-type: none">• Absence of loneliness• Feeling supported
Ways to Improve	Regular exercise, nutritious food, etc.	Therapy, meditation, etc.	Relationships, community building, etc.

What does it mean to be **socially healthy**?

Quality

Engaging with other people at a frequency and in ways that feel nourishing to you

Reciprocity

Being able to both give and receive emotional or other support when needed

Network

Feeling connected to a community that gives you belonging, identity, and meaning

Analogy of **exercise**

- Choose the activities you enjoy
- Choose the quantity that's right for you
- Experiment to figure out what's most nourishing for you



Social Health at Work



“

Burnout is a syndrome conceptualized as resulting from chronic workplace stress [...] characterized by three dimensions: feelings of energy depletion or exhaustion; increased mental distance from one's job or feelings of negativism or cynicism related to one's job; and reduced professional efficacy.

”

World Health Organization
International Classification of Diseases



**World Health
Organization**

My own experience with burnout



Social health at **work**

Friends, family, neighbors... but
also/especially coworkers!

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Social support is a powerful tool to buffer against work stress and inspire **resilience**

Science says...

- Lowers burnout from stressful jobs
- Reduces the risk of mortality caused by job strain
- Prevents depression and anxiety arising from work stress
- Lowers secondary traumatic stress (vicarious trauma)
- Promotes resilience



Types of social support

Informational

E.g., your coworker tells you about this great summit and you register together

Instrumental

E.g., you are having trouble with a task and your coworker lends a helping hand

Emotional

E.g., your coworker listens and is there for you when you are upset

Your team is your **community**

- Shared mission and purpose
- Empathy
- In it together
- Regular contact

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How to Apply This





INDIVIDUAL

TEAM

COALITION

Check in with your own social health

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INDIVIDUAL

TEAM

COALITION

Have one work friend
you can vent to

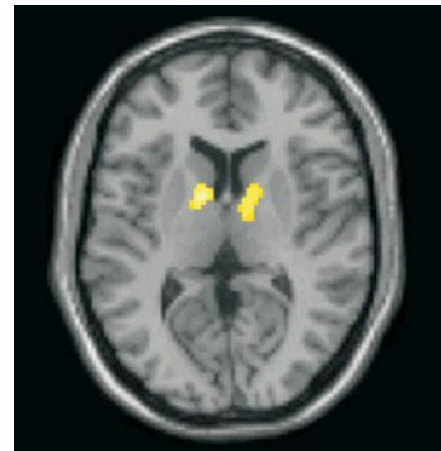


INDIVIDUAL

TEAM

COALITION

Do an act of kindness



INDIVIDUAL

TEAM

COALITION

Organize regular social events



INDIVIDUAL

TEAM

COALITION

Create circles of trust



INDIVIDUAL

TEAM

COALITION

Offer a mentor matching program



INDIVIDUAL

TEAM

COALITION

Host regular
community-building
workshops

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INDIVIDUAL

TEAM

COALITION

Use a private online social group



Summary of Suggestions

- 1 Check in with your own social health
- 2 Have one work friend you can vent to
- 3 Do an act of kindness
- 4 Organize regular social events
- 5 Create circles of trust
- 6 Offer a mentor matching program
- 7 Host regular community-building workshops
- 8 Use a private online social group

Final takeaways



Support each other! You are uniquely poised to understand each other's challenges



See the office as an opportunity for connection, meaning, and strength



Build your social health muscles

Q&A



Thank You!

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