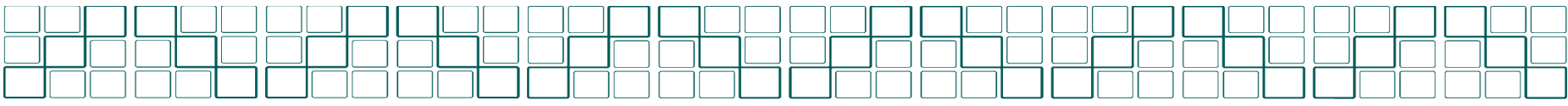

Thriving as a Biomedical Researcher

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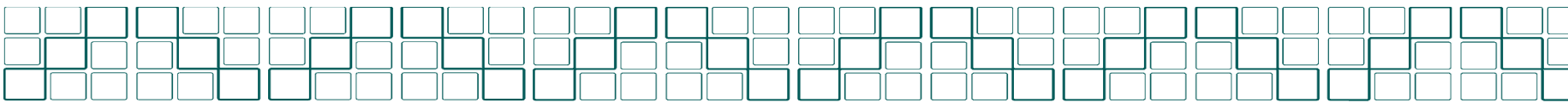


Outline

- Unpack perceptions and messaging on wellness
- Explore the importance of investing in mental health and wellness
- Barriers and challenges to maintaining wellness
- Address areas for wellness growth and goal setting
- Discuss pillars of community connectedness
- Identify resources

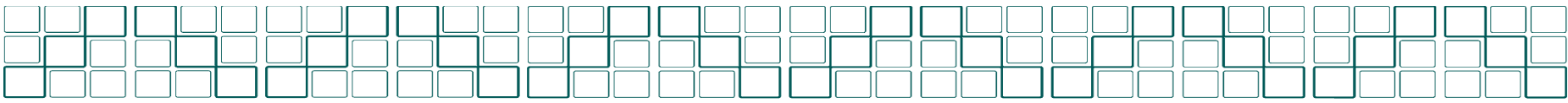
General Wellness



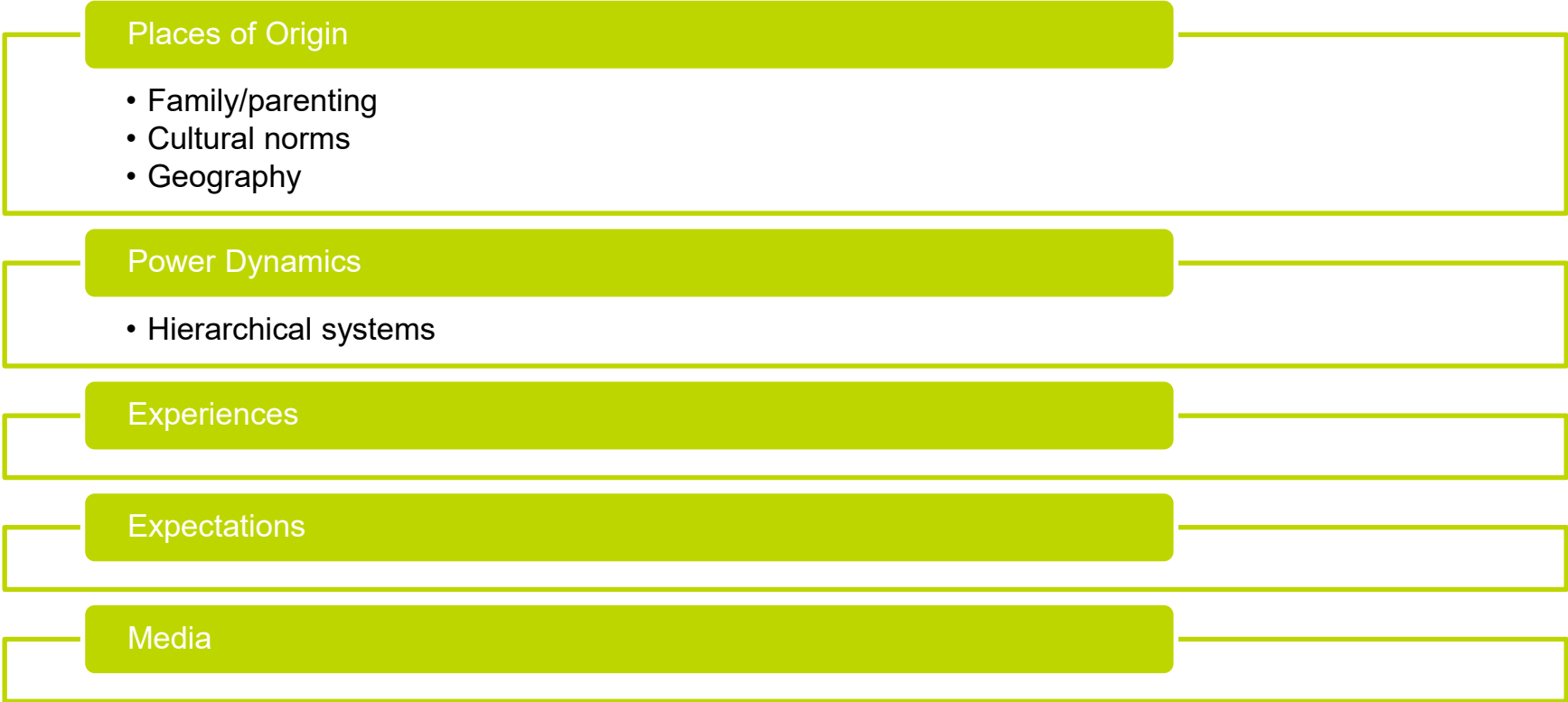


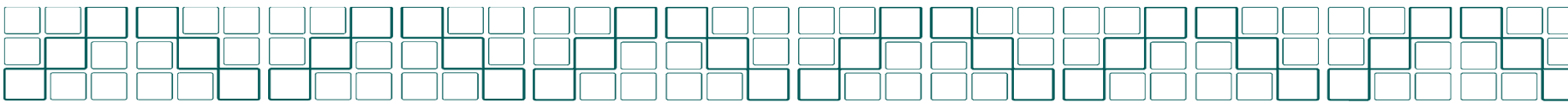
The Wellness Journey

- Consider your relationship with wellness
 - Reflect upon the history
 - What does the data tell you?
 - Strategize
 - Determine realistic goals and expectations
 - Identify barriers, supports and resources
- Implement and collect more data
 - Successes, failures, and uncertainties
 - Utilize reward system
- Reevaluate, reestablish, and keep going!
 - What is working? What is not?



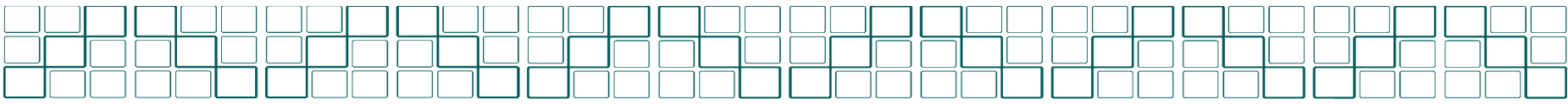
Culture and Wellness





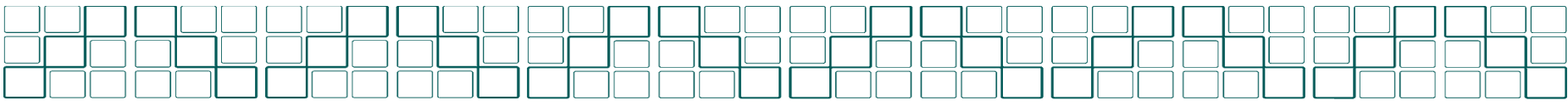
Potential Barriers to Wellness

- Time (literal and figurative)
- Perception
- Access
 - Resources
 - Socioeconomic status
 - Education/knowledge
- Geography
- Religious values
- Historical racism/marginalization
 - Bias
 - Representation
 - Preventative health
- Language
- Generational trauma



Tapping Into Your Resilience

- Consider what protective features are present in your life
- Reflect upon the resources that are available to you
- Acknowledge when you need support and ask for help
- Remember to be kind to yourself (self-compassion)
- Be creative
- Plan for your wellness



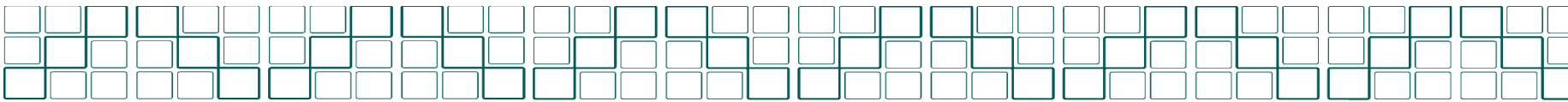
Stress and the Impact

What is stress?

- Stress is an adaptive response that is meant to protect us
- Stressors can be internal and external
- Stressors can be something that we see, hear, smell, touch, or taste
- Stress can be chronic
- You can deal with a stressor, but not the stress itself

How does it impact us?

- Cognitions and perspective
- Emotions/mood
- Relationships
- Communication
- Productivity
- Overall health



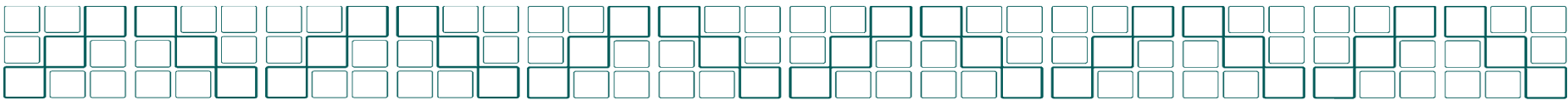
Know Your Personal Stress Signals

- How does your stress show up?
 - Physically (e.g., headaches, body tension, stomach issues, fatigue, elevated heart rate, rapid and shallow breathing)
 - Mentally (e.g., trouble focusing, racing thoughts, negative inner chatter, forgetting things)
 - Emotionally (e.g., fear, anxiety, helplessness, anger, feeling overwhelmed, feeling unmotivated)
 - Behaviorally (e.g., over or under-eating, over or under-sleeping, losing things, relying on alcohol/other drugs, having a short fuse with others, procrastinating)

- All are “messengers” that we need to pay attention to

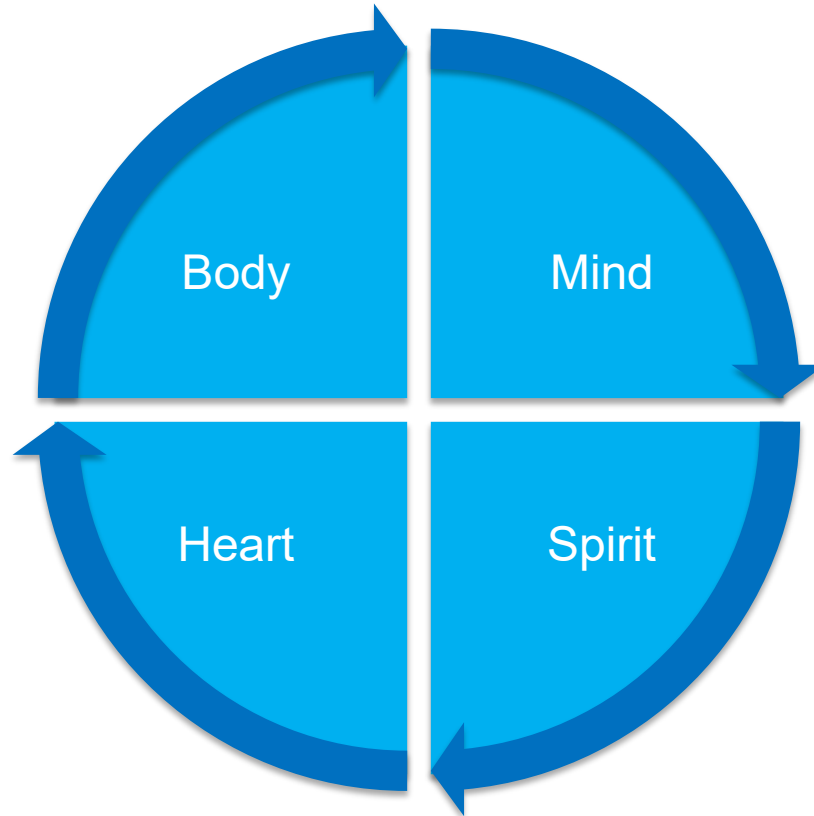
Wellness Planning

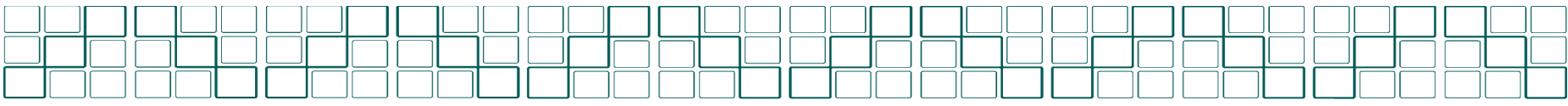




To Do Well, We Have To Be Well

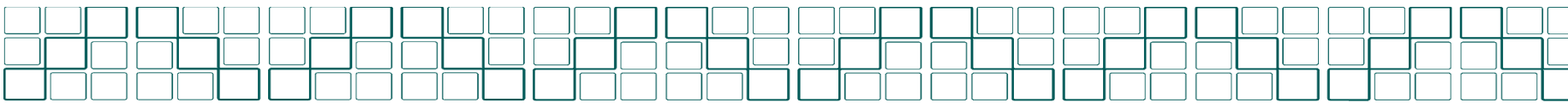
What we do and what we don't do to take care of our...





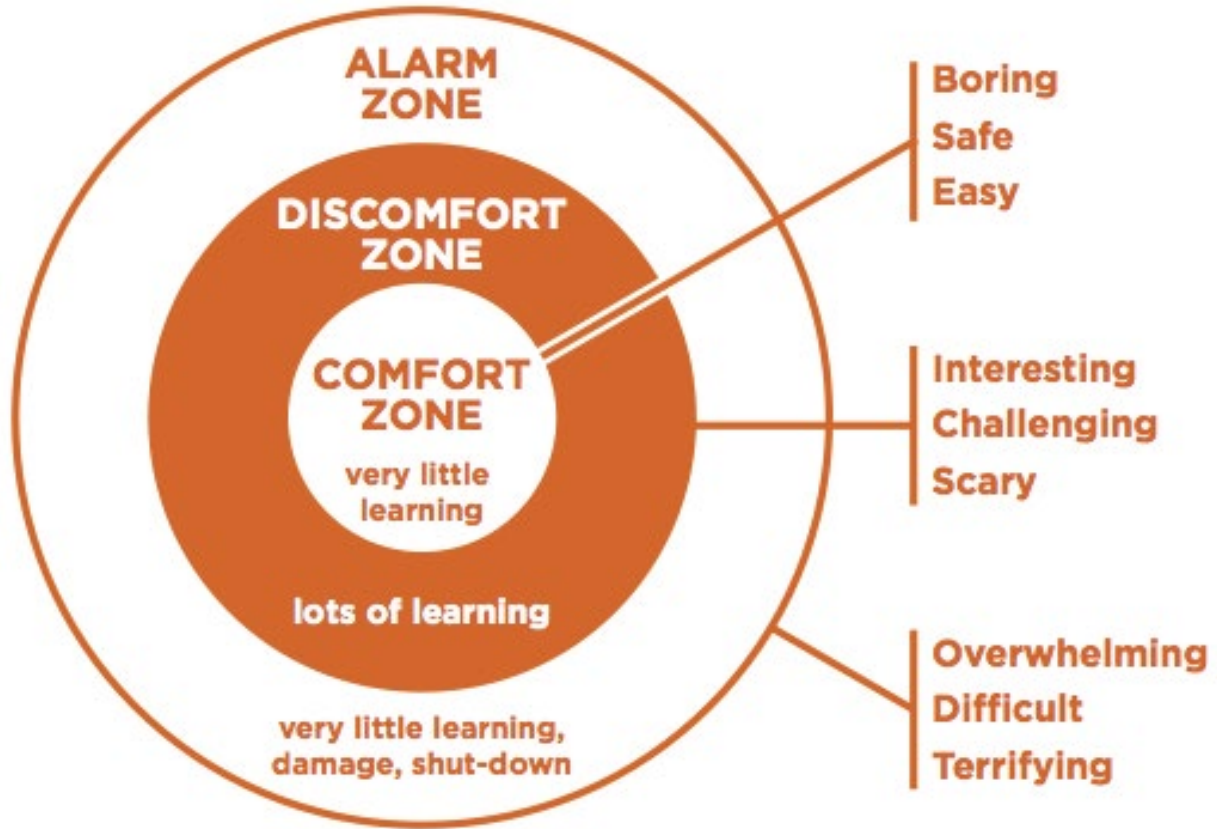
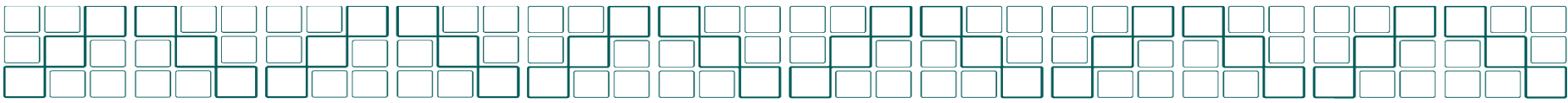
What is Your Perspective?

- Perspectives that we hold about the world and how we believe that we fit into it impacts our ability to access a growth mindset
- Fixed mindset can keep us stuck in polarized thinking (always being right or wrong, winning or losing, happy or sad)
 - Expands energy and can promote negative thinking
- Growth mindset allows supports us being grounded in sustainability and balance (yes and, what if this does work out, what was learned)
 - Expands energy towards big picture thinking

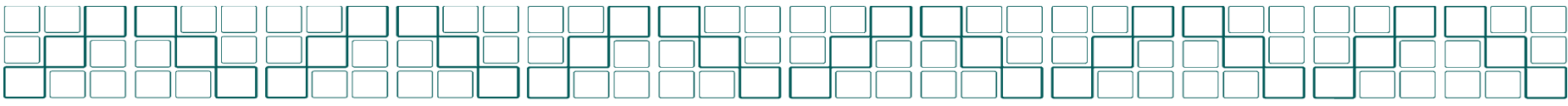


Healthy Habits that Support the Growth Mindset

- Know your responses to discomfort and uncertainty
 - Cognitive, physical and emotional
 - Be sure to listen to it and discern
- Be proactive and plan ahead
 - Utilize protective features
 - Enlist a growth mindset and tap into your resilience
- Control for what you can
- Find grace and compassion
- Communicate, communicate, communicate!
 - Needs, wants and wishes



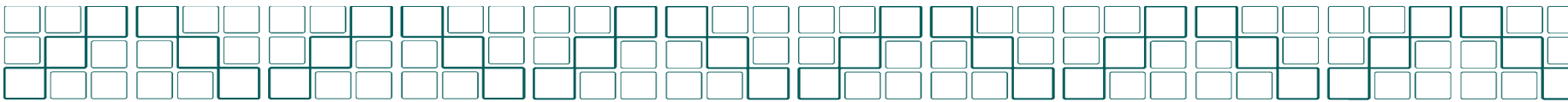
The discomfort zone, courtesy of Training for Change.



Why do People Struggle with Consistency?



- Lack of patience
 - Focused on outcome instead of process
 - Perfectionist tendencies
 - Inner critic
 - Self-doubt
 - Cognitive distortions
- Emotion regulation
- Need for instant gratification
- Unclear goals and focus
- Unsupportive habits
- Perspectives on people, places, and things
- External pressures

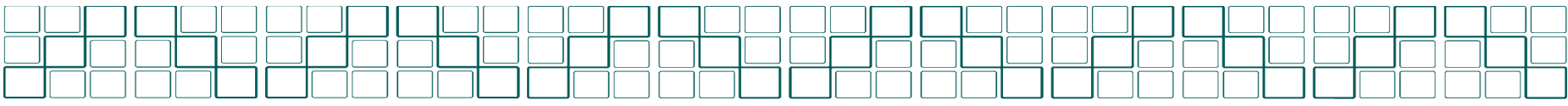


Supportive Activities

- Keystone Habits
 - The basics
 - Activities of daily living
 - Sleeping and eating schedule
 - Planning
 - Movement
 - Self-compassion
 - Gratitude
 - Supportive self-talk
- Data Collection– how do you work and learn?
 - Triggers
 - Peak activity time
 - Protective features
- Increase willpower
 - Remove temptations
- Consider your overall wellness
 - Coping with stressors supports habit formation
- Practice patience
- Choose motivation tools
 - Rewards
 - Accountability

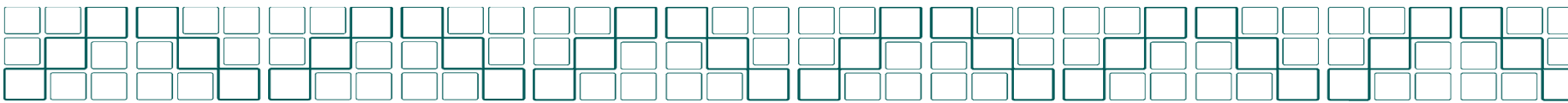
Community & Connectedness





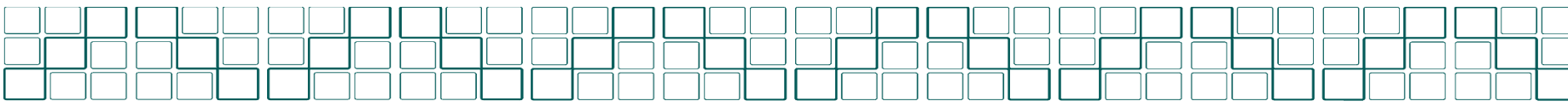
Importance of Connectedness- The Pillars

- Belonging
- Self-worth and confidence
- Workplace values
- Communication



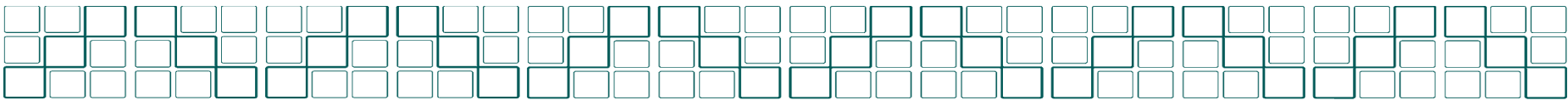
Belonging and its Benefits

- Belonging is related to experiences such as:
 - Mattering
 - Identification
 - Social connection
- Social belonging is an intrinsic human need
 - Pre-pandemic, 40% of people report feeling isolated at work
- Leads to greater self-acceptance which leads to better self-efficacy
- Increases commitment and engagement
- Promotes productivity and quality



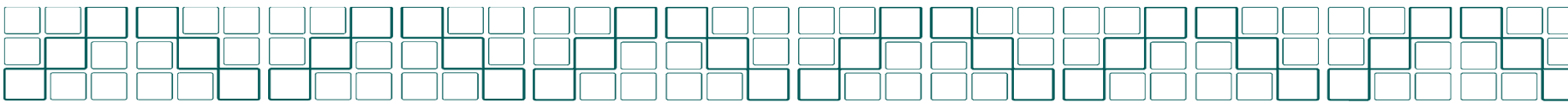
Self-worth & Confidence

- Stress can cause us to become emotionally unregulated
- Emotional dysregulation can cause us to question identity
 - Often driven by core beliefs, cognitive distortions, or imposter fears
 - Establishing or re-establishing ourselves in a community requires us to learn
- When acclimating, we often use comparison to determine worth and skill
 - Limits engagement with growth mindset



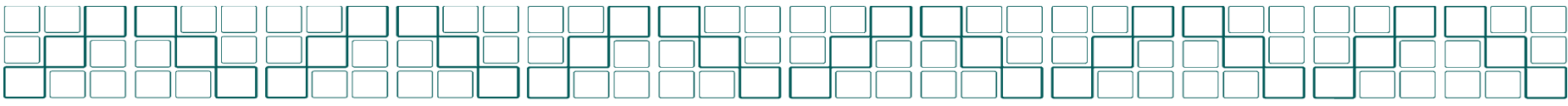
Communication

- Each community has communication norms, it is important to observe them
 - Verbal and non-verbal
- Communicating in the pandemic has created greater challenge
 - Virtual world, hybrid allowances, etc.
 - Minimizes casual interactions
- We must have understanding of how we communicate, our communication needs, and how our communication style interacts with others



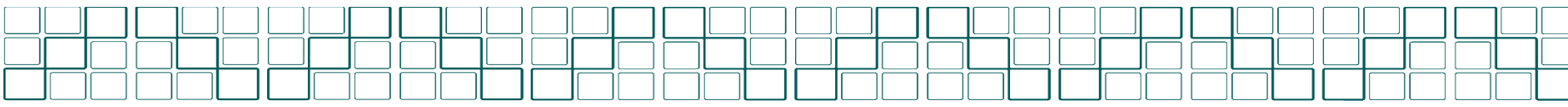
Teaching/Mentorship and Feedback Matters

- Types of feedback have an impact on the kind of mindset that gets fostered
 - Praising intelligence and ability promotes a fixed mindset
 - Praising hard work and effort cultivates growth mindset
- Mentors with a fixed mindset are more likely to:
 - Judge mentees with a low potential in comparison their growth minded peers
 - Engage in comfort-oriented feedback
 - Comfort feedback contains messages that sound caring and give reassurance but also seek to take pressure off – suggesting some easier paths or less pressured situations
- Strategy-oriented feedback also sounds caring but is focused on addressing the existing challenges in a solutions-focused way



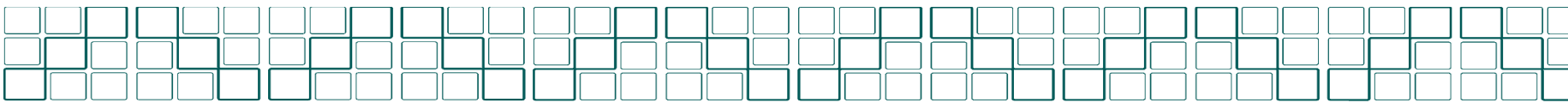
Workplace Values

- We all carry values in our life and it is important to define those for ourselves
- Values set the stage; they guide our career and motivate us
- Creating points of compromise is an essential part of any relationship, but we do not want to lose ourselves
 - Rank and score
 - Re-evaluate
 - Understand context



Navigating Value Misalignment

- Culture dictates how we interpret and engage courage and vulnerability
- Courage and vulnerability triggers both emotional and cognitive responses
 - Common emotional responses: fear, hopelessness, anxiety, anger, frustration, uncertainty
 - Common cognitive responses:
 - I am weak
 - I will get into trouble
 - I just need to power through
- They exist on a spectrum, both small and large acts
- Inaction is an action
- Courage and vulnerability offer growth opportunity

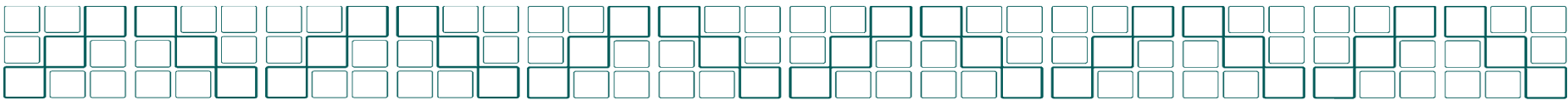


Tools

- Reflect
- Observe
 - People
 - Norms
 - Responses
- Develop and identify values
 - Use the data— pre & post
 - Consider a sustainable future
- Communicate
 - Information gather
 - Develop relationships— avoid transaction
 - Ask for help
 - Needs & wants
 - Mentor up
- Connect with others (in lab & outside)
- Consider the big picture
 - Engage growth mindset

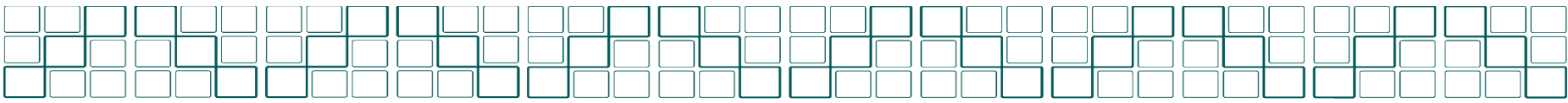
Resources





OITE Wellness Resources

- Individual advising
- Groups
 - Skills groups
 - Support groups
 - Resilience drop in discussions
- Meditation
- Thriving Thursdays
- Miscellaneous wellness training programs
 - Becoming a Resilient Scientist
 - Mental Health Series



Thank You!

- Visit www.training.nih.gov for videos, blogs and other career development resources
- Reach out -- oite-wellness@nih.gov