

00:00:01:09 - 00:00:03:04
Good morning and welcome to

00:00:03:04 - 00:00:07:15
the 2024 Disability
in North Carolina Wellness at Work event.

00:00:08:00 - 00:00:11:05
I want to thank you for joining us,
and thanks to Novant

00:00:11:05 - 00:00:14:05
Health and MetLife
for sponsoring today's event.

00:00:14:14 - 00:00:19:06
My name is Beth Butler Fadal, executive
director of Disability in North Carolina.

00:00:19:24 - 00:00:23:07
Our focus for today's
program is the importance

00:00:23:07 - 00:00:26:10
of self-care and caregiver wellness.

00:00:27:06 - 00:00:31:17
I want to remind you that
there are features available to you today

00:00:31:17 - 00:00:36:07
through the zoom platform,
specifically those that need captioning.

00:00:36:10 - 00:00:39:23
Please focus your attention on the zoom

00:00:39:23 - 00:00:42:23
platforms options for captioning.

00:00:43:05 - 00:00:48:14
I also want to encourage you to engage
with one another through the chat box

00:00:48:23 - 00:00:52:02
and the Q&A box that we will host

00:00:52:17 - 00:00:55:20
the Q&A questions during today's event.

00:00:55:20 - 00:00:58:20

So please use those features

00:01:00:12 - 00:01:02:00

throughout today's event.

00:01:02:00 - 00:01:04:22

I want to invite you to listen and learn

00:01:04:22 - 00:01:08:07

from the lived experiences
of our presenters.

00:01:08:17 - 00:01:12:06

Things that you and your employer may do

00:01:12:06 - 00:01:15:08

to promote a healthier
workplace and lifestyle.

00:01:16:04 - 00:01:20:08

And now I'd like to turn today's program
over to Lynnette McFadden,

00:01:20:17 - 00:01:25:00

who's the Rebound Business resource
Group leader at Novant Health.

00:01:27:02 - 00:01:28:08

Hello, everyone.

00:01:28:08 - 00:01:31:01

I'm Lynn at McFadden, director of research

00:01:31:01 - 00:01:34:10

and co-chair of rebound BRG and Advance
Health.

00:01:35:01 - 00:01:37:23

I'm very giving business resource. Great.

00:01:37:23 - 00:01:41:20

I'm honored to be here today with you
all for this Wellness at Work event,

00:01:41:20 - 00:01:45:20

and I appreciate having a few minutes
on the agenda to talk about Mental Health

00:01:45:20 - 00:01:48:20

Awareness Month and to tell you
a little bit about our BRG.

00:01:49:24 - 00:01:51:19
So May is mental Health Awareness Month.

00:01:51:19 - 00:01:54:15
It's time for us to come together
to raise awareness

00:01:54:15 - 00:01:57:15
about the importance of mental health
and mental well-being,

00:01:57:17 - 00:02:00:20
and to create an environment,
a supportive environment

00:02:00:20 - 00:02:03:20
for those who are living
with a mental health condition.

00:02:04:02 - 00:02:07:07
1 in 5 adults experienced mental illness
each year.

00:02:07:17 - 00:02:10:09
Yet in the workplace, mental health stigma

00:02:10:09 - 00:02:13:18
remains a major challenge and event held.

00:02:13:20 - 00:02:16:20
I'm so proud to say we have a variety
that is focused

00:02:16:20 - 00:02:19:20
on mental health and substance
use disorders.

00:02:19:23 - 00:02:23:12
Our BRG provides a platform
for team members with a shared interest

00:02:23:12 - 00:02:28:08
to come together to promote an inclusive
work culture and a sense of belonging.

00:02:29:15 - 00:02:30:18
We recognize having a

00:02:30:18 - 00:02:34:11
dedicated BRG
and using mental health language openly

00:02:34:20 - 00:02:38:04
helps to normalize the conversation
in which is stigma.

00:02:38:18 - 00:02:41:14
So again,
I appreciate the opportunity to speak,

00:02:41:14 - 00:02:44:14
and I'll now turn it over to Gabriella
to introduce our speaker.

00:02:44:16 - 00:02:46:21
Thank you.

00:02:46:21 - 00:02:48:03
Thank you. Lynnette.

00:02:48:03 - 00:02:48:23
Hello everyone.

00:02:48:23 - 00:02:52:18
I'm Gabriela Francisco, manager of health
equity operations at Novant

00:02:52:18 - 00:02:55:18
Health's Office of Health
Equity and Community Health,

00:02:56:01 - 00:02:57:16
and have recently joined as a board

00:02:57:16 - 00:03:00:21
member of Disability in North Carolina,
something I'm really proud of.

00:03:01:10 - 00:03:04:05
Once,
the work really is a very important topic.

00:03:04:05 - 00:03:07:09
So for me, wellness
at work is an opportunity to learn about

00:03:07:09 - 00:03:10:09

best practices
around self-care and well-being.

00:03:10:09 - 00:03:13:18
I recognize that I show up
as the best version of myself

00:03:13:18 - 00:03:16:18
for my family
and my loved ones that I care for

00:03:17:00 - 00:03:19:23
when I have dedicated
time to care for my own needs.

00:03:19:23 - 00:03:23:08
It's imperative that we recognize
how stress can impact our lives,

00:03:23:18 - 00:03:26:10
as well as the lives of those around us.

00:03:26:10 - 00:03:29:01
That's why I'm very excited to introduce

00:03:29:01 - 00:03:32:01
our keynote speaker, Doctor
Jonathan Fisher.

00:03:32:04 - 00:03:34:07
Doctor
Jonathan Fisher's mission is to help

00:03:34:07 - 00:03:37:07
others train the mind and heal the heart.

00:03:37:11 - 00:03:40:11
He's a mount
Sinai and Harvard trained cardiologist.

00:03:40:17 - 00:03:43:24
Mindfulness
meditation teacher, and organizational

00:03:43:24 - 00:03:46:24
wellness
and wellbeing and resiliency leader.

00:03:47:01 - 00:03:51:08
He has delivered keynotes and workshops

on the mind, heart, connection, heartfelt

00:03:51:08 - 00:03:56:01

leadership, stress mastery, and total well-being for teams and organizations

00:03:56:01 - 00:04:00:19

globally, including IBM, Bank of America, the American College of Lifestyle

00:04:00:19 - 00:04:03:20

Medicine, universities, and various health care organizations.

00:04:04:17 - 00:04:08:19

In 2020, he co-founded the Ending Clinician Burnout Global Community

00:04:09:00 - 00:04:12:15

and organized the world's first global summit dedicated to ending burnout

00:04:12:15 - 00:04:16:13

and health care with over 1000 participants from 43 different countries.

00:04:17:02 - 00:04:20:23

And his first book, Just One Heart A Cardiologists Guide to Healing, Health

00:04:20:23 - 00:04:24:20

and Happiness, is about harnessing the power of the mind, heart connection.

00:04:25:24 - 00:04:27:13

Following Doctor Fisher's talk today,

00:04:27:13 - 00:04:31:23

we'll regroup for some questions and answers or Q&A, so please feel free

00:04:31:23 - 00:04:35:19

to add your questions in the chat window, and we'll try to answer them as we go.

00:04:36:00 - 00:04:39:00

As well as in the end, we'll look at some time for some more questions.

00:04:39:02 - 00:04:41:18

So with that, I'll
turn it over to Doctor Fisher.

00:04:41:18 - 00:04:44:03
Doctor Fisher, welcome,

00:04:44:03 - 00:04:44:24
Gabriella.

00:04:44:24 - 00:04:46:14
Thank you so much.

00:04:46:14 - 00:04:52:22
It is really special to be here,
and I wish that I had an event like this.

00:04:52:22 - 00:04:56:00
An organization like this 20 years ago

00:04:56:04 - 00:05:00:00
when I was going through a really hard
time.

00:05:00:17 - 00:05:04:05
I was a medical student, 25 years ago,

00:05:04:16 - 00:05:07:10
and I didn't know what it was called,

00:05:07:10 - 00:05:10:08
but I was suffering from depression,

00:05:10:08 - 00:05:13:16
and it really took people around me

00:05:14:02 - 00:05:17:02
to give me the courage to seek help.

00:05:17:15 - 00:05:21:17
And what I know now is that 70% of people
who suffer from depression

00:05:21:17 - 00:05:24:24
and anxiety in the workplace
never ask for help.

00:05:25:20 - 00:05:28:23
So this is deeply
and personally meaningful for me

00:05:28:24 - 00:05:33:09
to be here for a few minutes
to share a little bit of my story

00:05:34:01 - 00:05:36:21
and some practices, because

00:05:37:22 - 00:05:39:17
in order to

00:05:39:17 - 00:05:44:00
become whole and to remember
that we're whole and to heal ourselves.

00:05:44:22 - 00:05:47:04
It's about learning
to love ourselves again.

00:05:47:04 - 00:05:50:12
If we've forgotten
and about spreading that love

00:05:51:00 - 00:05:55:20
to the people that we work with,
we care about, care for, and lead.

00:05:56:07 - 00:06:00:00
And that's really what I'd love to speak
about for the next 25 minutes.

00:06:01:07 - 00:06:04:09
I grew up in a house
with a lot of doctors.

00:06:04:09 - 00:06:08:04
My mom was a physicist and my mom was a
my dad was a physician,

00:06:08:14 - 00:06:12:07
and that was his doctor's bag back there,
the old leather doctor's bag

00:06:12:23 - 00:06:16:23
that he would drive around town
and visit people's houses.

00:06:16:23 - 00:06:19:20
And one after another, my six
brothers and sisters

00:06:19:20 - 00:06:23:10
followed in my dad's footsteps
and became doctors.

00:06:23:22 - 00:06:26:00
So I had a choice.

00:06:26:00 - 00:06:28:21
But there were times
when I wondered if I really did.

00:06:28:21 - 00:06:32:23
So I found myself on this path of pressure

00:06:32:23 - 00:06:36:18
to achieve and succeed
so that I worked as hard as I could.

00:06:37:07 - 00:06:39:03
But I knew that something wasn't right.

00:06:39:03 - 00:06:42:20
I was always worried about what
other people thought about me.

00:06:42:20 - 00:06:45:00
I was worried about failing.

00:06:45:00 - 00:06:47:17
I was worried about not being good enough.

00:06:47:17 - 00:06:51:08
I was worried about every little mistake
that I made, that suddenly

00:06:51:08 - 00:06:52:20
people would figure it out.

00:06:52:20 - 00:06:55:11
They would discover that
I was hiding something.

00:06:55:11 - 00:06:58:07
And so I lived for about 20 years

00:06:58:07 - 00:07:01:02
really hiding myself from other people

00:07:01:02 - 00:07:04:13
because I didn't want them to know

the pain that I was feeling,

00:07:05:17 - 00:07:07:03
until eventually it

00:07:07:03 - 00:07:10:17
was my sister Andrea,
who was my best friend,

00:07:11:11 - 00:07:14:07
and she could see that I was suffering,

00:07:14:07 - 00:07:17:08
that I wasn't caring for myself.

00:07:17:21 - 00:07:21:20
And she knew that
even though I was a doctor and essentially

00:07:21:20 - 00:07:24:20
trying to care for others,
something was missing.

00:07:25:14 - 00:07:28:03
And Andrea said something to me then that

00:07:28:03 - 00:07:31:03
I carry with me in my heart every day.

00:07:31:07 - 00:07:34:06
And she said, Johnny,

00:07:34:06 - 00:07:37:06
can you just be kind to yourself?

00:07:39:10 - 00:07:41:16
And I had no idea what she meant.

00:07:41:16 - 00:07:43:14
It was a really weird kind of a thing.

00:07:43:14 - 00:07:46:06
Well, what do you mean?
I can be kind to my puppies.

00:07:46:06 - 00:07:50:09
I can be kind to my
maybe kind to my kids on a good day.

00:07:50:09 - 00:07:53:09

Kind to my wife,
but kind to myself. That's.

00:07:53:14 - 00:07:56:03
That's kind of a wimpy thing to do.

00:07:56:03 - 00:07:59:03
It sounded very weird, actually.

00:07:59:16 - 00:08:02:16
And what I didn't
realize then, 25 years ago,

00:08:03:00 - 00:08:07:05
was that that advice would be the one
piece of advice that would allow me

00:08:07:05 - 00:08:11:18
not only to seek help
for my anxiety, depression,

00:08:11:18 - 00:08:14:11
and what eventually became
full blown burnout,

00:08:14:11 - 00:08:17:16
where I was miserable
every day I walked into my office.

00:08:18:06 - 00:08:20:13
It was that advice that I carry
with me today.

00:08:20:13 - 00:08:24:06
And if you take away one message
from the practices

00:08:24:06 - 00:08:27:06
that we're going to be doing together,
it's the message of

00:08:27:19 - 00:08:32:12
can we just all be a little kinder
and more gentle to ourselves.

00:08:32:13 - 00:08:34:22
The world is hard enough.

00:08:34:22 - 00:08:37:19
And notice

what happens when we offer ourselves

00:08:37:19 - 00:08:42:12

that kind of kindness,
generosity, love, and even compassion.

00:08:43:07 - 00:08:46:19

What happens to our
ability to care for others?

00:08:48:18 - 00:08:50:09

I want to begin by a question,

00:08:50:09 - 00:08:55:16

and I'd like anyone who has a chat box
and a chat function to answer.

00:08:56:00 - 00:08:59:02

Very simply, what is care?

00:09:00:03 - 00:09:04:10

And everyone I want to see if what's your
thoughts are there's no wrong answer.

00:09:04:10 - 00:09:05:07

There's no right answer.

00:09:05:07 - 00:09:08:13

What does it mean
to care for other people?

00:09:08:18 - 00:09:11:14

What does it mean to care for yourself?

00:09:11:14 - 00:09:14:00

I'm curious what you all think.

00:09:14:00 - 00:09:17:23

Take one minute
and type your answers in the chat box.

00:09:19:17 - 00:09:22:17

What does it mean to care?

00:09:26:07 - 00:09:29:07

And you could do more than one answer.

00:09:30:04 - 00:09:34:02

So take another 30s
and just type in a few words

00:09:34:02 - 00:09:37:02

about when someone says to you,
do you care?

00:09:37:05 - 00:09:39:00

Are you caring?

00:09:39:00 - 00:09:42:00

What does it really mean?

00:09:42:04 - 00:09:43:20

Excellent, excellent.

00:09:43:20 - 00:09:46:24

I'm seeing some really thoughtful answers
here,

00:09:47:09 - 00:09:50:09

and I'm going to share a couple of them
in just a moment.

00:09:50:22 - 00:09:52:16

I want to give you a little more time.

00:09:53:24 - 00:09:55:21

This is really good

00:09:55:21 - 00:09:58:23

because when we want to be better
at something,

00:09:58:23 - 00:10:02:12

it helps to ask ourselves, well,
what does it even mean to do that thing?

00:10:04:07 - 00:10:07:05

Here's what I'm seeing in the chat box.

00:10:07:05 - 00:10:10:05

To care means to listen deeply,

00:10:10:08 - 00:10:13:08

to consider the impact of your actions,

00:10:13:16 - 00:10:17:08

to pay attention to others or yourself.

00:10:19:20 - 00:10:22:20

Care also means to love yourself

beautiful,

00:10:23:10 - 00:10:27:07

to be mindful of your interactions
with yourself and others.

00:10:28:10 - 00:10:32:04

Someone else says showing love, nurturing,

00:10:33:08 - 00:10:35:23

helping others to meet their needs.

00:10:35:23 - 00:10:38:19

Offering a listening ear.

00:10:38:19 - 00:10:43:11

Giving my time and attention
to others and myself.

00:10:43:11 - 00:10:46:11

Time and attention is at the root of care.

00:10:47:12 - 00:10:49:17

Here's one
that's excellent I want I want to notice

00:10:49:17 - 00:10:51:02

the words that are used here.

00:10:51:02 - 00:10:53:21

Care means to feel concern.

00:10:53:21 - 00:10:55:16

To feel concern.

00:10:57:16 - 00:11:00:00

Someone else says care is

00:11:00:00 - 00:11:03:00

to treat yourself
like a friend would treat you.

00:11:04:02 - 00:11:07:12

And then,
while we've heard the focus on feeling,

00:11:08:21 - 00:11:11:01

here's one that's really powerful.

00:11:11:01 - 00:11:15:01

Someone says actions
speak a thousand words.

00:11:15:02 - 00:11:17:10
Actions speak a thousand words.

00:11:17:10 - 00:11:20:22
So I want to now summarize
what I'm seeing in the chat box

00:11:20:22 - 00:11:23:22
and ask you another question.

00:11:24:21 - 00:11:28:05
Does caring involve a feeling

00:11:29:15 - 00:11:31:19
or an action?

00:11:31:19 - 00:11:34:19
Does caring involve
a feeling or an action?

00:11:38:18 - 00:11:39:12
Okay,

00:11:39:12 - 00:11:42:12
this is a pretty
this is this crowd is too clever.

00:11:42:12 - 00:11:45:00
I can't pull that one over.

00:11:45:00 - 00:11:47:13
Okay,
we're getting a little bit of diversity.

00:11:47:13 - 00:11:48:13
This is interesting.

00:11:48:13 - 00:11:50:13
So I'm getting a lot of both.

00:11:50:13 - 00:11:52:10
Both both both both both both.

00:11:52:10 - 00:11:56:22
And I'm getting some people who feel like
it's really more of a feeling.

00:11:57:07 - 00:12:00:16

And others in this very same conversation

00:12:01:05 - 00:12:04:08

believe that caring is more of an action,

00:12:04:22 - 00:12:08:13

and that the action
then provokes a feeling.

00:12:10:02 - 00:12:11:17

Now I'm a

00:12:11:17 - 00:12:14:22

Libra, which I learned means
that I like to balance things out.

00:12:14:22 - 00:12:18:06

And so I'm going to go with
it's a little bit of each of these.

00:12:18:17 - 00:12:23:14

And that's been my own experience
as a heart doctor now for 25 years.

00:12:23:14 - 00:12:26:14

And I've cared for close
to 30,000 patients.

00:12:27:03 - 00:12:30:03

But I'll be fully honest,
the first few years

00:12:30:13 - 00:12:33:07

I wasn't really caring.

00:12:33:07 - 00:12:35:16

And I'm not proud to say that

00:12:35:16 - 00:12:38:16

a lot of the time
I was going through the motions,

00:12:39:00 - 00:12:43:00

I was putting on the presence of somebody
who was caring. I.

00:12:43:07 - 00:12:46:18

I would lean in,
but my mind was often elsewhere.

00:12:46:18 - 00:12:50:00

I was so stressed out
and really unhappy in my life

00:12:50:19 - 00:12:53:04

that the feeling wasn't there.

00:12:53:04 - 00:12:56:15

So the action may have been there
at times, but at others the feeling

00:12:56:15 - 00:12:59:24

wasn't there, and then at other times
the feeling was there.

00:12:59:24 - 00:13:02:19

But I was so exhausted
that I couldn't go through the motions.

00:13:03:23 - 00:13:06:24

So I'm
going to suggest, as we move forward

00:13:07:07 - 00:13:10:07

that if we want to care for others,

00:13:11:00 - 00:13:15:00

we must first care for ourselves
and to care for ourselves.

00:13:15:07 - 00:13:20:15

We have to really pause and think about
what it means to care in the first place.

00:13:21:09 - 00:13:23:17

And I'll suggest that care involves both

00:13:23:17 - 00:13:26:17

a feeling in the heart,

00:13:26:17 - 00:13:29:07

thoughts in the mind,
thoughts of another person,

00:13:29:07 - 00:13:32:02

and also actions with our words

00:13:32:02 - 00:13:35:02

or without words we can show care.

00:13:35:10 - 00:13:38:19

Well, here's a question
is it possible to care for someone else

00:13:38:19 - 00:13:40:16

without saying anything?

00:13:40:16 - 00:13:44:24

Is it possible to care for someone else
without saying anything

00:13:45:15 - 00:13:48:06

or even doing anything?

00:13:48:06 - 00:13:49:23

Is it possible?

00:13:49:23 - 00:13:52:23

And if so, how is it possible

00:13:53:07 - 00:13:56:07

to to care for someone
without using words?

00:14:01:22 - 00:14:02:18

Right away.

00:14:02:18 - 00:14:03:09

There we go.

00:14:05:19 - 00:14:08:05

Caring can simply be

00:14:08:05 - 00:14:13:04

being present for someone else
with all the distractions that we face.

00:14:13:04 - 00:14:16:11

And I know if anybody has had one of these
go off in the last

00:14:16:11 - 00:14:19:11

five minutes,
you know what I'm talking about.

00:14:19:12 - 00:14:23:07

We're living in an attention
deficit society right now,

00:14:23:24 - 00:14:26:24

and we're so distracted
that we often forget

00:14:26:24 - 00:14:29:24

to care for ourselves and care for others.

00:14:31:05 - 00:14:36:00

So the essence of care is
being fully present, and it's really hard.

00:14:38:03 - 00:14:40:01

That leads me to another question.

00:14:40:01 - 00:14:42:06

And I'm going to I'm
going to ask you a question here.

00:14:42:06 - 00:14:43:10

And this isn't an easy one,

00:14:43:10 - 00:14:46:10

where you're going to come up
with an answer right away.

00:14:46:13 - 00:14:49:05

If care involves both a feeling

00:14:49:05 - 00:14:52:16

in our hearts of empathy
and concern and compassion

00:14:52:21 - 00:14:56:10

and also actions with our presence,
our words and our deeds,

00:14:57:08 - 00:15:01:06

what gets in the way of care?

00:15:01:21 - 00:15:05:01

What gets in the way of caring?

00:15:05:10 - 00:15:06:15

Caring? Well

00:15:07:16 - 00:15:10:16

for others and for ourselves?

00:15:10:21 - 00:15:12:21

There's no right or wrong answer here.

00:15:12:21 - 00:15:17:10
Just type in the chat box,
a word or a few words.

00:15:18:03 - 00:15:21:00
What's gotten in the way for you?

00:15:21:00 - 00:15:24:00
What have you witnessed getting in the way

00:15:24:07 - 00:15:27:07
for other people?

00:15:28:17 - 00:15:30:04
Beautiful.

00:15:30:04 - 00:15:33:05
Wow! There's
such a great diversity of answers here.

00:15:34:02 - 00:15:36:15
Time constraints,

00:15:36:15 - 00:15:39:09
the pace of modern life,

00:15:39:09 - 00:15:41:06
depression,

00:15:41:06 - 00:15:44:06
pride.

00:15:47:12 - 00:15:50:15
Time not prioritizing.

00:15:50:15 - 00:15:52:12
Care.

00:15:52:12 - 00:15:55:15
Availability of our feelings
and our emotions.

00:15:55:24 - 00:15:57:19
Our tank may be empty.

00:15:57:19 - 00:16:00:19
Too many competing deadlines. Time.

00:16:01:02 - 00:16:03:06

Okay, we've hit on some

00:16:03:06 - 00:16:06:06

and you're still hitting on some obstacles
to care.

00:16:06:09 - 00:16:08:19

You see, I'm in my spare time.

00:16:08:19 - 00:16:10:23

I used to be a chess player.

00:16:10:23 - 00:16:15:03

And in chess, you can't win the game
unless you have a little bit of strategy.

00:16:16:02 - 00:16:19:24

And if our game is caring
well for ourselves and others,

00:16:20:06 - 00:16:23:19

we have to recognize what
the obstacles are going to be

00:16:25:00 - 00:16:26:05

before we play the game.

00:16:26:05 - 00:16:28:08

And even as we play.

00:16:28:08 - 00:16:31:02

And I'll suggest that you've hit on
in your answers

00:16:31:02 - 00:16:34:02

two broad categories of obstacles.

00:16:34:16 - 00:16:37:16

There's obstacles
that come from the outside world

00:16:38:11 - 00:16:41:21

distractions, time
pressures, too much work,

00:16:42:07 - 00:16:45:07

politics, news, finances.

00:16:45:21 - 00:16:48:14

That's the external world.

00:16:48:14 - 00:16:51:14

There's a whole nother category

00:16:51:15 - 00:16:54:17

of obstacles to giving real care

00:16:55:20 - 00:16:58:20

that all happen inside of us.

00:16:59:09 - 00:17:02:08

And those obstacles involve distraction.

00:17:02:08 - 00:17:03:24

They involve a natural wandering.

00:17:03:24 - 00:17:06:01

Don't wandering of our mind.

00:17:06:01 - 00:17:09:08

They involve the natural human tendency
to want to judge

00:17:09:23 - 00:17:13:05

people, situations, and things
all the time.

00:17:13:05 - 00:17:14:20

Judging, judging.

00:17:14:20 - 00:17:17:08

And it's
sometimes gets in the way of care.

00:17:17:08 - 00:17:20:08

So we have so many obstacles in our way

00:17:20:15 - 00:17:23:15

to caring, both external obstacles

00:17:23:22 - 00:17:26:22

and internal obstacles.

00:17:27:16 - 00:17:30:00

There's one more that I haven't seen here,

00:17:30:00 - 00:17:34:24

and that is something that affects
all of us and is on the rise right now.

00:17:35:07 - 00:17:39:20

And is one of the most common reasons why people don't act in a caring way.

00:17:40:10 - 00:17:42:02

Any guesses what it is?

00:17:42:02 - 00:17:46:11

It's something we experience inside of ourselves, something we've all experienced.

00:17:49:20 - 00:17:51:05

Good.

00:17:51:05 - 00:17:53:03

Getting closer.

00:17:53:03 - 00:17:55:09

It's got six letters

00:17:55:09 - 00:17:58:09

and there are three S's in it.

00:17:58:09 - 00:18:00:18

Giving a clue?

00:18:00:18 - 00:18:02:06

Yes. Betsi.

00:18:02:06 - 00:18:03:02

Got it.

00:18:03:02 - 00:18:06:02

Stress, stress stress.

00:18:06:09 - 00:18:08:04

Just with a show of hands.

00:18:08:04 - 00:18:10:07

If you can put up the emoji.

00:18:10:07 - 00:18:13:07

Have you ever experienced stress?

00:18:13:20 - 00:18:15:08

Anyone? Anyone?

00:18:15:08 - 00:18:16:01

I'm curious.

00:18:16:01 - 00:18:19:01

I'm looking to see if anyone has not.

00:18:19:14 - 00:18:20:07

Excellent.

00:18:20:07 - 00:18:24:00

Okay, now with a show of hands.

00:18:24:14 - 00:18:28:10

And this is where I'm really interested because I want to I want to talk to you.

00:18:29:07 - 00:18:32:07

Has anyone not experience stress?

00:18:32:14 - 00:18:35:02

Put up your hand real high so everyone can see.

00:18:35:02 - 00:18:38:02

So we can all call you and find out your secrets?

00:18:39:03 - 00:18:40:23

Has anyone ever experienced stress?

00:18:40:23 - 00:18:43:03

Well,

I think we all have something in common.

00:18:43:03 - 00:18:47:10

So as we move forward in this conversation about ways

00:18:47:10 - 00:18:51:11

to care

and to care better, let's take a moment

00:18:52:14 - 00:18:55:14

and think about stress,

00:18:55:22 - 00:18:56:22

all right?

00:18:56:22 - 00:19:00:19

Because if we want to overcome stress, we want to manage stress, live

00:19:00:19 - 00:19:04:24

with stress, master stress, whatever

you want to do in relation to stress,

00:19:05:05 - 00:19:06:18

we have to understand what it is.

00:19:06:18 - 00:19:09:18

So in the chat box

00:19:10:09 - 00:19:13:09

I'm going to ask a simple question.

00:19:13:13 - 00:19:16:13

What does stress mean to you?

00:19:17:01 - 00:19:20:03

What does stress mean to you?

00:19:20:16 - 00:19:22:02

There's no wrong answer.

00:19:22:02 - 00:19:23:21

There's no right answers here.

00:19:23:21 - 00:19:27:02

This is a conversation
where we're learning from each other.

00:19:28:09 - 00:19:31:09

What does stress mean for you?

00:19:32:00 - 00:19:34:08

What causes stress?

00:19:34:08 - 00:19:37:08

Where does stress come from?

00:19:39:09 - 00:19:40:03

Wonderful.

00:19:40:03 - 00:19:43:03

Wonderful answers. Wonderful answers.

00:19:43:05 - 00:19:45:18

I'm seeing a lot of common answers here.

00:19:45:18 - 00:19:49:08

Feeling overwhelmed, taking on too much,

00:19:49:18 - 00:19:52:18

being paralyzed by fear.

00:19:54:09 - 00:19:58:05
Having a hard time medical problems.

00:19:58:17 - 00:20:00:19
Having too much to do.

00:20:00:19 - 00:20:03:07
Overwhelmed by life's challenges.

00:20:04:13 - 00:20:06:03
Feeling like I have

00:20:06:03 - 00:20:09:03
more things to do than time to do it.

00:20:10:00 - 00:20:12:06
Chronic pain,

00:20:12:06 - 00:20:14:08
headaches,

00:20:14:08 - 00:20:18:06
existential worries about our world work.

00:20:18:13 - 00:20:21:15
Wow. Okay, I'm
going to have to cut off this conversation

00:20:21:15 - 00:20:24:15
because this could go on all day.

00:20:25:04 - 00:20:27:00
It seems to me

00:20:27:00 - 00:20:30:11
like there is literally no end
to the stresses

00:20:30:11 - 00:20:35:10
that we all experience that
get in the way of our ability to care.

00:20:35:10 - 00:20:37:11
Well.

00:20:37:11 - 00:20:38:20
So I have another question

00:20:38:20 - 00:20:41:20

to help us narrow the conversation

00:20:42:08 - 00:20:44:05
in the broadest sense.

00:20:44:05 - 00:20:46:22
Where does stress exist?

00:20:46:22 - 00:20:50:10
The experience of stress,
the feeling of stress?

00:20:50:18 - 00:20:53:18
Does it exist out there

00:20:54:02 - 00:20:55:23
or does it exist in

00:20:55:23 - 00:21:01:13
here? Are.

00:21:02:09 - 00:21:05:10
Wow, we're getting a lot of agreement
there.

00:21:06:17 - 00:21:09:03
pretty universal agreement.

00:21:09:03 - 00:21:13:01
Some say internal, which is generally
speaking, inside of ourselves.

00:21:13:08 - 00:21:14:19
Some are more specific.

00:21:14:19 - 00:21:17:17
I'm getting two different
specific answers. And this is awesome.

00:21:17:17 - 00:21:21:16
Actually, the answers that are coming up
are getting right to the point here.

00:21:22:11 - 00:21:23:14
So number one,

00:21:24:18 - 00:21:26:04
3000 years ago, the

00:21:26:04 - 00:21:29:07

ancient Greeks, stoic
philosophers talked about stress.

00:21:29:11 - 00:21:31:16
In fact, that's all they talked about.

00:21:31:16 - 00:21:34:02
How do we deal with stress? Life is hard.

00:21:34:02 - 00:21:37:02
And they said
that you can't control the world,

00:21:37:18 - 00:21:40:18
but you can control your reaction to it.

00:21:41:24 - 00:21:44:24
And what I'm seeing here

00:21:45:06 - 00:21:48:09
is that stress exists in two places
inside of ourselves.

00:21:49:08 - 00:21:51:04
It exists in our bodies.

00:21:51:04 - 00:21:52:18
We can feel it.

00:21:52:18 - 00:21:54:22
I can feel a little tension right now
in my shoulders.

00:21:54:22 - 00:21:57:22
So I'm going to just take a moment
and relax.

00:21:58:08 - 00:22:01:12
And stress exists in our minds,

00:22:03:00 - 00:22:05:22
in our worries.

00:22:05:22 - 00:22:08:22
And some of that is because we are so good

00:22:09:15 - 00:22:12:15
at practicing worrying about the future.

00:22:13:05 - 00:22:19:08

For some of us, like me, it was literally my best habit or my worst habit.

00:22:20:04 - 00:22:22:20

It was something that I did all the time.

00:22:22:20 - 00:22:26:05

I practiced worrying about all the things that could go wrong,

00:22:26:12 - 00:22:31:11

not realizing that I was causing stress inside of my mind,

00:22:31:11 - 00:22:33:11

which was causing stress inside of my body,

00:22:33:11 - 00:22:36:12

which was causing more stress inside of my mind.

00:22:37:08 - 00:22:41:17

And we now know that there's more than 30 medical conditions

00:22:42:08 - 00:22:45:10

that are caused or contributed to by stress.

00:22:46:05 - 00:22:51:18

And the World Health Organization says that more than 70%

00:22:51:18 - 00:22:55:16

of all of the chronic medical problems we have, and we treat

00:22:56:10 - 00:22:59:10

are caused or contributed to by stress.

00:22:59:24 - 00:23:02:07

So I'm going to say something radical

00:23:03:11 - 00:23:06:06

that if we really want to care,

00:23:06:06 - 00:23:08:17

we have to become experts

00:23:08:17 - 00:23:11:13
in managing stress.

00:23:11:13 - 00:23:14:05
Because if we can simply do that,

00:23:14:05 - 00:23:17:24
70% of the ailments
that we're dealing with

00:23:19:00 - 00:23:22:00
can subside just a little bit.

00:23:22:02 - 00:23:23:03
All right.

00:23:23:03 - 00:23:25:21
Who's ready to get into some practice?

00:23:25:21 - 00:23:28:16
Anybody ready to get in some practice
show of hands.

00:23:28:16 - 00:23:31:09
Otherwise we can just call it quits right
here.

00:23:31:09 - 00:23:33:09
You can say this is enough. We're done.

00:23:33:09 - 00:23:35:23
Okay, I'm seeing 3 or 4 hands.

00:23:35:23 - 00:23:38:21
Oh, and I'm
seeing one of those microphones.

00:23:38:21 - 00:23:41:04
That megaphone. Ooh, a heart.

00:23:41:04 - 00:23:43:08
You all are very creative
with these emojis.

00:23:43:08 - 00:23:45:18
I didn't know
you could do all those things.

00:23:45:18 - 00:23:47:19
Okay, so.

00:23:47:19 - 00:23:50:19

So I think it sounds like we're all in for

00:23:50:19 - 00:23:54:06

getting our hands
a little bit dirty now and doing the work.

00:23:54:06 - 00:23:56:07

We've done the thinking,
but let's do the work.

00:23:58:20 - 00:24:01:07

Step one

00:24:01:07 - 00:24:03:11

we talked about how

00:24:03:11 - 00:24:07:16

caring for others,
simply at its most basic,

00:24:07:16 - 00:24:10:16

means being present.

00:24:12:02 - 00:24:15:02

But we have this thing in our lives.

00:24:15:18 - 00:24:18:00

It's called time.

00:24:18:00 - 00:24:21:00

And many of you have said
we don't have enough of it.

00:24:21:03 - 00:24:24:18

In fact, some of you are probably getting
a little stressed out right now

00:24:24:21 - 00:24:27:21

thinking about how little time
we may have left.

00:24:29:17 - 00:24:31:20

But here's the question

00:24:31:20 - 00:24:34:07

when we're caring for someone,

00:24:34:07 - 00:24:38:11

whether it's someone else or ourselves,
are we caring for them?

00:24:39:04 - 00:24:42:13

In the past, in a time
that's already gone by,

00:24:43:14 - 00:24:45:09

are we caring for them in the future?

00:24:45:09 - 00:24:47:22

That hasn't happened yet.

00:24:47:22 - 00:24:49:14

Where does care happen?

00:24:49:14 - 00:24:51:19

The act of care?

00:24:51:19 - 00:24:53:16

Type it in the chat box.

00:24:53:16 - 00:24:57:15

Just so I'm clear
that we're all on the same page here.

00:24:57:15 - 00:25:03:00

If we want to care for someone else, can
we be stuck in our heads in the future?

00:25:03:09 - 00:25:04:12

That hasn't happened.

00:25:04:12 - 00:25:07:15

Can we be thinking and ruminating
about all the things

00:25:07:15 - 00:25:10:15

that in the past,
the sand that has already crossed?

00:25:11:01 - 00:25:13:21

Is it possible to care for someone
when we're distracted?

00:25:15:07 - 00:25:17:01

Absolutely not.

00:25:17:01 - 00:25:19:18

I'm going to see

if we can get a close up here.

00:25:19:18 - 00:25:23:04

The only place we can care
for someone else and ourselves

00:25:23:10 - 00:25:26:10

is in this moment, right here.

00:25:26:18 - 00:25:28:16

When this piece of sand crosses.

00:25:28:16 - 00:25:31:22

Once that's gone, this moment is gone.

00:25:33:16 - 00:25:36:13

So let's get ourselves
present in the moment,

00:25:36:13 - 00:25:42:09

which is the first step in care,
a very simple two minute practice.

00:25:42:22 - 00:25:44:13

There's lots of ways to get present.

00:25:44:13 - 00:25:50:00

You can do it by looking at a bird
or getting some sun on your skin, or

00:25:50:18 - 00:25:53:07

listening to some music,
but we'll do it using something

00:25:53:07 - 00:25:57:10

that we always have with us,
which is our breath.

00:25:57:10 - 00:25:59:21

And our body.

00:25:59:21 - 00:26:01:09

So make yourself comfortable.

00:26:01:09 - 00:26:03:19

Now I'm going to adjust myself
a little bit.

00:26:03:19 - 00:26:04:21

Make yourself comfortable.

00:26:07:03 - 00:26:07:21

Keep yourself

00:26:07:21 - 00:26:12:02

upright and relaxed
and take a really nice deep breath

00:26:12:02 - 00:26:15:02

and fill up your belly
like you're smelling the roses.

00:26:17:01 - 00:26:19:23

Now blow out as if through a straw,

00:26:19:23 - 00:26:22:14

really slowly, all the way out to relax

00:26:22:14 - 00:26:25:14

your nervous system.

00:26:28:01 - 00:26:31:01

Deep breath in through the nostrils.

00:26:33:10 - 00:26:36:10

Breathe out slowly and completely.

00:26:36:22 - 00:26:40:04

And if it feels right,
allow your eyes to close gently

00:26:40:08 - 00:26:43:08

or just gaze in front of you.

00:26:43:20 - 00:26:46:20

One more deep breath in.

00:26:47:01 - 00:26:49:23

And exhale.

00:26:49:23 - 00:26:53:03

Now, returning your breath to its natural
rhythm.

00:26:54:00 - 00:26:57:00

Not needing to change the breath at all.

00:26:57:04 - 00:27:00:04

Just allow the body to relax

00:27:00:21 - 00:27:02:19
and breathe

00:27:02:19 - 00:27:05:19
in and out through the nostrils.

00:27:08:14 - 00:27:10:20
Give yourself permission

00:27:10:20 - 00:27:13:20
to arrive in this moment,

00:27:13:23 - 00:27:16:10
because this is the only moment

00:27:16:10 - 00:27:19:10
we have to live.

00:27:21:22 - 00:27:25:13
Now, bringing awareness like a scientist

00:27:26:19 - 00:27:29:16
to the sensations of the next breath

00:27:29:16 - 00:27:32:16
as it moves in through your nostrils.

00:27:35:01 - 00:27:38:03
And bringing that same curiosity
and awareness

00:27:38:03 - 00:27:41:03
to this next breath
as it leaves the nostrils.

00:27:44:06 - 00:27:46:02
Breathing in,

00:27:46:02 - 00:27:48:24
simply become aware

00:27:48:24 - 00:27:51:24
that you're breathing in.

00:27:52:02 - 00:27:54:12
Breathing out,

00:27:54:12 - 00:27:56:08
simply become aware that you're

00:27:56:08 - 00:27:59:08
breathing out.

00:28:00:16 - 00:28:03:09
For the next 30s,

00:28:03:09 - 00:28:08:07
I'll invite you to bring your full present
moment awareness

00:28:08:22 - 00:28:11:22
to each and every breath,

00:28:12:15 - 00:28:15:15
giving a little bit of gratitude

00:28:15:24 - 00:28:19:05
for the nutrients and oxygen
that are coming into your body.

00:28:20:21 - 00:28:24:05
And when your mind wanders to the past
or the future,

00:28:24:21 - 00:28:27:21
see if you can notice that it's wandering

00:28:28:05 - 00:28:30:09
and without judging,

00:28:30:09 - 00:28:33:22
bringing your full awareness
back to this next breath in

00:28:35:03 - 00:28:38:03
this next breath out.

00:28:58:19 - 00:29:03:00
When the mind wanders,
whether it's to a sensation in the body.

00:29:03:00 - 00:29:05:13
Or a thought about the future or the past.

00:29:06:14 - 00:29:10:19
Gently but firmly bring your attention

00:29:11:06 - 00:29:14:06
back to this next breath. In.

00:29:15:01 - 00:29:18:01

And this next breath out.

00:29:27:12 - 00:29:30:24

Now, letting go of any anchoring
of attention on the breath.

00:29:30:24 - 00:29:33:24

And simply becoming aware of the body.

00:29:34:11 - 00:29:38:16

Sitting, resting in this moment.

00:29:40:20 - 00:29:44:12

Noticing any shifts or changes in the body
or mind.

00:29:44:12 - 00:29:47:12

With this brief practice.

00:29:49:02 - 00:29:52:02

And now congratulating yourself

00:29:53:04 - 00:29:56:24

for this is an act of deep self-care.

00:30:01:24 - 00:30:04:24

And perhaps dedicating this practice

00:30:05:05 - 00:30:08:05

to someone you care about.

00:30:11:08 - 00:30:15:04

And when you're ready, allowing your eyes
to open in their own time

00:30:15:04 - 00:30:18:04

and bringing some movement to the fingers
and toes.

00:30:22:21 - 00:30:24:21

Taking any intuitive movements

00:30:24:21 - 00:30:27:21

or stretches
that feel right for your body.

00:30:35:03 - 00:30:37:14

Now in the chat box,

00:30:37:14 - 00:30:40:04
in a word or 2 or 3 words,

00:30:40:04 - 00:30:43:01
type in what that was like for you.

00:30:49:02 - 00:30:49:10
And if

00:30:49:10 - 00:30:52:15
you'd like to type in something
you noticed

00:30:54:03 - 00:30:57:11
something that was surprising
or interesting

00:30:57:19 - 00:31:01:09
or challenging or unusual or new or fresh.

00:31:07:13 - 00:31:10:07
I'm noticing some responses here

00:31:10:07 - 00:31:13:15
that are remarkably overlapping.

00:31:14:16 - 00:31:18:18
A lot of lot of us
feel that this is relaxing,

00:31:19:20 - 00:31:24:06
that this simple act,
this very simple act of pausing

00:31:24:06 - 00:31:27:09
for two minutes
in the middle of a busy day

00:31:28:10 - 00:31:32:12
to simply notice our breath and notice
our mind and notice our body.

00:31:33:03 - 00:31:37:23
I'm seeing words
like clearing and reinvigorating, relaxed.

00:31:38:16 - 00:31:41:15
This is a classic that Linette said.

00:31:41:15 - 00:31:44:18

I didn't realize how tense I was.

00:31:46:21 - 00:31:49:21

This is an act of self-awareness,

00:31:50:24 - 00:31:53:16

peaceful,

00:31:53:16 - 00:31:55:08

refreshing and renewing.

00:31:55:08 - 00:31:58:08

Amazing.

00:31:58:17 - 00:31:59:23

Excellent.

00:31:59:23 - 00:32:01:11

Leanne hit upon something

00:32:01:11 - 00:32:04:11

that I wanted someone to bring up,
and I'm so glad you did.

00:32:05:04 - 00:32:09:13

Peaceful, but also difficult
to focus on the breathing.

00:32:10:19 - 00:32:13:19

Simply noticing that it can be difficult.

00:32:14:01 - 00:32:16:05

That's a win.

00:32:16:05 - 00:32:17:17

That's success.

00:32:17:17 - 00:32:21:21

It's noticing how challenging it can be
to simply slow down for two minutes.

00:32:23:18 - 00:32:27:00

And also someone notice
that toward the end of that two minutes,

00:32:27:00 - 00:32:30:15

they wanted to jump on their phone
and order groceries.

00:32:32:06 - 00:32:35:04

I need some hummus, by the way,
so if you can put that in your order,

00:32:35:04 - 00:32:36:08
that would be awesome.

00:32:36:08 - 00:32:39:08
Okay, a little baby carrots.

00:32:40:12 - 00:32:42:03
So what we're noticing is

00:32:42:03 - 00:32:45:03
our minds are wanting to get it over with.

00:32:46:14 - 00:32:49:23
But if we choose to slow down
and offer gratitude

00:32:49:23 - 00:32:53:04
for these precious breaths
that we take for granted,

00:32:54:12 - 00:32:57:11
we experience a little more peace

00:32:57:11 - 00:33:02:13
and a little more pride in ourselves
that we're able to take back control of.

00:33:02:13 - 00:33:05:13
The one thing that we have control over,

00:33:05:14 - 00:33:09:19
which is where we place our attention
and where our attention goes is

00:33:09:19 - 00:33:13:17
where our energy flows,
which determines our experience.

00:33:15:05 - 00:33:16:17
Okay, who's ready

00:33:16:17 - 00:33:20:15
for one more practice
as we finish up the program?

00:33:20:19 - 00:33:23:16
A show of, hands, hearts,

00:33:23:16 - 00:33:26:19

hats, whatever
you call those things with the confetti.

00:33:27:06 - 00:33:29:09

what do you call those?

00:33:29:09 - 00:33:30:15

What are those called?

00:33:30:15 - 00:33:32:06

Beakers.

00:33:32:06 - 00:33:33:15

Is anyone know the word for that?

00:33:33:15 - 00:33:34:21

I'm really curious.

00:33:34:21 - 00:33:37:21

Confetti horns.

00:33:39:18 - 00:33:40:16

Okay.

00:33:40:16 - 00:33:41:16

Party hats.

00:33:41:16 - 00:33:43:20

That's not a is that a party hat?

00:33:43:20 - 00:33:45:08

Sort of upside down.

00:33:45:08 - 00:33:46:19

Okay. Party hats.

00:33:46:19 - 00:33:48:05

It is.

00:33:48:05 - 00:33:50:12

Confetti ice cream cone.

00:33:50:12 - 00:33:52:14

I just call it celebrate party poppers.

00:33:52:14 - 00:33:54:00

Thank you.

00:33:54:00 - 00:33:54:12

Awesome.

00:33:54:12 - 00:33:56:12

I love the connection
that we were having here.

00:33:56:12 - 00:33:58:23

This this feels really nourishing.

00:33:58:23 - 00:34:00:15

This is this is care.

00:34:00:15 - 00:34:03:15

Also,
care is not about being by ourselves,

00:34:04:05 - 00:34:06:15

though
we certainly can practice by ourselves.

00:34:06:15 - 00:34:11:19

Care is sharing with lightness
in what can really be challenging times.

00:34:12:23 - 00:34:15:02

Okay,

00:34:15:02 - 00:34:18:02

I have a question for you.

00:34:19:21 - 00:34:22:21

Who knows what this is?

00:34:25:05 - 00:34:27:05

And go ahead and type it in the chat box.

00:34:27:05 - 00:34:29:12

If you recognize what this is up,
you got it.

00:34:29:12 - 00:34:34:08

Okay, now I'm
someone who likes to think in metaphors.

00:34:34:13 - 00:34:37:13

Okay, that's a hint.

00:34:38:13 - 00:34:41:13

What is this supposed to represent now?

00:34:41:13 - 00:34:45:24

This snow globe, which is all mixed up
and all these things going inside?

00:34:47:15 - 00:34:50:15

Yes, yes, yes, exactly.

00:34:50:19 - 00:34:52:17

I'm seeing it there.

00:34:52:17 - 00:34:55:20

This is what it's like in Nicole said it.

00:34:56:07 - 00:34:58:09

My brain.

00:34:58:09 - 00:35:01:02

Has anyone ever felt
a little fog in their brain,

00:35:01:02 - 00:35:03:23

a little storm in their brain,
a little clouds in their brain,

00:35:03:23 - 00:35:07:23

whether they feel sad or down
or hopeless or helpless

00:35:07:23 - 00:35:11:06

or confused or stressed or angry
or you name the emotion.

00:35:13:11 - 00:35:14:12

Yes. Show of hands.

00:35:14:12 - 00:35:18:07

If you've if you felt that
in the last week, this cloudiness.

00:35:20:07 - 00:35:22:15

Now, here's my real question.

00:35:22:15 - 00:35:26:23

If our mind is like this,
we have this fog in our mind.

00:35:27:05 - 00:35:31:03

How well can we see another person?

00:35:31:21 - 00:35:36:00

How well can we truly see another person?

00:35:36:20 - 00:35:39:20

And how well can we see their pain?

00:35:39:24 - 00:35:42:24

And how well can we see their suffering,

00:35:43:11 - 00:35:46:09

and how well can we hear their story?

00:35:46:09 - 00:35:49:09

If this is what's happening inside of us?

00:35:49:15 - 00:35:51:05

Any thoughts?

00:35:51:05 - 00:35:54:05

Enter them or type them in the chat box.

00:35:54:09 - 00:35:57:08

What do you think happens
when we walk around with a mind

00:35:57:08 - 00:36:00:08

that's like this?

00:36:03:01 - 00:36:05:24

Very good.

00:36:05:24 - 00:36:08:24

Not only can we not see

00:36:09:02 - 00:36:12:02

the people that we want to care for.

00:36:14:04 - 00:36:17:17

But as Leanne said,
we may think we see them,

00:36:17:17 - 00:36:21:00

but we're actually seeing
a distorted view of them.

00:36:21:16 - 00:36:23:17

We're not seeing others clearly,

00:36:25:12 - 00:36:25:21

and if

00:36:25:21 - 00:36:28:23

we can't see others or ourselves clearly,

00:36:29:15 - 00:36:33:01

how can we possibly care for
what's hurting them

00:36:33:01 - 00:36:36:01

the most?

00:36:36:10 - 00:36:39:10

I'd like to finish with a brief practice,

00:36:40:11 - 00:36:43:09

which for me is a very powerful way.

00:36:43:09 - 00:36:46:23

After we're settling that snow globe,
that storm in our minds

00:36:46:23 - 00:36:49:23

with our breath, and by calming our body
like we've done already.

00:36:50:20 - 00:36:56:01

This is about seeing clearly and offering
compassion, kindness,

00:36:56:14 - 00:37:00:02

and the one thing
that no matter who you are

00:37:00:03 - 00:37:03:21

and where you live in the world,
and what your job is, the one thing

00:37:03:21 - 00:37:06:21

that always heals

00:37:06:22 - 00:37:08:07

a way to develop that is.

00:37:08:07 - 00:37:10:20

Anyone have any idea
of what that one thing is

00:37:10:20 - 00:37:13:23

that always has a healing effect
on ourselves and others.

00:37:14:08 - 00:37:15:06

It's one word

00:37:15:06 - 00:37:19:11

and I try not to use four letter words,
but I would use a four letter word.

00:37:20:23 - 00:37:22:09

Four letter word.

00:37:22:09 - 00:37:24:13

Haha. Someone's hungry.

00:37:24:13 - 00:37:25:20

Very good.

00:37:25:20 - 00:37:27:24

Excellent. I'm seeing it here.

00:37:27:24 - 00:37:30:24

The word is love.

00:37:30:24 - 00:37:34:14

It may be a weird or a radical concept
to say that we need

00:37:34:14 - 00:37:38:02

love in healthcare, or in business
or in organizations.

00:37:38:08 - 00:37:40:04

Some people would say that's crazy.

00:37:40:04 - 00:37:41:17

We should focus on the bottom line.

00:37:41:17 - 00:37:44:17

Well, I think that unless we make love

00:37:45:00 - 00:37:47:16

part of the bottom line,

00:37:47:16 - 00:37:50:16

we're never going to heal ourselves.

00:37:50:16 - 00:37:53:16

Love has to be part of the bottom line.

00:37:54:01 - 00:37:57:01

Find a comfortable position
in the last three minutes.

00:37:57:04 - 00:37:58:14
Really comfortable.

00:37:58:14 - 00:38:03:06
Give yourself a little a little shake,
a little twist a little stretch,

00:38:03:17 - 00:38:06:17
and then just allow your body to relax,

00:38:07:03 - 00:38:09:24
taking a nice deep breath
in through the nose

00:38:09:24 - 00:38:13:02
like we did
before and slowly out through the mouth.

00:38:15:01 - 00:38:16:01
Deep breath in through the

00:38:16:01 - 00:38:20:17
nose, filling up the belly
and breathing out slowly and completely,

00:38:20:17 - 00:38:23:22
allowing the eyes to close or gaze

00:38:23:22 - 00:38:26:22
gently in front of you.

00:38:28:03 - 00:38:28:23
Letting the breath

00:38:28:23 - 00:38:31:23
return to its natural rhythm,

00:38:32:07 - 00:38:36:00
inviting relaxation to the muscles

00:38:37:08 - 00:38:39:11
of the brow,

00:38:39:11 - 00:38:41:07
the jaw,

00:38:41:07 - 00:38:43:11

the neck.

00:38:43:11 - 00:38:45:05

Inviting relaxation

00:38:45:05 - 00:38:49:02

to the shoulders, the hands, the belly,

00:38:49:20 - 00:38:52:03

the legs

00:38:52:03 - 00:38:55:05

inviting relaxation to this body

00:38:55:05 - 00:38:58:05

that's been through so much.

00:39:01:11 - 00:39:05:13

Now bringing to mind someone in your life

00:39:07:05 - 00:39:10:05

that has cared for you.

00:39:10:21 - 00:39:13:21

Someone in your life that has loved you.

00:39:15:16 - 00:39:17:18

And this could be a family member,

00:39:17:18 - 00:39:20:18

a parent, a sibling, a child, a pet.

00:39:21:03 - 00:39:24:03

It could be a religious figure passed

00:39:25:11 - 00:39:28:11

leader.

00:39:28:15 - 00:39:30:07

Bring to mind a kind,

00:39:30:07 - 00:39:33:07

compassionate, loving, caring being

00:39:34:02 - 00:39:36:13

that has helped you in some way
and see them

00:39:36:13 - 00:39:40:19

now in your mind's eye,

as if they are here in front of you.

00:39:42:14 - 00:39:45:14

See their eyes, the color of their eyes.

00:39:46:09 - 00:39:50:01

See the look on their face
as their body is filled

00:39:50:01 - 00:39:53:01

with love for you.

00:39:55:17 - 00:39:58:15

And now, as an act of gratitude,

00:39:58:15 - 00:40:02:03

sending them silent wishes for well-being,

00:40:03:12 - 00:40:06:00

repeating in your mind

00:40:06:00 - 00:40:09:00

the following four phrases

00:40:09:09 - 00:40:12:22

or adjusting the phrases.

00:40:15:07 - 00:40:19:06

May you feel safe and protected.

00:40:21:09 - 00:40:24:24

May you feel loved and connected.

00:40:26:22 - 00:40:29:07

May you feel healthy

00:40:29:07 - 00:40:32:07

and whole.

00:40:32:17 - 00:40:35:11

May you feel calm

00:40:35:11 - 00:40:38:11

and joyful.

00:40:39:09 - 00:40:41:24

Once again,
now seeing the look on their face.

00:40:41:24 - 00:40:44:24

Seeing the glow. Seeing a gentle smile.

00:40:44:24 - 00:40:47:24

Seeing the twinkle in their eyes.

00:40:48:07 - 00:40:51:07

This being who has loved you

00:40:51:12 - 00:40:54:12

now. Sending love to them once more

00:40:54:24 - 00:40:56:01

with these phrases.

00:40:56:01 - 00:40:58:20

Repeating them in your mind.

00:40:58:20 - 00:41:01:20

May you feel safe and protected.

00:41:03:14 - 00:41:06:14

May you feel loved and connected.

00:41:08:03 - 00:41:10:22

May you feel healthy and whole.

00:41:12:20 - 00:41:15:20

May you feel calm and joyful.

00:41:21:06 - 00:41:21:24

Noticing

00:41:21:24 - 00:41:24:24

any shifts in your body of how it feels.

00:41:25:14 - 00:41:28:12

And for this last moment,
I'll invite you to place

00:41:28:12 - 00:41:31:12

one hand over your own heart,

00:41:32:10 - 00:41:36:02

sending warmth to your heart
and feeling warmth from your heart.

00:41:36:16 - 00:41:41:14

And maybe, if it feels right,
placing the second hand over the first

00:41:42:00 - 00:41:45:00

in an act of love.

00:41:45:08 - 00:41:48:12

This same love that you've felt
from this other person.

00:41:48:24 - 00:41:52:05

The same love that you are sending
to this other person.

00:41:53:10 - 00:41:55:17

Taking just a moment

00:41:55:17 - 00:42:00:00

to share this energy
and these wishes with the one person

00:42:00:00 - 00:42:03:16

who deserves love
as much as anyone else in the world.

00:42:04:21 - 00:42:07:21

That's you.

00:42:08:04 - 00:42:09:21

Repeating

00:42:09:21 - 00:42:12:21

silently to yourself the following phrases

00:42:13:12 - 00:42:16:12

or adapting them.

00:42:16:20 - 00:42:20:10

May I feel safe and protected?

00:42:22:01 - 00:42:25:24

May I feel loved and connected.

00:42:27:24 - 00:42:31:10

May I feel healthy and whole.

00:42:33:12 - 00:42:36:12

May I feel calm

00:42:36:20 - 00:42:39:20

and joyful.

00:42:44:06 - 00:42:45:11

Allowing space

00:42:45:11 - 00:42:48:15
for any shifts or changes in the body.

00:42:49:19 - 00:42:51:02
And one last time.

00:42:51:02 - 00:42:52:07
Repeating these phrases.

00:42:52:07 - 00:42:55:07
Sending the same love and care

00:42:56:00 - 00:42:59:00
to the person who deserves it most,
which is yourself.

00:43:00:03 - 00:43:03:03
May I feel safe and protected?

00:43:04:03 - 00:43:07:03
May I feel loved and connected.

00:43:08:19 - 00:43:11:19
May I feel healthy and whole.

00:43:12:21 - 00:43:15:21
May I feel calm and joyful.

00:43:21:09 - 00:43:24:09
Noticing how it feels in the body now
and in the mind.

00:43:24:09 - 00:43:27:09
If anything's changed or shifted.

00:43:27:15 - 00:43:30:15
When you're ready,
you can relax your hands in your lap,

00:43:31:15 - 00:43:35:19
congratulating yourself for this act
not only of self-care,

00:43:36:07 - 00:43:39:17
but of self-compassion and self-love.

00:43:41:07 - 00:43:43:20
And imagine your life and your world.

00:43:43:20 - 00:43:46:17

If you brought more of
this into your life each day,

00:43:47:22 - 00:43:48:04

and the

00:43:48:04 - 00:43:51:04

experience that others might have,
the benefits

00:43:51:15 - 00:43:54:15

that they might enjoy.

00:43:55:13 - 00:43:56:22

Allowing your eyes to open

00:43:56:22 - 00:43:59:22

when it feels right in your own time.

00:44:02:12 - 00:44:05:12

And one last time in the chat box,

00:44:06:05 - 00:44:09:05

typing in what that was like for you.

00:44:09:08 - 00:44:12:08

What was the experience
like for you in a word or two?

00:44:20:24 - 00:44:23:24

Hmhm beautiful.

00:44:26:19 - 00:44:27:19

Heartwarming.

00:44:27:19 - 00:44:29:11

Tearful. Fresh air.

00:44:29:11 - 00:44:31:19

Peaceful. Needed.

00:44:31:19 - 00:44:33:09

Brought tears.

00:44:33:09 - 00:44:35:05

Beautiful.

00:44:35:05 - 00:44:36:17

Beautiful. Much needed.

00:44:36:17 - 00:44:38:19
Calming. Soft. Comforting.

00:44:38:19 - 00:44:41:19
Peaceful. Oh.

00:44:44:23 - 00:44:50:02
These can be very powerful practices, even though they're only three minutes long.

00:44:50:02 - 00:44:53:14
This is called loving kindness meditation

00:44:55:13 - 00:44:57:09
and it can be practiced for yourself.

00:44:57:09 - 00:45:00:17
For others, I practice it for people who I'm passing on the highway,

00:45:00:22 - 00:45:05:03
or sometimes who are even cutting me off wishing them well.

00:45:06:02 - 00:45:08:11
And for those of us who are experiencing emotions

00:45:08:11 - 00:45:11:19
and tears with this, that can be normal.

00:45:12:09 - 00:45:15:09
Now, please, if there are emotions coming up,

00:45:15:15 - 00:45:18:12
please reach out to someone to speak about them.

00:45:18:12 - 00:45:21:03
This is not a practice that's done by ourselves.

00:45:21:03 - 00:45:23:19
This is a part of a community and this.

00:45:23:19 - 00:45:27:09
If it's your first time with this

practice, please raise your hand.

00:45:28:00 - 00:45:31:04

If it's the first time you've done
this practice, raise your hand.

00:45:37:14 - 00:45:40:14

Excellent.

00:45:42:15 - 00:45:45:11

If this is a useful practice,
if it was helpful

00:45:45:11 - 00:45:48:12

and all of these practices,
there are many resources

00:45:48:12 - 00:45:52:02

available where you can learn more
and make them a part of your daily life.

00:45:52:23 - 00:45:55:20

I want to thank you
from the bottom of my heart

00:45:55:20 - 00:45:58:16

for your kindness,
for your presence, for your attention,

00:45:58:16 - 00:46:01:16

and for the choice that you made today
to show up

00:46:02:11 - 00:46:05:11

and for the dedication
you have to caring for others.

00:46:05:14 - 00:46:08:14

Thank you.

00:46:09:14 - 00:46:11:12

Thank you, Doctor Fisher,

00:46:11:12 - 00:46:14:16

so much for that amazing keynote speech.

00:46:15:13 - 00:46:17:07

folks, the Q&A is open.

00:46:17:07 - 00:46:19:01

We welcome questions on there.

00:46:19:01 - 00:46:22:21

And again,
a huge virtual applause for Doctor Fisher.

00:46:23:16 - 00:46:27:07

Loved seeing those emojis
and those heartfelt, so hearts.

00:46:27:07 - 00:46:28:05

Yeah hearts.

00:46:28:05 - 00:46:34:06

And oh, they said it before a little
confetti and today's, lots of hand waving.

00:46:34:06 - 00:46:36:20

So, lots of praise for you for sure.

00:46:36:20 - 00:46:37:21

Thank you so much.

00:46:37:21 - 00:46:40:11

Again, folks want to just say that
the Q&A is open.

00:46:40:11 - 00:46:43:11

If there are any questions, you're
welcome to place them in there.

00:46:43:16 - 00:46:46:19

We're going to spend the next couple of
minutes just, going through some questions

00:46:47:04 - 00:46:50:11

and picking Doctor
Fisher's brain around, stress

00:46:50:11 - 00:46:53:11

and how to manage it for ourselves,
how to continue these practices.

00:46:53:20 - 00:46:55:22

So I do have a question
here for you, Doctor Fisher.

00:46:57:08 - 00:47:00:08

especially
you mentioned in your presentation

00:47:00:13 - 00:47:03:20
how you overcame
some of the your own stress in your life.

00:47:04:05 - 00:47:07:09
The question here is,
I live under constant stress.

00:47:07:09 - 00:47:10:14
How can I recognize when I'm burnt out
versus

00:47:10:14 - 00:47:13:14
my normal high stress life?

00:47:14:16 - 00:47:16:09
well, first

00:47:16:09 - 00:47:20:05
I want to say that you're
in the right place with the right people

00:47:20:17 - 00:47:24:21
in planning for this program,
I have experienced so much dedication

00:47:24:21 - 00:47:26:20
and care from this organization

00:47:26:20 - 00:47:29:24
that I know that this is not the end
of the conversation for you,

00:47:29:24 - 00:47:32:18
and that there are people
who are here to support you.

00:47:32:18 - 00:47:36:06
The second thing that I'll say
is it's a really important distinction,

00:47:36:18 - 00:47:40:17
really important to know the difference
between feeling stressed,

00:47:41:07 - 00:47:44:24
which I didn't define it for you,
but I like the definition of stress,

00:47:45:20 - 00:47:48:05
of the feeling that we don't have

00:47:48:05 - 00:47:51:06
adequate resources
to meet the challenges that we face,

00:47:52:11 - 00:47:53:15
feeling or belief that we

00:47:53:15 - 00:47:56:15
don't have adequate resources
as opposed to burnout.

00:47:56:17 - 00:47:59:10
Burnout has three very clear criteria.

00:47:59:10 - 00:48:02:10
Number one, we're exhausted

00:48:02:13 - 00:48:05:12
a lot of the time,
physically or emotionally.

00:48:05:12 - 00:48:08:14
Number two,
we've lost our sense of connection

00:48:08:14 - 00:48:12:03
with our own humanity or other people,
and we're starting to treat other people

00:48:12:03 - 00:48:15:24
as if we just want to kind of
either use them or transact with them.

00:48:15:24 - 00:48:18:24
And we're not caring for people
the same way we used to.

00:48:19:16 - 00:48:23:17
And the third is the feeling that
we're not living into our full potential.

00:48:24:17 - 00:48:26:17
So if you're feeling all three of those,
that's

00:48:26:17 - 00:48:29:17
not stress, that's burnout from work.

00:48:29:20 - 00:48:33:08

And if that's the case, there are a number of steps that it's important to take.

00:48:33:21 - 00:48:36:22

The first is to let someone know in your organization

00:48:38:01 - 00:48:40:22

that you're not always going to be met with empathy, compassion and care.

00:48:40:22 - 00:48:43:21

That's why we're here. We're trying to fix that.

00:48:43:21 - 00:48:48:21

But assuming you are, the work begins not on the inside.

00:48:48:21 - 00:48:52:24

Strangely, the work begins on the outside and letting someone know that you need

00:48:52:24 - 00:48:56:06

an adjustment in your work schedule and that you need help.

00:48:56:12 - 00:49:00:16

And that help may come from a coach, a counselor, a therapist, or a friend.

00:49:01:20 - 00:49:03:24

It may come in the form of journaling

00:49:03:24 - 00:49:06:18

and at the same time beginning this work.

00:49:06:18 - 00:49:10:11

The inner work, the inner work of taking a stand

00:49:10:11 - 00:49:13:20

for yourself and saying what it is that you're really needing.

00:49:14:04 - 00:49:17:04

Great question.

00:49:17:08 - 00:49:18:06

Thanks, Doctor Fisher.

00:49:18:06 - 00:49:21:00

This next question
came in through the Q&A.

00:49:21:00 - 00:49:23:05

How do we get over ourselves?

00:49:23:05 - 00:49:26:09

I feel silly
sometimes doing some of these meditations.

00:49:27:03 - 00:49:29:00

It is so natural.

00:49:29:00 - 00:49:30:04

I'm glad you said that.

00:49:30:04 - 00:49:33:15

I felt so silly,
especially with the last meditation.

00:49:33:15 - 00:49:34:23

What's called loving kindness?

00:49:34:23 - 00:49:38:05

I mean, come on,
like we're supposed to be tough, right?

00:49:38:05 - 00:49:41:24

Like, what is this touchy
feely, gooey, mushy gushy stuff, right?

00:49:42:06 - 00:49:43:20

Anybody feel a little bit of that?

00:49:43:20 - 00:49:45:06

You can put up your hands.

00:49:45:06 - 00:49:45:24

You don't have to.

00:49:45:24 - 00:49:48:06

I know you're there
because we all feel that way.

00:49:48:06 - 00:49:51:24

So the first thing is

you are not alone in this.

00:49:52:21 - 00:49:55:03

The question then is why?

00:49:55:03 - 00:49:57:11

Why do we feel such

00:49:57:11 - 00:50:00:20

sometimes shame or embarrassment
about something that's so natural,

00:50:00:20 - 00:50:04:23

which is loving, loving ourselves,
loving others, taking time for ourselves?

00:50:05:09 - 00:50:07:06

And some of that is cultural.

00:50:07:06 - 00:50:08:17

Some of that I would suggest

00:50:08:17 - 00:50:13:11

maybe messages that you and I got
when we were children, and I'll offer this

00:50:13:11 - 00:50:18:01

the same way that you learned to be self
conscious about giving yourself love.

00:50:18:10 - 00:50:20:09

You can unlearn it.

00:50:20:09 - 00:50:24:04

You can teach yourself a new lesson
and give yourself a new message each day

00:50:24:10 - 00:50:29:01

that you deserve love and affection,
just like everyone else in your life.

00:50:31:17 - 00:50:32:24

It's artificial.

00:50:32:24 - 00:50:36:21

I think we have time for one more question
or a few more questions.

00:50:37:14 - 00:50:41:16

How much time should I be dedicating

to my self-care and well-being techniques?

00:50:42:07 - 00:50:45:07

Oh, that's a great question.

00:50:45:23 - 00:50:48:15

there are so many self-care
and wellbeing techniques.

00:50:48:15 - 00:50:51:21

We want to look after our body
with adequate sleep,

00:50:52:02 - 00:50:57:02

with proper nutrition, with exercise, and
we want to look after our spirit, right?

00:50:57:02 - 00:51:00:21

And our emotions
with journaling, meditation, stress

00:51:00:21 - 00:51:02:22

reduction,
time in nature and time with friends.

00:51:02:22 - 00:51:05:06

So that's a lot.

00:51:05:06 - 00:51:07:11

But it doesn't have to take much time.

00:51:07:11 - 00:51:10:17

You can do what we did today,
which is tomorrow or today.

00:51:10:17 - 00:51:12:20

Set a timer for two minutes.

00:51:12:20 - 00:51:14:00

Just two minutes

00:51:14:00 - 00:51:17:00

to simply watch your breath
and give gratitude for the next breath.

00:51:17:14 - 00:51:21:03

You can then do another practice
before you go to bed for three minutes

00:51:21:10 - 00:51:26:02

of practicing loving others and loving yourself or practicing gratitude.

00:51:26:22 - 00:51:31:06

So my recommendation is dedicate ten minutes every day to something

00:51:31:06 - 00:51:35:14

that just involves caring for yourself and grow the number from there.

00:51:35:14 - 00:51:39:00

Based on your work schedule, your other responsibilities.

00:51:39:10 - 00:51:40:23

Make it a priority.

00:51:40:23 - 00:51:43:14

Put it on your calendar. Me time.

00:51:46:14 - 00:51:47:04

Thank you again,

00:51:47:04 - 00:51:50:22

Doctor Fisher,
another round of virtual applause to you.

00:51:51:01 - 00:51:55:06

We're going to now start transitioning to the next portion of our agenda.

00:51:55:12 - 00:51:58:01

But want to thank you again for the presentation

00:51:58:01 - 00:52:00:12

and also for the skills that we all get to take away today.

00:52:00:12 - 00:52:01:14

So thank you.

00:52:01:14 - 00:52:04:05

Now over to Tevin

00:52:04:05 - 00:52:07:05

Kross
with the persons with disabilities BRG.

00:52:08:03 - 00:52:09:22

Thanks, Gary. Thanks.

00:52:09:22 - 00:52:11:04

hello folks.

00:52:11:04 - 00:52:14:04

and thank you again. Doctor Fisher.

00:52:14:07 - 00:52:17:07

you know, definitely
you deserve all the party poppers,

00:52:17:13 - 00:52:20:13

that you got during that presentation.

00:52:20:17 - 00:52:23:17

well, folks,
I am, one of the co-chairs here,

00:52:24:01 - 00:52:27:12

for the persons with disabilities
BRG at Novant Health.

00:52:28:13 - 00:52:31:13

one of the biggest things,
that I think is a gift

00:52:31:14 - 00:52:35:22

that the BRG, give us an opportunity to do
is show up for one another.

00:52:36:02 - 00:52:39:00

And I thank all of our
BGS do a great job of that.

00:52:40:05 - 00:52:41:04

as you know,

00:52:41:04 - 00:52:44:22

the persons with disabilities
is one of the, biggest minority groups.

00:52:44:22 - 00:52:49:10

And we get an opportunity to interact
with any, and everybody,

00:52:49:20 - 00:52:53:03

with a special focus, on our caregivers.

00:52:53:21 - 00:52:59:01

so I definitely want to, urge
you all, to always remember,

00:52:59:13 - 00:53:02:22

that there is always care
that is needed for our caregivers

00:53:02:22 - 00:53:05:22

because it's, essential, for all of us,

00:53:06:12 - 00:53:09:12

to take care of ourselves
so we can show up for one another.

00:53:10:02 - 00:53:13:03

with that,
I'll just go ahead and, take this time

00:53:13:03 - 00:53:16:14

to pass it over to Lauren
to introduce our panel.

00:53:17:01 - 00:53:18:09

Thank you.

00:53:18:09 - 00:53:19:16

Thank you. Kevin.

00:53:19:16 - 00:53:21:11

Hi, I'm Lauren Pino Aids.

00:53:21:11 - 00:53:24:02

I am trained as a psychologist.

00:53:24:02 - 00:53:26:13

and I am the director of resident
and faculty

00:53:26:13 - 00:53:30:06

well-being at the Novant Health
Family Medicine Residency program.

00:53:30:21 - 00:53:33:18

And I'm looking forward
to hearing from our panelists today and

00:53:33:18 - 00:53:36:21

and hearing what they have learned and
their perspectives on being a caregiver.

00:53:37:17 - 00:53:41:04
so we have Sarah Arthur,
who is a licensed clinical social worker.

00:53:41:20 - 00:53:44:20
she works as the director of community
health at Novant Health.

00:53:45:08 - 00:53:49:08
She is the family member and caregiver
of an individual with bipolar disorder

00:53:49:08 - 00:53:51:00
and borderline personality disorder.

00:53:52:12 - 00:53:55:12
Deborah Pickens was raised by parents
who are blind.

00:53:55:13 - 00:53:58:18
Her father was deaf, blind, and
she has an adult son with of blindness,

00:53:59:09 - 00:54:02:08
and prior to her recent retirement,
Deborah served as a North

00:54:02:08 - 00:54:05:08
Carolina Deaf Blind project co-director.

00:54:06:03 - 00:54:08:20
And we also have Simon Cardwell,
who is this eye

00:54:08:20 - 00:54:12:06
supplier diversity
specialist at SAS Institute and Kerry.

00:54:12:12 - 00:54:15:00
She serves on the Disability in board.

00:54:15:00 - 00:54:18:01
and Simon is the caregiver for her mother
who has Alzheimer's.

00:54:18:19 - 00:54:21:19
Now. Thank you all
for making time to join us today.

00:54:22:02 - 00:54:25:11
Sarah, I'd like to start with you,
since we're talking about workplace,

00:54:26:04 - 00:54:30:05
well-being and thinking about,
you know, working as a

00:54:30:10 - 00:54:35:08
in a caregiving role and also,
as a caregiver and a helping profession.

00:54:35:17 - 00:54:38:05
How have you created boundaries?

00:54:38:05 - 00:54:40:13
when working as a caregiver
and in helping profession?

00:54:42:06 - 00:54:42:15
Thank you.

00:54:42:15 - 00:54:44:24
Lauren.

00:54:44:24 - 00:54:46:19
I think for me,

00:54:46:19 - 00:54:50:15
I was a previous therapist,
and this was really important

00:54:50:15 - 00:54:54:09
to help to avoid potential counter
transference

00:54:54:16 - 00:54:58:02
with people
that I might be working with in therapy.

00:54:58:12 - 00:55:03:15
And even as I moved,
into working as a medical social worker

00:55:03:15 - 00:55:08:07
and in the field of social work
and health care, I realized that,

00:55:09:21 - 00:55:12:08
when you experience,

00:55:12:08 - 00:55:15:12
you know, really difficult emotions
when you're working with people

00:55:15:12 - 00:55:18:13
and you don't understand
why a lot of times that can be counter

00:55:18:13 - 00:55:21:13
transference and it's not always bad.

00:55:22:10 - 00:55:25:17
you know, being caregivers,
we know that it can give us more empathy

00:55:25:17 - 00:55:27:24
and understanding of others.

00:55:27:24 - 00:55:32:09
but things that I started to see
that were signs that it was going,

00:55:33:03 - 00:55:37:24
down the wrong path included
really wanting to save people and,

00:55:38:07 - 00:55:42:13
being over invested in their care
and what decisions they were making.

00:55:42:13 - 00:55:43:19
Getting frustrated and,

00:55:45:07 - 00:55:46:02
and or really

00:55:46:02 - 00:55:49:11
dreading time with certain people
that I was supporting,

00:55:50:02 - 00:55:53:08
whether it be in therapy
or in, in the hospital setting.

00:55:53:08 - 00:55:56:08
So I tried to,

00:55:56:13 - 00:56:00:05
one talk with people

that were also in the helping profession

00:56:00:05 - 00:56:03:05

and, and knew what
I might be experiencing,

00:56:03:22 - 00:56:05:19

thought about ways
that I can recognize it.

00:56:05:19 - 00:56:10:05

So I think, whether you're a caregiver
or whether you might have,

00:56:11:02 - 00:56:16:08

a potential diagnosis
in behavioral health or other concerns,

00:56:17:01 - 00:56:21:14

I think everyone can benefit from
going to therapy, which is what I've done.

00:56:21:14 - 00:56:25:23

And and it helped me to recognize some of
those things that I was experiencing.

00:56:26:10 - 00:56:29:18

And when I did notice it,
I knew when I needed to step away

00:56:30:01 - 00:56:33:12

and when I needed to
maybe transfer it to someone else

00:56:33:12 - 00:56:36:24

so that I wasn't potentially impacting
in a negative way.

00:56:37:17 - 00:56:39:24

the care of the person
that I was working with.

00:56:41:05 - 00:56:44:02

So I think that's what helped me best.

00:56:44:02 - 00:56:45:01

Thank you for sharing that.

00:56:45:01 - 00:56:48:24

It sounds like you really were able

to learn a lot about yourself and how you

00:56:49:05 - 00:56:52:05

you operate right.

00:56:52:16 - 00:56:54:21

Deborah, can you tell us what you learned

00:56:54:21 - 00:56:58:09

about yourself or learned in general
from your role as a caregiver?

00:56:59:04 - 00:57:01:23

Yes. Thank you. Lauren.

00:57:01:23 - 00:57:03:09

being the

00:57:03:09 - 00:57:06:13

the youngest of three daughters,
both of my parents were blind.

00:57:06:13 - 00:57:09:03

They raised us
and they raised us in the church.

00:57:09:03 - 00:57:10:20

So I'm very spiritual.

00:57:10:20 - 00:57:13:14

So I believe in meditation.

00:57:13:14 - 00:57:17:10

And I really appreciate
what Doctor Fisher said about care.

00:57:18:02 - 00:57:21:02

and as a caregiver for my son,
that's step one.

00:57:22:20 - 00:57:25:12

and now I have, you know,
three grandchildren.

00:57:25:12 - 00:57:29:13

You know, sometimes I do feel like,
okay, when is it going to be my turn?

00:57:30:06 - 00:57:33:06

but when I take time to myself,

00:57:33:08 - 00:57:37:01

I meditate and I pray I'm part
of the praying disciples at my church.

00:57:37:22 - 00:57:42:22

but I also have a great doctor
and Novant, Doctor Archer.

00:57:42:22 - 00:57:46:20

She cares about
not just me, but she's our family doctor.

00:57:47:07 - 00:57:51:16

And so I know that,
I actually I hate going to a because she,

00:57:51:16 - 00:57:55:23

she can see inside of me
and what's going on, and she will ask

00:57:55:23 - 00:57:59:10

me, she knows about all the family members
and what's going on.

00:57:59:22 - 00:58:01:20

And she would
ask me, well, what about you?

00:58:02:19 - 00:58:05:02

what are you doing to care for you?

00:58:05:02 - 00:58:06:24

and my son is seeing a therapist.

00:58:06:24 - 00:58:07:20

He's already told me

00:58:07:20 - 00:58:11:07

I probably need to go see a therapist,
because when he was born,

00:58:12:11 - 00:58:14:09

I was more concerned with.

00:58:14:09 - 00:58:15:19

We had a lot of resources.

00:58:15:19 - 00:58:17:04

And I knew all the resources

00:58:17:04 - 00:58:20:04
with the Division of Services
for the blind, just based on,

00:58:20:21 - 00:58:26:00
my parents, but, my ex-husband,
he was more concerned with that.

00:58:26:01 - 00:58:28:03
We got to find a cure for this.

00:58:28:03 - 00:58:29:11
I want him to see.

00:58:29:11 - 00:58:34:03
So he was in our own Google researching,
and so that took a toll on our marriage.

00:58:34:23 - 00:58:39:09
and now we're best friends, and,
and it's kind of a full circle.

00:58:39:09 - 00:58:41:13
He's there for my son.

00:58:41:13 - 00:58:45:09
and he accepted the fact that he's totally
blind with progressive hearing loss.

00:58:46:08 - 00:58:49:19
and so, I guess between the resources,

00:58:50:12 - 00:58:55:23
and finding a way to relieve your stress,
because you look back

00:58:55:23 - 00:58:59:10
at, my parents put me,
I was the first to go to college.

00:58:59:20 - 00:59:03:15
And so there's so many good things
that happened throughout my life.

00:59:03:17 - 00:59:06:17
I just need to focus on those good things.

00:59:07:04 - 00:59:07:13
Thank you.

00:59:07:13 - 00:59:10:03
That's an amazing message.

00:59:10:03 - 00:59:10:20
and you've been.

00:59:10:20 - 00:59:11:21
And as you know,

00:59:11:21 - 00:59:15:14
that you've been in your role
as a caregiver your whole life, basically.

00:59:15:14 - 00:59:19:21
And so you really had a lot of time
to, to reflect and learn.

00:59:21:06 - 00:59:21:16
yeah.

00:59:21:16 - 00:59:25:09
And, and,
and and I gave it to Dot to Archer

00:59:25:09 - 00:59:28:12
because she knows me
well enough, like Elmo.

00:59:28:18 - 00:59:31:06
And she will say, are you okay?

00:59:31:06 - 00:59:33:22
And, and I'll say, I'm fine. I'm fine.

00:59:33:22 - 00:59:34:24
I'm I'm okay.

00:59:34:24 - 00:59:36:19
She said, well, now, you know,

00:59:36:19 - 00:59:39:24
I'm not saying you don't give me bloodwork
today, so I'm going to see if you.

00:59:39:24 - 00:59:40:16
Okay.

00:59:40:16 - 00:59:44:01
And I said I okay, I had one glass of

wine and she was like, yeah,

00:59:45:08 - 00:59:47:22
and I knew I know that
she's going to see it in my blood work.

00:59:47:22 - 00:59:50:03
And I also know that doctors
when you say one,

00:59:50:03 - 00:59:53:03
they're going to multiply it
by that number by three.

00:59:53:06 - 00:59:58:14
And so but I'm so I'm so honest with her
and that health care is so important.

00:59:58:14 - 01:00:01:14
It has somebody to, to really care
about you

01:00:02:00 - 01:00:05:00
as a person and a caregiver.

01:00:05:01 - 01:00:05:11
Yeah.

01:00:05:11 - 01:00:08:13
It's a great message to make sure you're
getting your own health care, particularly

01:00:08:13 - 01:00:12:00
if you're, you know, having to to take
your loved one to doctor's appointments,

01:00:12:00 - 01:00:15:00
make sure you're scheduling them
for yourself as well.

01:00:16:09 - 01:00:16:20
the same.

01:00:16:20 - 01:00:20:05
A what advice
would you give someone who is new

01:00:20:05 - 01:00:23:05
to a caregiver role?

01:00:23:08 - 01:00:26:01

I would definitely say

01:00:26:01 - 01:00:29:10

educate yourself about their condition.

01:00:30:15 - 01:00:31:22

you know,

01:00:31:22 - 01:00:36:06

what care they
need and then respect their independence.

01:00:37:02 - 01:00:38:04

Okay.

01:00:38:04 - 01:00:41:14

Can be challenging, but you want them
to feel independence from that.

01:00:42:03 - 01:00:46:13

The person feels that they can care
for themselves as much as they can,

01:00:47:03 - 01:00:50:22

and utilize
the resources that are available.

01:00:51:22 - 01:00:53:16

through,

01:00:53:16 - 01:00:55:11

you know, everything that's available

01:00:55:11 - 01:00:58:14

out there through technology
or your employer.

01:00:58:20 - 01:01:01:16

Because, you know,
we all work for great companies

01:01:01:16 - 01:01:04:16

that have great resources available to us.

01:01:05:05 - 01:01:07:15

So whether it's through,

01:01:07:15 - 01:01:10:15

our work life groups or,

01:01:10:23 - 01:01:12:19

therapy available to us,

01:01:12:19 - 01:01:16:11

anything like that
that you can take advantage of these,

01:01:16:11 - 01:01:19:20

those here,
are these anything available to you?

01:01:20:05 - 01:01:23:05

We have great support system. Use those.

01:01:23:05 - 01:01:24:09

Seek support.

01:01:24:09 - 01:01:27:14

Definitely seek support
through your family resources.

01:01:28:05 - 01:01:30:24

Ask for help. Definitely ask for help.

01:01:30:24 - 01:01:33:21

Because a lot of times you feel like
you can do it all, but you can't.

01:01:33:21 - 01:01:35:08

So definitely ask for help

01:01:36:07 - 01:01:39:07

from family, friends, professional
services,

01:01:39:21 - 01:01:42:21

joint support groups, or

01:01:43:08 - 01:01:46:08

advice from anyone and everyone.

01:01:47:14 - 01:01:48:21

Stay organized.

01:01:48:21 - 01:01:52:23

Definitely organized for your appointments
for yourself, for your care.

01:01:53:10 - 01:01:55:16

The person you're giving care to.

01:01:55:16 - 01:01:58:16
we have we have, a calendar.

01:01:59:01 - 01:02:00:08
We organize everything.

01:02:00:08 - 01:02:03:08
All the appointments, medications,
everything like that.

01:02:03:20 - 01:02:06:09
And, take care of yourself.

01:02:06:09 - 01:02:08:04
Definitely for your.

01:02:08:04 - 01:02:10:20
Because you're giving care constantly.

01:02:10:20 - 01:02:13:14
So, we we have my mom at home, so

01:02:13:14 - 01:02:16:14
we are always I'm always on.

01:02:17:13 - 01:02:20:09
It's a 24 seven job, but,

01:02:20:09 - 01:02:22:11
but we're grateful that we have been able

01:02:22:11 - 01:02:25:11
to keep my mom at home and,

01:02:25:13 - 01:02:28:13
but utilize tips like meditation.

01:02:29:03 - 01:02:32:11
So, I use the insight

01:02:32:11 - 01:02:36:24
timer is a great app
because you can set a one minute,

01:02:37:21 - 01:02:41:08
you know, meditation
and a two minute meditation 30 minute.

01:02:41:22 - 01:02:45:19

So you take time for yourself,
take a walk, do something like that.

01:02:45:19 - 01:02:48:19

But definitely find resources
available for you

01:02:48:23 - 01:02:51:00

and things that work for you.

01:02:51:00 - 01:02:57:03

And, that would be definitely things I would say, because it can be very stressful.

01:02:59:10 - 01:03:00:09

And thank you.

01:03:00:09 - 01:03:02:16

It's a lot of great wisdom in there.

01:03:02:16 - 01:03:03:20

and what I'm hearing

01:03:03:20 - 01:03:07:01

kind of pulling from each of you,
what I'm hearing is having some people.

01:03:07:01 - 01:03:07:08

Right?

01:03:07:08 - 01:03:10:11

So a therapist, a doctor, other people,

01:03:10:23 - 01:03:13:23

to help support you in your role.

01:03:14:09 - 01:03:16:14

and I should have mentioned if, right.

01:03:16:14 - 01:03:17:16

Q&A is so open.

01:03:17:16 - 01:03:19:15

So if others have, questions,

01:03:19:15 - 01:03:21:15

they would like to type in there
for a panelist to answer.

01:03:21:15 - 01:03:24:03

We certainly welcome those.

01:03:24:03 - 01:03:27:14

I wonder if each of you,
each of our panelists could weigh in on

01:03:28:04 - 01:03:30:15

if you had you know,
you shared so much wisdom already.

01:03:30:15 - 01:03:35:07

But if you had like your one, what is your
best tip for caring for yourself or for

01:03:36:10 - 01:03:39:13

trying to find some amount of balance

01:03:39:18 - 01:03:43:05

at some point
between caregiving and work and self care?

01:03:44:23 - 01:03:45:24

what's what are your best

01:03:45:24 - 01:03:48:24

tips for self-care as a caregiver?

01:03:50:00 - 01:03:53:00

I'd like to take it.

01:03:53:01 - 01:03:55:22

I try to get away with my friend.

01:03:55:22 - 01:03:59:01

I do monthly dinner,
with a group of friends.

01:03:59:01 - 01:04:00:24

I also

01:04:00:24 - 01:04:04:12

try to take little beach trips
or something like that, or yoga

01:04:04:12 - 01:04:08:13

retreat, different things like that, or,
every once in a while.

01:04:08:15 - 01:04:11:07

So I definitely say

you have to make time for yourself.

01:04:11:07 - 01:04:14:16
Otherwise, I work from home
now, mostly, but,

01:04:15:09 - 01:04:18:12
otherwise you're always, always in it.

01:04:18:12 - 01:04:21:12
And so you have to make make work

01:04:21:22 - 01:04:24:00
full time for yourself.

01:04:24:00 - 01:04:26:16
and definitely, definitely that.

01:04:26:16 - 01:04:28:21
Otherwise, you can be overwhelmed.

01:04:28:21 - 01:04:30:19
Definitely make time for yourself.

01:04:30:19 - 01:04:33:04
And, and I agree with that.

01:04:33:04 - 01:04:35:18
I mean, don't be afraid to say no.

01:04:35:18 - 01:04:38:13
My daughter,
who just had twins up in New York,

01:04:38:13 - 01:04:42:17
actually, I just got back yesterday,
and I was very honest with her.

01:04:42:17 - 01:04:43:15
I said, I'm tired.

01:04:43:15 - 01:04:46:23
I mean, know we've been we've spent
probably a good six months up

01:04:46:23 - 01:04:49:14
there, have been helping her
take care of the twins.

01:04:49:14 - 01:04:51:06

And I have a two year old grandson,

01:04:52:06 - 01:04:54:03

and she, she was honest with me.

01:04:54:03 - 01:04:58:01

I mean, she, you know, she went through the postpartum, some mental illness.

01:04:58:11 - 01:05:01:13

And so hopefully, she's going to go back and get therapy.

01:05:01:13 - 01:05:06:00

But, I realized that I'm not her only influence,

01:05:06:23 - 01:05:10:06

in terms of what the decisions that she's making now.

01:05:10:18 - 01:05:14:02

And so I had to learn how to say, I'm sorry.

01:05:14:02 - 01:05:15:04

Mom is going home.

01:05:15:04 - 01:05:19:02

I need I need rest, and I need to focus on a. Yes.

01:05:19:02 - 01:05:22:09

She she she told me she was, like, jealous of my son Billy

01:05:22:09 - 01:05:25:09

because I, I spent a lot of time with Billy.

01:05:25:12 - 01:05:26:20

Billy, Billy, 27.

01:05:26:20 - 01:05:29:15

He wants to have a family.

01:05:29:15 - 01:05:32:07

and he wants to date, you know, so I can't just

01:05:32:07 - 01:05:35:07

stop, caring for him.

01:05:35:10 - 01:05:37:08

in order to to meet her needs.

01:05:37:08 - 01:05:41:00

Hopefully

I can find care for both of them.

01:05:41:16 - 01:05:44:22

but also, more importantly,
they know I tell them.

01:05:44:22 - 01:05:46:22

No, I'm sorry. I'm tired.

01:05:46:22 - 01:05:49:08

I'm going my my time. Tuesday nights.

01:05:49:08 - 01:05:50:17

Brand disciples.

01:05:50:17 - 01:05:53:08

And so don't bother me. Don't call me.

01:05:53:08 - 01:05:56:08

and so they know
when when mom and needs time.

01:05:56:16 - 01:05:58:23

to to to to relax and, and,

01:06:00:00 - 01:06:03:00

you know, and really mentally,

01:06:03:15 - 01:06:06:15

become, well.

01:06:07:08 - 01:06:10:08

I, we just, listen to other people.

01:06:10:17 - 01:06:15:12

sometimes they're the best mirror when it
comes to recognizing that you're not.

01:06:15:12 - 01:06:16:00

Okay.

01:06:16:00 - 01:06:19:03

So listen to them
when they're saying, like,

01:06:19:03 - 01:06:22:15
you need to take a step back because
sometimes you can't recognize it yourself.

01:06:23:10 - 01:06:26:16
So most of the time,
my husband is that mirror for me.

01:06:29:14 - 01:06:32:01
And he's like, you know,
this is all such great advice.

01:06:32:01 - 01:06:35:01
And it sounds like it could be really
challenging at times to, to

01:06:35:01 - 01:06:38:07
to take that feedback
or to tell someone, that you love.

01:06:38:07 - 01:06:39:15
No, I can't help you right now.

01:06:39:15 - 01:06:43:03
I need to take care of myself
because I know that's best for me.

01:06:43:20 - 01:06:47:13
any words of wisdom
around around some of that,

01:06:48:05 - 01:06:51:05
around either setting boundaries or,

01:06:51:07 - 01:06:54:09
working through some of the challenges
of of caring for yourself.

01:06:57:16 - 01:07:02:11
I well, luckily for me, I have siblings.

01:07:02:13 - 01:07:07:07
So we we all take responsibility,
that we share the care.

01:07:08:01 - 01:07:12:19
But yeah, it it is it is hard because you

01:07:13:02 - 01:07:17:14
yeah you want to give your, your loved one
the best care.

01:07:17:14 - 01:07:21:21
But it is very hard to say
I need time for myself.

01:07:22:01 - 01:07:22:18
Right.

01:07:22:18 - 01:07:26:08
So that that can be challenging
because sometimes, usually

01:07:26:08 - 01:07:30:04
it is one person
that's doing the most or a lot of it.

01:07:30:07 - 01:07:33:07
So yes,

01:07:33:09 - 01:07:35:09
it's it's

01:07:35:09 - 01:07:39:08
and and the biggest challenge for me,
has been trying

01:07:39:08 - 01:07:43:18
to find the right caregiver for my son,
because, I mean, right.

01:07:43:22 - 01:07:46:01
And they they're not paid anything.

01:07:46:01 - 01:07:50:04
So, I mean, he's had a lot of caregivers,
but, you know,

01:07:50:04 - 01:07:54:03
they they want they need that check
and they don't get any benefits.

01:07:54:05 - 01:07:57:05
And so they come and go,
come and go in his life.

01:07:57:09 - 01:08:00:00

And so, you know, right now

01:08:00:00 - 01:08:03:21

we're looking at family members
to help me care for him.

01:08:04:15 - 01:08:07:06

so just, you know, make sure you know,

01:08:07:06 - 01:08:10:06

the resources
that are out there because they are.

01:08:10:11 - 01:08:13:22

You just gotta, do some research,
make some telephone calls.

01:08:13:23 - 01:08:16:10

I had care for my son
from the time he was born.

01:08:16:10 - 01:08:19:14

He was in daycare at six weeks,
and I had somebody

01:08:19:14 - 01:08:22:14

come into the home going to the daycare.

01:08:22:22 - 01:08:25:10

so just make sure you know the resources

01:08:25:10 - 01:08:28:12

that are out there
and that you're not alone.

01:08:32:00 - 01:08:32:05

Right.

01:08:32:05 - 01:08:35:13

So that sounds again, like having that
back up is really important and being able

01:08:35:13 - 01:08:39:03

to navigate some of those barriers
to taking care of yourself.

01:08:40:17 - 01:08:43:00

Sarah, anything you would add to that,
any of that

01:08:43:00 - 01:08:46:00
or any other final words of wisdom?

01:08:46:07 - 01:08:50:00
Yeah, I think for me,
you know, working in a helping profession

01:08:50:00 - 01:08:55:08
where I'm embedded in the work every day
with people that are also experienced,

01:08:56:03 - 01:08:59:04
a mental health diagnosis, just knowing

01:08:59:04 - 01:09:03:12
what spaces are not right for me,
and stepping out of them.

01:09:03:12 - 01:09:07:17
So I knew that being a therapist
was not the right role for me.

01:09:08:19 - 01:09:10:21
and I needed to move into something else.

01:09:10:21 - 01:09:12:20
And now,

01:09:12:20 - 01:09:15:20
I get to develop programs to support,

01:09:16:08 - 01:09:20:16
you know, underserved populations,
which is a step back from doing that

01:09:20:16 - 01:09:23:17
direct, one on one work with people
that was

01:09:23:17 - 01:09:27:08
sometimes
really impacting my mental health.

01:09:30:18 - 01:09:31:00
Well,

01:09:31:00 - 01:09:34:00
thank
you all for sharing your experiences.

01:09:34:05 - 01:09:37:08
hopefully the I'm sure that people
who I've joined today,

01:09:37:18 - 01:09:41:06
have been able to recognize some of that
and what their experiences have been and,

01:09:41:20 - 01:09:44:20
have come away
with some more encouragement,

01:09:44:22 - 01:09:47:22
to prioritize their own self-care.

01:09:48:10 - 01:09:51:10
Bethel, turn it back to you now.

01:09:52:20 - 01:09:55:20
Thank you so much, Lauren,
I appreciate it.

01:09:56:06 - 01:09:59:05
wow. What what tremendous,

01:09:59:05 - 01:10:00:05
conversation.

01:10:00:05 - 01:10:05:04
And I do want to thank everyone for
joining our Wellness at Work event today.

01:10:05:23 - 01:10:09:21
Disability in North
Carolina is a membership organization.

01:10:09:21 - 01:10:15:24
And, we couldn't offer today's program
without, again, the support of incredible

01:10:15:24 - 01:10:20:11
partners and member and sponsor companies
like Novant and MetLife.

01:10:20:11 - 01:10:26:09
So thank you all again for your support
of this important conversations.

01:10:27:00 - 01:10:29:22
we also want to thank all of our members

and sponsors.

01:10:29:22 - 01:10:32:22

Again, because we could not do this work without you.

01:10:33:08 - 01:10:35:11

if you are not a member,

01:10:35:11 - 01:10:38:24

of disability in North Carolina, please consider joining us.

01:10:39:07 - 01:10:40:23

you can learn more about us

01:10:40:23 - 01:10:44:23

as an organization by visiting our website at D hyphen NC.

01:10:44:23 - 01:10:46:08

Dawg.

01:10:46:08 - 01:10:49:19

we also want to ask you to mark your calendars,

01:10:50:04 - 01:10:53:09

for July 26th and join us again

01:10:53:09 - 01:10:57:03

for a 34th Ada anniversary celebration.

01:10:57:03 - 01:10:58:14

That will happen.

01:10:58:14 - 01:11:01:14

virtually similar to this program.

01:11:01:17 - 01:11:06:05

so for more details, check us out at D hyphen NC dawg.

01:11:06:16 - 01:11:10:05

And finally, we hope to see what our in person event

01:11:10:05 - 01:11:14:06

we have host a fall conference every October this year.

01:11:14:06 - 01:11:17:03

It will happen on October 2nd.

01:11:17:03 - 01:11:20:22

so please mark your calendars
and join us on the beautiful campus

01:11:20:22 - 01:11:23:24

of Trane
Technologies in Davidson, North Carolina,

01:11:24:20 - 01:11:26:24

where we spend a full day,

01:11:26:24 - 01:11:31:07

to to talk more in-depth
about these issues

01:11:31:07 - 01:11:34:23

that we've talked about today,
but also all of the important,

01:11:35:13 - 01:11:39:21

best practices related to disability
inclusion and employment.

01:11:39:21 - 01:11:43:19

So be on the lookout for additional
details over the next couple of months.

01:11:44:16 - 01:11:48:11

visit our social media, platforms as well.

01:11:48:11 - 01:11:52:16

And, look for more information
and upcoming newsletters.

01:11:53:08 - 01:11:57:17

And, with that, I want to again,
thank you so much for joining us today

01:11:57:17 - 01:12:00:17

and wish you a great rest
of your afternoon.

01:12:00:17 - 01:12:01:03

Thank you.