

Staying Right Side Up When Everything's Upside Down

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What does “Upside Down” look like?

- Budget deficits
- Nursing retention
- Difficult people
- Emotions running high
- Too much to do and too little time
- Trying to reduce overtime without compromising care
- Being understaffed and needing travelers
- People who want to push problems under the rug
- Making sure patient expectations are met
- Keeping productivity up without burning out
- Keeping employee engagement high
- Juggling - trying to multitask
- So much stress...

What does “Right Side Up” look like?

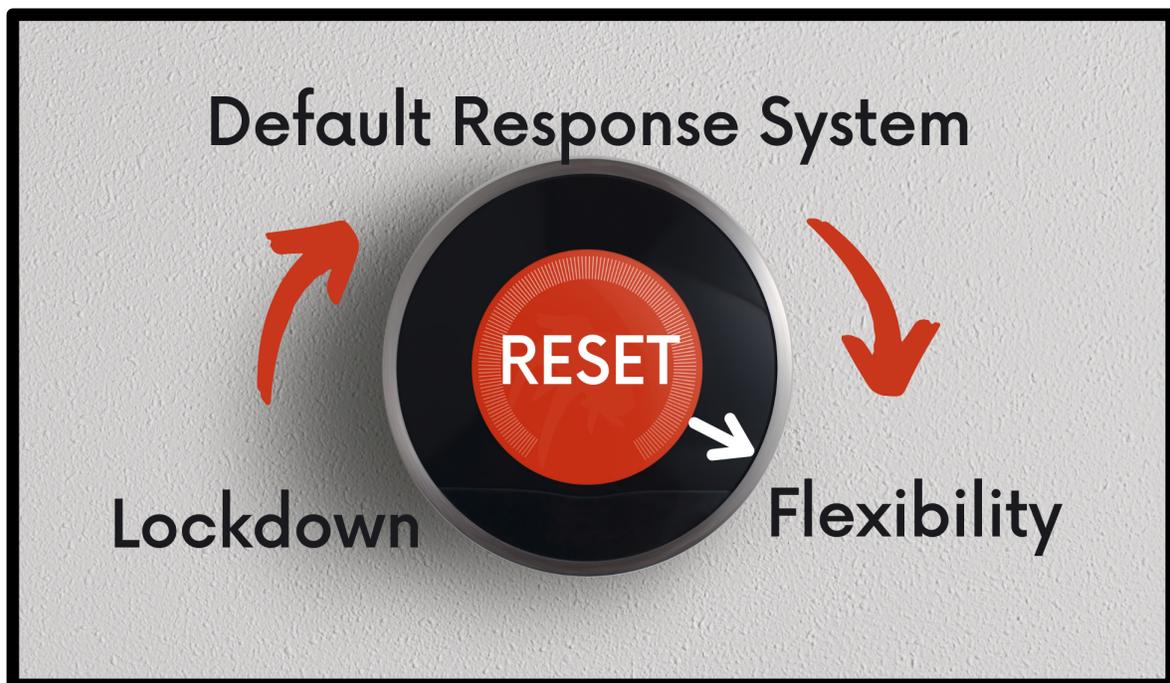
- Maintaining a state of calm the majority of time
- Better personal health
- Less stress
- Happier work environment for everyone
- More creative problem solving
- Less emotional highs and lows
- Improved relationships with everyone
- More productivity without burnout

Consciously look for the funny in situations. Doing so has many benefits (see Right Side Up above) including:

- A lighter mood
- Faster interpersonal bonding
- Improved mental health
- More happily resolved disagreements
- A greater sense of belonging at work
- Reduced inhibitions (better for innovative thinking!)

According to a Gallup Survey, by age 23, the rate of laughter per day decreases dramatically. The average 4-year-old laughs up to 300 times a day. The average 40-year-old only laughs about 3 times per day.

Reset your default response system. From Lockdown to Flexibility



Communication Fundamentals

- Everything communicates something
- The meaning of any piece of communications lies only in what the receiver to mean, regardless of the sender's intention

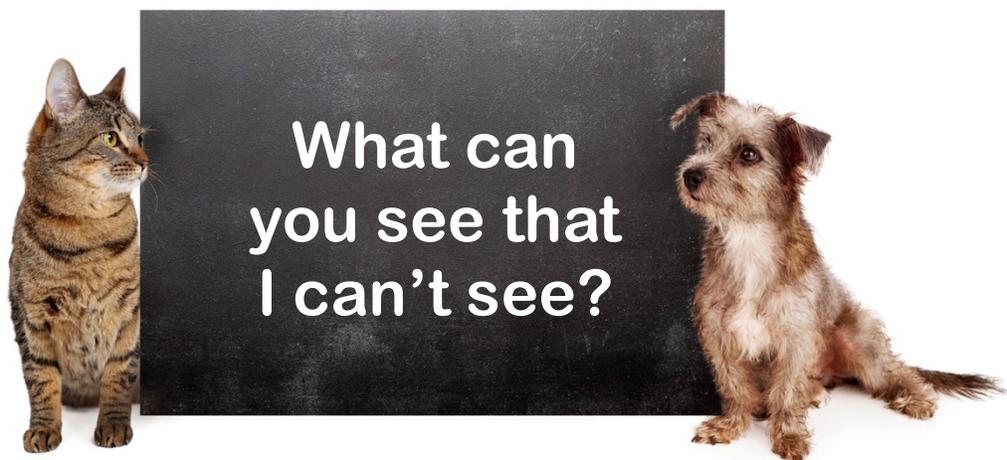
Human Commonalities

- One of our top fears is the fear of rejection
- One of our top needs is the need for acceptance
- To be an effective leader, treat people in a way that enhances or protects their self-esteem

Filter feedback you give through this lens:

Is what I am about to do or say, and the manner in which I am about to do or say it going to make this person feel accepted, valued and important?

Got Blind Spots? Get a Feedback Buddy for YOU



Harness the power of the Self-Fulfilling Prophecy

What you name the thing – the thing tends to become

Bringing your happiest most positive self to each day has HUGE benefits!

- Better health
- More focus
- Improved relationships
- People love working with you
- Greater creativity
- Your positive energy is contagious

HOW TO bring your most positive self to each day:

1. Every day take a Gratitude Shower...in the shower!
2. Continually ask yourself, "What's Right Today?"
3. Encourage others to do the same
4. When you find right things, ADMIRE OUT LOUD
5. Text 1 person in your life every day to tell them what you truly admire about them. Again, Think something positive? SAY something positive!
6. Spend LOTS of time with other happy positive people (harness the power of Mirror Neurons)
 - Smile LOTS!
 - Use Flying Eyebrows!
 - Greet people like you are REALLY, REALLY happy to see them!

RESOURCES:

Laugh Your Way to Creativity, Medium, 2014 <https://medium.com/creative-individuals-and-businesses/laugh-your-way-to-creativity-89f5b6f1d719>

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<https://www.sigmaassessmentsystems.com/flexible-leader/>

Dr. Fred Luskin: " Happier Folks Get More Done with Less Stress; So Can You"
<https://www.youtube.com/watch?v=ERliCiQyKxY>

Neuroscientist: You Will NEVER Feel Stressed Again | Dr. Andrew Huberman -
<https://www.youtube.com/watch?v=u0OBqjkh2f8>

<https://www.shrm.org/executive-network/insights/cognitive-flexibility-science-how-to-successful-business-work>

The Psychological Benefits of Humor in the Workplace, Ronald E Riggio, Ph.D
<https://www.psychologytoday.com/us/blog/cutting-edge-leadership/202312/the-psychological-benefits-of-humor-in-the-workplace>

Dr. Robert Emmons, UC Davis Department of Psychology, Robert Emmons on the Spirit and Science of Gratefulness
https://www.youtube.com/watch?v=1_yeUrIPEAg&t=2306s

The Power of Positive People, Tara Parker-Pope, 2018, New York Times
<https://www.nytimes.com/2018/07/10/well/the-power-of-positive-people.html>

Dr. Andrew Huberman, Professor of neurobiology and ophthalmology at Stanford
The Physiological Sigh to calm down and reduce levels of stress in real time:
<https://www.youtube.com/shorts/w9QHra2cKjA>

Sign up to receive Dr. Huberman's free podcasts. He is the number one most listened to podcast on science based tools for mental health, physical health and performance with 6.74 million subscribers

Why We Sleep, Matthew Walker PhD, 2017. Also see his podcast with Dr. Huberman at <https://www.youtube.com/watch?v=-OBCwiPPfEU>

Leadership in Nursing: Sherman & Pross, 2010

The Resilient Healthcare Leader, Bob W. Luebbe

Reducing Negative Thoughts – A handy guide for healthcare professionals

As a nurse your daily work is filled with high stakes, emotional ups and downs and constant demands for your attention. As a result, because of our normal (although unproductive) propensity for negative bias, it's natural for you to fall prey to unwanted negative thoughts, especially when you are overworked, tired and emotionally drained. This little guide will give you simple, science-backed tools to help you shift your perspective, reenergize your resilience and recover quickly when things don't go as planned.

Real Time Immediate Stress Reducer: The Physiological Sigh (see Dr. Huberman above)

Catch, label and release. (CBT tool). Notice when a negative thought pops in your head. Notice it and name it. Say to yourself, "That's total generalizing. Not ALL people are thoughtless. This is a thought I am having. I can choose to let this thought go."

Name That Critic - Give your inner critique a silly name, making it easier to detach and laugh about it: "There goes Nurse Naysayer again! Isn't she cute?"

In-The-Moment Mindfulness – When stress and negativity hit, just pause. Take a few breaths. Just observe your thoughts without judging or reacting. Maybe between patients or tasks take 2 minutes to focus on your breath.

The 3:1 Ratio (Positive Psychology) For every negative thought quickly focus on 3 things, however small, that you are grateful for right in that moment. This help builds resilience

Daily Gratitude Reminder At the end of each day, jot down 3 things you are grateful for. Be specific – "I'm grateful for the patient who was so grateful that I just stopped in to check on her." "I'm grateful that I have these great new shoes that make my feet feel so good." Etc...

Take an ADMIRE OUT LOUD TOUR. On your break, think of all the wonderful things the individuals on your team are doing or have been doing that are so helpful to everyone. Take a walk-about and...admire out loud.

