

Parallel Process: Constructing Workplaces that Support Wellbeing

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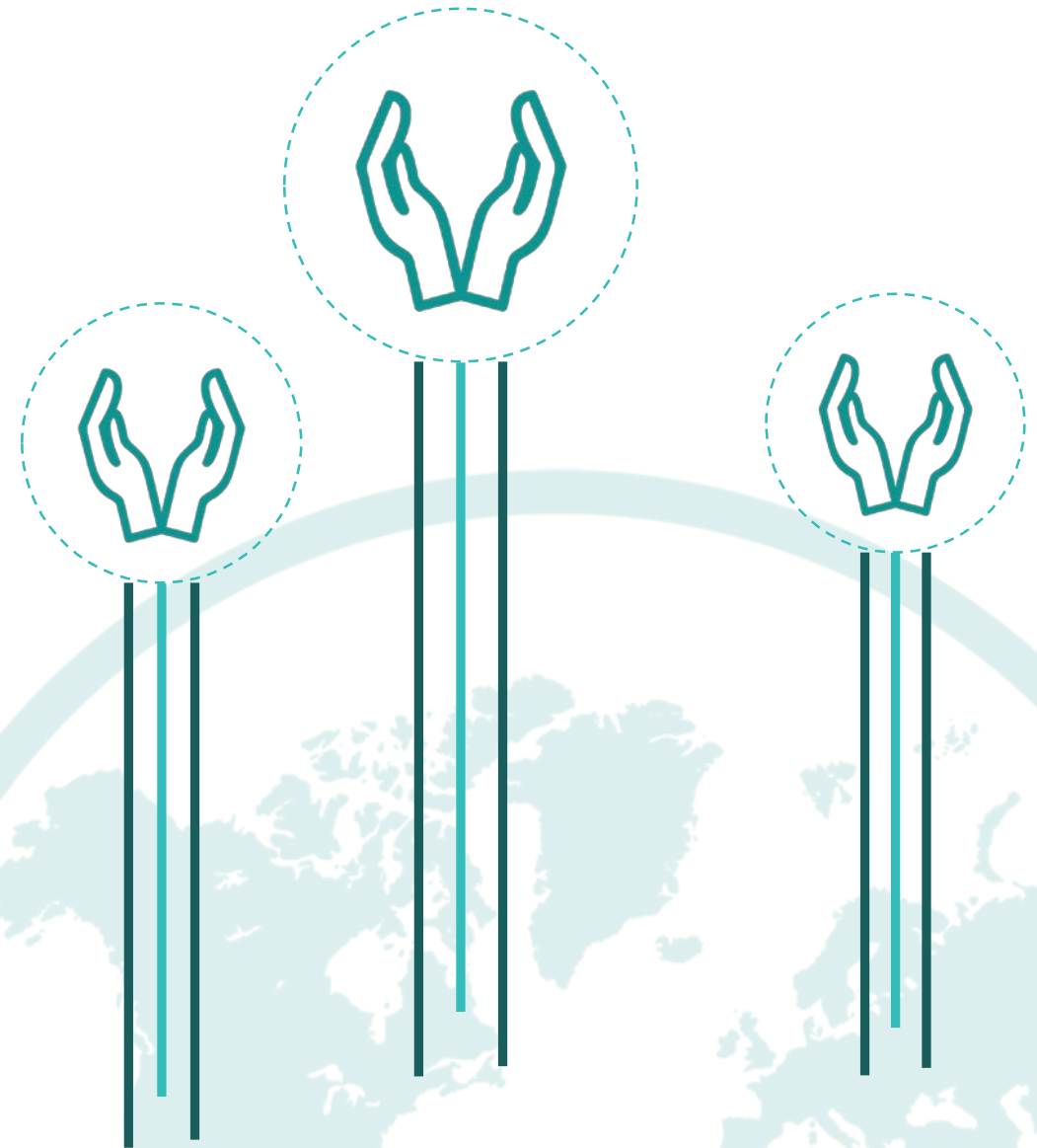
“We introduced
psychological care...”

...to treat their
bodies, you must
understand also
what happened...



...showing them
empathy...that can
change the world.

- DENIS MUKWEGE





[ABOUT US](#)

[LEARNING COMMUNITIES](#)

[SUMMITS](#)

[RESOURCES](#)

[EVENTS/NEWS](#)

[PSYCH NP](#)



Preparing and Supporting San Diego's Behavioral Health and Primary Care Providers to Become Effective and Passionate Change Agents in an Evolving Integrated Health Care System.

A group of five people standing side-by-side, wearing various styles of clothing including patterned shirts, sweaters, and jeans. The image is a close-up of their torsos and legs, showing a variety of patterns and colors. The text is overlaid on the image.

What's next for Integration?

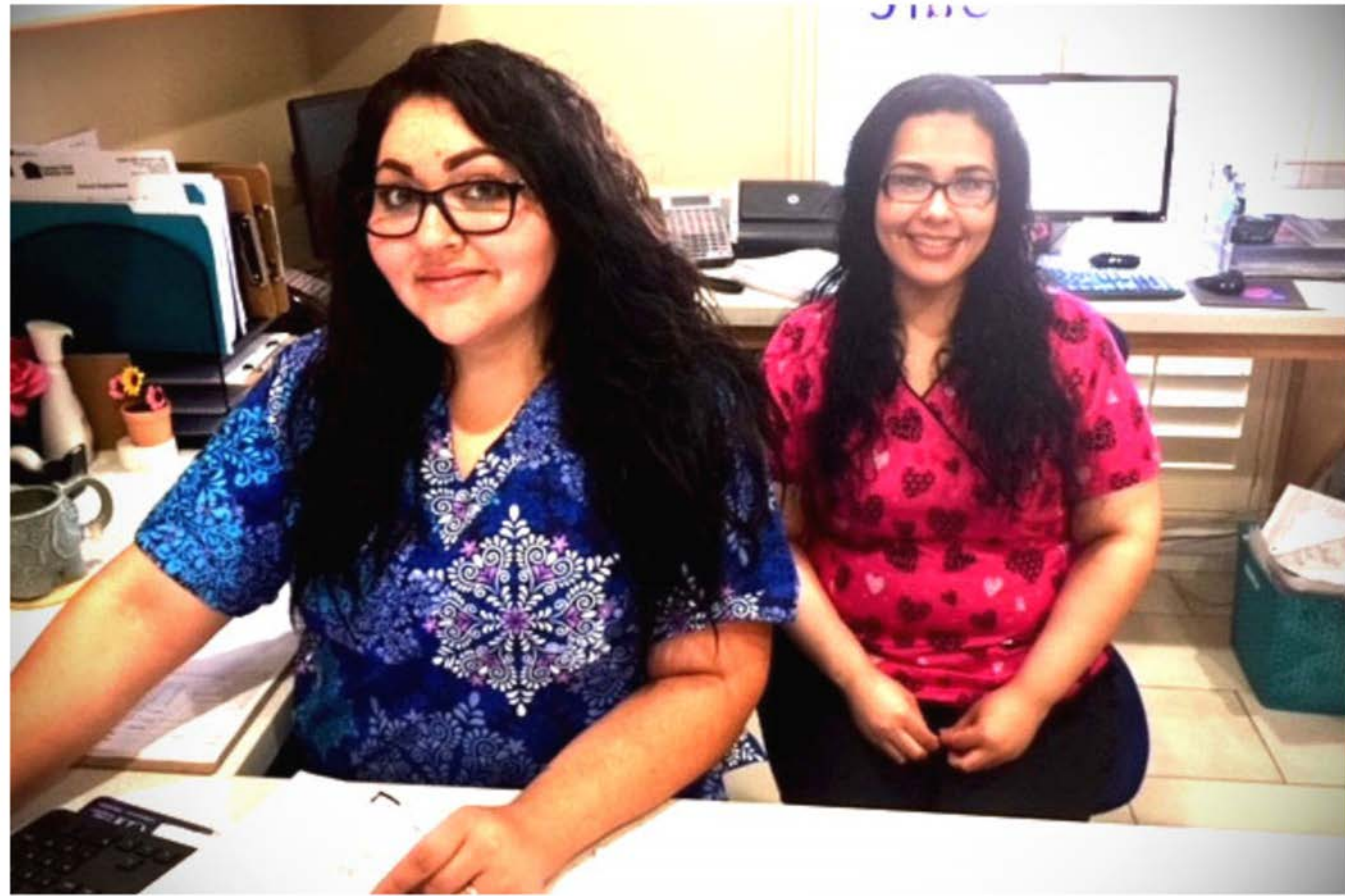
It is Us!

A group of people are gathered around a table in a meeting or collaborative workspace. The scene is dimly lit with a blue/teal color cast. A large, semi-transparent teal circle is overlaid on the center of the image, containing the text 'Trust', 'Empathy', and 'Autonomy'. The background shows people looking at documents and talking.

Trust

Empathy

Autonomy



Trust starts
at home.



2/3

of receptionists
have been
verbally abused
at work.

Trust is not the
same as
guarded.





Learning & development
around difficult interactions



Written procedures for
support, de-briefing, tracking



Follow up protocol
to address patient/client

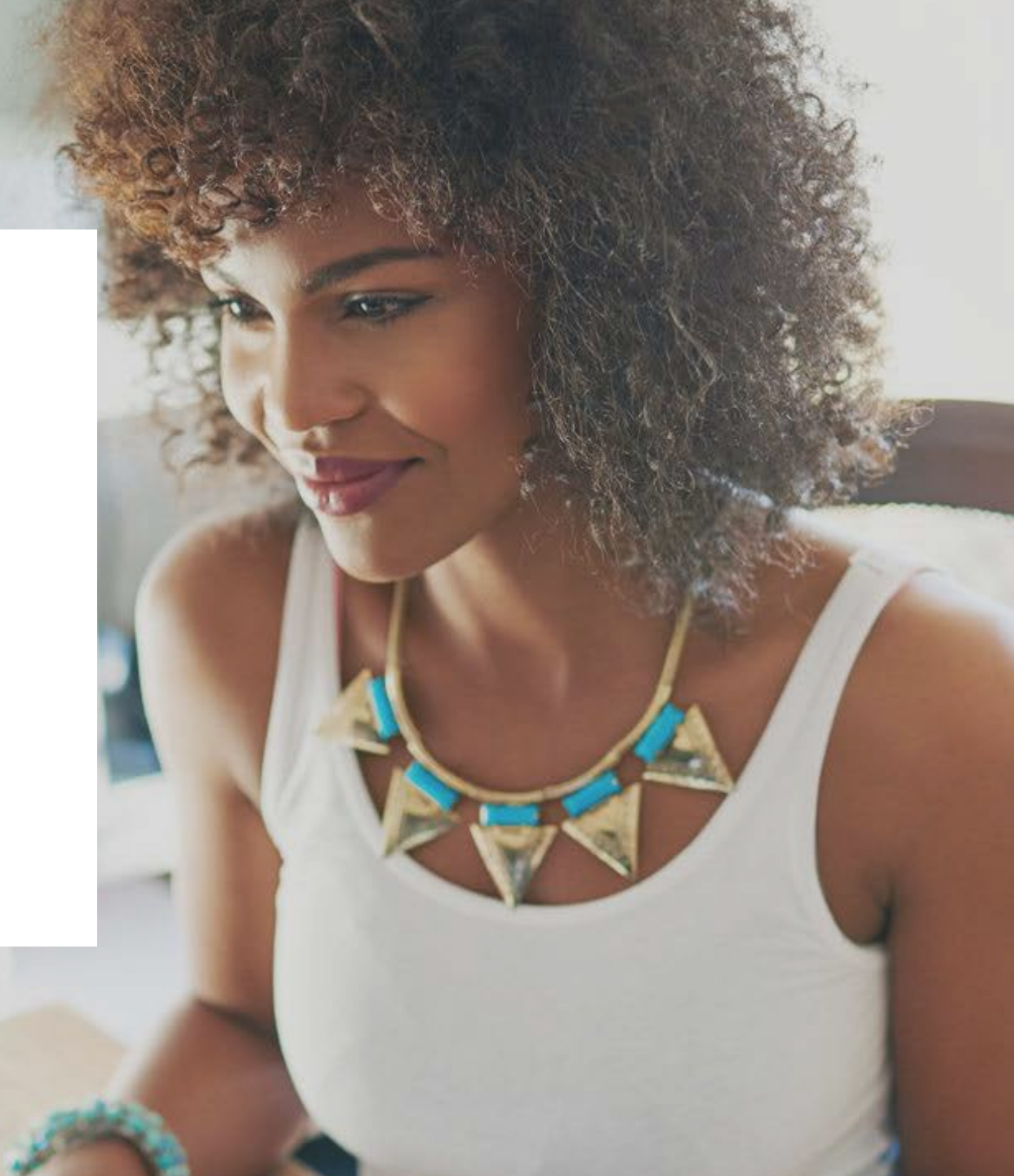


Parallel
Process:

Autonomy

Trust

Autonomy is the **power to shape** your work environment in ways that allow you to perform at your best.

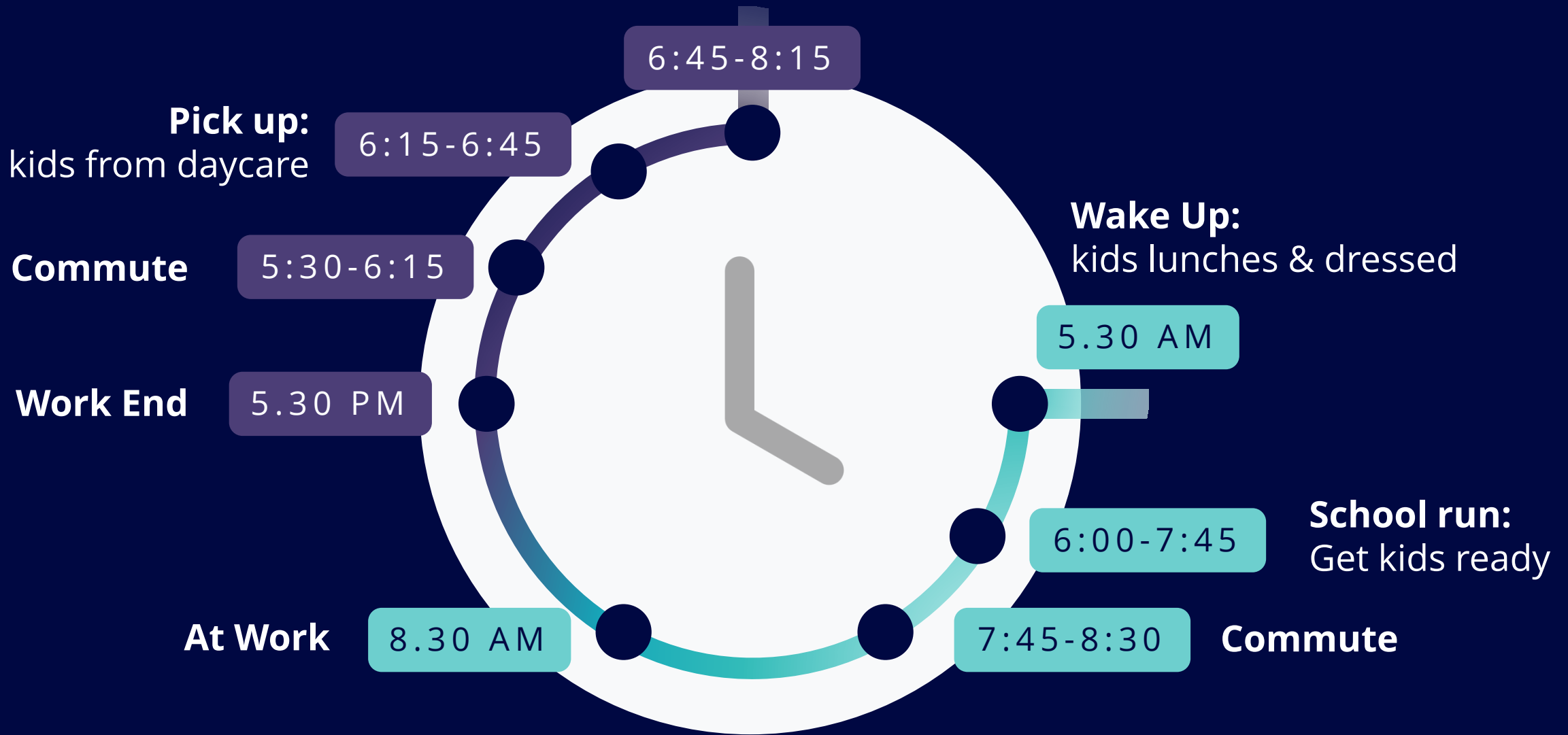


Autonomy &
schedules.



End Day:

Dinner, homework, baths, chores, bed








90%

of parents desire
a **flexible** work
schedule.

Those who have flexible work schedules report:

- Higher engagement & productivity
- Less absenteeism & tardiness
- Reduced turnovers
- Improved recruitment





Companies with flexible work scheduling options are **10-20 times** more productive than those that don't.

Reduced
emotional
exhaustion

Lower blood
pressure

Improved
mental health

Better
sleep

More likely to
visit a doctor &
exercise

Higher
energy levels



Flexible work is
a **social justice**
issue.





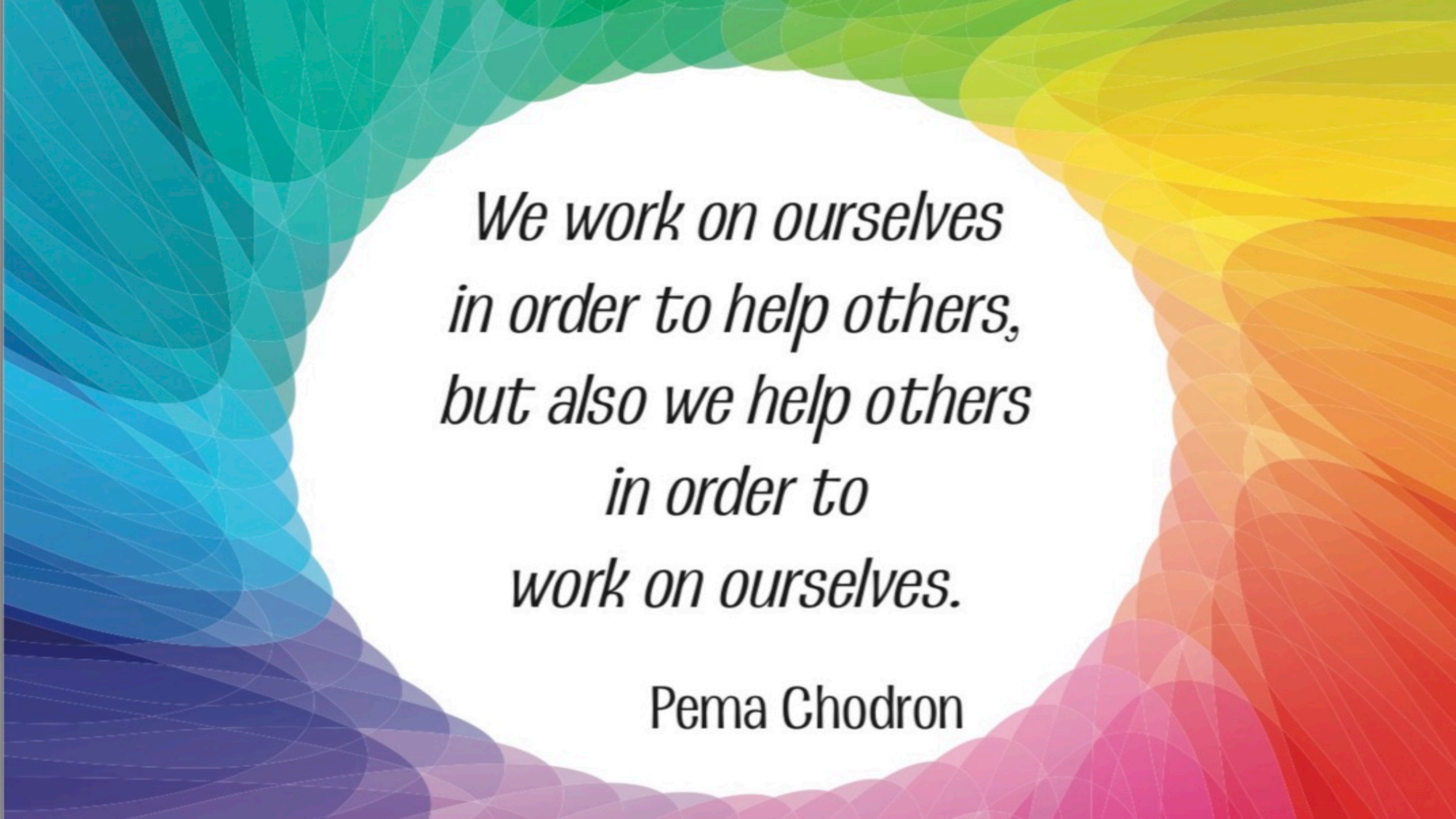
Healthcare
workforce is **90%**
women

80% of the
employees in
healthcare in are
lower wage jobs





**whole person workplaces =
whole person care**



*We work on ourselves
in order to help others,
but also we help others
in order to
work on ourselves.*

Pema Chodron

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