

You Can't Pour From an Empty Cup: Self-Compassion for a Thriving Workforce

With Jennifer Stuber, PhD – Faculty UW
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Forefront Suicide Prevention and
BHCore.

And Cassie Christopher, MS RDN –
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Police Department



BHCORE



About your presenters:



Dr. Jennifer Stuber



Cassie Christopher



Learning Objectives



Define self-compassion and describe its key components and research-backed benefits in mitigating workplace incivility and burnout.



Identify the impact of self-compassion on individual resilience and its connection to fostering a kinder and more connected workplace culture.



Apply actionable strategies for cultivating self-compassion in ones-self and others to promote wellbeing and enhance workplace dynamics.

“If I’m kind to myself, then...”

“I’ll eat all the donuts”



“I’ll never accomplish anything”

3 Elements of Self-Compassion

Mindfulness
vs.
Dysregulation

This is a
moment of
suffering.

Common
Humanity
vs. Isolation

Suffering is a part
of life.

Self-Kindness
vs. Self-
Judgement

May I be kind to
myself.

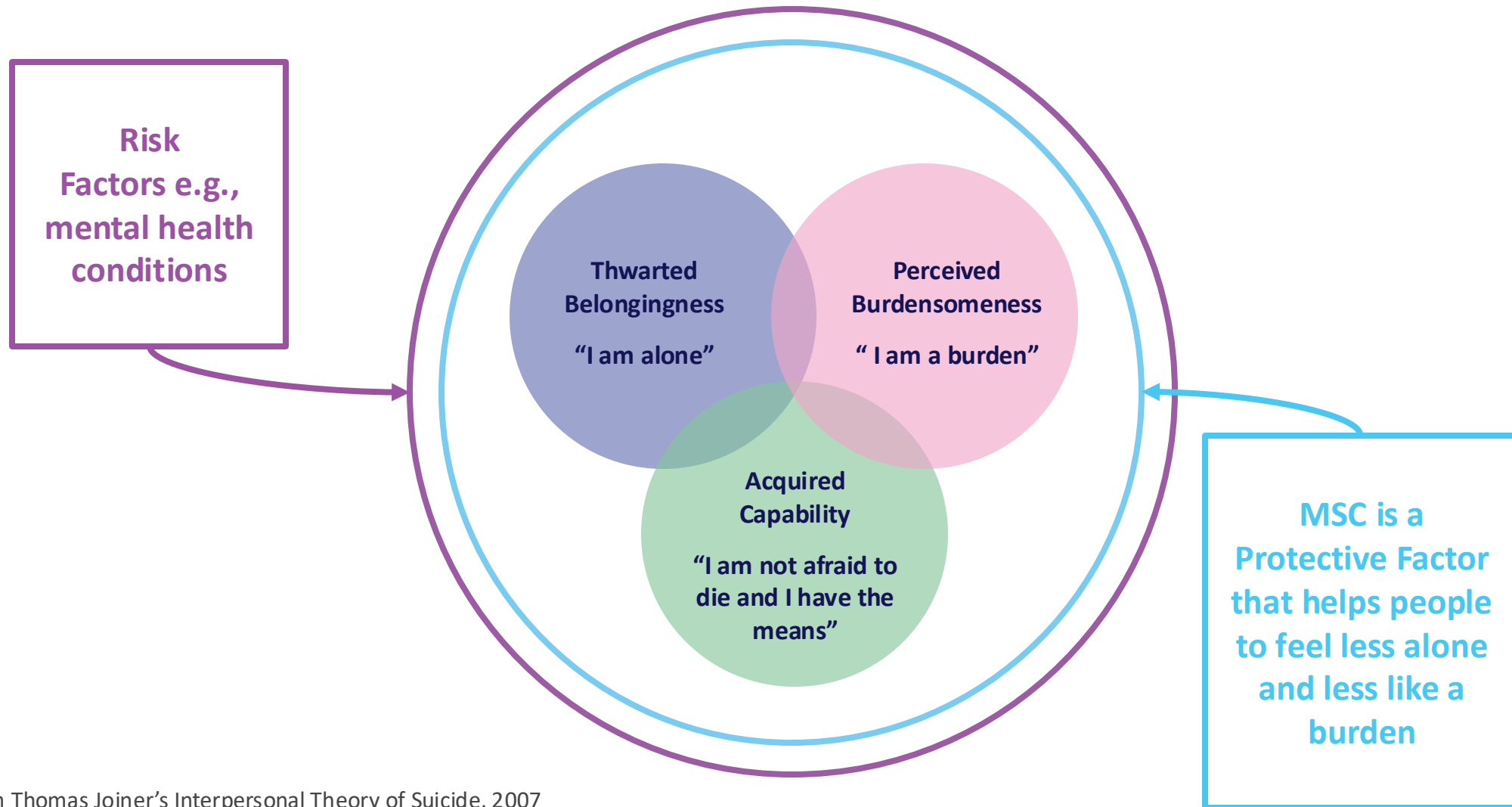


**Share in the Chat:
What element of
self-compassion do
you struggle with
the most?**

Research Review Based on over 4000 Studies

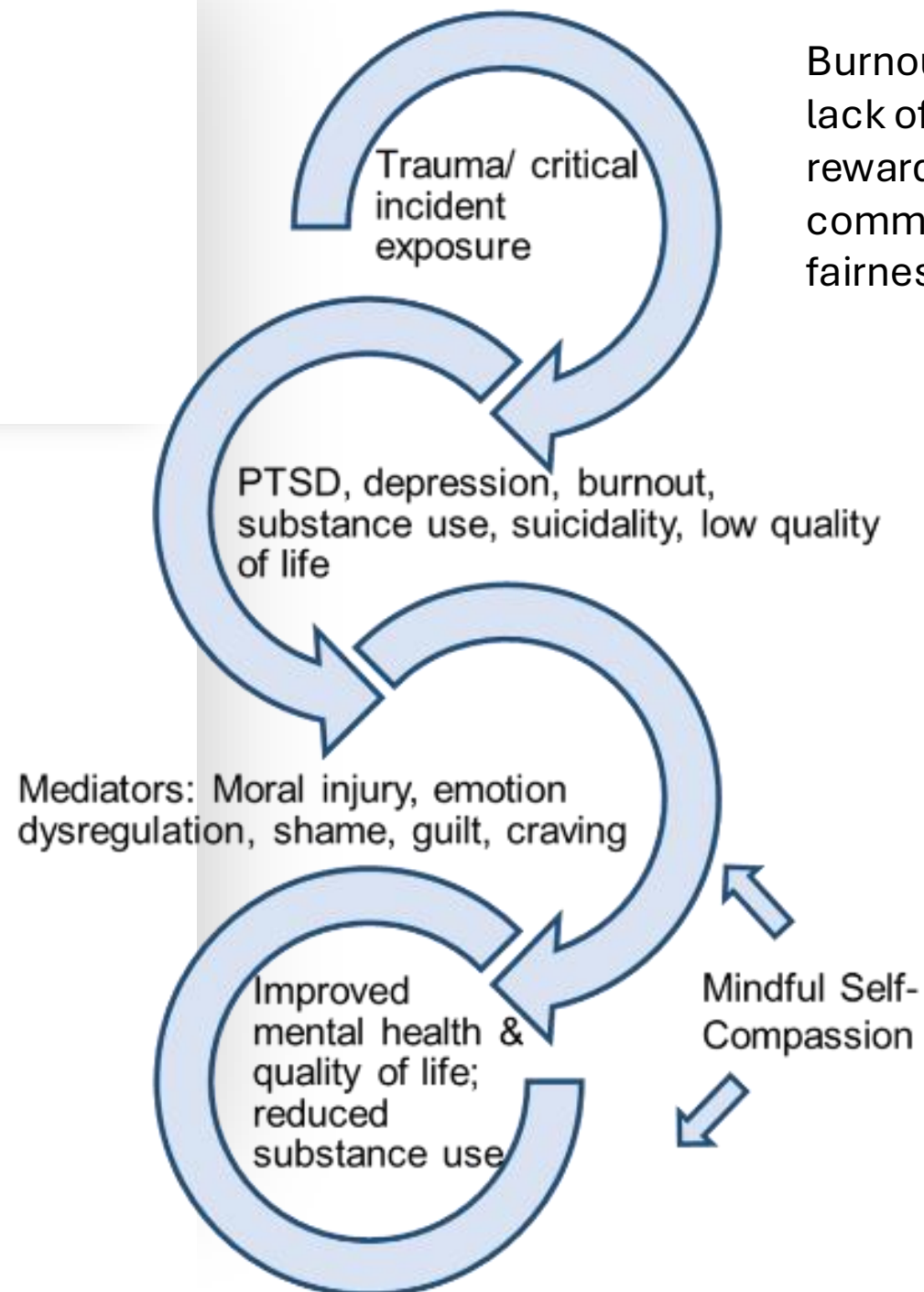
- Mindful Self-Compassion (MSC) is time-bound, group-based intervention strategy that has been thoroughly researched
- Positively associated with well-being and resilience outcomes (e.g., quality of life)
- Improves trauma reactions and stress-related conditions including PTSD, anxiety & depressive symptoms, lower severity of suicidal thoughts and behaviors, substance use disorder
- Reduces feelings of shame and humiliation

Why and When People Die by Suicide?



Adapted from Thomas Joiner's Interpersonal Theory of Suicide, 2007

Cascading Effect of Workplace Stressors



Burnout causes: Workload, lack of control, insufficient rewards, breakdown of community, absence of fairness, values mismatch

Self-Compassion Self-Assessment

- Find out your level of self-compassion!
- QR Code takes you to Dr. Kristen Neff's validated 26-question self-compassion assessment on self-compassion.org.





Self-Compassion Break

Mindfulness vs.
Dysregulation

This is a moment of
suffering.

Common Humanity
vs. Isolation

Suffering is a part of
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Self-Kindness vs.
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May I be kind to
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From Personal Practice to Organizational Change

Benefits of Mindful Self-Compassion in the Workplace (Individual)

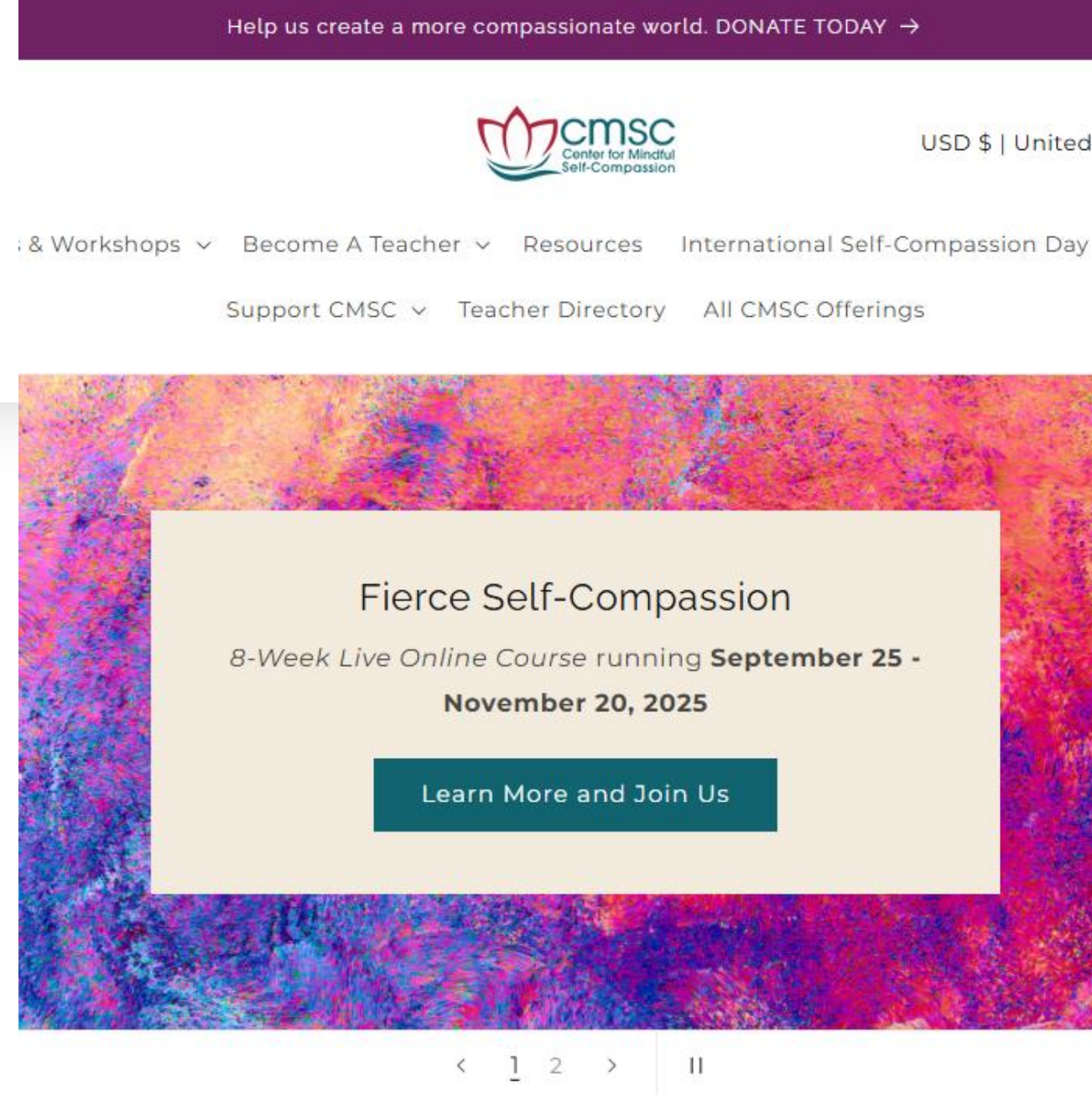
- **Reduces self-criticism:** breaks cycle of negative self-talk that drains energy
- **Boosts performance:** reduces fear and anxiety allowing you to perform better
- **Enhances resilience:** helps you recover from burnout and navigate challenges with grace
- **Improves relationships:** fosters empathy, leading to stronger collaborative relationships
- **Increases motivation:** kindness is a more effective motivator than self-criticism

Benefits of Mindful Self-Compassion in the Workplace (Organization)

- **Improved productivity and performance:**
 - Fosters growth mindset
 - Reduces fear of failure and performance anxiety
- **Protective factor against burnout.**
- **Correlated with greater engagement in nurses**
- **More research within organizations is needed**

Mindful Self-Compassion Study for First Responders

- Adapting short MSC intervention for first responder audiences specifically, patrol officers and FIRE/ EMS personnel
- Pilot intervention in six law enforcement agencies and six Fire/ EMS agencies statewide
- Randomize participants to MSC or to a waitlisted control group
- Examine outcomes related to vicarious trauma exposure





What Mindful Self-Compassion Looks like in the Workplace

- **Acknowledging struggle:** Pausing to recognize moments of struggle.
- **Connecting with humanity:** Reminding yourself everyone faces challenges.
- **Offering yourself kindness:** Speaking to yourself kindly, “I am sorry for your struggle.”
- **Setting boundaries:** Delegating to avoid overwhelm, saying “no” to requests that are outside of what you can handle.
- **Asking for help:** Reaching out to manager and colleagues for assistance.
- **Using physical soothing:** e.g., Placing your hand on your heart.
- **Taking short breath breaks:** Taking three short breaths before challenging meetings to calm yourself and to offer yourself a moment of kindness.



**Share in the Chat:
What benefit of self-compassion are you most interested in for your workplace?**

Actionable Strategies for the Organization

1. Personal Factors
 1. Stress
 2. Self-awareness
2. Contemplative Trainings
 1. Mindful Self Compassion
 2. Mindfulness-Based Stress Reduction
3. Leadership Styles & Listening Styles

Article

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Abstract

The Problem.

A key challenge for human resource development (HRD) scholars and practitioners is to understand the individual competences that can be trained and developed to enhance employee resilience at work. Empirical evidence has been accumulated on the benefits of self-compassion—that is, a set of malleable states that can be developed through HRD interventions—for individual resilience, as well as on the

Focus on your leaders



Empathetic,
authentic and servant
leadership styles



Leader
Modeling



Wildland
Firefighter Study



Self-Compassionate Touch

Thank you!

Any questions?

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