Developing the practice of self-compassion in Medicine – tools and techniques

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www.kssleadership.nhs.uk
www.tvwleadershipacademy.nhs.uk
#hello my name is...
In this session we will....

- Understand what we mean by compassion and self-compassion
- What this means in healthcare and medicine
- What it means to you – self-compassion
- Signpost you to resources and information for you and your trainees
“The evidence is clear: leadership at every level – from frontline leadership in wards, primary care and community mental health teams to board leadership in trusts to national leadership in overseeing bodies – is influential in determining organisational performance”

http://www.kingsfund.org.uk/blog/2015/02/evidence-leadership-health-care
“A fundamental change in culture is required across the NHS”
Compassion is a cornerstone of excellent leadership

http://www.tvwleadershipacademy.nhs.uk/sites/default/files/DevelopingPeopleImprovingCare_final011216.pdf
A step change in how we care for our people

**Improve our leadership culture**: Positive, compassionate and improvement focused leadership creates the culture that delivers better care. We need to improve our leadership culture nationally and locally. (p.8, Interim People Plan, 2019)
Compassion

“Every human being has the same potential for compassion; the only question is whether we really take any care of that potential, and develop and implement it in our daily life”
Jacinta Ardern – compassionate leadership in action
<table>
<thead>
<tr>
<th>Self compassion</th>
<th>Compassion for patients</th>
<th>Compassion towards each other at work</th>
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<tbody>
<tr>
<td>Being kind to yourself</td>
<td>Providing compassionate care, treating patients as people</td>
<td>Embody compassion in your leadership</td>
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Power Diminishes Empathy

“It turned out that when people were in a ‘powerless’ mindset, their mirror system was increased... They became more sensitive to external stimulus, whereas when people were feeling powerful, the mirror neuron activation was lower. Power, it turns out, diminishes our sense of empathy.”

Sukhvinder Singh Obhi, Jeremy Hogeveen and Michael Inzlicht
What would receiving compassionate leadership feel like from a colleague?

What do compassionate leaders do?

How do we develop compassion, self, team, local office level?
Listening with Compassion

- Listen with fascination
- Listen without judgement
- Listen with curiosity
- Listen with the heart
(Michael West)

In pairs, take turns to listen:
How are you finding work at the moment?
Self-compassion

With self-compassion, we give ourselves the same kindness and care we'd give to a good friend.

(Dr. Kristin Neff; self-compassion.org)

If we are promoting self-care for our patients how do we promote self-compassion for ourselves?
When do you notice yourself being less compassionate for yourself?
What could you do to practice more self-compassion in these circumstances?
3 Elements of self-compassion

- Self kindness versus self judgement
- Common humanity versus isolation
- Mindfulness versus over-identification
WHY PRACTICE SELF-COMPASSION?
Research shows that people who are more self-compassionate are...

HAPPIER
Practising self-compassion leads to more happiness, optimism, gratitude and better relationships with others.

LESS STRESSED
Self-compassion is a powerful antidote to the self-criticism and perfectionistic thinking that can lead to stress, anxiety and depression.

MORE RESILIENT
Self-compassionate people bounce back more easily from set-backs are more likely to learn from their mistakes.
#1 Get comfy with pen and paper.

#2 Write out your situation, mind chatter, and frustrations...

#3 Write your best friend's name at the top.

#4 Write out your best, caring, most heart-felt advice for her...

#5 Re-read this letter to your friend. This is for you, your self-compassion manifesto.
EI Resources

Increases Compassion

8 weeks of meditation resulted in people acting to relieve another person’s pain by more than 5 times - even when there was social pressure to avoid doing so.

Research on Mindfulness

https://www.ashridge.org.uk/faculty-research/research/current-research/research-projects/the-mindful-leader/
Professor Michael West speaks about Compassionate leadership

http://www.leadershipacademy.nhs.uk/blog/leadership-todays-nhs/
Actions you can take today..

- Practice mindfulness
- Physical activity
- Listening/noticing/ ask the right questions
- Mentoring/coaching
- Sharing/talking
- Accepting and embracing risk-taking and failures
- Be curious
- Emotional Intelligence development

- Get to know your colleagues
- Bring your whole self to work
- Build an effective and diverse team
- Role model compassionate behaviours
- Commit random acts of kindness
- Be kind to yourself
Your Local Leadership Academy

Locally run and focused leadership programmes and master classes contact us or see our website
http://www.tvwleadershipacademy.nhs.uk/

Funded Coaching and Mentoring
http://www.tvwleadershipacademy.nhs.uk/coaching-and-mentoring

Online information and resources; Knowledge Hub
https://www.tvwleadershipacademy.nhs.uk/resources
Thank you......

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