Health and Wholeness
Matt Johnson - WorkWell
Everything is held together by relationship
What happens when a relationship is dysfunctional?

Dis-ease

Atomic bomb
Relationships Research

Vulnerability Research
Brene Brown found in her research those who are able to experience love and belonging are those who believe they are worthy of love and belonging even when being honest about struggles or mistakes.

The Grant/Glueck 75 year Study
Vaillant's main conclusion is that "warmth of relationships throughout life have the greatest positive impact on 'life satisfaction'".
HEALTH

IS COMPLICATED

WHOLENESS
Wholeness
Portraying the attributes of being whole

Whole
A thing that is complete in itself
Secure in value and role
Wholeness Concept

An individual believing he/she has **inherent value** and is able to creatively express this value in all areas of influence

Understanding relationship to the whole

Creates ability to form healthy relationships
Inherent Value

Creative

Influence

Relational
Fred Danback and the Hudson River
Caretakers

Influence
Fighting for Value
Industrial Revolution

Reductionism and Bottom Line Thinking

Efficiency = Progress

Performance/Usefulness = Value
Success Metrics

Efficient Production

4(1-x) = 3(x+1) - 2
4 - 4x = 3x + 1
4 = 7x + 1
3 = 7x

"Wouldn't it be more efficient to just find who's complicating equations and ask them to stop?"

Mass Consumption
Business Effectiveness Metrics

Engagement

Productivity

efficiency

goals

Compliance

objectives

performance
Business Effectiveness Metrics
The Performance Cycle

- Struggle with value
  - + Mentality
    - Coping and protection mechanisms
      - Energy drain and health erosion
        - Performance compromised
          - Feeling of uncertainty, instability, and failure

[Logo: BON SECOURS ST. FRANCIS HEALTH SYSTEM]
Effects of Performance Cycle

“The Internal Sports Announcer”

16,000 internal thoughts a day of which most are criticism, comparisons, or evaluations
Self Assessment

Rank your priorities (those things most important to you)

THEN

Rank your priorities based upon time and energy spent
Effects of Performance Cycle
The Intentions/Reality Gap

Rank your priorities (those things most important to you)

Rank your priorities based upon time and energy spent
We are not machines
SO WHAT ARE WE?
“If our brains were simple enough for us to understand them, we'd be so simple that we couldn't.”

Ian Stewart- Professor at Warwick University
Wholeness Concept

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The Balance

Wholeness

Inherent Value

Humility Relationship
Challenge to Leaders

You are only as convincing

As you are convinced
Breaking The Performance Cycle

Set aside time every week to rest, wonder, and adjust priorities

- Struggle with value → Recall source of value → Honest self analysis
- Be vulnerable → Big Picture Perspective → Humility
- Affirm value in others
Affirming Value

Educate and Encourage

Challenge

Send

Support

Review
Wholeness

Business Objectives

our goals

CO-CREATE HEALTHY COMMUNITIES
We recognize that the factors which define health outcomes extend well beyond the scope of traditional health care services. Thus, we commit to improve the health of our communities through partnership and collaboration with a broad range of community stakeholders vitally committed to the well-being of our community residents.

BE PERSON CENTRIC
We recognize that those whom we serve are increasingly engaged in their own care and are seeking connections, affordability and accessibility. Thus, we commit to be person-centered and respond to the changing expectations of health care consumers, and to assure that we engage each person in an individualized plan for health with a focus on prevention and wellness.

SERVE THOSE WHO ARE VULNERABLE
We recognize, by our Catholic identity, that the struggle for a just, humane world is not an option; it’s an integral part of spreading the Gospel. Thus, we commit to serve those who are vulnerable in many ways, addressing health disparities, including grief and trauma, healing the environment and working to end violence and oppression.

STRENGTHEN OUR CULTURE AND CAPABILITIES
We recognize that the health care delivery system is undergoing rapid change with increasing complexity. Thus, we commit to foster the potential of our people by strengthening individual and collective capabilities with respect to ministry leadership, knowledge, analytics, innovation and finances.
Wholeness