

Effective Care Plan Interventions for Depression

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Person-Centered Care

- Care providers who truly offer a person-centered approach focus on the individual.
- They spend a great deal of time getting to know who the person is and who the person was.

2

What does CMS say?

- F656 – Develop/Implement Comprehensive Care Plan

- (1) The facility must develop *and implement* a comprehensive *person-centered* care plan for each resident, *consistent with the resident rights set forth at §483.10(c)(2) and §483.10(c)(3)*, that includes measurable objectives and *timeframes* to meet a resident's medical, nursing, and mental and psychosocial needs that are identified in the comprehensive assessment.

3

Writing the Care Plan

4

Care Plan Components

1. Problems/Needs/Issues/
Concerns/Preferences/
Interests/Strengths
2. Goal
3. Interventions

5

Depression in Nursing Homes

- Depression is a common condition among residents of nursing homes.
- As many as 50% of all nursing home residents are clinically depressed.
- Staff frequently fail to identify depression in elderly.

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Depression

Most misunderstood illness in today's nursing homes...

- "Oh, that's just the way Mr. Joe is!"
- "She's not depressed. She's always been like this."
- "He's not depressed. He's just confused."

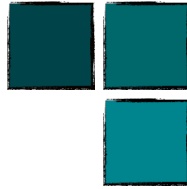
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Depression

- Staff may have tendency to stereotype their residents.
- PHQ9 Score tends to DEFINE the person for the staff.
- After working with the same residents long enough, even the best caregiver makes the fatal mistake of thinking "that's just the way they are..."

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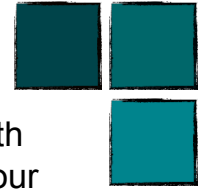
Depression



- Most staff have not been properly trained to recognize the symptoms of depression.
 - Many do not recognize that depression is highly treatable among the elderly.
- AND...
- “Almost always” the interventions are effective.

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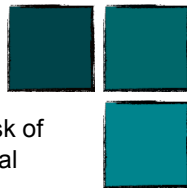
Pandemics can be stressful!!!



- Fear and worry about your own health and the health of your loved ones, your financial situation or job, or loss of support services you rely on.
 - Changes in sleep or eating patterns.
 - Difficulty sleeping or concentrating.
 - Worsening of chronic health problems.
 - Worsening of mental health conditions.
- Increased use of tobacco, and/or alcohol and other substances.

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Health Risks of Loneliness

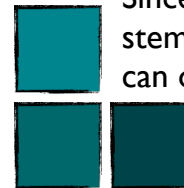


- Social isolation significantly increased a person's risk of premature death from all causes, a risk that may rival those of smoking, obesity, and physical inactivity.
- Social isolation was associated with about a 50% percent increased risk of dementia.
- Poor social relationships (characterized by social isolation or loneliness) was associated with a 29% increased risk of heart disease and a 32% increased risk of stroke.
- Loneliness was associated with higher rates of depression, anxiety, and suicide.
- Loneliness among heart failure patients was associated with a nearly 4 times increased risk of death, 68% increased risk of hospitalization, and 57% increased risk of emergency department visits.

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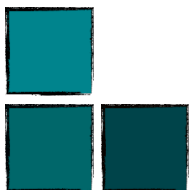
- Isolation and loneliness fuels depression, being cut off from the love, support, and close contact of family and friends can trigger depression or make existing symptoms worse.
- Anxiety can lead to depression. All the fear and uncertainty surrounding COVID-19 means it's natural to worry. When your worries spiral out of control, though, they can cause panic and anxiety.

Since anxiety and depression are believed to stem from the same biological vulnerability, one can often lead to the other.



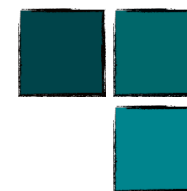
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- Stress levels are soaring. Experiencing a major change in your life can bring overwhelming levels of stress. As a result of this pandemic, you may be experiencing several of these major stressors at once, making you more vulnerable to depression.
- **We're turning to unhealthy ways of coping.** The boredom, loneliness and stress of being in lockdown, can prompt unhealthy ways of coping. Maybe you're drinking too much, abusing drugs, or overeating junk food in an attempt to self-medicate your mood and deal with stress.



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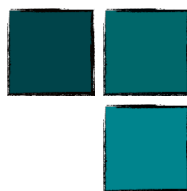
Signs of Depression in the Elderly



- Abnormal agitation
- Feelings of being “down”
- Sudden change of weight or appetite
- No longer enjoying activities normally enjoyed
- Frequent talk of death or dying
- Lack of normal energy
- Feeling guilty or worthless

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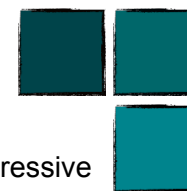
Signs of Depression in the Elderly



- Problems with sleep (too much or too little)
- Extremely slow movements
- Problems focusing and making decisions
- Trying to remain isolated from others
- While some of these can be a part of aging, if the symptom comes on suddenly and seems very abnormal, it is probably a sign of depression.

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Depression

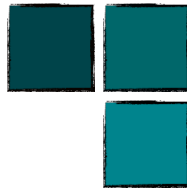


Many elders use somatic terms to describe depressive moods:

- “I just don’t feel well anymore.”
- “I don’t know what’s wrong with me. Once you’re my age, you just start to fall apart.”
- “I’m not depressed...I’m just old and useless.”
- “I’m tired out...just can’t seem to get going anymore.”
- “I don’t know what’s wrong with me. I’m just jumpy.”
- “I’m afraid these days.”
- “I’ve been left here to rot.”
- “No one care about me anymore. I’m just old and worthless.”

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Depression

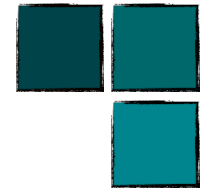


Other ways depression is exhibited:

- picking at food during mealtimes
- chronic complaints about the food
- chronic complaints about aches and health issues & physical problems
- refusing to eat altogether
- waking up frequently at night
- wandering the hallways aimlessly either day or night
- looking very lethargic during the day
- frequently asking for sedatives or pain medication
- fatigued throughout the day

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Section D: Mood

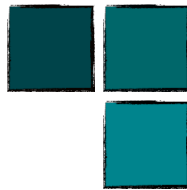


Depression

- Depression can be associated with:
 - ✓ Psychological and physical distress
 - ✓ Decreased participation in therapy and activities
 - ✓ Decreased functional status
 - ✓ Poorer outcomes
- Mood disorders are serious conditions that are often underdiagnosed and undertreated in nursing homes

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Section D: Mood



Code both aspects of the response, presence and frequency of each item.

D0200. Resident Mood Interview (PHQ-9)			
Say to resident: "Over the last 2 weeks, have you been bothered by any of the following problems?"			
If symptom is present, enter 1 (yes) in column 1, Symptom Presence.			
If yes in column 1, then ask the resident: "About how often have you been bothered by this?"			
Read and show the resident a card with the symptom frequency choices. Indicate response in column 2, Symptom Frequency.			
1. Symptom Presence	2. Symptom Frequency	1. Symptom Presence	2. Symptom Frequency
0. No (enter 0 in column 2)	0. Never or 1 day		
1. Yes (enter 0-3 in column 2)	1. 2-6 days (several days)		
2. No response (leave column 2 blank)	2. 7-11 days (half or more of the days)		
	3. 12-14 days (nearly every day)		
Enter Scores in Boxes			
A. Little interest or pleasure in doing things			
B. Feeling down, depressed, or hopeless			
C. Trouble falling or staying asleep, or sleeping too much			
D. Feeling tired or having little energy			
E. Poor appetite or overeating			
F. Feeling bad about yourself - or that you are a failure or have let yourself or your family down			
G. Trouble concentrating on things, such as reading the newspaper or watching television			
H. Moving or speaking so slowly that other people could have noticed. Or the opposite - being so fidgety or restless that you have been moving around a lot more than usual			
I. Thoughts that you would be better off dead, or of hurting yourself in some way			

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Section D - Mood - Item D0300 Total Severity Score

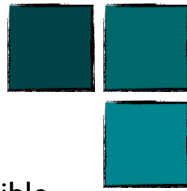


Total Severity Score can be interpreted as follows:

- 1-4: minimal depression
- 5-9: mild depression
- 10-14: moderate depression
- 15-19: moderately severe depression
- 20-27: severe depression

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Section D – Mood - Item DO600 Total Severity Score Interpretation

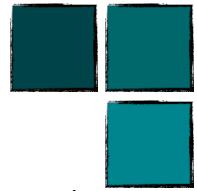


Responses to PHQ-9-OV© can indicate possible depression. Responses can be interpreted as follows:

- Major Depressive Syndrome is suggested if:
 - ✓ of the 9 items, 5 or more items are identified at a frequency of half or more of the days (7-11 days) during the look-back period, and
 - ✓ at least one of these, (1) little interest or pleasure in doing things, or (2) feeling down, depressed, or hopeless is identified at a frequency of half or more of the days (7-11 days) during the look-back period.

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Section D – Mood - Item DO600 Total Severity Score Interpretation

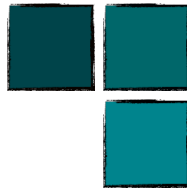


Responses to PHQ-9-OV© can indicate possible depression. Responses can be interpreted as follows:

- Minor Depressive Syndrome is suggested if:
 - ✓ of the 9 items, (1) feeling down, depressed or hopeless, (2) trouble falling or staying asleep, or sleeping too much, or (3) feeling tired or having little energy are identified at a frequency of half or more of the days (7-11 days) during the look-back period, and
 - ✓ at least one of these, (1) little interest or pleasure in doing things, or (2) feeling down, depressed, or hopeless is identified at a frequency of half or more of the days (7-11 days).

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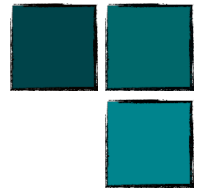
Techniques & Interventions



- ✓ **Distract yourself.** When you're depressed, and isolated from your social network, the negative thoughts running over and over in your head can seem never ending. But you can break the cycle by focusing on something that adds meaning and purpose to your life.

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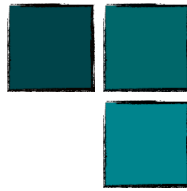
Techniques & Interventions



- ✓ **Find simple sources of joy.** While you can't force yourself to have fun, you can push yourself to do things that will boost your mood throughout day. Try listening to uplifting music (even getting up and dancing around if you can) or finding a reason to laugh by watching funny videos on YouTube or episodes of your favorite sitcom. Spending time in nature—walking outside, sitting in the sun—can ease stress and put a smile on your face, even if you're alone.

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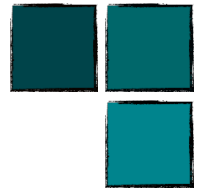
Techniques & Interventions



- ✓ **Limit your consumption of news.** Yes, you want to stay informed, but over-consuming sensationalistic news or unreliable social media coverage will only fuel your negativity and fear. Limit how often you check news or social media and confine yourself to reputable sources.

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Techniques & Interventions



- ✓ **Maintain a routine.** Sleeping too much or too little, skipping meals or exercise, and neglecting your personal care only feeds into your depression. Establishing and maintaining a daily routine, on the other hand, adds structure to your day, even if you're alone and by yourself most of the day. Try to include set times for exercising, spending time outside, and communicating with friends each day.

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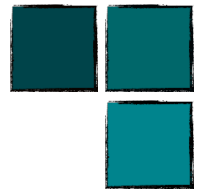
Techniques & Interventions



- ✓ **Express gratitude.** When you're depressed, especially at this awful time, it can seem that everything in life is bleak and hopeless. But even in the darkest days, it's usually possible to find one thing you can be grateful about—the beauty of a sunset or a phone call from a friend, for example. It sounds cheesy but acknowledging your gratitude can provide a respite from negative thinking and really boost your mood.

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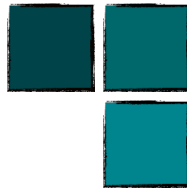
Techniques & Interventions



- ✓ **Find new ways to engage with others**
 - **Move beyond small talk.** To really establish a connection that will ease your loneliness and depression, you need to take a risk and open up. Sticking to small talk and limiting yourself to a surface connection with others can actually make you feel even lonelier.
 - **Share about yourself.** Open up about what you're going through, the feelings you're experiencing. It won't make you a burden to the other person. Rather, your friend or loved one will most likely be flattered that you trust them enough to confide in them, and it will only deepen the bond between you.
 - **Nothing needs to get "fixed".** Depression relief comes from making a connection and being heard by someone. The person you talk to doesn't need to come up with solutions, they just listen to you without judging or criticizing. And the same is true when you're listening to them.

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Techniques & Interventions



✓ Adopt healthy daily habits

- Get moving.
- Practice relaxation techniques
- Eat mood-boosting diet - focus on fresh, wholesome foods
- Sleep well
- Use reminders to keep yourself on track

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Communication Techniques & Interventions

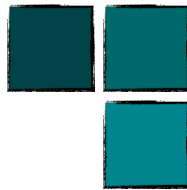


Not all communication is verbal. People also communicate through:

- nonverbal cues
- body language
- hand signs
- facial expressions and affect
- tone of voice
- eye contact
- physical appearance

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Techniques & Interventions



1. Engage in active listening. This involves the caregiver's active thinking during the conversation with the resident. You should also consider what the resident "means." Read between the lines
2. Take time to SIT DOWN! Use appropriate touch.
3. Accept what is being said! Don't impose your own beliefs or your own perspective.

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Communication Techniques & Interventions



4. Encourage the resident to openly and honestly discuss anything that is troublesome. If one staff person cannot handle the information, get someone who can. Do not show disgust or shame.
5. Use open-ended questions to avoid "yes" or "no" answers. Avoid using clinical language. Be personable!
6. Set time limits if resident takes a lot of time consistently (constantly seeking attention). Many caregivers avoid giving any time at all to this kind of situation. Give the time, but set the limits!
7. If the resident who is depressed, also has cognitive deficits, use shorter questions. Use close-ended questions. Be attentive!

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Communication

Techniques & Interventions

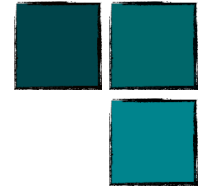


8. Listen very closely for statements about suicide. It is a myth that the person who talks about it all the time won't attempt it. It is also a myth that the person who remains quiet about it, will not attempt to do harm. Don't buy into the myths and stereotypes. Listen and observe!!
9. Recognize and discuss strengths that the resident exhibits in conversation.

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Communication

Techniques & Interventions



10. Discuss new ways of coping with situations in the facility. Educate the resident if possible.
11. Reduce distraction from the immediate environment. Go somewhere conducive for good conversation.
12. Let the resident complete their own statements.
13. Talk less while with the resident and listen more.
14. Clarify what the resident is saying and meaning.

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Communication

Techniques & Interventions



15. Use silence when it is appropriate or necessary. Sometimes saying nothing means quite a lot.
16. Avoid using questions that start with "Why...?" Using "why" implies criticism and this may lead the resident to act out or become defensive. Use terms like who, what, when, where...
17. Avoid giving advice - this fosters dependence.
18. Don't offer false promises or reassurances.

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Effective Behavioral Interventions for Depression



1. Observe the resident's behavior frequently throughout each shift. Normal everyday interaction should provide signs of depression.
2. If necessary, get a psych evaluation or consultation.
3. Work on establishing a good relationship and rapport with the resident. You have to KNOW the resident in order to help them.
4. Use validation. Acknowledge their feelings and perspective.
5. Determine and consider the resident's cultural and ethnic background.

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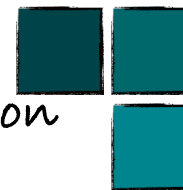
Effective Behavioral Interventions for Depression



6. Assist the resident in identifying factors which cause depressed feelings. Discuss environment, staff, family, etc.
7. Teach the resident about depression - Symptoms, what can be done, etc.
8. Encourage them to participate in facility life - activities, socialization, interaction, etc.
9. Start conversations on a "normal" basis - just like with anyone else. (Interdependence)

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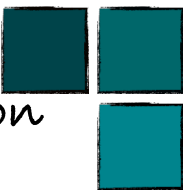
Effective Behavioral Interventions for Depression



10. Encourage the resident to act as independently as possible. Promote independent thinking and acting.
11. Attempt to establish a behavioral contract with the resident who will cooperate.
12. Explore fears that the resident may have about death, dying, illness, being abandoned, alone, etc.
13. Encourage relaxation techniques - when getting up each morning and when going to be each night.
14. Encourage healthy relationships with other residents, family and staff.

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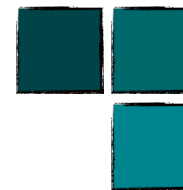
Effective Behavioral Interventions for Depression



15. Assist the resident in developing and demonstrating effective coping skills that can be used when depressed.
16. Assess for sleep and appetite disturbance. (Are they present?)
17. Determine causes of sleep or appetite disturbance.
18. Encourage resident to talk about problems with sleep or appetite. Make them aware this can be treated.
19. Document, document, document - as accurately as possible.

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Questions for Consideration



1. What approaches should be taken by the staff?
2. What are some good, specific interventions?
3. When might be a good time to get a mental health evaluation?
4. Effectiveness between Reality Orientation and Validation Therapy.

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Questions for Consideration



5. Does the resident need a psychiatrist or a psych eval? If so, why?
6. How should staff handle specific behavior problems in the facility/community? (Specific interventions.)
7. How should staff deal with unfounded accusations?
8. How should staff deal with family members?

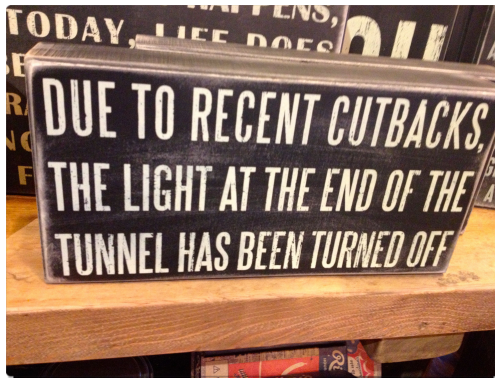
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HOW TO MOTIVATE YOURSELF (AND STAFF) WHEN YOU HAVE NO RESERVES LEFT...

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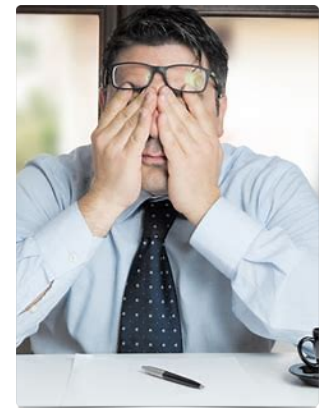


ARE YOU EMOTIONALLY EXHAUSTED??

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What is emotional exhaustion?

- * *Emotional exhaustion is the state of feeling emotionally drained or emotionally tired because of stress build-up.*
- * *It is difficult be motivated for anything or anyone.*



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CAN STRESS MAKE YOU TIRED?

- * The short answer is a resounding “YES!”
- * We all experience stress, but when stress is too high, we lose our sense of control and our energy.
- * When that happens, our emergency response system triggers an adrenaline rush. Our natural mood-stabilizing hormone, serotonin, gets used up or starts running low.
- * Now, on top of dealing with stress, you’re also dealing with adrenaline side effects which may include a racing heart, sweating, or rapid breathing.
- * If you’re feeling drained and don’t think you can’t bounce back naturally, you may be experiencing emotional exhaustion.

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What causes emotional exhaustion?



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WHAT CAUSES EMOTIONAL EXHAUSTION?

- * Lack of social support - Not having anyone to turn to during times of immense stress can lead to loneliness, hopelessness, and emotional exhaustion.
- * Thoughts, feelings, and behaviors - Poorly regulated thoughts, feelings, and behaviors can increase stress and cause a poor emotional response.
- * Being a caregiver - Caregiving can be a lonely uphill journey that demands patience, time, and self-sacrifice. Caregivers who sacrifice too much of their needs while caring for others can experience emotional and mental exhaustion.

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WHAT CAUSES EMOTIONAL EXHAUSTION?

- * Low job satisfaction - Feeling unhappy at work (due to a lack of meaningful projects or recognition) can create chronic stress. It can also cause a feeling of lack of purpose, and emotional exhaustion.
- * Relationship struggles - Relationship difficulties such as a divorce or parting ways with a friend can reduce social support and increase stress. Co-parenting can also contribute to the feeling of mental fatigue.
- * Lack of control - Believing that you don’t have control over your life, or struggling to balance self-care with life’s demands, can make you feel overwhelmed. This ultimately can lead to emotional burnout.

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WHAT CAUSES EMOTIONAL EXHAUSTION?

- * Grief after losing a loved one - Losing a loved one can make you feel a variety of emotions, such as sadness, anger, or loneliness. If grief turns into what doctors call “complicated grief,” you may experience depression, self-blame, and chronic stress.
- * Living with a chronic illness - When you’re in chronic pain or living with an illness or disease, you may feel isolated, hopeless, and stressed out.

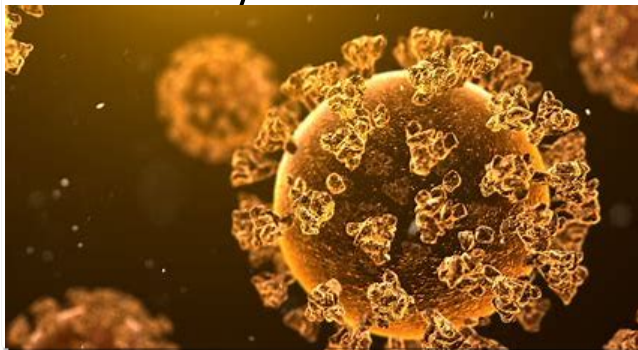
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WHAT CAUSES EMOTIONAL EXHAUSTION?

- * Working too many hours - Working too many hours can lead to chronic stress, depression, and an increase in the hormone cortisol. Ultimately, this can increase your risk for cancer, stroke, and diabetes.
- * Raising children - Parents have to navigate difficult challenges, like not getting enough sleep, being on call 24/7, and not having enough downtime. These high demands can cause physical, mental, and emotional exhaustion.

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WHAT CAUSES EMOTIONAL EXHAUSTION? COVID/PANDEMIC



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RISKS THAT INCREASE EMOTIONAL EXHAUSTION

- * Struggling with a chronic illness.
- * Working at a job you hate or feeling a lack of control at work
- * Not prioritizing self-care
- * Struggling with challenges at home
- * Working long hours, weekends, or both.

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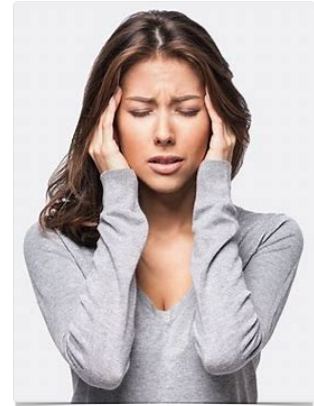
RISKS THAT INCREASE EMOTIONAL EXHAUSTION

- * Lacking meaning and purpose at work
- * Having poor relationships with co-workers and/or managers
- * Striving for perfectionism
- * Working in a culture that doesn't value freedom of expression
- * Using harmful coping mechanisms to manage stress such as drugs and alcohol

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SYMPTOMS OF EMOTIONAL EXHAUSTION

- Physical Symptoms
 - ✓ Headaches
 - ✓ Weight gain or loss
 - ✓ Lack of appetite
 - ✓ Fatigue
 - ✓ Heart palpitations
 - ✓ Sore muscles/muscle tension
 - ✓ Changes in appetite



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SYMPTOMS OF EMOTIONAL EXHAUSTION



- Mental Symptoms
 - ✓ Forgetfulness
 - ✓ Confusion
 - ✓ Memory loss
 - ✓ Difficulty concentrating
 - ✓ Lack of imagination
 - ✓ Feeling mentally exhausted

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SYMPTOMS OF EMOTIONAL EXHAUSTION

- Emotional Symptoms
 - ✓ Pessimism
 - ✓ Apathy
 - ✓ Hopelessness
 - ✓ Anger or irritability
 - ✓ Lack of motivation
 - ✓ Anxiety and/or depression
 - ✓ Feelings of failure
 - ✓ Feeling drained



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SYMPTOMS OF EMOTIONAL EXHAUSTION

- Performance Symptoms
 - ✓ Low engagement rate
 - ✓ Excessive absences
 - ✓ Poor work performance
 - ✓ Low productivity
 - ✓ Failure to meet deadlines
 - ✓ Low commitment to their job
 - ✓ Poor attitude



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SYMPTOMS OF EMOTIONAL EXHAUSTION

- Effects on sleep
 - ✓ Difficulty falling asleep
 - ✓ Oversleeping
 - ✓ Difficulty staying asleep
 - ✓ Dreading getting out of bed



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SYMPTOMS OF EMOTIONAL EXHAUSTION



- Effects on relationships
 - ✓ Unable to connect with others
 - ✓ Low self-esteem
 - ✓ Social withdrawal
 - ✓ Lack of enthusiasm
 - ✓ Social anxiety

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TAKING CARE OF YOU!

- Take care of your physical, mental, and emotional health by making healthy lifestyle choices.
 - ✓ Create healthy routines (morning, afternoon, evening...)
 - ✓ Take time off from work (this is a really hard one right now...)
 - ✓ Aim for work/life balance
 - ✓ Take care of your mental and emotional health
 - ✓ Consult a professional

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16 WAYS TO CALM YOURSELF

1. Walk: Walking helps clear your mind. It offers you a different perspective.
2. Indulge: Take a day off to spend a whole day doing exactly what you want.
3. Be generous: Give something to a total stranger. Acts of giving make us feel warm and fuzzy inside.
4. Sit in a coffee shop or a busy street and soak up your surroundings. You don't have to talk to people.

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16 WAYS TO CALM YOURSELF

5. Educate yourself: research what it is you are experiencing. Arm yourself with knowledge and the resources to tackle the problems head-on.
6. Preparation: Write the day's to-do list the evening before.
7. Strengths: Write down a list of 20 of your strengths.
8. Keep going forward: Keep taking small steps, no matter what. Being stagnant doesn't serve you.

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16 WAYS TO CALM YOURSELF

9. Re-visit an old hobby: If you don't have one, create one.
10. Prioritize: Decide what's important right now. Say no to extra obligations.
11. Sleep: Get enough rest. Sleep 7-9 hours each night.
12. Be silly: Do something that you did as a child. Don't take life too seriously.

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16 WAYS TO CALM YOURSELF

13. Cry: Release all that emotion. You will feel better.
14. Check your self-talk. Negative self-talk does not serve you.
15. Journal: Develop a habit of journaling. This will help free your mind.
16. Remind yourself that life is a journey. Remember that what you are going through is temporary. It will pass.

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MAKE STRESS WORK FOR YOU

- Let's consider a non-athlete who decides to run a half marathon.
- They contact a trainer and create a multi month training plan designed for their body and lifestyle.
- Everyday includes a little bit more running and strength training. (At times it can be absolutely miserable!)
- But when it gets to race day, the challenge is not as "impossible" as it once felt. Their muscles are literally ready to handle the strain and demands placed upon them because they have been building for this precise moment.

~ Dennis McIntee



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MAKE STRESS WORK FOR YOU

- Believe it or not, our brains work the same way.
- Our brains are heavily influenced by our ability to reposition our mindset and imagine a different perspective than the one our senses are taking in.
- When examining this mindset shift, we can see daily stressors as strength-building exercises helping our brains build up their proverbial muscle.
- The key is to think of stress as a certain energy ... it can be guided positively or negatively like any kind of energy.

~ Dennis McIntee



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MAKE STRESS WORK FOR YOU



- When you are stressed, ask what this situation is now making possible.
- ✓ In doing so, you are sending positive energy toward something that can so quickly turn negative.
- ✓ This mindset shift is powerful!

~ Dennis McIntee

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MAKE STRESS WORK FOR YOU

- Evaluate the expectations you have of yourself.
- ✓ Are they too high and causing undue stress?
- ✓ You can always readjust your expectations and establish new goals - all up to you!

~ Dennis McIntee



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MAKE STRESS WORK FOR YOU

- Take care of your body and mind in seasons of stress.
- ✓ Exercise, eat well, and sleep well.
- ✓ There is no better antidote.



~ Dennis McIntee

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MAKE STRESS WORK FOR YOU

- View times of stress as a series of sprints versus a marathon.
- ✓ After concentrated times of focus or hard work, physically step away and get fresh air before you start the next sprint, or give yourself reward. Celebrate that “time out.”



~ Dennis McIntee

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ACT AS IF YOU FEEL MOTIVATED

- You may be able to trick yourself into feeling motivated by changing your behavior. Act as if you felt motivated, and your actions may change your emotions.
- For example, rather than sit on the couch in your pajamas all day waiting for motivation to strike, get dressed and get moving. You might find that taking action will increase your motivation, which makes it easier to keep going.
- So ask yourself, “What would I be doing right now if I felt motivated?” Consider what you’d be wearing, how you’d be thinking, and what actions you’d be taking. Then, do these things, and see if your motivation level increases.

71

ARGUE THE OPPOSITE

- When you’re struggling with motivation, you’ll likely come up with a long list of reasons why you shouldn’t take any action. You might think, “It’ll be too hard,” or, “I’ll never get it done anyway.” These types of thoughts will keep you stuck.
- Try arguing the opposite. When you think you’re going to fail, argue all the reasons why you might succeed. Or when you think you can’t finish a job, list all the evidence that shows you’ll be able to complete the task.
- Arguing the opposite can help you see both ends of the spectrum. It can also remind you that an overly pessimistic outcome isn’t completely accurate. There’s a chance that things might work out better than you expect. And you might find that developing a more balanced outlook will help you feel more motivated to try.
- There’s a chance that things might work out better than you expect. And you might find that developing a more balanced outlook will help you feel more motivated to try.

72

PRACTICE SELF-COMPASSION

- You might think being hard on yourself is the key to getting motivated. But harsh self-criticism doesn't work.
- Research shows that self-compassion is actually much more motivating, especially when you are struggling with adversity.
- A 2011 study conducted by researchers at the University of California found that self-compassion increases the motivation to recover from failure.
- Individuals reported greater motivation to change their weaknesses when they practiced self-acceptance (a key component of self-compassion).

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PRACTICE SELF-COMPASSION

- Self-compassion may also improve mental health (which can increase motivation). A 2012 study published in *Clinical Psychology Review* discovered that self-compassion decreases psychological distress, reduces the symptoms of anxiety and depression, and reduces the harmful effects of stress.
- So rather than beat yourself up for mistakes or call yourself names, create a kinder inner dialogue. This doesn't mean you need to repeat exaggeratedly positive affirmations like, "I'm the best person in the world," however.

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PRACTICE SELF-COMPASSION

- Healthy self-compassion balances self-acceptance with self-improvement. Acknowledge your flaws, mistakes, and failures with honesty. But don't indulge in a pity party.
- Speak to yourself like a trusted friend. Ask yourself, "What would I say to a friend who had this problem?" You'd likely be much kinder to someone else than you are toward yourself. So start treating yourself like a good friend.
- Additionally, coach yourself in a helpful manner. Practice using self-talk that encourages you and helps you recover from setbacks.

75

USE THE 10-MINUTE RULE

- When you dread doing something—like walking on the treadmill for three miles—you'll lack motivation to do it. You can reduce your feelings of dread, however, by proving to yourself that the task isn't as bad as you think or that you have the strength to tolerate it better than you envision.
- The 10-minute rule can help you get started. Give yourself permission to quit a task after 10 minutes. When you reach the 10-minute mark, ask yourself if you want to keep going or quit. You'll likely find that you have enough motivation to keep going.
- So whether you lack motivation to start working on a boring report, or you can't seem to get yourself off the couch to start a to-do list, use the 10-minute rule to motivate yourself to take action. Getting started on a task is usually the hardest part. Once you get going, however, it's much easier to keep going.

76

GO FOR A WALK IN NATURE

- Fresh air, a change of scenery, and a little exercise can do wonders for your motivation. Walking in nature—as opposed to a busy urban street—can be especially beneficial.
- One study found that walking half a mile through a park reduces brain fatigue.
- Being in nature offers a calming effect that rejuvenates the brain—which can help motivate you to tackle a tough task.

77

PAIR A DREADED TASK WITH SOMETHING YOU ENJOY

- Your emotions play a major role in your motivation level. If you're sad, bored, lonely, or anxious, your desire to tackle a tough challenge or complete a tedious task will suffer.
- Boost your mood by adding a little fun to something you're not motivated to do. You'll feel happier and you might even look forward to doing the task when it's regularly paired with something fun.

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PAIR A DREADED TASK WITH SOMETHING YOU ENJOY

- Some examples...
 - ✓ Listen to music while you run.
 - ✓ Call a friend, and talk while you're cleaning the house.
 - ✓ Light a scented candle while you're working on your computer.
 - ✓ Rent a luxury vehicle when you travel for business.
 - ✓ Invite a friend to run errands with you.
 - ✓ Turn on your favorite show while you're folding laundry.
 - ✓ Just make sure that your fun doesn't impair your performance. For example, watching TV while writing a paper might distract you and slow you down even more. Or talking to a friend while you're cleaning the house might be so distracting that you can't pay attention to what you're doing.

79

MANAGE YOUR “TO-DO” LIST

- It's tough to feel motivated when your to-do list is overwhelming. If you feel like there's no hope in getting everything done, you might not try to do anything.
- Keep in mind that most people underestimate how long something will take them. And when they don't get it done on time, they might view themselves as lazy or inefficient. This can backfire by causing them to lose motivation—which makes it even harder to get more things done.

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MANAGE YOUR “TO-DO” LIST

- Take a look at your to-do list, and determine if it’s too long. If so, get rid of tasks that aren’t essential.
- See if other tasks can be moved to a different day. Prioritize the most important things on the list, and move those to the top.
- You might find a slight change in your to-do list—or the way you view your to-do list—will help you to see your tasks as more manageable. As a result, you might feel more motivated to get to work.

81

PRACTICE SELF-CARE

- You’ll struggle with motivation as long as you aren’t caring for yourself. Sleep-deprivation, a poor diet, and lack of leisure time are just a few things that can make trudging through the day more difficult than ever.
 - ✓ Exercise regularly.
 - ✓ Get plenty of sleep.
 - ✓ Drink water, and eat a healthy diet.
 - ✓ Make time for leisure and fun.
 - ✓ Use healthy coping skills to deal with stress.
 - ✓ Avoid unhealthy habits, like binge eating and drinking too much alcohol.

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REWARD YOURSELF FOR WORKING

- Create a small reward for yourself that you can earn for your hard work.
- You might find focusing on the reward helps you stay motivated to reach your goals.
- Consider whether you are likely to be more motivated by smaller, more frequent rewards or a bigger reward for a complete job. You may want to experiment with a few different strategies until you discover an approach that works best for you.
- Make sure your rewards don’t sabotage your efforts, however. Rewarding your hard work at the gym with a sugary treat might be counterproductive. And counterproductive bad habits will decrease your motivation in the long term.

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SEEK PROFESSIONAL HELP

- If your motivation continues to remain low seek professional help. You may also want to seek help if your lack of motivation is affecting your daily functioning. For example, if you aren’t able to go to work, your performance at work is suffering, or if you can’t get motivated to leave the house, this could be a sign of something more serious.
- Schedule an appointment with your physician. Your doctor may want to rule out physical health conditions that may be affecting your energy or mood.
- Your doctor may also refer you to a mental health professional to determine if your lack of motivation might be related to a mental illness, like depression. If so, treatment may include therapy, medication, or a combination of both.

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LET'S LOOK AT IT FROM A PERSONAL PERSPECTIVE

- What made you choose this field/
profession?
- Does the reason you chose the field still hold
true for you today?
- Why did/do you continue to show up for
work every day during the pandemic?
- How can we turn these reasons into new
motivation to go forward?

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HELPFUL HINTS

Just
get
started!



86

HELPFUL HINTS

Commit
publicly



87

HELPFUL HINTS

Change
up your
location



88

HELPFUL HINTS

Listen to “pump-up” music.

- Music motivates us. Think about it: Why do people listen to music when they go to the gym? Because it gives us energy.
- We don't just have an emotional reaction when we listen to music; we also have a physical reaction.
- Music engages our bodies' sympathetic nervous systems. Our airway opens, our heart accelerates, and our muscles become primed for movement.
- When the speed, intensity, or volume of the music rises, our pulse quickens and our breathing accelerates.
- This is great for physical exercise, of course. But it's also great for reenergizing you when you're feeling tired or bored. Not only will it help refocus you, but studies have shown that music can help draw our attention away from the negative aspects of whatever task we're doing.

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HELPFUL HINTS

Talk to a
coworker - just
a quick break.

Or go
somewhere and
give yourself a
pep talk.



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HELPFUL HINTS

Eat an
energy-
boosting
snack



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HELPFUL HINTS



92

HELPFUL HINTS

Take a power nap!

- ✓ Researchers have found there are clear benefits to napping, including increased alertness after your nap.
- ✓ The key is doing it right. In other words, napping for the right amount of time, and at the right time of day.
- ✓ The best naps are between 1 p.m. 3 p.m. and last between 20 and 40 minutes.

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TIPS FOR MOTIVATION

Recharging your Battery for Life Balance: PHYSICAL

- Safe housing
- Regular medical care
- Eat healthy
- Exercise
- Be sexual
- Get enough sleep
- Take vacations
- Take a walk
- Turn cell phone off
- Get “me” time
- Take time off
- Massages
- Acupuncture
- Bubblebaths
- Kisses
- Ask for nurturing

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TIPS FOR MOTIVATION

Recharging your Battery for Life Balance: Psychological

- Self-reflection
- Therapy
- Journaling
- Self-awareness
- Sensory engagement
- Aromatherapy
- Draw
- Go to symphony or ballet
- Paint
- Relax in the sun
- Garden
- Read a self-help book
- Join a support group
- Think about your positive qualities
- Practice asking & receiving help

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TIPS FOR MOTIVATION

Recharging your Battery for Life Balance: Emotional

- Affirmations
- Self-love
- Self-compassion
- Cry
- Social justice engagement
- Laugh
- Say “I love you!”
- Watch a funny movie
- Find a hobby
- Flirt
- Buy yourself a present
- Cuddle with your pet
- Tell yourself: “You are gorgeous!”
- Practice forgiveness

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TIPS FOR MOTIVATION

Recharging your Battery for Life Balance: Spiritual

- Self-reflection
- Go into nature
- Find spiritual community
- Self-cherish
- Meditate
- Sing
- Dance
- Play
- Be inspired
- Take yoga
- Play with children
- Bathe in the ocean or lake
- Watch sunsets
- Pray
- Find spiritual mentor
- Volunteer for a cause
- Foster self-forgiveness

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TIPS FOR MOTIVATION

Recharging your Battery for Life Balance: Personal

- Learn who you are
- Figure out what you want in life
- Plan short and long term goals
- Make a vision board
- Foster friendships
- Go on dates
- Get coffee with a friend
- Get out of debt
- Just relax
- Write a poem or a book
- Spend time with your family
- Cook out
- Learn to play a musical instrument

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TIPS FOR MOTIVATION

Recharging your Battery for Life Balance: Professional

- Take time for lunch
- Set boundaries
- Do not work overtime
- Leave work at work
- Do not work during your time off
- Get regular supervision
- Take a class/seminar
- Get support of colleagues
- Take mental health days
- Learn to say “NO” and stick with it
- Plan your next career move
- Take all vacation and sick days

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TIPS FOR MOTIVATION

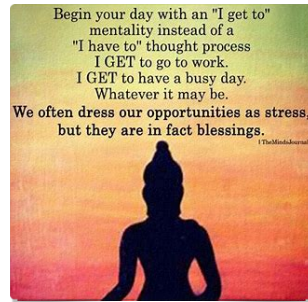
Create a support network!
Having support on “standby” for when your motivation runs out and you feel overwhelmed will help provide encouragement.

100

BEGIN YOUR DAY WITH AN “I GET TO” MENTALITY...

Instead of thinking... “I have to...,” think
“I get to...”

- I GET to go to work...
- I GET to have a busy day...
- I GET to buy groceries...
- I GET to see and interact with other people...
- I GET to see my loved ones...
- I GET to help (take care of) others...
- I GET to be needed...
- I GET to be kind...
- I GET to love and be loved...



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