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# Reviving an Exhausted Brain: A Leads-Self Journey of Depletion, Discovery, and Recovery

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@CCHL\_CCLS



#CWHLC2023











# An Average Work Day – March 2020 to June 2021

Urgency!

Hiring Freeze/Vacancies/  
Short Resources

Care/Worry for team & front line

End of Day Unfinished Tasks

Deluge of New Information



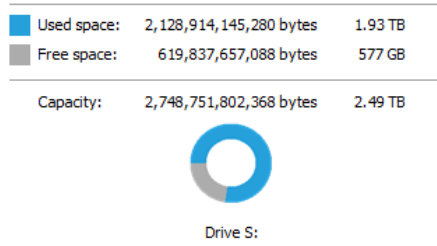
Daily email “tsunamis”

Unmanaged Task Switching

Back to back meetings all day

No breaks

Constant Multitasking



← **Research  
Department  
COVID-19 Drive**

# An Average Night



June, 2021





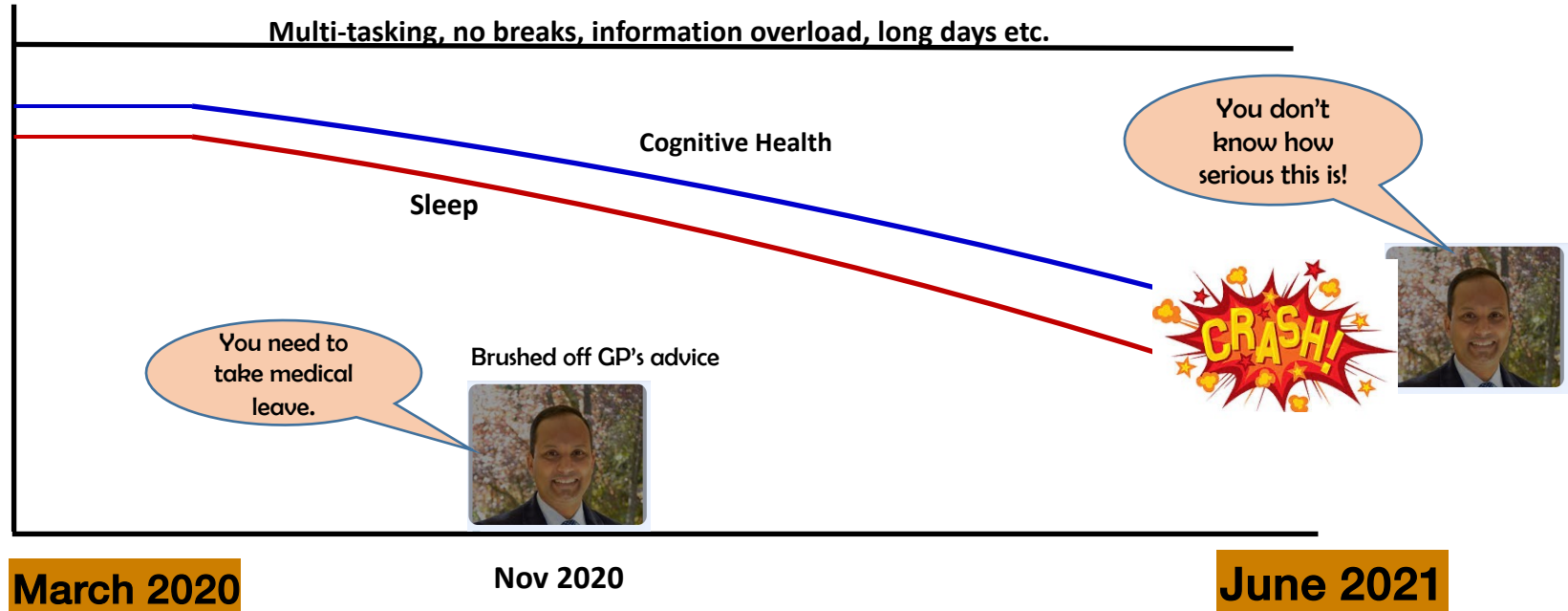
# Into the Void



# 3 Questions

1. What did I do to myself?
2. How do I recover?
3. How do I prevent it from happening again?

# 1. What did I do to myself?



## 2. How do I recover?



**Mission “Possible”:** Acquire/apply knowledge, build new habits, rewire brain (deprogram and reprogram)

### SLEEP

- Small Group Cognitive Behavioral Therapy for Insomnia
- One to one counselling
- Medical (low dose amitriptyline)
- Sound (white noise)



### FOCUS AND ATTENTION

- Research Literature Review
- On-line Course “The Nature of Work”
- “Focus” Training (piano, calligraphy)
- Meditation

### 3. How do I prevent it from happening again?

RESTRICT # DAILY MEETINGS

GOAL: MONOTASK

MANAGE SWITCH  
TASKING

SLEEP REGIMEN

UNFINISHED? WRITE IT DOWN

DAILY SELF-REFLECTION



“BRAIN” BREAKS

MORNING ROUTINE

DELIBERATE HYDRATION

NEW EXERCISE ROUTINE

SCHEDULED TIME FOR DEEP FOCUS

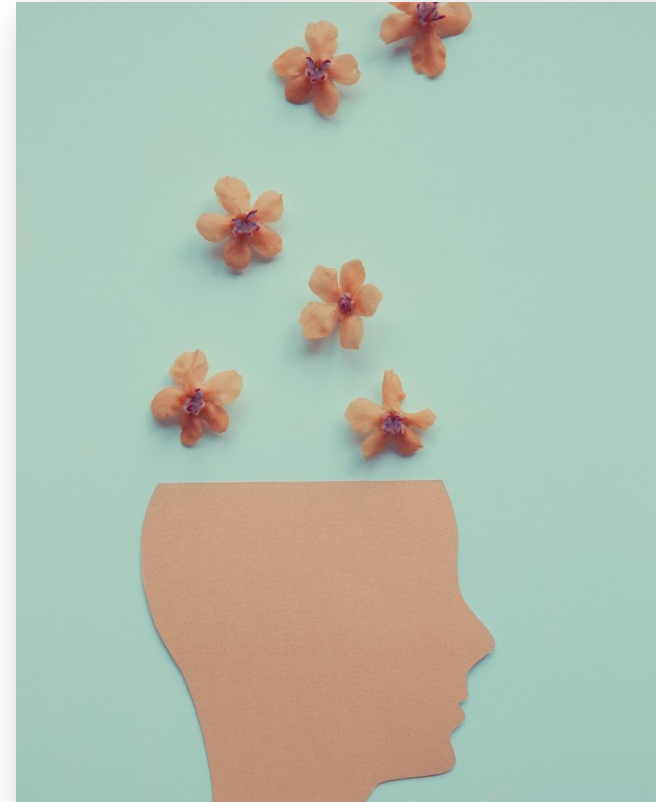


# Assembling the Pieces



# The Benefits

*Workplaces with a proactive approach to psychological health and safety on average are **better able to recruit and retain talented workers**, have improved worker engagement, enhanced productivity, are more creative and innovative, and have higher profit levels. Other positive effects can include a **reduction** of several key workplace issues including **grievances, turnover, disability, injury rates, absenteeism, morale problems**, and the potential for the development of workplace **conflict**.*



# Psychological Health in the Workplace

- **70% of employees** are concerned about the psychological health and safety of their workplaces
- **Workplace stress** is one of the primary causes of employees' mental health problems
- **Productivity loss** related to mental illness: \$6.3 billion/year and 500,000 workers/week
- **Mental illnesses** are around 30% of disability claims, but make up 70% of workplace disability costs
- Median **yearly ROI** on mental health programs: \$1.62 in the first 3 years and \$2.18 for 3+ years
- **Workforce needs and expectations have shifted:** remote work, generational differences, pandemic impacts
- **High impact** areas: leadership training, return-to-work programs, preventative interventions, valuing lived/living experience, and building a culture of support.

