Spirituality From a Holistic Approach

“SPIRITUALITY IN THE WORK PLACE”

BY Dr. Gloria Bamberg-Merritt
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What is Spirituality?

Spirituality is distinguished from all other things humanism, values, morals, and mental health by its connection to that which is sacred.

What is Religion?

Religions usually have specific beliefs about life after death and rules about conduct within a social group.
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Spirituality, Religion and Mental Health

According to Koening (2012) religion provides resources for coping with stress that may increase the frequency of positive emotions and reduce the likelihood that stress will result in emotional disorders.

- strongly held beliefs
- give meaning to difficult life circumstances
- provide a sense of purpose.
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Clinical Implications

• The Joint Commission for the Accreditation of Hospital Organizations (JCAHO) and by Medicare (in the US) has set important standards that require providers of health care (mental health care) must show respect for patients’ cultural and personal values, beliefs, and preferences (including religious or spiritual beliefs).
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First Evaluation
• Health Care professionals should take a brief spiritual history. **WHY?**
• Learn about the Patient’s SPIRITUAL BACKGROUND
• Coping
• Conflicts with beliefs
• Community
• Spiritual NEEDS?
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• WHO IS RESPONSIBLE FOR THIS 2 MINUTE ASSESSMENT?

_____________________________________
Signature / Date
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Even if Beliefs Conflict with the medical treatment plan or seem bizarre, the health professional should not challenge those beliefs (at least not initially), but rather take a neutral posture and ask the patient questions to obtain a better understanding of his or her beliefs.
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Spiritual History/ Spiritual Intervention

- Must be patient centered and patient desired.
- NO COERSION
- The patient must feel in control and free to reveal or not reveal information about their spiritual lives or to engage or not engage in spiritual practices (i.e., prayer, etc.)
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ARE REFERRALS NECESSARY when it relates to SPIRITUALITY?

WHO IS THE TRUE EXPERT WHEN IT RELATES TO SPIRITUAL NEEDS?
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• The health professional should consult a chaplain and either follow their advice or refer the patient to the chaplain to address the situation

• If the Service provider is knowledgeable about the patient’s R/S beliefs and the beliefs appear generally healthy, however, it would be appropriate to actively support those beliefs and conform the healthcare being provided to accommodate the beliefs.
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If spiritual needs are identified and a chaplain referral is initiated, then the health professional making the referral is responsible for following up to ensure that the spiritual needs **WERE** adequately addressed by the chaplain. This is especially true given the impact that unmet spiritual needs are likely to have on both **medical outcomes** and **healthcare costs**.
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Research Findings

• Religious/spiritual beliefs and practices are commonly used by both medical and psychiatric patients to cope with illness and other stressful life changes.

• A large volume of research shows that people who are more R/S have better mental health and adapt more quickly to health problems compared to those who are less R/S.

• These possible benefits to mental health and well-being have physiological consequences that impact physical health, affect the risk of disease, and influence response to treatment.
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Spirituality and Health

What is Holistic Health?

A Diverse field of alternative medicine in which the “Whole person” is focused on, to include the individuals SPIRITUALITY.
Spirituality and Health

Medical education has returned to holistic medicine and insists spirituality should be considered as a broad term addressing multiple parts of a person’s life and should not be confined to organized religion.
Spirituality and Health

The holistic approach uphold that all aspects of the individual must be included in addition to psychological, physical and social is a part of spirituality and health.
Spirituality and Health

- Levin (2015) explores the connection between health and spiritual beliefs and practices.

- Research has revealed many ways religious involvement can prevent illness and promote health and well-being.

- University of North Carolina in Chapel Hill, he discovered an unknown research article that showed that hundreds of adult men who frequently attended church services maintained lower blood pressure.
Spirituality and Health

Koenig (1997) Research findings revealed;

• Religious people spend less time in the hospital

• He recommend that doctors have an obligation to the patient to include the patient’s religious beliefs and use their faith (spirituality) to promote healing.
Spirituality and Health

Levin explains that the weight of published evidence overwhelmingly confirms that spiritual life influences health. He explains that the concept of a body-mind-spirit connection is already changing medical practice, medical education, and research. These changes are based on scientific epidemiology and will not likely go away.
Does All Professionals Agree with the Approach of Spirituality in Health Care?

Richard P. Sloan, Ph.D., professor in the Department of Psychiatry at Columbia University wrote in the New England Journal of Medicine, he challenges the validity of the studies that support the religion-health connection model. He also argues against courses in medical schools dedicated solely to issues of spirituality.
Spirituality and Health

Health & Healing are linked to one’s

- Faith
- hope
- forgiveness,
- the use of social support and
- prayer
Spirituality & Health

- Medicine implies complementary and alternative Medicine
- Holistic nursing means to view ALL of the patient, in the present situation. The here and now.

Goldenstein (1987) research revealed that Holistic Physicians has more spiritual and or religious beliefs and use more holistic techniques compared to family Physicians.
Spirituality & Health

When providing services be sure not to complicate the holistic and personal care.

Services should be responsive to a single patient’s need. Because different professions in the agency have a variety of roles. Effective communication is the key.

Nursing Times (2010). Exploring how to address patients spiritual needs.


The organization: Must be Organized from Start to Finish.
Spirituality groups are a place of non-judgemental community and connection (Gangi 2014).
TYPES OF SPIRITUALITY GROUPS

SPIRITUALITY & GROUPS

- Eating Disorders
- Substance abuse issues
- Schizophrenia
- General Psychiatry Population
- Christian CBT/ with depression etc.

(Baker, Beddoes, Gelderman, Christensen, 2015).
SPIRITUALITY & GROUPS

- Health and spirituality for the chronically ill often turn to God for help with coping and or relinquish control of health to God.

- When counseling a diverse population or culture (African-American) it is important to include a more comprehensive Spiritual Assessment.
Spirituality & Groups

- Promotes coping mechanisms for those with illnesses and disability
- Empowers them to draw upon their spirituality as a resource for inner strength
Spirituality & Assessment

SPIRITUALITY AND THERAPY GROUPS

- SPIRITUALITY IS THE GUIDE / shapes the group
- It’s the individuals definition of spirituality
- Focuses on the coping of the individual’s overall health.
- Daily life style
- No corrections of members psycho-pathology

100% Acceptance
Spirituality & Assessment

COMMITMENT to OTHERS

- The cultural norms
- Perspectives of others
- Understand and accept the differences of the members that impact their understanding of Spirituality
Spirituality & Assessment

• Differences:

Spirituality Therapy-

• Acknowledge the individual is best to identify his or her own Spirituality.

• No authoritative source

• Keep the discussion of tract as it relates to the health status.

• Members use and identify others information and actions during the new week between groups
Spirituality & Assessment

Psychotherapy groups
• Maladaptive behaviors
• Behavioral change is the focus
• Individual diagnosis
Spirituality & Assessment

GROUP PROTOCOL
(activity)
Spirituality Assessment

Principles of Spirituality

• Creativity
• Communication,
• Respect
• Partnership
• Energy
• And Flexibility

Spirituality & Assessment

Spirituality Practitioner (leader)? Being a Competent counselor for spiritual groups

SPARC MODEL

- Spirituality
- Psycho-education
- Activities
- Reflections
- Connection

WORKPLACE & SPIRITUALITY


• VALUES:
  • Bereavement programs
  • Wellness information
  • Employee Assistance Programs
  • Integrate Work/Family
  • Management System that ENCOURAGE personal and spiritual transformation
  • Servant Leadership
  • Stewardship- Growth and Well Being
  • Diversity Programs
  • Integration of CORE VALUES and CORE BUSINESS DECISIONS and PRACTICES
  • Leadership Practices that support the GROWTH and DEVELOPMENT of ALL EMPLOYEES
WORKPLACE SPIRITUALITY

Rama Rao, S. (2010). What is workplace Spirituality?

- Employees have both a mind and a spirit
- The Employees has a DESIRE
- Theology about One’s Leader
- Ethics, values, motivation,
- Greater employee satisfaction
- Increase organizational commitment
- **REDUCED TURNOVER**
Spirituality & Leadership

- The Leader must be able to apply spiritual values and principles to the work place.
- Must have an understanding the employee
- Must be genuine
- Must address certain issues
- Promote a community within the organization

Spirituality & Assessment

What type of leader are you?

• Transactional Leader

• Transformational Leader

Spirituality & Assessment

Spiritual dimension into Leadership
- Creates a humane work environment
- Shared purpose
- Trust
- Support
- Commitment from employees

( Barnett, T (2015). Leadership Styles and Bases of Power; Leadership Theories and Studies )
Spirituality Intervention focused groups

**BENEFITS**

- SPIRITUAL STRUGGLES RELATED TO ABUSE DEVELOPED SPIRITUAL COPING RESOURCES
- LOWER DEPRESSIVE SYMPTOMS, ANXIETY AND PHYSICAL SYMPTOMS
- PTSD ---- DROPPED

Spirituality & Assessment

Important Initiatives

- Identify the Value of spirituality in the recovery of the patient.
- The program must have group meetings, facilitated by the psychiatric residents and employees. This allows the patient to communicate on spirituality as it relates to the problem.
- Training is necessary for the psychiatric resident.

Spirituality & Assessment

“A spiritual assessment as a part of a medical encounter is a practical step in incorporating consideration of a patient’s spirituality into medical practice.”

HOPE

❖ Is a formal tool
❖ H- Hope, strength, comfort, meaning, peace, love and connection
❖ O- the role of organized religion for the patient
❖ P- personal spirituality and practices
❖ E- effects on medical care and end of life-decisions

Spirituality & Assessment

• Is spirituality for the patient or the Practitioner (Leader)?

The physician, social worker, counselor, therapist must understand their own spiritual beliefs values and biases in order stay PATIENT –CENTERED and Non-Judgemental as it relates to one’s client. Especially when the BELIEFS of the patient differ from those of the provider.
Effects of Spirituality Assessment

- Offer Your Presence, understanding, acceptance and compassion

- Preventive Health care must be used as a way to encouraged the patient to use their Internal Spiritual Resources.

- The physician can help the patient to identify spirituality base measures in connection with traditional med

- Treatment plan may need to be modify. Due to a better understanding of the patient’s spiritual needs as related to medical care.
Spirituality

As stated by Anandarajah & Hight (2001)

“The world’s greatest wisdom traditions suggest that some of the most GREATEST aspects of spirituality lie in the sense of CONNECTION and INNER STRENGTH, COMFORT, LOVE and PEACE that individuals derive from their relationship with SELF, OTHERS, NATURE, and TRANSCENDENT.”
Spirituality in the Workplace

WHAT IS IT?

Dr. Bonita Smith
Spirituality in the Workplace

WHAT IS IT?

• A spiritual culture

• Employees have both a mind and spirit to seek meaning and purposes in their work

• A desire to connect with other employees

• Community
Spirituality in the Workplace

Characteristics of a Spiritual Organization

1) Strong sense of purpose
2) MEMBERS
3) Focus
4) Growth
5) Trust & Openness
Spirituality in the Workplace
Characteristics of a Spiritual Organization

Explore
What feeds your spirituality?

Renew
Spirituality in the Workplace

THINK!!!!!!!

1). How do you create spirituality in your work?
2). How to bring action into the workplace?
Spirituality in the Workplace

3 Words

Wholeness
Meaning
Connection
According to research done by Champ (2007) spirituality in the workplace is no longer seen as a peripheral concern in management but rather as a subject that can throw considerable understanding on managerial issues and the process of leadership, as well as on learning processes in the workplace and organization. The study investigates the relationship of spirituality in relationship to aspects of leadership and management such as morality, stress, ethics and unawareness of human welfare.


All Seven Principles are related; all are important.
Creativity includes the use of color, laughter and freedom to enhance productivity. Creativity is fun. When people enjoy what they do, they work much harder.

Creativity includes conscious efforts to see things differently, to break out of habits and out-dated beliefs to find new ways of thinking, doing and being. Creativity is a natural, normal aspect of healthy human beings.

Suppression of creativity leads to violence - people are naturally creative. When they are forced to crush their creativity, its energy force turns to destructive release - their inherent humanity must express itself!
How many companies are working to overcome these learned patterns of behavior taught to us, by replacing them with truly effective communication and teamwork programs? Learning to listen to others and really hear them, speak the truth - your own truth, and come together in a human understanding leads to powerful productivity for all involved. Whether a personal relationship or a work relationship, one of the most important skills anyone can learn are good communication skills.

Lack of Communication leads to isolation, confusion, conflict, unnecessary anxiety, mistrust, suspicion and much more.
Respect of self and of others; includes: respect for the environment; other people's personal privacy, their physical space and belongings; different viewpoints, philosophies, religion, gender, lifestyle, ethnic origin, physical ability, beliefs and personality.
Vision can be learned. The only requirement is a strong desire to want to learn, coupled with a strong desire to grow and expand beyond where you are.
Partnership accepts that different people have different viewpoints and beliefs; those differences are used as positive aspects for broadening the team experience.

Lack of partnership leads to isolation and unhealthy relationships.
Very positive energy forces are released when people feel creative, have the freedom to express their opinions, and feel respect from their management and their peers.

The opposite energy force creates Hostile Workplace situations - including: Violence, Sexual Harassment, Discrimination, Verbal Abuse, Lack of Respect, Loss of Productivity, as well as all dysfunctional or addictive work situations.
ENERGY

You play a significant role in the overall energy force - each person can contribute positive energy or negative energy.

Which type of energy would you rather have surrounding you - positive or negative? The choice is yours!

The Forms of Energy
FLEXIBILITY

- *Flexibility* includes the ability to adapt to changing situations and allowing one's own beliefs and habits to change as needed. As our world changes at an ever-rapid pace, we need to find ways to adapt and change ourselves with it.

- Learning to see trends and prepare for them is one way of learning *flexibility*. Another is to learn about ourselves, our own strengths and our weaknesses. Then, work to operate from our strength, allowing others to help us with our weaknesses.
Your *self* (small "s") is the person you are here on this planet. Your *Self* (capital "S") is the greater *energy* of the Universe that connects all of us. Learning about who you are, how you can control your world by changing your attitude, and learning to *respect* and *accept* others helps unite us together, strengthening that universal *energy* that keeps us alive.

What you call this universal *energy* is unimportant. It is there, whether we see it, feel it or believe it. When we are in harmony with it, our lives are smoother and easier. When we fight it, we are only fighting our *self*.

A house divided cannot stand; a person divided cannot function fully.

Whether in the workplace or in our personal lives, our attitude about the world defines how our life unfolds. Make a choice today to live the fullest life possible - filled with friends and enjoyable work. The world will be a better place for all of us.
Starting today, you can change your life - simply by changing how you see the world. If you put a smile on your face, learn to see the beauty all around, take a deep breath instead of criticizing someone, count to 10 when frustrated, and take a walk instead of throwing a punch - life will become more fun for you!

Reducing stress requires a willingness to appreciate nature, to see what others are too busy to see - the peaceful way that nature changes and grows all around us.
CONCLUSION

The recent trend in businesses within the United States to reclaim and recognize the spiritual nature of people and the importance of incorporating the “whole person” at work will continue to change the face of how business is done in America for the foreseeable future. Waller, Wozencroft, Hayes, & Brown (2014) believe that in order to be successful in life, spirituality should be a key ingredient for spiritual health because it filters through many aspects of our existence in this world to include the workplace.

James Hyatt wrote, “On the heels of Enron and Sarbanes-Oxley and the subsequent birth of the ethics consulting industry, conversations around the value and place of spirituality in the workplace have been further encouraged by the need for managers and leaders to behave more ethically in the world and to foster ethical decision-making in their workforces.”
REFERENCES


