

# WORKFORCE WELLNESS

Unity in Well-being:  
Building a Supportive & Well Workplace  
Community



School  
of Social Work  
PORTLAND STATE UNIVERSITY



# *Please*

- Stay muted unless instructed otherwise.
- Know participation is optional but appreciated!
- Use the chat for questions or comments.
- Help us co-create a respectful environment.
- Do not quote or record this presentation without permission. All rights reserved.

# Group Agreements / Invitations



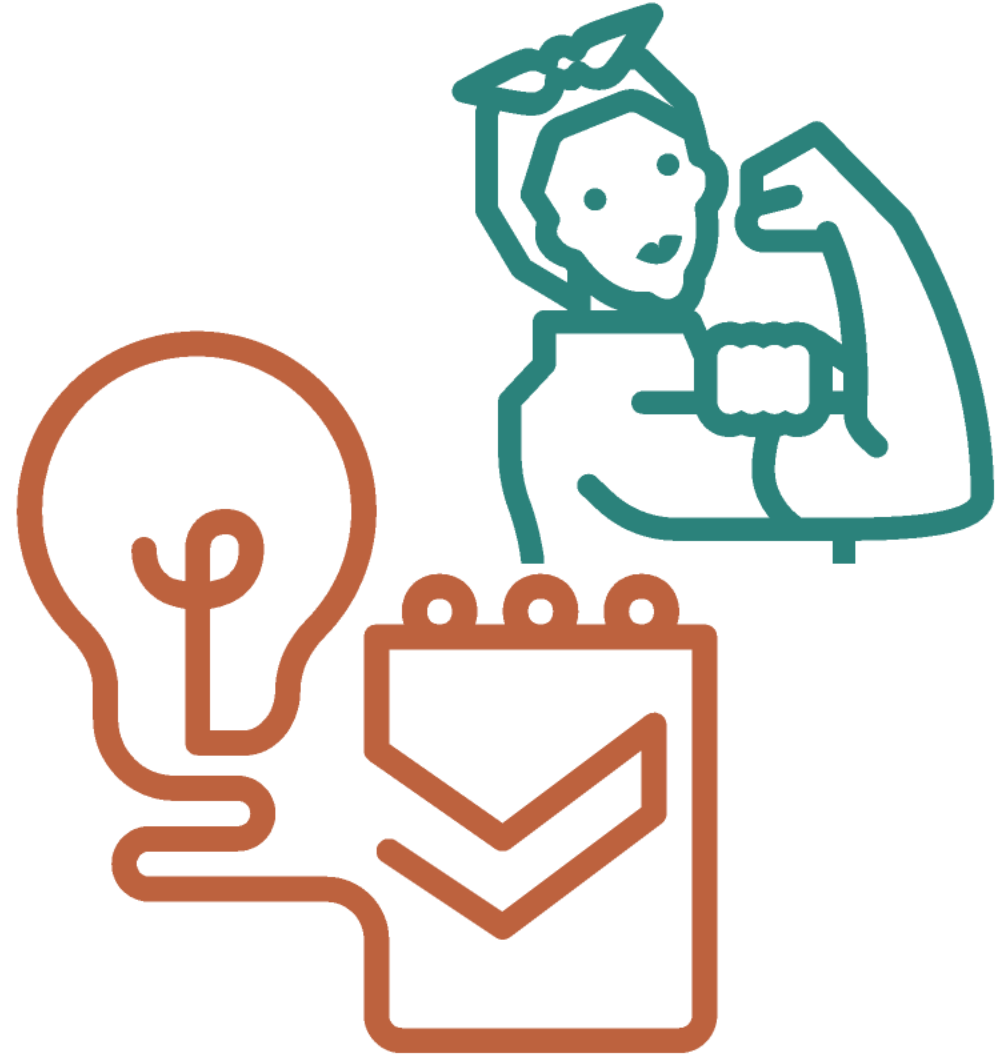
- Confidentiality
- Active Listening
- Respectful Communication
- Non-judgement
- Safety

## **DISCLAIMER :**

- People are dynamic and each person's life experience, individual, and collective coping strategies are unique. What's shared during these training discussions are solely for informational purposes and not meant to change or supersede policies and procedures of your agency/ organization requires of you.
- What is shared is not meant to be therapeutic intervention or prevention methods, but consist of information obtained through academic resources, past professional experiences, aspects of evidence based TI-theory, and general lived experience.

# Growth Mindset & Resilience

Presented by  
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Regulate



Relate



Reason



# REGULATE:

## GROUNDING MOMENT

Grounding techniques are a way of connecting to the body, mind, and environment to help support a person in the present moment. These techniques can be used to reduce stress or to help a person self-regulate.

TAKE  
CARE  
OF  
YOU



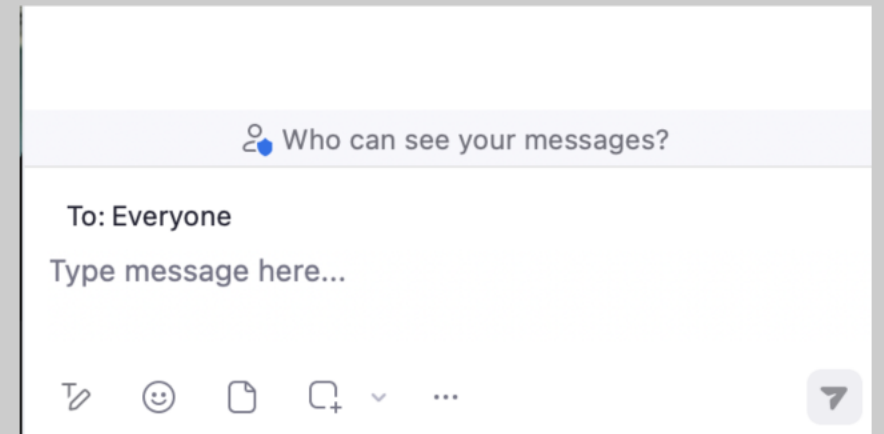
# RELATE:

Poll Questions

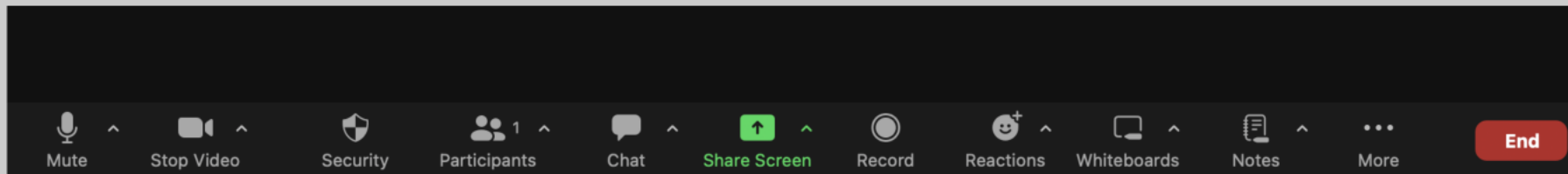


# How to Emoji

- In the chat box



- As a "reaction"

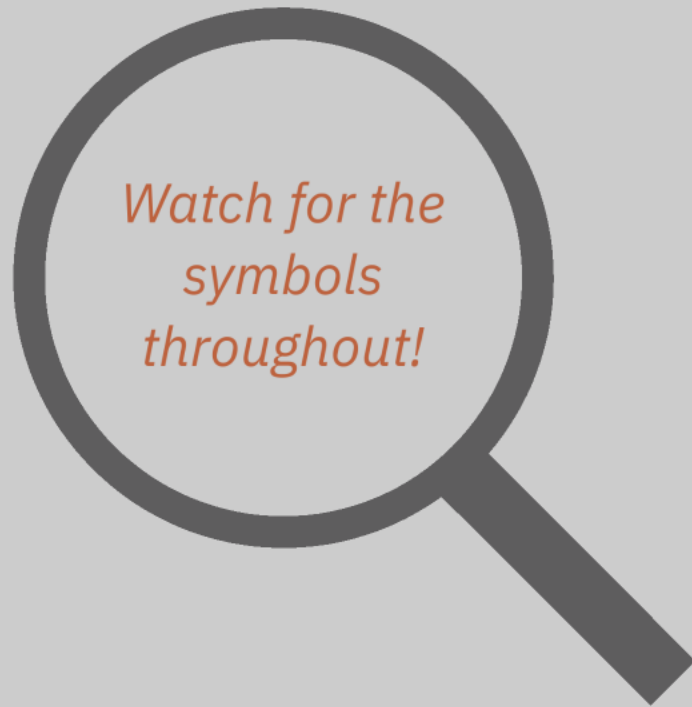


# Why?



- We want to hear from you
- There are a lot of y'all
- This is one way we can **model creating connection** virtually

# Prompts for Engagement

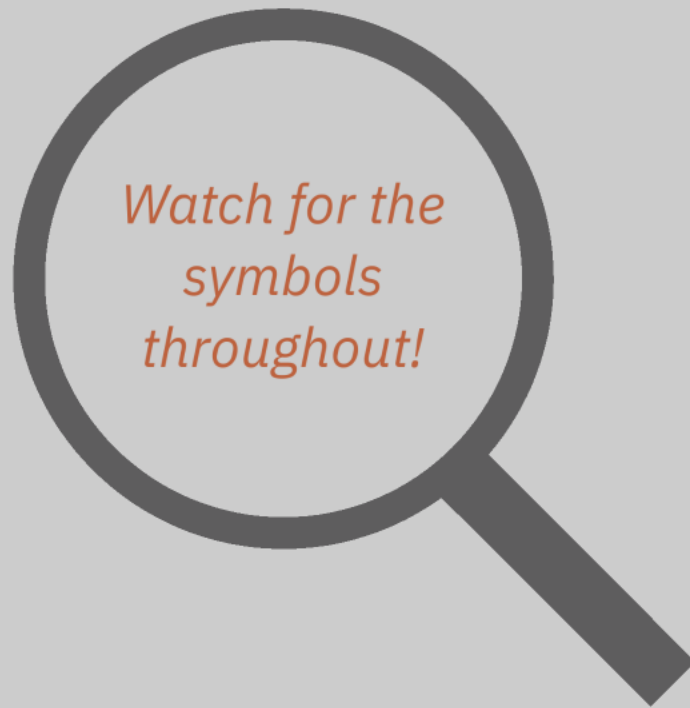


**GROUP \*  
WORK**



**CHAT**

# Prompts for Engagement



**GROUP \*  
WORK**



**CHAT**

*\*Participation is not required and you are welcomed to stay in the main room if you are not feeling it today.*

# Prompts for Awareness

*What does trauma informed practice look like:*



• **intrapersonally?**



• **interpersonally?**



• **organizationally?**

# TRAUMA INFORMED CARE

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“A **program, organization, or system** that is trauma-informed:

- **Realizes** the widespread impact of trauma and understands the multiple paths for recovery;
- **Recognizes** the signs and symptoms of trauma in clients, families, staff, and others involved with the system;
- **Responds** by fully integrating knowledge about trauma into policies, procedures, and practices;
- Seeks to actively **resist re-traumatization.**”

- Substance Abuse & Mental Health Service Administration (SAMHSA)

# REASON:

Today's focus

- Introduction of Key Concepts & Discussion
- Intra/Inter/Org. Application
- How does it connect to trauma-informed practice?

# Why?

*A growth mindset in the workplace supports a **culture of continuous improvement, resilience, and innovation**, which can drive overall success and employee satisfaction.*

# Key Concepts

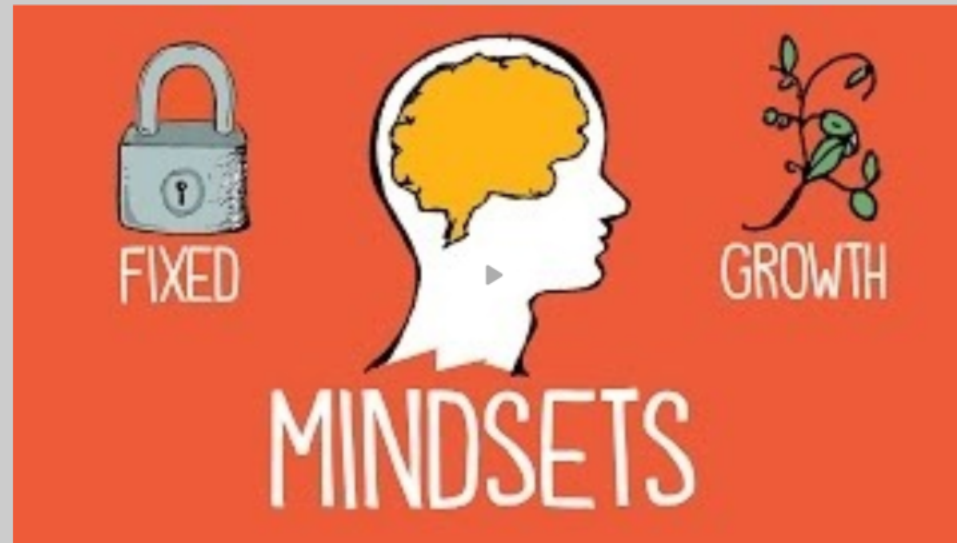
- Growth Mindset
- Fixed Mindset
- Post-Traumatic Growth
- Resilience

# Growth vs Fixed Mindset

**Growth mindset** is term coined by psychologist Carol Dweck, referring to the belief that one's abilities, intelligence, and talents can be **developed and improved over time** through dedication, effort, and learning.

**Fixed mindsets** view abilities and talents as **innate, unchangeable, and static.**

# Growth Mindset vs. Fixed Mindset by John Spencer





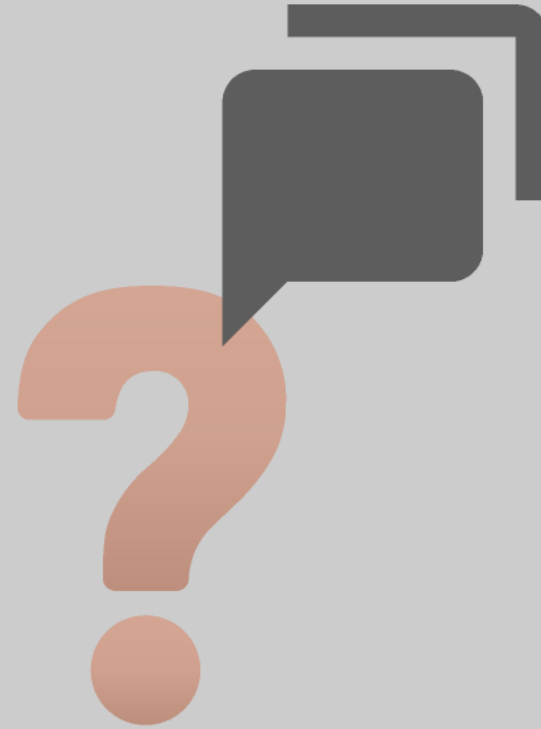
FIXED



GROWTH

MINDSETS

*Did anything  
resonate with  
you from the  
video?*



**How might a history of trauma, adversity, or chronic stress impact one's mindset?**



- **Increased Fear of Failure:**  
Past adversities can heighten the fear of failure, which can ultimately discourage individuals from taking risks or pursuing new challenges. Staying in their comfort zones reinforces a fixed mindset, discouraging personal growth and learning.



**Negative Self-View:** Chronic stress and trauma can lead to internalized negative self-perception and/or low self-worth. Individuals might believe that their failures are due to inherent flaws rather than situational factors or efforts that can be improved upon.

*Think of the difference between asking, "What's wrong with you?" vs "What happened to you?"*





# Organizational Application

*Individuals with a growth mindset perceive challenges as opportunities for growth and view failures as a natural part of the learning process. It has been said that employers “need employees and leaders who are oriented toward learning even when under extreme challenge”.*

(Rattan & Ozgumus, 2019)

# Why it matters in the workplace

- **Growth mindset (GM)** for employees and organizations is associated with the belief that each person can develop and improve over time with openness to learning in spite/despite challenges we face. Neurons in the brain can connect and form new pathways when working through challenges.
- **GM** correlates with psychological well-being for employees and team reducing the stress and anxiety associated with making mistakes and supports a positive, resilient workforce.
- **GM** is associated with equity as it decreases praise for biases embedded in the dominant culture ('talent', 'intelligence', or other positive characteristics defined by dominant culture) and instead shifts value towards growth, change, transformation, focusing on where the individual is at and where they are going.
- *Important:* Cultivating **GM** is not 'participation prizes' for effort, but truly valuing and celebrating effort that helps instigate change and growth.

# Post-traumatic Growth

- Positive psychological changes that occur after an individual experiences trauma, including “improved relationships with others, new possibilities for the life path, a greater appreciation for life, a greater sense of personal strength, and new perspectives on spiritual and existential issues”.

(Tedeschi, 2023)

# Resilience

1. Resilience is a process, not a trait.
2. Resilience isn't bouncing back and ignoring dark emotions.
3. Resilience involves leveraging protective factors, not having the perfect life.
4. Resilience happens in a community.

(Kross, 2023)

# Resilience / Recovery

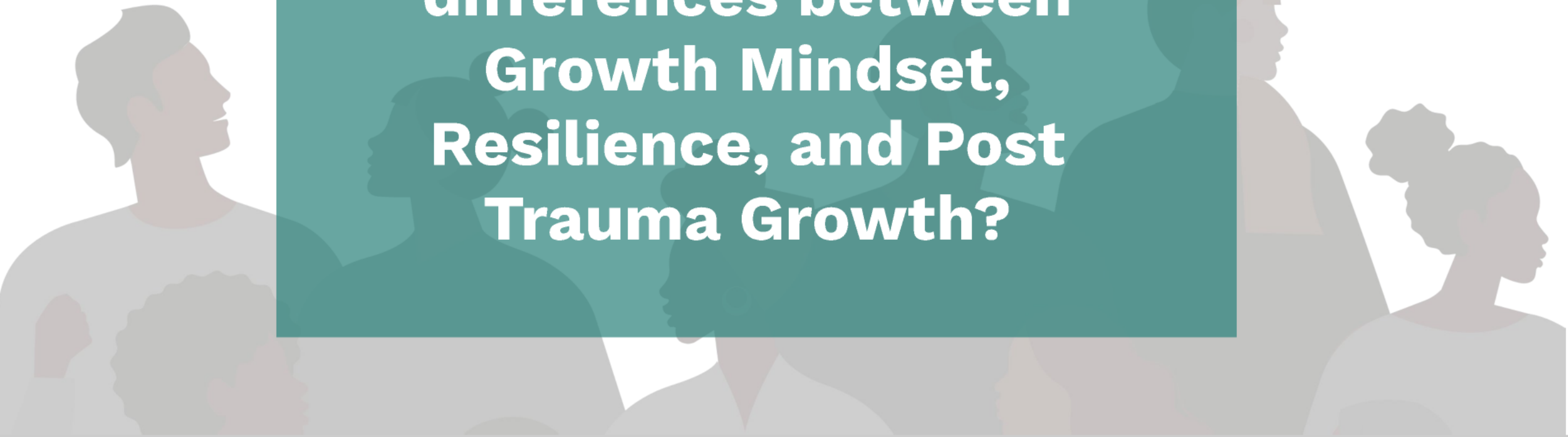
*"...Research overwhelmingly cites the **power of protective factors** in our lives. These include **caring relationships, living out our values, practicing awe and gratitude, time spent immersed in relaxing and fun activities, a sense of humor, and the ability to draw upon past experiences to solve current problems.**"*

-Kristen Lee Ed.D., LICSW

- Knowledge about resiliency affirms buffering variables can reverse, prevent, and heal adversity.
- Culture & community are very important for prevention & healing.
- It is important to recognize recovery is not always about the capacity of an individual, but also about surrounding circumstances and variables (privilege, access to resources and time, support, environment).

## ***REFLECTION***

**What are the similarities and differences between Growth Mindset, Resilience, and Post Trauma Growth?**



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**What are the similarities and differences between Growth Mindset, Resilience, and Post Trauma Growth?**



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	Resilience	Growth Mindset	Post trauma growth
ADVERSITY:	<b>Responds positively</b> to adversity, making meaning, and adapting to change	Embraces challenges as opportunities for <b>learning and improvement</b>	Involves positive <b>psychological changes and personal development</b> resulting from the struggle with adversity
CHANGE	<b>Adapts and thrives</b> with changing circumstances, finding ways to thrive despite it.	Embraces change as a <b>natural part of the learning and development</b> process.	Profound <b>psychological shifts, personal transformation,</b> resulting from their past experience of trauma.
SET BACK	<b>Understanding of setbacks</b> as a part of life, sees them as opportunities for personal growth	<b>Perceives setbacks as temporary obstacles</b> that can be overcome with effort, perseverance, <i>*help-seeking</i> , and dedication.	<b>Mindset and view of Trauma as a catalyst for positive</b> changes, new appreciation for life and personal strengths

# Intrapersonal

: occurring within the individual mind or self.





## ACTION ITEMS:

- **CHALLENGE YOURSELF-** Seek out new experiences and opportunities to push your boundaries. Reflect.
- **INVITE FEEDBACK** - Ask for constructive criticism, be mindful of how you receive it, and integrate accordingly.
- **THINK PROCESS, NOT PRIZE** - Acknowledge your hard work and dedication, regardless of the outcome.
- **ENCOURAGE YOURSELF** - Replace negative thoughts with positive affirmations and statements that reinforce your ability to learn and improve.

# Interpersonal

: being, relating to, or involving relations between persons.





## ACTION ITEMS:

- **NORMALIZE SET-BACKS-** Create a regular, safe, and non-judgemental space for the team to have open dialogue regarding recent lessons learned.
- **MENTOR-** Create opportunities where experienced team members can guide and support others in their development.
- **SET LEARNING GOALS -** Encourage team learning goals & create an environment where members feel comfortable taking risks and trying new approaches.
- **CELEBRATE:** Recognize and celebrate the efforts and progress of team members, not just the end results. Acknowledge small wins and improvements to motivate continuous learning.

# Organizational

: relating to an organization or the way it is set up.



- Policy
- Procedure
- Practice



## ACTION ITEMS:

- **CHANGE THE CULTURE-** Model expectations, encourage everyone to lead from where they sit, and embrace flexible working arrangements when possible.
- **PROVIDE RESOURCES** - Provide resources for professional development, such as training sessions, workshops, and access to learning materials.
- **INVITE FEEDBACK** - Systematize multiple ways in which staff can provide their opinion, including anonymously. Check-in often so feedback is normalized.
- **ASSESS SKILLS-** Regularly conduct skill assessments to identify areas for improvement and development. Create personalized development plans based on assessment results encouraging autonomy.

**What are other ways you think an organization can encourage a growth mindset culture?**



How does it connect to  
trauma-informed  
practice?

# Six Principles of TIC

The six key principles fundamental to a trauma-informed approach include:

- 1. Safety**
- 2. Trustworthiness & Transparency**
- 3. Peer Support**
- 4. Collaboration & Mutuality**
- 5. Voice & Choice**
- 6. Cultural, Historical, & Gender Responsiveness**

# Growth Mindset Alignment:

## 1. Safety

- **Emotional Safety:** Encouraging a GM involves creating a safe environment where individuals feel secure to take risks, make mistakes, and learn from them without fear of judgment.
- **Supportive Environment:** A GM fosters an atmosphere where psychological safety is prioritized, ensuring that individuals feel valued and respected.

## 2. Trustworthiness & Transparency

- **Open Communication:** A GM promotes open and honest communication, which is essential for building trust and transparency.
- **Consistency:** Leaders and team members model consistent behaviors and follow through on commitments, reinforcing trust.

# Growth Mindset Alignment:

## 3. Peer Support

- **Collaborative Learning:** A GM encourages peer support through collaborative learning and knowledge sharing, honoring lived experience perspectives as experts.
- **Mentorship and Encouragement:** Emphasizing the value of peer support, individuals help each other grow by providing feedback, encouragement, and walking alongside.

## 4. Collaboration & Mutuality

- **Shared Goals:** A GM values collaboration and the idea that everyone can contribute to mutual goals and benefit from shared successes.
- **Collective Improvement:** By working together and learning from each other, individuals enhance their collective ability to grow and overcome challenges.

# Growth Mindset Alignment:

## 5. Voice & Choice

- **Encouragement:** A GM encourages individuals to express their ideas, preferences, and choices, fostering a sense of agency.
- **Personalized Learning:** Encouraging individuals to take charge of their learning paths and development aligns with giving them voice and choice in their growth journey.

## 6. Cultural, Historical, & Gender Responsiveness

- **Inclusivity:** A GM promotes the understanding that diverse backgrounds and experiences enrich learning and growth.
- **Respect and Sensitivity:** Emphasizing cultural, historical, and gender responsiveness aligns with the GM principle of respecting and valuing different perspectives and experiences.

Thank you!



Exit Survey!

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# *Thank You!*

We welcome your feedback!

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