



# Heeding the Ethical Imperative for Self-Care

Advances in Social Work Ethics, Melanie McGhee, L.C.S.W



AAITAIA.ORG

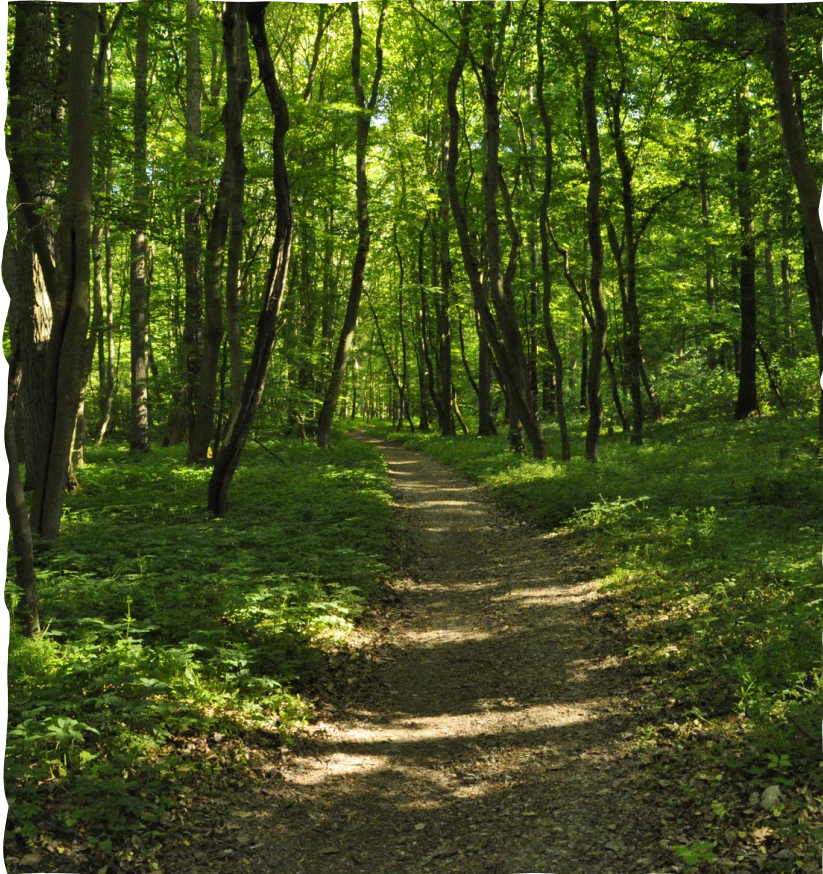


Time for a reset!

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# Where are we going?

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Understand how advances in professional ethics pointing to the essential nature of self-care for healing arts professionals.

Compare current experience with early warning signs of burnout.

Identify obstacles to self-care.

Learn strategies for comprehensive self-care.

# Advances in Social Work Code of Ethics



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# CODE OF ETHICS

OF THE NATIONAL ASSOCIATION OF  
SOCIAL WORKERS

NA  
SW

2021  
Revisions

*NASW Code of Ethics: Self-Care  
and Cultural Competence*

“Social workers  
should take  
measures to care  
for themselves  
professionally and  
personally.”

# Advances in Social Work Code of Ethics



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## CODE OF ETHICS

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*NASW Code of Ethics: Self-Care  
and Cultural Competence*

“Professional self-care is paramount for competent and ethical social work practice. Professional demands, challenging workplace climates, and exposure to trauma warrant that social workers maintain personal and professional health, safety, and integrity.”

# Advances in Social Work Code of Ethics



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# CODE OF ETHICS

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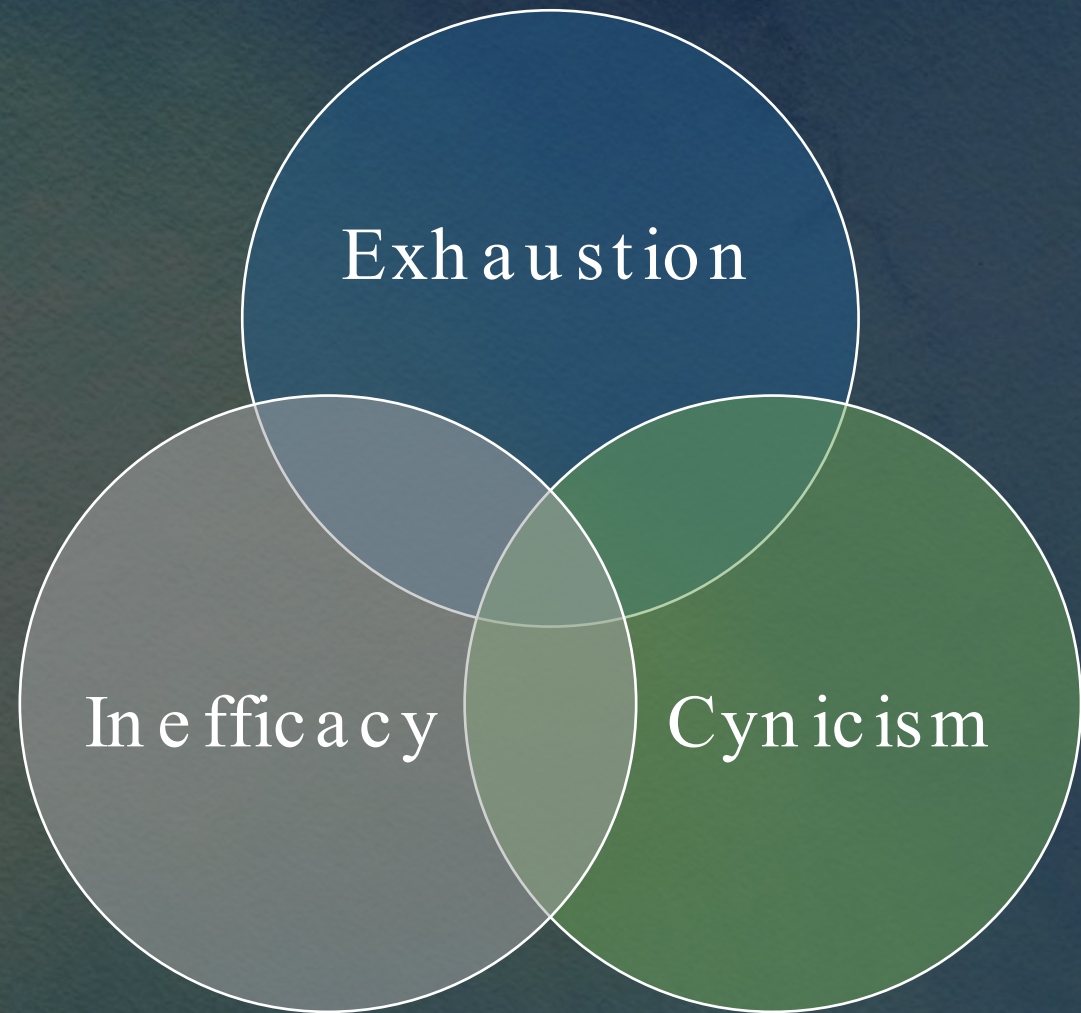
NA  
SW

2021  
Revisions

*NASW Code of Ethics: Self-Care  
and Cultural Competence*

“Social work organizations, agencies, and educational institutions are encouraged to promote organizational policies, practices, and materials to support social workers’ self-care.”

# Burnout, A Dreadful Confluence

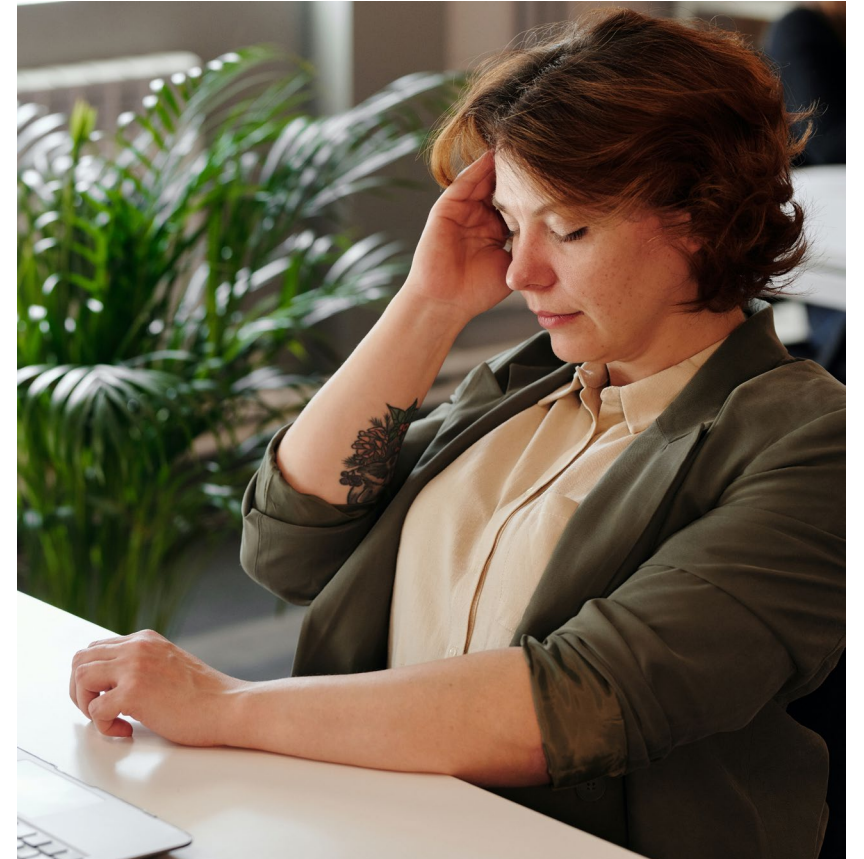


# Burnout - Early Warning Signs

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## EXHAUSTION

- My workload is excessive.
- I am tired most of the time.
- I don't sleep well most nights.
- I tend to have health problems.
- My body feels tense most of the time.
- I have a hard time concentrating



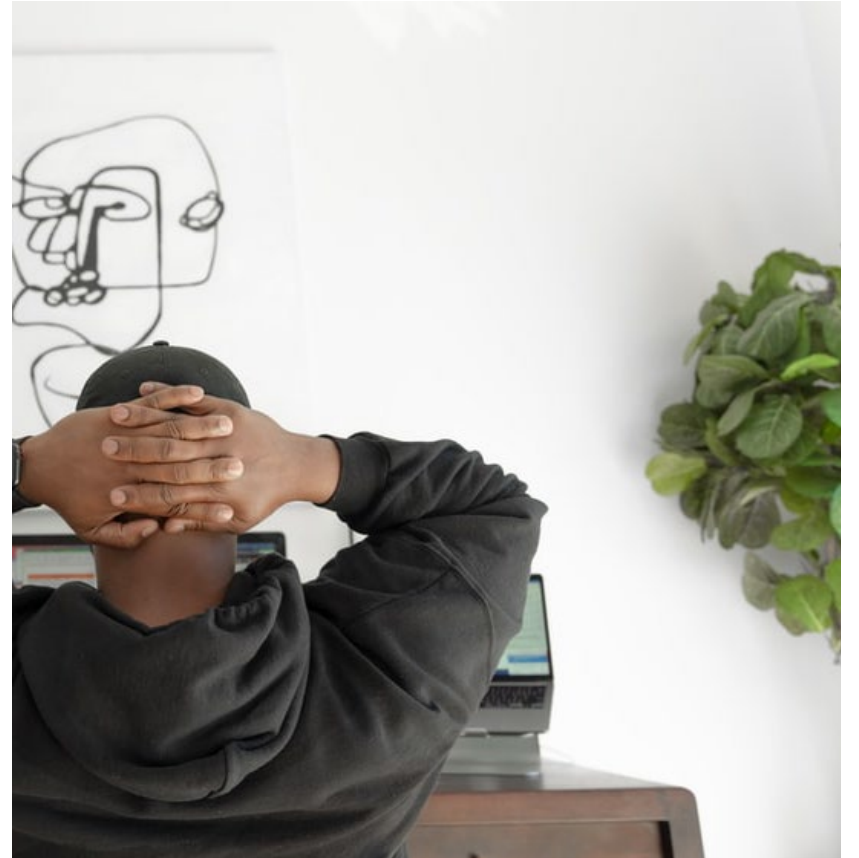


# Burnout - Early Warning Signs

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## CYNICISM

- I don't enjoy work like I used to.
- I am undervalued and things seem unfair.
- I question my ethics and integrity.
- I feel isolated much of the time.
- I don't think my work makes much of a difference.
- I am easily irritated or frustrated.



# Burnout - Early Warning Signs

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## INEFFICACY

- Hopelessness is normal for me.
- It's often hard to focus and concentrate.
- Anxiety and panic are never far away.
- I feel like an imposter.
- I feel depersonalized and detached.
- I don't care about my work the way I used to.



# Life Advice

*Don't wait until you are in the middle of a fire  
to practice a fire drill.*

~ Dick Olney



# AAIT Principles

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*Self acceptance is a means and measure of wellbeing.*

*Taking responsibility for and tending to our inner state is the source of our freedom.*



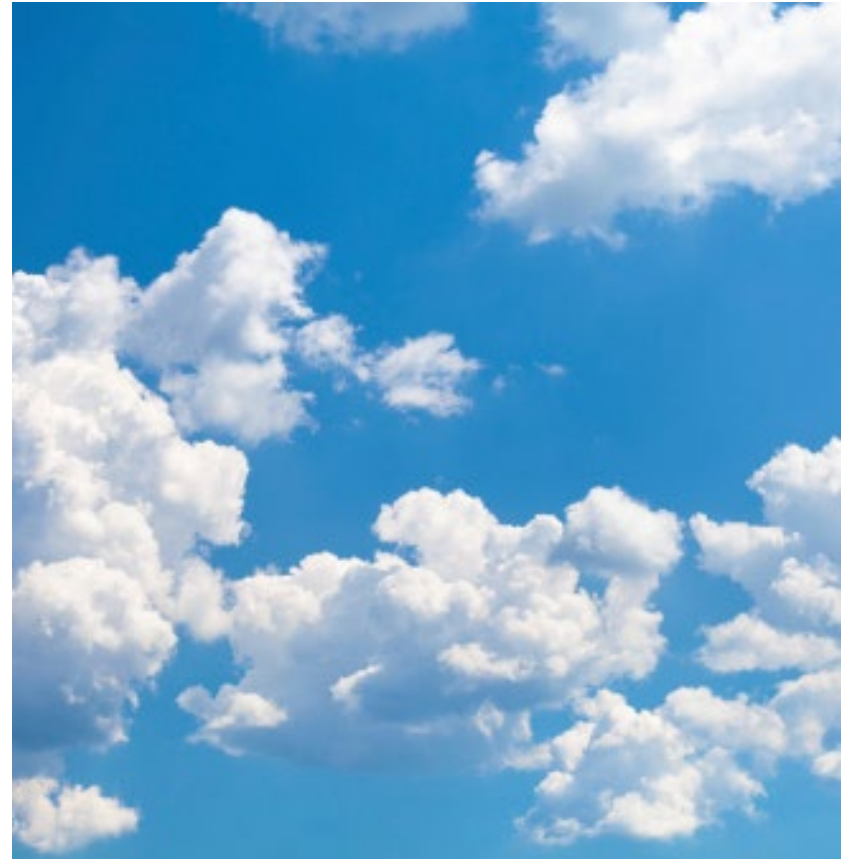
# Self Acceptance

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It's not about liking or approving.

It's not about self love.

It's about experiencing ourselves in any given moment without judgment, evaluation or criticism.

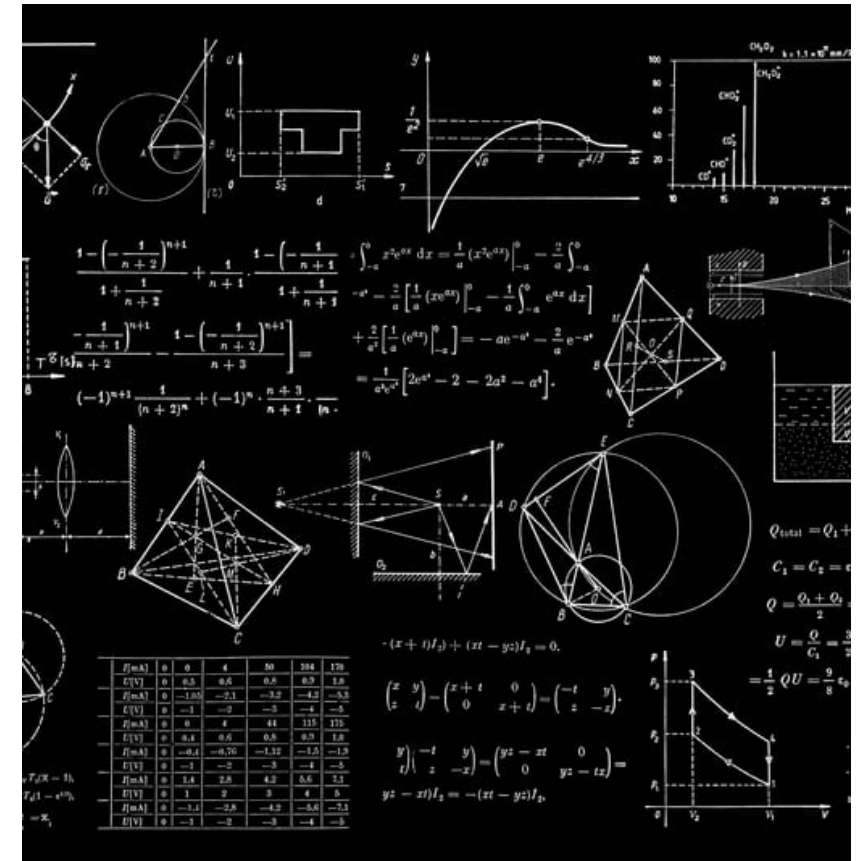


# Formula for the Elimination of Self Sabotage

*Even though I feel ... I love and accept myself.*

OR

*I feel ... and that's where it's at and that's ok.*



# Discover and Untangle from Obstacles to Self Care

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## TIES

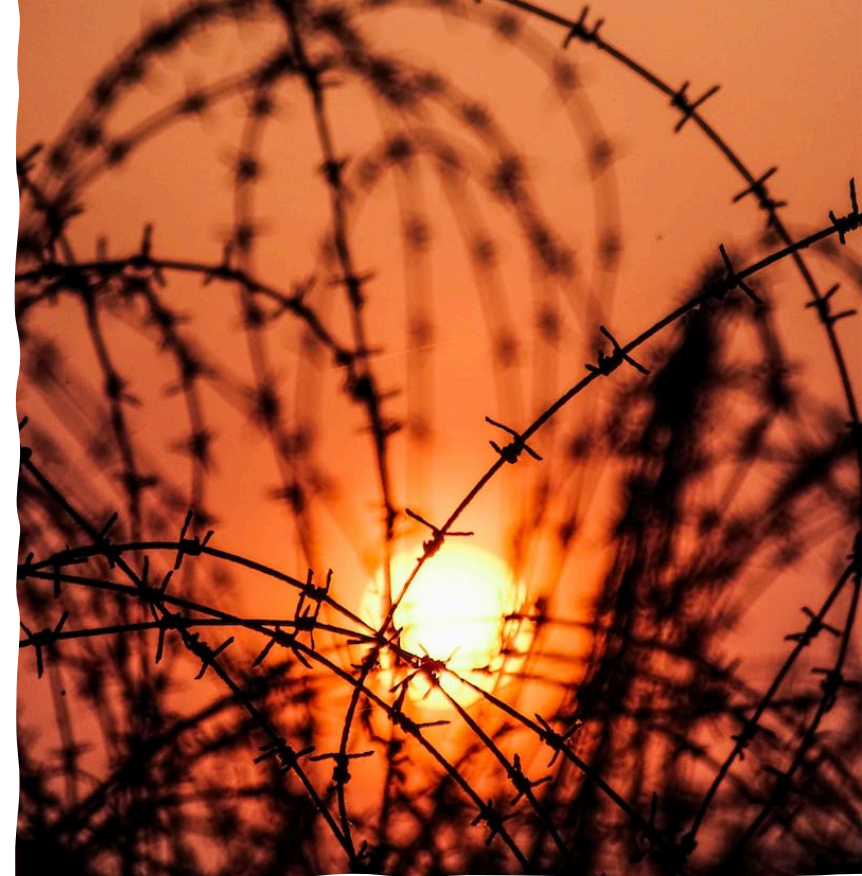
T – THOUGHTS

I – IMAGES

E – EMOTIONS

S – SENSATIONS

Charged energy tethers us to limited states and  
compulsive reactions.



# Stabilizing Questions



What do you know now that you didn't before, if anything new?

How will knowing this change things for you?



# End of Words Review

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FEEL \_\_\_\_\_

(identified problem / idea / decision / feeling / goal /  
worry / regret.)

What's **bad** about \_\_\_\_\_?

FEEL \_\_\_\_\_

(identified problem / idea / decision / feeling / goal /  
worry / regret.)

What's **good** about \_\_\_\_\_?

Repeat until both good and bad sides are empty  
of content.



# SERVE – Practice Time

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Seek Understanding

Engage Collaboration

Resolve Reactivity

Verify & Stabilize

Embody New Knowledge & True Self



# Seek Understanding Discover what's alive and real for you.

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Carve out a regular time to slow down and re-connect with yourself.

*I'm stressed about ...*

*If I could feel better about one thing, it would be ...*

*My future self is so glad I ...*



# Engage Collaboration

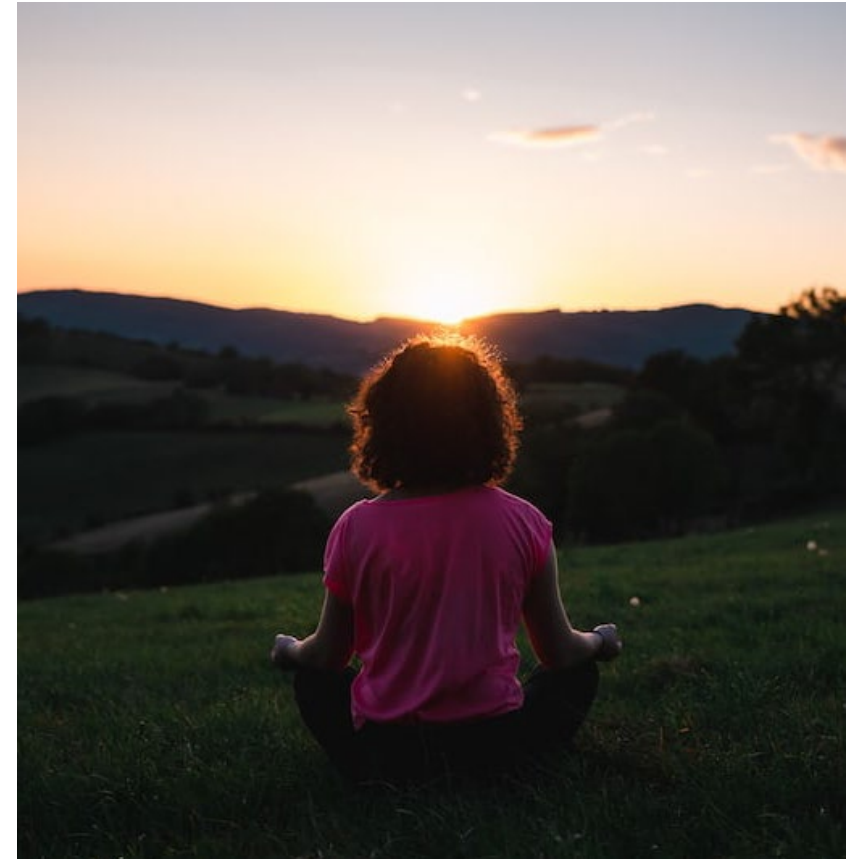
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**Narrow your focus.**

Identify the problem or situation you would like to address.

How do you feel about that problem or situation?

How would you rather feel?



# Resolve Reactivity

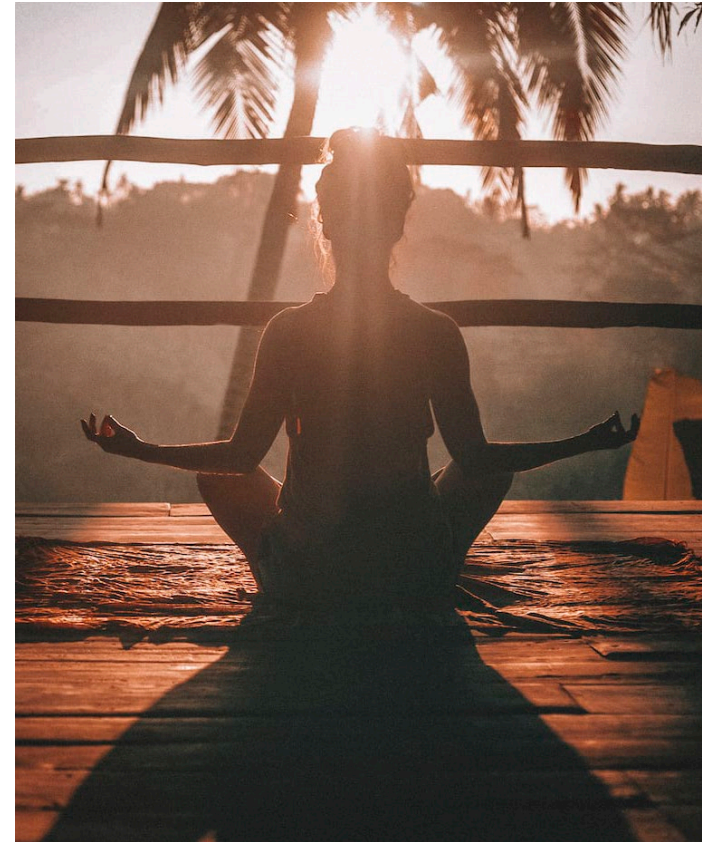
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**Accept and integrate.**

SUDs before \_\_\_\_\_.

*I feel \_\_\_\_\_ about \_\_\_\_\_ and that's where it's at and that's ok.*

**Embodiment practice.**



# Verify

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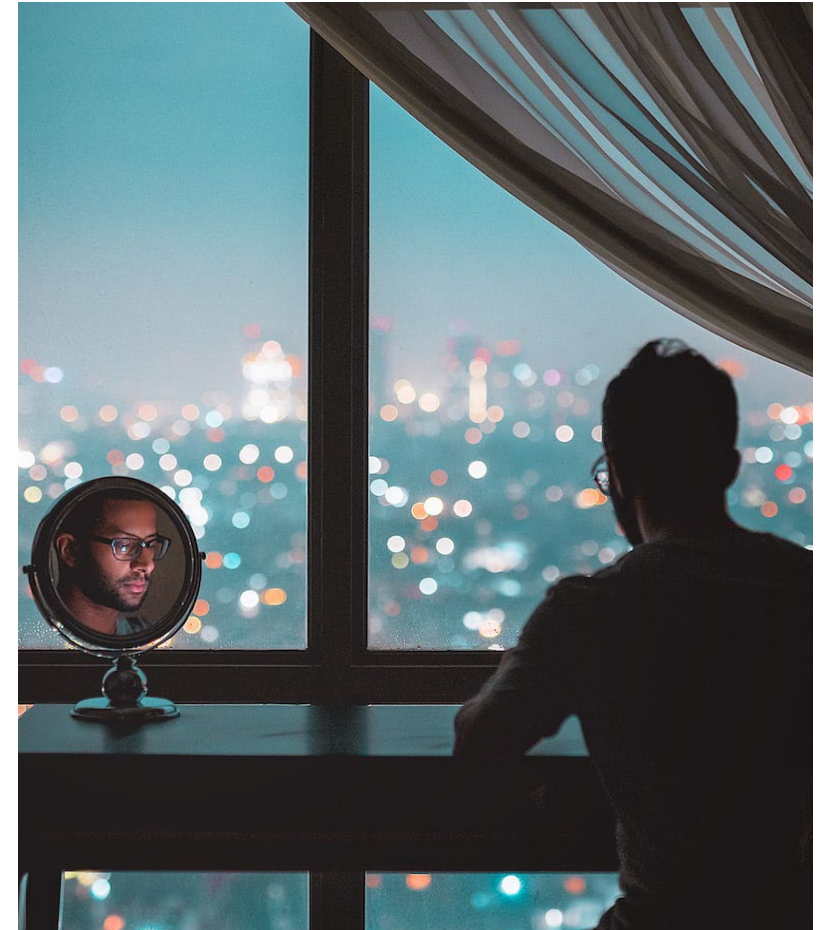
Direct awareness to the body.

Check the problem, SUDs.

Check and clear the future if necessary.

*How likely is it that this problem  
will impose itself on you in the future  
against your will?*

Resolve tension associated with other POVs, if necessary.



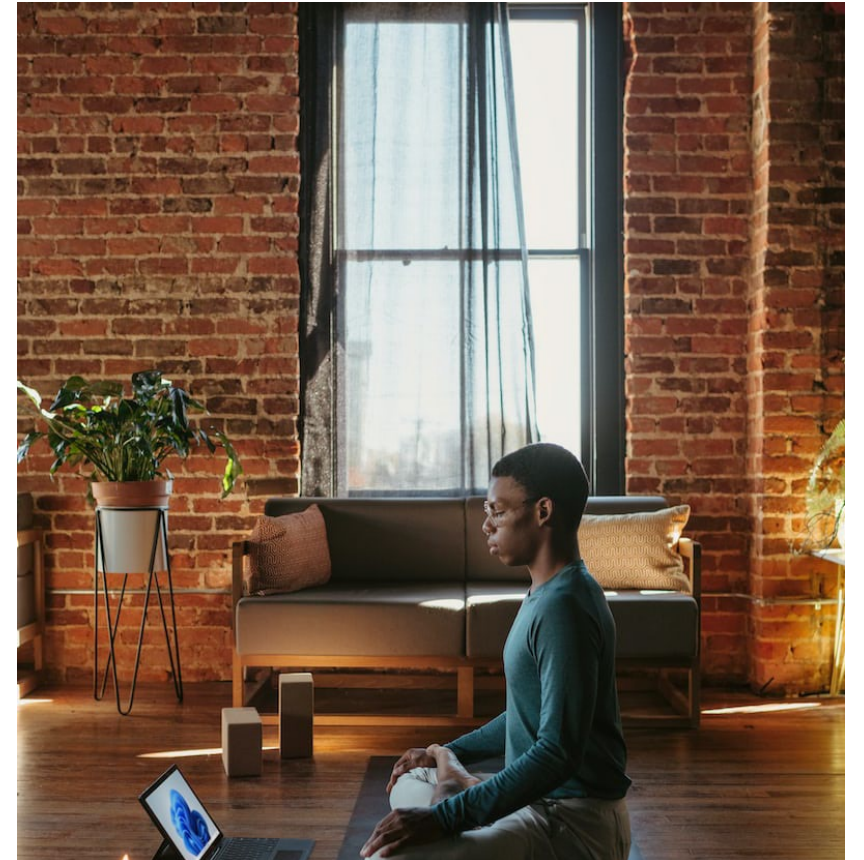
# Stabilize

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Focus on relaxation in the body and allow awareness of that to expand.

Expand steady, calm inner state.

Fill body with light, appreciation, or forgiveness.



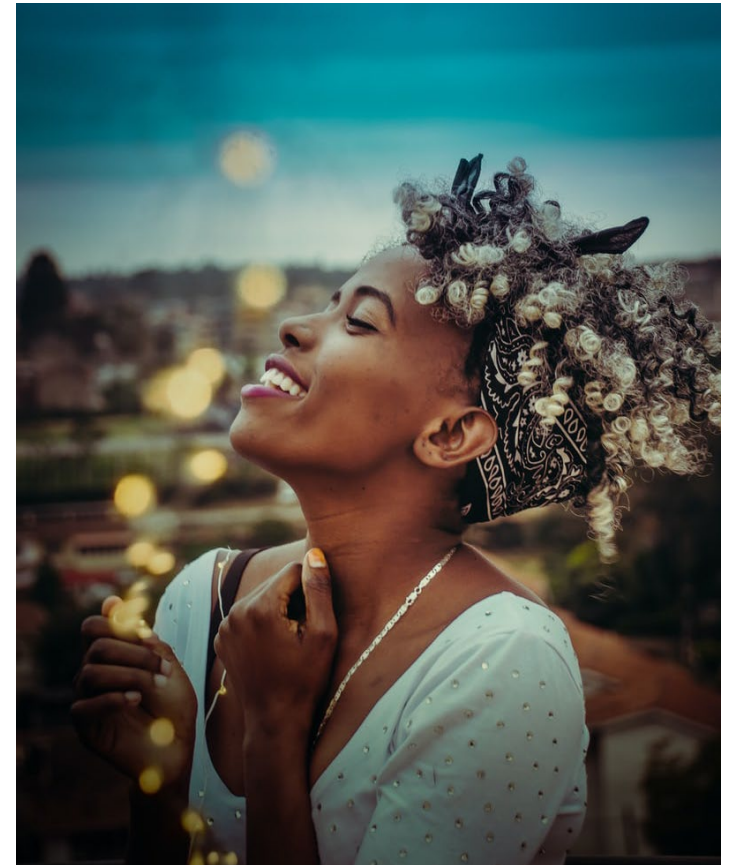
# Em b o d y

## New Knowledge & True Self

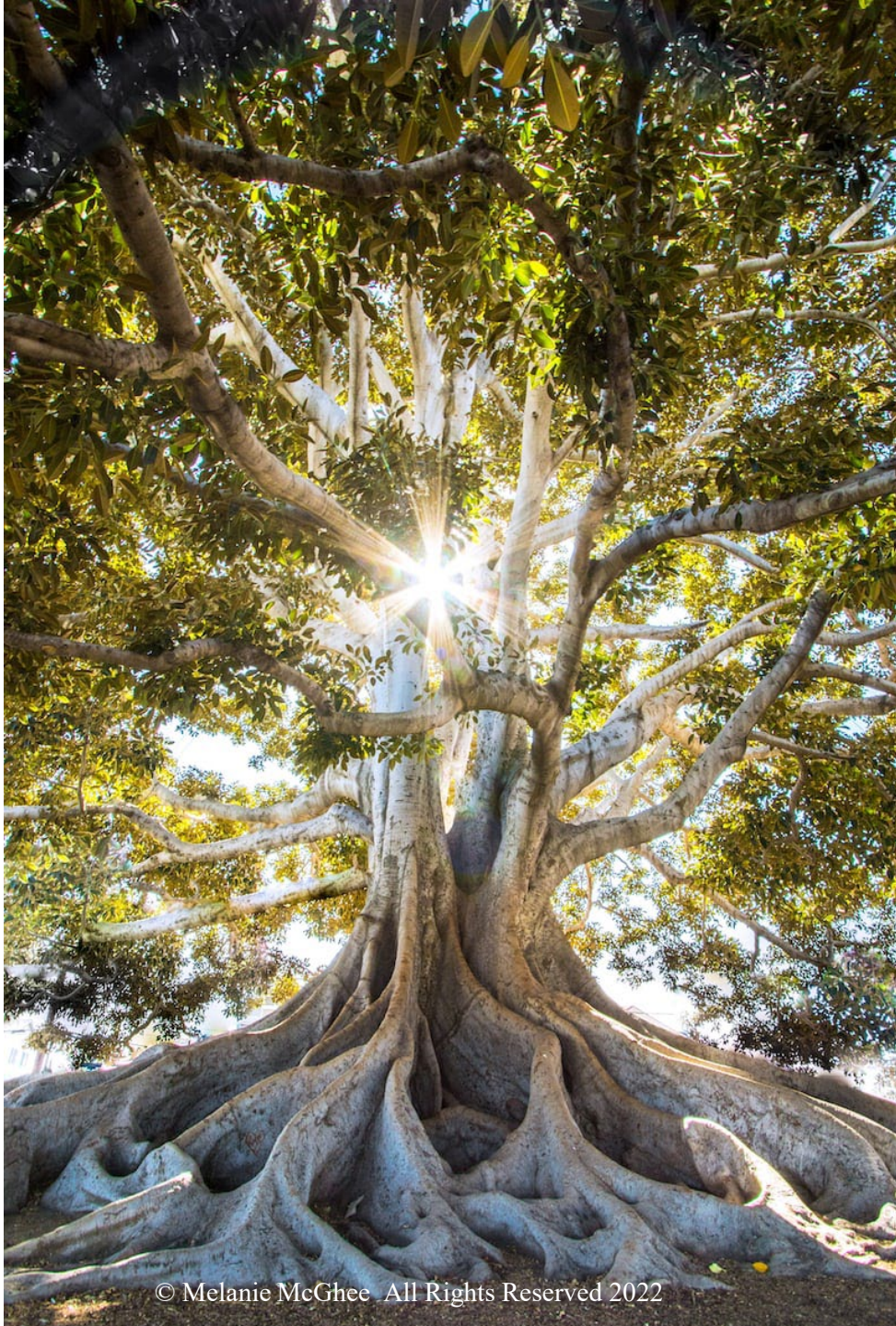
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What do you know now that you didn't before if anything new?

How will knowing that influence how your choices or change things for you?







# Guiding Principles

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*On a low level of consciousness there are no solutions, and on high level of consciousness there are no problems.*

*~ Roberto Assagioli, MD*

*Resolving reactivity reveals higher states of consciousness.*

*~ Melanie McGhee, L.C.S.W.*

# Strategies to Prioritize Self Care

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- Decide – *Of course, I prioritize self-care.*
- Garner the support of your people.
- Give self care a place to live in your schedule and environment.
- Determine clear attainable goals that address early warning signs.
- Use the buddy system.
- Practice. Practice. Practice.



# Daily Hygiene

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- Seek understanding
- Engage collaboration
- Resolve reactivity
- Verify & stabilize
- Embody



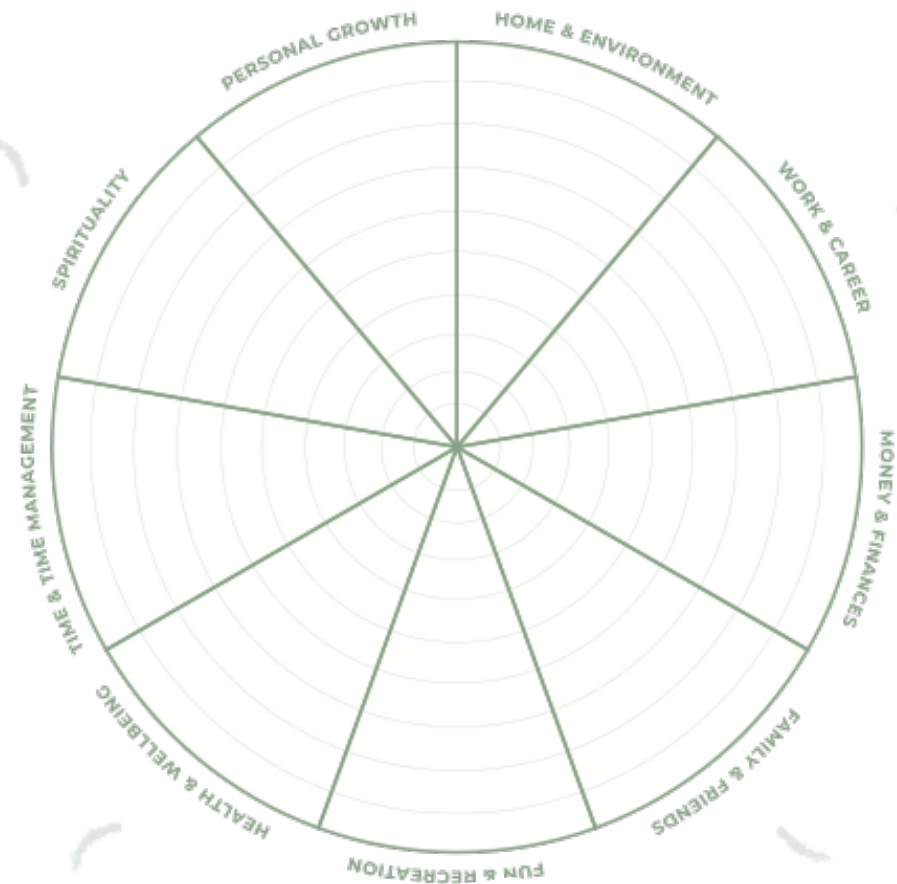
# Weekly Reflection

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If I could feel better about one thing, it would be ...

Making time for ... will help me ...

My future self is so glad I ...



# Weekly Self Care Plan

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## FURTHER REFLECTION

Once you've rated your level of satisfaction for each area, within each section, identify:  
One problem, an ongoing pattern or situation that inhibits your sense of wellbeing.  
One belief, an idea or conclusion you have about yourself, others and life in relation to some topic.  
One experience, or a situation that challenges you.  
One task or goal you would like to achieve.



### PERSONAL GROWTH

Problem:

Belief:

Experience:

Goal:

### MONEY & FINANCES

Problem:

Belief:

Experience:

Goal:

### HEALTH & WELLBEING

Problem:

Belief:

Experience:

Goal:

### HOME & ENVIRONMENT

Problem:

### FAMILY & FRIENDS

Problem:

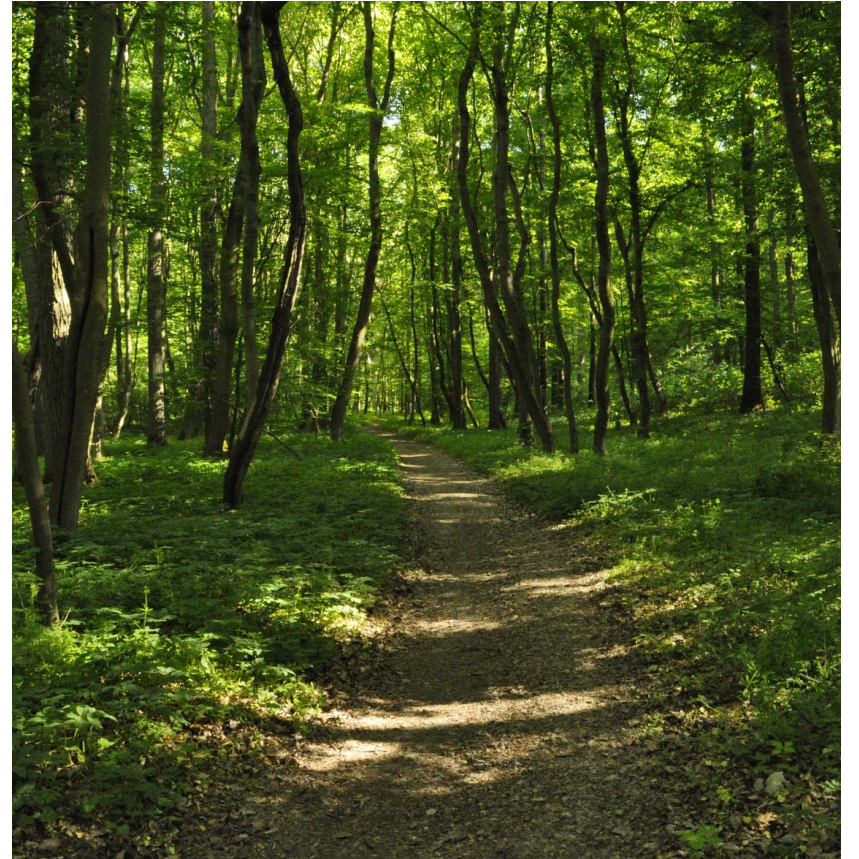
### TIME & TIME MANAGEMENT

Problem:

# Where have we been?

---

- Understand how advances in professional ethics pointing to the essential nature of self-care for healing arts professionals.
- Compare current experience with early warning signs of burnout.
- Identify obstacles to self-care.
- Learn strategies for comprehensive self-care.



# Next Steps

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Carve out space in your calendar for self-care

Garner the support of your people

Use the Balance Wheel to engage in comprehensive self-care

Join us for the AAIT Self Care Sanctuary – First Fridays – Noon EASTERN





# Self-Care Sanctuary

FREE monthly gathering

First Fridays at NOON Eastern

[www.tinyurl.com/aaitscs](http://www.tinyurl.com/aaitscs)

[www.aaitaia.org](http://www.aaitaia.org)



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