

Make Life Easier: Create More Peace and Balance at Work and Home

Welcome to Make Life Easier: Create More Peace and Balance at Work and Home . My name is Melanie and I will be one of your moderators along with my colleagues Tracy Landry and Alana Scott. I would like to welcome our guest speaker, Maureen Prinster. Maureen is a registered and licensed -- and national board certified health and wellness coach , and she has more than 17 years of experience coaching in the behavioral health field. Maureen has committed to helping individuals live happier, healthier, and more productive lives by coaching them on being their best self. With that said, I am now turning it over to Maureen.

Thank you so much, Melanie , for inviting me to talk you today about this topic. I have had the blessing of observing and learning the past 17 years . What it takes for people to feel more peace and balance in their lives. It absolutely fascinates me. Why some people at certain points of their lives are feeling a high-level of peace and balance and others do not. A lot of times the same circumstances. Trying to figure out what is the core of how we create the state of mind. And this is a big mystery of course to some extent. There are some psychological -- I'm sorry, physiological and genetic components. And if there is some magic formula , and I knew exactly what it was, I would bottle it for sure. The truth is it is complicated and depends on many factors. But only to share with you a summary of what I have learned and maybe you can take away some information to think about to help you feel more peace and balance in your life. I'm going to do this by sharing a few stories of clients I work with to illustrate and hopefully give you some takeaways that you can use. Of course their names have been changed. There are no identifying information is going to be shared. Let's face it. Life is not easy and hasn't been especially the last three years. We have seen this unprecedented pandemic, the mental health crisis associated with that, civil unrest, war, significant spikes in substance abuse, pressure at work, working from home, work at the office, back and forth. So many other stressors. So bad I have wanted to get back to normal life but we are not. We are not back to normal. That's for sure. There is still so much to do with. The good news is though we now more than ever are looking at the importance of self-care and what our priorities are. We are learning how connected our well-being is to our thoughts and perspectives. Next slide. Oh, we are on this objective slide. So we are going to take a look. We are going to take a look at what peace and balances but more importantly what that means to you as an individual. Reality is peace and balance of the dynamics at the heart of well-being. So going to invite you to evaluate where you feel that you are in your overall well-being. And then we will explore more specific categories. Because the feeling of more peace and balance and well-being are so tied together. If you are struggling and nor emotional well-being, you're not going to feel peace and balance. And then we are going to discuss a specific category, strategies that can help you may be utilizing your everyday lives to create more peace and balance. One thing I do ask of you today is you try not to multitask during this webinar. I know y'all are very busy and you have things to do, but this is time for you to set aside. This is your time and you do have a break to spend some time reflecting and discerning. Okay, we can go to the next slide now. I first want to get to know your perspective. We will do this by doing a hole question. I asked that you share in this poll a few words and answer this question. What does peace and balance look like or feel like to you? What does it mean to you? Don't worry, like Melanie said, your answers are completely anonymous. The almanac and see it is myself and Melanie and moderators. For those of you who want to know how to fill the cell, in the poll question there is a little box at the bottom that says type your answer here. Just type in your answer and click the arrow to the far right-hand side and your answers being broadcast to Maureen so we

can see that right now. Thank you. Lots of them coming in. You can see the obvious response is that we have.

Yes. Wow. We have things like not feeling rushed, stillness, joy, my chest isn't feeling tight, not thinking about work when I am not at work. These are great. I see someone has not feeling like a hamster running on a wheel all the time. That's good.

Absolutely. This is great. Thank you. Thank you for sharing your perspective is. Lots of ideas and definitions. This is very personal. This is a question you may have never thought of before. I wanted to get you to start thinking about how you decide this for yourself. Obviously your interest in this topic since you are here, and I appreciate that. But let me tell you about one way to find peace and balance. And that's really a positive state of mind. Which is basically what you are all saying. Characterized by equanimity's which is just another word for emotional stability. Confidence and harmony and contentment. Wow, that sounds amazing, doesn't it? I want that. I want some of that. But life is full of paradoxes and dilemmas in contradictions. But it also can have miracles and happy times and wonderful experiences. Living peaceful in my opinion from what I have seen in my work is all about knowing how to balance these conflicting forces. Conflicting attitudes or emotions and considering other perspectives of our circumstances. So how do we get this amazing state of mind? This peaceful view of the world? Especially with all that is going on around us. What is the secret sauce? I'm going to tell you. What I have learned. We are going to jump right into it. All right. So, only a quarter of us are feeling this peace and balance. Which is disappointing. So that is leaving 75% that do not. So what are those 25% have that the others don't? What are they doing? What can we learn from them? I summarize here for you the best I can the pillars of feeling peace and balance. Again, this is based on my work but also the latest research. These people reframe their mind-set. To use what is called cognitive reframing what is just a fancy way to say training your brain to see the positives in even the most challenging of situations. This had a dramatic impact on your overall well-being. It is not just fluff. There is real data that shows how changing the way that we think actual changes our brain. This means, again, focusing on opportunities instead of the adversities. Peaceful assess their thought patterns. They counteract those negative thoughts that are going to be there. We can't make them completely go away with positive ones. This negative you enter their mind and I challenge themselves to replace that angry thought with something more positive. Maybe that means reframing some frustration. And of course it certainly takes practice to make this part of her regular Michael King. But the research and regularly shows that reframing just creates more space for positivity. These folks also evaluate their expectations. Meaning they hold realistic expectations. Expectations are stories we tell ourselves about the situation or how life should be. They are what we want or are attached to what is happening in our life. They can be big or small, but what we all know even though we forget is that having a lot of expectations on any person or situation or even yourself can be a good way to end up disappointed. So, one reason why so many high achievers do in the unhappy is because their expectations rise faster than their accomplishments. The success is most satisfying when you can have high aspirations but modest expectations. Whatever happens in the world is real. But what you think should happen is unreal. I love that saying so many people are hurt and disappointed in their expectations. Evaluating those. Making sure that what you would expect say someone else to accomplish or be able to do. And the other thing these folks have is they build resiliency. Basically by embracing change. If you can accept that nothing stays the same, that there will always be flex, your Quincy Moore peace and balance. Look, all of us are challenging times in life by obstacles. Many instances we are able to overcome what try to stop us by one means or another. There are times when things look great and bleak and other times when things look sunny and rosy. So the resilience even in the midst of difficult

times there are things that are good and things to look forward to. No matter how small. Remaining hopeful keeps you moving in a positive direction even when things are not going your way. So that's it. That is what we need to feel more peace and balance. But it doesn't just end there. Again, it is complicated. I want to get more into the meat of our well-being. And how our well-being is tied to feeling more peace and balance. Next slide, please. We know that when one area of our life is imbalanced, it affects our overall well-being. We are just made of separate parts. Let's look at all the areas that make up our life that are important for us to feel peace and balance. We had our career well-being. Our emotional well-being which is coping effectively with life. Our career well-being is personal satisfaction and enrichment derived from one's work. Our social well-being which is creating satisfying relationships and support systems. Our financial satisfaction with our current and future financial situation. Our physical how we feel daily, our health, our longevity. And then finally community. How are we integrating with others? How do we feel purposeful you all may have heard of Gallup. Gallup is a company that -- on a variety of topics. They developed a cool way to measure our well-being by looking at the various areas of our lives. The metric is being all over the world to measure people well-being, their happiness, and their peace and balance. Now we are going to do the actual assessments for today. We don't have time for that but we can look at how they are measuring and how their categories. And think about how they can apply to us. The overall well-being we put all these components together will be one of three things. You are thriving which means you're being strong and persistent and progressive. The you don't have the perfect but you're making some progress. Struggling is the second category. Well-being is moderate or inconsistent. It is not your, yet it is not anywhere where you wanted to be. And then suffering. Your well-being is high risk. You are doing much about their categories and you don't feel hopeful about that changing. It is no surprise the number of workers who have reported that they were driving down historical rate in 2020. When I think about my overall well-being is I look at these categories. I would say for myself I am struggling. But that is kind of hard for me to admit. I made health and wellness coach for Pete's sake. But I know I'm not imbalanced. I definitely am not -- with my exercise and health. Went to the doctor and found out I have high cholesterol. I'm only getting to the gym every other week at this point. It is not enough. I do look at the career component and I do love what I have for my career. I love my job. Then I look at my community well-being. And that actually has suffered over the past three years. Prior to COVID I went to church on Sundays. I was involved in church gatherings. I haven't gotten back to that. I would say for myself again overall I'm struggling. I need to take some action and I want to. Now I want to hear from you. We're going to do another quick poll. I'm just curious again about these categories altogether. How would you rate your overall well-being right now? Are you driving? Do you have things in the direction you want? Again, you are not perfect. Are you struggling? Are there some other areas you know you need to address? In the to do the work to get there or are you suffering? Are you feeling like this is really hard and I don't know if I can get out of this? Maureen, I am going to broadcast results and I will read them once we are done. We still have a lot of people voting. The poll question is overall is your well-being suffering, struggling, or driving? Click the radio button in front of your answer. That is that little round circle icon right in front of your answer. That is what will broadcast your answer to us and I want to give use Thomas as we have so many people, I want to give you a moment to be able to vote because it is really important and then I'm going to end the poll so you can really see how many -- where we are at. We still have people kind of loading. If you are clicking on the button, okay I'm going to go ahead and and that. We will say right now we have suffering, we have 12%, struggling 75%, and thriving 13%. Thank you, everyone, for filling that out.

Absolutely. Yes, and I'm not surprised by this course there in the percentage of those that are struggling, suffering. It is a difficult time right now. I think that is why you are all here. Thank you for sharing that. Again, this is just a guess on where you think you are falling right now. I think it is important for you to know this about yourself and we're not trying to one of the negative. But I'm just illustrating to you that you can do something about it. All these different areas of your life you have some control over. Maybe not all of it but there are some things you can control. What I want to do is share with you some stories of clients I worked with. They are seeking more peace. More balance. At least one area of their well-being was struggling or suffering. I wanted to share with you the main component of what they did to take control. And keep in mind the work that they did was a process and it's a period of three to six months. So Jane, there's a Jane. She came in feeling overwhelmed. She is a 40-year-old account executive and a mother to two young children and has so much anxiety and feelings of not being enough. It has affected her activity at home and at work. She is forgetting deadlines, she is not able to focus, she is forgetting doctors appointments. It is just unlike her. Prior to her starting a family, her jaw was a reading to her. She was constantly being admired and applauded by her colleagues. She worked along, she got the big clothes, she was a superstar Jane had her children and she was desperately trying to be that same superstar but a superstar mom. She was able to do that for a while. But Jane had a secret. She was able to do this by only getting that 2 to 3 hours of sleep. She was up late working, she cannot turn her brain off. And she was just thinking about all hurt to dues. Trying to maintain this image of the top producer. The hardest worker. But inside she was emotionally and physically exhausted. She knew she couldn't continue on this path. She confided in me that the emotional turmoil she was feeling was also affecting her marriage. I asked Jane, what would help you feel more peace and balance in your life? It took her a few minutes, but she said Holloway not being so hard on myself. I set these high expectations of what I should be a commission every day, every week, every month and we talked about in more detail in I asked her another question. I said, what would you tell your best friend if she came to you and told her she was feeling this way quick and she said, oh, I would tell her that she absolutely has to set boundaries with herself and her work. And that her health and sleep have to become a priority. Jane realized she had to do this for herself. She started working setting specific work hours, turning off the computer, and letting go of this image she thought she had to maintain network. Talked about acceptance, and acceptance of the fact that she will always be a superstar everything. And she doesn't have to be. Jane started doing some more short meditation sessions. Even guided meditation apps during the day to get her so breaks and she obviously also use your resources. The coaching program for you and myself but she also did get some counseling. She then rekindles and friendships that she let go. Feeling like herself again. Then we have Carl. Carl, he came to me feeling restless. He worked for the I.T. department of a large company and has been in the same job for years. He said he always thought he would be AVP by now and due to what he described as complacency he just has not advanced his career. He was so uncomfortable about this. And he was ready to do something. So, I explored with Carl. What are your strengths? What do you want for yourself? He explained to me how he loves to solve problems, he was good at organization, he was naming all the stuff off. So I had him write it out. I had them also do a career vision. Basically talking about what is current for what he likes and why he doesn't like. He figured out he wanted to move into project management. He found a product manager of senior at his company and used him as a mentor. And he talks to his current boss, told him he needed to set some hours for himself to work on his project management certification. So a year later he had completed his certification and has been able to move into a role where he can use those skills basically he change his approach about what he thought

about himself and who he was and replace that complacency with the vulnerability. Keefe reframed who he thought he was. And re-evaluated his expectations. Sue, she came the coaching seeking help with her feelings of loneliness she is a 49-year-old teacher, she started a new teaching position last year. She is single, she doesn't have children. She was feeling some ashamed, I would say around some of her life choices that she made. With COVID, she was completely isolated and she was in a new job in a new city. So causes a pandemic, her hobby has become watching the X for hours and this habit only exacerbated her loneliness. She had been putting ourselves down for just wanting to come home and watch TV after work. So I asked her a question like asked Jane. What would you say to her sister if she came to you asking for advice quick about how to make connections again and how to improve your social life? She said, well, I tell her to join a Meetup group or some sort of community group where she could use her creativity. Like in our class or even a hiking group. She said I would tell her she's worth it and she has to face her uncomfortable reality. But she has to move on with her life. After we talked more about this, she decided she had to do these things. She actually used a friendship match up which I thought was really cool. After a few must develop some legal friendships really cool friendships. She also joined in our class and hiking groups and made some connections. She took her own advice. We move on to Rowley Rowley. He felt really down and victimized. He was also a manager for a large accounting firm, but unfortunately his divorce took a huge hit on his financial well-being. Catalog debt and court costs. He wasn't feeling balance at all because of the stressor. He was irritable at home and work. As a coach I asked him, what would it look like if you felt more peace and balance in your financial life? What would you be doing differently? Right away he said, I can get control of where my money is going. I hate budgets. But I know I have to do it. And by doing these but as he realized he was in the red. And his income compared to his bills there was a difference. The budgeting for some to make some cuts. He also automated his bills which made a huge difference as well. He also had a friend that he knew was a guru about managing money so he confided in him with struggles. You be able to teach him this method he used. He also took advantage of some resources through his employer through the employee assistance program where he could get a financial coach and doing the things he felt control again. He didn't solve all the problems right away. But he change the way that he looked at money and expectations of what he could afford. And then we have Natalie. Natalie felt overwhelmed. She is a full-time working mom with four kids. She was told by her doctor recently that she has prediabetes and if she doesn't lose some weight, she would be type two diabetic in the next year. She was devastated. She never thought that what happened to her. She does feel hurt good choices to be a struggle. Especially sugary food. This is how she winding down at night after a stressful day. And her kitchen full of temptation because of food she has from her family. And I asked her, what were your day look like if you're taking care of your health? What would make a difference? She said she would be getting a good night sleep for one. By going to bed earlier. Sting offer phone which is a huge issue by the way for so many people. I think that's one of the top ones that I deal with. With boundaries with ourselves. She says she has been get up in the morning to go for a 15 minute walk. Took herself some breakfast. She would have to rush out the door and stop at McDonald's. So, she also said she may have talked to her family about certain foods that she would need to get out of the house. Her environment was part of her issue she felt like. By making small changes. She also joined Weight Watchers. She needed that other accountability, but she learned that she had to take time for herself. Removing 26 pounds in six months and was able to get out of that prediabetic. It was slower of course and she wanted to. More importantly she felt better overall. She got rid of her all or nothing thinking patterns and her expectations. Of how fast should lose weight. And herself as well. And then finally we have

Rachel. Rachel, she came to me feeling very uneasy. She is a 55-year-old mother of two . Worked in retail part-time. Her youngest daughter just started college and her and her husband had become empty-nesters. Rachel was struggling with this bit time feeling anxiety and loneliness. She was feeling this and Venus. She explored what would help with that. What would give her more peace and balance? She needed to feel valued again. She talked about the possibility of pursuing activities. It was her purpose. She did some research about local volunteer groups and organizations to figure out where she might spend some time. But also developing a community. She decided on an organization that provides resources and support for children and families in need. For the next six months, Rachel still struggled with how things used to be. It didn't go away she found her purpose. She was well doing and was looking at this time in her life now has a new chapter and an opportunity. In all the source I shared with you, as you heard, they had similar things in common to improve their peace and balance your that reframing a mind-set. That resiliency. I did want to share just a very simple practical strategy that I pulled from other cases I worked with over the years. Especially over the last three. Make things more convenient if you can. If there's grocery pickup or delivery or pharmacy delivery yeah, it costs money. So we have to keep that in mind. If that is something that you can afford that would make your life easier, that is going to make a difference. Do the pods. This allows us to calm ourselves so we can respond versus react. So I'm like a coworker send an email that you take personally or -- you can respond. And take control of how you're feeling about it. It is also consider encourage you to consider medication. Even if you tried in the past, I encourage you to try again. There are wonderful apps out there. There is YouTube. There's lots of different resources that can help with meditation. Getting walks at work. Is such a simple thing that only takes 10 minutes. It can be five minutes. Ask a coworker. Listen to a podcast on audiobook . I encourage a lot of clients to do this. Especially if they are having issues with trying to feel like they are not pleasing everyone they are working with. Like I said, that phone, technology was a huge issue. It distracts us and keeps us from being productive . Affirmations too. I love affirmations. Things like I'm worth it. And then getting rid of all the noise in the clutter. The email clutter. Sometimes my email has way too many. Things coming in at the same time. It feels so good to get rid of all that. So, I just want to leave you with this as a kind of close here today. The gap between the life you want in the life you are living is called mind-set, focus, and consistency. And I wanted to recommend a couple of books if you wanted more information about this mind-set and also around the well-being that we evaluated. One is called set boundaries assign piece by -- another one that many of you probably heard of is search for meeting. It is such an inspirational read. That will help you understand what I am referring to as mind-set. And also if you're in a leadership position, the book, "well-being at work," is fabulous and can really help you and your employees feel more peace and balance and improve their well-being. So, thank you for having me, Melanie. This was fun.

Thank you, Maureen. Actually have people asking about these books and that quote. Hold tight here. I'm going to put a message out here for everyone. So let me make sure I can . Okay. That should have the information that you need.

All right. Thank you so much, Maureen. Before we jump in, we might have a few minutes for some questions here. Before we do that, I want to remind everyone of their program. Marie did a beautiful job of how people did real-life coping skills to deal with their situation that maybe they wanted to either get out of struggling, get out of suffering , or maybe they wanted to just improve and start driving more in areas of their lives. They hug be struggling or suffering to use your program benefits. We can help you in areas where you are driving now, but want to do better. There are so many options that are out there and available to you, and all the things that Maureen talk to you about today, these are the kinds of things that you can get to your

program. I want you to know that you can call your toll-free number. Your company's toll-free number 24 hours a day seven days a week. You might be saying, Melanie, what's my toll-free number? Unfortunately, we have companies from all across the United States on your day so I can't give everyone a toll-free number. Please reach out to your HR department. That is where you will get a number. They can also give you your company specific member website and the member website has lots of self-serve options that can guide you and get you more information on this topic and other health analyst topics. Some other information Maureen talk about like meditating and relaxation exercises, you can find more information out there. The beauty of it is it is already covered by your employer. There is no additional fees for you to use most of the services. Just so you know that is always out there and available. Maureen, I do want to jump at doing these questions. I want to let you know that we did get a couple comments out there. Someone said, grocery store pickup for them is 3.99 on Instacart. It is well worth at 3.99. Right. We have to weigh . It doesn't fit into your life? Your financial life too. I totally get it. I can't do all the time. Now, some places have free pickup. But you know. That is one idea.

Absolutely. Okay. I have one here. I tried meditation before but it didn't work for me. Do you have any suggestions or other suggestions for feeling peace in the moment?

Absolutely. Well, one of the biggest things I have seen help is getting out in nature. To the outside, getting some fresh air , going to the park , it is something that we have to set time aside to do but it can make it a big difference. You can do breathing exercises and not necessarily do meditation. There are lots of easy apps out there that you can access to help you if you need guided breathing exercises. Very simple. But it helps you be in the present moment. And reading too. I can, such a simple thing but it forces you to stop thinking about all the other things that you have to do. And just to build a spend some time with yourself.

Three. Okay. I have also here, do you have any suggestions on how to create -- at work? That is my biggest challenge. My work life balance.

It can be really hard. You know, I think sometimes having a difficult conversation that you always want to have your weather that is with our coworker, our boss , a colleague . Sometimes saying I want to help you with this, but I have to get to in a couple of days because I'm already working on X. I'm trying to please everybody else and try to get all the stuff done when we physically can't do it themselves. It is not humanly possible to get all the work done. Sometimes we have to have those difficult conversations. Like I gave in my example with my client, turning off that email, turn off your phone at least the work email part in the evening time . And the weekends too. I know some will be like I have to do it to catch up. The work is going to be there still. Delegating if you can. What I always like to remember too is I'm not going to be remembered for how many hours that I worked. So I have to take care of myself. No one else is going to do it for me. I have to do. Sometimes that can be difficult. To accept.

Very good points, Maureen. We have lots of lessons here. We are at the end of our time here today. I did pull up the closing poll . Please rate the overall satisfaction with today's webinar. Click the radio button in front of your response. We will not be broadcasting these. I guarantee if you click that radio button which is that circle in front of your answer, you'll capture your vote. Please share with us and, questions or comments or things that you might have about this presentation. Do know that we have lots and lots of people on today. There are several questions, many questions that were really personal in nature. So much to the point that I don't think this is a platform that would really help you with that. I do encourage you to use her program benefits and call in to get those questions answered. I can, for those of you who did not know, we did not have everyone's personal phone number so you will need to contact your leadership for your HR department. Taking your phone number and the URL on the website and both of those have tremendous benefits. But if you want to speak with someone,

please call and ask for a confirmation. You can focus on and get your questions answered. Especially those of you who were wondering, do I have work-life balance right now? What does that mean for me? That is a tricky question to answer. On any kind of topic like this. It is so personalized. And sometimes we hear people talk about like work life little because there is not always a complete solid balance. Maureen, thank you so much for presenting today. We always love getting your insights with such a rich history and coaching. We really do appreciate you. That does an hour session for today. I want to thank all of you for joining.

Thank you, Melanie .

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