

## Nurturing Self and Keeping Your Passion in Times of Change

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Jane Foote EdD, MSN, RN, CNE

## Objectives

- Recognize changes in nursing and healthcare are constant
- Reflect on personal challenges with change.
- Claim the personal gifts that you alone bring to the world.
- Imagine how your gifts may used in your work.
- Commit to practicing one self-care activity that energizes you to help you sustain passion at this time.

## Disclosures

- Not representing Mayo Clinic (my employer).
- No fiscal conflicts of interest.

## Change is everywhere...

- Nursing practice is specialized and yet also generalized.
- Healthcare as a business, many external forces driving changes.
- Generational differences
- Technology embedded and constant
- Faster... faster... faster...
- Right?

## We all come from somewhere

- I have been a registered nurse since 1982.
- Introduced to holistic nursing in my BSN program at St Olaf.
- MSN as a CNS in Parent Child health, taught Peds at Century/IHCC College
- EdD at St Thomas, studied clinical reasoning as a dissertation topic.
- Taught/administered in higher education for 27 years.
- Currently Midwest Academic Affairs program director, working with academic partnerships and innovations at Mayo Clinic in Rochester.
- Currently serve on the American Holistic Nurses Association (AHNA) board as treasurer.
- Currently a Local AHNA board member/leader in Southeastern Minnesota.

## Change Readiness

- We all are on a continuum for change readiness.
- You probably have a sense of how change tolerant you are already.
- Here is a link to a tool you can use to determine your personal readiness for change.
- [https://www.ecfvp.org/files/uploads/2 - change\\_readiness\\_assessment\\_0426111.pdf](https://www.ecfvp.org/files/uploads/2_change_readiness_assessment_0426111.pdf)

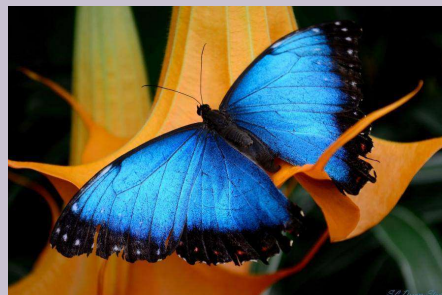
## Categories of Change Readiness

- Resourcefulness
- Optimism
- Adventurousness
- Passion/Drive
- Adaptability
- Confidence

*Do you think these are present in organizations?*

Blue Morpho butterfly (Morpho peleides)

Photo credit: Stacey Lashway



[https://www.google.com/search?rlz=cm.microsoft-us-1e-Address&q=blue+buttefly&btn=isch&source=univ&sa=us&ved=ZahUKCwjWwYwY3PjAINOMKDHQzGB34Q7AIGBAgAEAO&biw=1536&bih=806&imgres=Cqwa\\_vE8d0SEM&spz=1561056398529](https://www.google.com/search?rlz=cm.microsoft-us-1e-Address&q=blue+buttefly&btn=isch&source=univ&sa=us&ved=ZahUKCwjWwYwY3PjAINOMKDHQzGB34Q7AIGBAgAEAO&biw=1536&bih=806&imgres=Cqwa_vE8d0SEM&spz=1561056398529)



**TAKE A MOMENT, CLOSE YOUR EYES  
AND QUIET YOUR MINDS AS I INVITE  
YOU TO TAKE A SHORT MEDITATION TO  
YOUR INNER LANDSCAPE**

## Ripples of Change...

- “A ripple effect is a situation in which, like ripples expanding across the water when an object is dropped into it, an effect from an initial state can be followed outwards incrementally. Ripple effect is often used colloquially to mean a multiplier (economics).

- [Ripple effect - Wikipedia](#)

[https://en.m.wikipedia.org/wiki/Ripple\\_effect](https://en.m.wikipedia.org/wiki/Ripple_effect)

Starting with a metaphor...  
we are both the drop in the pond and  
the water upon which it falls...



## Chaos Theory

- In [chaos theory](#), the **butterfly effect** is the sensitive dependence on [initial conditions](#) in which a small change in one state of a [deterministic nonlinear system](#) can result in large differences in a later state.



[https://en.m.wikipedia.org/wiki/butterfly\\_effect](https://en.m.wikipedia.org/wiki/butterfly_effect)  
Blue morpho butterfly (Morpho peleides)  
Photo credit: Stacey Lashway

## So what about butterflies?

- **Butterflies** are deep and powerful representations of life. Many cultures associate the **butterfly** with our souls. The Christian religion sees the **butterfly** as a symbol of resurrection. Around the world, people view the **butterfly** as representing endurance, change, hope, and life.
- **Butterfly Symbolism : Gardens With Wings**
- [www.gardenswithwings.com/butterfly-stories/butterfly-symbolism.html](http://www.gardenswithwings.com/butterfly-stories/butterfly-symbolism.html)

## The science behind a butterfly

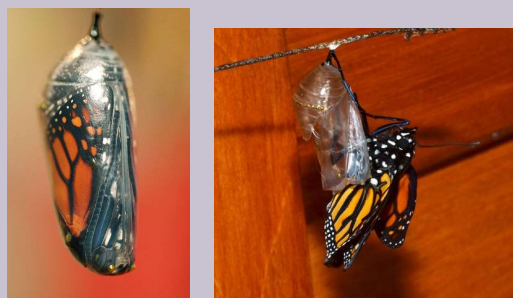
- It is known best for a radical process of transformation!
- Involves liquefaction of the caterpillar self.
- The **imaginal disc** survives this gooey stage of the process, and from these imaginal discs the new parts of the organism are transformed.

<https://www.scientificamerican.com/article/caterpillar-butterfly-metamorphosis-explainer/>

## Did you know?

- 800,000 insects participate in complete metamorphosis. (85% of insects)
- Imaginal discs are groups of cells which hold the parts of the adults
- These parts are held within the caterpillar since birth.
- From the juice of metamorphosis butterflies emerge as adults.
- The adults are designed to manifest those parts held deep within the caterpillar.
- The cocoon matters!

## Safe containers for transformation...



## 1- 2 Reflection Exercise

- Take a moment to your self and think about what a “safe container for change” looks like to you.
- When you have some ideas turn to someone near you and share a few of your ideas on safe containers.

Liberating Structures

## Work Environments as Safe Containers

### What do you need to be safe when you are in the midst of a transformation?

- ☐ Physical space?
- ☐ Time to may the adjustments, learn?
- ☐ Staggering of changes so you don't get overwhelmed?
- ☐ The right nourishment (rest, food, emotions) to accomplish the change?

### Cocoon to butterfly...

Remember that mediation we did a short time ago? I asked you a couple of questions. Here they are again...

- ❖ What did you see in your inner most core?
- ❖ What gifts are uniquely yours to give in your lifetime?

### Claiming your own imaginal disc...

- For the butterfly it is all the “stuff that really matters”... organs, wings, brain, sense of memory perhaps....
- Imagine that each of can determine the imaginal disc within us. It may be those things that make our life really have purpose.
- What are those things to you?

Self care to create a safe container for transformation and survival.



### Self care as a way to nourish energy

- What comes to mind when you think of self care?
  - ❖ Physical
  - ❖ Emotional
  - ❖ Energetic
  - ❖ Mental
  - ❖ Spiritual

### Energetic Return on Investment: ROI

- Similar to financial investments... (which is also known as currency...) Energetic ROI is about assessing your life for what activities you are doing that add energetic value to you life.
- The things that fill you up when you are in them.

### Take a moment and do a ROI Assessment of

- ❖ Key relationships
- ❖ Work
- ❖ Exercise
- ❖ Food
- ❖ Spiritual practices
- ❖ Spatial containers (like your home/office)

### Here are some starter ROI questions.

- In what ways does this \_\_\_\_\_ bring me joy?
- Do I feel grounded/ at peace/ happy when I am engaged with this \_\_\_\_\_?
- Does this \_\_\_\_\_ help me know I am worthy?
- Does it help me know that I am connected to my purpose?
- Most of time after or when I engage with \_\_\_\_\_ does my body feel better?

Relationship, work, food, exercise, spiritual practice and space

So what if something doesn't seem to be working like you wish it did in the ROI scale?



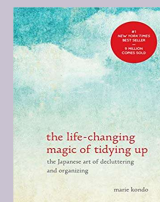
**Make Different Choices**

### What isn't this?

- Making a ROI adjustment isn't necessarily leaving your people, job, faith community or home to run into another choice...
- It can be as simple as boundaries clearing and intention.
- Remember the butterfly effect? A small ripple can impact an entire pond.
- Let's try an example.... space...

### Marie Kondo anyone?

- The Life Changing Magic of Tidying Up by Marie Kondo... as a exemplar...
- Anyone tried this?



### Energetic Boundaries

- Work (includes space, people, job duties)
- Home (includes space, usually people or in my case plants and pets...)
- Personal (includes saying yes and no from the heart with intention)
- CLEARING what does not belong to you.

### What does it feel like when someone is in your energetic space?

- "Icky", not right, intuition goes off
- Unhappy, like you want to run
- Like you are a victim or being bullied
- Sad, desperate
- Cluttered, chaotic
- Stuck, tight
- *What else?*
- For some of us it feels NORMAL... *it is not how we were designed to live or care for ourselves.*

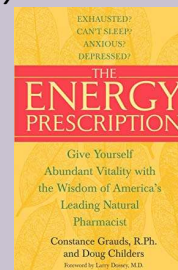
So who is going to take care of you at this point in your life?

- Probably only you...
- So, where to begin? You can start with any of the PEEMS areas. I suggest the one your heart needs to have done first.
  - ❖ Physical
  - ❖ Emotional
  - ❖ Energetic
  - ❖ Mental
  - ❖ Spiritual

Allow yourself time, space, food and physical connections that *you* need to support *you*.

Immerse in nature, breathe, Water, healthy exercise, relationships, meaningful work healthy food...

*Find your passions and live your purpose.*



Create safe cocoons



Circling back from our hour together...

- You were each invited to explore your own inner landscape for what is at the core of you!
- We explored challenges of change, and the concept of safe containers.
- You are invited to examine your personal energetic ROI in various areas and focus on one area that you can begin to clear away those things that are no longer serving you.

In closing, this is your one precious life... live it well.



Questions?



## Fun Reading

- **Retention of Memory through Metamorphosis: Can a Moth Remember What It Learned As a Caterpillar?** Douglas J. Blackiston, Elena Silva Casey, Martha R. Weiss

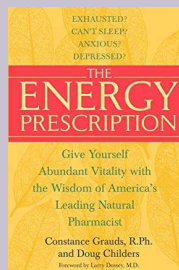
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## Connie Gauds, RPh, MNP



## American Holistic Nursing Association

- Two Twin Cities Chapters
- Duluth
- Rochester
- <http://www.ahna.org>
- *Journal of Holistic Nursing (JHN)* is a peer-reviewed quarterly journal with a focus on advancing the science and practice of holistic nursing and healthcare. *JHN* provides a forum for caring and innovative nurses in clinical practice, research, individual wellness practice, and academia to exchange critical information, share clinical and personal experiences, and communicate research pertaining to holistic nursing practice, health care, wellness, healing, and human potential.

