

# ACTion: Supporting Individuals



Dr. Dayna Lee-Baggley, Dr. Arla Day,  
& Thomas Helson



Thanks to...

This project is supported through funding from CIHR & SSHRC's joint Healthy & Productive Workplace Partnership Program

# Creating Healthy Workplaces

## Environmental Scan

**1. Support  
Individuals**

**2. Strengthen  
Groups**

**3. Develop  
Leaders**

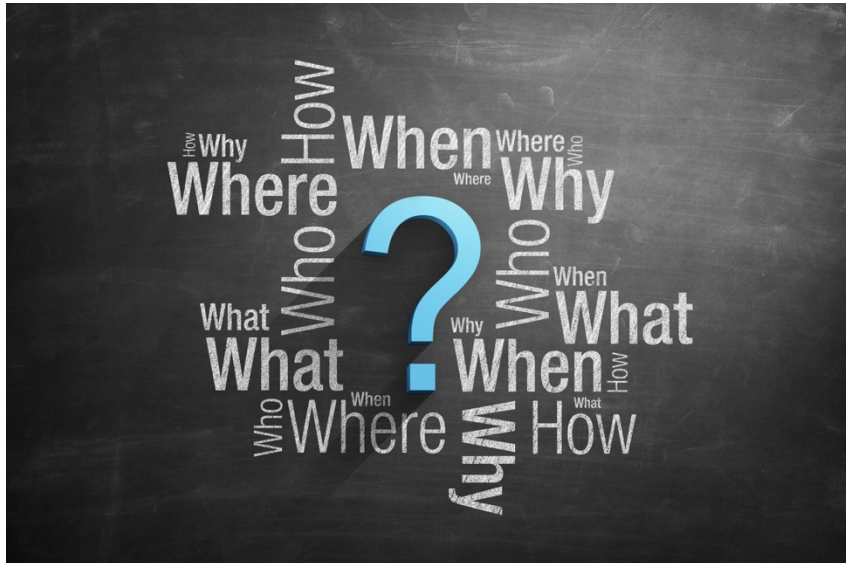
**4. Create  
Healthy  
Organizations**

# How do we support employees?

Problem Solve  
– Fix it

ACTion

- Awareness & Commitment Training
- Based on ACT (Acceptance and Commitment Therapy) Program may increase the ability to manage emotions and stress (Flaxman & Bond, 2010).





# Chronic Demands

Physical health



Mental health



Caregiving issues



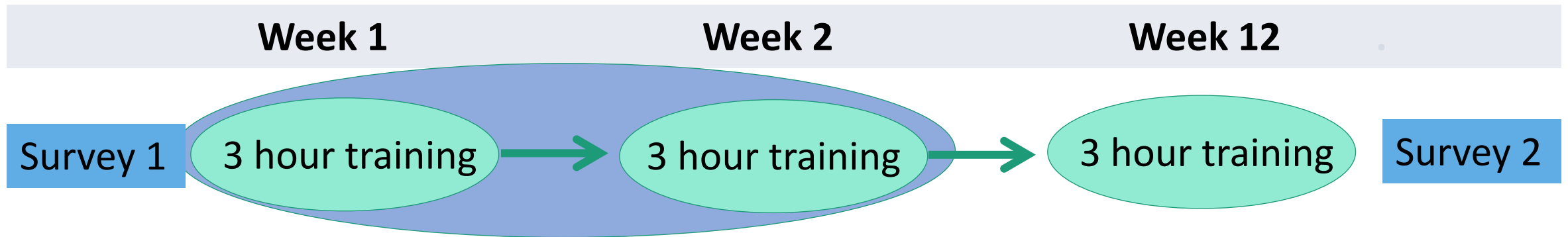
# What is ACT(ion)?

- mindfulness
- ‘acceptance’/awareness
- develop skills to reduce the impact of negative stressors
- **Clarify values** → set goals → take action.  
(Hayes et al., 2006).
- ACT targets how people relate to their thoughts & feelings, instead of trying to change thoughts & feelings. (Hayes et al., 1999)
- \*\*Utilize work & workplace to facilitate well-being



# What did we do? Project 1

- Organization-mandated training by clinical psychologists



Can we improve functioning?

- Personal
- Interpersonal



# Overall...

- Performance increased
- Strain decreased for the “NOT-ready” group...
- The “not-ready” group reported more incivility than the “ready” group
- Absenteeism
  - “NOT-ready” group reduced from 1.17 to .25 missed days (not significant, but...)



# How to move forward... Project #2

**ACT (workshop)**

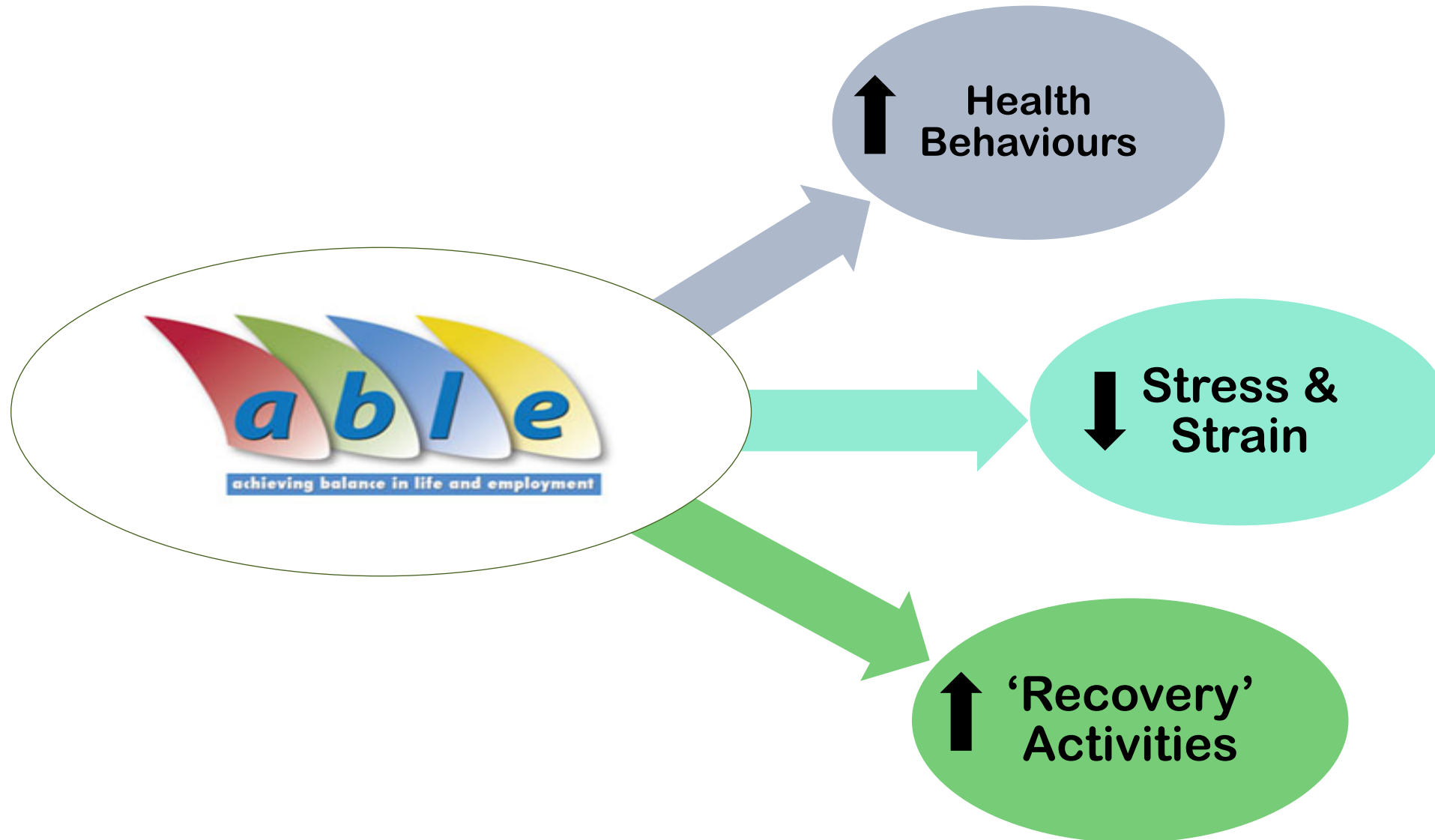


**ACTION (coaching)**

**ACT**  **n**



# Based on ABLE



# How to move forward...

## ACT (workshop)

- 2 or 3 group sessions
- Motivation
  - Remembering/ day-to-day
- Scheduling
  - health-care professionals
- Organizational “issues”
- Organizationally mandated??
  - Lack of perceived control



## ACTION (coaching)

ACT  n

- 10 sessions with manual
- Coaching
  - ongoing support & accountability
- Program Flexibility
  - time, location, scheduling
- Control group
- Individual choice
  - Organizational ‘support’

# ACT n

- 10-week, phone-based coaching
- Manual
- Incorporates organizational context
- Support
- Tailored to individual needs

## SESSION 1:

### ACTion Program & You

#### Welcome to ACTion

##### Learning Goals of this Session

1. Learn about the ACTion program
2. Identify expectations for you and your coach
3. Learn about the ACTion Choice Point Model
4. Get started with activities

##### ACTion is about

- Understanding what demands you can change.
- Accepting what demands are out of your personal control.
- Committing to actions that will improve your quality of life.
- Supporting you in **YOUR** values.

##### The ACTion Philosophy

- ACTion's aim = to help you live a more purposeful life, even in the presence of chronic 'demands' by providing a number of exercises and tools that you may find helpful.
- ACTion focuses on more "internal" experiences such as thoughts, feelings, and behaviours. Changing the way you deal with these thoughts, feelings, and behaviours may help you to live better, even with chronic demands.
- The goal of ACTion is NOT to make your chronic demand "go away" or to just be 'more positive', but rather to help you live a more meaningful, vibrant life despite the real symptoms and negative outcomes you experience because of the demands.

#### **ACTION before I speak to my coach...**

- ☐ Complete Session 1
- ☐ Complete ACTion Survey 1
- ☐ Set up a time for phone sessions with my coach
- ☐ Complete the 'Brief Noticing' exercise at the end of Session 1

**Chronic Demands** can be any stress that is placed on you, such as  
- physical or mental health issues, including chronic illness and chronic pain  
- caring for a disabled family member or

*The goal of ACT is to help you create a rich and meaningful life, for yourself, even while acknowledging that there is inevitable pain that goes with life.*  
-Harris, 2006

[www.arladay.ca/EMPOWER](http://www.arladay.ca/EMPOWER)

