

A group of four diverse professionals are gathered around a table in a meeting. They are looking at documents and papers spread out on the table. The woman in the foreground has long, curly hair and is wearing a light-colored blazer. The woman on the right has long, straight hair and is wearing a light blue shirt. The man on the left is partially visible, and the woman in the background is wearing a purple top. The scene is dimly lit, with a focus on the people and their work.

An iOpening
Enterprises'
Professional
Development
Experience

CREATING AND SUSTAINING AN INCLUSIVE WORKPLACE CULTURE USING THE 3 A'S

ACKNOWLEDGE WHAT REALLY STRESSES

- **Stress** reflects the urgency *and* importance of a situation.
- Understanding how stress is connected to important personal and social identities provides insight into strategies for addressing the root causes of stress.

Step Now

- ✓ Reflect on a time you were stressed. What important identities were impacted by this stressful experience?

Step Later

- ✓ With your team, complete the Professional Quality of Life Scale (ProQOL). Identify which items are rated highest for the burnout or secondary traumatic stress scales.



ASK HOW TO **REALLY RECHARGE**



- Uncovering the experiences that directly target stress while recharging important identities can sustain well-being during challenging times.

Step Now

- ✓ Consider how to integrate a check-in process with colleagues that celebrates successful emotional recharge and asks about ways to recharge in the future.

Step Later

- ✓ Review the Compassion Satisfaction subscale of the ProQOL & identify the items rated the highest. Consider how experiences related to these items can be further integrated in the workplace.



ADJUST FOR THE *REAL* FUTURE

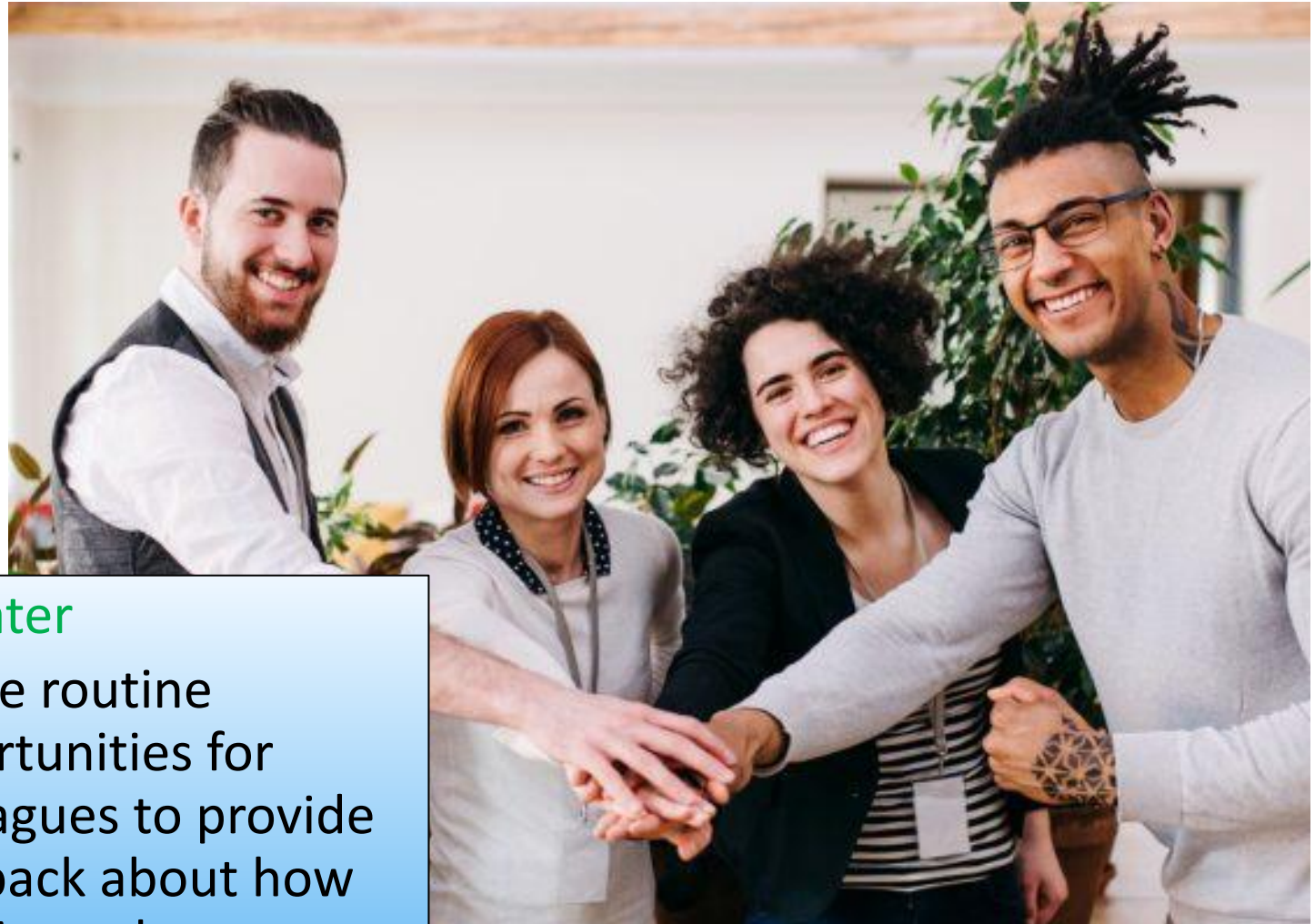
- Challenges in the workplace are dynamic and needs change based on the situation.
- The key is preparing to adjust based on brave conversations.

Step Now

- ✓ Consider the brave conversations you've had with colleagues. What has helped colleagues feel heard and psychologically safe and brave during these conversations?

Step Later

- ✓ Create routine opportunities for colleagues to provide feedback about how to adjust when challenges arise.



REFERENCES & RESOURCES



Scan for More Resources
from iOpening Enterprises

Van der Kolk, B. A. (2015). *The body keeps the score: Brain, mind, and body in the healing of trauma*. Penguin Books.

Professional Quality of Life Scale
<https://proqol.org/proqol-measure>

**Recommendations for Creating
Justice & Wellness Center
Workplaces based on the 3 A's:**
www.iOpeningEnterprises.com

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