

# CATCH A VIBE

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TIMING IS EVERYTHING!

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# LAND ACKNOWLEDGEMENT

Every community owes its existence and vitality to generations from around the world who contributed their hopes, dreams, and energy to making the history that led to this moment. Some were brought here against their will, some were drawn to leave their distant homes in hope of a better life, and some have lived on this land for more generations than can be counted. Truth and acknowledgment are critical to building mutual respect and connection across all barriers of heritage and difference.

We begin this effort to acknowledge what has been buried by honoring the truth. We are standing on the ancestral lands of the Dakota people. We want to acknowledge the Dakota, the Ojibwe, the Ho Chunk, and the other nations of people who also called this place home. We pay respects to their elders past and present. Please take a moment to consider the treaties made by the Tribal nations that entitle non-Native people to live and work on traditional Native lands. Consider the many legacies of violence, displacement, migration, and settlement that bring us together here today. Please join us in uncovering such truths at any and all public events.\*

\*This is the acknowledgment given in the USDAC Honor Native Land Guide – edited to reflect this space by Shannon Geshick, MTAG, Executive Director Minnesota Indian Affairs Council





# THE THANKLESS JOB

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# VIBE DEFINED

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- “A vibe is a feeling that you get, or a feeling that is shared in a room.”
- “To be inspired in some way or be influenced by another person.”
- “Feeling connected to another person, having matching energy”.

## Public Sector Employees are Considering Leaving Their Jobs

52%



of state and local workers are considering leaving their jobs **voluntarily** due to COVID-19 to do **any or all** of the following: change jobs, retire, and/or leave the workforce entirely.

Working during the COVID-19 pandemic has made them consider:



36%  
Changing jobs



33%  
Retiring



28%  
Leaving the workforce entirely for the foreseeable future

These individuals are significantly more likely to be:

Under age 40  
African American  
In K-12 education  
At high risk of exposure to COVID-19 at work

Age 60+  
Earning a household income of \$100,000+  
At high risk of exposure to COVID-19 at work

Under age 40  
African American  
At high risk of exposure to COVID-19 at work

# CALL FOR ACTION

In response to the record-breaking number of resignations in the health care industry, **American Hospital Association** (AHA) president and CEO Rick Pollack called for action to help support and grow the U.S. health care workforce, including scrutinizing nurse staffing agency prices and lifting the cap on Medicare-funded physician residencies, *Healthcare Finance News* reports.

"A recent analysis shows there will be a shortage of up to 3.2 million health care workers by 2026," Pollack said. "These shortages, combined with an aging population, a rise in chronic diseases and increased behavioral health conditions, all contribute to a national emergency that demands immediate attention from health care leaders and policymakers at every level of government." (Morse, *Healthcare Finance News*, 1/5; Rosenberg, *Washington Post*, 1/4)

# Employee Views on How Public Employers Can Curb the Great Resignation

## To Reduce Stress

24%

Provide salary increases

15%

Hire more staff or reduce workload

13%

Provide emotional support

## To Retain More Employees

62%

Improve salaries

50%

Offer/increase bonuses

38%

Show more appreciation and recognition of employees and the work they do



Showing **more appreciation** and **recognition** of employees **outranked actions** including improving benefits, increasing amount of leave allowed, offering more flexible scheduling, and offering more opportunities for remote work.

How well  
do you  
know  
your staff?

When is  
the best  
time to  
connect?

When are  
staff the  
most  
stressed?

Are there  
systemic  
barriers?

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**TIMING STARTS  
WITH  
AWARENESS**





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HOW WELL DO  
YOU KNOW  
YOUR STAFF?

CAN WE TALK?

When have you felt most fulfilled at work?

Has anything made you considered leaving our agency? If yes, what was it?

Where would you like to be professionally in 3-5 years?

What can I do to support your progress?

What makes you feel appreciated?

# Good Day and Bad Day

## Good Day

What does a good day look like?

## Bad Day

What does a bad day look like?

What needs to happen to have more good days rather than bad days?

Source: Helen Sanderson and Associates

<http://www.helensandersonassociates.co.uk/reading-room/now/person-centred-thinking/person-centred-thinking-tools.aspx>

11 September 2014

Enabling Independence and Person Centred  
Approaches © Carrie Hayter Consulting

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# WHEN IS THE BEST TIME TO CONNECT?

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- Do you know when staff are at their busiest?
- Is there an upcoming deadline or event that impacts your staff?





# SYSTEMIC BARRIERS

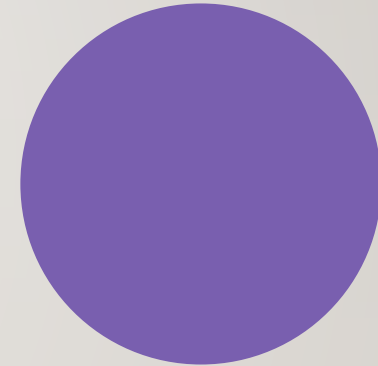
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**PAY**



**HOURS**



**POLICIES**

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# LEADERSHIP NORMS:

Engage

Engage with respect and curiosity

Normalize

Normalize self-checks

Offer

offer grace to ourselves and others

Lead

Lead with positive intent while recognizing good intent does not eliminate harm

# LEADERSHIP FATIGUE

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- Avoiding or not returning calls
- Faking joy
- Frustrations with family members
- Developing poor sleep patterns



# REFERENCES AND RESOURCES

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- Mission Square Research Institute: The Great Resignation and COVID-19: Impact on Public Sector Employment and How Employers Can Help. [greatresignationinfographic.pdf](#)
- How candid conversations can retain your staff, by Kate Vonderhaar Johnson. [The 'Great Resignation' is coming for health care. How can you respond? \(advisory.com\)](#)
- Good day/Bad day, person centered thinking tool. [Person Centered Thinking Tools – Home \(America\) \(helensandersonassociates.com\)](#)



# QUESTIONS?

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