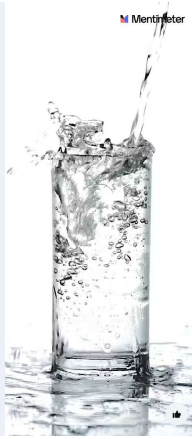


Fill'er up!

PRESENTED BY: Marion Grobb Finkelstein,
Workplace Communication Consultant
PRESENTED TO: Bridges Community Health Care
(Niagara on the Lake, ONT, 20 March 2025)



Today's goals:

- 1) Decrease your stress
- 2) Increase team morale
- 3) Increase communication insights & tools
- 4) Boost your positive mindset



AGENDA: What we're going to do

- 1) Taking care of YOU (Self-care, why, how?)
- 2) You and your team (what makes you so special)
- 3) Your stressors & relievers
- 4) Your action plan

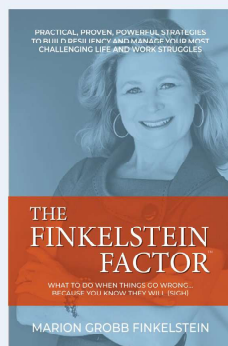


Your action plan

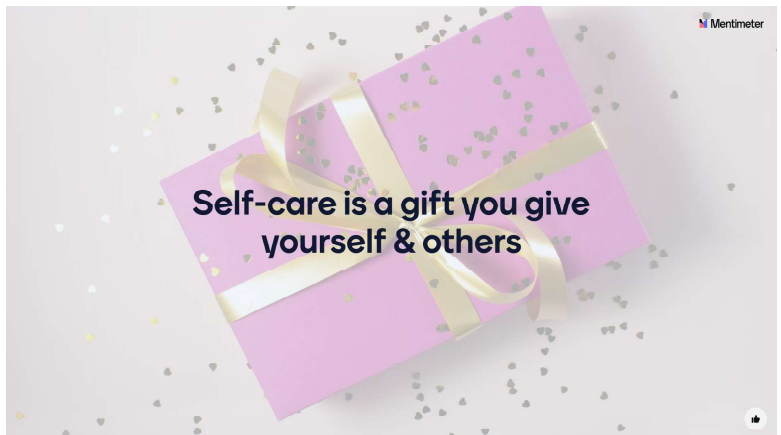


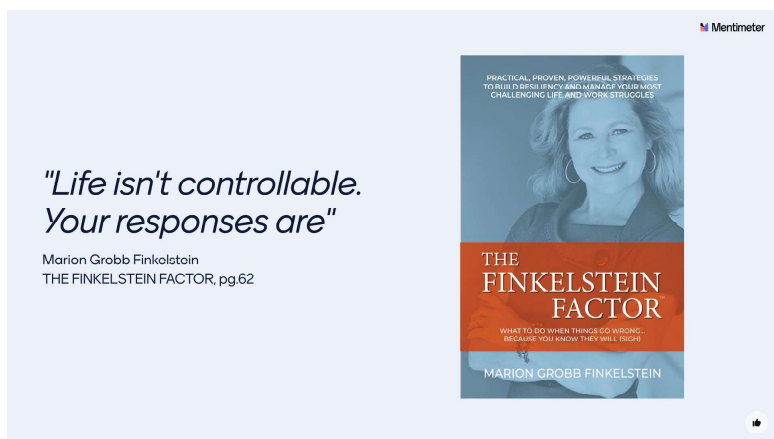
"You can't fill someone else's glass if yours is empty"

Marion Grobb Finkelstein
THE FINKELSTEIN FACTOR, pg.5



Self-care is a gift you give yourself & others





GOAL:
BALANCE your needs
with those of others
= balanced self-care



Is your glass half full
... or half empty?

LET'S FIND OUT



You show the world what
you value by how you
spend your resources"

– Marion Grobb Finkelstein, *THE FINKELSTEIN FACTOR*



WAYS TO SUPPORT YOURSELF:

- increase your knowledge
 - get a mentor or coach
 - join associations/clubs
 - journal
 - chat with friends
 - take a break
- ASK FOR HELP ...**



Asking for help is a
strength, not a weakness.
You deserve the support

– Marion Grobb Finkelstein, *THE FINKELSTEIN FACTOR*, pg.9



Self-care:

Assume a positive mindset...
an attitude of gratitude.



Self-care:
Assume a positive outlook.



Perception is everything.



POINT:
Perception is a choice.
Be mindful.
Choose the positive

“
One thing you always
control is your mindset

– Marion Grobb Finkelstein, *THE FINKELSTEIN FACTOR*, pg.8



SECTION 2:
You and your team

Boss's role:
To remove obstacles in the way of
team members doing their jobs

Team member's role:
To identify those obstacles to the boss.



HOW TO EXPRESS CONCERNS:

- To decision-maker, authority
- Several small or one big red flag
- Before it blows up (time to correct)
- Before you blow up



HOW TO EXPRESS CONCERNS:

2 STEPS:

- 1) Give data, observations
- 2) Offer solutions



You contribute to your workplace culture.

Create a supportive one.
Your attitude is contagious.
People "support" in different ways...



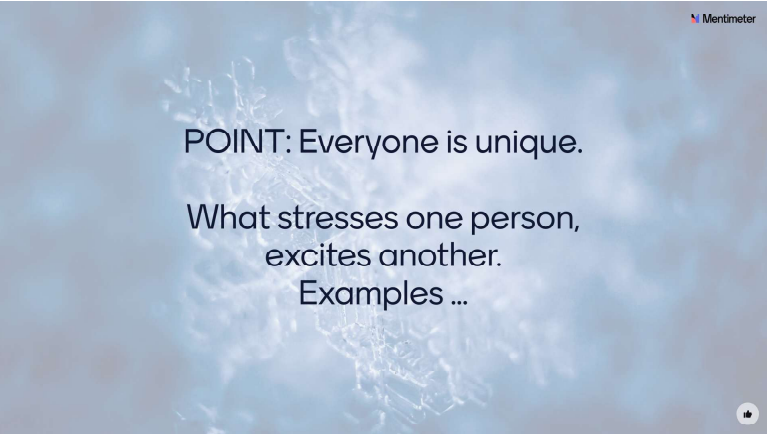
EXERCISE: Say thanks

- someone who helped you and HOW (the difference their help made)
- someone seldom thanked, often overlooked

TO DO: Thank them!
Any examples, volunteers?



PART 3: STRESSORS (and how to manage them)



POINT: Everyone is unique.

What stresses one person,
excites another.
Examples ...



TIP:
Want to discover more about
YOU and YOUR TEAM?

Get a CERTIFIED assessor



Celebrate the
differences

Introvert vs. Extrovert



POINT: Everyone is unique.
You are valuable.

You have special gifts.
Define yours. Share them.



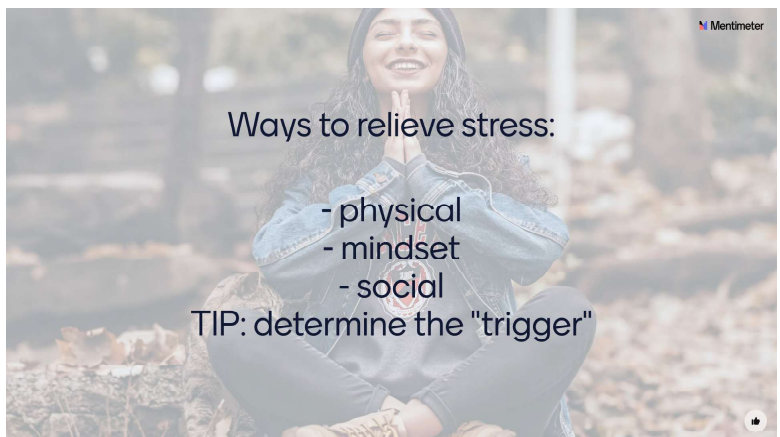
REMEMBER:

It takes an
INTROVERT as much
energy to actively
speak as it does an
extrovert to actively
listen



REMEMBER:

It takes an
EXTROVERT as much
energy to actively
listen as it does an
introvert to actively
speak.



Ways to relieve stress:

- physical
- mindset
- social

TIP: determine the "trigger"



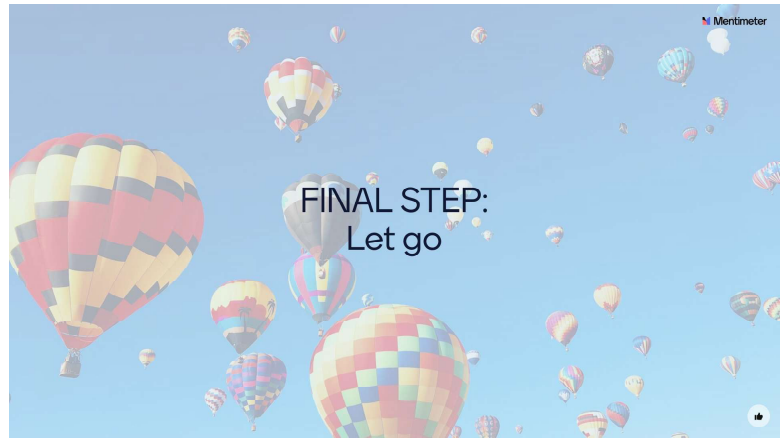


EXERCISE: What is your "trigger"?

- person
- topic
- task
- physical environment
- other?

DISCUSS: Strategies to manage.

Mentimeter

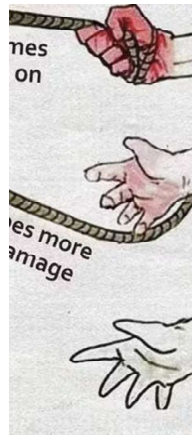


FINAL STEP:
Let go

Mentimeter

Hanging on to pain, hate, anger,
and regret takes energy.
Releasing it gives relief.

– Marion Grobb Finkelstein, "THE FINKELSTEIN FACTOR", pg. 128



Sometimes hanging on does
more damage than letting go

Mentimeter

Let Go Guide™ – 6 questions

Mentimeter

1) Do you CONTROL it?	• No – let it go
2) Do you NEED to do it? (makes long-term difference?)	• No – let it go
3) Do YOU need to do it?	• No – let it go
4) Did you do your BEST?	• Yes – let it go
5) Did you get the "MESSAGE out of the mess"? <small>(let go (6/24))</small>	• Yes – let it go
6) What's the COST of hanging on?	• High - let it go

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TIP:
Letting go of a missed goal
is easier with THIS ...

Mentimeter

