



Cognition and Well-Being Skill Development Workshop

Well-being: Finding a way forward

Objectives

- List and describe common problematic mindsets that can contribute to personal distress.
- List and describe common cognitive automatic thoughts/cognitive distortions.
- Describe the 3 basic steps of cognitive restructuring.
- List and describe tools in the Cognition and Well-Being psychological toolbox that can be used to find greater satisfaction with work, life, and self.

Workshop Segments

- **1. Problematic mindsets, metacognition, and mindful awareness**
- **2. Automatic thoughts/cognitive distortions and cognitive restructuring**
- **3. Cognitive tools/strategies in a “satisfaction” toolbox**

Satisfaction Wellness Resilience

- Satisfaction instead of Well-being:
- Can I help you become more satisfied with your work?
- Can I help you become more satisfied with your life?
- Potentially more satisfied with your self ?
- Continuum of unwell to well
- Very unsatisfied, unsatisfied, satisfied, very satisfied
- Survival Resilience to Flourishing Thriving Resilience



Problematic Mindsets & Automatic Thoughts

- **Cluster of Self-criticism**
- **Viewing Performance as Identity:**
 - Assuming one's performance or behavior defines one's identity. i.e. if you make an error, you think "I'm a bad doctor, therefore I'm a bad person," not "I made an error."
- **Personalization & Self-blame:**
 - Assigning all blame entirely to oneself when outcomes are not ideal. i.e: if things don't go well when you are presenting on rounds, you lay all the blame on you.
- **Maladaptive Perfectionism:**
 - Developing an unrealistic standard of performance that one expects of oneself every time. This sets up a person for being repeatedly disappointed in oneself.
- **Imposter syndrome:**
 - Tendency to doubt one's accomplishments despite objective evidence to the contrary, resulting in one feeling like an impostor or fraud.
- Feelings of Inadequacy, shame & embarrassment
- **Emotional Masking (Stanford Duck):**
 - Concealing one's (usually negative) emotion while projecting a sense of calm and competence, while under the surface feeling a sense of personal struggle

Problematic Mindsets

- **Negativity Bias/Discounting the Positive:**
 - An extreme form of all-or-none thinking that occurs when people discount positive information about their experiences or themselves and/or on whom negative events produce a greater and longer-lasting personal impact than positive ones.
- **Pessimistic Explanatory Style:**
 - The tendency to offer similar negative or pessimistic explanations for different events.
- **Cynicism:**
 - The tendency to doubt the professed motives, sincerity, or goodness of others, resulting in a mistrustful and pessimistic outlook on human behavior and life in general
- **Comparison:**
 - Being satisfied with one's performance and oneself only if one is performing better than others



**Problematic Mindsets:
Fixed versus Growth Mindset**

Problematic Mindsets: Fixed versus Growth Mindset: Beliefs

Fixed Mindset

Believes talent is inborn

Desires to be seen as perfect and talented, so...

She avoids challenge

Gives up easily

Sees effort as temporary

Gets frustrated or ignores feedback or criticism

Feels threatened by others' success



Leads to a very emotional cheerleader that is constantly trying to regulate herself and the way others view her. This creates a rigid and difficult athlete that is limiting her potential.

Growth Mindset

Believes ability can be developed

Ultimate desire is to learn and improve, so...

She embraces challenge

Pushes through setbacks

Believe her effort is most important

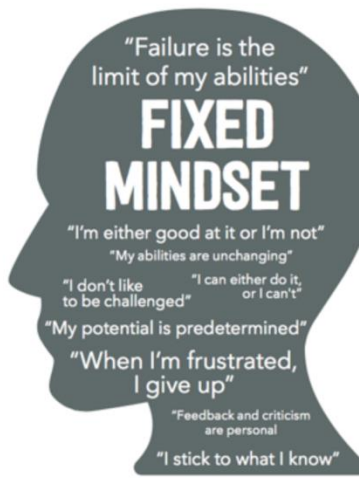
Uses feedback and criticism as a way to improve

Is inspired by and learns from others' success

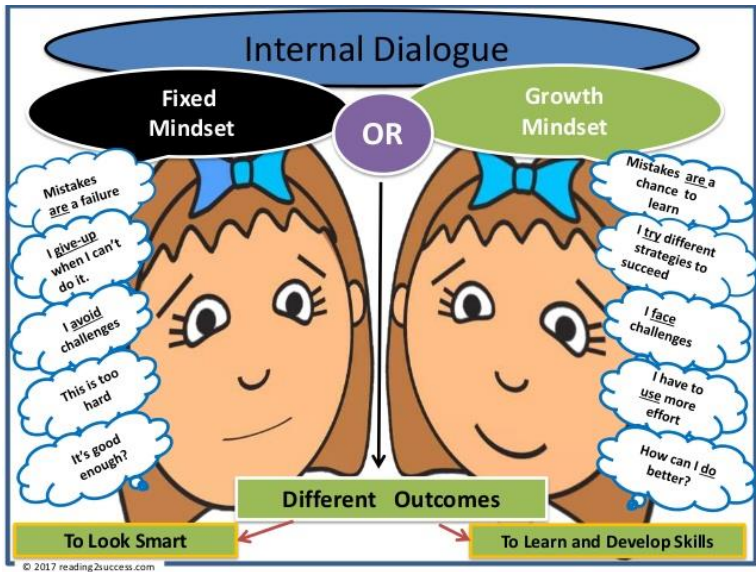


Leads to a hard working cheerleader that is constantly looking to better herself. This creates a calmer, more open-minded athlete that is coachable and can reach her fullest potential.

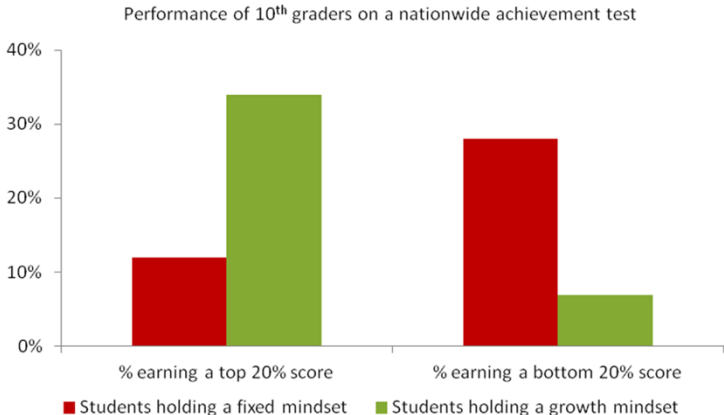
Problematic Mindsets: Fixed vs. Growth Mindset: Thoughts



Problematic Mindsets: Fixed vs Growth Mindset: Self-Talk



Mindsets



Caption: Students holding a growth mindset were far more likely to score in the top 20% on a nationwide achievement test

Value of Effort



	Fixed mindset	Growth mindset
Goals?	Look Smart	Learn
Values effort?	No	Yes
Reaction to Failure?		

Effort is **negative**:

"To tell the truth, when I work hard at my schoolwork it makes me feel like I'm not very smart."

Effort is **positive**:

"The harder you work at something, the better you'll be at it."

Response to Failure



Helpless

“I would spend less time on this subject from now on.”

“I would try not to take this subject ever again.”

“I would try to cheat on the next test.”

Resilient

“I would work harder in this class from now on.”

“I would spend more time studying for the tests.”

	Fixed mindset	Growth mindset
Goals?	Look Smart	Learn
Values effort?	No	Yes
Reaction to Failure?	Give up	Work Harder

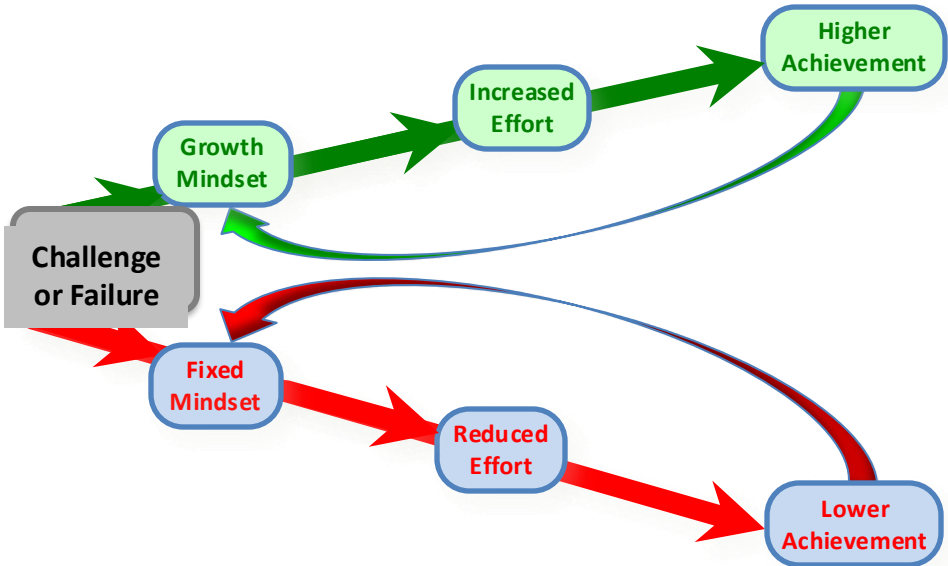


Consequences of Mindsets

	Fixed Mindset	Growth Mindset
Goal in School?	Look Smart	Learn
Values effort?	No	Yes
Reaction to Failure?	Give Up	Work Harder
Achievement	Lower	Higher



Recursive Processes

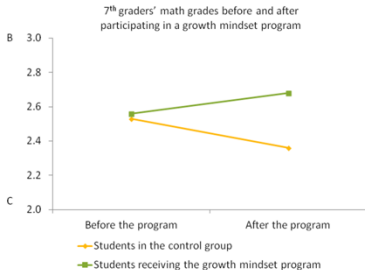




Mindsets Can Change!

Rigorous research also shows that mindsets can change

When they are changed to have a Growth Mindset, **students do better**



Caption: 7th graders who received the control program saw a drop in their math grades typical of middle school; this downward trajectory was reversed for students who received the growth mindset program

Source: Blackwell, Trzesniewski, & Dweck, 2007

Intervention:

Two 45-minute sessions

Taught about the brain & neural plasticity

Discussed implications for effort, help seeking, and intelligence

Praise Effects on IQ Test Performance

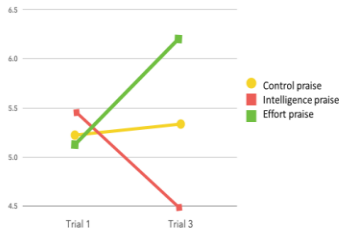


Control Group: “Wow, that’s a really good score.”

Intelligence Praise: “Wow, that’s a really good score. You must be smart at this.”

Effort (Process) Praise:
“Wow, that’s a really good score. You must have tried really hard.”

Number of Problems Solved Before and After Setback



Students given effort praise did better. Those praised for their intelligence were demoralized by setback & did worse

Growth Mindset Praise



Don't Focus On:

- Qualities commonly *interpreted* as **stable**, like talent or intelligence

Do Focus On:

- Effort and strategies used
 - “I like how you tried a new way to solve that.”
- Abilities *improving* over time with practice
 - “You’ve been practicing and I can see it’s paying off.”
- Mistakes and being challenged as necessary part of learning
 - “I love mistakes because they’re an opportunity to learn – being challenged is when the brain grows most.”

Change Your **Words** and Change Your **Mindset**

I don't to it well.

What am I missing

This is done well enough.

Does this represent my best work?

I will never do it like they do.

What can I learn from them?

I can't do it.

I am going to train myself to do it.

I do this very well.

I'm on the right path.

I give up.

I'm going to use the strategies that I learned.

I made a mistake.

Mistakes help me to learn better.

It can't be better.

What can I improve?

It's too hard.

I need more time and effort.

Cognitive Restructuring:

Adverse event ~~=~~ outcome
Adverse event + **your cognitive**
/emotional reaction = outcome
Proportional & functional
reaction

Hope

- It is up to you to create meaning from experience
- Create meaning from your experience that serves you well
- Metacognitive skills
- Mindful Awareness

Common Cognitive Distortions

- **Overgeneralization:**

Jumping to a conclusion based on 1 or 2 events despite the complexity of factors involved in creating those events. Often people experiencing this distortion believe such events are part of a bigger pattern of bad things that happen to them and/or ways that they fail to meet expectations.

- **Tunnel vision:**

Focusing on one small event and discounting all of the positives in one's life or in oneself.

- **Fortune telling:**

The belief that one can predict the future with certainty based on one's past experience.

Common Cognitive Distortions

- **Magnifying:**

Taking a relatively small or minor event & blowing it out of proportion.

- **All or nothing thinking:**

Dichotomous thinking pattern in which a person sees things in either/or extremes. For example, if you are unable to achieve the outcome you want or see your performance as a failure, you respond as if there is no gray area nor room to say "I did pretty well."

Common Cognitive Distortions

- **Catastrophizing:**

- Attributing significance or magnitude to a single event or concern that it assumes disastrous consequences in a person's mind. It often combines several distortions, including magnification, all-or-none thinking, & fortune-telling to predict some future catastrophic outcome.

- **Mind-Reading:**

- Tendency to make inferences about how people feel and think without their explicitly saying so. Belief that one knows exactly what someone else is thinking or why they are acting in a certain way.

- **Should or Should Haves:**

- Tendency to habitually make unrealistic or unreasonable demands of oneself, often manifest in the form of second-guessing one's own behavior (e.g., "I should have done this, I should have done that.")

Common Cognitive Distortions

- Personalization & Blame
- Disbelief if anyone tries to counter one's distortions
- Perfectionist thinking
- I am the only one struggling this much (isolation)

Cognitive Restructuring

- How to counter
- Notice
- Label:
 - Be kind & compassionate to self
- Dispute
 - Double standard: what will tell your best friend?

Mindful Awareness

- Mindfulness Meditation
- Brief Informal practice: Focus on one *sensation*
 - Vision: color of the sky
 - Sound: traffic sounds, leaves rustling
 - Smell: rain
 - Touch: Showers warm water on your head
- *Doorknob* mindfulness:
 - focus yourself as you touch the doorknob
- Mindful *attention*:
 - to focus on the moment, being present
 - Focus on your mood, your feeling, what is going on in your head,

Mindfulness Medications

• Body Scan

- Body scan meditation is a good way to release tension you might not even realize you're experiencing.
- Body scanning involves paying attention to parts of the body and bodily sensations in a gradual sequence from feet to head.

• Calming Meditation

- I'm at Peace
 - I'm loved
 - I'm well
 - I'm Safe

Physical & Emotional Benefits of Breath Meditation

- Reduces stress levels in your body
- Lowers your heart rate
- Lowers your blood pressure
- Improves diabetic symptoms
- Reduces depression
- Better manage chronic pain
- Better regulate your body's reaction to stress and fatigue
- Reduces the possibility of burnout for caregivers

Breathing Techniques for Heart and Brain Health

- **Mindful breathing.** This involves becoming aware of your breath and focusing on it. It does not involve trying to change the way you breathe. However, the act of focusing on the breath usually slows down breathing patterns, making you feel more relaxed. As you focus on how air moves in and out through your lungs, mouth and nose, it becomes a form of calming meditation.
- **4,7,8 Method.** Developed by Dr. Andrew Weil. You inhale to the count of four, hold your breath to the count of seven, and then exhale to the count of eight. Repeat as needed.
- **Wim Hof Method.** While sitting in a comfortable place, take 30 quick, deep breaths, inhaling through your nose and exhaling through your mouth. Then, take a deep breath and exhale; hold until you need to breathe in. Inhale again, as deep as you can, and hold it for 10 seconds. Repeat as many times as you like. Believed to invigorates the nervous system, reduce stress levels, and augment immune response
- **Nostril breathing.** This technique can help to reduce agitation and anxiety. As you breathe you close off one nostril and take air in slowly through the other. Then switch, closing off the second nostril while breathing through the first. Repeat the process until you begin to feel calmer.
- **Square breathing.** Uses visualization to create focus. As you inhale, visualize one side of a square. Then, visualize the next side of the square as you exhale. Repeat the process until you have imagined each side of a square.
- **Mantra breathing.** Use a mantra to focus on your breath. A mantra is a phrase or word that you repeat to yourself to create focus. As you repeat it, you become able to relax and meditate.
- **Belly breath.** Lie down on a bed or on the floor. Place one hand on your stomach and inhale slowly through the nose (notice the abdomen rising). As you exhale, you contract the abdomen muscles and push the air out of your lungs.
- **Pranayama breathing.** This cleansing breath method is used in yoga. It involves inhaling with the mouth closed, then exhaling through the nose. This type of breathing technique can clean blood and clear your respiratory system. As a result, good clean oxygen travels to the heart and the brain.

Wellbeing Toolbox

- **Dealing with Difficult People**

- We are all treated badly by people
- Recognize it is part of life without excusing it
- Victim mentality If I had done this or that.
- NO it is not about you; you don't deserve to be demeaned
- Differential diagnosis: It is usually about them; Jerk, stressed,

- **Investing in Well-Being**

- Push yourself when you are exhausted: reach out to people that you enjoy, exercise, do things you love, engage

- Generosity and **Gratitude**

- Forging **Connection**

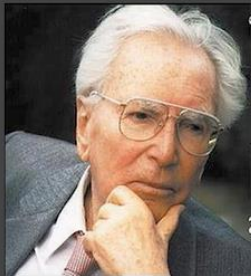
- **Reclaiming Agency:**

- Choose your own attitude no matter the circumstance

- Finding **Meaning:**

- Find your Why? Be sustained by your Why.

Viktor Frankl



There is nothing in the world, I venture to say, that would so effectively help one to survive even the worst conditions as the knowledge that there is a meaning in one's life.

There is much wisdom in the words of Nietzsche, "He who has a why to live for can bear almost any how."



A stack of books with colorful covers in shades of red, pink, orange, and brown, curving from the top left towards the bottom right. The text "Thank You" is overlaid in a bold, white, sans-serif font.

**Thank
You**