



Workshop for Teams & Small Groups – Acceptance and Commitment Therapy

Share this intervention with your team or small group one of three ways:

- Level 1 – Facilitate a short / micro learning session for your team
 - (Max 10 minutes)
- Level 2 – Lead or participate in a workshop for your team
 - (Max 1 hour)
- Level 3 – Adapting, improving or creating a workshop specific for your team using the intervention
 - (Max 1 hour, with more prep time involved)

Guidance on how to offer the session and resources are provided below.

Disclosures for RenewU materials:

- This material is for informational purposes only. It does not replace the advice or counsel of a health care professional. You should consult with and rely on the advice of your physician or health care professional for the management of your health. Never disregard professional medical advice or delay in seeking it because of something you have learned in this course.
- This project was supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) under grant number 6 U3NHP45418 of the Health and Public Safety Workforce Resiliency Training Program for \$1,496,128. This information or content and conclusions are those of the author and should not be construed as the official position or policy of, nor should any endorsements be inferred by HRSA, HHS or the U.S. Government.



Level 1: Facilitating a short / micro learning session for your team (team meetings, team lunch, etc.).

Estimated Time to Complete: 10-minute max.

Pre-requisites: Interest and skills to facilitate such discussion with provided evidence-based materials.

Instructions:

- Review the module
(<https://rise.articulate.com/share/kGt5QSrsaiVZxebGnwWj1PyEcvqE2n4S>)
and complete the activities to gain knowledge, experience and skill in ACT.
- Design a small group session appropriate for your audience, setting and timeframe, using the materials from the module.
 - o Audience (e.g. department, night shift team, etc.):
 - o Setting (e.g. meeting, lunchtime, etc.):
 - o Timeframe (e.g. 10 minutes, etc.):
- Present short / micro small group session.
- Share QR code for post-session feedback to participants.



Level 2: Lead or participate in a workshop for your team (i.e. professional development session, lunch and learn, etc.).

Estimated Time to Complete: 1-hour max.

Pre-requisites: Interest and skills in ACT and leading a workshop on the topic with provided evidence-based materials.

Instructions for leading a workshop:

- Review the module (<https://rise.articulate.com/share/kGt5QSrsaiVZxebGnwWj1PyEcvqE2n4S>) and complete the activities to gain knowledge, experience and skill in ACT.
- Review the evidence-based articles in the module references to familiarize yourself with the evidence.
 - o References document
- Review workshop outline [directly below], workshop PPT and workshop handout.
- Print necessary materials/handouts.
- Facilitate workshop.
- Share QR code for post-session feedback to participants.

Instructions for participating in a workshop:

- Participate in the workshop for your team on ACT.
- Complete participant feedback form.



Level 3: Adapting, improving or creating a workshop on the intervention specific to your team.

Estimated Time to Complete: 1-hour max. (Not including prep time)

Pre-requisites: Education in ACT or participation in an ACT workshop.

Instructions:

- Using your expertise and the needs of your organization, develop a resource specific for your team on how to utilize the ACT for your team's health promotion.
 - o **Some suggested topics:** Cognitive diffusion techniques and/or integrating personal values into decision-making.
- Present workshop.
- Share QR code for post-session feedback to participants.

Workshop Outline – Acceptance and Commitment Therapy for Health

Session description:

This workshop is meant to encourage the acquisition of knowledge and skills related to Acceptance and Commitment Therapy (ACT) as an intervention for health promotion, using evidence-based resources and an informed facilitator.

Participants:

Any worker in a healthcare setting (Clinical and Non-Clinical resources)

Session materials:

Note - Facilitator will either discuss ACT using the provided ppt presentation or can present using the slides as a source. Handouts can be presented as is to participants or adapted for the needs of the session.

Downloadable documents on Renew My Team:

- Renew Your Mind: ACT PPT, with presenter notes (Clinical)
- Renew Your Mind: ACT Participant Handout (Clinical)
- Renew Your Mind: ACT PPT, with presenter notes (Non-Clinical)
- Renew Your Mind: ACT Participant Handout (Non-Clinical)

Session outline

1. Introduction

- a. Present relevant content using full PPT presentation or a selection of slides

2. Small group activity

- a. Participants will be split into small groups of 3-4.
- b. Small groups will be instructed to discuss:



- i. What the ACT Matrix is and how to use it to guide you to behaviors and decisions increase your psychological flexibility. - perspective taking
 - c. Facilitators will walk amongst the groups and participate as needed.
 - d. Groups will be asked to take notes on their conclusions and choose a group leader to share with the large group.
- 3. Large group activity**
 - a. Each group leader will take turns presenting the conclusions from their group with the large group.
- 4. Take home**
 - a. Facilitator will conclude the session with a take home summary from the group discussion and encourage participants to participate in other resilience sessions.
 - b. Take-home points:
 - i. Practicing ACT promotes your psychological flexibility
 - ii. You can practice engagement, awareness, and openness activities on your own. You can start with only one activity and if that does not work for you, you can try to practice another one. You don't have to practice them all at the same time. Even short meditation practice shows significant improvement (few minutes per day) in mindful awareness
 - iii. As you consistently practice these activities, your increased flexibility will allow you to practice more activities over time.
 - iv. Practicing cognitive diffusion will help you disengage with patterns of thinking that get in the way of meaningful activity.
 - v. Being aware of personal values and goals will help you explore and clarify the things you hold meaningful and important on a personal level.
 - vi. Learning to accept your thoughts and emotions as they are and to evaluate them to determine whether they are serving your life goals and personal values can create lasting changes for you.
 - vii. No one feels positive all the time. Trying to be positive all the time invalidates your actual experience and hinders your growth. ACT can help you work through and cope with those thoughts and emotions in a healthy way.
 - viii. The activities discussed here can be practiced on your own; however, if you experience severe mental health problems, you may seek professional help. If you want to find an ACT therapist, make sure they have an advanced degree in a mental health field, licensure to practice in the state where you live, and additional experience and training using ACT.
 - c. Share and summarize group findings.