



CAMARADERIE & TEAMWORK: ENHANCING WORKPLACE DYNAMICS

Jake Van Epps, PhD
Associate Director
Resiliency Center



JOY IN TEAMS

- 1 Teams develop **emotional cultures** through empathy, emotional contagion, normative processes, and shared affective experiences
- 2 **Joy** is a high arousal emotion that **motivates action and involvement** and a desire to be connected to others
- 3 Joy is a response to a pleasant situation when one is safe and buffers negative emotions and stress, broadens range of thoughts and actions, and **builds** social and flexible cognitive resources for **resilience**

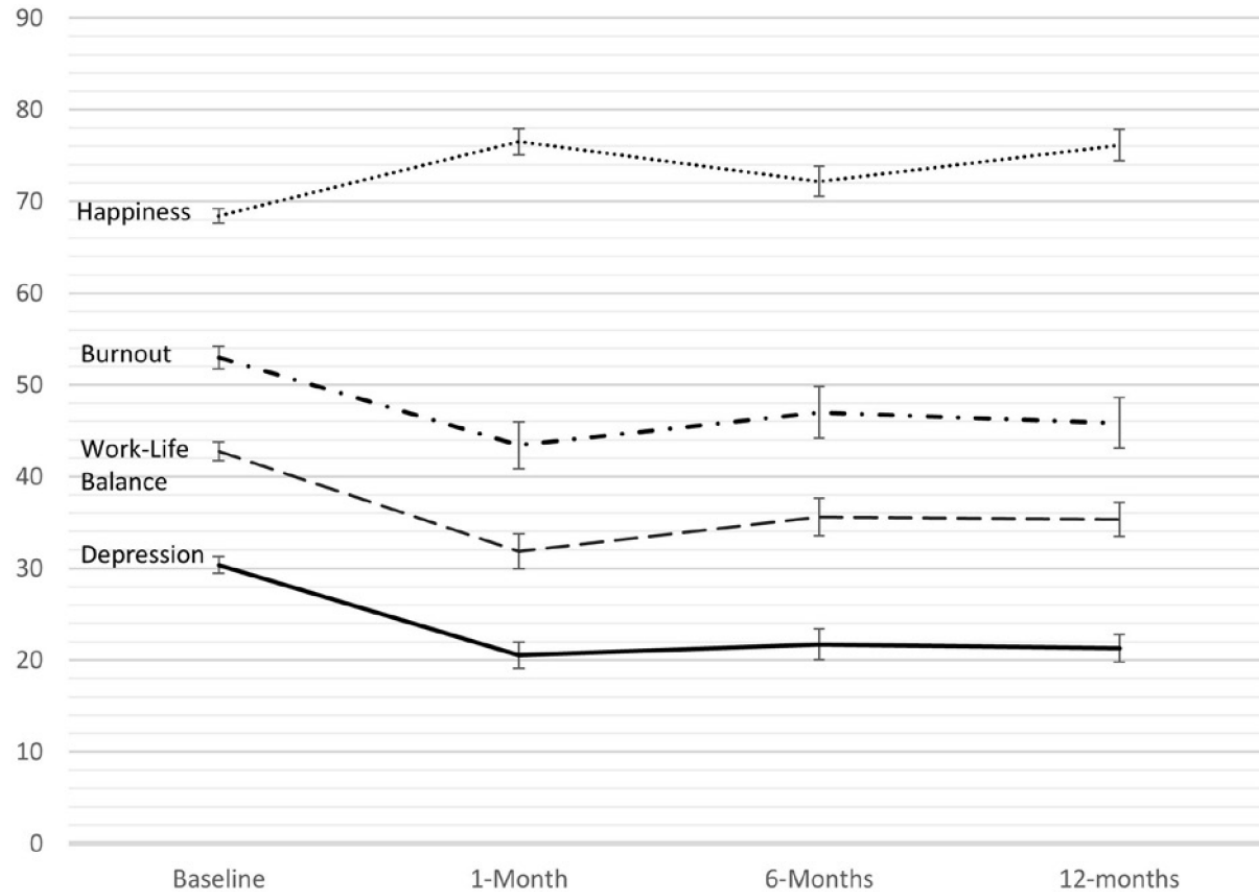
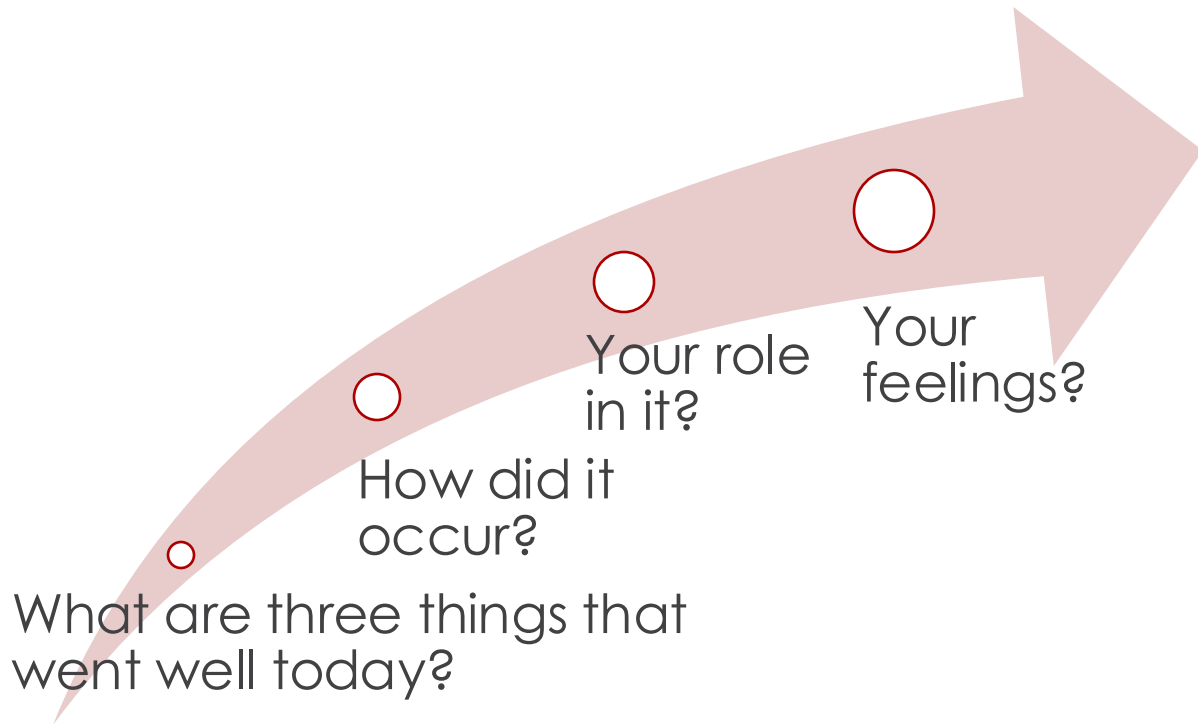
Carter, K., & Hawkins, A. (2019). Joy at work: Creating a culture of resilience. *Nursing Management*, 50(12), 34-42.

CONFIDENTIAL

© UNIVERSITY OF UTAH HEALTH

THREE GOOD THINGS

REPLICATED INTERVENTION



Sexton, J. B., & Adair, K. C. (2019). Forty-five good things: A prospective pilot study of the Three Good Things well-being intervention in the USA for healthcare worker emotional exhaustion, depression, work-life balance and happiness. *BMJ Open*, 9(3), e022695. <https://doi.org/10.1136/bmjopen-2018-022695>

CONFIDENTIAL

© UNIVERSITY OF UTAH HEALTH

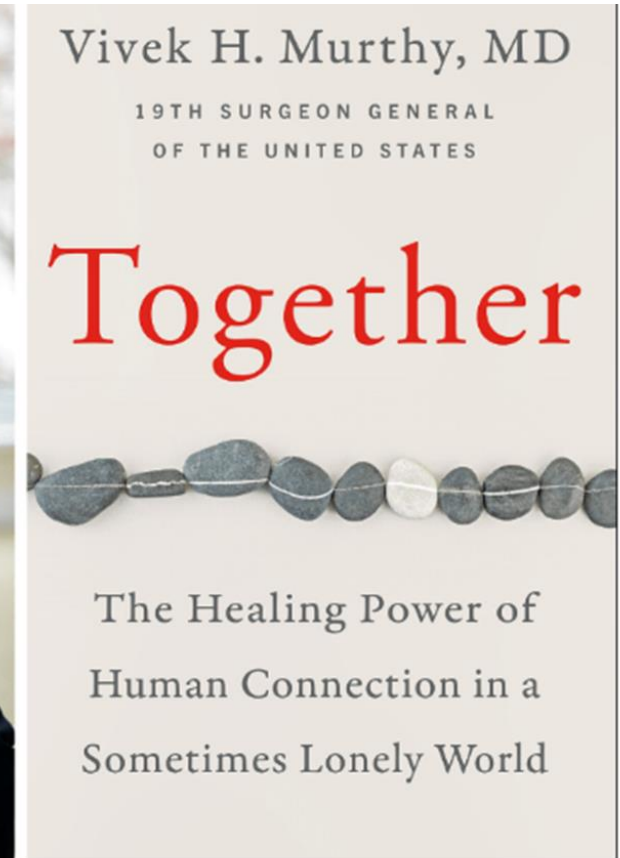
WHAT HAPPENS WHEN YOU EXPERIENCE JOY IN WORK?

5 minutes in dyads, 5 minutes reporting back to the larger group

CULTURE BUILDING

TOGETHER = RESILIENCE

- “To be at home is to be known. It is to be loved for who you are.”
- “What often matters is not the quantity or frequency of social contact but the quality of our connections and how we feel about them.”
- “Being connected to others gives us a stake in more than our own interests. It expands those interests to include our whole community and thus increases our motivation to work together.”



Holt-Lunstad J, Robles TF, Sbarra DA. Advancing social connection as a public health priority in the United States. *Am Psychol*. 2017 Sep;72(6):517-530. doi: 10.1037/amp0000103. PMID: 28880099; PMCID: PMC5598785.

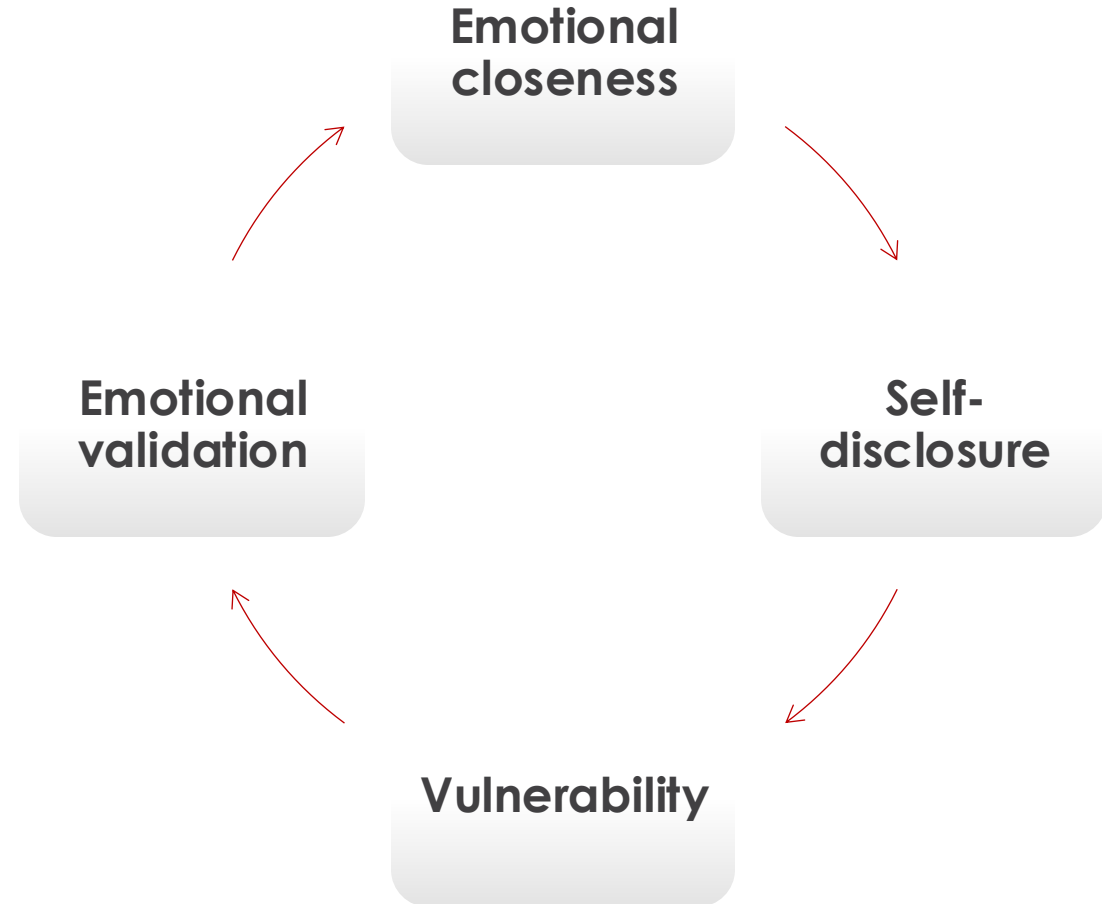
CONFIDENTIAL

© UNIVERSITY OF UTAH HEALTH

CULTIVATING CONNECTION

EMPATHY AND SUPPORT

Listen to
understand
instead of
trying to fix



BELONGING TO A CULTURE OF WELLNESS



1

Cultivating psychological safety/
responsibility/ Improvement

2

Nurturing a sense of belonging and
value for all team members

3

Communicating with generous
assumptions, respect, clarity, kindness
& reflexivity

4

Acknowledging the difficult and
savoring the positive

PSYCHOLOGICAL SAFETY

PSYCHOLOGICAL SAFETY

DEFINED

Shared Team Belief

It is safe to take interpersonal risks (Edmonson, 1999).

Can ask questions, raise concerns, ask for help without fear of retribution

Fundamental

Critical in High reliability organizations and central to a culture of **patient safety**

Work environments in which healthcare teams feel psychologically safe are those in which they are invited to share, contribute, and learn without fear of retribution (Edmondson & Lei, 2014)

PSYCHOLOGICAL SAFETY MEASURE

HOW MUCH COMFORT DOES YOUR TEAM HAVE WITH.....



Suggestions

Providing suggestions and ideas



Discussing

Discussing difficult concerns with my leadership



Escalating

Escalating concerns to leadership



Asking

Asking for help



Discussing

Discussing difficult concerns with my colleagues



Opportunities

Being provided opportunities to discuss with team after difficult events

INVESTING IN CAMARADERIE AND TEAM BUILDING BENEFITS ALL

TEAMWORK BUILDING ACTIVITIES

DIFFERENT STRATEGIES THAT PROMOTE CONNECTION AND COMMUNITY



HOW DOES YOUR TEAM DO IT NOW?

CONFIDENTIAL

© UNIVERSITY OF UTAH HEALTH

HOW CAN YOU BE A PART OF BUILDING COMRADERY AND TEAMWORK?

10 minutes in table groups, 5 minutes reporting back to the larger group

joy in WORK

jake.vanepps@utah.edu

<https://healthcare.utah.edu/integrative-health/resiliency-center>

THANK YOU

