

LEADING YOURSELF THROUGH CHANGE

Grounded Optimism

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Grounded Optimism



OUR PURPOSE...

To support you and your well-being through the transformational change shaping Adelaide University.



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AGENDA TODAY

- Reconnect to first session
- Making decisions in uncertainty
- Managing your state of mind (feelings)
 - Foundationally
 - In the moment
- Strengthening your resilience
- Create your own 'experiment' to do something differently



KEY MESSAGES LAST MONTH

- Change evokes a variety of emotions
- Due to the nature of change, the fear of loss and uncertainty.
- You are a part of the 'system' and constantly influencing.
- Your perspectives matter.
- You can focus on all three areas for systemic change.
- Adapting with others will also improve your wellbeing.
- What you choose to do matters.



RE-CONNECT

Discuss at tables

- What do you remember from last session?
- What did you try out?
- What did you learn?
- What did you start observing differently?





DECISIONS IN UNCERTAINTY

1. An imagining (vision) of how you want to experience something. (values rich story)
2. Use the vision and your intuition, past experience, and existing data to decide to try something.
3. Experiment – try something
4. Monitor the outcomes using vision and values - learn
5. Course correct when you need to (repeat 2-4)
6. Modify your vision as you learn.





State of Mind

Our
moment-to-moment
experience of life
as generated
by our thinking
and as expressed
by our feelings.



STATE OF MIND CHART

+3	Ecstatic • Elated • Euphoric • Passionate	Above the line
+2	Excited • Energized • Joyful • Engaged	
+1	Content • Happy • Rested • Calm	
		Neutral line
-1	Sad • Tired • Anxious • Stressed	Below the line
-2	Frustrated • Worried • Distressed • Angry	
-3	Hopeless • Depressed • Resigned • Despairing	

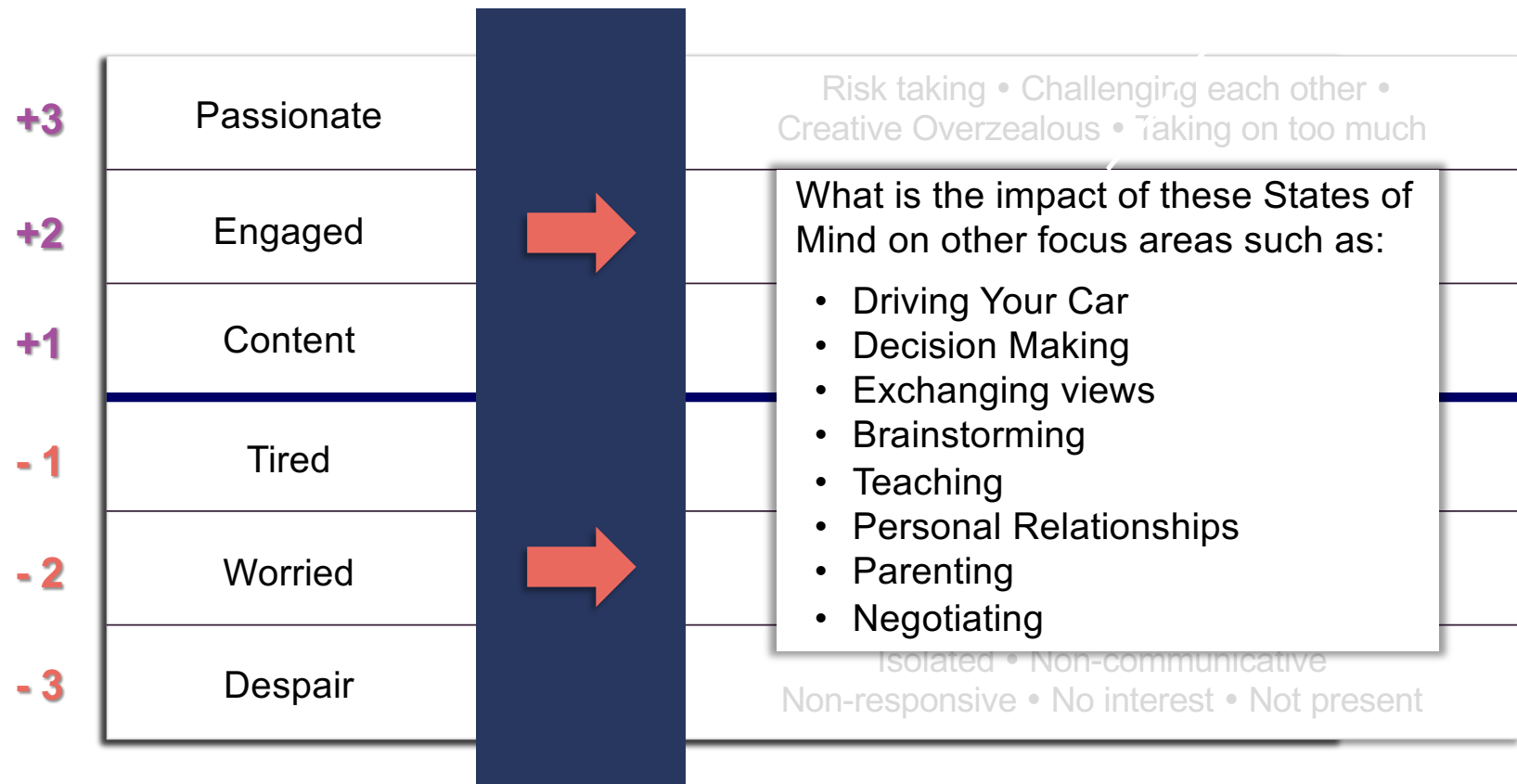
STATE OF MIND IMPACT CHART:

DECISION MAKING

+3	Passionate		Risk taking
+2	Engaged	→	Innovative solutions
+1	Content		Exploring options
-1	Tired		Risk averse
-2	Worried	→	Over thinking
-3	Despair		Procrastinating

Caillet, Hirshberg & Petti (2014, 2015, 2016)

STATE OF MIND IMPACT CHART:_____



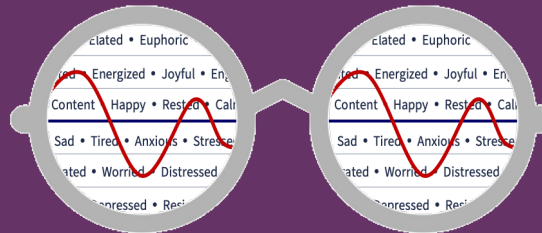
Caillet, Hirshberg & Petti (2014, 2015, 2016)

3 KEY FINDINGS

Variability

+3	Ecstatic • Elated • Euphoric • Passionate
+2	Excited • Energized • Joyful • Engaged
+1	Content • Happy • Rested • Calm
-1	Sad • Tired • Anxious • Stressed
-2	Frustrated • Worried • Distressed • Angry
-3	Hopeless • Depressed • Resigned • Despair

Personal Lens



Impact



Caillet, Hirshberg & Petti (2014, 2015, 2016)

MOVEMENT IS GOOD FOR YOU



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STRATEGIES AND TOOLS

1. Foundational long-term strategies
2. 3 phases for managing in the moment



THE HEALTH QUAD



+3	Ecstatic • Elated • Euphoric • Passionate
+2	Excited • Energized • Joyful • Engaged
+1	Content • Happy • Rested • Calm
-1	Sad • Tired • Stressed
-2	Frustrated • Angry
-3	Hopeless • Depressed • Despair

Health

Clarity

Relief

Vitality

Energy

Cailliet, Hirshberg & Petti (2014, 2015, 2016)

THE JOY TRIO



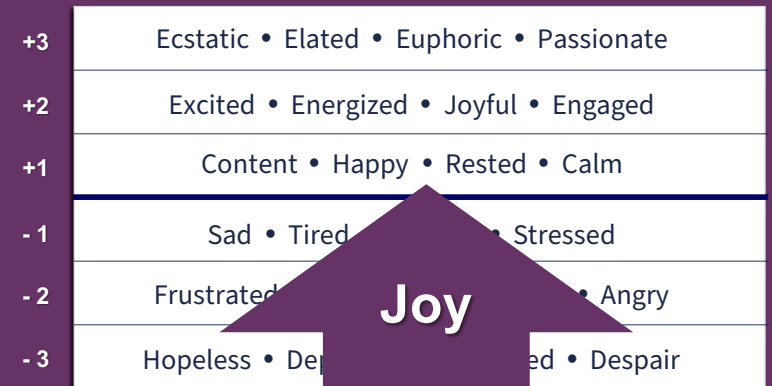
Music



Connection



Play



Purpose

Meaning

Relationship

Engagement

Caillet, Hirshberg & Petti (2014, 2015, 2016)



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ACTIVITY

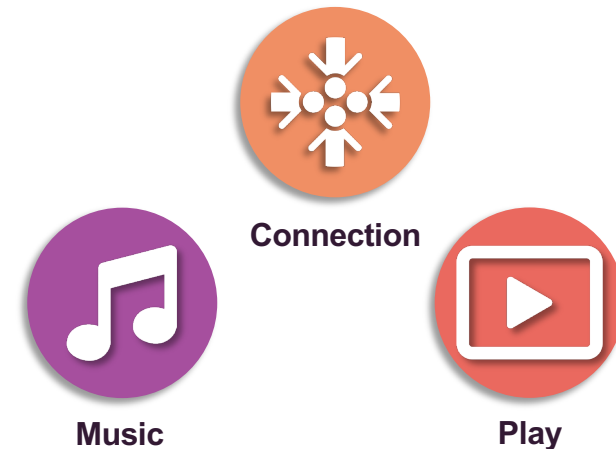
In groups of three:

- Assess yourself on each foundational element of self-care that underpins your state of mind.

THE HEALTH QUAD



THE JOY TRIO



6 PRACTICES

GRATITUDE

Take time each day to express your **GRATITUDE** for what you do have

Morning and Evening

BREATHING

Engage in intentional **BREATHING** practices

Use Resonant Breathing

HUMOR

Take time to bring **HUMOR** into each day

Smile and Laugh

ROUTINE

Build a daily **ROUTINE** that works for you

Continuously Improve

SCREENTIME

Regulate the amount of **SCREENTIME** you have

*Fewer, Shorter,
Scheduled Intakes*

BREAKS

Take a greater number of real **BREAKS** throughout the day

Every 45 to 60 Minutes

Caillet, Hirshberg & Petti (2014, 2015, 2016)



3 PHASES FOR MANAGING IN THE MOMENT

1

NOTICE



2

SHIFT



3

SHARE



3 PHASES FOR MANAGING IN THE MOMENT

1

NOTICE



Prior to engaging
with others,
NOTICE
your State of Mind

Key Questions:

What is my State of Mind in this moment?

What might be the impact of my State of Mind on this engagement?



3 PHASES FOR MANAGING IN THE MOMENT

2

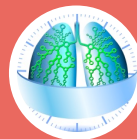
SHIFT



Key Shifting Practice: The 4-Step Method

If the impact of your
State of Mind might
not be helpful, then
SHIFT
your State of Mind

1



Resonant
Breathing

2



Positive
Feeling

3



Reframe
Thinking

4



Engage
Action

THE 4-STEP METHOD TO SHIFT

1



**Resonant
Breathing**

Heart-
focused
Breathing

2



**Positive
Feeling**

Gratitude
& Love
Practice

3



**Reframe
Thinking**

Thought Shift
Inquiry

4



**Engage
Action**

Making
Better
Choices



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Childre & Rozman (2005)

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SAMPLE QUESTIONS TO REFRAME THINKING

What is possible here?

What is the opportunity in this situation?

What really matters right now?

What is important right now?

What is a more productive /
constructive / positive approach?

What is the ultimate outcome I need
to keep in mind?

What does my heart say?

What does my gut say?

Who do I need to be right now?

What do I need to learn right now?

What do I need to do right now?

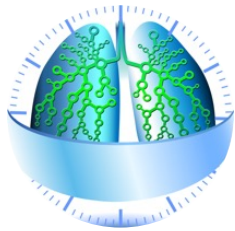
What thoughts would serve me well
right now?

What do I know about myself?



THE 4-STEP METHOD TO SHIFT

1



Resonant Breathing

Heart-
focused
Breathing

2



Positive Feeling

Gratitude
& Love
Practice

3



Reframe Thinking

Thought Shift
Inquiry

4



Engage Action

Making
Better
Choices



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Childre & Rozman (2005)

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3 PHASES FOR MANAGING IN THE MOMENT

3

SHARE



If you cannot shift
and must still
engage, then
SHARE
your State of Mind

Key Steps:

1. Own your State of Mind
2. Share your State of Mind
3. Ask for understanding and support

Caillet, Hirshberg & Petti (2014, 2015, 2016)



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3 PHASES FOR MANAGING IN THE MOMENT

3

SHARE



Honor your Emotions

- and -

Ask for what you NEED

Caillet, Hirshberg & Petti (2014, 2015, 2016)



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3 PHASES FOR MANAGING IN THE MOMENT

1

NOTICE



2

SHIFT



3

SHARE





THE BOTTOM LINE

- We are accountable for our State of Mind
- Our ability to become aware of and shift our State of Mind is key to:
 - our experience of life
 - the impact we have on those we work with and care about.



ACTIVITY: MANAGING YOUR STATE OF MIND IS A WAY TO INFLUENCE

Doing this is adaptive work/change – both long-term and short-term

- What 'values' are you prioritising?
- What is most important for you now (compared to the past)?
- What will you try to **do** differently?





WHAT IS RESILIENCE?

The process of adapting well to adversity, trauma, tragedy, threats, or significant sources of stress.

It can involve profound personal growth.

RESILIENCE: BE PREPARED

Remember a time when you have been challenged...

Identify:

- Supportive people
- Strategies
- Sagacity
- Solution-seeking behaviours

Modify the record of this experience to prepare for the future.



ACTIVITY: PREPARING TO BE ADAPTIVE & RESILIENT

Adjust your notes to form a plan to help you through the next few months.

- Supportive people
- Strategies to overcome negative thinking
- Sagacity
- Solution-seeking behaviours



TODAY'S KEY MESSAGES

1. In uncertainty be guided by your vision
2. Your State of Mind impacts your experience of life
3. There are Foundational long-term strategies
4. And Short term –managing in the moment strategies
5. Remember your strength from your past resilience – use it to prepare
6. Do something differently – what will you experiment with?



FEEDBACK QR CODE





KEEP IN TOUCH

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HANDOUT



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NUTRITION



1 Energy Burst + Slumps

Pasta, baked goods

Cereal, soda, other sugary foods

Quick hit of glucose

Energy spikes and then slumps

2 Energy Drains

Heavy, high-fat meals

Place high demand on the digestive system

Reduce oxygen in the brain, leading us to feel “groggy”

3 Energy Sustainers

High-nutrient foods

Lean meat and fish, fruits and vegetables

Recent study: The more fruits and vegetables people ate, the happier, more engaged, and more creative they were

THE POWER OF MODERATION

Moderate:

- Highly processed/chemical foods
- Saturated fats
- Processed sugars
- Salt, Fatty/Processed/Smoked meats
- Caffeine, alcohol and tobacco

Enjoy:

- Fruits and vegetables
- Fish and lean meats
- Fiber-rich foods
- Nuts, grains and cereals
- Water and juices

Scott, E., *Stress and Nutrition: The Link Between Stress and Nutrition Deficiencies*; Blake, S., *Foods that Can Cause Stress*, [Voices.Yahoo.com/health](https://voices.yahoo.com/health).

Friedman (2014); Sapolsky (2013); Connor et al. (2015)



SLEEP

Sleep has a powerful impact on a variety of cognitive functions, including:

Alertness

Missing 90 minutes of sleep for one night can reduce alertness by 32%.

Staying awake 6 hours past bedtime for 1 day dulls attentiveness as much as being drunk.

Memory

Sleep is essential both for remembering what we've already learned and for consolidating new memories.

Problem Solving

Rapid Eye Movement (REM) sleep improves creative problem solving by helping to integrate information.

Editors of Prevention (2011); Harvard Medical School (2008); Cai et al. (2008)



SLEEP TIPS

Evening Sleep

Stop eating several hours prior to bed

Stop watching television prior to bed

Read some inspiration material prior to bed

Go to bed around 10:00pm and awake at around 5:00am

Make sure the room is as dark and silent as possible

Make sure that there is a fresh air supply in the room

Capitalize on Cat Naps

20 minutes boosts alertness, mood, concentration

45 minutes enhances creative thinking

60 minutes boosts alertness up to 10 hours

90 minutes helps to recoup lost sleep

Switch off Screens

Light-emitting devices use blue light, which:

Suppresses melatonin (sleep-inducing hormone)

Shifts circadian rhythms, affecting both sleep and organ function



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Ackerman (2010); Schmerler (2015)

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NATURE



Research shows the benefits

Time in nature can reduce stress and mental fatigue.

Contact with nature, including sunlight, is associated with higher job satisfaction and organizational commitment.

Even looking at pictures of landscapes can boost energy.

Simple steps can help

Make your computer desktop a beautiful nature scene from a recent vacation.

Play peaceful nature sounds over your headphones.

Bring plants into your work space.

Consider taking a meeting outside on a nice day.

Amn et al. (2016); Largo-Wight et al. (2011)



CONNECTING

Regular, close social connections have a significant impact on:

State of Mind

Having a friend you see on most days boosts happiness as much as earning \$100,000 more each year.

Health

Social connections improve critical measures of physiological health, tied to longevity—including inflammation, hypertension, and obesity.

Business Results

Having a best friend at work is a defining feature of the most productive workgroups and is a key influence on retention.

Connecting Tips:

- Make sure you have individuals in your life you can talk about your stress with
- Make sure these individuals are able to listen fully to you without judgment
- □ □ □ □ □ □ □
- When your stress level is high, request time with these individuals
- Request that these individuals first listen to you share your full experience including the emotional aspects
- Once shared, engage in a rich dialogue and solicit their advice and suggestions

Baumeister & Leary (1995); Smith (2013); Amortegui (2015); Yang et al. (2016); Gallup (1999); Friedman (2014)



LEISURE ACTIVITIES

Focused Leisure Activities not only take your mind off stressors, but also enable the brain to slow down and recharge

Commit to a leisure activity that brings you joy and relaxation

Select leisure activities that involve groups of people

Engage at least once a month in this activity

Schedule this monthly activity into your calendar

Commit to this activity with a partner

Schedule at least one pleasure a day and look forward to it





EXERCISE

“Not exercising is like taking a depressant.”

—Tal Ben-Shahar

Exercise improves short-term mood and can help alleviate long-term depression.

Two weeks of exercise can significantly improve anxiety sensitivity.

Exercise improves cognitive capacity both short-term (from a single walk or fitness session) and long-term (with regular exercise).

Even moderate physical activity (e.g., gardening) can improve mood.

Exercise Tips:

- Engage in a minimum of three 45-minute sessions a week
- Exercise at an average heart rate of 60% of maximum frequency (mf) where $mf = (220 - \text{your age})$
- Commit to exercise with others
- Reward yourself after a good session
- Take time each day to move your body
- Stretch every day





MUSIC

“There’s just something about music—particularly live music—that excites and activates the body... Music very much has a way of enhancing quality of life and can, in addition, promote recovery.”

—Joanne Loewy, Co-editor, *Music and Medicine*

Research shows the power of making and listening to music. Benefits include:

Reductions in pain

Increased immunity

Lower rates of burnout

Faster recovery from stressful events

Reduced blood pressure and lower levels of cortisol

Decreased stress and anxiety before and after surgery

Thoma et al. (2013); Collingwood (2016); Novotney (2013)



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