

Integrating Wellness into Work with Dr. Kavitha Reddy

00:06.920 --> 00:13.210

You are now listening to the Audacity to fail podcast, a podcast about miss stepping into

00:13.210 --> 00:16.830

success.

Get ready to dive into conversations and real

00:16.830 --> 00:22.690

stories from leaders as they share how failure activates a growth mindset is an important part

00:22.690 --> 00:26.410

of learning and motivation for improvement.

I'm your host,

00:26.420 --> 00:32.200

Dr Shari Dade psychologist with the National Center for Organizational Development.

00:32.210 --> 00:34.870

Thank you for tuning in.

Let's get started.

00:41.020 --> 00:45.410

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Support for this leadership podcast comes from
the National Center for Organization

00:45.410 --> 00:49.270

Development N. C. O. D.

Aims to increase the long term growth and

00:49.270 --> 00:53.180

performance of the Department of Veterans
Affairs by collaboratively working with the

00:53.180 --> 00:56.900

leaders throughout the V. A.

To improve organizational outcomes by

00:56.900 --> 01:00.820

supporting the development of an engaged
workforce for additional information on our

01:00.820 --> 01:02.950

services, click the link in the show notes.

01:08.460 --> 01:13.530

The act of juggling work tasks and
responsibilities with life and wellness can

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01:13.540 --> 01:16.820

often feel like a losing battle.

Especially for leaders.

01:16.830 --> 01:22.520

We all want the elusive work life balance but sometimes it seems like we can never get there.

01:22.530 --> 01:26.810

On this month's episode.

We'll discuss the missteps leaders can make

01:26.820 --> 01:31.620

when navigating the challenge of integrating whole health into their work lives.

01:31.630 --> 01:37.250

I'm happy to be joined by Dr Kavitha Reddy, the associate director of the employee whole health

01:37.265 --> 01:41.335

within the V. H. A.

Office of patient centered care and cultural

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01:41.335 --> 01:44.995

transformation.

She carries a previous leadership role as the

01:44.995 --> 01:48.445

whole health Clinical director at the ST Louis

V. A.

01:48.455 --> 01:53.235

One of the 18 flagship sites for whole health
system deployment.

01:53.245 --> 01:58.185

Get ready to join us as we explore the journey
of miss stepping into success.

01:58.195 --> 02:04.085

This is the audacity to fail podcast, episode
five, integrating wellness into work.

02:04.095 --> 02:07.840

Welcome Kavitha, how are you today?

I am great,

02:07.840 --> 02:11.480

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thank you for having me, this is gonna be fun.

Yeah, thanks for joining.

02:11.480 --> 02:16.810

It's so great to have you here this month as we jump into talking about wellness and the

02:16.810 --> 02:20.960

dialogue around that.

So I'm so happy and delighted to have you here,

02:20.960 --> 02:24.130

let's jump in and get to It sounds great alright.

02:24.140 --> 02:30.550

During our last conversation that you and I had, we discussed the value of allowing ourselves to

02:30.550 --> 02:36.035

learn from both our successes and our failures and at that time you shared that there are

02:36.035 --> 02:41.475

several wellness benefits for leaders and

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understanding this mindset or carrying this

02:41.475 --> 02:47.245

dynamic at what point in your career or your leadership journey did you begin thinking about

02:47.245 --> 02:51.455

failure as a pathway to success?

It's such a great question.

02:51.465 --> 02:56.185

I have been thinking about this a lot over the years, I think as we make our way in our

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careers, sometimes we're under this notion of constant aspiration,

03:01.225 --> 03:07.060

constantly trying to be successful in my move up that ladder in support of what matters to us.

03:07.060 --> 03:12.860

But along the way, what can happen is that you shy away from risks or mistakes or those

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03:12.860 --> 03:16.170

failures can really affect you emotionally and physically.

03:16.180 --> 03:21.090

Um and so I would say during my leadership journey, what what I started to recognize was

03:21.100 --> 03:26.000

that making those mistakes actually allowed space for me to grow as an individual.

03:26.010 --> 03:29.270

And it's interesting right?

Because that's an evolution,

03:29.280 --> 03:35.145

it's an evolution of who you are and during that time process you have this time to really

03:35.155 --> 03:40.005

become more self aware.

And what I had been noticing is that the more I

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03:40.005 --> 03:46.635

became aware of how I was reacting or acting,
the more I could be present for my employees.

03:46.645 --> 03:52.915

So really a learning lesson in itself for sure.
It sounds like being able to be fully present

03:52.925 --> 03:56.675

internally, right?
Being fully present and insightful with what's

03:56.675 --> 04:02.060

happening within, allows for being fully
present externally with other and with your

04:02.060 --> 04:04.700

employees around you.
Exactly, that's amazing.

04:04.700 --> 04:09.090

I love that thought around.
It's an evolutionary process into you growing

04:09.090 --> 04:13.700

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into who you are as a person and growing into
who you are as a leader and that's such an

04:13.700 --> 04:19.190

important part of the journey to leadership or
the journey through leadership even.

04:19.200 --> 04:23.370

Yeah, it's so true.

I often think that there's a there's a deeper

04:23.370 --> 04:28.760

understanding that you sort of put your ego
aside as you're moving through this and this is

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really about others, like truly in thinking of
servant leadership.

04:31.975 --> 04:36.605

This is really about others and how can I be
helpful to them.

04:36.615 --> 04:40.985

But you can't do that unless you've had time

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for that sort of mindful presence,

04:40.985 --> 04:45.105

that self awareness that check in.

Exactly, it's a constant learning process

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though it is, it's a process and and not a particular point.

04:50.465 --> 04:55.105

So it's an ongoing thing.

I'm very excited to discuss wellness today

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because sometimes it's not always on the radar for leaders.

04:58.900 --> 05:03.320

They may sometimes receive messages that their own wellness or even the wellness of their

05:03.320 --> 05:06.560

employees have to take a backseat to performance.

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05:06.570 --> 05:11.930

And so when you think about just your journey,
what has been difficult or what mistakes have

05:11.930 --> 05:17.080

you made when embracing and trying to implement
wellness into your leadership journey?

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So I was reflecting on this quite recently as
well.

05:20.510 --> 05:25.600

Um the truth is when I first started working at
the facility level to implement,

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you know, very large scale transformation.

05:28.020 --> 05:30.880

Um and I think this is true of many supervisors
out there.

05:30.890 --> 05:36.900

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You have so many deliverables milestones that you're trying to meet in a very short order.

05:36.910 --> 05:41.300

And of course you have all these external pressures of just existing day to day

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operations, right?

So as you're balancing those things,

05:45.440 --> 05:50.580

what can happen in a lot of times is that your own anxiety and stress can start to show itself.

05:50.590 --> 05:53.310

I often think about the mirror neuron effects, right?

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You may not think you're showing it, but in the rapid nous of your son speech,

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how you're moving from meeting to meeting your

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quickness in response to people via email or

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verbally, all of those are sort of physical
emotional cues that you're giving people and

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when they're around you they can feel that
sense of anxiety,

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right?

And so this wasn't in my awareness though

06:14.370 --> 06:17.910

because it was go, go, go succeed, let's make
this happen.

06:17.910 --> 06:22.160

You know, we really believe in the purpose and
what I started to notice and through feedback,

06:22.160 --> 06:27.050

really understood is that, you know, that
anxiety gets transmitted and if I don't stop

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06:27.060 --> 06:31.040

and take two time to think about, where is that stress coming from?

06:31.040 --> 06:36.450

How am I reacting to it, can I choose to react differently, that I'm not going to be able to

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create that confidence and that balance in the team, there's just no way they will feel my

06:41.580 --> 06:46.060

stress and it will affect their day to day work.
So I think that was one of my deeper awareness

06:46.060 --> 06:50.330

is of how bringing in, you know, this whole health frame of mind,

06:50.330 --> 06:54.810

self care and well being was not just really nice to have,

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06:54.820 --> 06:59.780

it was critical to me being able to succeed
with the team and to be able to implement

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something we were all very passionate about
which was bringing this transformation to

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healthcare. Yeah.

And you've spoken a little bit about the costs

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that leaders could pay for not integrating
wellness into their work lives.

07:11.550 --> 07:17.310

What are some of the things that you found that
can be more of those costs that leaders can pay

07:17.320 --> 07:22.280

or even that their employees can pay if they
don't do so with implementing wellness?

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Oh, I've seen so many ramifications of not incorporating it in a they're coming out even

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more full scale now in the wake of Covid, but we see everything from,

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you know exhaustion, sleep deprivation, needing more sick leave because it's affecting them

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physically.

I mean we know that mental emotional stressors

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can affect us through physical illness and disease.

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So we see that often, but I also see it in team dynamics, the ability to hear other people's

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opinions, to compromise, to collaborate to

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receive feedback um when your cup is extremely

07:55.050 --> 08:00.790

full or overflowing, it is re really easy to
react instead of take in what other people are

08:00.790 --> 08:04.300

saying.

So it affects team dynamics, team building,

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um an engagement.

So that's just a short sample of a lot longer

08:08.390 --> 08:13.100

list of things that can happen and why I think
it's so critical to you really think about how

08:13.100 --> 08:18.540

we stop and pause and take breaks.

Yeah, and I love that list that you bring in a

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different aspects because we often think about
the lack of wellness leading to those physical

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08:23.590 --> 08:24.660

impacts.

Right?

08:24.660 --> 08:29.550

So like you said, just lack of focus or
difficulty um with sleeping,

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difficulty with digestion and all of those
different things,

08:32.810 --> 08:38.060

but there is a very real impact on, on the
relational side of being a leader.

08:38.070 --> 08:41.600

So like you mentioned team building and the
dynamics that come along with that.

08:41.600 --> 08:46.440

And so often times we don't think about that
dynamic and we see it playing out,

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08:46.440 --> 08:50.010

but we don't often have the time to say where
is this coming from?

08:50.010 --> 08:56.940

You know, is it coming from my team or is it
coming from the lack of wellness that we we

08:56.940 --> 09:03.020

are embodying in our culture, on our team.
And so I love that as the point to bring

09:03.020 --> 09:07.570

forward for leaders to think about.
Yeah, I think this really is about how do we

09:07.570 --> 09:10.640

reframe our expectations?
Right?

09:10.640 --> 09:17.430

So it has to be healthy for us to take a break.
It has to be healthy for us to say no at times

09:17.430 --> 09:21.300

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and to check ourselves.

Are we saying yes to something because of the

09:21.300 --> 09:26.570

external validation and appreciation or are we saying yes to it because we truly,

09:26.580 --> 09:31.440

I feel that this is something we want to do in this moment and I think a lot of leaders were

09:31.440 --> 09:36.240

cut from the same cloth.

We always want to do more and make more things

09:36.240 --> 09:38.970

happen and sometimes we have to check ourselves on that.

09:38.980 --> 09:43.620

I think those healthy breaks and pauses need to become a part of our new normal and I do think

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a good way to do that is to introduce you know,

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this sort of self reflection tools,

09:47.900 --> 09:52.260

the personal health inventory is one of them.

But there's many where you can stop and ask

09:52.260 --> 09:57.680

yourself, how am I doing in these areas, my

relationships at home home at work,

09:57.690 --> 10:02.080

you know, how am I doing in my sleep?

How am I doing with my movements,

10:02.090 --> 10:05.900

especially in the tele work world if we don't

stop to ask those things,

10:05.900 --> 10:09.950

there are real consequences And then we're

seeing that quite a bit.

10:09.960 --> 10:16.040

Yeah so big learning lesson for me as a leader

that I wasn't doing that myself I can be honest

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10:16.040 --> 10:22.910

right, I wasn't thinking about my sleep or my integration and where I was balancing and so

10:22.910 --> 10:26.210

that was a serious misstep for me.

I got cut,

10:26.220 --> 10:32.880

caught up and do more and that sort of external validation rather than thinking about what can

10:32.880 --> 10:39.590

I do that really supports what matters to me and protect my well being along the way so I

10:39.590 --> 10:44.390

can be doing this for a long time.

Absolutely and even like when you said during

10:44.390 --> 10:51.280

this time and movement, so just being in this arena of tele work and how much you find

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yourself sitting and being stagnant and you know stable and often times just thinking

10:58.060 --> 11:02.000

like can I get some fresh air.

Like I know there are times where with leaders

11:02.000 --> 11:07.370

I'll say let's take let's do a walking meeting.

So you know if you've got a phone I'll give you

11:07.370 --> 11:13.010

a call on that phone and this meeting we can both just get outside and we can walk and talk

11:13.020 --> 11:19.340

and that's so helpful.

Yeah I think it's great too because you know I

11:19.350 --> 11:23.865

know being on camera with each other Other through virtual meeting after meeting has

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become a bit stressful in and of itself and so
the permission to come off camera and move

11:28.595 --> 11:34.635

around your office or space and walk outside I
think is really essential to and I started

11:34.635 --> 11:37.385

doing that more, but you're just reminding me
of something that's funny,

11:37.385 --> 11:42.615

I wear my, you know, my watch that tracks my
steps and there's some days where I looked down

11:42.615 --> 11:46.580

and I say 700, what have I been doing all day.

11:47.210 --> 11:52.540

Um so those are good reminders that I need to
get up and move a lot more.

11:52.550 --> 11:58.170

Oh yeah, I've got my watch set to where like
every hour if I don't get a certain number of

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11:58.170 --> 12:01.910

steps, it will vibrate and say like, hey, get to moving,

12:01.910 --> 12:05.210

you know, and some of those hours I can actually get up and do that.

12:05.210 --> 12:11.590

But there, it's just that reminder that it's so important to implement these things into our

12:11.590 --> 12:18.030

day and how much it can and allow us to be more focused and more inspired and motivated and all

12:18.030 --> 12:22.330

of the things that are important when we think about performance and we think about producing.

12:22.340 --> 12:25.020

Yeah.

And it's true and you know, inject some self

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12:25.020 --> 12:27.980

compassion in there too because there will be times when you feel,

12:27.990 --> 12:31.900

I mean, we know what we need to do to stay healthy and and I'm guilty of this too.

12:31.900 --> 12:35.580

And you think, oh, I didn't move enough or I didn't eat the right thing or I didn't say the

12:35.580 --> 12:38.600

right thing and you know, having that self compassion of,

12:38.610 --> 12:44.590

okay, yes, that didn't have today, it'll be okay, I can improve this for next time.

12:44.600 --> 12:47.230

Um it's something I've been working on quite a bit as well,

12:47.240 --> 12:53.250

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yep self compassion is so important and it's
difficult because we know what things could be

12:53.250 --> 12:56.280

useful, what things can be healthy for us and
sometimes we do,

12:56.280 --> 13:00.770

we're a little hard, we're our worst critics
and we're hard on ourselves about those things

13:00.770 --> 13:05.960

and so remembering to be compassionate with
yourself is certainly a part of wellness.

13:05.960 --> 13:10.750

It's certainly a part of this journey you
brought up this thought that knowing wellness

13:10.760 --> 13:16.460

is important is one thing, but actually
engaging in wellness as a leader is a separate

13:16.460 --> 13:19.670

thing entirely.

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How does the employee, whole health program

13:19.670 --> 13:23.750

support leaders as they engage in implementing this into their work life?

13:23.760 --> 13:29.570

Yeah, so I think the biggest piece of thinking about employee whole health is that it's really

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about a cultural shift as a leader.

I mean when you start to be build out the idea

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that this is a priority to my team to myself, that sets the tone that you will always

13:41.910 --> 13:46.270

do things that keep them safe and to respect their, you know,

13:46.270 --> 13:48.800

their health and well being and resiliency along the way.

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13:48.810 --> 13:55.670

So to me that is yes, absolutely about sharing resources for coping and stress

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and well being.

Um and there's many tools that can help with

13:59.210 --> 14:03.640

that and I think this is about how you integrate this in your day to day work?

14:03.640 --> 14:06.950

So when you're hosting your meetings, are you getting out and walking,

14:06.950 --> 14:11.970

just like you said, are you having time to appreciate the small wins and the big ones

14:11.970 --> 14:15.400

during your meetings and really say thank you to people.

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14:15.410 --> 14:20.670

Are you having time to create space for
positive sort of psychology practices gratitude

14:20.680 --> 14:24.190

or compassion.

Um, takes just a couple of minutes during

14:24.190 --> 14:27.250

meetings and makes a huge difference.

And I would also say,

14:27.260 --> 14:31.793

you know, using two tools that allow you to
know what matters most to your employees.

14:31.803 --> 14:35.973

And I think that was really helpful for me
because everybody has a story and there'll be

14:35.973 --> 14:40.373

times when, you know, employees may come to
work and they may seem distracted,

14:40.373 --> 14:43.373

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they may seem a little disconnected, their affect maybe different.

14:43.383 --> 14:47.093

There's no way I would have been able to recognize those things unless I knew what

14:47.093 --> 14:52.503

mattered to them and knew more of their story.

So having opportunities for that kind of

14:52.503 --> 14:56.313

sharing, I think builds that employee whole health culture and you know,

14:56.313 --> 15:01.506

definitely I have used the personal health inventory to understand people's joy and what

15:01.506 --> 15:05.136

matters most to them.

Um, when I first meet them and later in their

15:05.136 --> 15:08.096

time with us.

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So I think welcoming opportunities for that

15:08.096 --> 15:13.086

kind of team building is important. Yeah.

This thought around getting to know your team,

15:13.086 --> 15:15.606

right?

Not just the work that they do, not the ins and

15:15.606 --> 15:21.956

outs of their performance, but what brings them
joy, what is behind their purpose

15:21.966 --> 15:27.219

and when you know those things and you're able
to see that there's some misalignment there,

15:27.229 --> 15:31.829

that's when you can check in and I think that's
where wellness begins,

15:31.839 --> 15:34.989

right?

That's where the work kind of takes a back seat

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15:34.999 --> 15:39.759

and the wellness comes in and you're able to say, let's talk about this in a different way.

15:39.759 --> 15:43.809

Let's look at this in a different way.

That's an amazing point to bring out.

15:43.819 --> 15:45.659

Yeah.

And you're making me think about, you know,

15:45.659 --> 15:50.779

some of the previous conversations you and I have had around this tendency to want to fix

15:50.779 --> 15:53.889

things.

So if somebody comes to you right, we fall we

15:53.889 --> 15:58.612

fall into this in the clinical realm as well.

Um somebody comes to you and you feel this

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15:58.612 --> 16:02.162

great sense of urge to fix the problem that they may be having.

16:02.172 --> 16:08.212

And honestly, that would create a lot of angst in me because I couldn't often obviously fix

16:08.212 --> 16:12.492

the problem.

Um so this like sort of deeper understanding of

16:12.502 --> 16:15.812

well, you know, let's knowing what I know about what's important to you.

16:15.812 --> 16:19.032

How do we how do we walk together in this solution?

16:19.042 --> 16:25.295

You know, what what do you think are the ideas for the solu and how can I give you support?

16:25.305 --> 16:28.885

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And it really does.

You know, it really does set you up for a place

16:28.895 --> 16:33.945

of success, but more importantly takes the weight off your shoulders of feeling that you

16:33.945 --> 16:37.895

have to fix everything.

And so I do think that's something I've been

16:37.895 --> 16:41.590

growing through trying to move away from that, find it fix it.

16:41.590 --> 16:47.330

Thinking it's not easy, it's not know your helpers, that's why we went into this

16:47.330 --> 16:50.610

profession.

One thing that I've learned from being a helper

16:50.610 --> 16:56.720

and kind of the field of psychology is that

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sometimes the help isn't lifting the load,

16:56.730 --> 17:01.280

It's allowing the person to learn different skills as they lift the load.

17:01.280 --> 17:04.610

Right?

So teaching them the skills to lift it on their

17:04.620 --> 17:08.530

own.

And the amount of empowerment that that gives

17:08.530 --> 17:14.250

someone is really helpful and I think for leaders, oftentimes it's that space of do I do

17:14.250 --> 17:21.080

I take it and just kind of help and lift the load or do I enable and empower my employees

17:21.080 --> 17:26.460

through their wellness or through things that can be helpful um team building in order to

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17:26.460 --> 17:30.250

allow them to lift the load and feel powerful
in doing that?

17:30.260 --> 17:35.320

Yeah, because I mean then what happens is
you're pointing them towards the right resource

17:35.320 --> 17:40.360

for what they need instead of throwing a whole
bunch of options that may be overwhelming.

17:40.360 --> 17:46.330

So, you know, I've had employees say to me,
you're struggling with stress or sleep and then

17:46.330 --> 17:51.010

I can point them towards some of our mind
thoughtfulness classes or I can point them

17:51.010 --> 17:56.880

towards, you know, books or audio, you know,
recordings that I've used or share personal

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17:56.880 --> 17:59.140

stories from other people that are willing to share.

17:59.150 --> 18:04.160

But it's it's also much more meaningful if it's coming from them and their desire to make

18:04.160 --> 18:08.990

change, right?

I think that goes into this thought around,

18:08.990 --> 18:14.490

you know, the fix it often is connected to wanting to help people balance everything,

18:14.490 --> 18:20.140

wanting people to feel as though they're able to balance everything that's thrown at them.

18:20.150 --> 18:26.240

And we often get a great deal of feedback, of the importance of possessing a work life

18:26.250 --> 18:29.050

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balance.

So we're here that often it's the work life

18:29.060 --> 18:31.680

balance and you've got to work on your work
life balance.

18:31.690 --> 18:36.850

And some schools say that this is the pinnacle
of just like peak leadership,

18:36.860 --> 18:41.480

you know, that people are balancing work in
life and others have said that you can't

18:41.490 --> 18:45.460

achieve the state of balance with work and life
and wellness,

18:45.470 --> 18:49.900

what's your perspective on that balance of work
and wellness?

18:49.910 --> 18:54.980

Well speaking as somebody who has definitely

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not been in balance in this area,

18:54.990 --> 19:00.960

I have had so many experiences where the balance is really tilted towards work.

19:00.970 --> 19:05.210

Um and my own family has said, you know, um, what's going on?

19:05.210 --> 19:07.240

Your checking emails, you know, first thing in the morning,

19:07.240 --> 19:11.170

you're still looking at them at night.

I often joke as a two year old,

19:11.180 --> 19:14.760

my daughter came up to me and was typing on, you know,

19:14.760 --> 19:18.590

fake typing on the keyboard, mimicking me and I thought, oh my goodness,

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19:18.590 --> 19:22.120

if this isn't a sign of what I'm doing wrong, I
don't know what is.

19:22.130 --> 19:24.990

So there's been several sort of knock on my
head, you know,

19:24.990 --> 19:30.390

wake up Kavita moments, but I don't even know
if I was even listening to because I was so

19:30.390 --> 19:34.650

wrapped up in the work.
So coming from that perspective and you know,

19:34.660 --> 19:38.600

reading and digesting a lot of what's out there,
I've really taken to this term work,

19:38.610 --> 19:44.070

work life integration, right?
So it's this idea of bringing life into work

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19:44.070 --> 19:49.130

and understanding that work may also I may see
inspiration in my life that you know affects

19:49.130 --> 19:53.090

the work I'm doing.

Um that actually took a lot of pressure off me

19:53.100 --> 19:59.740

and I will say I also had to step back and say
to myself who is putting this pressure on me,

19:59.750 --> 20:03.220

is anybody asking me to check this email at
seven in the morning,

20:03.230 --> 20:06.120

is anyone asking me to check it at nine o'clock
at night?

20:06.130 --> 20:08.680

There are times when you have deadlines, I
understand that,

20:08.690 --> 20:13.750

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but the majority of times I am the one putting
the pressure on myself to get it done or have

20:13.750 --> 20:18.970

created an internal deadline of some kind or
have created expectations about how successful

20:18.970 --> 20:22.970

I should be.

So when we talk about that balance in my mind,

20:22.980 --> 20:29.640

it's a lot more about my self awareness and
checking where I'm creating some of that stress

20:29.650 --> 20:34.770

and then on top of that, I've had to learn to
say no and and this just got to share a little

20:34.770 --> 20:39.710

bit around this, right, because it is a big one
and I think what has,

20:40.130 --> 20:45.490

I know what happens is you fear you're going to

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lose out on opportunities with saying no or

20:45.490 --> 20:49.450

people may think less of you is one thing but maybe you don't get that promotion,

20:49.450 --> 20:53.440

maybe you don't get that other job.

And so you get caught in this race of always

20:53.440 --> 20:59.610

saying yes and I don't think you can achieve that work life integration if we don't learn

20:59.620 --> 21:04.450

that saying no should be a healthy part of our our lives and I am definitely working on it

21:04.450 --> 21:09.310

still.

But this art of delegating and saying no I that

21:09.310 --> 21:14.760

has been if we talk about missteps, I really had a problem with that early on in my career

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21:14.760 --> 21:21.360

and have been slowly learning that those new words yes and those are big words right?

21:21.360 --> 21:28.200

Those are big words delegation and saying no. Um often not things that leaders even believe

21:28.210 --> 21:35.060

our options right, right and or even see as options and so it does really impact

21:35.070 --> 21:41.970

um the amount of stress or the amount of just um feeling overwhelmed that you

21:41.970 --> 21:47.490

can experience when you don't see those as options like they're off the table and so

21:47.490 --> 21:52.070

putting them on the table and saying how can I delegate or you know are there things that I

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21:52.070 --> 21:58.080

should healthily say no to and and thinking about those as options.

21:58.090 --> 22:04.530

I also like what you mentioned about shifting the thought from work life balance to work life

22:04.540 --> 22:11.410

integration and I am right there with you hit that right on the head because the thing about

22:11.410 --> 22:16.900

work life balance is this notion that when you're at work life stops or when you're in

22:16.900 --> 22:23.010

your life work stops and the truth of the matter is when you're at work life does not

22:23.010 --> 22:27.910

stop and I think that's something that we're starting to really learn especially in this

22:27.910 --> 22:34.310

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virtual Set up because work in life have
started to overlap like they never have before

22:34.320 --> 22:40.210

for many people and being able to think about
it less of a balance because when we think

22:40.210 --> 22:47.020

about balance, we think about 5050, it's got to
be 50% of work and 50% of life and that's

22:47.020 --> 22:50.970

just not realistic.

I don't think it ever has been realistic.

22:50.980 --> 22:56.300

And and so really thinking about how can I
integrate these two in a way that's going to be

22:56.300 --> 23:01.270

beneficial for myself and for my team.

That's something that I think is a great mind

23:01.270 --> 23:02.940

shift.

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I agree.

23:02.950 --> 23:05.120

Yeah, I agree.

Because what that sets you up for if you're

23:05.120 --> 23:09.840

saying you have to balance something is when it goes out of balance you start to feel guilty or

23:09.840 --> 23:14.770

maybe even shame right?

And those are those are hard emotions and they

23:14.770 --> 23:18.830

can they can stick with you for a while.

Whereas if you're saying integration you're

23:18.830 --> 23:22.930

giving yourself permission for those things to ebb and flow and yeah,

23:22.930 --> 23:27.300

I have to say there's been an increased patients right and people understanding that

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23:27.310 --> 23:30.930

you may need to attend to their kids.

There maybe noises in the house when people are

23:30.930 --> 23:34.200

working on.

Um, there's a shift in when they can answer

23:34.200 --> 23:37.620

emails.

I mean that kind of patience and flexibility,

23:37.620 --> 23:42.400

I I hope is something that we keep in in our
work clothes as we go forward,

23:42.400 --> 23:46.730

you know, as americans because I think it's
really needed for that deeper understanding of

23:46.740 --> 23:51.970

the complexity of our lives that happen around
us all the time and maybe distracting us from

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23:51.970 --> 23:56.680

the work we're doing.

Yeah, it brings in mind a quote that the past

23:56.680 --> 24:03.580

ceo of Xerox Ursula Burns said at one point,
she mentioned it's a fool's journey to try

24:03.580 --> 24:08.600

to achieve the perfect balance between
professional and personal lives each day,

24:08.610 --> 24:14.770

but you should get comfortable with taking your
entire life to integrate the two right?

24:14.770 --> 24:21.680

It speaks directly toward that shift from that
balance, that perfect balance and every day I

24:21.680 --> 24:24.870

have to take inventory.

Did I personally balance that?

24:25.120 --> 24:30.730

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Um, and then moving into, you know, it's a lifelong journey of integrating the two because

24:30.730 --> 24:35.190

they're gonna look different each and every day. There may be some days where work has to take

24:35.190 --> 24:40.460

more of the percentage, um, or family or life or other things have to take more of the

24:40.460 --> 24:44.420

percentage and how do you engage that. That's the key.

24:44.430 --> 24:50.000

Yeah, I mean that is really the, I think the epitome of the help philosophy,

24:50.000 --> 24:52.980

right?

Because this is all these factors influence

24:52.980 --> 24:57.730

your life at all times, um and personal

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professional surroundings,

24:57.730 --> 25:02.230

your family, friends, coworkers, those are elements of it that are happening all the time

25:02.240 --> 25:07.790

and you, this is just a beautiful conceptualization of how you should be checking

25:07.790 --> 25:10.970

in on those variables throughout your day all day.

25:10.980 --> 25:15.320

Um and so that means you should be checking in on your stress and you're eating and you're how

25:15.320 --> 25:19.810

you're recharging during your workday to the power of taking your lunch break.

25:19.820 --> 25:26.530

My goodness, That's one of them right there.

Yeah, I literally had to schedule my

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25:26.530 --> 25:32.760

lunch break, like it's on my calendar, you know,
because I will work through lunch literally

25:32.760 --> 25:37.120

making an appointment with myself of like, nope,
this is your appointment with you,

25:37.120 --> 25:41.200

sorry, so that you can actually eat food that
is going to nourish,

25:41.200 --> 25:45.150

you know, it's so important because what
happens when you,

25:45.150 --> 25:49.720

when you don't or you eat quickly, then you're
sluggish and your mood starts to shift and how

25:49.720 --> 25:53.750

you react. Exactly.

My team in ST louis will know that I I always

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25:53.750 --> 25:57.700

would be working through meetings and then again, was I setting the right picture?

25:57.710 --> 26:01.380

Right?

So that goes back to that role modeling piece.

26:01.380 --> 26:05.850

So again, another lesson learned, You're right, schedule the time for yourself,

26:05.860 --> 26:09.660

it's it's there for a reason, um make it a priority.

26:09.660 --> 26:14.050

Just like you would any other meeting and take the take the break because the amount of mental

26:14.050 --> 26:17.380

clarity you get from just having the break is is very important.

26:17.380 --> 26:19.870

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So important.

Yeah, but I don't think, I think a lot of

26:19.870 --> 26:23.420

leaders feel that sense of you know, keep, keep working, keep working.

26:23.420 --> 26:27.690

I know I'm one of them and so we kind of have to be that support system to each other,

26:27.690 --> 26:30.940

that it's good to take those breaks.

Certainly, no,

26:30.940 --> 26:34.210

that's a really great pointer, a really great tool, schedule,

26:34.210 --> 26:37.380

you know, use the time to schedule and make appointments with yourself.

26:37.390 --> 26:43.100

Are there any other things that you think or

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that you found to be effective with leaders who

26:43.100 --> 26:48.070

may be looking to integrate wellness into their work lives or encouraging others to do?

26:48.070 --> 26:53.700

So Yeah, I think the first thing is to really be working it into how you communicate,

26:53.710 --> 26:58.790

whether it's through emails, team meetings huddles, making that a priority.

26:58.790 --> 27:03.090

But I also think that there's opportunities for celebration, right?

27:03.090 --> 27:06.830

So when you're celebrating different events, different, you know,

27:06.830 --> 27:10.890

birthdays in the office, when there's times for people to come together?

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27:10.900 --> 27:15.830

I think those are really beautiful times to introduce um self care opportunities.

27:15.830 --> 27:21.240

So how are we laughing together?

How are we thinking about our energy things

27:21.240 --> 27:24.330

that make us feel joy with work again and reconnected?

27:24.340 --> 27:29.710

Maybe some of your team meetings can be around self care instead of didactic presentation all

27:29.710 --> 27:33.050

the time.

Really elevating that way is important.

27:33.060 --> 27:38.070

But then we also during our meetings always introduce some sort of mind body movements.

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27:38.070 --> 27:43.100

So sometimes it would be yoga or stretching.

Sometimes it would be a tai chi experiential.

27:43.110 --> 27:49.490

Often in our office we do a lot of mindful
moment present to be present and pause and

27:49.490 --> 27:51.430

reflect.

They take just a couple minutes.

27:51.430 --> 27:56.730

But when you're jumping from meeting to meeting,
that healthy pause is so great to refocus and

27:56.730 --> 28:00.140

recenter.

Um so again, I think people often think we

28:00.140 --> 28:05.510

don't have time for this, but what it does to
your ability to be present is pretty fantastic

28:05.520 --> 28:09.210

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of course.

And that reminds me sometimes during our team

28:09.210 --> 28:15.350

meeting, our supervisor will come in and the very first question that he says is what's one

28:15.350 --> 28:19.950

word of how you're feeling right now and we'll just go around and everyone gives that one word

28:19.960 --> 28:25.630

and it really does ground you and get you ready and kind of create that needed break in between

28:25.640 --> 28:30.060

whatever you were just running from and just allows us to get into it space that's ready for

28:30.060 --> 28:32.990

whatever we're going to talk about or deal with that day.

28:32.990 --> 28:38.420

And so finding the time may seem as though we

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don't have the space to do that,

28:38.420 --> 28:42.220

but it doesn't have to be a huge 30 minute event.

28:42.230 --> 28:47.160

It could be something as simple as checking in at the beginning or at the end of the meeting.

28:47.170 --> 28:52.300

Yeah, I mean I might, So my profession is emergency medicine and I often think,

28:52.300 --> 28:56.510

you know when I'm moving pretty quickly from patient to patient starting to feel that

28:56.520 --> 29:01.900

fatigue set in sometimes the best thing I can do is just take three breaths to bring my heart

29:01.900 --> 29:07.110

rate down and sort of bring that adrenaline surge down and nobody has to know I'm doing

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29:07.110 --> 29:09.500

that right?

I mean it's just something I own.

29:09.510 --> 29:13.680

I'm not saying that there aren't a lot of other things we do to try to help well being

29:13.680 --> 29:16.780

simultaneously.

But that's a really powerful tool that I've

29:16.780 --> 29:21.350

used throughout my career when things seem overwhelming just coming back to the breath and

29:21.350 --> 29:22.940

present moment.

That's good.

29:22.940 --> 29:26.810

That's really good.

Well, we have reached the end of our episode,

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29:26.810 --> 29:30.160

Kavita, It's been amazing to talk with you today.

29:30.170 --> 29:36.010

Before we end, I always like to play a game of word association.

29:36.250 --> 29:41.820

I always like to get your your unedited thoughts around a couple of words.

29:41.820 --> 29:47.390

So I'm going to give some words to you and I want you to give me the first thing that comes

29:47.390 --> 29:51.790

to mind or where your thoughts fall around these words.

29:51.800 --> 29:57.490

All right, okay.

All right, so the first set of words is

29:57.490 --> 30:03.270

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balanced integration.

Okay, so I mean I'm I'm on the integration side

30:03.270 --> 30:08.300

for sure, in so many ways. Right.

Not only integrating life and work,

30:08.310 --> 30:11.360

but integrating self awareness.

I love it.

30:11.370 --> 30:14.810

Nice, Nice.

The next word is whole health.

30:14.820 --> 30:20.800

Well, you know, you know that I love this word.

So to me it's a philosophy,

30:20.810 --> 30:26.560

It's a philosophy and why I feel so connected

to it is it's really when you think about life

30:26.560 --> 30:32.550

from all the different person detectives, um,

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and how much we have to learn and grow in those

30:32.550 --> 30:37.930

areas, you just, the amount of healing power
there really is investing time and energy in

30:37.940 --> 30:42.490

each of those areas over your life is beautiful.
Um, and I think rewarding,

30:42.500 --> 30:47.280

it really opens up a lot more in your awareness
than you may have known in the past.

30:47.280 --> 30:50.690

So it's really a philosophy in a way of life,
love that.

30:50.690 --> 30:53.820

It's not, it's not a thing, it's it's a process,
it's a philosophy,

30:53.820 --> 31:00.190

it's a way of, of doing life of living life.
Yeah, the last of set of words is

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31:00.200 --> 31:05.250

audacity to fail, wow.

Well, you know, I'm so thankful for this series

31:05.250 --> 31:10.970

because what you guys are doing and have done
is giving people permission to take risks and

31:10.970 --> 31:14.730

fail.

And I think I told you this before, I now see

31:14.730 --> 31:21.480

making mistakes as uh it's it's a gift, you
know, that I can now

31:21.490 --> 31:27.920

grow and learn more from them and because of
that be a better person to the people I'm

31:27.920 --> 31:32.490

around.

So I welcome them and I admit and I like and I

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31:32.490 --> 31:37.420

admit that I make them frequently, you know, to
normalize it more human.

31:37.430 --> 31:41.510

Yeah, yeah, we're human, we're human.

Yeah, absolutely.

31:41.510 --> 31:47.410

So grateful for you being here today.

Thank you so much for taking some time to talk

31:47.410 --> 31:52.530

about wellness and to talk about the lifestyle
of wellness and what that looks like when you

31:52.540 --> 31:58.430

integrate that into your lifestyle of work.

So thank you so much.

31:58.440 --> 32:00.840

Thank you.

This has been so fun.

32:00.840 --> 32:02.660

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And I love talking with you today.

32:03.140 --> 32:08.530

So we've come to the end of another great episode of the Audacity to fail podcast.

32:08.540 --> 32:13.090

Thank you for tuning in to learn how missteps can lead to growth and success.

32:13.100 --> 32:15.650

Be sure to check out the key lessons in the show notes.

32:15.650 --> 32:20.800

For a refresher to request services from the National Center for Organization Development.

32:20.810 --> 32:23.480

Check out our website.

Also linked in the show notes.

32:23.490 --> 32:27.880

Remember if you missed the target 100 times you have not failed.

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32:27.890 --> 32:32.330

Instead, you've simply found 100 strategies
that did not work,

32:32.340 --> 32:35.960

be well and continue to fail forward until next
time.

32:35.970 --> 32:36.800

Thank you.