Dimension 5: Holism/Holistic

Virtual Workshop
September 16-17, 2021
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Learning Objectives

- Define the term holism
- Discuss the mentoring relationship
- Examine the Social Determinants of Health Tool
- Review tips for providing feedback
- Discuss conflict resolution
What is Holism?

Holism is a concept that recognizes all things of creation including people and their environment are connected, and through these relationships, harmony, and balance is sought.

Mentoring Relationship

Faculty mentor role:

- Environment
- Connections
- Social determinants of health
### Social Determinants of Health Tool

#### In the past year has the following happened to you?

<table>
<thead>
<tr>
<th>Did not Happen</th>
<th>Not at all stressful</th>
<th>A Little Stressful</th>
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- Death of someone close to you
- Living in a neighborhood with high crime, drugs, and fighting
- Not getting a work-related promotion due to race
- Friend or family member is seriously ill
- Unsure you can pay rent, utilities, and buy food

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- Unable to afford necessities for your children
- Being ill/having a health condition of your own
- Living in overcrowded housing
- Trying to make ends meet
- Family member(s) or friend(s) with personal/financial problems
**Tips for Giving Feedback**

- Foster growth and support with learning
- Assists in achieving desired learning goals
- Timing of feedback
  - Provide ideas or information that the mentee can use to develop his/her own solution, when the mentee asks for your input
  - State your advice and feedback in the first person singular

**Resolving Differences Constructively**

To Successfully Manage Conflict You Need To Be Able To:

- Develop a supportive environment
- Clearly understand what you want to happen
- Explicitly express why you feel there is conflict
- Listen openly and accurately to feedback
- Discuss the issues (use facts rather than opinions)
- Stay solution-focused
Resolving Differences Constructively

Steps for Managing Conflict:

Take time to reflect before addressing conflict. Conflicts do not have to resolved in the moment, especially if there are emotions are involved.

Write down what you think area(s) of conflict are and why you think these are area(s) of conflict. Be clear and specific.

Prepare for conversation. Set a supportive climate.

Be prepared to listen. Use active listening techniques: paraphrasing, clarifying, questions, etc.

Be prepared to move forward in a healthy, positive way.