



Implications for Personal Wellness

Introduction

Being well depends on many things, such as doctors, nurses, surgery, therapy, rehabilitation, medication, etc. Being well also depends on *good judgment*. Surely, we depend on the good judgment of healthcare providers. We should also depend on our own good judgment both before and after medical issues appear in our lives. Good judgment *after* medical treatment aids recuperation, and therefore wellness. Perhaps just as important is good judgment **before** medical treatment is needed. If individuals exercised better judgment about wellness, the instances of medical intervention would be reduced, often of less intensity, or maybe eliminated altogether.

Our wellness report is diagnostic; it provides insight into the present state of our wellness judgment. It is also prescriptive; it gives us suggestions for improvement.

In this Wellness Report, eleven elements of personal *judgment* are assessed that have a *significant* impact on wellness issues at home and at the worksite.

The Key Measures

1. **Adequacy of Self-Regard** — True self-regard is measured by whether you value yourself enough to create real strategies and disciplines of **self care**. To the degree that you have adequacy of self-regard, you will take care of yourself as a truly valuable part of your life. Most people (93% of the population according to the Judgment Index) are much better at taking care of roles, responsibilities, duties, obligations, i.e. home, school, work, church, community, etc. than they are at taking care of themselves. Not taking care of ourselves is the greatest obstacle to the fulfillment of our dreams and ambitions.
2. **Coping with Stress in the Workplace** — There is good stress and bad stress. Good stress gives us energy and a desire to be more engaged. Bad stress sucks energy out of us and makes us want to avoid people and places of stress. Do you feel more drawn to your workplace, or repelled by it? The degree of the impact of stress is determined by a person's ability to handle it. Two people may experience the same stressors, yet one person is unaffected and the other is overwhelmed. How you handle stress is dependent on coping skills and whether you have a positive, upbeat, optimistic attitude. Coping skills often come from adversity. In fact, we learn more from adversity than any other form of learning; the school of hard knocks. When hard times come, ask what can I learn from this? If possible, make lemons into lemonade. Attitude is a choice. We choose the attitude with which we face the world as much as we choose the clothes we wear. Attitude is not something that happens *to you*. Attitude is something that happens *because of you!* Stress is a combination of three factors, the stress or our ability to cope and the attitude we choose.
3. **Coping with Self-Side Stress** — Self-side stress is stress in our personal lives, for most people, that means from home. The major causes of self-side stress area. Relational problems with mates, relational problems with children and/or parents, problems with money. A great deal of self-side stress comes from unknowns. A known, even a known that is negative or bad, is still better than an unknown. Self-side stress is usually more intense and more complicated because it involves people with whom he have a history and people for whom we feel a deeper sense of responsibility and accountability. Self-side stress is often manifested in the kind of hurt we feel when we are hurting for someone else. If we are not able to actually help someone, we feel the hurt for them, and this causes our stress to be even greater. Self-side stress is cumulative. You can't simply stop thinking about your mate, children, and your parents. This is why we often feel worn out by situations and circumstances. Self-side stress is exaggerated by major life crisis, and yet the stress does not end just because the crisis does.
4. **Dealing with Difficult Situations** — Most difficult problems are intensified by difficult people. To solve problems, we must use our resources, which are many and varied. A dilemma develops when our capacity to recognize, organize, and mobilize our problem solving resources is limited. It takes energy to recognize, organize, and mobilize resources. This energy is compromised when people are exposed to too much stress, their plates are too full, and they do not get an adequate amount of rest, relaxation, and restorative activity. Rest and relaxation restores problem solving energy.
5. **Focus and Clutter** — To the extent that we are focused, we will function better in the midst of distractions, noise, and events that could create breaks in our concentration. A great deal of basic safety; a key component in health and wellness, relates to our ability to pay attention to what is taking place around us. Clutter is the stuff that fills our lives. It may be the clutter that packs our drawers and cabinets, that covers our desks, or fills our garage. Our lives are also cluttered by email, phone messages, and the reminder logs that fill our computers. We also have virtual clutter, in our brain. Our brain carries this clutter, a reflection of the clutter in our lives. Holding this clutter in our brain requires the expenditure of energy. We should use this energy for better reasons. There is a direct relationship to clutter and stress. The more clutter, the more stress.

6. **Noticing Subtle Changes** — Illness and medical calamity seldom happens all at once. Negative health issues usually evolve over time and manifest themselves in small, subtle changes. Some people are more sensitive to changes. Even people who have suffered ‘sudden’ strokes or heart attacks experienced prior subtle changes. Most people, after the fact, report odd or different bodily feelings that perhaps they did not give enough attention. The ability to notice has a positive impact on our ability to exercise good judgment. Females have more highly-developed noticing capacities. This may be a factor in women tending to pursue medical issues better than men or even living longer than men. Noticing subtle changes can relate to bodily functions, changes in moles, the presence of lumps or masses, etc. In most instances, early noticing will heighten the chances of success. In most treatment processes, it is important to notice subtle changes. The physician will depend on the individual being treated to give information about changes that may indicate if medications are working, if medications are having negative interactions, if infections are occurring, etc.
7. **Self-Induced Stress** — The most intense form of self-induced stress comes from our tendencies to be too self-critical, too hard on ourselves. Strong self-criticism and the stress that rises from it is usually a consequence of transferring negative comments from others into negative comments/feelings against ourselves. Sometimes these negative feelings and related stress arise from well-meaning people; parents, mates, children, close friends. Too often, parents, employers, etc. fail to recognize the many things done right. However, people are often quick to notice and critique the one thing done wrong. We can be our own worst enemies. We can extend a break to others, but almost never extend one to ourselves.
8. **Following Directions** — There are few, if any, instances in which healthcare and wellness fail to involve some kinds of directions. Unfortunately, people often do not follow or read the directions, or read only the first couple of lines of directions. We are in big hurries, so we dispense with the directions and strike out on our own. In regard to carefully following directions, an ounce of prevention is often worth a pound, or ton, of cure.
9. **Understanding Conceptually** — To be conceptual means to have an idea of where we are going and what we have to do to get there. If we are strong conceptually, we have overall perspective, we see the big picture, and we have more comprehensive views. We understand implications and consequences. We understand why it is important to do certain things, or when it is important to avoid certain things. If we are conceptually weak, we may tend to react only to whatever is happening next, or to whatever is most immediate. We have difficulty seeing the big picture or long term consequences. Wellness is a broad concept with lots of implications and consequences. If we are not strong conceptually, we will probably have a hard time understanding the entire concept of wellness and the consequences of lack of wellness. We will probably take care of the moments, and miss out on the importance of long term priorities.
10. **Following Conceptual Plans with Precision** — It is one thing to have a mental map. It is quite another to actually use the mental map. The inability to use the mental map makes having the mental map useless. As important as it is to conceptualize; to see implications and consequences, it is even more important to follow through and act. To conceptualize falls in the category of ‘talking the talk’. To move from conceptualization to actualization falls in the category of “walking the walk.” Many people are very good at the former, but not so good at the latter. A substantial part of wellness is the ability to follow through. We must move beyond conceptualization to actualization, and get things done. The success of most wellness activities usually depends on a strong ability to move beyond the conceptual, to actual accomplishment.
11. **Dealing with Change** — Change is inevitable. We can complain about and resist change, but change will constantly take place in spite of us. The easiest forms of change are those that are predictable us. These forms of change make us *anxious*. The hardest forms of change are those that are unpredictable. These forms of change make us *fearful*. The major issue relating to change is how we cope, manage, and respond to change. By focusing on how to cope and respond to change, we are looking at what we can do, instead of what is happening to us. Once we let change make us feel like a victim, we are at our weakest in terms of our own power and potential.

These eleven elements of the Judgment Index™, both individually and in combination with each other distinctly measure a person’s attention to Wellness issues. Better judgment in these areas, both with the hiring of new employees and the training of present employees, is decisive. The Judgment Index™ is designed to assess judgment capacity. It is not a substitute for clearly and carefully evaluating a prospective employee’s skill sets and competency for the job. The critical “equation” for the Judgment Index™ process is as follows:

Quality and Safe Work = (Competent Skill Sets + Good Processes + Good Data) x Good Judgment