



Fostering Joy for Audiologists:

Why and How to Embrace a "Joy Lens" in Working with Families

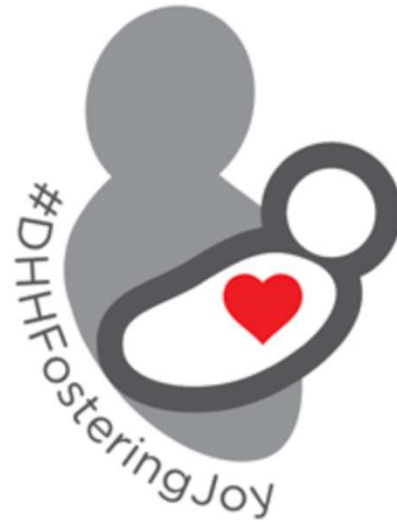
AUCD &
LEND Audiology Trainees

April 11, 2024



Bringing **JOY** into
the conversation
about supporting
children who are
deaf or hard of
hearing

Jointly Supported Project



Amy Szarkowski, PhD –Fostering Joy Core Team

- Mom
- Joy Ambassador
- Psychologist
- Director, The Institute at the Children's Center for Communication/Beverly School for the Deaf (CCCBSD)
- Researcher, Institute for Community Inclusion (ICI) , University of Massachusetts Boston
- LEND (Leadership Education in Neurodevelopmental and related Disabilities) Faculty, Boston Children's Hospital





What does **JOY** mean to you?



Agenda

Joy defined

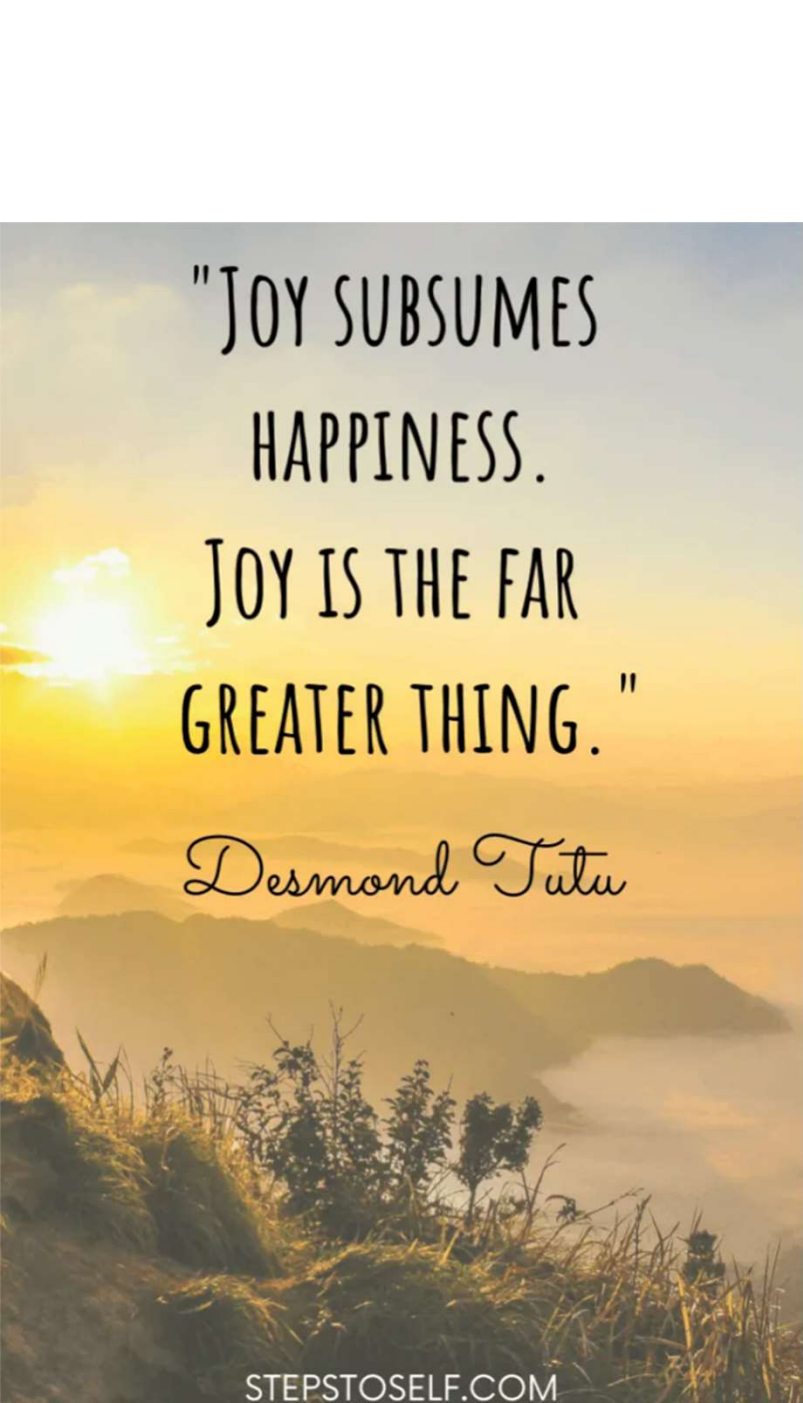
Joy in our minds

Joy with families

Joy in the workplace

Joy is...

an intense,
temporary feeling
of positive emotion
as a consequence
of a *just right fit*
between our identity
and the moment we are experiencing.



"JOY SUBSUMES
HAPPINESS.
JOY IS THE FAR
GREATER THING."

Desmond Tutu

STEPSTOSELF.COM

Striving for Joy

- Happiness is ***dependent on external circumstances***. (e.g., eating chocolate, hitting all the green lights). Not long-lasting. Happiness is often associated with feelings of the senses; it is an emotional response.
- Joy, on the other hand, ***comes from within***. It is a much more enduring feeling that persists no matter the circumstance.

Cultivate Joy in Everyday Life



Shift your
frame of
reference

Slow Down

Appreciate
Non-
Problematic
Joy

JOY – an emotion, an expression, a state

Demonstrating emotions can help boost the experience of joy when it arises





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Mindsets

NEW
MINDSET



NEW
RESULT



Fixed
Growth

Mindset intervention
Building Growth Mindset
Culture

Dweck & Yeager, 2019

The Good Life

Self-Related Components

PERSONAL GROWTH

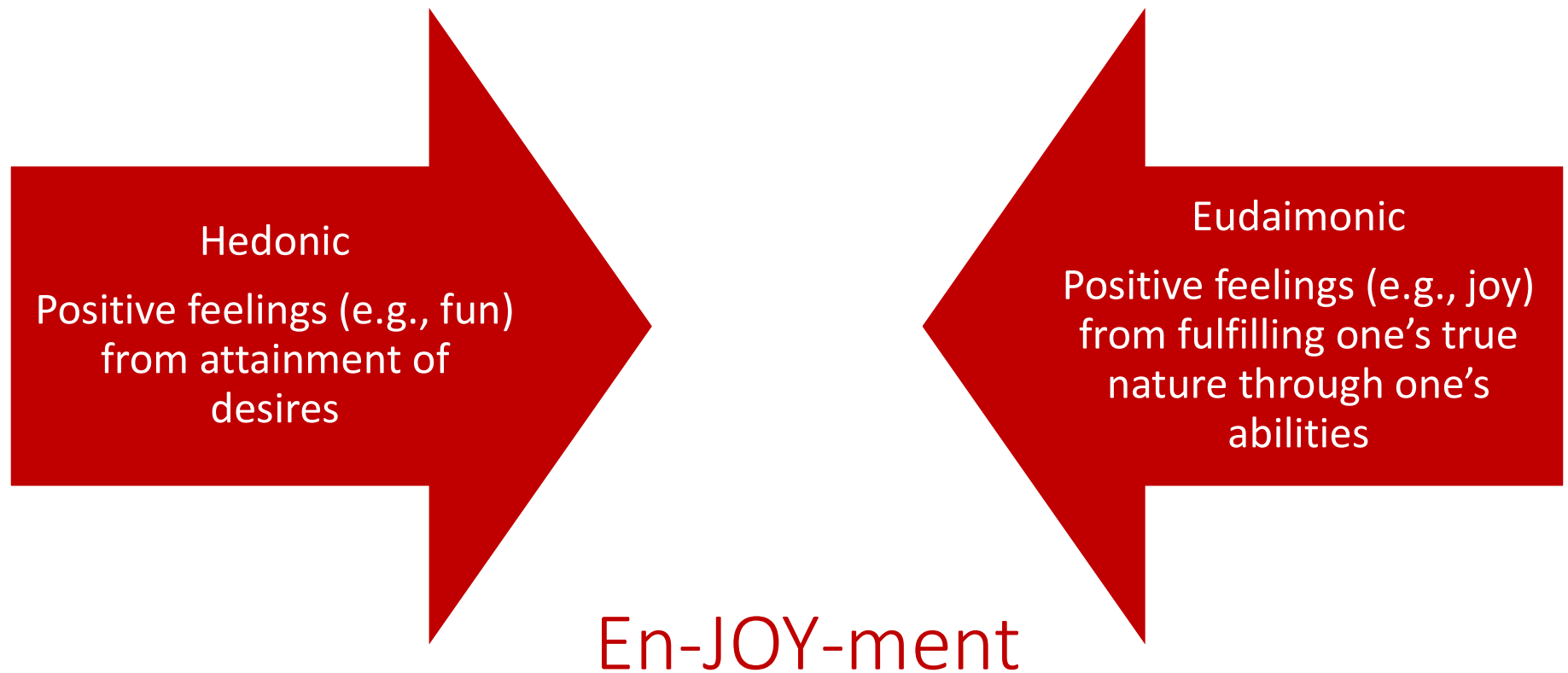


Others-Related Components



Leelakulthanit, 2024

Conceptualizing Enjoyment & Joy as Proactive Processes





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How can You
Support
Families in
Finding Joy?





How **JOYFUL**
are Your
Audiologic
Appointments?

Counseling Strategies to Promote JOY



Scope of Practice



Helping Relationships



Informational Counseling



Adjustment Counseling



Audiology
trainees/early
career have
been clear...

Munoz et al., 2029



Counseling Microskills to Promote:

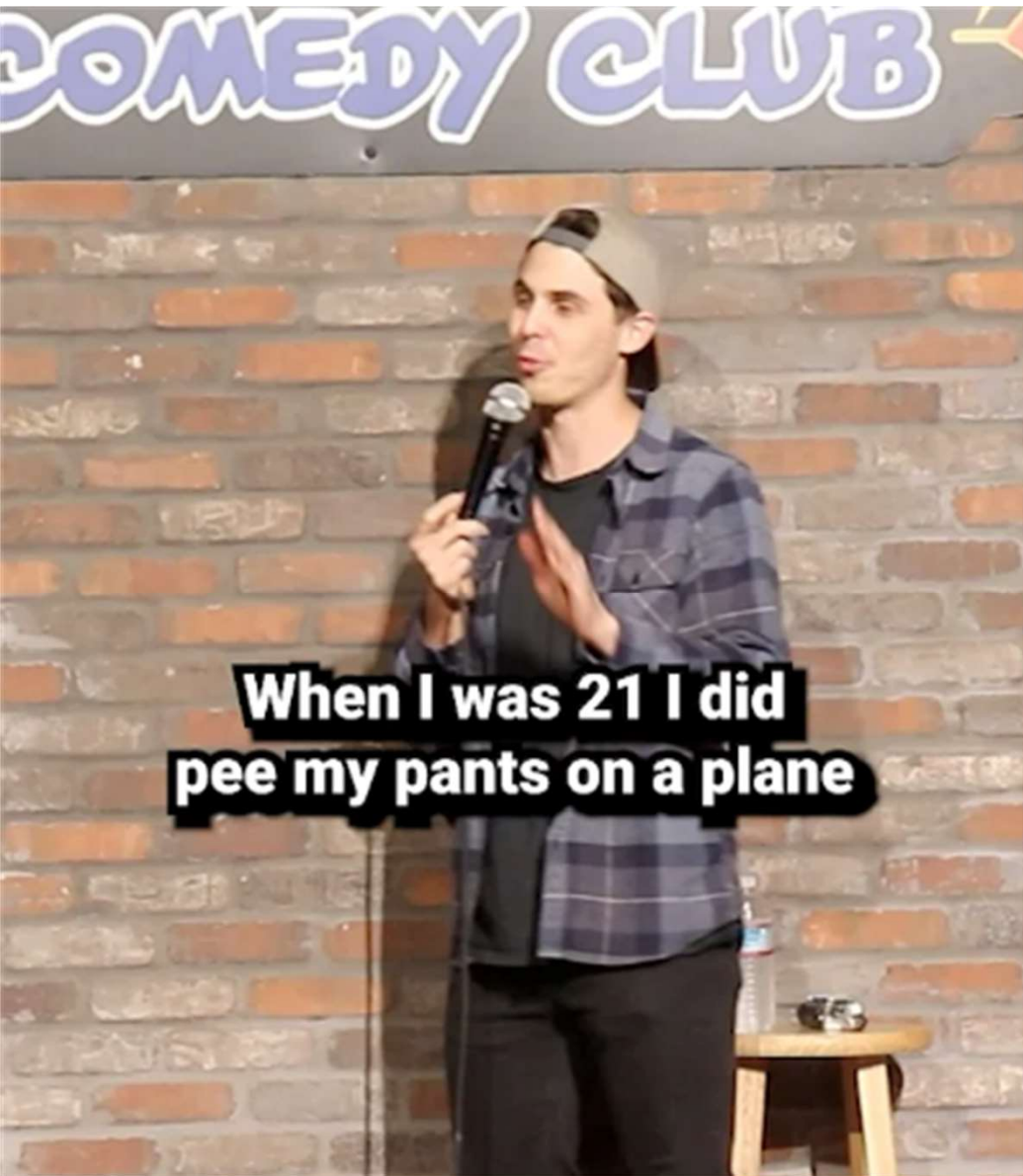
JOY

Active listening

Nonverbal communication

Silence

Empathy



Reframing &
Repacking Past
Experiences

Story Telling

Truncellito & VanEpps, 2023



Future Casting



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Work CAN be



As a
Professional,
what brings
you JOY?



JOY at Work

MEG

- Meaning, Engagement & Growth

CSR

- Compassion, Sensitivity & Respect

TSF

- Trust, Support & Flexibility

Healthcare Workers' Joy at Work

Mindfulness
interventions

Web-based
interventions

Cultivating
gratitude

Positive
psychology
exercises



Rekindling JOY in Medicine

Sanft & Winer, 2023



FIG 1. Strategies for creating conditions that allow for connection and thoughtful communication.



Sacred Moments as a Source of JOY

Sanft & Winer, 2023

Institute for Healthcare Improvement Framework for Improving Joy at Work

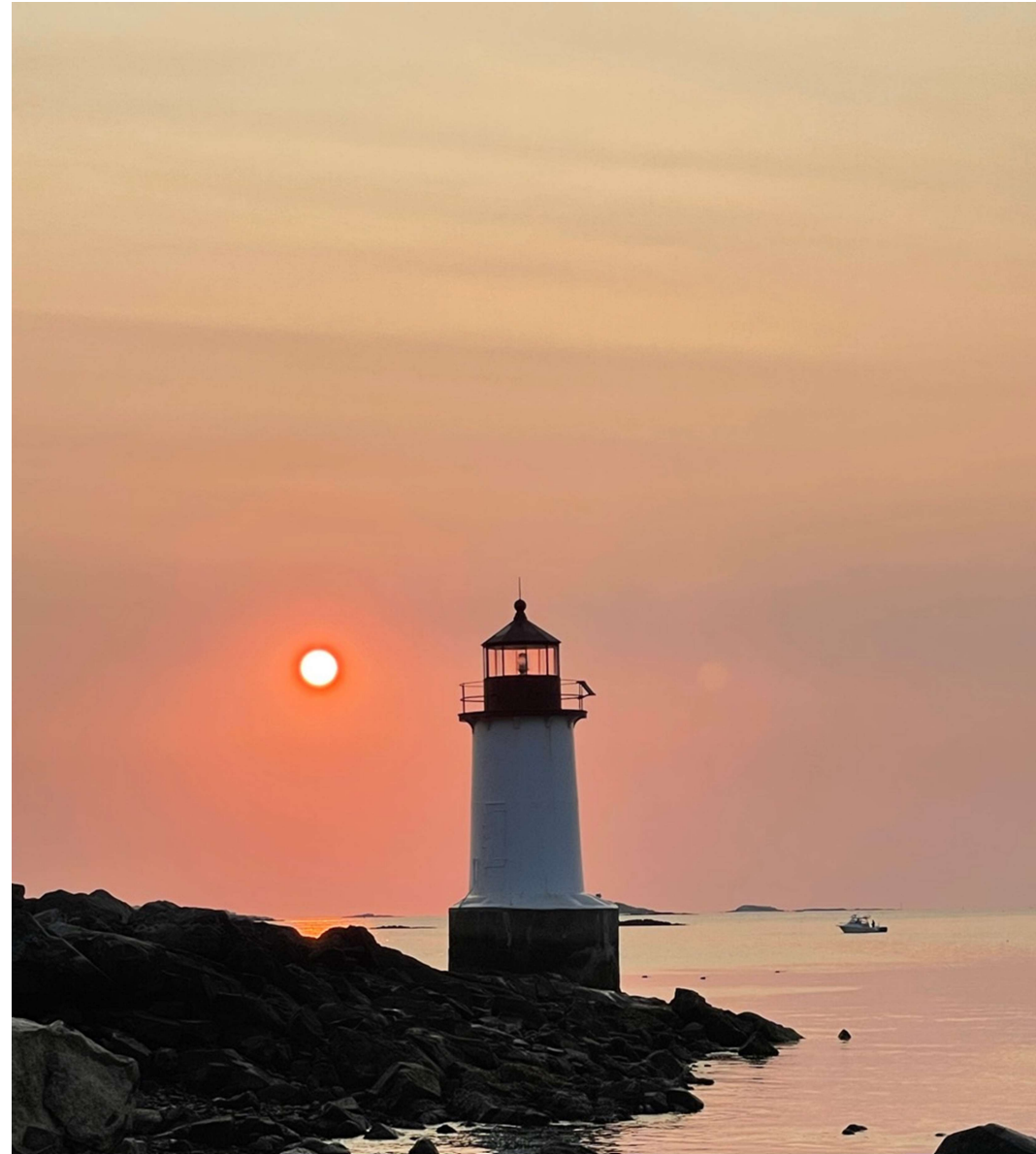
- The importance of joy in work (the “why”);
- Four steps leaders can take to improve joy in work (the “how”);
- The IHI Framework for Improving Joy in Work: nine critical components of a system for ensuring a joyful, engaged workforce (the “what”);
- Key change ideas for improving joy in work, along with examples from organizations that helped test them;
- Measurement and assessment tools for gauging efforts to improve joy in work

Figure 2. IHI Framework for Improving Joy in Work



Intentionality & Joyfulness

- Create more Community
- Practice Gratitude
- Connect with Something Greater (nature, poetry, sunrises)





The science suggests that, even in tough times, we can create joy.

How will you do that?



Joy can be small, unassuming, disarming. It's hiding in a cherry, a song note, or a pair of comfortable shoes.

Often, we have to coax these small moments of joy into our awareness. We have to let our guard down and allow them rub up against us like a purring cat.

Barron, 2020

Interested?



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