



RESET FROM BURNOUT

This pandemic experience is a massive experiment in collective vulnerability. We can be our worst selves when we're afraid, or our very best, bravest selves. In the context of fear and vulnerability, there is often very little in between because when we are uncertain and afraid our default is self-protection. We don't have to be scary when we're scared. Let's choose awkward, brave, and kind.

And let's choose each other.

A handwritten signature in black ink, appearing to be "BB" with a heart symbol above it.

@BreneBrown



Compassion Fatigue: the natural, predictable, treatable and preventable unwanted consequence of working with people who are suffering

Secondary Traumatic Stress: the natural behaviors and emotions that result from knowledge about traumatizing events experienced by another and the stress resulting from helping or wanting to help the person suffering.

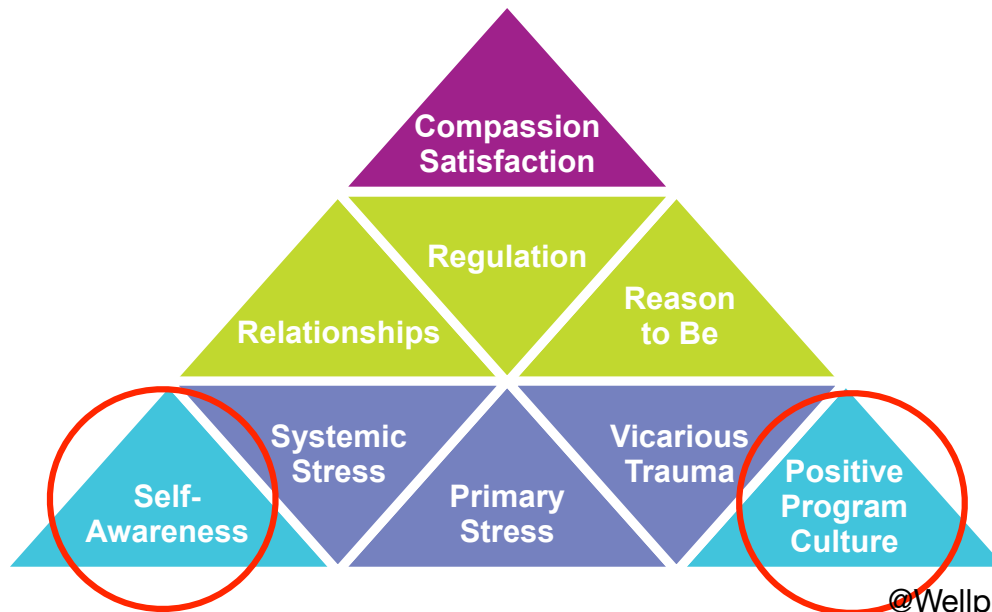
Vicarious Trauma: the cumulative transformative effect on the professional working with trauma impacted people. The symptoms can look like those of PTSD.

Burnout: a collection of symptoms associated with or comprised of three key ingredients: emotional exhaustion, increased cynicism, and decreased self-efficacy attributed to increased workload, stress, strain or erosion of idealism that is unrecognized and unsupported by the organizational setting.

@LakesideGlobalInstitute



The Compassion Satisfaction Pyramid



@Wellpoint Care Network



Self care is so much more than a beauty treatment or an *external* thing you do. It has to start *within you*. Know what you need to navigate your life. A pedicure doesn't last, but investing in self awareness AND growth every day does.



When leading myself out of
burnout... I must be willing to ask-
*“What needs to
change **in and for me?**”*



Ways to Reduce the Impact of Collective Trauma

- Acknowledge the impact the event has had on you
- Reenforce your resilience, experience and process your feelings
- Take care of your body; trauma is trapped in the nervous system
- Find a community for self and creative expression
- Find a trauma informed therapist
- Take a role in community rebuilding



“Shouting ‘self-care’ at people who actually need community care is how we fail people.”

- Nakita Valerio



Defining Community Care

“Unlike Self Care, community care does not place the onus of compassion on a single individual. People are committed to leveraging their power to be there for one another in various ways.”

@HeatherDockray, “Self Care Isn’t Enough.”

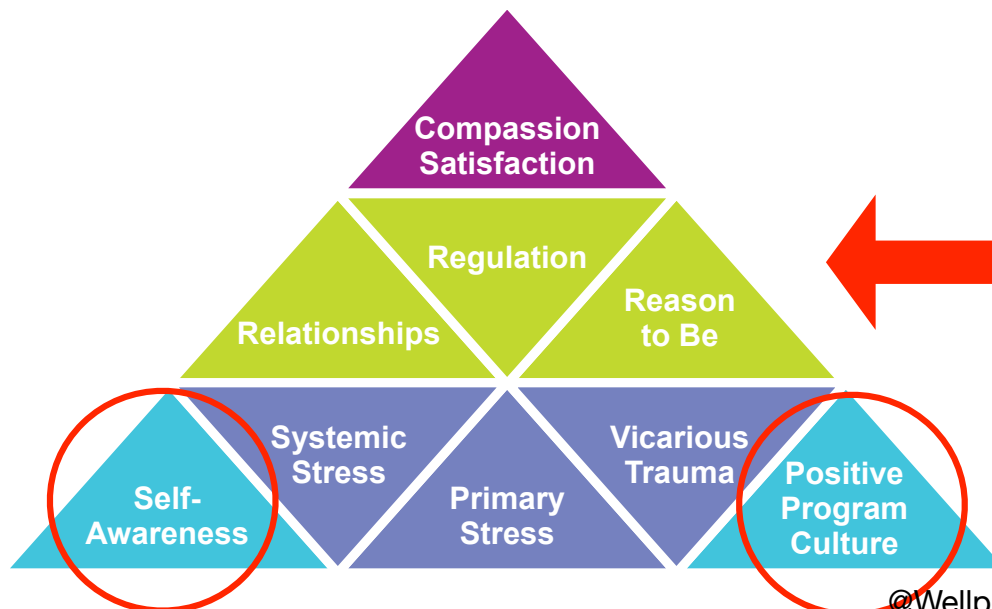


Keys to a Healing Community

- Healing is in response to the needs and voice of the group or community
- Improves personal well being at a systems level
- Self care is important, and it is equally important to attend to structural, cultural, and organizational issues that pathologize staff (the issue is *in* them)
- Healing harnesses the human agency and power within the group or community that already exists
- Offers room for innovation and new possibilities



The Compassion Satisfaction Pyramid





Relationships



Most people can trace their successes and failures to the relationships in their lives.

Primary person to get along with is...

yourself!



Regulation

Time Management

Vs

Energy Management



Regulation

FOUR ENERGY TANKS:

- Physical Energy
- Emotional Energy
- Mental Energy
- Spiritual Energy

@Craig Groeschel, Leadership Podcast



Regulation

- Do an energy audit (2 weeks)
- Take care of your fuel (food, sleep, vitamins, relationships, movement)
- Study what time of day you work best
- Different tasks take different energy (love vs hate)
- What **drains** you and what **sustains** you
- Delegate, Eliminate, or Automate draining things when possible

@Craig Groeschel, Leadership Podcast

Reason To Be



Breaking News

-VS-



Good News

*Now, every time I witness a strong person, I want to know:
What darkness did you conquer in your story?*

Mountains don't rise without earthquakes.

~ Katherine Mackenett

Town Hall Chat: Community Agreements

- Be succinct
- Use "I" Statements
- Lean into discomfort.
- Give Yourself Permission to be Curious
- We will not always agree, but we will listen to understand

