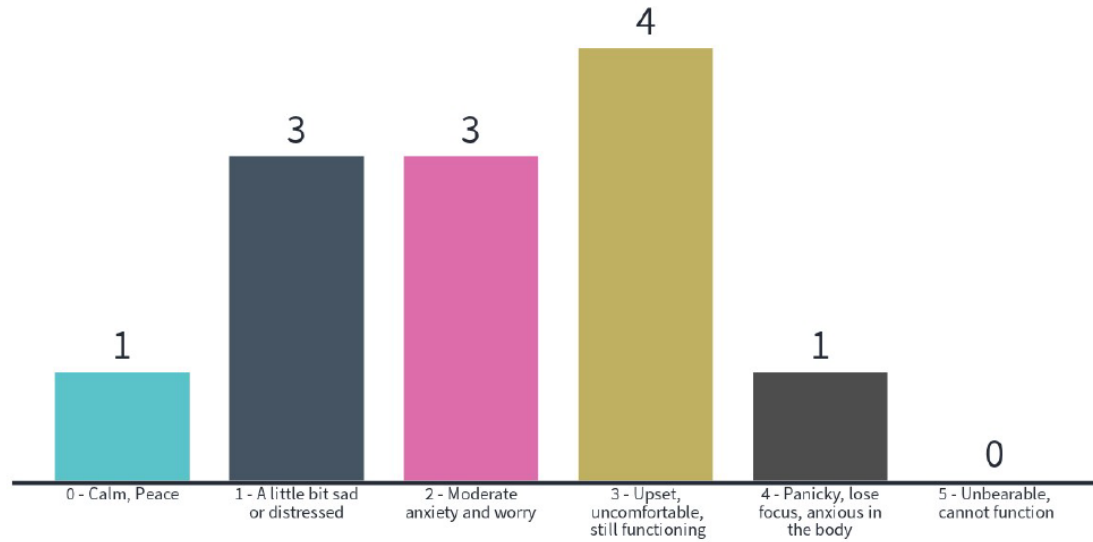
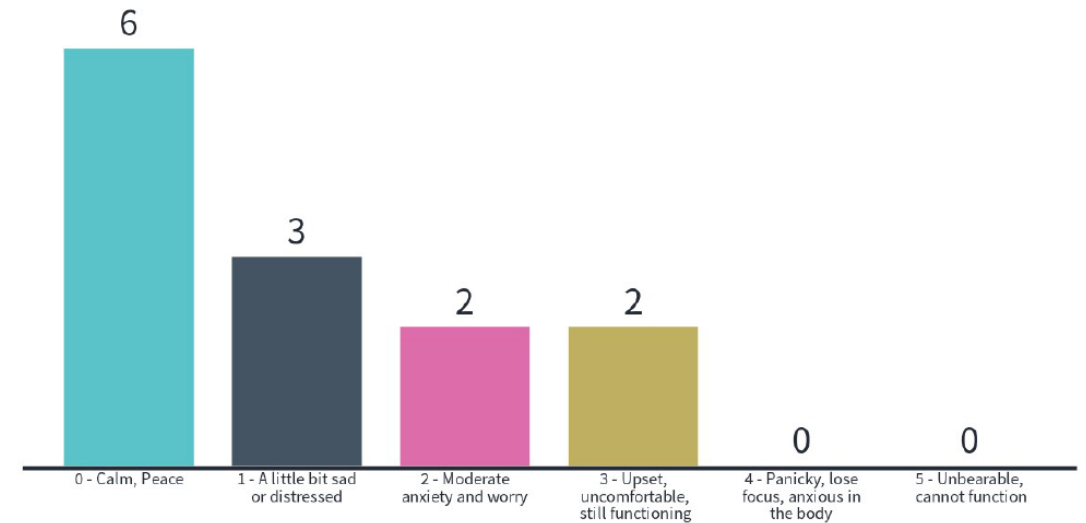


# RATE THE WEIGHT



## BEFORE SELF-CARE & CONNECTION

## AFTER SELF-CARE & CONNECTION



# What are you carrying?

School

Back pain

Concern for loved ones

Money fear

Balance of work and family life

parenting a teenager

The weight of family issues and financial issues.

Not enough hours in the week

I'm still grieving the loss of my husband in a car accident almost 3 years ago. He was 49.

# What are you carrying?

Changes at work

weight gain

It's my busiest time at work with our Annual Dinner coming up, shoulder pain, mental health challenges, and caring for my parents.

personal health upcoming events

Work issues & health issues

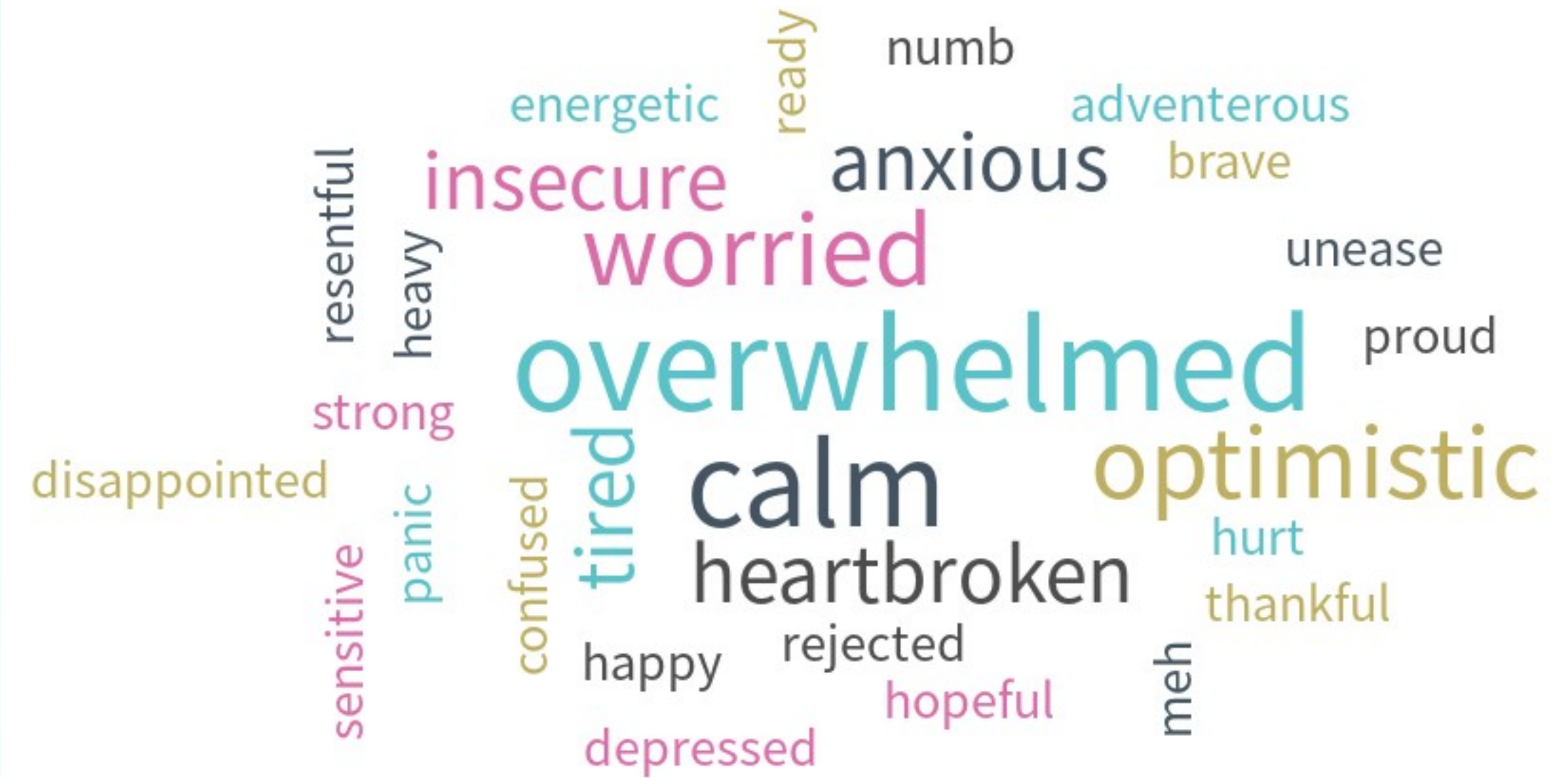
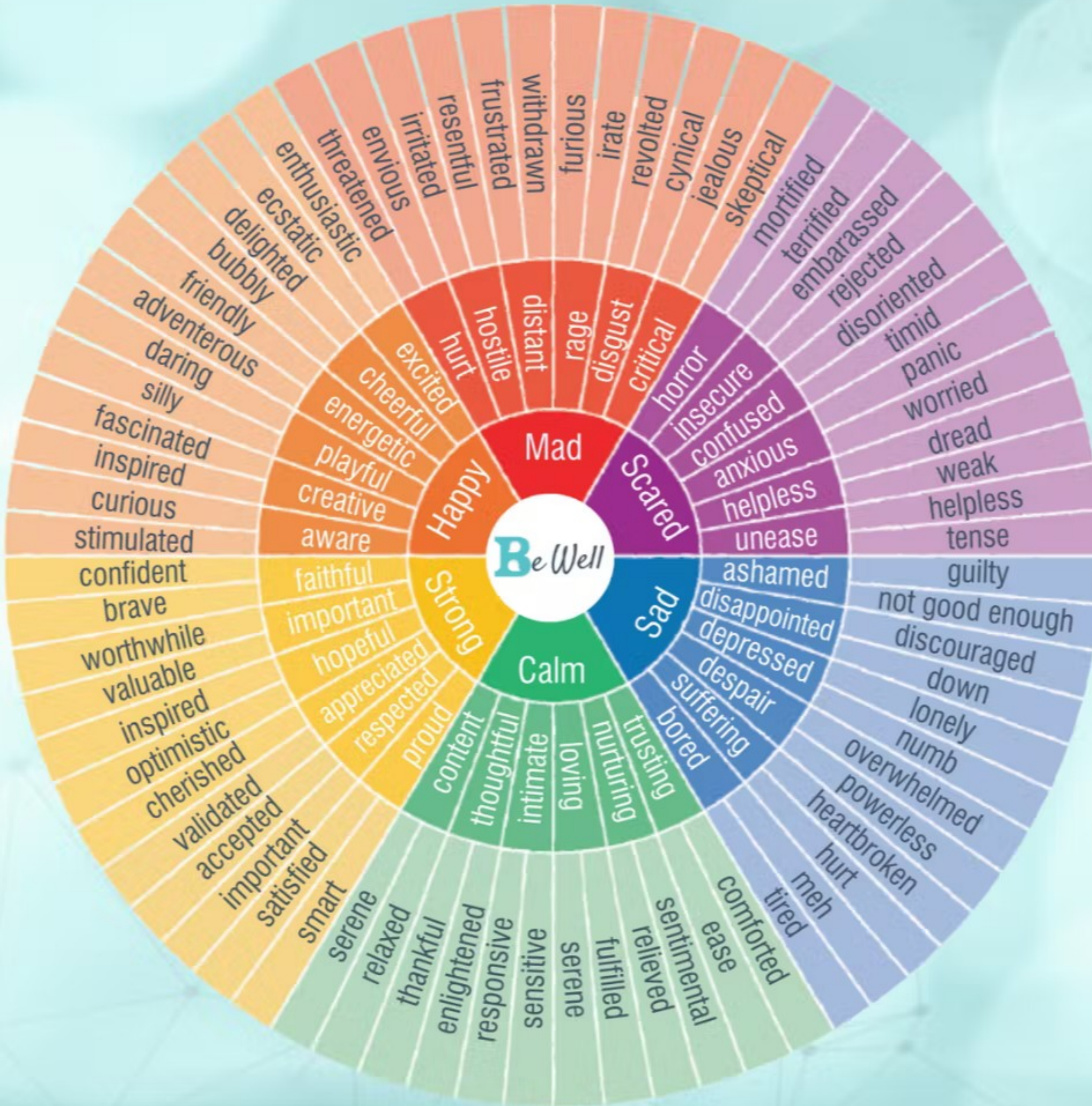
Weight

Board brouhaha

high work load



# Two (ish) Word Check-In





# Idea Share: How have you been utilizing the Be Well Plan?

I have found them helpful, I have not had the opportunity to share.

taking these sessions to take a breath and relax

I think just remembering to breathe through things has been helpful. I forget sometimes to apply specific parts of the handouts. Usually whatever helps me is the thing I remember.

I haven't been using the physical sheets, but I have noticed that I mentally think now about rating the weight and being conscience of what I'm carrying and therefore being easier on myself.

I haven't been for myself. I did print the Leadership acronym and the feelings wheel. When my niece was over and was overwhelmed, I showed it to her.

We are talking about our feelings more in our office which is helpful

This is sort of my me time so I've been saving it for myself. And rating the weight of my time regularly for check in and accountability to myself.

I Really love the feelings wheel! Very helpful to breakdown emotions in a more precise way.

Listening to others experiences letsme know

# What really matters to me most in this moment?

family, love

Happiness...

feeling better

Always Family

Balance

Life, God, Family

Harmony

My happiness & peace of mind

Emotional Healing, family and balance



# What really matters to me most in this moment?

Family

Happiness

being of service to others

Integrity

Finding peace in whatever happens

Connection to others

Getting less hectic

that my actions are more in sync with my values

Peace, feeling loved, healing, and being present for my kids, being able to regulate emotions.

# What really matters to me most in this moment?

Creating beauty around me

Felling less negativity

Someone Who Expresses Grace,  
Patience and Love ....Even in The  
Thick of Things



# Who do I want to be in this moment?

Exactly who I am right now.

Who I was created to be.

Stronger than I feel at this moment

Authentically myself, which I tend to hide from others.

Leader

I know who I want to be WITH in this moment... YOU ALL! Thank you for this healing community!

Authentic

Filled with peace

someone who makes a difference!

# Who do I want to be in this moment?

Helpful

Someone who is healthy enough to help others and just happy

Settled, calm, and secure in the knowledge that everything always works out the way it's supposed to.

Bold, Energetic and Calm



# BURNOUT

According to the American Psychological Association, **burnout is physical, emotional or mental exhaustion accompanied by decreased motivation, lowered performance and negative attitudes toward oneself and others.**

*Burnout is characterized by three dimensions:*

1. Feelings of energy depletion or exhaustion
2. Increased mental distance from one's job or feelings of negativism or cynicism related to one's job
3. Reduced professional effectiveness

*(World Health Organization, 2019)*





# How do you know when you are stretched to the max?

I shit down

Shut, ahhhhh

When I can't make simple decisions.

I get this gut feeling and I know I am short with others

I lose my peace.

I cry A LOT

I get very abrupt with people

I tend to sleep less, get irritable, and I can't focus on anything anymore. Everything feels so overwhelming and then I tend to end up sick.

I feel like I can't breathe, short tempered and emotional



# How do you know when you are stretched to the max?

overly emotional about random things

I stop seeing the beauty in the little things

Crying because feel weak

Not sleeping or engaging with my family or colleagues

Major sensory overload, emotional, every little thing pisses me off

When I shut down and don't want to engage with people

Exhausted & negative

it's like sad things are so much more sad than they really are

I stop taking time to take care of myself and doing kind little things for my loved ones

# How do you know when you are stretched to the max?

I sleep less



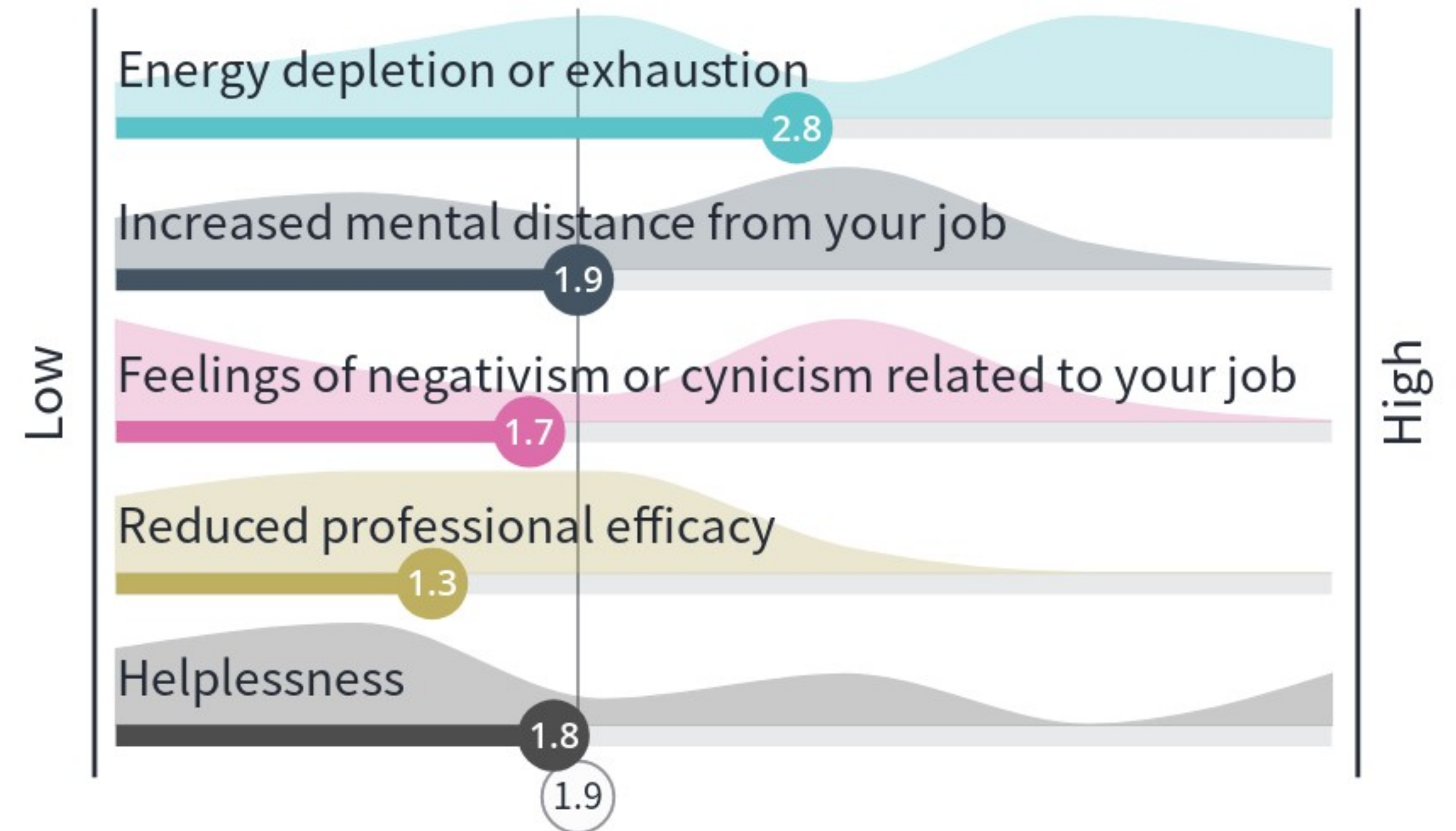
# BURNOUT

"Burnout as a workplace phenomenon characterized by feelings of exhaustion, cynicism and reduced efficacy."*WHO*

**"Manifestation of chronic unmitigated stress."**

- Dr. Lotte Dyrbe | Mayo Clinic

## Mental & Emotional Symptoms





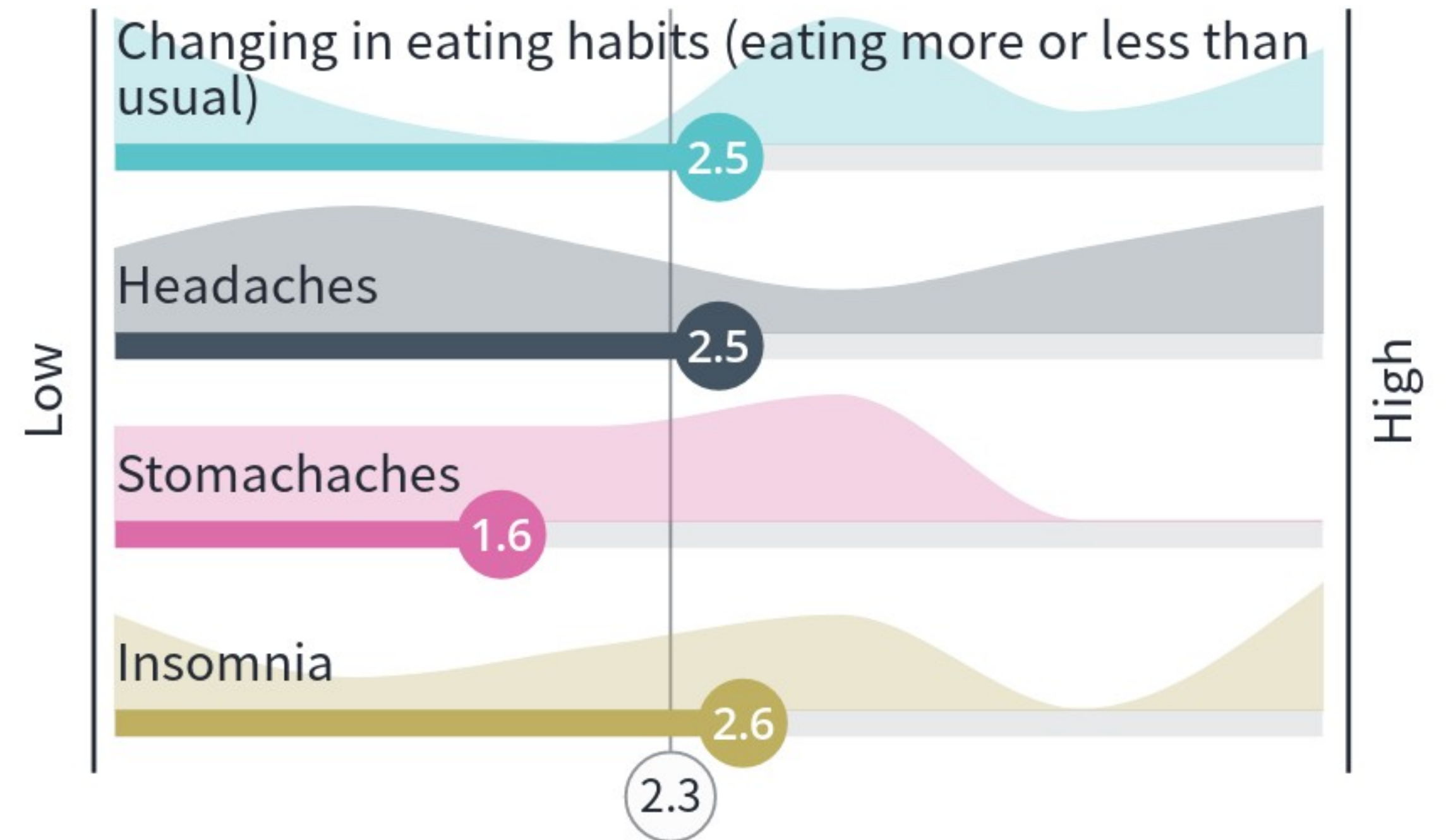
# BURNOUT

"Burnout as a workplace phenomenon characterized by feelings of exhaustion, cynicism and reduced efficacy."*WHO*

**"Manifestation of chronic unmitigated stress."**

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## Physical Symptoms





# TIPS FOR LEADERS

- Express your commitment to your team's well-being
- Model well-being
  - Train managers in how to support the brain health of their employees
- Flexibility
- Assess health insurance
- Welcome ongoing employee feedback
- Review policies and procedures through a DEI lens
- Remember: Autonomy and choice improves overall well-being

*The cure for burnout is not [only] self-care. It's all of us caring for each other.*

*Dr. Emily Nagoski*





# TIPS FOR ORGANIZATIONS

## Communication

- Express and celebrate your commitment to brain health and well-being
- State your expectation of and investment in the health and well-being of your teams
- Expectations of email, cell phone, work-life balance, etc.

## Flexibility Considerations

- Remote?
- Four day work weeks?
- Half Day Fridays?

## Reviewing Healthcare Benefits

- What is offered regarding mental health?

## Rethink Policies

- Breaks?
- Wellness?
- Vacation?
- Incentivizing a number of hours off per quarter or consistent time off?





# TIPS FOR INDIVIDUALS

## **Communication**

- Honor what you are feeling - discuss with those you trust

## **Take Action**

## **Check in with your PCP**

## **Check in with your Mental Health Provider**

## **Self-Care and Connection at Work**

- Time of day best for you?
- Tasks and projects that suit you best?
- Build in what works for you
- Take Effective, consistent breaks
  - Move, stand, stretch, breathe, get outside, rest, mindfulness, etc.

## **Do more of what lights you up, while at work**

## **Self-Care & Connection Outside of Work:**

- Do the things outside of work that fill your cup - with the people that fill your cup
- Take consistent time-off



# BURNOUT *Tips*

IT TAKES ALL OF US  
ORGANIZATIONS, LEADERS & INDIVIDUALS

## Self-Care and Connection at Work

- What time of day is best for you?
- What tasks and projects suit you best?
- Build in what works for you
- Take effective, consistent breaks
  - Move, stand, stretch, breathe, get outside, rest, mindfulness, etc.
- Do more of what lights you up!

## Communication

- Express and celebrate your commitment to brain health and well-being
- State your expectation of and investment in the health and well-being of your teams
- Set expectations of email, cell phone, work-life balance, etc.



onsiteworkshops



## 10 (Actually Achievable) Things to Do for Your Mental Health This Week:

- Unfollow social media accounts that no longer serve you
- Spend 15 minutes outside everyday
- Drink lots of water
- Move your body—if you are able, go for a walk or do a few stretches
- Spend technology free time with a loved one or pet
- Cut back on caffeine
- Keep a gratitude list
- Listen to music that makes you feel good
- Acknowledge accomplishing small tasks
- Meditate or practice mindfulness



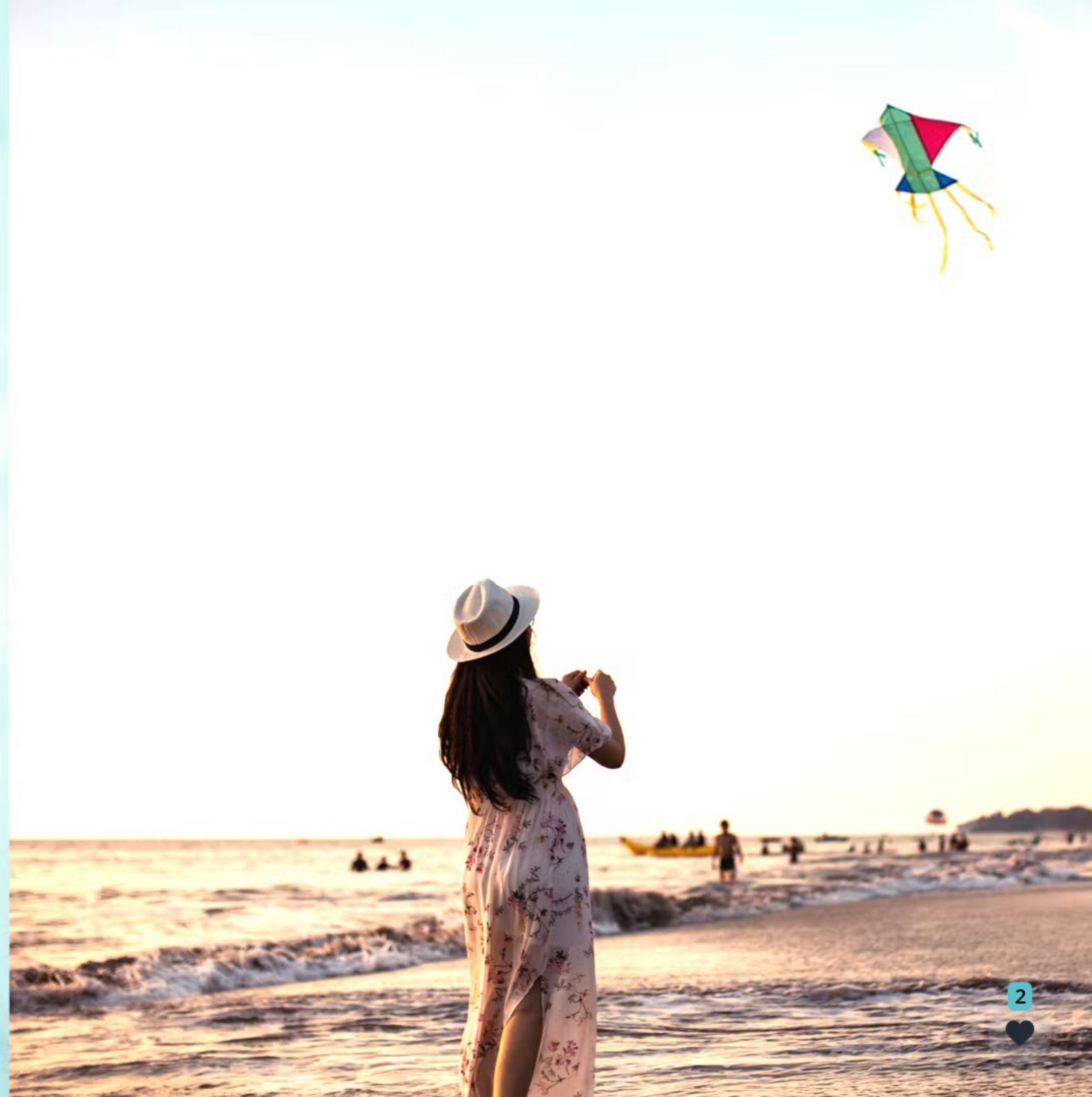


# TAKE TIME TO "Play"

Time spent without purpose

Activities we lose track of time  
when doing

Activities we feel free to be  
ourselves, freedom, liberated



# I am...



the oldest of my siblings



# I am...

0  
the oldest of my siblings



# I am...





# I am...



a parent.

# I have...



been in a school play or musical.



# I have...



been teased or made fun of.

# I have...



teased or made fun of someone else.



# I have...



experienced depression or anxiety.

# My life...



has been impacted by suicide.



# I am...



# I am...



a friend.



# I am...



# I am...

