



Restoration of Self

To Serve our Students and our Work

Tasks for Today

- ✓ Briefly review the impact of stress on health, and well-being as well as personal and professional satisfaction
- ✓ Recognize the impact of protective factors for individuals and systems
- ✓ Identify meaningful actions to promote resilience and rejuvenation in ourselves and amongst our colleagues



The Human Stress Continuum



Positive Stress

- Short lived
- Promote growth & change
- Necessary for healthy development



Tolerable Stress

- Result of more severe, long-lasting event
- Stress response is time limited
- Impact reduced by sufficient social supports when available



Toxic Stress

- Prolonged, intense activation of the stress-response
- Complicated by pre-existing vulnerabilities
- More likely when there's an associated impact on attachment



Traumatic Stress

- Result of overwhelming event(s)
- Impacts multiple domains
- Complicated by pre-existing vulnerabilities
- Post-event activities may provide buffer



Common Sources of Stress

- Learning Something New
- Caregiving
- Personal Relationships
- Grief | Loss
- Change | Uncertainty
- Health | Mental Health
- Internal Standards of Perfection

- Expectations of Others
- Competing Priorities – Personal
- Competing Priorities – Professional
- Personal Trauma | ACEs | Exposure to the Traumatic Experiences of Others
- State | National | Global Events

And more!

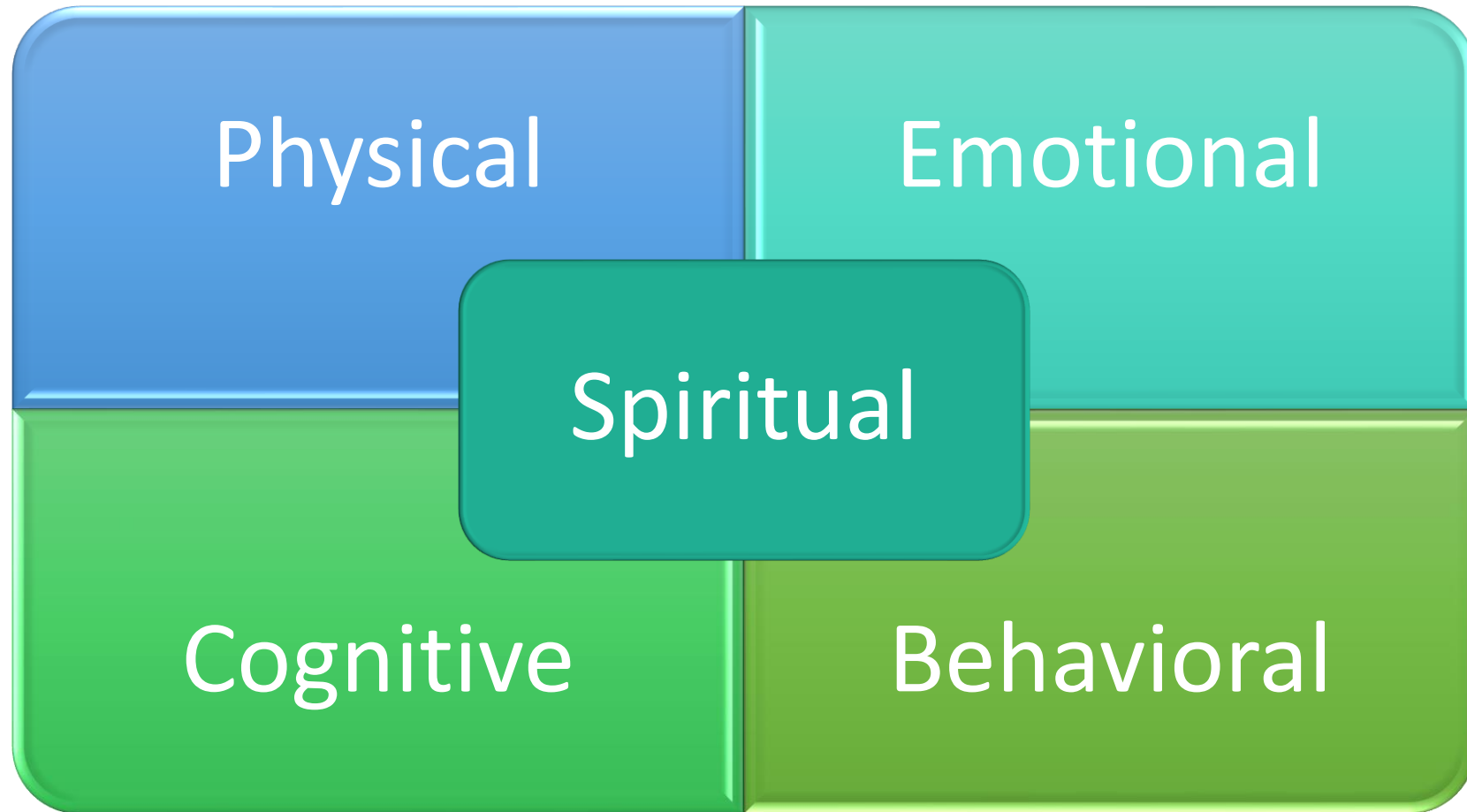


Pause & Reflect

Think about...

- “That kid” perhaps the one you want to save
- A challenging work experience that is still with you
- Something that might be happening in your work experience right now that you just can’t get out of your head





Domains
of Impact





Stress Cup

What spills do we see?





“The worst thing is not to be stressed, it is to be numb.”

“When you are stressed you are caring too much. When you are burned out, you don’t see any hope for improvement.”

~ Ken Ginsburg, MD, MEd



Protective Factors - Individual

Self-awareness

Healthy Boundaries

Working with Compassion

Positive Work-Life Balance

Supportive Relationships

Lower Doses of Exposure

Experience

Sense of Competence

Individual Coping Strategies



Protective Factors – Organizational

- Manageable work responsibilities/caseloads/ student:staff ratios
- Awareness and attention to the impact of the work at all levels
- Stress inoculation and opportunities for peer support
- Appropriate, supportive/reflective supervision
- Reinforcement of healthy boundaries
- Opportunities for leadership and professional development
- Collective and community coping





Big Idea

“

The cure for burnout isn't and can't be self care. It has to be all of us caring for each other.

Emily & Amelia Nagoski

dare to lead PODCAST WITH BRENÉ BROWN

Listen Free



Self-Awareness

Increasing our Ability to be Attuned
with Ourselves and Others





We Work with our Whole Selves



People bring a past and present story to anything they do:

- Schemas and beliefs
- Stigma beliefs
- Social support systems
- Positive support
- Negative support
- Personal history of trauma and adversity
- Families and close friends
- Economic situation
- Cultural Identity



Triggers

- Know your signs
- Know your buttons
- Know your personal history
- Know your comfort
- Know your release
- Know your joy
- Know your mission

Knowing our happiness triggers
@mombrain.therapist
can be just as important as
knowing our anger triggers...



your favorite smell



sunlight or time outside



acts of kindness



moving your body



your favorite music



hot coffee or tea



HOW ARE YOU FEELING?



Taking your Internal Temperature

- Define your thermometer of reactions
- Pause and name your feeling
- Notice where you land on your personal thermometer
- Do you know your baseline thermometer? How does right now compare?
- Notice trends over time



Healthy Boundaries

While Working with Compassion Benefits our
Students, our Loved Ones and Ourselves



Components of Healthy Boundaries

Respect

- Identifying strengths
- Withholding judgement
- Active Listening
- Recognizing people are the experts in their own lives

Loving Kindness

- Being attuned
- Being thoughtful and open
- Unidirectional | Unconditional
- Identifying as a facilitator, guide, or mentor

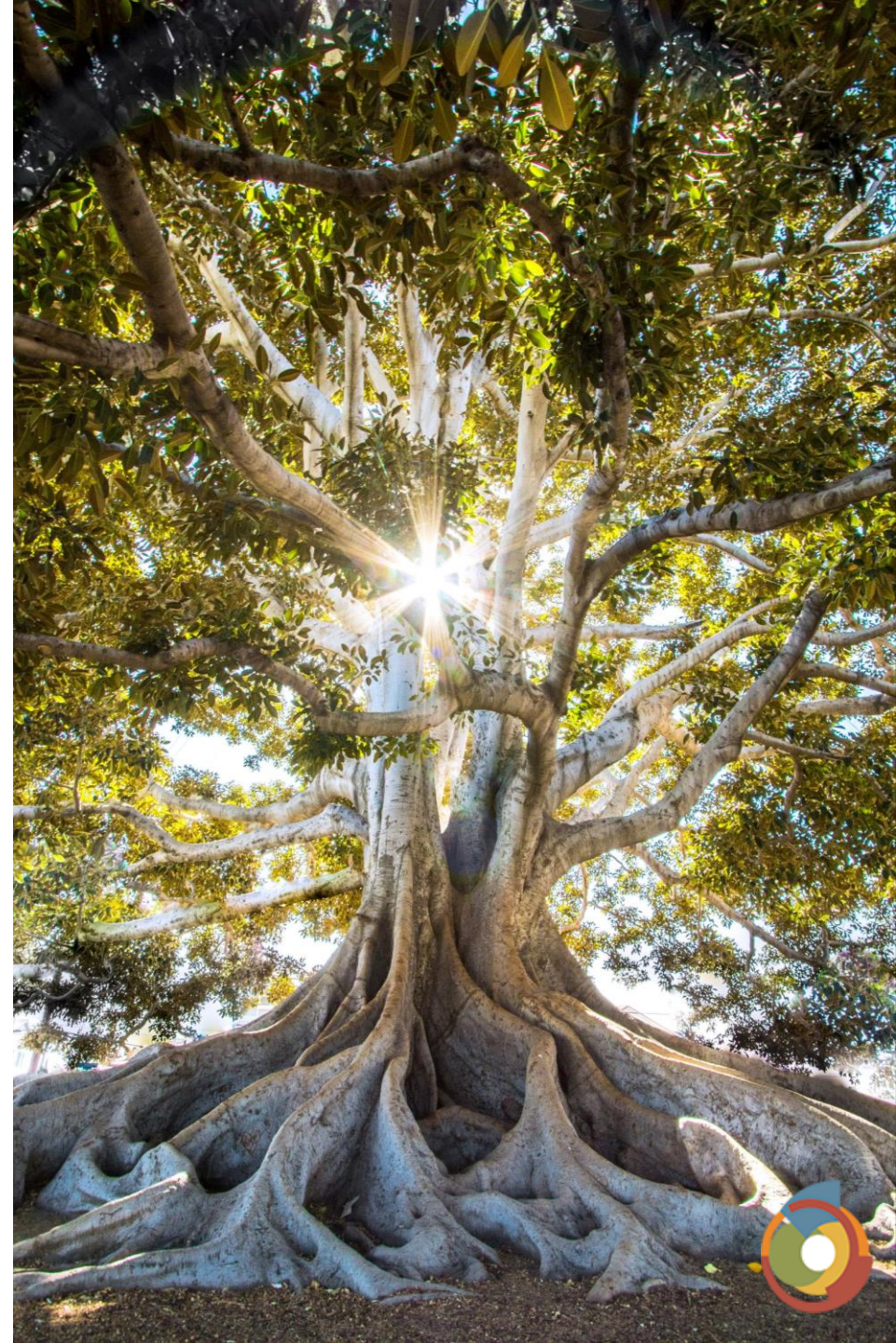




Deep Roots

- Pause
- Breathe
- Listen
- Reflect

Adapted from: *Fostering Resilient Learners* (K.Souers & P. Hall)





Values and Mission:
Creating your own *Deep Roots*

A **value** is a tightly held belief from which we act.
Our *core values* are often enduring beliefs.

Our values orient us, drive us, and anchor us.

A **mission** statement is your statement of purpose. Why are you doing what you are doing? Why are you teaching or leading or helping?

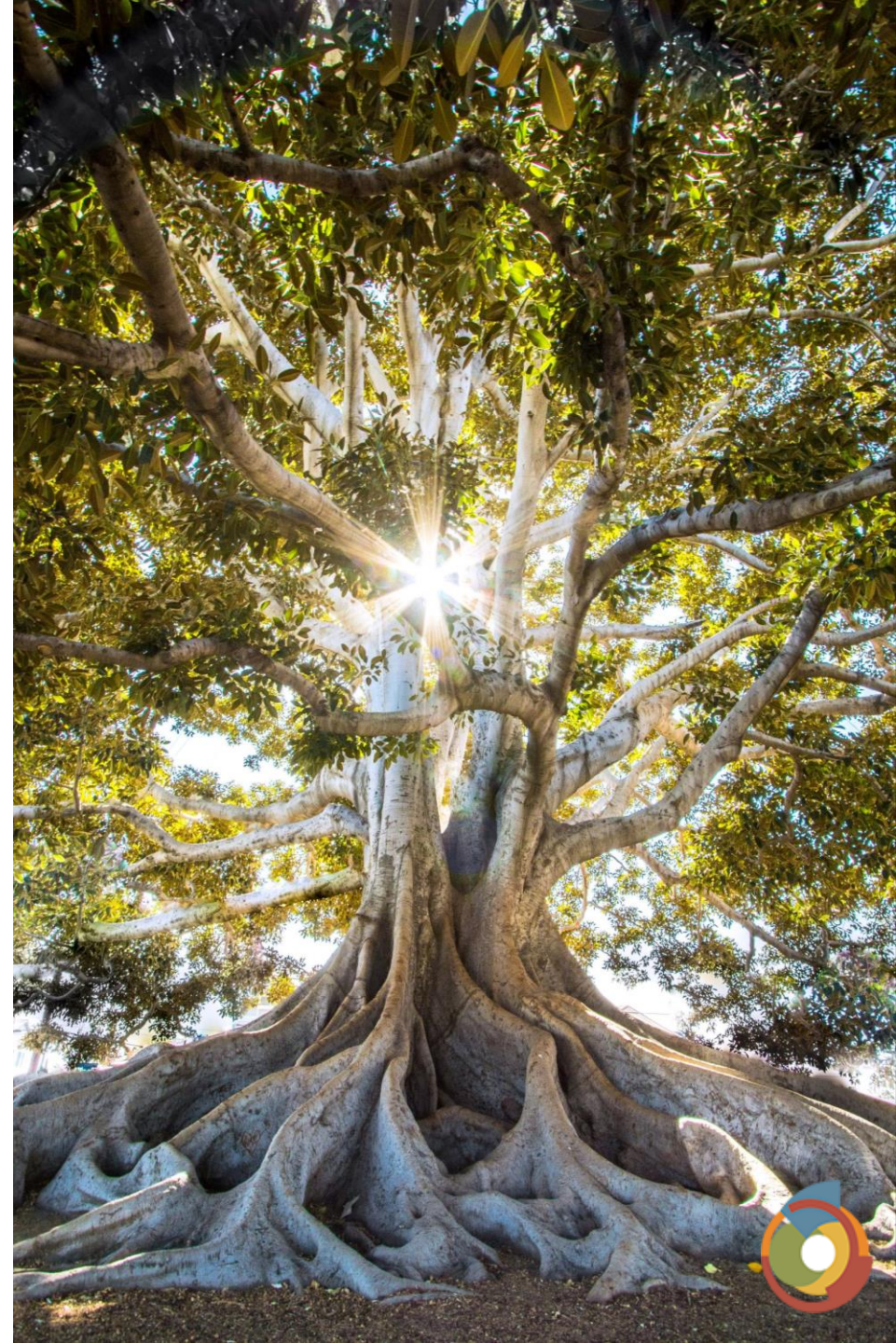
Being firm & clear on your purpose amplifies your personal resilience.



Reflection Activity

Using the list of Core Values:

- Take some time to determine your core values. What brings you to this work?
- How may your core values be reflected in your mission statement?
 - What do you hope will be true as a result of your work?
 - What impact do you want to have on others or the world?



Managing Stress

Making Space to Bring the Best of
Ourselves Each and Every Day





Keeping Stress in Check

- Physical Activity
- Talking to Someone
- Getting enough Sleep
- Making a List
- Time with Others
- Moderate Indulgences
- Eating Healthy
- Time Alone
- Comfort of Pets, Animals
- TV, Movies, Video Games
- Reading
- Spiritual Practices, Prayer
- Mindfulness, Meditation



What Gets in the Way?



Time



Energy



Competing
Priorities



Professional
Demands



Caregiving



Finances



Mental Health



Guilt



A routine of wellness that fosters your professional resilience is built in small moments with persistence and practice.

Big Idea



HOW ARE YOU FEELING?



Awareness and Action

- 5 – Acknowledge & breathe, take space, ask for help
- 4 – Acknowledge & pause, select a strategy
- 3 – Acknowledge & pause, shift your energy, mix it up
- 2 – Acknowledge & pause, spend time here
- 1 – Acknowledge & celebrate joy, share with others



5-10-30

2 - 5 Minutes

- Smile
- Breathe
- Take your stress temp
- Respond to an email that has been nagging you
- Acknowledge one of your accomplishments
- Chat with a co-worker
- Sing out loud
- Jot down dreams

10 Minutes

- Clean up your workspace
- Write in a journal
- Call a friend
- Meditate
- Dance/Get up and move
- Assess your self care
- Discuss training opportunities with your supervisor
- Lead a mindfulness activity at a staff meeting

30 Minutes

- Get a massage
- Exercise
- Read non-work related literature
- Discuss self-care, burnout and compassion fatigue at a meeting
- Have a “walking meeting,” where you walk outside with a colleague rather than meet in the office
- Take an actual break for lunch



Perspective Shift

Mind



ATTENDING TO THE STORIES WE TELL OURSELVES

Body



ACTIVE STRESS MANAGEMENT AND COPING



+

o

Compassion
Satisfaction is
the pleasure
you derive
from your
work

o

Correlated with the levels with
which you:

- Feel satisfied and enjoy your work
- Feel positive towards those with whom you work
- Feel you actually are helping others (“*I make a difference.*”)
- Feel you are able to keep up with the work



Let's Chat!


Think about times when you do for others. This can be as part of your professional role or in your personal life.

Discuss:

- What contributes to an experience of compassion satisfaction for you?
- What fills you up?
- What makes you feel successful?
- When you offer support to others, what do you notice about yourself?







Keeping it simple and starting with the basics of healthy living is a great place to begin.

Big Idea

Personal Self-Care Plan

- Getting enough sleep
- Eating nutritious foods
- Drinking enough water
- Exercising regularly
- Enjoying simple pleasure

My Grandmother's Hand by Resmaa Menakem



Oxygen Masks

Mindfulness | Gratitude

Remove extraneous stress

Say “No” to support your “Yes”

Make a to-do list in the form of a running record

Leave on time | Take your lunch break | PTO

Identify as a facilitator, guide or mentor

Set out of office notifications | Do Not Book times

Role Model: I don't understand | I need help | I'm sorry



A woman with her arms raised in celebration, wearing a teal dress, surrounded by a shower of colorful confetti against a light beige background. The scene is captured from a low angle, looking up at her.

REJUVENATE!





SOCIAL

INTELLECTUAL

EMOTIONAL

PHYSICAL

CREATIVE

SPIRITUAL



From Self-Care to We Care

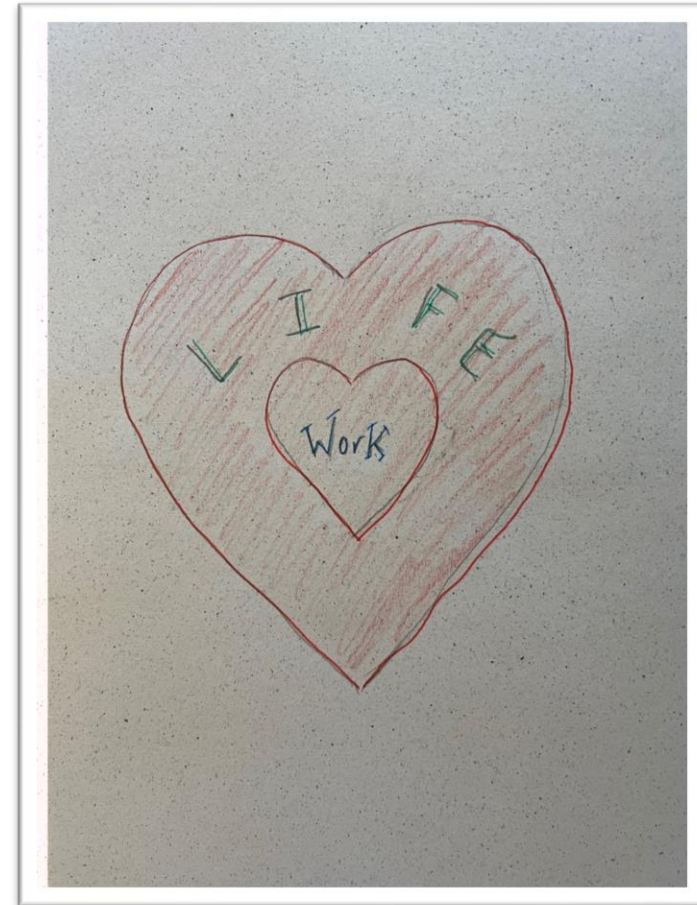
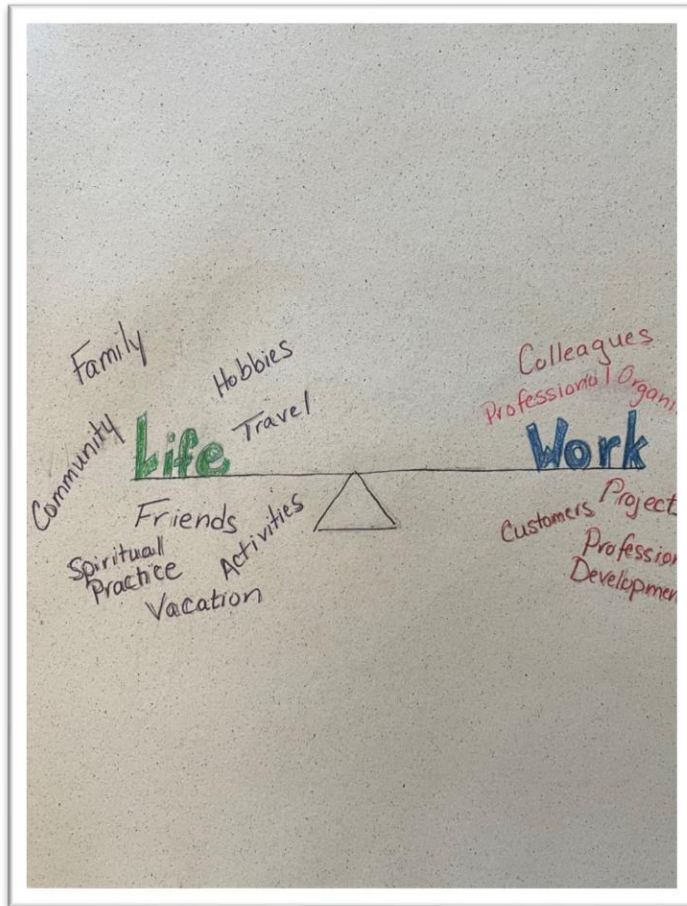
Creating a Culture of Care that
Supports our Wellness as Individuals
and as a Professional Community



Balance

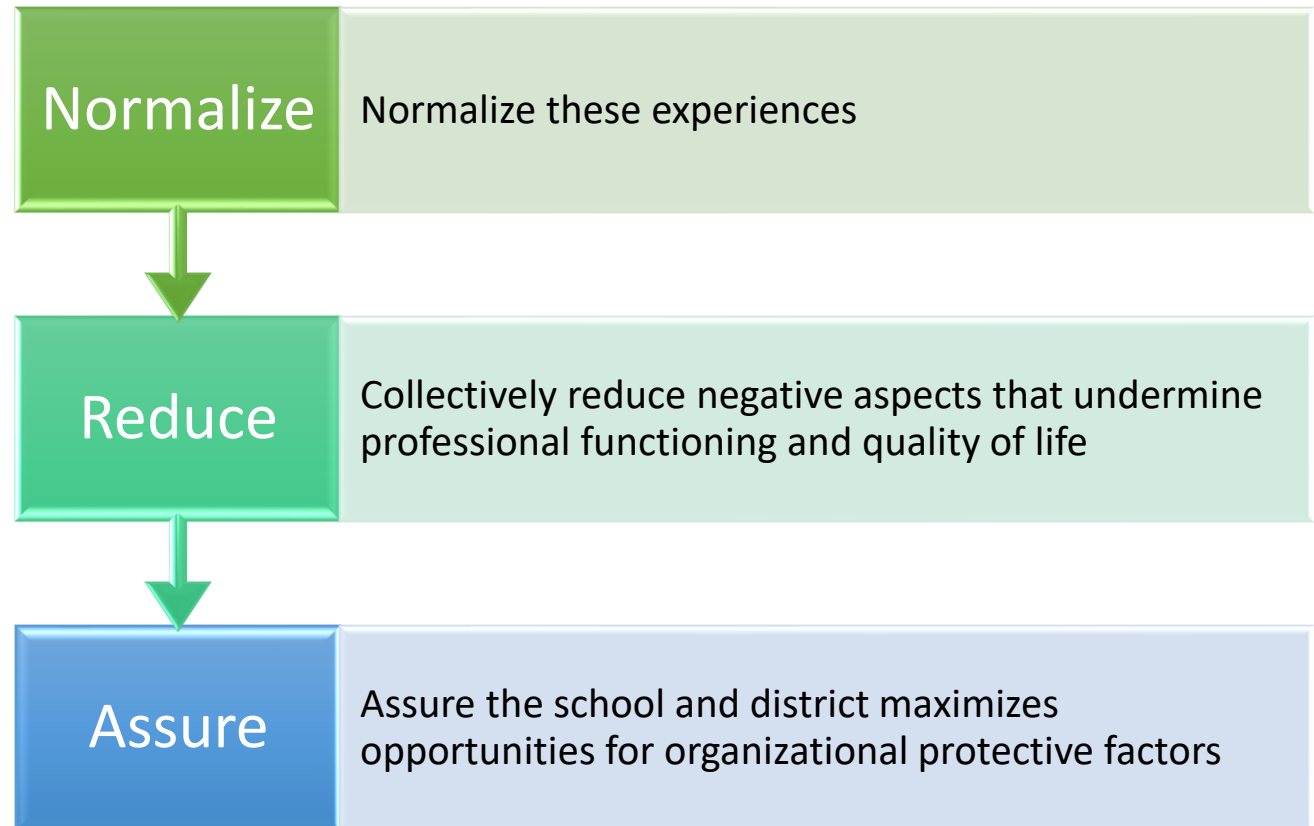


Integration



Steps to Compassion Resilience

1. Seek to identify and understand stressful experiences that relate to working in education.
2. Seek to understand and identify the rewarding experiences that relate to working in education.



Practice Shift

Expectations



MENTAL MODELS OFTEN LEFT UNSPOKEN

Agreements



SHARING PERSPECTIVES TO FOSTER
COMMON UNDERSTANDING



Teamwork

Build check-ins into appropriate routines; monitor for change

- How are you feeling today?
- Last week you were feeling stressed. Is today better, worse or the same?
- What do you notice that is different about yourself since this all began?

Invite reflection on emotions in relation to specific experiences

- How are you feeling after that parent meeting?
- How did it feel when you were finally able to connect with that student and their family?

Reflect on observable affect and behavior

- It looks like you might be feeling kind of worried

Normalize and validate

- Most of the people I talk to are feeling the same. Having some trouble sleeping makes complete sense with everything going on. Have you found anything that helps you?





BRAINSTORM



RECORD YOUR
PLAN



SHARE WITH
OTHERS



PRACTICE, PROMPT
& ENCOURAGE

I _____ed it out...



Let's Chat!

Reflect on today's learning.

- What protective factors help you stay healthy while doing the challenging work that you do?
- What do you do at the end of a workday to put stresses or exposures to others' trauma away before you go home?
- What action will you take?





Questions | Discussion

“Almost everything will work again if
you unplug it for a few minutes,
including you.”
~ Anne Lamott

“Sometimes the most important
thing in a whole day is the rest we
take between two deep breaths.”
—~Etty Hillesum

“If your compassion does not include
yourself, it is incomplete.”
~ Jack Kornfield





CCSI

Coordinated Care Services, Inc.

Innovative Solutions in Human Service Delivery

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Resources

- [Compassion Resilience Toolkit for Educators](#)
- [The Heart of Learning and Teaching: Compassion, Resiliency and Academic Success](#)
- [Professional Quality of Life Scale \(ProQOL\)](#)
- [Challenging Your Thoughts and Beliefs](#)
- [Center for Parent and Teen Communication](#)
- [Hope and Healing in Urban Education](#) by Dr. Shawn Ginwright
- [Building Resilience in Children and Teens, 4th Edition](#) by Dr. Kenneth Ginsburg
- [Reaching Teens, 2nd Edition](#) by Dr. Kenneth Ginsburg and Dr. Zachary McClain
- [Onward: Cultivating Emotional Resilience in Educators](#) by Elena Aguilar
- [Fostering Resilient Learners](#) by Kristin Souers and Pete Holl



Video Links

- [The Space Between Self-Care and Self-Compassion](#) | Kristen Neff | TEDx | 19 min.
- [Beyond the Cliff](#) | Laura van Dernoot Lipsky | TEDx | 19 min.
- [3 Part Breath](#) | Kristen Warner | 6 min.



WINDOW OF TOLERANCE- TRAUMA/ANXIETY RELATED RESPONSES:

Widening the Comfort Zone for Increased Flexibility

