



LeaderCorps Virtual Meeting

May 13, 2020

2:30 PM – 4:00 PM



Welcome!

- Please post in the chat box:
 - Name
 - AmeriCorps Program



Preventing Burnout through Self-Care

Adapted from:

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Agenda

- What is burnout?
- Why do we care about it?
- Symptoms of burnout
- Domains of self-care
- Emergency self-care
- Transitions
- Creating a self-care plan
- Self-care, supervision and workplace culture
- Resources

What is burnout?

- Burnout is caused by chronic workplace stress and is characterized by exhaustion, increased mental distance from one's job or feelings of negativism or cynicism related to one's job and reduced professional efficacy.
 - Compassion Fatigue
 - Vicarious Trauma/Secondary Traumatic Stress



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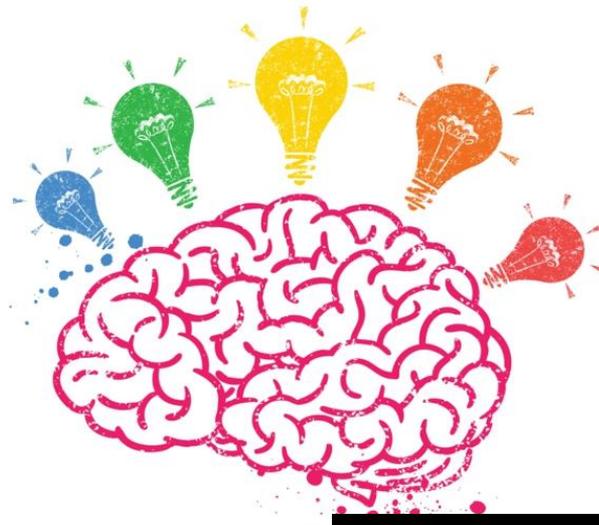


Symptoms of Burnout

- Insomnia
- Irritability
- Depressed Mood
- Lack of enthusiasm for things you once enjoyed
- Estrangement from others
- Fatigue
- Difficulty separating work and personal time
- Difficulty staying on task or concentrating
- Feelings of resentment
- Lack of compassion toward others
- Increased use of vices (alcohol, drugs)

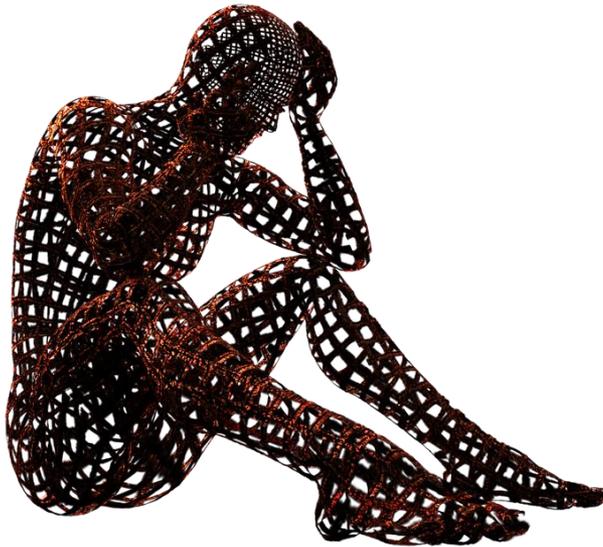
Your Turn!

- What service activities, stressors or other factors might contribute to burnout for you as a member?



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Why are we worried about burnout?



- Causes stress
- Causes loss of empathy
- Loss of capacity
- Moving away from service-oriented professions

Domains of Self-Care

- Physical
- Emotional/Psychological
- Social
- Personal
- Professional
- Spiritual



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Physical Self-Care

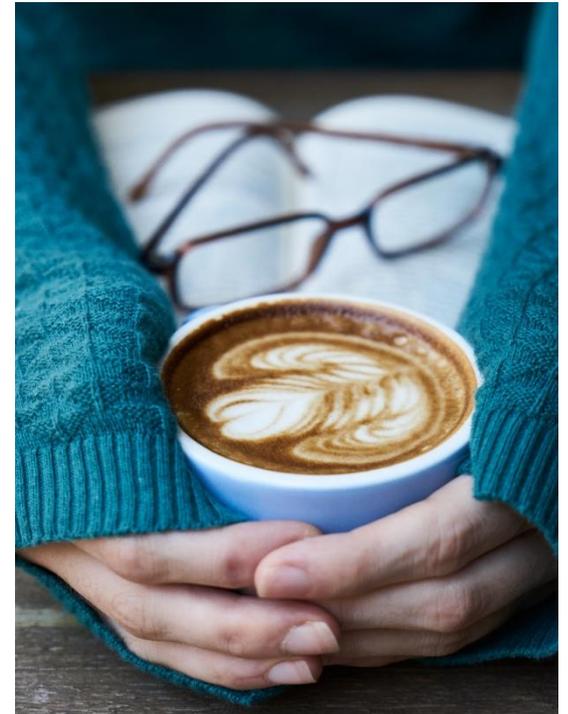


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- Activities that help us care for our physical bodies and physical needs
- **Outcome:** To feel physically well.
- **Examples:**
 - Getting the proper amount of sleep
 - Eating well
 - Jogging/Walking
 - Yoga
 - Meditation
 - Taking vitamins
 - Seeing the doctor regularly

Emotional/Psychological Self-Care

- Activities that help us care for our emotional and psychological needs
- **Outcome:** To feel satisfied emotionally and psychologically.
- **Examples:**
 - Counseling/therapy
 - Supervision
 - Support Groups
 - Journaling
 - Reading
 - Aromatherapy
 - Healthy boundaries
 - Allowing yourself to feel your emotions
 - Hobbies
 - Engaging your mind to learn something new



Social Self-Care

- Activities that help us care for our social needs and nurture our interpersonal relationships
- **Outcome:** To feel connected to the important people in our lives.
- **Examples:**
 - Attending a support group
 - Coffee with a co-worker
 - Joining a book club
 - Dinner with a friend
 - Phone calls with out of town friends
 - Spending time with our romantic partner
 - Spending time with family and kids
 - Healthy boundaries



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Personal Self-Care

- Activities that help us care for our personal needs
- **Outcome:** To feel accomplished in our personal lives.
- **Examples:**
 - Healthy boundaries
 - Making and achieving goals
 - Errands or tasks around the house
 - Making and keeping appointments
 - Completing large tasks such as taxes or budgeting
 - Having an organized, comfortable space



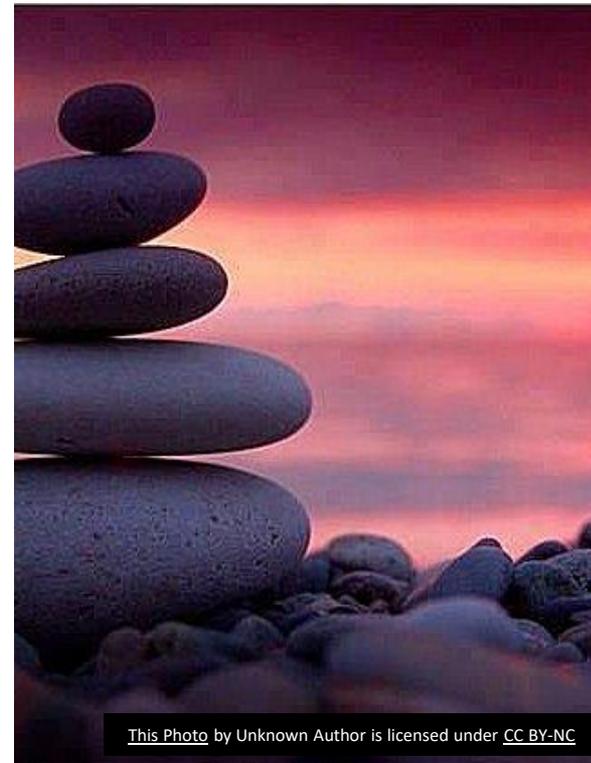
Professional Self-Care



- Activities that help us care for professional needs and goals
- **Outcome:** To feel positively about our professional self.
- **Examples:**
 - Taking on more challenging responsibilities
 - Learning new professional skills
 - Attending conferences or workshops
 - Acquiring licensure or certifications

Spiritual Self-Care

- Activities that help us care for our spiritual needs. This does not have to be religious in nature. It could be about activities that help you feel connected to society as a whole.
- **Outcome:** To feel connected to something greater than ourselves.
- **Examples:**
 - Attending religious or spiritual services
 - Volunteer work, board service
 - Advocacy
 - Meditation



Domains of Self-Care

- Physical
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Emergency Self-Care

- Tools to self-soothe when faced with an unexpectedly stressful event
 - Have a few discrete/subtle activities
- **Outcome:** To remain calm and to make rational decisions.
- **Examples:**
 - Deep breathing
 - Grounding exercises
 - Coloring



Transitions

- Transitions are difficult
- Ensure smooth transitions by planning self-care in between
- **Outcome:** To be present and engaged during all activities of the day.
- **Examples:**
 - Listening to music
 - Snack/coffee break



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Self-Care Plan

- Everyone should have a maintenance plan with a good mix of activities that cover each domain every week
- Don't reinvent the wheel—start with activities that have been successful in the past
- Find balance between effective and overwhelming—even small increases in self-care can help!
- Think through any possible obstacles to self-care activities
- Martyrdom is not necessary—you can be great at your job and life AND maintain excellent self-care



Activity: Create Your Own Self-Care Plan

Self-Care Plan		
Domain	Current Activities	Activities to Try
Physical	Vegan diet, taking vitamins, walk the dog, 6-7 hours of sleep per night, yoga	
Emotional/Psychological	Bubble bath, reading, listen to music, movies/film, art exhibits, journal, coloring, being in nature, meditation	
Social	Coffee with a neighbor, brunch with a friend, movie/pizza with kids, live music with friends, phone call with out-of-town friend, happy hour	
Personal	Paying bills and sticking to my budget, errands and house cleaning, avoiding procrastination	
Professional	Yearly professional goals	
Spiritual	Volunteering, meditation, yoga, being in nature,	
Emergency Self-Care	Twirling hair, coloring or doodling, grounding exercise, deep breathing	
Transitional Self-Care	Listening to music, no news, talking to a friend on the phone, pinterest	



Self Check-In

- Ask yourself three questions during the week:
 - What am I feeling physically right now?
 - What emotions am I feeling right now?
 - What is one thing I can't stop thinking about today?

- What self-care domain might I need to strengthen?

Tips

- Model good self-care
- Be transparent and authentic about your own self-care
- Incorporate self-care into your organizational culture
- Message it as a necessary part of a healthy career
- When life gets difficult, self-care should INCREASE



Questions?



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One Final Thought



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Resources

- [Self-Care Wheel: https://www.olgaphoenix.com/key-offerings/self-care-wheel/](https://www.olgaphoenix.com/key-offerings/self-care-wheel/)
- [Developing your Self-Care Plan: http://socialwork.buffalo.edu/resources/self-care-starter-kit/developing-your-self-care-plan.html](http://socialwork.buffalo.edu/resources/self-care-starter-kit/developing-your-self-care-plan.html)
- [The New Social Worker Magazine, *What I Wish I had Known*: https://www.socialworker.com/feature-articles/field-placement/What I Wish I Had Known Burnout and Self-Care in Our Social Work Profession/](https://www.socialworker.com/feature-articles/field-placement/What-I-Wish-I-Had-Known-Burnout-and-Self-Care-in-Our-Social-Work-Profession/)



Share-Out

- How has LeaderCorps impacted you/your service both personally and professionally?
- 1-2 program highlights
- What are your post-service next steps?



Survey

- Email will be sent with survey link
- Keep in touch—share your contact info



**Thank you for participating in
LeaderCorps!**