

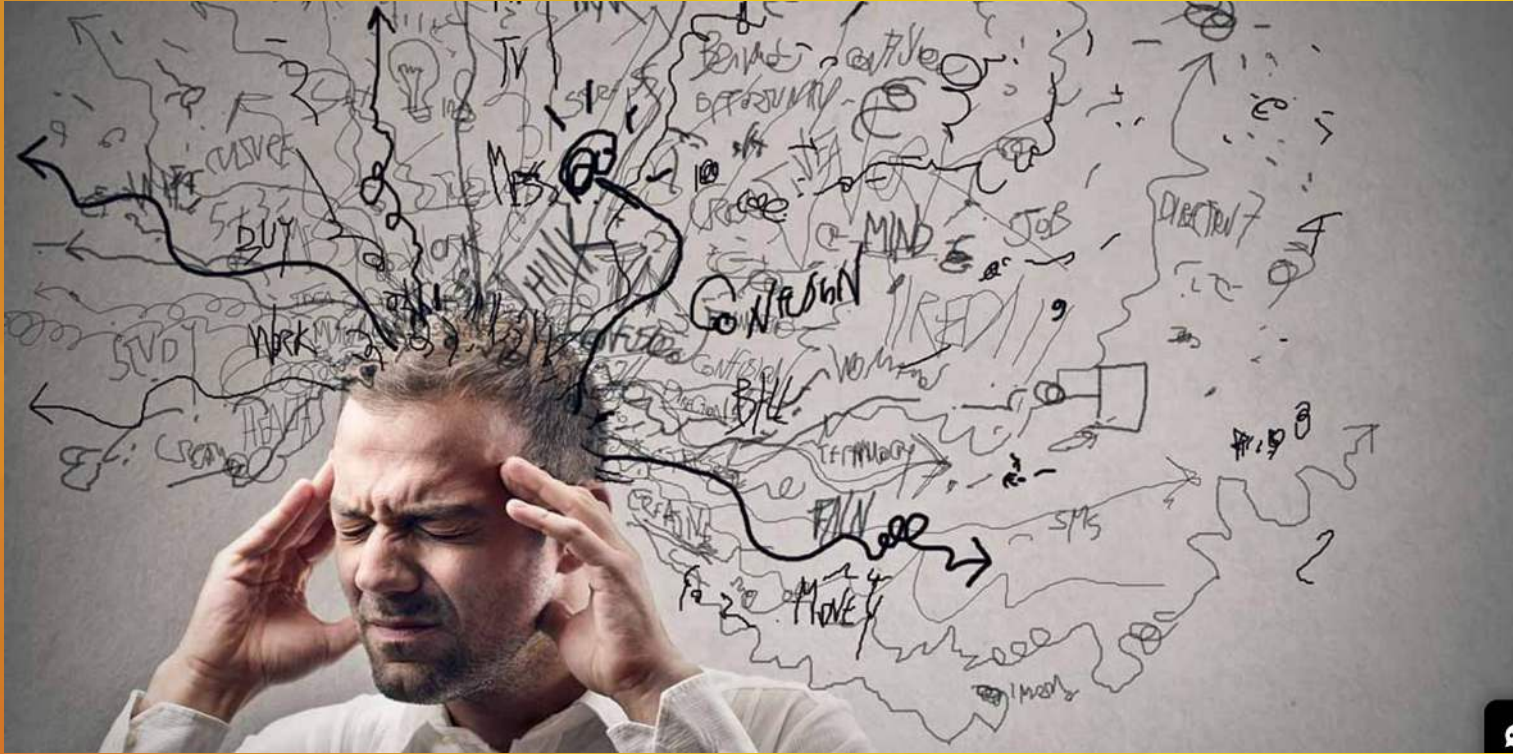
The Struggle is Real: Strategies to Navigate the Challenges



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What is Burnout???



MOVING LYRICS



What is Burnout???

The Struggle is Real: Strategies to Navigate the Challenges

What is it? (and When is it Something Else)

Why is it important? (...to not go down with the ship)

-Surgeons and Therapists

How can I Steer Through It? (5 Anchors)





....The problem is not with compassion directed toward (others) but with a lack of compassion for ourselves.” -Mate

- 1)What extra weight are you carrying?
 - 2)Do you tell yourself you are not enough?
 - 3)Are your expectations of yourself realistic?
 - 4)Are you trying to fix the unfixable?
- What are the signs???



- **Tired or Fatigued**
- **Loss of Motivation**
- **Withdrawal**
- **Loss of Enjoyment**
- **Apathy**
- **Substance Abuse**
- **Bottled up emotions**
- **Loss of sense of purpose**

You can't really love someone else unless you really love yourself first.

-Mr. Rogers



Early
Intervention

=

Fewer
Minions





Explicit
Trauma

Implicit
Trauma

Intergenerational
Trauma

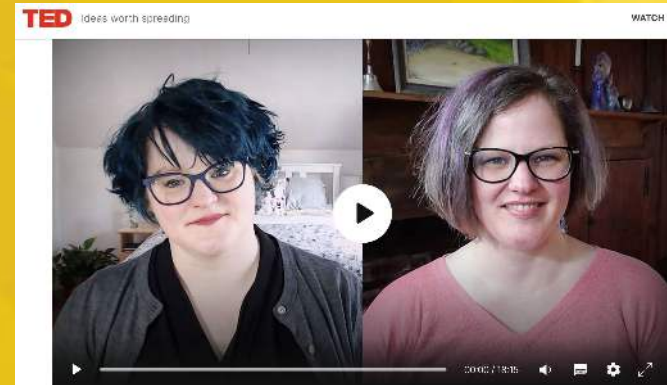


....But the reality is we come into this work with trauma...and we know how to tamp



The Cure For Burnout (hint: it isn't self-care)

Complete the stress cycle
Connection is key
Care for self (sleep)
Create mindfulness techniques
that work for you! What do you do???



<https://www.youtube.com/watch?v=PrJAX-iQ-O4> (8.14)

Signs and Symptoms of PTSD

(symptoms lasting longer than 30 days) Implicit/Explicit

- Intrusive thoughts about the event
- Irritability and somatic complaints
- When my world view has changed
- Trouble sleeping
- Excessive worry about the future (hyperarousal)
- Dreams about the event (racism)
- Perseverating about the event (don't doesn't work)
- Physiological reactivity to cues that symbolize the event
- Delayed response (shock and misunderstood)
- When friends and family are not enough

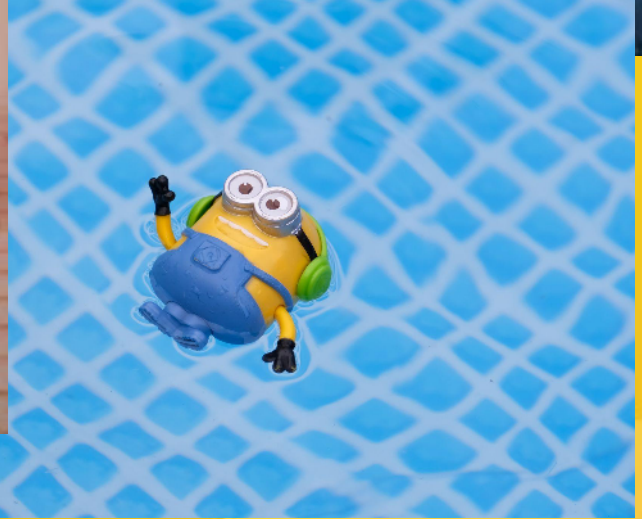
-DSM

















- 1) Borrow Strength (Connect)
- 2) Calm Your Nervous System (Down/up Regulate)
- 3) Change Your Lens (Remember it's not all bad)

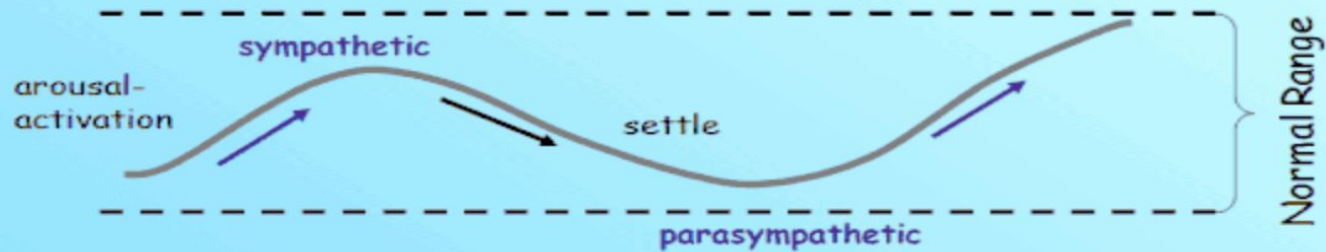




Find Calm in the Storm!

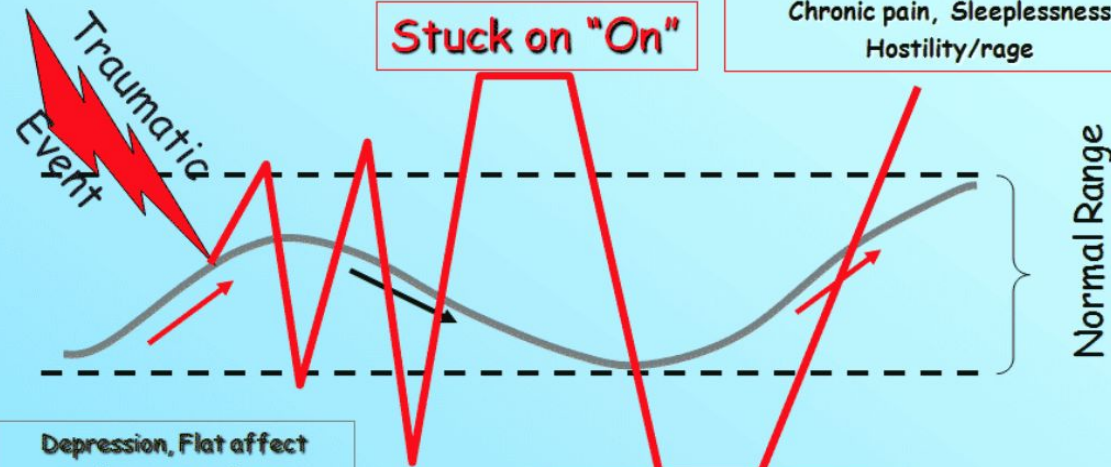
**Window of Tolerance
Mirror Neurons**

A Healthy Nervous System

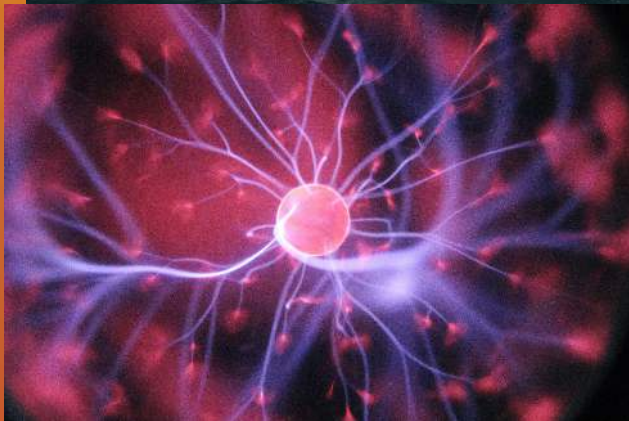


Symptoms of Un-Discharged Traumatic Stress

Anxiety, Panic, Hyperactivity
Exaggerated Startle
Inability to relax, Restlessness
Hyper-vigilance, Digestive problems
Emotional flooding
Chronic pain, Sleeplessness
Hostility/rage



Depression, Flat affect
Lethargy, Deadness
Exhaustion, Chronic Fatigue
Disorientation
Disconnection, Dissociation
Complex syndromes, Pain
Low Blood Pressure
Poor digestion



WE crave the corrective experience



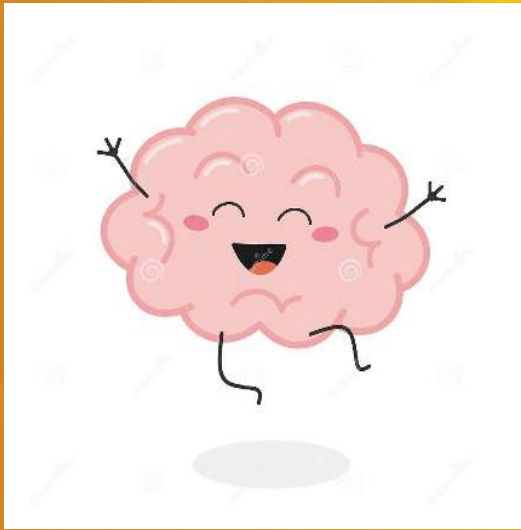
A **mirror** neuron is a neuron that fires both when an animal acts and when the animal observes the same action performed by another. Thus, the neuron "**mirrors**" the behavior of the other, as though the observer were itself acting.

wikipedia



We are their window of tolerance (oxygen met.)
We need healthy brains (caring, present, calm)
We are also at risk (empathy)





- 1) We need both Stress & Regulation
- 2) Dose as Necessary - The Toggle
- 3) Early Intervention is key (but it is Never too Late)
- 4) Calm Your System THEN Process



Re-connect to Ourselves
Re-connect to Others

Develop Compassion for Ourselves
Develop Compassion for Others

Securely Attach to Ourselves
Securely Attach to Others



2 Minute Skills and Strategies

-Regulation Dose! ??? (Syn. Play Therapy)

- Laughter is the Best Medicine
 - Power Pose (Cuddy)
 - Gratitude and Gifts
 - Stretching
 - Drink Water (Breathe)
 - **Mindfulness** and Meditation
 - Healthy Distract
 - Talk To Someone
 - Don't Forget to **Breathe**
 - Cute Animal or Kid Breaks
- CONSISTENCY!!!!**





CONSISTENCY IS KEY

- Ask 'how are you?'
- Offer to help.
- Be kind ongoing.
- Look out for each other.
- Practice gratitude.
- Make them laugh.
- Give gifts of appreciation.
- Help people feel safe.
- ???

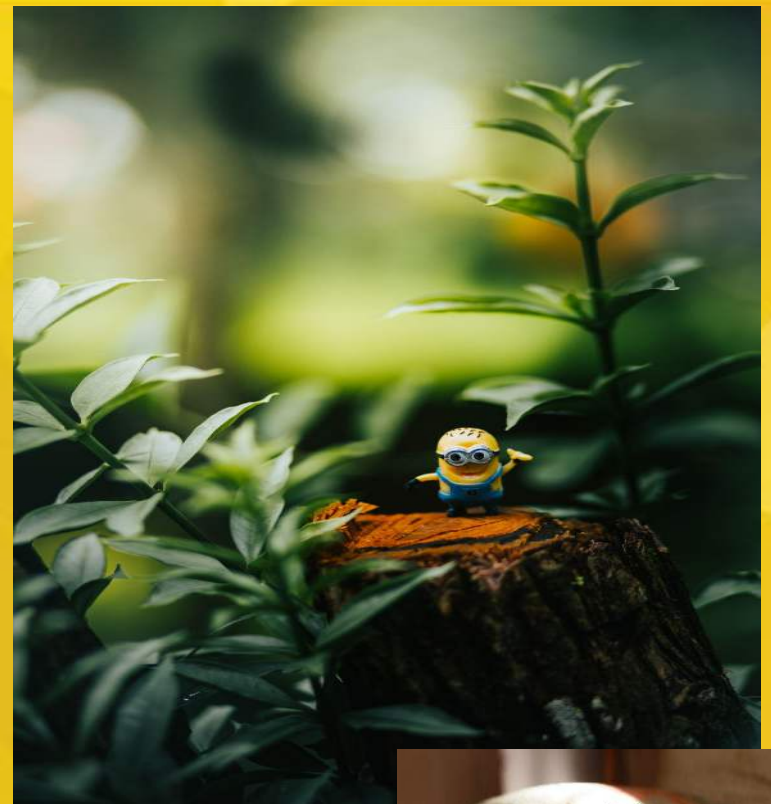
LEAD BY EXAMPLE

-Sinek



- https://www.youtube.com/watch?v=jNVPaINZD_I
- THINK ABOUT THE POWER OF A MOMENT

Bi-Lateral Music
Nature and Exercise
Essential Oils
Curiosity
Brainstem Bath
Move Your Digits
Gentle Pressure
Resource Brainspotting
Cat Scan
Imagine a person, object, or animal



<https://www.youtube.com/watch?v=TKQcAzBpKew>





KNOW YOUR (OR CREATE) YOUR PROTOCOLS





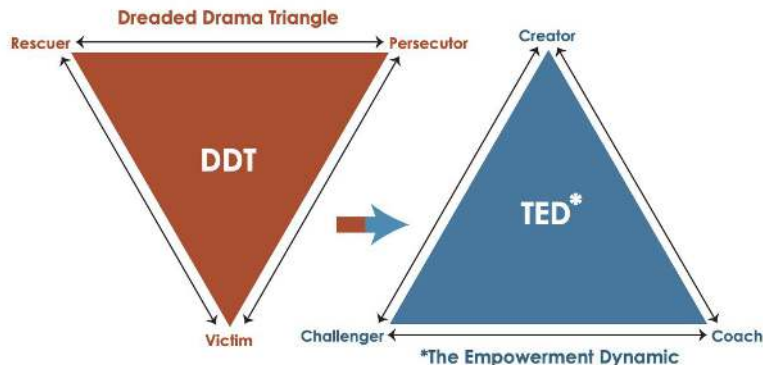
Where You Look Affects How You Feel. - David Grand

THE DRAMA TRIANGLE

Understanding the three roles of victimhood



The TED* framework is an exciting new facilitation and coaching tool. The Dreaded Drama Triangle (DDT)[™] roles of Victim, Persecutor and Rescuer help people to see the disempowering roles they may take on. But what are the alternative roles? The TED* roles of Creator, Challenger and Coach are powerful alternatives to the DDT and increase our capacity to be "at choice" in most circumstances. Contact us to learn more about our products and services.



Victim

Thinks they are powerless and at the mercy of life circumstances. Is unwilling to take responsibility for what happens in their life.

Persecutor

Thinks they must win at any cost. Controls others through blame, criticism, and oppression.

Rescuer

Intervenes on behalf of the Victim to save them from perceived harm. Fosters dependency by relieving the Victim from taking responsibility.

Creator

Focuses on vision and desired outcomes. Takes full responsibility for initiating action to achieve their desired outcome.

Challenger

Sparks learning by challenging assumptions and the status quo. Focuses on improvement and development by holding people accountable for taking action.

Coach

Empowers people through inquiry to gain clarity.



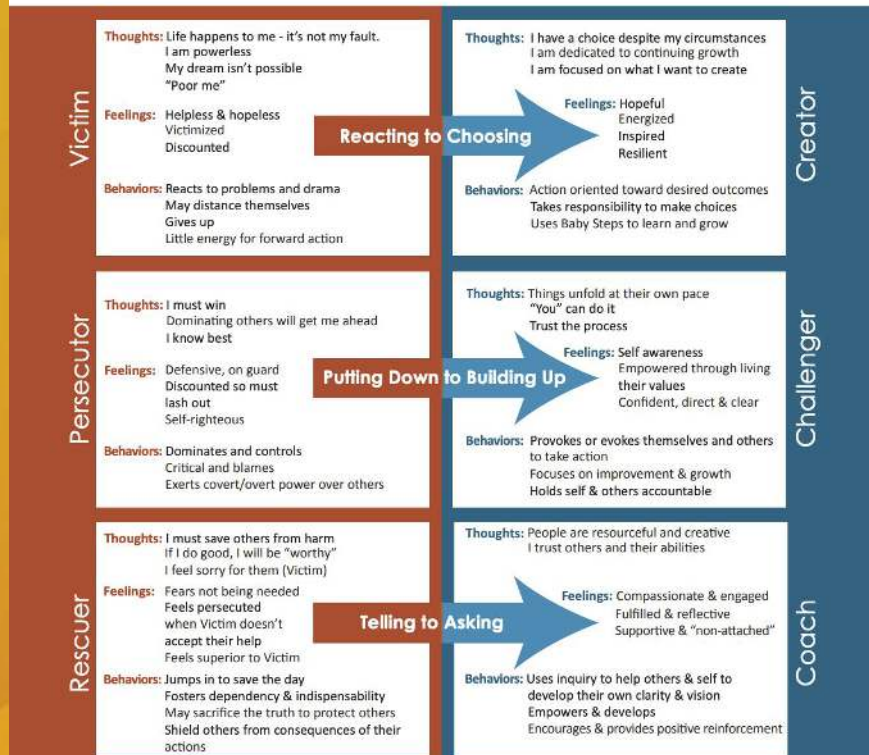
David Emerald is the author of *The Power of TED**, an executive coach, and uplifting keynote speaker who lives in the Pacific Northwest with his wife and business partner, Donna Zajonc.

A master facilitator and speaker, what sets David apart is his authentic style of presenting. David has over thirty years of experience of leadership development that has led to developing his simple, yet profound, TED* framework.

Donna Zajonc MCC, Director of Coaching and Practitioner Services for the Power of TED*. Donna has over fifteen years experience as a leadership coach, keynote speaker, facilitator and trainer. She is passionate about building individual and collective capacity to help shift from reactive conversations to more creative and empowering dialogue.



At the heart of TED* (*The Empowerment Dynamic)™ is learning to shift from reacting to choosing our response to life events. The Empowerment Dynamic is the antidote to the Drama Triangle, (first described by Stephen Karpman, MD) and its three toxic roles of Victim (the primary role), the Persecutor (who the Victim blames for their suffering) and the Rescuer (who steps in to relieve the Victim's suffering). TED* represents a shift from the Drama Triangle to empowering relationships through its more resourceful roles of Creator, Challenger and Coach. People who live and work from the TED* framework, learn to choose their response to life, irrespective of circumstances.



Have **Compassion** and **Patience** for Others on the Team (ex. cw/bio/etc..)
Remember to **Stay Curious** (Brain Hack)



PRACTICING A “NO” DIET

DECIDE HOW LONG YOU PLAN TO PRACTICE

We recommend that you practice for at least two weeks, if not longer, to establish a new pattern of decision making.

THE PRACTICE

Step 1 When asked to do something, pause and take a breath and say “No,” either silently or out loud.

Step 2 Take three connected breaths, tune in and feel your feelings, then listen for your whole body yes. Does your body relax when you say “No,” even if you feel scared? Do you notice the intelligence of anger arising, letting you know that your “No” is not aligned? If you aren’t sure, allow yourself more time to make a decision.

Step 3 Claim your choice and learn from your experience. Looking back, was your “No” or “Yes” aligned?

SHARE YOUR PLAN WITH THE PEOPLE YOU REGULARLY INTERACT WITH

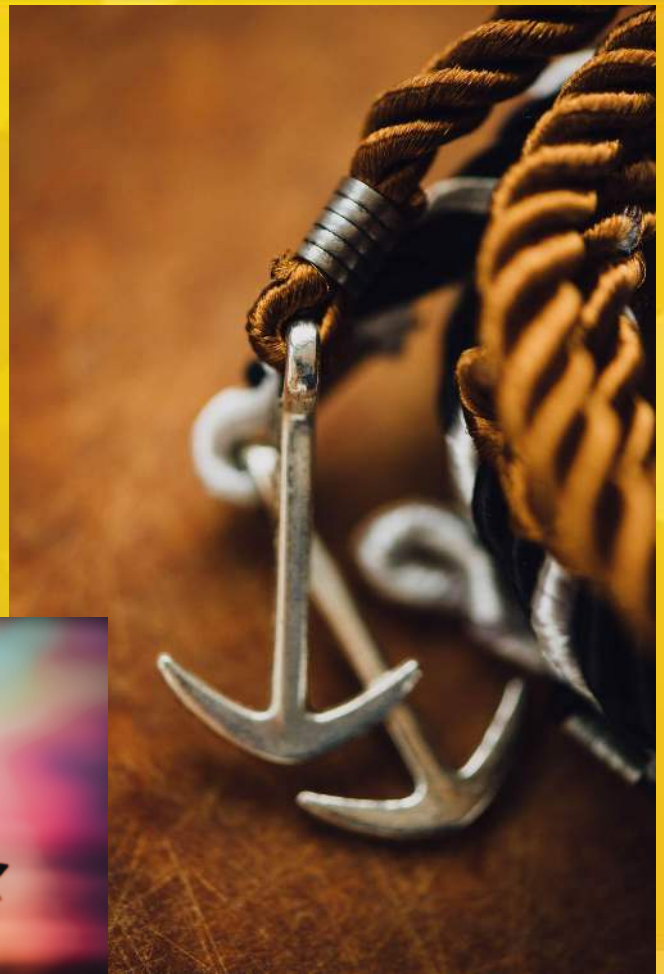
“I’m doing a practice to learn how to be more discerning about what I want to do and don’t want to do. For the next _____ (period of time) I plan to first say “No” to all requests, whether from you, others, or myself. After I say no, I’ll pause and see if the “No” feels aligned. If it does, I’ll honor my “No.” If it doesn’t, I’ll change my mind and discuss the specifics of what I am willing to do. If you notice me skipping over my practice, would let me know?”

WHAT TO SAY TO THOSE WHO DO NOT KNOW YOUR PLAN

- “Let me look at my schedule and get back to you.”
- “I’d like to sleep on it and give you an answer in the morning.”
- “Give me a moment to take a few breaths and think about that.”
- “Let me check with others and see if that works with what else we have planned.”
- “I’d like to say no for now and I’ll get back to you if I change my mind.”
- “I’ve got other plans (which might include resting) and won’t be able to.”
- It sounds like a great opportunity and I don’t like saying no, but I’m going to prioritize handling what I already have on my plate.”
- I’m not really sure what I want right now. Let me take some time to get clear and I will get back to you by _____.”



Connection
Boundaries
Compassion
Mindfulness
Resilience



Resilience

Focus on habit change

Remember you need both stress and regulation

Notice changes overtime 1) not as far 2) not as long

Practice with parts work

Build in exposure

Build the muscle

Go to therapy as needed

Celebrate the wins



<https://www.youtube.com/shorts/eOUsJ4NUAnU>



Mindfulness

Corrective experience by itself
Ultimate form of acknowledgement
Opens the brain (curiosity)
Size now vs. size then
Parts are paying attention to what I do now
Helps turn off future worry
Active and still meditation





Compassion

Gets us back into balance

Build resourcing (essence)

Practice With Parts of the Self

Remember true compassion

Exercise **compassion vs. shame**

Open up Your Brain (curiosity)



Compassion is

Bigger than all of it

Have it for your experience

Remember the law of rep.



Resilience

Focus on habit change

Remember you need both stress and regulation

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