

# Self-Compassion and Resilience

Supporting Myself While  
Supporting Others



# AGENDA:



## Recognizing Burnout:

- Burnout Culture in Non-Profits
- Systems responses vs. Individual responses

## Interrupting Burnout:

- Self-Compassion
- Definition (more than self care)
- Awareness (brain and nervous system)
- Practices (to choose from for toolkit)

## Managing Burnout

- Building a Personal Resilience Plan

# CHECK-IN

10  
9  
8  
7  
6  
5  
4  
3  
2  
1

Agitated; excited; hyperarousal

10  
9  
8  
7  
6  
5  
4  
3  
2  
1



Even, balanced, in the flow...

Low energy, depressed, exhausted, depleted

slido

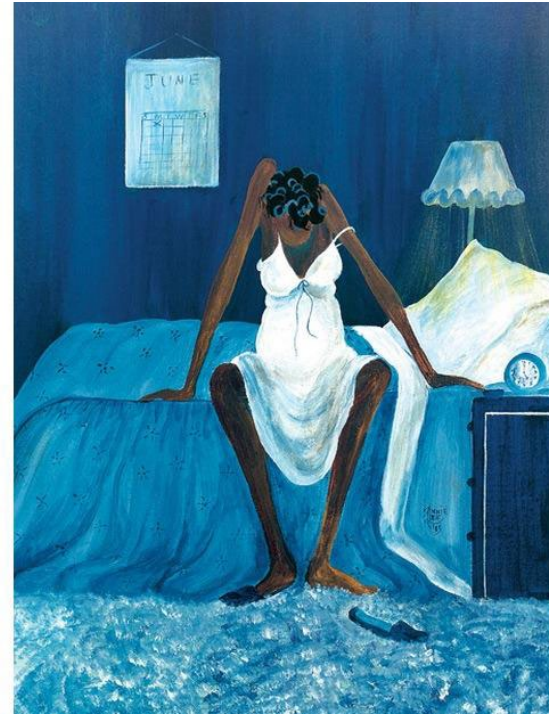


**On the scale from 1 to 10,  
where are you today?**

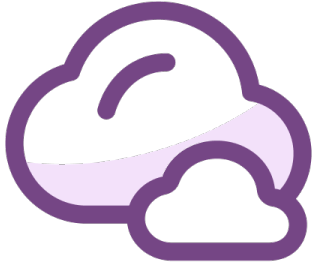
① Start presenting to display the poll results on this slide.

# BURNOUT:

- Emotional exhaustion (that no rest can help)
- Negativity or cynicism
- Depersonalization/Detachment (apathy, disinterest)
- Decreased Sense of Accomplishment/Inefficiency (helplessness/hopelessness)



slido



**Think of someone you know who is dealing with burnout - what is the first word that comes to mind?**

① Start presenting to display the poll results on this slide.

# At work, BURNOUT SHOWS UP like this

- Brain Fog: disorganized, unprepared, lack of follow-through, decreased attention
- Detachment/avoidance from work group activities (especially fun activities)
- Resentment of colleagues: with more flexibility/pay or with more manageable work load
- Recalcitrance: refusal to perform duties as directed (can be subtle/passive-aggressive)
- Abnormally reactive to feedback, suggestions, or constructive critique
- Helplessness: complaining/leaking/triangulation (ie not going to the source of the problem)
- Absenteeism: mental health and physical health
- Disengaging: participation in meetings decreases
- Physical evidence of tiredness, anxiety, tearfulness
- Working beyond scheduled hours
- Substance misuse
- Turnover/Quit/Leave job



# Why burnout in Nonprofit employees?

- Giving/Helping personality type – caring and empathic
- Vicarious/Secondary Trauma (supporting others in crisis can activate trauma response)
- Drawn to the work from past lived experience with challenges and/or trauma
- Lower wages and high stress responsibilities, especially at entry level/direct service positions
- Grant funding regulations and requirements add to stress of service delivery
- Remote work for some but not all
- Lack of investment in employee wellness (discretionary funding needed)



## Burnout Culture: Capitalism, Patriarchy, and the push to “Succeed”

- Vacation, paid leave, and time off
- Glorification of overwork
- Model of success – “having it all”
- Women/Female identified: being it all – nurturer, successful worker, etc
- White Supremacist culture: demands more from those on the margins in order to “fit in” or “succeed”
- Finances over Feelings

# Changing Burnout Culture by changing:

## Systems

Removing Burnout culture by:

- Role modeling resilient behavior
- Communicating commitment to resilience practices
- Shifting organizational culture to THRIVE-mode

## Ourselves

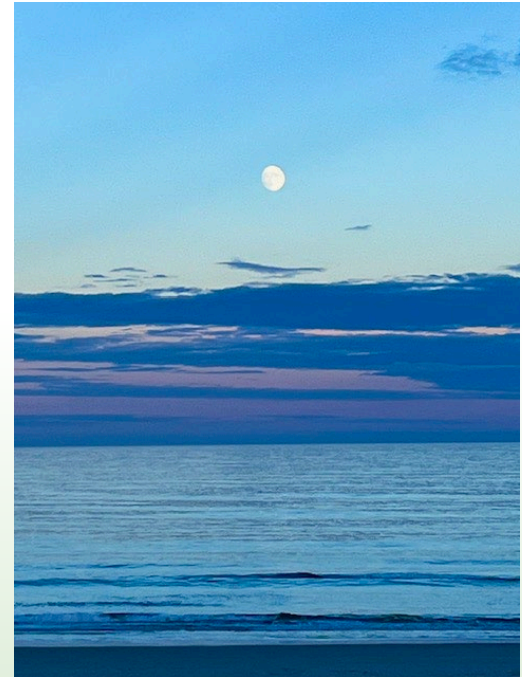
Removing Burnout habits through:

- Awareness of the 6 Cs
- Developing Personal Resilience Plans
- Practice, Adjust, Practice

# INTERRUPTING BURNOUT


It starts with feeding yourself, deeply caring for yourself, and clearing out that which does not serve you.

- Connect
- Conserve
- Challenge
- Complete
- Cultivate
- Calibrate



# CONNECT

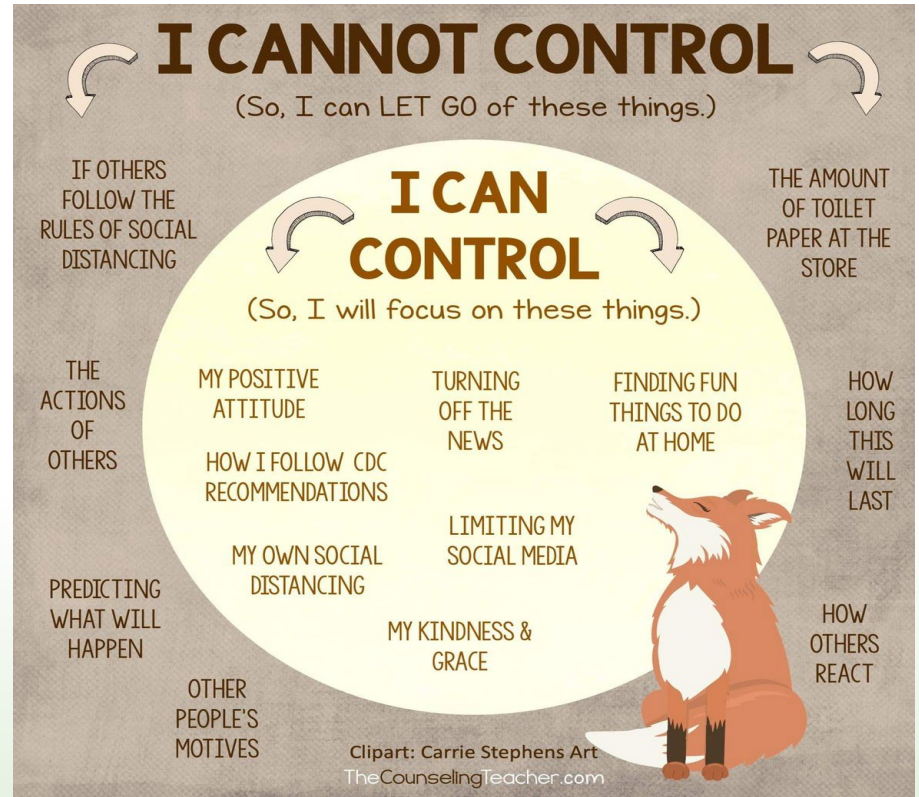




## Seven Ways to Strengthen “Connection”

- **Extend your comfort zone**
- **Random Acts of Kindness**
- **Discover the benefits of ‘weak ties’**
- **Express gratitude**
- **Acknowledge others daily**
- **Nurture your social network.**
- **Settle your differences**

**CONSERVE**  
**energy**  
**by letting go**



# CHALLENGE

**Cultural Norms:  
Capitalism, Patriarchy,  
and the push to  
“Succeed”**



- Set boundaries and make them known
- Celebrate and savor wins (even the small ones)
- Resist accommodations that don't work for you
- Focus on passion over pocketbook
- Embrace authenticity (against the fit-in culture)

# COMPLETE the Stress Response

Separating the stressor from the stress

## STRESSOR

The event or circumstance that causes a stress response in the brain and/or the body.

THE THING

## STRESS RESPONSE

The brain or body's response to a stressful event or circumstance.

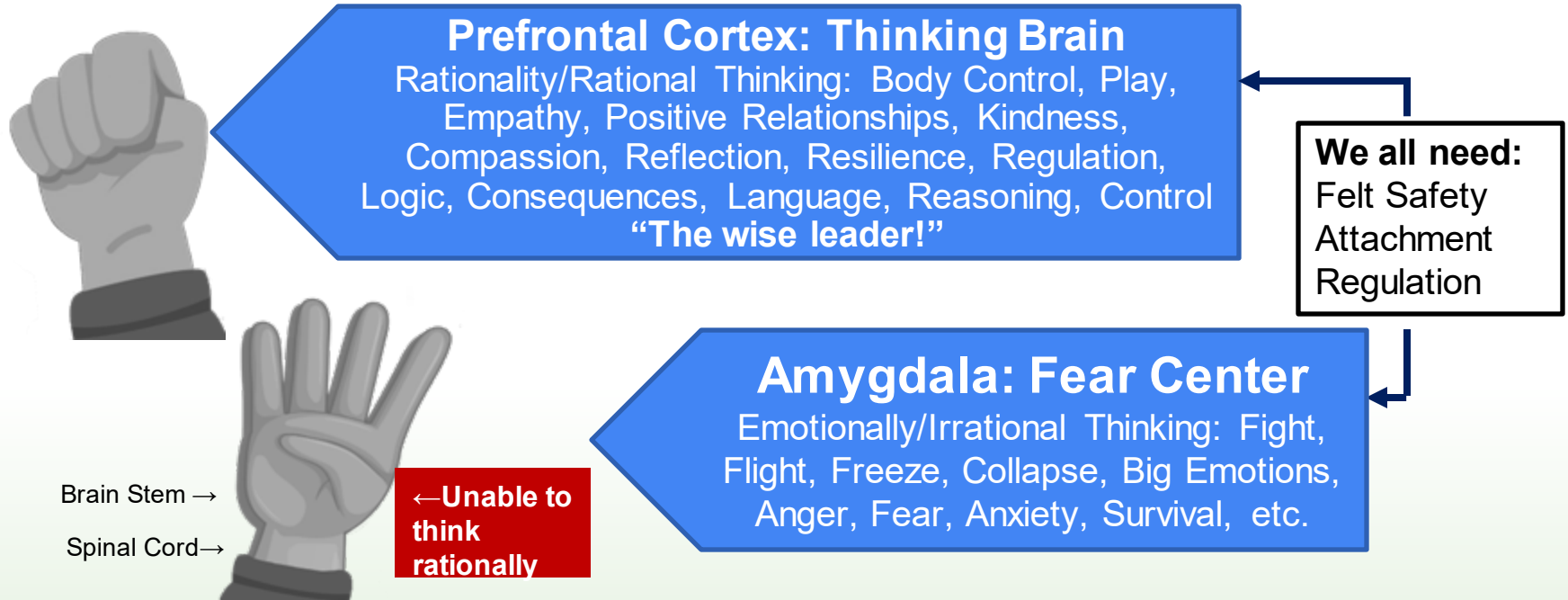
OUR RESPONSE TO THE THING

*You don't have to deal with the stressor directly to deal with the stress itself.*



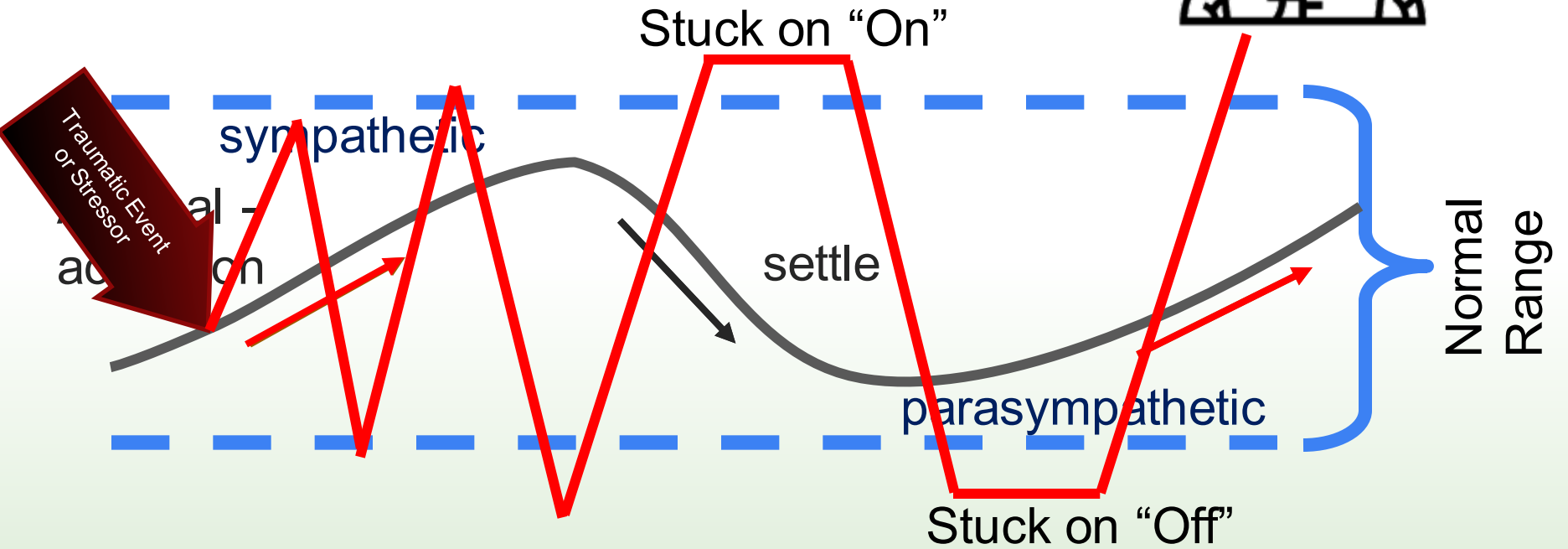
# Stress Response in the brain

Dan Siegel's Hand Brain Model



The Amygdala sends waves to the Hypothalamus (command center) which activates the Autonomic Nervous System: Sympathetic (Fight, Flight, freeze, collapse) and Parasympathetic (rest & digest)

# Stress response in the Nervous System



# Stress Response Can Show Up at Work

**FIGHT  
FLIGHT  
FREEZE  
FAWN**

## Trauma Responses



**Fight: Confront the threat.**

anger  
rage  
confrontation  
high energy



**Flight: Run away from the threat.**

anxiety  
panic  
avoidance  
high energy



**Freeze: Shut down to block out the threat.**

dissociation  
numbness  
shutdown  
low energy



**Fawn: Appease the threat.**

people-pleasing  
codependency  
lack of boundaries

PsychCentral

# COMPLETE the Stress Response

“Physical activity is what tells your brain that you have successfully survived the threat and now your body is a safe place to live.”

Emily Nagoski, PhD

## Discharge:

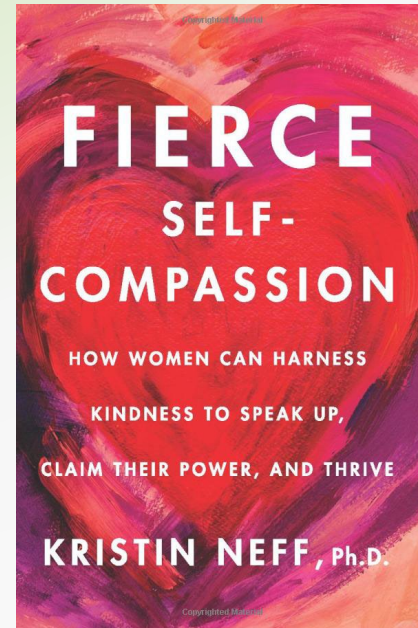
- Movement
- Exercise
- Dance
- Emote/Express – Laugh/Cry
- Play
- Shake
- Tapping plus

## Restore:

- Mindfulness/Meditation
- Awareness Cultivation
- Create: music, crafts
- Refocus (from screen to sky)
- Revive (spiritual feeding)
- Massage

# CULTIVATE Self-Compassion

“Self-compassion is a way of emotionally recharging our batteries. Rather than becoming drained by helping others, self-compassion allows us to fill up our internal reserves, so that we have more to give to those who need us.” — [Kristin Neff](#)



# Self-Compassion Exercise

**Please take out a sheet of paper and answer the following:**

1. First, think about times when a close friend feels really bad about him or herself or is really struggling in some way. How would you respond to your friend in this situation (especially when you're at your best)? Please write down what you typically do, what you say, and note the tone in which you typically talk to your friends.
2. Now think about times when you feel bad about yourself or are struggling. How do you typically respond to yourself in these situations? Please write down what you typically do, what you say, and note the tone in which you talk to yourself.

# “Self-Compassion Break”

Evoke the three aspects of self-compassion in the moment you need it most:

1. This is a moment of suffering
2. Suffering is a part of life
3. May I be kind to myself



# CALIBRATE:

To adjust precisely for a particular function



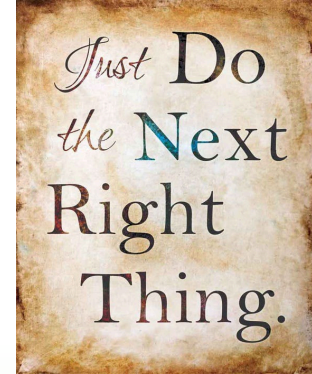
What is it that needs adjustment?



# A WORD ON ADJUSTMENTS: What if...?

## Resilience practices for “survival mode”:

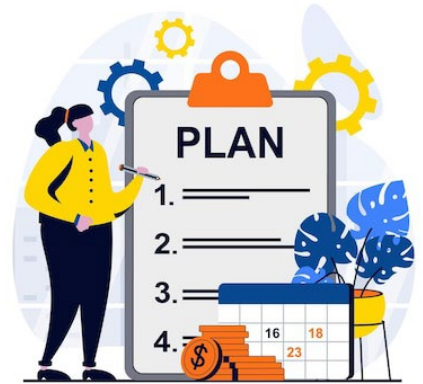
- Naming it - telling others – helps to set boundaries on expectations.
- Let someone know because you may need help, and you may find it.
- Stick with the Activities of Daily Living (ADLs)
  - Eat (as healthily as you can)
  - Hydrate
  - Sleep
  - Take a shower (daily hygiene)
  - Walk/Move
  - Avoid alcohol or illicit substances
- Keep looking for moments of mindfulness and gratitude
- Remind yourself that you are not alone.
- Given the immensity of the stressors, simply doing the next right thing may be all that you can do right now, and it is enough.
- Accept that anxiety, fear, and grief in a time of stress is an appropriate response.
- Recognize you are more resilient than you give yourself credit for – take stock.



# MANAGING BURNOUT

## Developing a Personal Resilience Plan

- What are 3 words to describe your burnout right now?
- What are 3 compassionate things you would like to practice?
- Name the barriers that get in the way of this practice
- For each barrier find a strategy to for removing it
- Recalibrate regularly by asking “what needs adjustment?”



# NATIVE WISDOM:

A Native American wisdom story tells of an old Cherokee who is teaching his grandson about life. “A fight is going on inside me,” he said to the boy. “It is a terrible fight and it is between two wolves. One is evil—he is anger, envy, sorrow, regret, greed, arrogance, self-pity, guilt, resentment, inferiority, lies, false pride, superiority, and ego. The other is good—he is joy, peace, love, hope, serenity, humility, kindness, benevolence, empathy, generosity, truth, compassion, and faith. The same fight is going on inside you—and inside every other person, too.” The grandson thought about it for a minute and then asked his grandfather, “Which wolf will win?” The old Cherokee simply replied, “The one you feed.”



# Burnout Prevention Consulting and 1:1 Coaching available

contact

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