

# Strategic Self-Care During Difficult Times



Thursday, March 25, 2021



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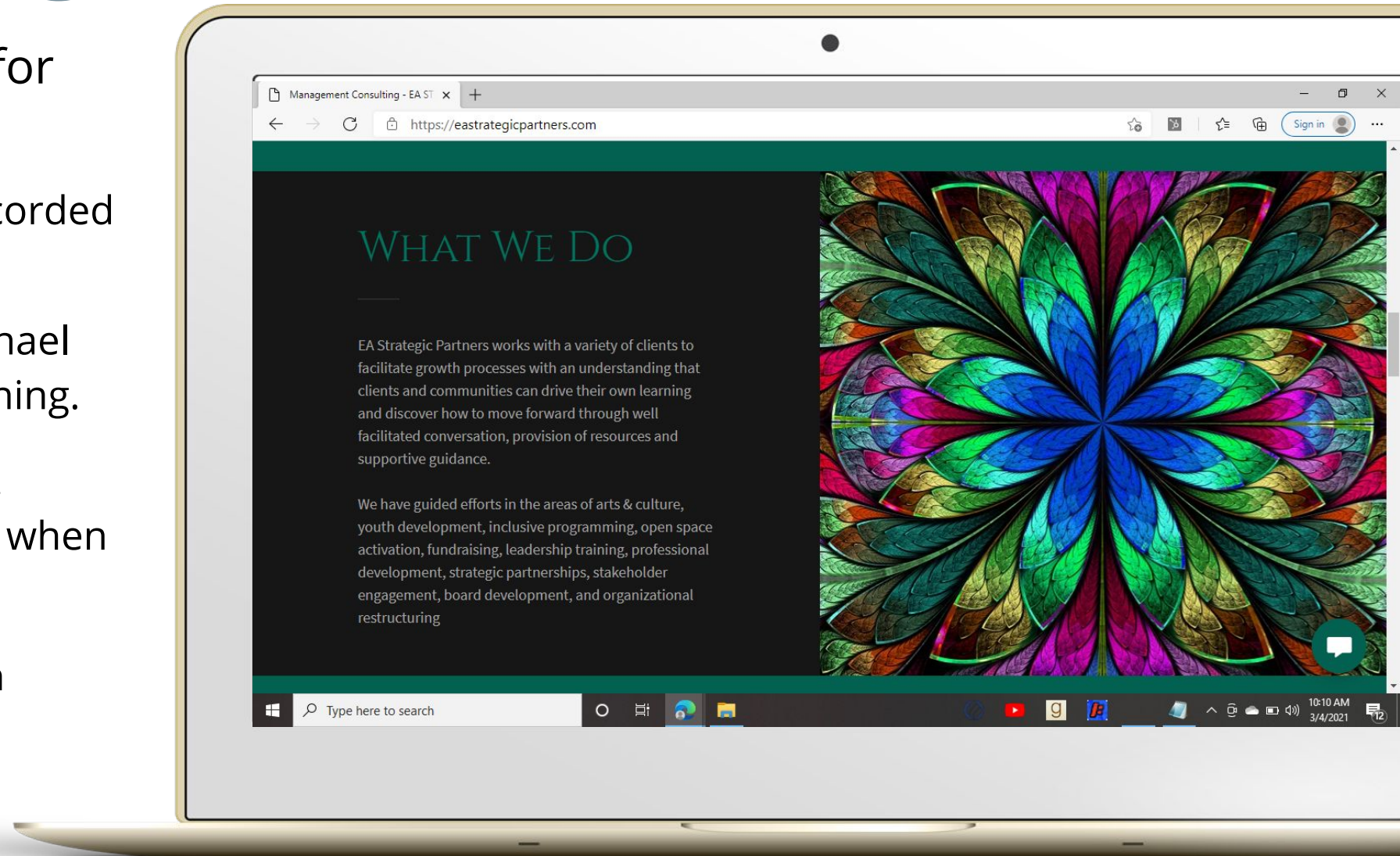
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# Tech Review

Things to keep in mind for this workshop:

- This session will not be recorded
- Closed captioning will be provided. Private chat Michael for break out room captioning.
- Content will be interactive. Please keep your video on when you can.
- Google slides presentation sharing will be used for interactive components. The link is in the chat.



# Learning Objectives

## Session #2

Thursday, March 25th,  
2:30pm - 5:00pm

At the end of these sessions, participants will be able to:

1. Identify strategies to lessen stress
2. Better communicate with their employer and co-workers

# Agenda

## Session #1

Thursday, March 25th,  
2:30pm - 5:00pm

1. Welcome / Introductions
2. Icebreaker
3. Establishing Values
4. Self Care Strategic Planning: Assets/Struggles & Goals
5. **Break**
7. Self Care Strategic Planning: Strategy Setting
8. Communication & Self-Care
9. Closing

# Agreements

*Make space,  
Take Space*

Help balance the  
verbose and and  
reticent.

*Confidentiality*

Take the lessons.  
Leave the details.

*Be Open.*

Be open to learning  
and to someone else  
speaking your truth.

*Assume best  
intent, be  
accountable  
for impact.*

Listen from the inside  
out. Value the  
process.

*Self Care and  
Community  
Care*

Pay attention to your  
needs. Pay attention  
to your neighbor.

Adapted from: adrienne maree brown, "Emergent Strategy," 2017

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# EA Values

- 1. Racial and Social Justice**
- 2. Community Voice**
- 3. Teachers as Learners & Learners as Teachers**

# Icebreaker

## Introductions

1. **Rename yourself:** Make sure you include name, organization and pronouns
2. **In the chat, please share:** One thing you did in the past year that you are proud of.

# On Values & Self-Care

“When you are kind to yourself. When you know you have your own back....it gives you the capacity and power to explore and take risks so that we can take values connected steps.”

-Dr. Susan David, “On the Dangers of Toxic Positivity”

# Defining Values

Values are important and lasting beliefs or ideas.  
They serve as broad guidelines for our behavior and activities in all situations.

# Personal Values

Choose your three most important values

• Inner Peace	• Social Change	• Creative Expression
• Change	• Continuity	• Status
• Freedom	• Community	• Tradition
• Good Health	• Religion	• Individual Achievement
• Friendship	• Respect	• Financial Security
• Peace & Justice	• Wisdom	• Being part of a Family
• Harmony	• Independence	• Heritage
Other	Other	• Personal Growth

# Reflect on Values

1. Share your top 3 personal values in the chat
2. Think about:
  - a. How did your personal values inspire you to begin your work? How do they help you continue your work?
  - b. How does self-care connect to your values?

# Self-Care Strategic Planning - The Present

- 1. Find a piece of paper and fold it in thirds
- 2. Write your values across the top
- 3. On the far left side, make a list of your PRESENT assets and challenges

List your values at the top		
List your assets & challenges on the left		

# Self-Care Strategic Planning - The Future

1. On the far right side list 3-4 goals for your FUTURE
  - Three years from now, if you were living your values, leveraging your assets and addressing your challenges - How would you be? What would you be doing?
  - Start each sentence with, "I AM..."

List your values at the top		
List your assets & challenges on the left		List your goals on the right:  I AM... I AM... I AM...

# In Small Groups

1. Each person share their 3-4 goals
2. Discuss:
  - a. Do your goals reflect all of your values?
  - b. How does coming up with personal goals in the context of self-care influence your thinking?

**Break  
back at .....**



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# Energizer

**GO!!!!**

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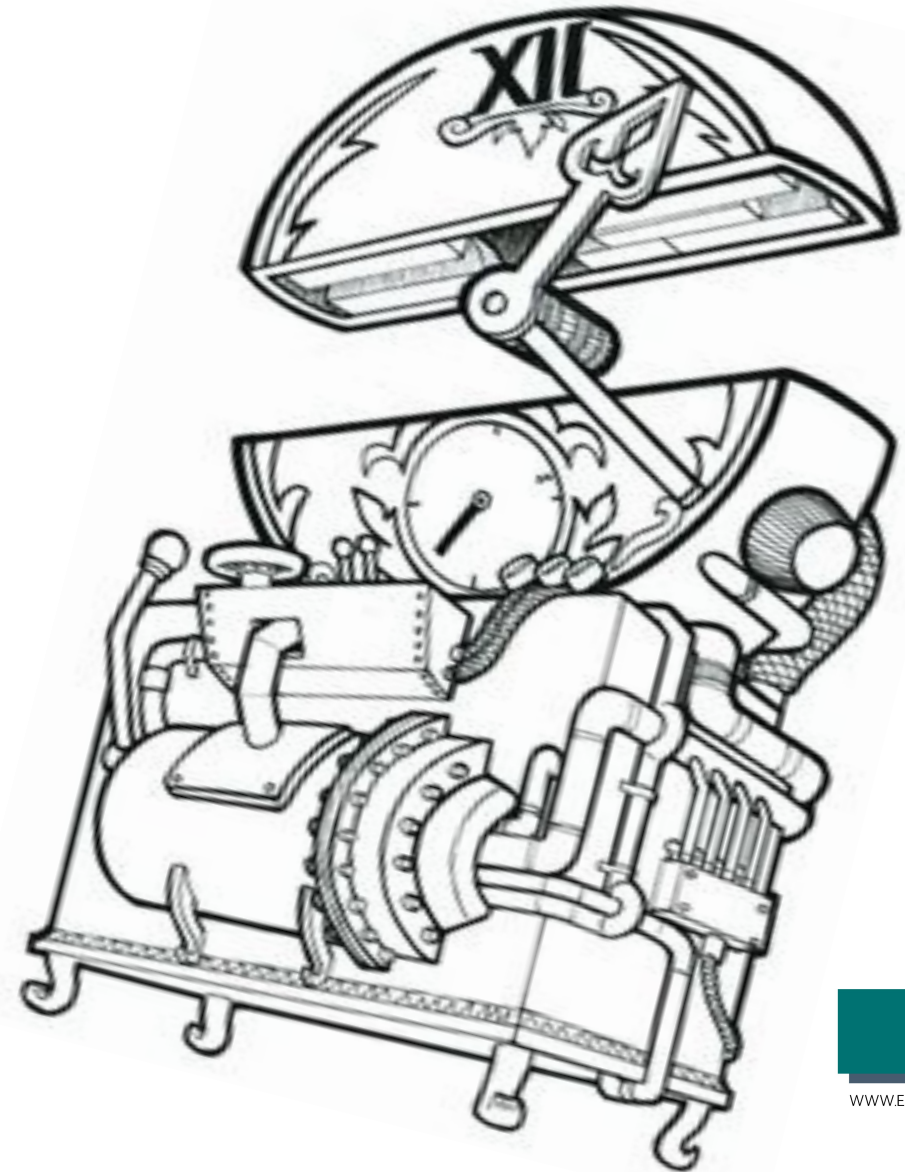
# On Strategies

“At this point, we have all of the information we need to create a change; it isn’t a matter of facts. It’s a matter of longing, having the will to imagine and implement something else.”

adrienne maree brown, “Emergent Strategy”

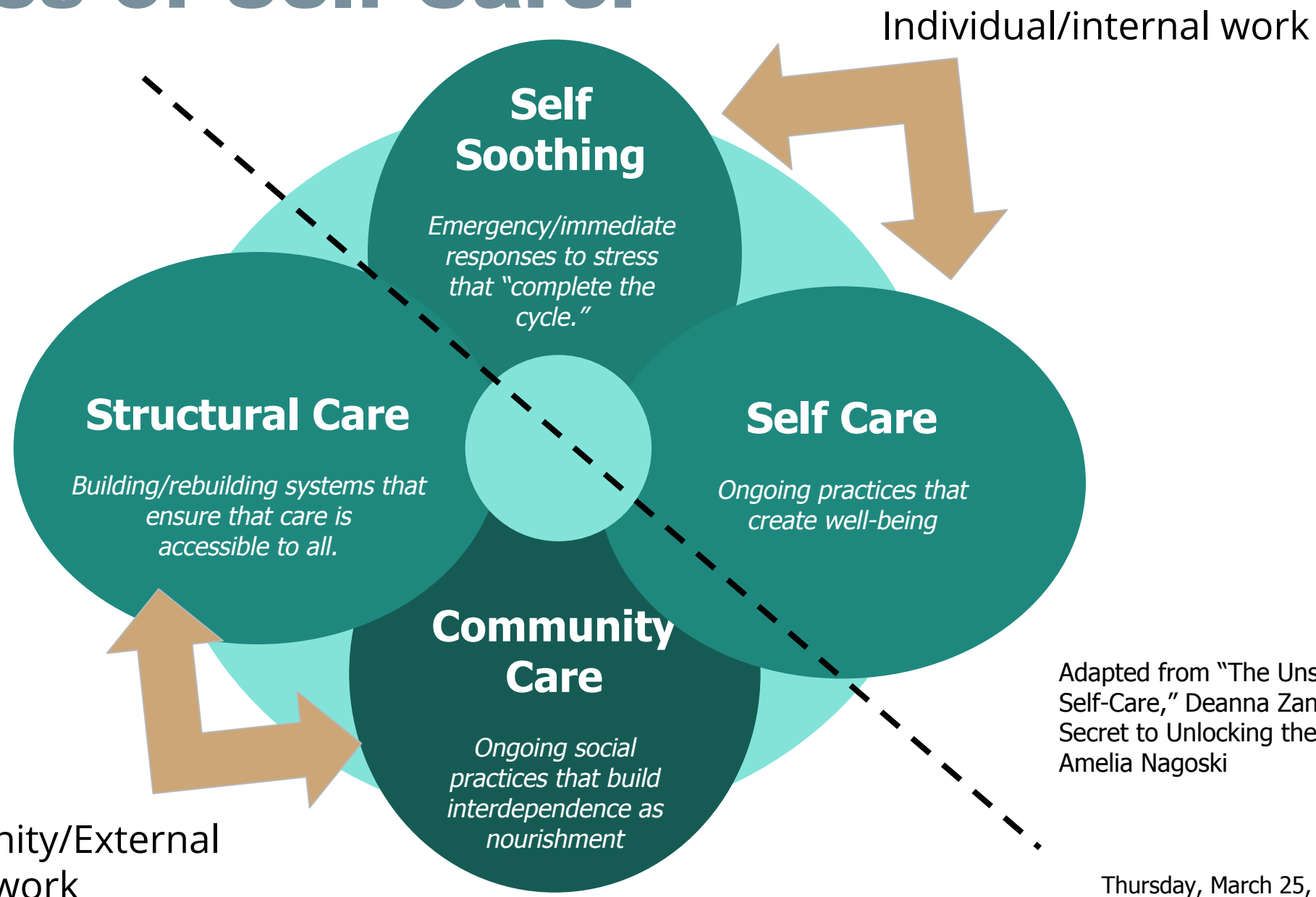
# Self-Care Strategic Planning Frameworks

Some ideas for your  
**TIME MACHINE**



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# Types of Self-Care:



Adapted from "The Unspoken Complexity of Self-Care," Deanna Zandt and, "Burnout: The Secret to Unlocking the Stress Cycle," Emily & Amelia Nagoski

Community/External work

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# Self Soothing

*Emergency/  
immediate  
responses that  
"complete the  
cycle."*

## Examples:

- Bubble Bath
- Getting into nature
- Fancy Beverages
- Breathing
- Positive Social Interaction (20 sec hug!)
- Laughter
- Affection
- A big Ol' cry
- Exercise
- Creative Expression

"Just because you have dealt with the stressor, doesn't mean you have dealt with the stress itself."

-Emily & Amelia Nagoski, "Completing the Stress Cycle"

# Self Care

*Ongoing  
practices that  
create well-being*

## Examples:

- Going to therapy
- Eating well for your body
- Meditating/yoga
- Taking ownership of your finances
- Getting medical care
- Massage
- Saying YES and NO when you really mean it
- Tending to a plant or animal
- Setting and keeping boundaries
- Getting medical care
- Exercise
- Creative practice

“Sometimes, when you are very gritty, you can convince yourself that all your tactics are appropriate.”

-Sara Lewis, talking to Brene Brown, Dare to Lead podcast

# Community Care

*Ongoing social practices that build interdependence as nourishment*

## Examples:

- Childcare cooperatives
- Education collectives
- Dignified & supportive healthcare orgs
- Worker-owned coops
- Intimate relationships
- Credit unions
- Mutual aid
- Book groups
- Group art making
- Freecycle & buy nothing groups

“Connection nourishes us in a literal, physiological way, regulating our heart rates, and respiration rates, influencing the emotional activation in our brains, shifting our immune response to injuries and wounds, changing our exposure to stressors and modulating our stress response.””

-Emily & Amelia Nagoski,  
“Completing the Stress Cycle”

# Structural Care

Building/  
rebuilding systems  
that ensure that  
care is  
accessible to all.

## Examples:

- Comprehensive universal health care
- Living wage
- Child & elder care for all
- Paid family leave
- Racial equity & justice
- Gender & sexuality liberation
- Educational justice

“When residents, young people, or community groups act to improve the quality of life for the group as a whole, the process of movement towards the shared goal engenders existential outcomes such as purpose, imagination, meaning, and faith.”

-Shawn Ginwright, Hope and Healing in Urban Education

# Session 1

## Mindfulness Techniques

### (Dr. Charmain Jackman)

- Guided imagery
- Put a picture of your favorite place near where you work
- “5 Things” using your 5 senses
- Body scan
- 10 ways to take a break
- .....and others

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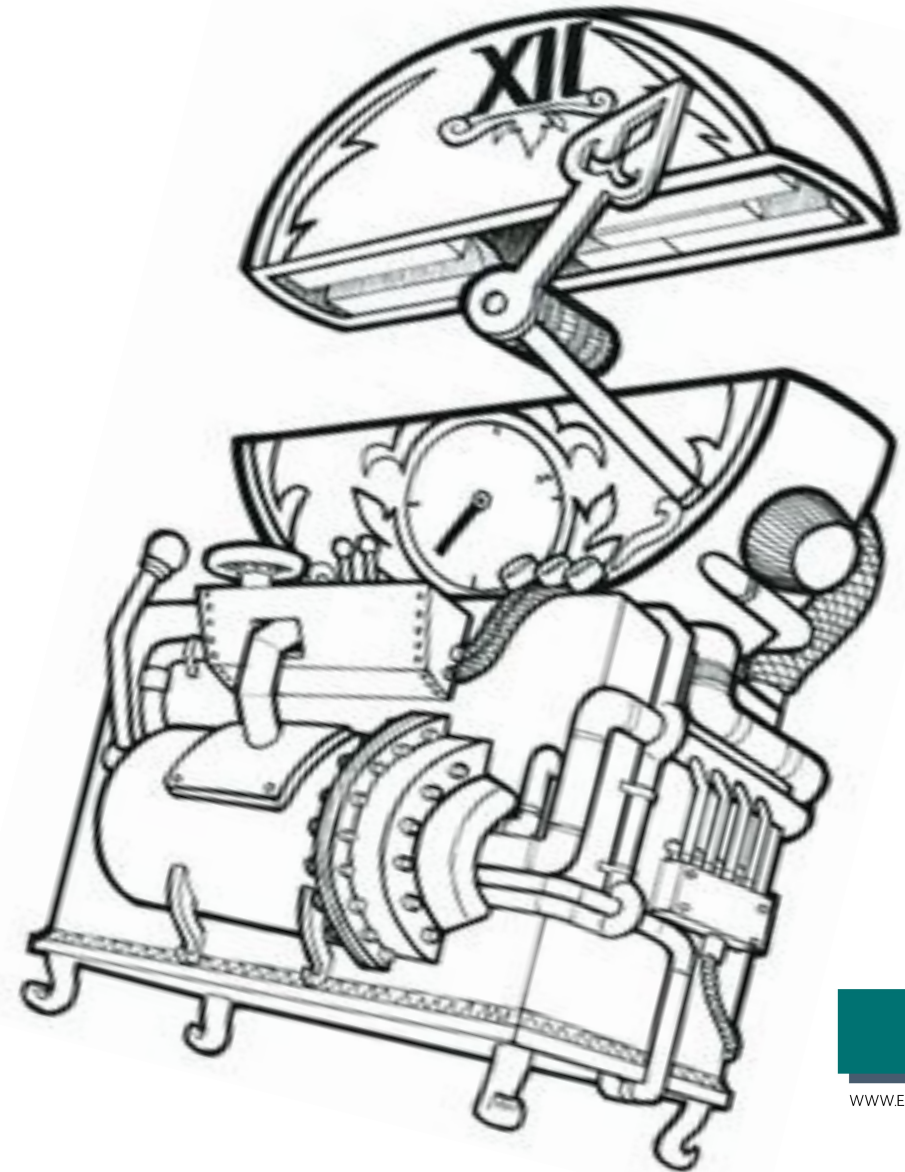
# Questions?

????????????????

# Self-Care Strategic Planning Strategy Setting

What is in YOUR time machine?

What are the types of things you will do to promote the outcomes **MOST** important to you?



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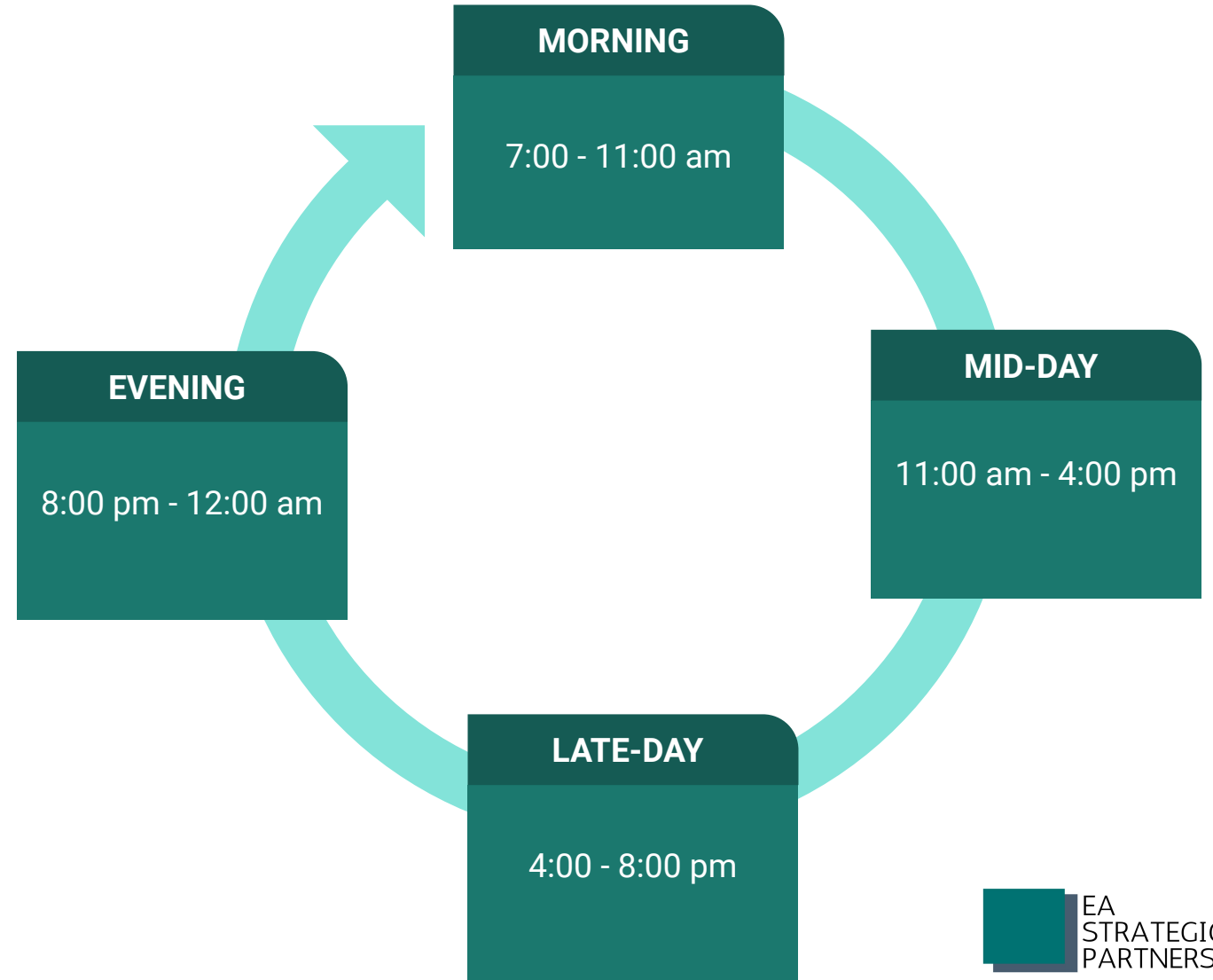
# Self-Care Strategic Planning - Time Machine

1. In the middle column, list the strategies you will use to reach your goals
  - Think about how you will tend to both your internal self-care and your external community care

List your values at the top		
List your assets & challenges on the left	List your strategies in the middle	List your goals on the right:  I AM... I AM... I AM...

# Self-Care Strategic Planning - Implementation

- Choose one of your strategies
- As you look at each part of your day: Where are there opportunities to implement that strategy?
- Choose a time of day and an action you will take.



# In Small Groups

1. Each person share their implementation plan
2. Discuss:
  - a. Are there any missed opportunities?
  - b. What are your barriers to implementing this plan?
  - c. Who do you need to enlist to put this plan into action?

# Communication & Self-Care

Who are your self-care allies?  
What will you ask them to help you with?  
Share your ideas in the chat!

# Communication & Self-Care

- Let others know clearly where your boundaries are
- Disengage from negative conversations and/or people
- Ask for help when you need it and offer help to others
- Request regular meetings with your supervisor
- Ask for your time off in advance and TAKE IT
- Communicate your needs proactively
- Practice self-compassion

# Closing: One word of something you're taking with you



# Closing

- Resources
- Reflection

# Resources: Session 1

## Mindfulness Resources

UMass Memorial Health Care Center for Mindfulness,  
<https://www.umassmemorialhealthcare.org/umass-memorial-center-mindfulness>

Cambridge Health Alliance Center for Mindfulness and Compassion, <https://www.chacmc.org/>

## Therapeutic Services

Psychology Today Find a Therapist, <https://www.psychologytoday.com/us/therapists>

Innopsych Find a Therapist, <https://www.innopsych.com/findatherapist>

## On Managing Stress & Self-Care

Deanna Zandt, "The Unspoken Complexity of Self-Care"  
<https://blog.usejournal.com/the-unspoken-complexity-of-self-care-8c9f30233467>

Tara Haelle, "Why your Surge Capacity is Depleted - It's Why You Feel Awful,"  
<https://elemental.medium.com/your-surge-capacity-is-depleted-it-s-why-you-feel-awful-de285d542f4c>

Tonya Russell, "Check in on Your Black Employees, Now,"  
<https://www.nytimes.com/2020/06/02/opinion/police-killings-black-employees.html>

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# Resources: Session 2

## On Managing Stress & Self-Care

Emily Nagoski & Amelia Nagoski, "Burn out: The Secret to Unlocking the Stress Cycle"

Sarah Lewis, "The Rise: Creativity, The Gift of Failure and the Search for Mastery,"

Dr. Susan David, "Emotional Agility: Get Unstuck, Embrace Change in Work and Life"

## On Facilitation & Community Building

adrienne maree brown, "Emergent Strategy"

Priya Parker, "The Art of Gathering: How We Meet and Why it Matters"

Mia Birdsong, "How We Show Up: Reclaiming Family, Friendship and Community"

Peter Block, "Community: The Structure of Belonging"

## On Leadership & Life

Shawn Ginwright, "Hope and Healing in Urban Education"

Brene Brown Podcasts: Dare to Lead & Unlocking Us (Spotify & iTunes)

adrienne maree brown Podcasts: Octavia's Parables & How to Survive the End of the World

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# Thank you!!!!

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