

PRIORITIZING YOURSELF IN THIS NONSTOP WORLD



HELLO!

I am an ICF Certified Professional Leadership and Positive Intelligence Coach who works with powerful, mission-driven nonprofit & small business leaders interested in creating a culture rooted in well-being. Guiding clients along their journey to link their power with their passions is my happy place!

The leaders I work with are often described as “super human” and are looking to embrace more authentic and integrated approach to life and leadership.

I am currently **flourishing** by not only coaching amazing leaders, I just graduated with my Master's in Applied Positive Psychology from the University of Pennsylvania under Dr. Martin E.P. Seligman, the Founder of Positive Psychology.

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Positive Intelligence®

CERTIFIED MENTAL FITNESS COACH



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TODAY'S SESSION



Topics to Cover

Explore Burnout

Define Self-care

Understanding Impact of Self-care

Creating a Self Care Roadmap

Strategic Organizational Well-being



WHAT IS BURNOUT?



burn-out 'bɜːn-aʊt : exhaustion of physical or emotional strength or motivation usually as a result of prolonged stress or frustration

- Burnout is a state of chronic stress that leads to exhaustion, detachment, feelings of ineffectiveness.
- Physical signs of burnout may include chronic fatigue and insomnia.
- Signs of detachment may present as pessimism or self-isolation.
- Sufferers of burnout ultimately experience a lack of productivity and poor job performance.

SAVING THE
WORLD IS
EXHAUSTING



PERCENT OF NONPROFIT EMPLOYEES
ARE BURNT OUT

30%

Society for Human Resource Management reports that the voluntary turnover rate for nonprofit organizations is 19 percent. This is higher than the industry average of the overall labor market (12 percent)

Leaders in particular (estimated 60 percent of nonprofit leaders) reported feeling “used up” at the end of the workday, according to Development Dimensions International, World’s Global Leadership Forecast

2 OUT OF 10

ADDITIONAL NUMBERS OF NONPROFIT LEADERS THAT ARE AT RISK OF BURNING OUT.

1 OUT OF 10

EMPLOYEES ARE WORKING FOR A NONPROFIT, A LARGE PORTION OF OUR NATION'S WORKFORCE IS FEELING OVERWORKED, UNDER-RESOURCED, AND DISENGAGED.



HAVE YOU BEEN
EXPERIENCING
BURN OUT?

WHY We Burnout



WORK-LIFE IMBALANCE

If work takes up so much of your time and effort that you do not have energy to spend time with family and friends.

LACK OF CONTROL

Inability to influence decisions that affect your job-such as your schedule, assignments, workload.

UNCLEAR JOB EXPECTATIONS

Not certain what others are expecting of you or the degree of authority you have.

DYSFUNCTIONAL DYNAMICS

Feeling like you are being micromanaged, perhaps you feel undermined by your colleagues or experience workplace bullying.

EXTREMES OF ACTIVITY

Chaotic or monotonous environments cause you to use energy to remain focused, leading to fatigue.

LACK OF SOCIAL SUPPORT

If you feel isolated in your work due to location, remote work or as a result of personal relationships.

OUR MISTAKES

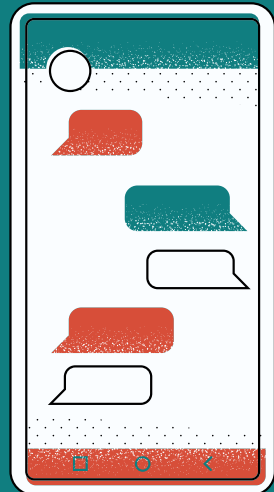


AS NONPROFIT LEADERS

- NEVER TAKE VACATION.
- NEVER MIND VACATION, WE NEVER TAKE BREAKS.
- YES IS OUR FAVORITE WORD.
- NEVER OUTSOURCE ANYTHING.
- SEE SELF-CARE AS SELFISH.
- UNDERVALUING OURSELVES & OUR TEAMS.
- OUR COLLEAGUES ARE OUR ONLY FRIENDS.
- ASSUME CHRONIC EXHAUSTION IS NORMAL.
- ACT AS A MARTYR FOR CAUSE.
- NEVER TELL ANYONE HOW WE ARE FEELING.



WE CARE TOO MUCH



THE ENVIRONMENT IS
BURNING YOU OUT



THERE MAY BE A LACK
OF INNOVATION

3 LEADING CAUSES OF BURNOUT IN NONPROFITS



We are feeling the strain.



Life is a
marathon,
not a sprint.

"THESE PAINS ARE MESSAGES,
LISTEN TO THEM."

~ Rumi



SELF-CARE
TO ME IS...
[FILL IN THE BLANK]



A PRACTICE OF TAKING CARE OF ONESELF.

UNDERSTANDING SELF-CARE



self-care

/ˌselfˈkeɪ/


noun

noun: self-care

1. the practice of taking action to preserve or improve one's own health.
2. the practice of taking an active role in protecting one's own well-being and happiness, in particular during periods of stress.
 - "expressing oneself is an essential form of self-care"



How do YOU refuel?


- 
- When was the last time you took a full day off without checking any work-related emails or messages?
 - How many days last week did you work longer hours than you planned?
 - When was the last time you intentionally unplugged from your telephone or inbox?
 - When during the next week can you schedule time for non-urgent to-do items (e.g. industry reading/research, coffee with a colleague, organize your workspace, etc.)?
 - What tasks can you delegate? What tasks can only you perform?
 - When will you intentionally rest during the upcoming week?



Self-care as a Movement for Collective Impact

- Self-care reaches beyond the individual. Especially as nonprofit
- Embody practices to avoid burnout rather than allowing it to be a response to it.
- Demand that individuals put their health and wellness first, without feelings of guilt for doing so.
- Collectively share our plans for self-care, declaring boldly that our needs, our state of mind, our body, and our overall health matter.
- Give individuals permission to invest in themselves and take the courageous step to acknowledge that they have needs, that their needs are important, and that those needs deserve to be met.

Create YOUR VISION of Self-care & Enhance your well-being.




INTERCEPT NEGATIVE SELF TALK (KNOW YOUR ABC'S)

TAKE A PAUSE (BE MINDFUL).

SEEK TO CONVERT THE CHALLENGES (OPTIMISM).

STEP INTO YOUR POWER (SELF-EFFICACY)

Create YOUR VISION of Self-care & Enhance your well-being.




SAY NO TO SAY YES! (BOUNDARIES AROUND EMPATHY)

COMMIT TO PRACTICE (EACH DAY)

CONNECT. (REACHING OUT, BUILDS RESILIENCE)

REFLECT (WHAT WENT WELL?)

REFLECT to IMPROVE Your Self-care

- 
- How does the quality of my leadership diminish due to lack of my own self-care?
 - Which habits negatively impact my self-care, and what new behaviors can I substitute for them?
 - Do I have a self-care plan in place to ensure I follow up on new behaviors, and have I shared this plan with others who will hold me accountable?
 - How will I track my progress along the way?
 - How can I best support others in their self-care endeavors?



Self-care Goals



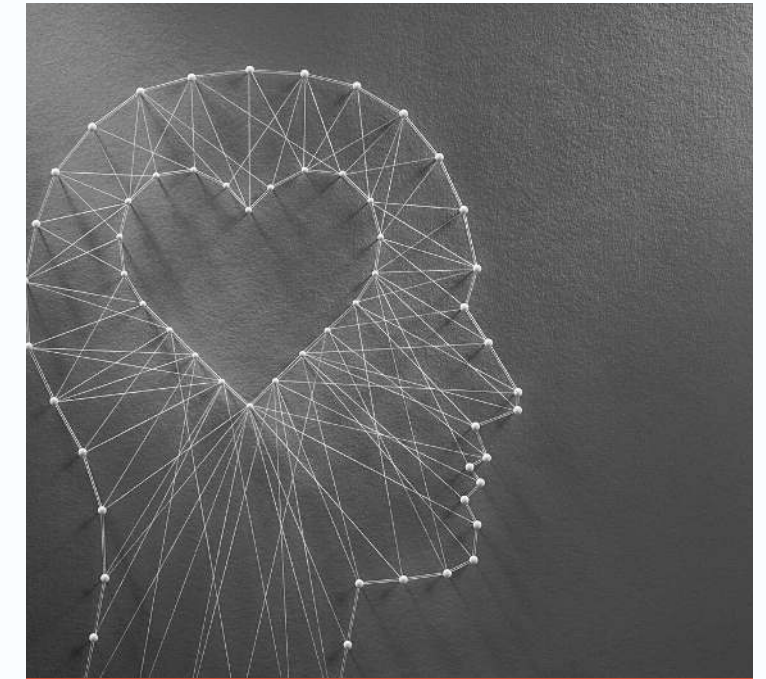
PHYSICAL

- Eat a healthy meal.
- Engage in exercise.
- Drink water.
- Practice good sleep hygiene.
- Have a cup of tea.
- Sit in the sunlight.
- Take a shower or bath.
- Dance to a favorite song.



MENTAL

- Practice mindfulness.
- Take a break.
- Listen to music.
- Read a book.
- Listen to a podcast.
- Reflect on things you are grateful for.
- Try a new hobby.
- Be in nature.



EMOTIONAL

- Develop friendships that are supportive.
- Connect with family.
- Journaling.
- Talking to a Health Coach, Life Coach, therapist, etc.
- Practice positive affirmations or mantras.

INSPIRATION BOARD



or VISION BOARD

Vision boards are a collection of images or objects arranged in a way to help you manifest your goals or vision. This board can be physical or digital. Vision boards are highly versatile. You can use them to manifest your personal goals or create a visual representation of a personal vision statement.



Self-care

Ideas to cure a bad day

Physical

Mental

Emotional



Daily Gratitude – Morning

Date: TODAY!

3 things I'm thankful for:

3 things that will make today amazing:

3 things I look forward to:

Daily Affirmation: **I am loved. I am capable. I am enough.**



Daily Reflection - Evening

Date: TODAY!

3 things that went well today?

Why did each thing go well?

3 things I look forward tomorrow:

What could make today even better?

Continue living in the moment.



Weekly Self-care Tracker

Week: Start Today!!!!

Date	Day	Sleep well	Meditate	Exercise	Journal	Eat Well
May 17, 2023	Wednesday	✓	✗	✓	✗	✗
	Thursday					
	Friday					
	Saturday					
	Sunday					
	Monday					
	Tuesday					



Monthly Self-care Tracker


Month: May-June 2023

Goal: Practice Self-care Daily!

Week	Sun	Mon	Tue	Wed	Thu	Fri	Sat
1							
2							
3							
4							
5							



DEBUNK THE ORGANIZATIONAL MYTHS



MYTH # 1 Paying people more won't make a big difference.

MYTH # 2 Health and wellness means more yoga classes.



MYTH # 3 External communications are more important than internal ones.

MYTH # 4 Colleagues are like family.

MYTH # 5 Nonprofit leaders have limited power.

THE I.C.O.P.P.E. SCALE

INTERPERSONAL

well-being
the degree of satisfaction with
one's intimate relationship with
family, friends and colleagues.

COMMUNITY

well-being
refers to satisfaction with the
place where we live.

OCCUPATIONAL

well-being
refers to the level of satisfaction
with one's main activity, such as
work or caring for home and
family.

PHYSICAL

well-being
refers to one's general state of
health.

PSYCHOLOGICAL

well-
refers to the degree of satisfaction
with one's emotional life.

ECONOMIC

well-being
refers to one's financial condition

Measures well-being. Offers a multidimensional view.

Aids in identifying areas for self-care interventions, your pathways to well-being.

(Prilleltensky, I., et al., 2015).



IN SUMMARY

**By NOT prioritizing
yourself, YOU will
BURNOUT if ...**

YOU NEVER REFUEL YOUR ENERGY (NOT A SIGN OF STRENGTH).

**YOU CHOOSE TO BELIEVE THE NEGATIVE AND DEFLATING
STORIES YOUR BRAIN TELLS YOU.**

Allow your brain's fear of danger to cloud your judgment and cause more stress.

**YOU TRY TO DO EVERYTHING ALONE AND HIDE YOUR
EMOTIONS FROM OTHERS.**

Judge yourself for having certain emotions and try to have only positive feelings.



IN SUMMARY



You WILL ensure your well-being if YOU prioritize yourself by...

FUELING YOUR EMOTIONAL, MENTAL, AND PHYSICAL ENERGY.

TREATING YOURSELF WITH EMPATHY AND COMPASSION.

INTERCEPTING NEGATIVE SELF TALK. (REMEMBER OUR MIND LIKES TO DISTORT REALITY AND GET YOU TO NOT MOVE FORWARD.)

ACKNOWLEDGING AND ACCEPTING THE MANY DIFFERENT EMOTIONS YOU FEEL, INCLUDING THE DIFFICULT ONES.

CULTIVATING EMOTIONALLY HONEST AND MEANINGFUL RELATIONSHIPS WITH OTHER PEOPLE.

OUR OPPORTUNITIES



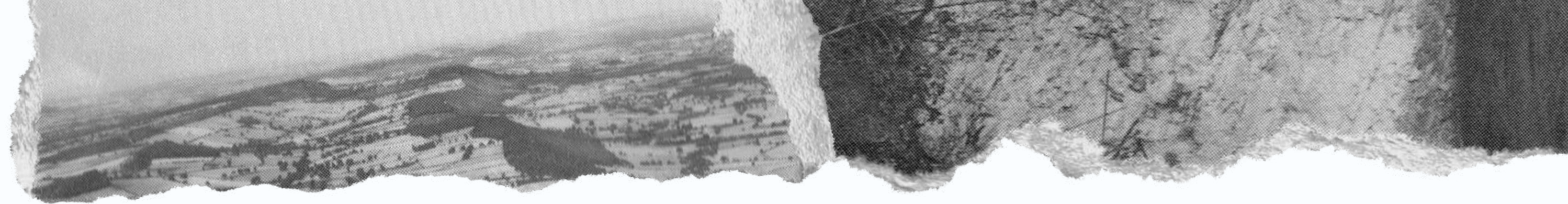
AS NONPROFIT LEADERS, BOARD MEMBERS, AND FUNDERS.

- USE CONSULTANTS OR VOLUNTEERS.
- INVEST IN YOUR EMPLOYEES AND YOURSELF.
- KEEP EMPLOYEES AND YOURSELF CONNECTED TO YOUR MISSION.
- TEACH AND MODEL PRIORITIZING.
- TALK ABOUT SELF CARE. MAKE IT THE NORM!
- CELEBRATE SUCCESSES...EVEN MORE!
- ENCOURAGE EACH OTHER'S SELF CARE.
- AUTOMATE AND USE TECHNOLOGY WHERE YOU CAN!
- ADVOCATE AND INSIST ON TIME OFF.
- BUILD COMMUNITY.
- PROMOTE CULTURE OF LEARNING, GROWTH, AND CARE FOR ALL, NOT JUST THOSE WE SERVE.

FIND YOUR FLOW



YOU BECOME WHAT YOU CONSISTENTLY PRACTICE.
SO, PRACTICE CONSISTENTLY WHAT YOU WANT TO BECOME.

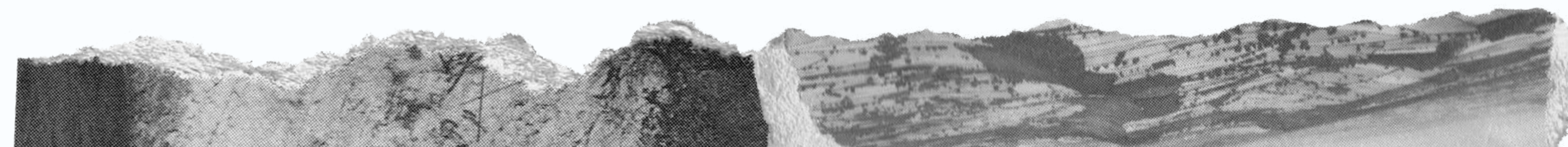



**"MY EXPERIENCE IS WHAT I
AGREE TO ATTEND TO.
ONLY THOSE ITEMS WHICH I
NOTICE SHAPE MY MIND."**

~William James



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A blue egg is nestled inside a hollowed-out log. The egg has a yellow square on its side with the text "Note to SELF YOU ROCK!" written in black. The log is surrounded by dry leaves and twigs.

Note to
SELF
YOU
ROCK!

