



NONPROFIT LEADERSHIP CENTER

**Welcome to the Nonprofit Leadership Center
2021 Webinar Series!**

Pandemic Fatigue: Leading Yourself and Others Through Challenging Times

With Dr. Stem (Sithembile Mahlatini)



NONPROFIT LEADERSHIP CENTER

Welcome



Nonprofit Leadership Center of Tampa Bay

- Founded in 1996 by CBHC, Conn Foundation & United Way
- Capacity Building Partner to nonprofit sector
- Classroom & custom training, coaching, conferences and peer circles
- Serves 10,000+ agencies in a 5-county area

Dr Stem (Sithembile Mahlatini, EdD, LCSW) Zimbabwe, Africa

- Employee Assistant Professional, Transitions Trainer, Speaker, Teen-Parent Expert, Tv-Radio Personality, Author and Licensed psychotherapist
- Certified John Maxwell Leadership Trainer/Speaker, Certified Life-Career Coach, Passion test Facilitator and Josh Shipp Certified Youth Speaker
- Focused on three things: To Inspire, Influence and Impact

Who We Are



- *We believe the work of nonprofits drives positive change in a society.*
- *We believe knowledge gained and shared collectively fosters leadership.*
- *We develop and connect nonprofit leaders to strengthen organizations and our community.*

Quick Centering .





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Pandemic Fatigue

**Leading Yourself and Others Through
Challenging Times**

Disclaimer

This presentation is NOT INTENDED TO PROVIDE MEDICAL OR MENTAL HEALTH DIAGNOSIS, ADVICE OR TREATMENT.

The content and intent of this presentation is provided for reference, information and educational purposes only.

What is pandemic fatigue?

- What do we mean by pandemic fatigue?
 - A natural and expected reaction to sustained and unresolved adversity in people's lives
 - Natural reaction to disaster and effects of disaster
 - Evolving emotional exhaustion which is gradual over time and affected by a number of experiences, perceptions, and Emotions as well as cultural, legislative and environmental



We are all exhausted
We are all feeling the
Fatigue.

- Exhaustion: physically, mentally drained
- Depersonalization: feeling hardened or numb
- Achievement Void: reduced accomplishment, less satisfaction.



A person is standing on a beach at sunset, looking out at the ocean. The person is silhouetted against the bright light of the setting sun. The ocean waves are visible in the distance, and the sky is filled with soft, golden light. The person's reflection is visible in the wet sand.

Quick Pick at Our Current status & Causes of Pandemic Fatigue.

- Loss of lives continues
- Uncertainty
- Fear of the Unknown
- Social Isolation
- Lack of human touch
- Disrupted work and family routines
- Economic instability
- Loss of jobs, homes, cars,

Quick Pick at Our Current status & Causes of Pandemic Fatigue.

- **Remote work can contribute to fatigue and burnout.**
- **Mental Zoom fatigue** is also a contributing factor – exhausting dealing with more faces on zoom
- Recurring trauma resolved and unresolved
- Recurring self worth questions in relationships and work creeping up
- Feelings of inadequacy and unworthiness at home and work
- Grief current and unresolved
- Transference and countertransference

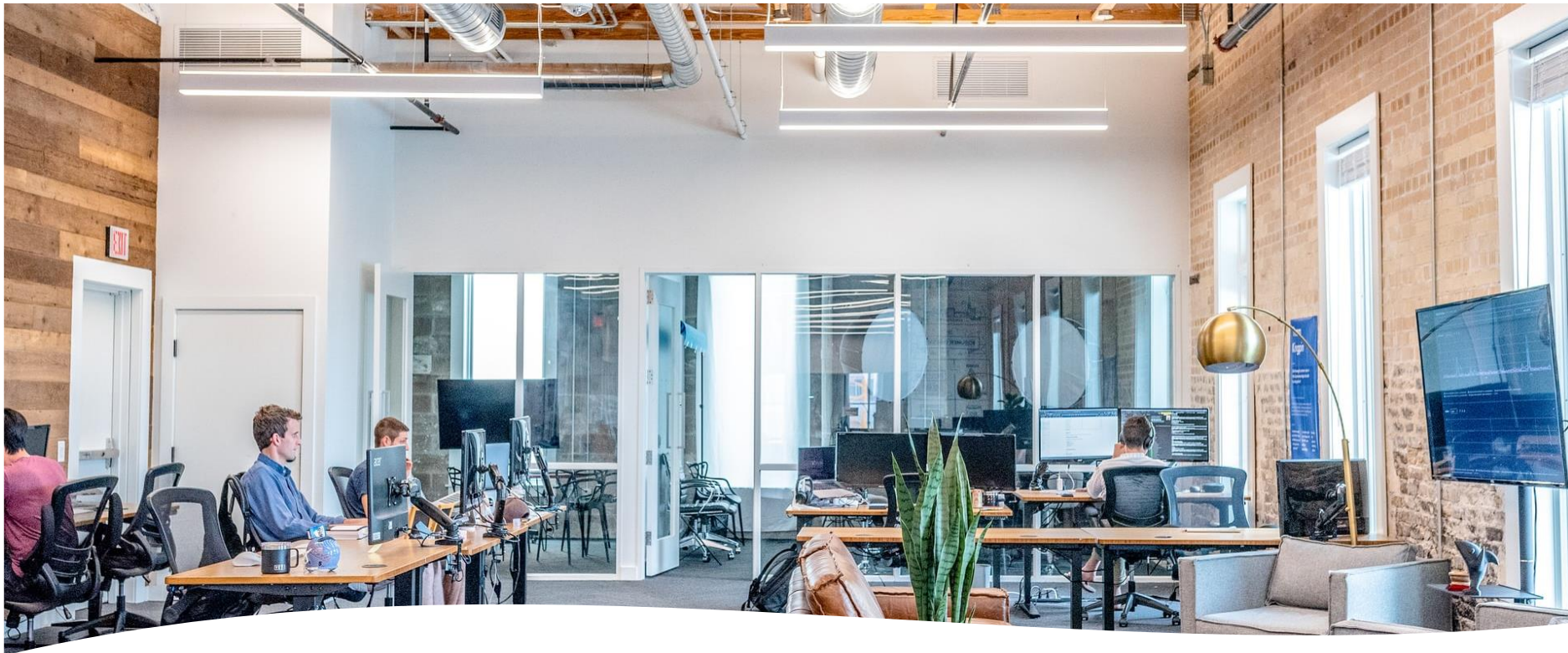
Our Mental Health is Suffering .

- Recent Survey by Kaiser Family Foundation found:
- 45% of adults feel that worry and stress related to coronavirus has had a negative impact on their mental health
- Hard to predict how things and our circumstances will change
- We have lost control of our lives – how long, what the future hold
- Long lines to take the vaccinations, no conclusive information on the effects of vaccine



Common Pandemic symptoms in the Organization.

- High Absenteeism
- Changes in peer relationships
- Inability for teams to work well together
- Desire to break company rules
- Inability to complete assignments and tasks
- Inability to respect and meet deadlines
- Lack of flexibility
- Strong reluctance to change
- Inability to trust that improvement is possible
- Lack of vision for the future



Signs and Symptoms of Pandemic Fatigue.

- Sitting for too long with no breaks
- You're less careful about social distancing than you were.
- You're not as diligent about wearing a mask or washing your hands.
- You're getting enough sleep but still feel exhausted. You're feeling more impatient and more irritable.
- Things are upsetting you that previously hadn't.
- Medical problems



Signs and Symptoms cont.

- You're feeling stressed by tasks or situations you typically manage well.
- You're not engaging in things you used to find enjoyable.
- You're feeling hopeless about the future.
- Your consumption of alcohol, substances, or food has increased.
- You're finding it harder to focus and concentrate.



Signs & Symptoms Cont.

- You cry for no reason
- You are easily annoyed and irritated
- You're easily exhausted
- You're now being late all or most of the time
- You easily forget things or to do things (responding to emails, request)
- You experience anxiety attacks
- You lack motivation and find yourself in an exhausting cycle
- You caring too much or too little



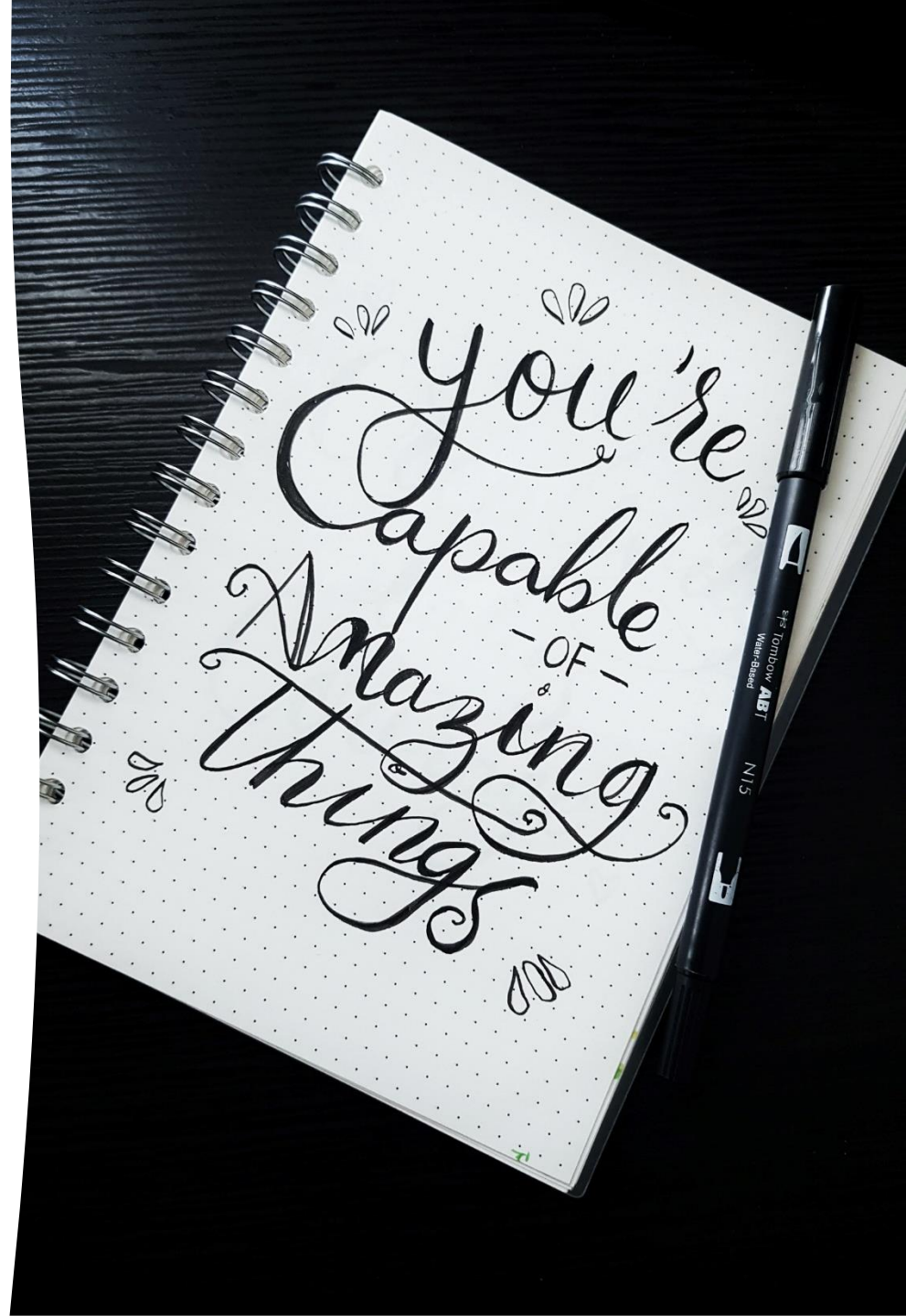


Self-Care Coping Tips

- Figure Out What You Can and Can't Control
- Can't Control
 - Workplace changes & Requirements
 - Other people's reactions & motives
 - The Pandemic Processes and Systemic Changes
 - How long this will last

What You Can Control.

- Can Control
- Your own reactions
- Your attitude and responses
- Your ability to manage your fatigue, exhaustion and stress
- Your relaxation and peacefulness
- Finding Fun things to do
- Limiting social media and misinformation



Coping Tips .





**Creating
Covid19
Wind Down
Moments &
Mindset.**

- **How Clear is Your mind?**
- **How clear is your workspace?**
- **How clear is your mind at the end of your day?**
- **Mind your day to protect your night**
- 1-2 hours prior to bed, unplug from email, news, etc
- Find something relaxing, music, funny show, meditation
- **Don't toss and turn in bed (15min-20min)**
- **Make your bedroom a shrine to sleep (dark, quiet, peaceful)**

Your Self-Care Favorite.



What is the
One favorite
thing you like
to do for your
self care?

Your Self-Care Resource



Make Selfcare a Priority

Use Your EAP
Employee
Assistance
Program

Managers, Leaders
allow if possible,
time for your
employees to
Speak to an EAP
Counselor during
worktime

Your Self-Care Resource



Make Selfcare a Priority

Handout

14
FATIGUE/
STRESS
REDUCERS

More Resources .

- Join Me Again

- Topic: Mindfulness 101 (Virtual)

- Class Date and Time: 06-30-2021 08:30 AM - 12:30 PM

Topic: Putting on Your Own Oxygen Mask First: Self-Care & Stress Management for Nonprofit Leaders (Virtual)

Class Date and Time: 11-17-2021 08:30 AM - 12:30 PM

Sending You A Social Distance Hug

Dr Stem (781) 254-1602
drstem14@gmail.com
www.drstemmie.com

***Sending You A Socially
Distance Hug*** ❤️



Your Questions





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Thank you for joining us!