

Saving Heroes and Heroines: Are you putting the Oxygen Mask on Yourself First?



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Self-Care Alert!

- Step out and take a break.
- Talk to someone you trust.
- Do something relaxing.



CONNECTION

**“BEYOND THE CLIFF”
LAURA LIPSKY**

Does this look familiar?



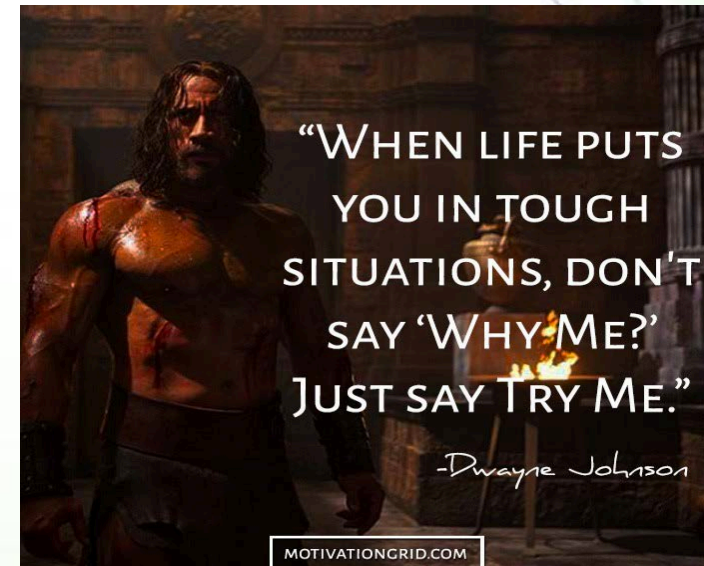
http://youtu.be/tAKPgNZi_as

“NOW WHAT DO I DO ABOUT THAT ?”

What are the skills we need to have to build resilience and thriving into our professional lives when we we are exposed to this level of trauma in our work ?

Brave Leadership Story ...

What are the qualities of being brave ...



Dr. *Brené* Brown's Work

The Gifts of Imperfection— Be you

Daring Greatly— Be all in

Rising Strong— Fall. Get up. Try again

Braving the Wilderness – Courage to Stand Alone. True Belonging.

Dare to Lead – What is Daring Leadership?

Research on Courageous Leadership

Dr. Brené Brown is a research professor at the University of Houston where she holds the Huffington Foundation – Brené Brown Endowed Chair at The Graduate College of Social Work.

She has spent the past two decades studying courage, vulnerability, shame, and empathy, and most recently completed a seven-year study on courageous leadership.

The most significant finding from Brené's latest research is that **courage is a collection of four skill sets that are teachable, measurable, and observable.**

What is Daring Leadership?

Dr. Brené Brown's Dare to Lead™ (pg. 10-15)

1. You cannot get to courage without rumbling with vulnerability. Embrace the suck.
2. Self-Awareness and Self-Love matter. Who we are is how we lead.
3. Courage is contagious. To scale daring leadership and build courage in teams and organizations, we have to cultivate a culture in which brave work, tough conversations, and whole hearts are the expectation, and armor is not necessary or rewarded.



“In the past jobs were about muscles, now they are about brains, but in the future they will be about the heart.”

- Minouche Shaik, London School of Economics

How do we get there?



Courageous Leadership



Tough Conversations
Fears and Feelings
Corroding Trust
Stuck in Setbacks
Lack of Innovation
Problem Solving/Action Bias
Inclusivity, Diversity + Equity
Shame and Blame
Gauzy Values
Perfectionism

*barriers
to
courage*

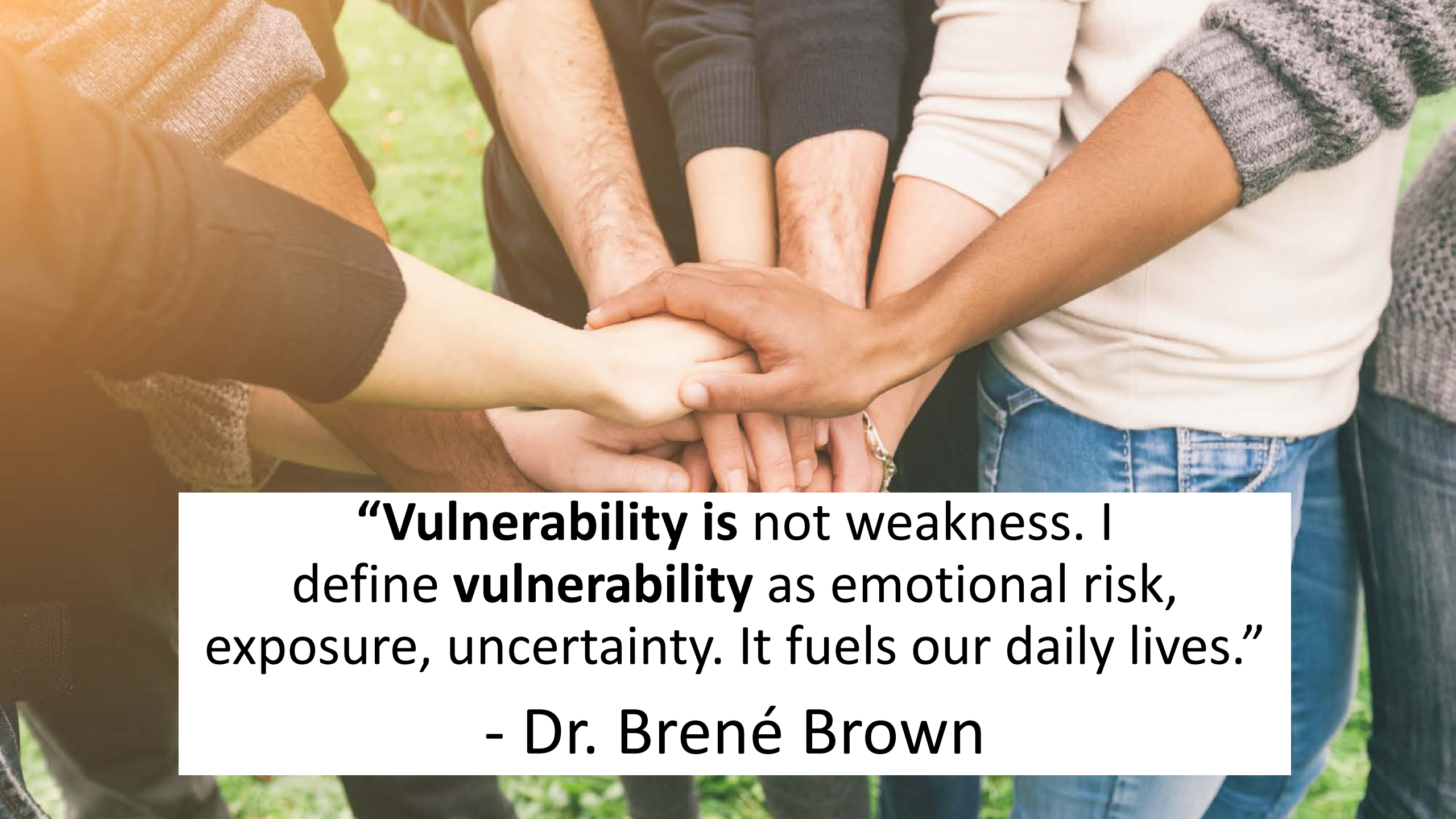
RUMBLING with Vulnerability

LIVING into Our Values

BRAVING Trust

LEARNING to Rise

the four skill sets of courage

A close-up photograph of several people's hands stacked together in a circle, symbolizing unity and support. The hands are of various skin tones and are wearing different colored sleeves (brown, black, white, grey). The background is a blurred green field. A white text box is overlaid on the bottom half of the image.

**“Vulnerability is not weakness. I
define **vulnerability** as emotional risk,
exposure, uncertainty. It fuels our daily lives.”**

- Dr. Brené Brown

**"VULNERABILITY IS THE BIRTHPLACE OF
LOVE, BELONGING, JOY, COURAGE, EMPATHY,
ACCOUNTABILITY, AND AUTHENTICITY."**

BRENÉ BROWN

SKILL SET #1

Rumbling with Vulnerability

EMBRACE THE SUCK.



Man in Arena Speech

“It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The **credit belongs to the man who is actually in the arena**, whose face is marred by dust and sweat and blood; who strives valiantly; who errs, who comes short again and again, because there is no effort without error and shortcoming; but who does actually strive to do the deeds; who knows great enthusiasms, the great devotions; who spends himself in a worthy cause; who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and timid souls who neither know victory nor defeat.”

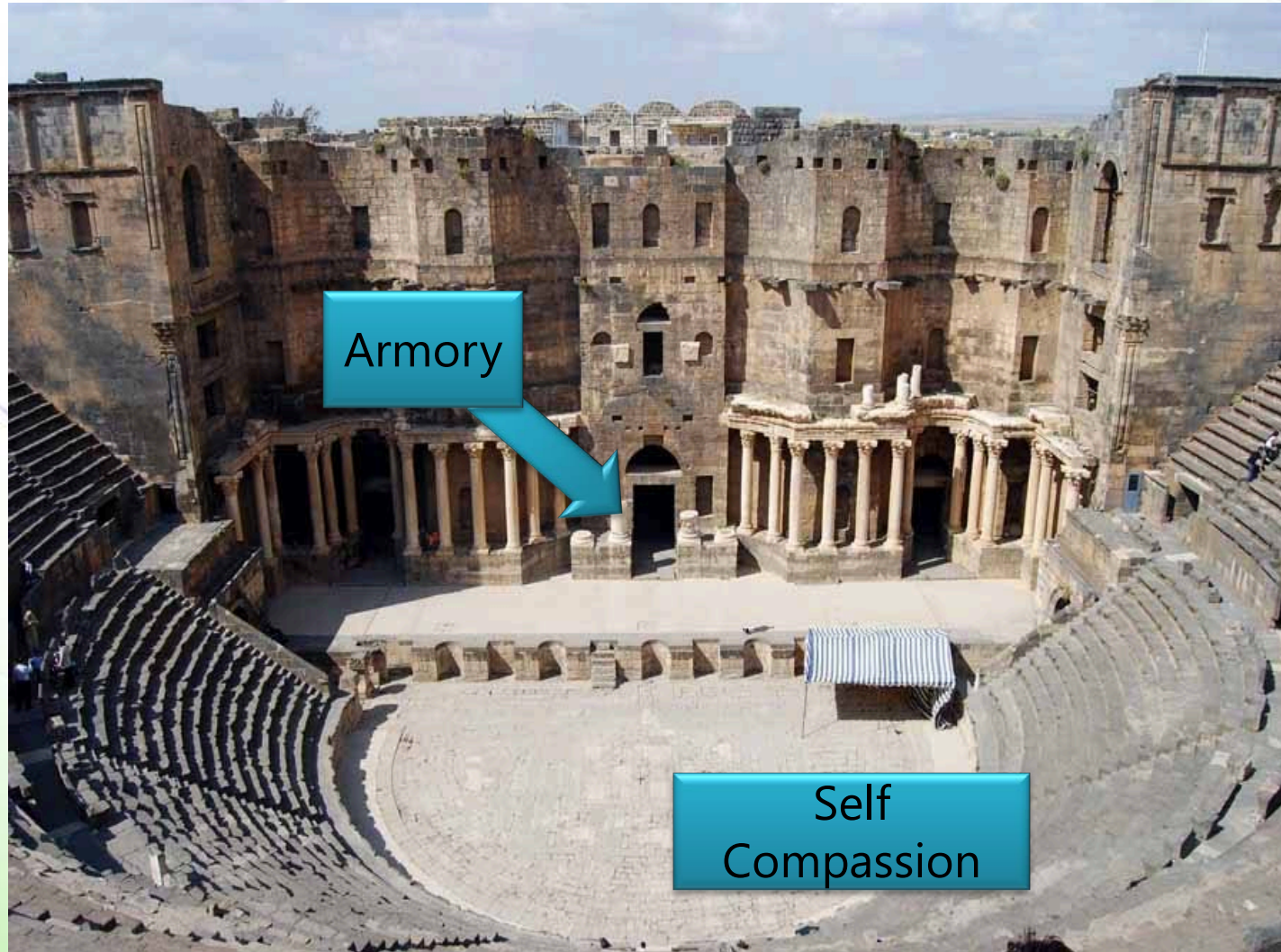
THE MAN IN THE ARENA

Excerpt from the speech "Citizenship In Republic" delivered at the Sorbonne, in Paris, France on 23 April, 1910

The background of the quote is a photograph of an ancient Roman amphitheater, likely the Amphitheatre of Nîmes. The image shows the semi-circular tiers of stone seating and the central arena area, which is partially covered in ruins and overgrown with some vegetation. The lighting is bright, suggesting a sunny day.

**"YOU CAN CHOOSE COURAGE
OR YOU CAN CHOOSE COMFORT,
BUT YOU CANNOT HAVE BOTH."**

BRENÉ BROWN



The Arena



Self Compassion

How do we treat ourselves?

It Starts With Us

- Let's think about if your morning started today like this ...
- What are the messages that you would send yourself?
- Let's write them down ...

Now you come to talk to your compassionate friend ...

- The compassion friend you picked reflects what you just said right back to you ...
- What does that feel like ?
- What did we want the compassion friend to say?
- Can we say that to ourselves as a practice?

Kristen Neff's Core Components of Self Compassion

1. Self-Kindness – care and understanding, soothing
2. Common Humanity – suffering happens, life is imperfect
3. Mindfulness – “be” with painful feelings

Why might Self Compassion be important for us particularly ?

- In the helping fields we are often asked even more to offer compassion to others ...
- This places us at risk for compassion fatigue and even burn out
- Practicing self compassion has been shown to improve:
 - Less burnout and “compassion’ fatigue (Raab, 2014)
 - More satisfaction in a care giving role (Barnard & Curry, 2012)
 - Less fear of failure (Breines & Chen, 2012)
 - More likely to try again and persistent in efforts after failure (Breines & Chen, 2012)

So what might self compassion
practice look like?

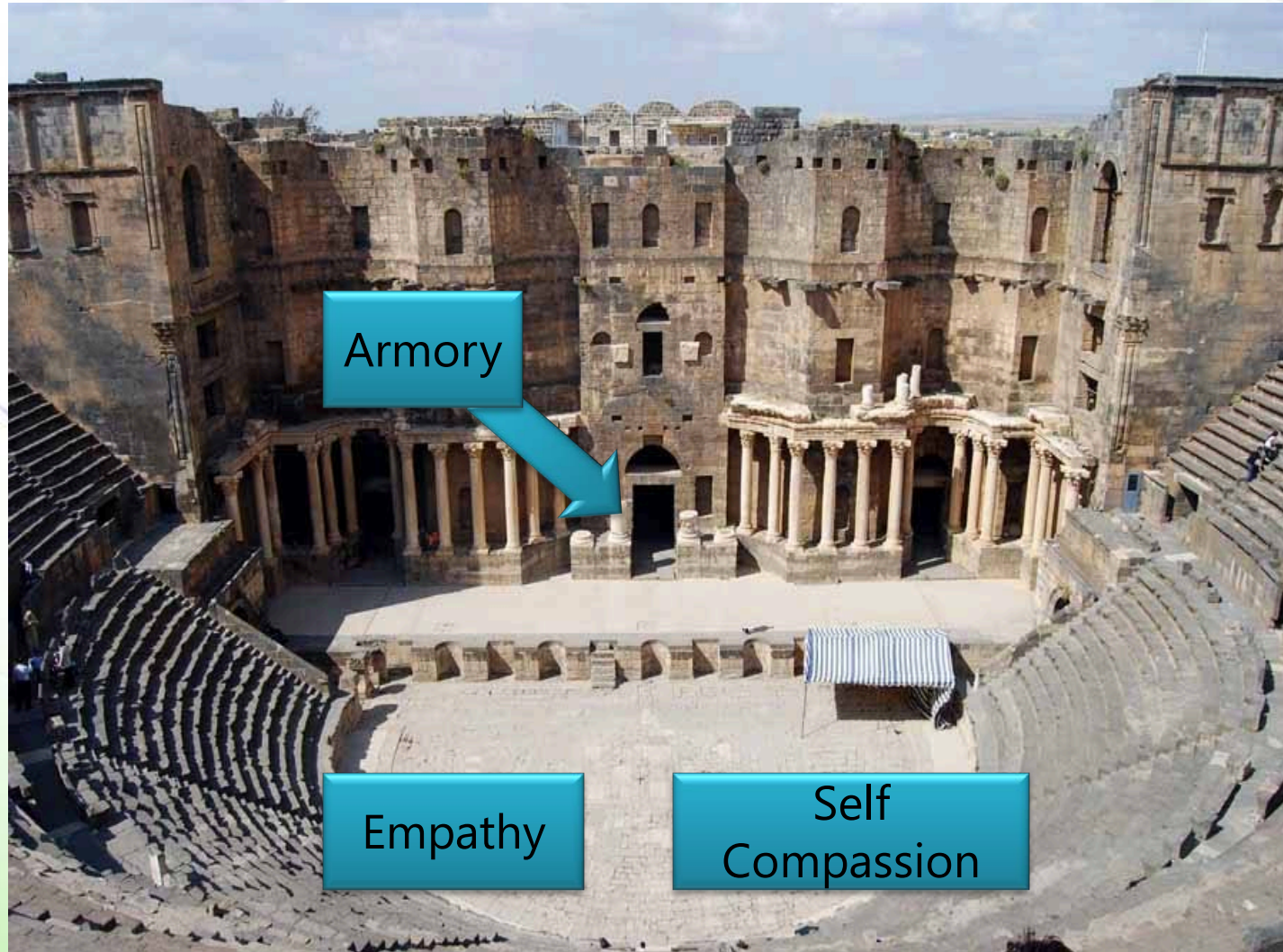
SELF COMPASSION EXCERCISE

“The Help” ...

<https://www.youtube.com/watch?v=3H50llsHm3k>

Creative Activity

- Take your index card and create a self compassionate statement
 - “I am enough”
 - “I am strong”
 - “I am smart”
 - “I am kind”
- Think about what gentle touch you might use with the mantra



The Arena



Theresa Wiseman's Attributes of Empathy

1. Perspective Taking

1. Staying out of Judgement

2. Recognizing Emotion

3. Communicating Emotion

SKILL SET #4

Learning to Rise

CHECK THE CONSPIRACIES AND CONFABULATIONS.





It's about falling, getting up, and trying again
LEARNING TO RISE

Rising Strong Process

- Reckon
- Rumble
- Revolution

Rising Strong Process

Listening to Brene

- The Reckoning Process
 - Recognize you have been emotionally hooked
 - Get Curious



Another Key Strategy

LIMITED DISCLOSURE

- How much do you really need to share to convey the issues and have your needs met?
- Questions to ask yourself before sharing graphic details:

What is the setting of the conversation?

Is the listener...

- Aware of what you're about to share?
- Able to control the flow of what you're about to share with them?

If it's a case consult or debriefing...has the listener been given fair warning & given consent?

1-SELF-AWARENESS

- Take note of a typical week & reflect on the way you formally & informally debrief with your colleagues
 - How much detail did you provide?
 - How much detail did they share with you?
 - What was most helpful?

2-FAIR WARNING

- Before you start, give your colleague fair warning that you're going to debrief
 - Key difference between ad hoc “water cooler” and more formal consultation
- Remember...you use “fair warning” in everyday life
- Think about what you need from the listener
 - Do you just want them to listen? Do you want advice?
 - Be clear to better ensure your needs are met & they know what you're asking of them
- This allows the listener to prepare...and to also give (*or not give*) consent

3-CONSENT

- After giving FAIR WARNING, you need to ask for consent
- The listener has the right to decline, or qualify what they're able and ready to hear
- You should be prepared to be okay with the listener saying "no" or "not right now"

4-LIMITED DISCLOSURE

- How much do you really need to share to convey the issues and have your needs met?
- Questions to ask yourself before sharing graphic details:

What is the setting of the conversation?

Is the listener...

- Aware of what you're about to share?
- Able to control the flow of what you're about to share with them?

If it's a case consult or debriefing...has the listener been given fair warning & given consent?

PERSONAL STRATEGIES



PERSONAL STRATEGIES

FOUR STEPS TO WELLNESS

4

Make a Commitment to Change

3

Develop Resiliency Skills

2

Enhance Self-Care / Work-Life Balance

1

Take Stock



Somewhere between internalizing an ethic of martyrdom & ignoring ongoing crises lies the balance that we must find in order to sustain our work.

-van Derhoot Lipsky, L. *Trauma Stewardship* (2009)



- Track Your Physical Well-Being
- Track & Limit Your Trauma Inputs
- Getting the “Wake-Up Call”

1

Take Stock



- Deal with the *work* part of work-life balance
- Deal with the *life* part of work-life balance
- Enhance your self-care

2

Enhance Self-Care / Work-Life Balance



- Developing self-awareness skills
- Daily meditation, relaxation training, controlled breathing, and visualization
- Trauma Stewardship: Managing Trauma Exposure
- Body Awareness

3

Develop Resiliency Skills



Change I can make in the next week

Change I can make in the next month

Change I can make in the next year

What do I need
to get in place
to make this
happen?

What do I
need to get in
place to make
this happen?

What do I need
to get in place
to make this
happen?

4

Make a Commitment to Change



The ABCs of Addressing Vicarious Trauma

Awareness

Being attuned to one's needs, limits, emotions and resources. Heed all levels of awareness and sources of information, cognitive, intuitive and somatic. Practise mindfulness and acceptance.

Balance

Maintaining balance among activities, especially work, play and rest. Inner balance allows attention to all aspects of oneself.

Connection

Connections to oneself, to others and to something larger. Communication is part of connection and breaks the silence of unacknowledged pain. These connections offset isolation and increase validation and hope.

In Three Realms of Our Lives

- Professional
- Organizational
- Personal

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Making a Commitment to Yourself

1. Write down three things you could do to address vicarious traumatization for each arena: professional, organizational and personal.

Professional

1. _____
2. _____
3. _____

Organizational

1. _____
2. _____
3. _____

Personal

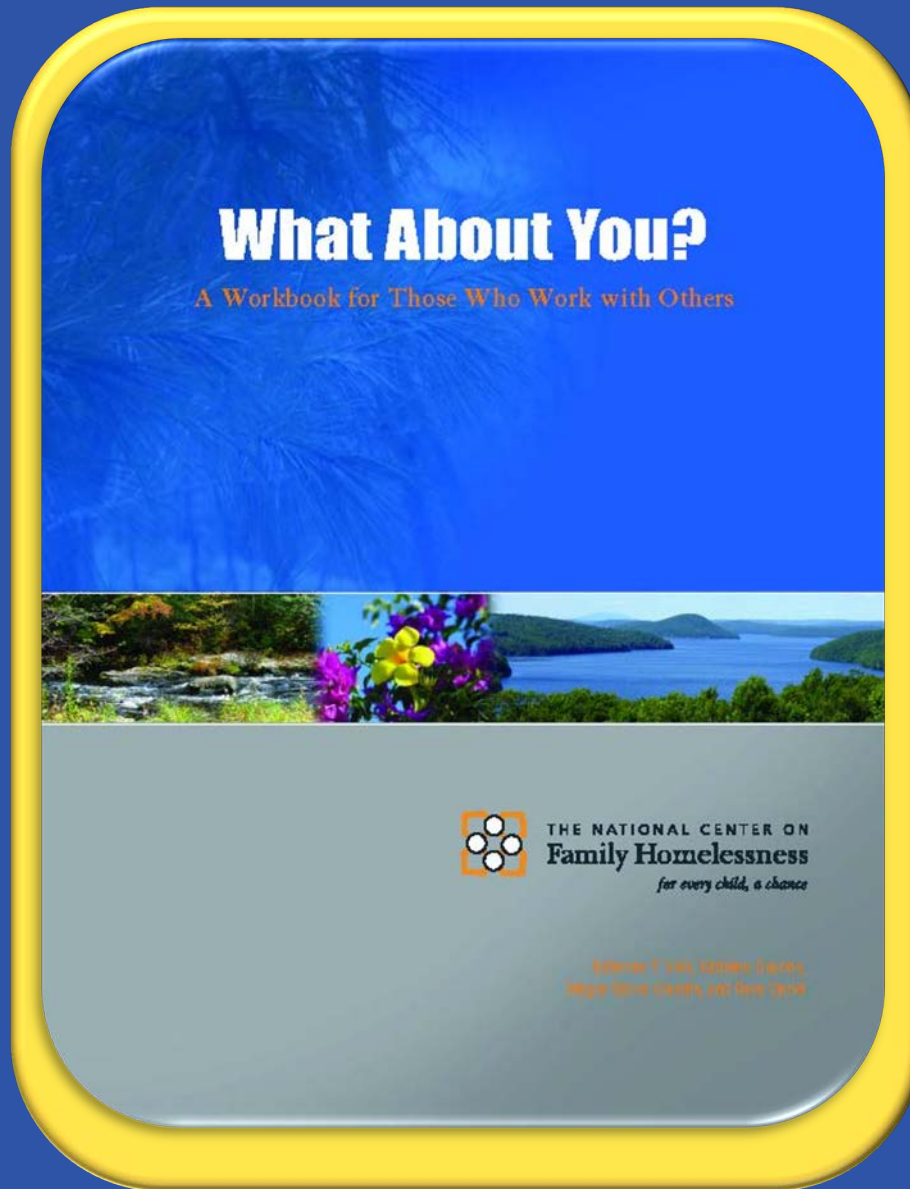
1. _____
2. _____
3. _____

1. Next, place an asterisk beside every strategy you could implement during the next month.
2. Then, circle one in each category that you will try to do during the next week.

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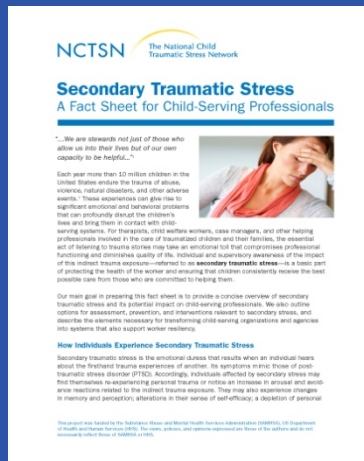


Self-Care Resources

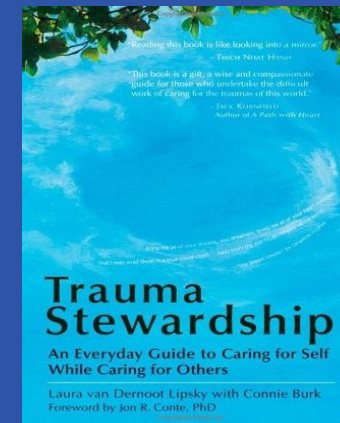


Available through the
National Center on Family
Homelessness

<http://www.familyhomelessness.org/media/94.pdf>



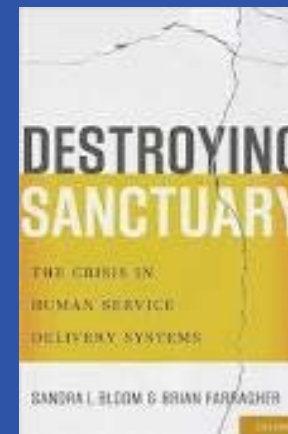
- *Secondary Traumatic Stress: A Fact Sheet for Child-Serving Professionals.* Available on www.NCTSN.org



- *Trauma Stewardship: An Everyday Guide to Caring for Self While Caring for Others.* Available on <http://traumastewardship.com>



- Secondary Traumatic Stress Speaker Series from the NCTSN
<http://learn.nctsn.org/course/view.php?id=70>



- *Destroying Sanctuary.* Available on <http://www.sanctuaryweb.com>

Self Care Ideas

- Make your playlist of upbeat songs
- Write post its of gratitude to share with others at home and school
- Start a gratitude journal
- Take a walk around the school ... really walk slowly and look around, practice your 1-4 square breathing
- Tell a funny story of something that happened recently with the others in your group
- Take time to color for 10 minutes
- Write 5 statements about your strengths and what you do well ... read them aloud to yourself and group members



SOME RESOURCES

Wellness Planning Overall

<https://www.nwmissouri.edu/wellness/shift/resources.htm>

PLEASE TAKE 5 MINUTES
TO COMPLETE THIS EVALUATION

[BBEVAL.COM/ETC97T](https://bbeval.com/etc97t)



Thank You

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