

CHEERLEADING FROM QUICKSAND: HOW TO CHANGE EVERYTHING WITHOUT CHANGING EVERYTHING

Lyndi Zavy, M.A., PHR

Rivers & Roads

Organizational Development



BUILD A SOLID FOUNDATION

BURNOUT

Understand burnout
and the stress cycle

BOUNDARIES

Regain time that
you've lost to others

TOTAL HEALTH

Commit to pouring
into yourself

PRACTICE

Apply what you've
learned today





ON A SCALE OF 1 - 10 , WHERE IS YOUR BURNOUT TODAY?



BURNOUT

EMOTIONAL EXHAUSTION

DEPERSONALIZATION

DECREASED SENSE OF ACCOMPLISHMENT

Burnout

Emily & Amelia Nagoski

Emotional Exhaustion

The result of working at a demanding level and becoming emotionally over-extended

Comes from a need to always be present, leading to nothing left to give

Precursor to worsening the other burnout factors

Depersonalization

Becoming more negative, cynical, impersonal with family and colleagues

Leads to less compassion

May be a defense against further emotional exhaustion

Decreased Sense of Accomplishment

Reduced sense of competence

Questioning if the work makes any
difference

Burnout component most likely to
manifest in males

Total Cost of Burnout

HEALTHCARE

\$125-\$190 billion in annual healthcare costs*

ORGANIZATIONS

Disengaged employees cost 34% of annual salary and represent 20%-50% of turnover*

INDIVIDUALS

Total cost on family, friends, loved ones and your own health and stability





Break the Cycle



Breathing
Physical Activity



Laughter
A Good Cry



Affection
Positive Interaction

Break the Cycle



Rest



Creative Expression



Step away from the
stressor



BREAK THE STRESS CYCLE

FIND WHAT WORKS FOR YOU

LATHER, RINSE, REPEAT

“

YOU ARE NOT HERE TO BE
“PRODUCTIVE.” YOU ARE HERE TO BE
YOU, TO ENGAGE WITH YOUR
SOMETHING LARGER, TO MOVE
THROUGH THE WORLD WITH
CONFIDENCE AND JOY.

NAGOSKI SISTERS

Boundaries

DEFINE WHERE OUR IDENTITY, RESPONSIBILITY, AND CONTROL BEGIN AND END RELATIVE TO ANOTHER PERSON.



Boundaries

CREATE CLARITY

Teach people how to treat you

CREATE EXPECTATIONS

You can't make Uncle Joe quit smoking, but you can tell him he can't smoke in your house

CREATE TIME

By setting and holding boundaries, you can give yourself back the time that others have taken

Boundary Scripts

Book of Boundaries
Melissa Urban

GREEN

Behavior is not okay but it is the first occurrence. Low risk, gentle language.

YELLOW

Elevated risk, firmer language. May include a consequence.

RED

Severe risk, most direct language. Still kind but final reminder.

BOUNDARY EXAMPLE

Bailing Bestie

A friend continues to cancel plans with you last minute and you are ready to set a boundary.

GREEN

It has been really hard for us to connect lately. Making sure we are still on for Saturday at 7pm before I get a sitter.

YELLOW

This is the third time you have canceled on me. I don't want to keep making plans if you are unable to stick to them.

RED

I'd rather not make plans with you again. If you want to stop by some night this week to talk, I will be home.

BOUNDARY EXAMPLE

POPUP PAL

A co-worker interrupts you frequently for non-work related conversation.



GREEN

BOUNDARY EXAMPLE

POPUP PAL

A co-worker interrupts you frequently for non-work related conversation.

GREEN

I am right in the middle of this. Can I come find you when I am finished?

BOUNDARY EXAMPLE

POPU P PAL

A co-worker interrupts you frequently for non-work related conversation.

GREEN

I am right in the middle of this. Can I come find you when I am finished?

YELLOW

BOUNDARY EXAMPLE

POPUP PAL

A co-worker interrupts you frequently for non-work related conversation.

GREEN

I am right in the middle of this. Can I come find you when I am finished?

YELLOW

I really need to focus, can you grab some time on my calendar for us to talk?

BOUNDARY EXAMPLE

POPUP PAL

A co-worker interrupts you frequently for non-work related conversation.

GREEN

I am right in the middle of this. Can I come find you when I am finished?

YELLOW

I really need to focus, can you grab some time on my calendar for us to talk?

RED

BOUNDARY EXAMPLE

POPOP PAL

A co-worker interrupts you frequently for non-work related conversation.

GREEN

I am right in the middle of this. Can I come find you when I am finished?

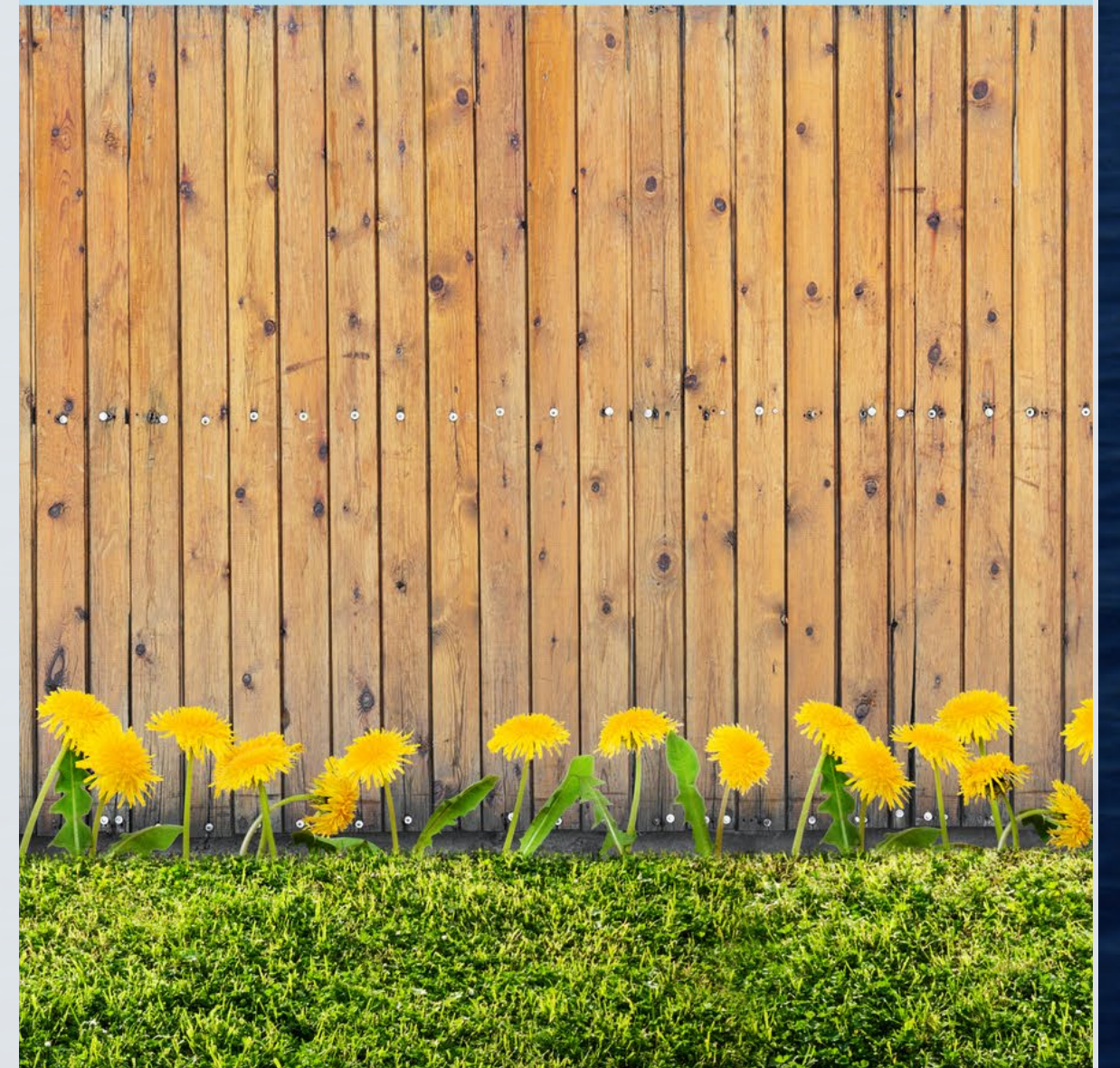
YELLOW

I really need to focus, can you grab some time on my calendar for us to talk?

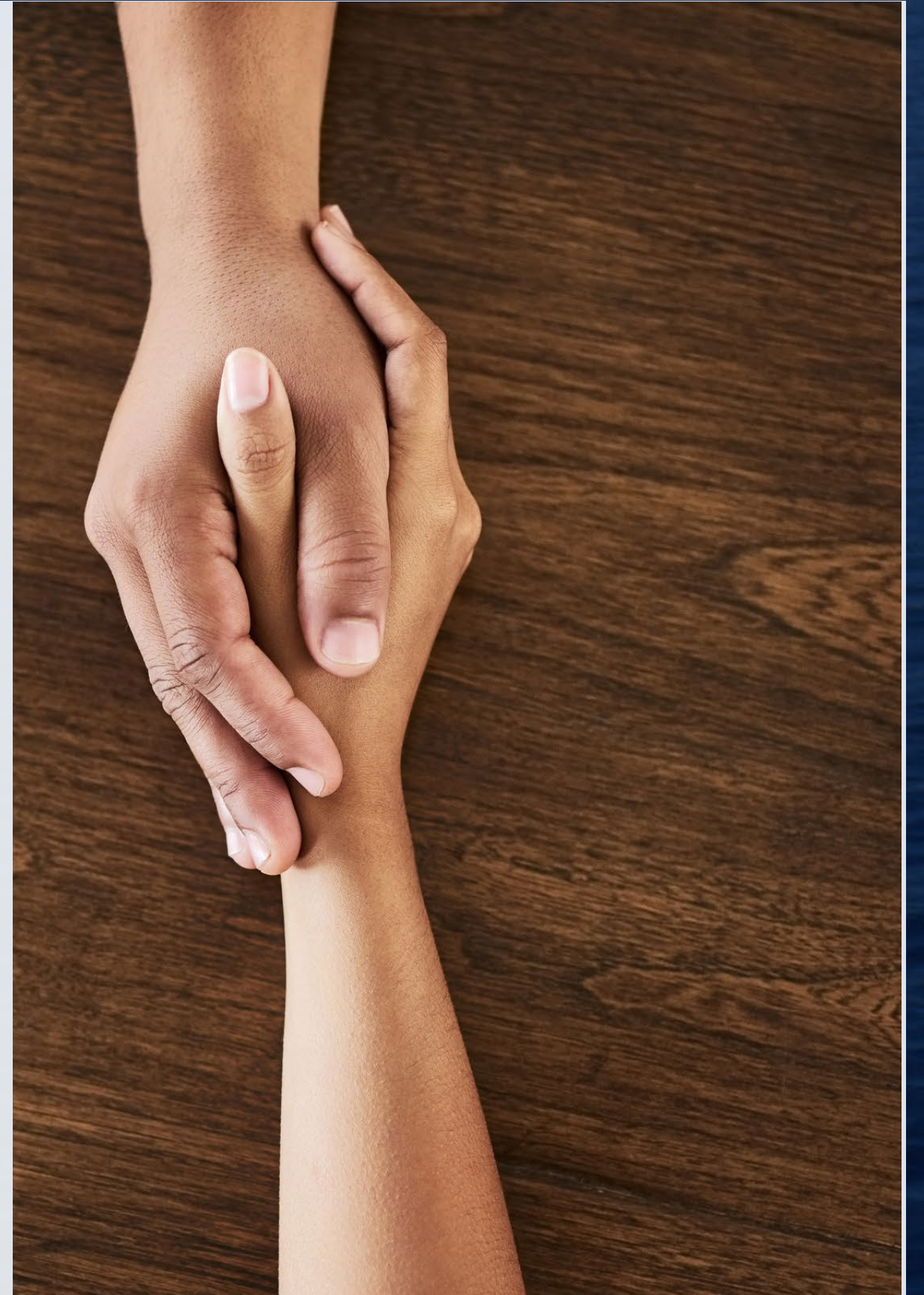
RED

Please stop interrupting me when I am working.

Set & Hold Your Boundaries



Nice vs. Kind



“

PEOPLE REACTING BADLY
TO YOUR BOUNDARIES
USUALLY MEANS YOU'RE
REVOKING A PRIVILEGE
THEY WERE NEVER MEANT
TO HAVE.

MELISSA URBAN

Commit to
Pouring
into
Yourself



Mental Health

IMPLEMENT MINDFULNESS

Start with deep breathing and meditation

RECOGNIZE YOUR LIMITS

Determine when you are overloading your plate

ASK FOR HELP

Explore solutions like Employee Assistance Programs and therapy

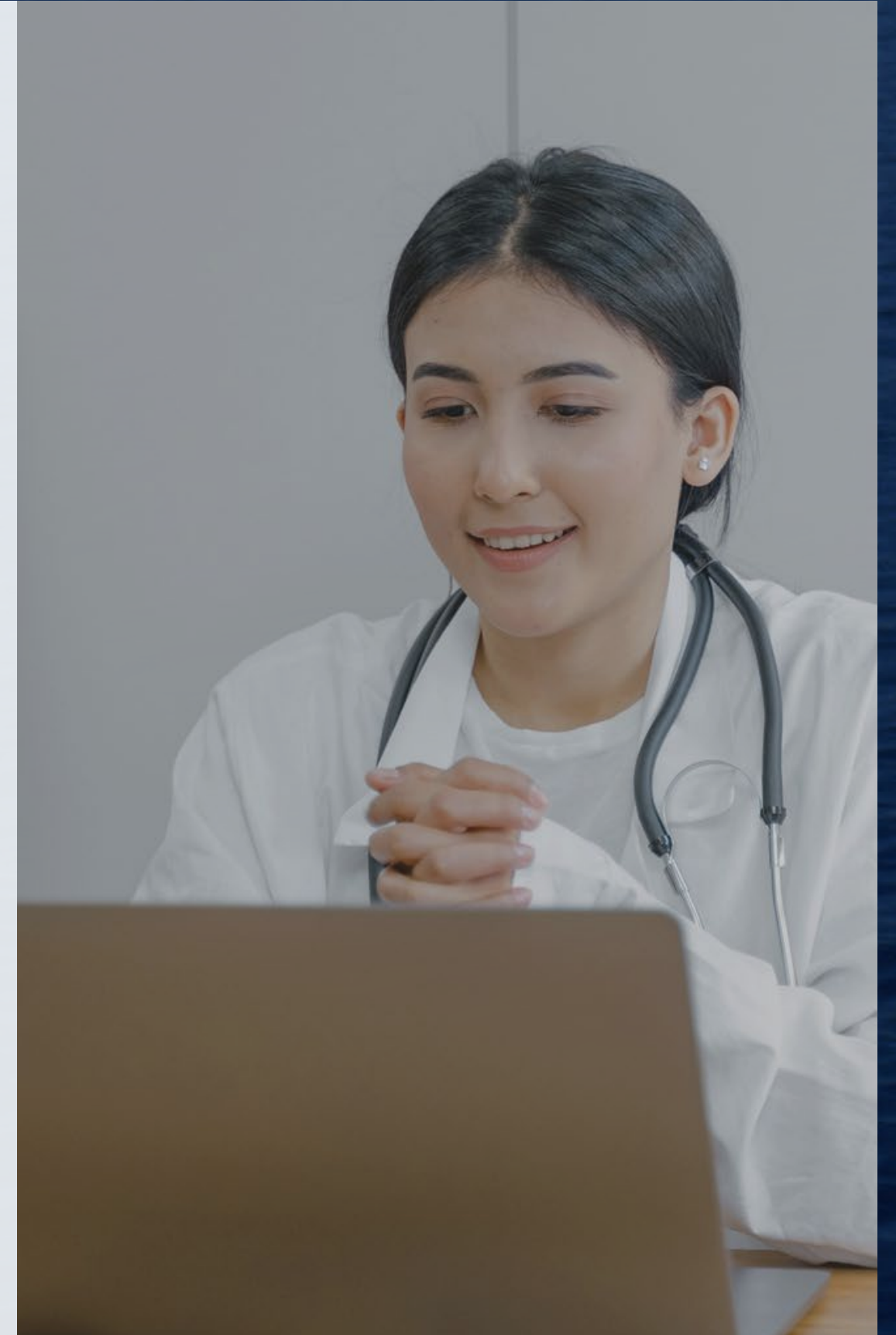
Mental Health Resources

EMPLOYEE ASSISTANCE PROGRAMS

Voluntary, confidential programs that offer assessments, counseling, referrals, and follow-up services

MENTAL HEALTH PROVIDERS

Explore mental health benefits and utilize technology to find and access providers



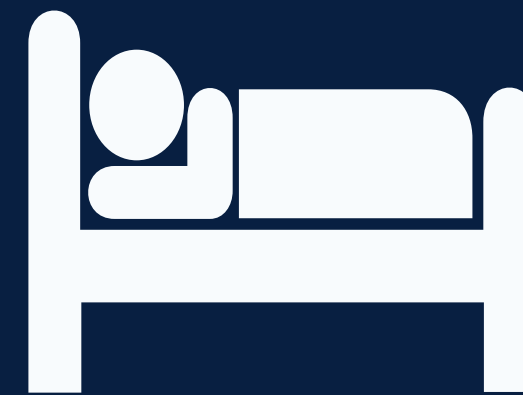
PHYSICAL HEALTH



Prioritize Your
Health



Find Movement
That Moves You



Sleep Over All Else

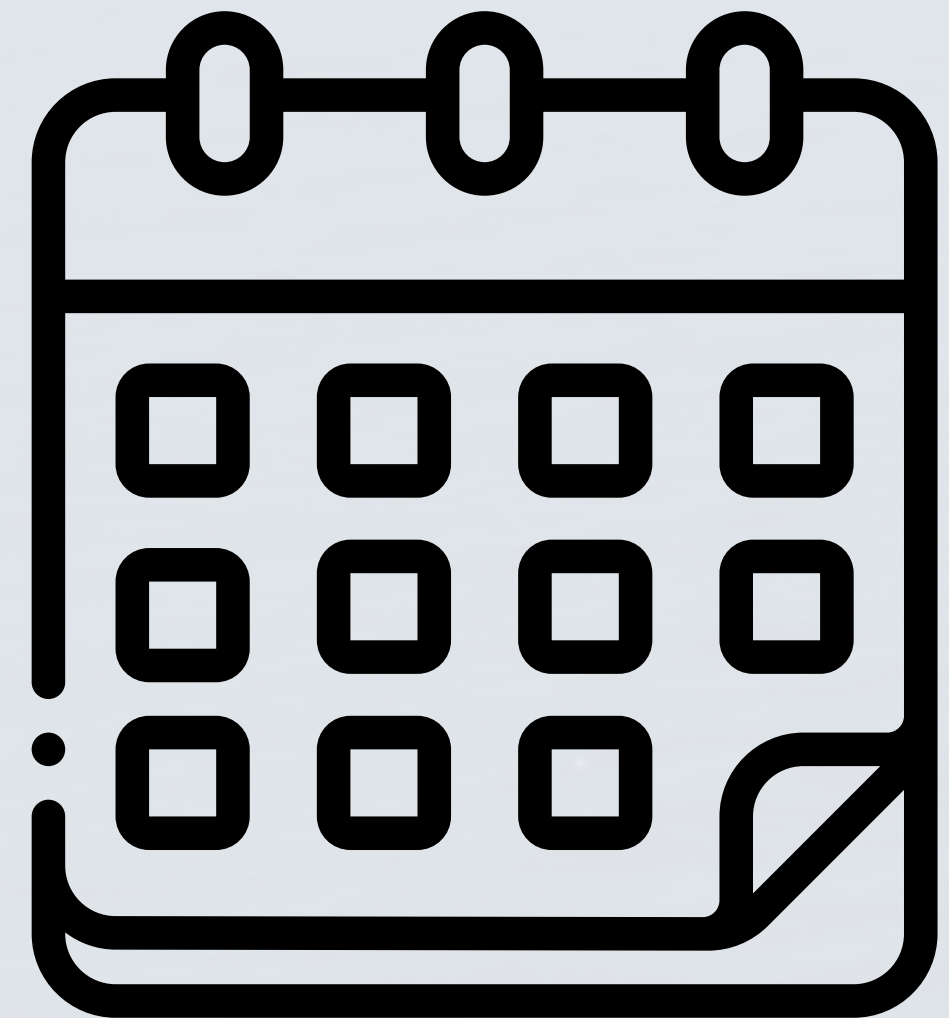
Make a Plan

SET A REMINDER FOR MONDAY

Choose an appointment you need to make

SET A REMINDER FOR 8/26/24

Check in with yourself to make sure you are sticking to the plans you make today



“

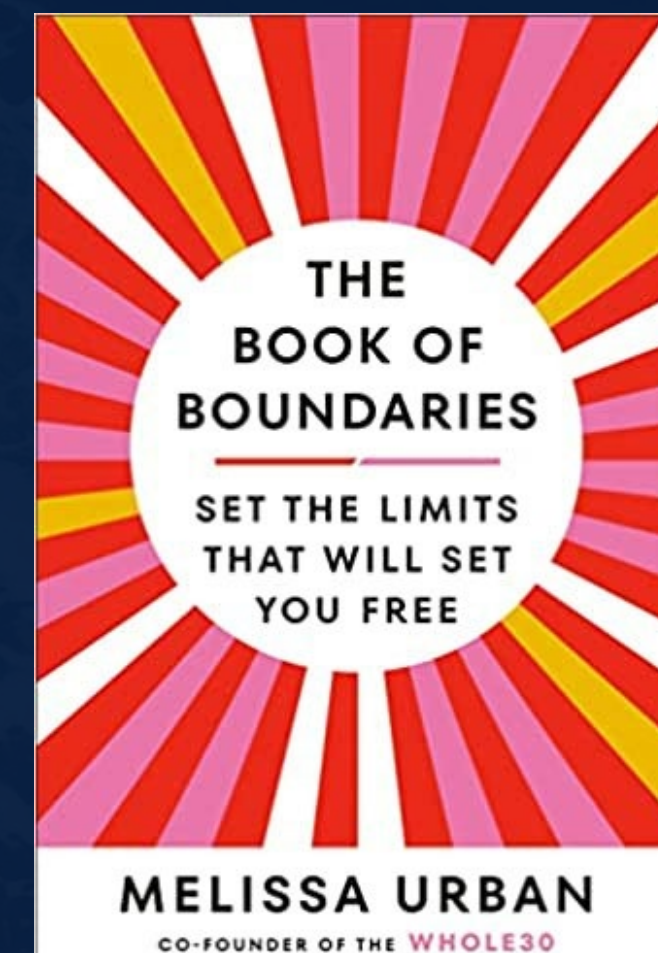
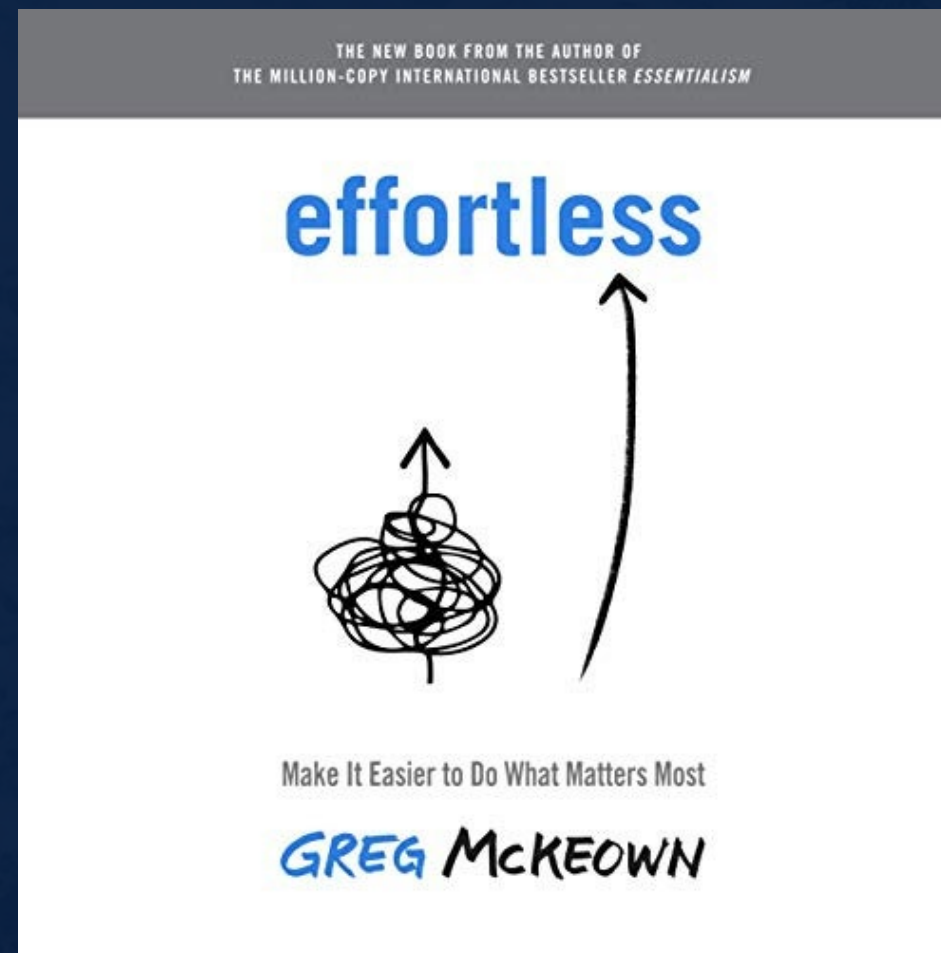
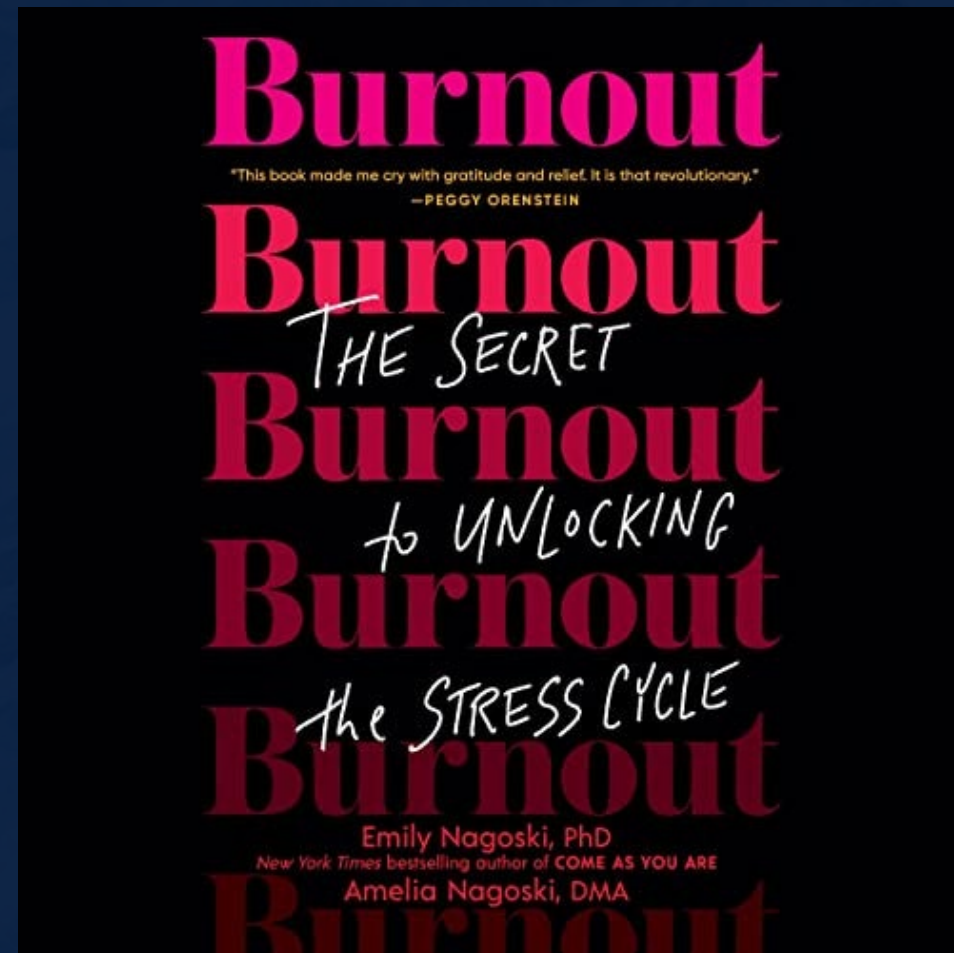
REMEMBER THAT IF YOU
DON'T PRIORITIZE YOUR
LIFE, SOMEONE ELSE WILL.

GREG MCKEOWN

A New Lens



READING LIST



Filled with Gratitude

