



1



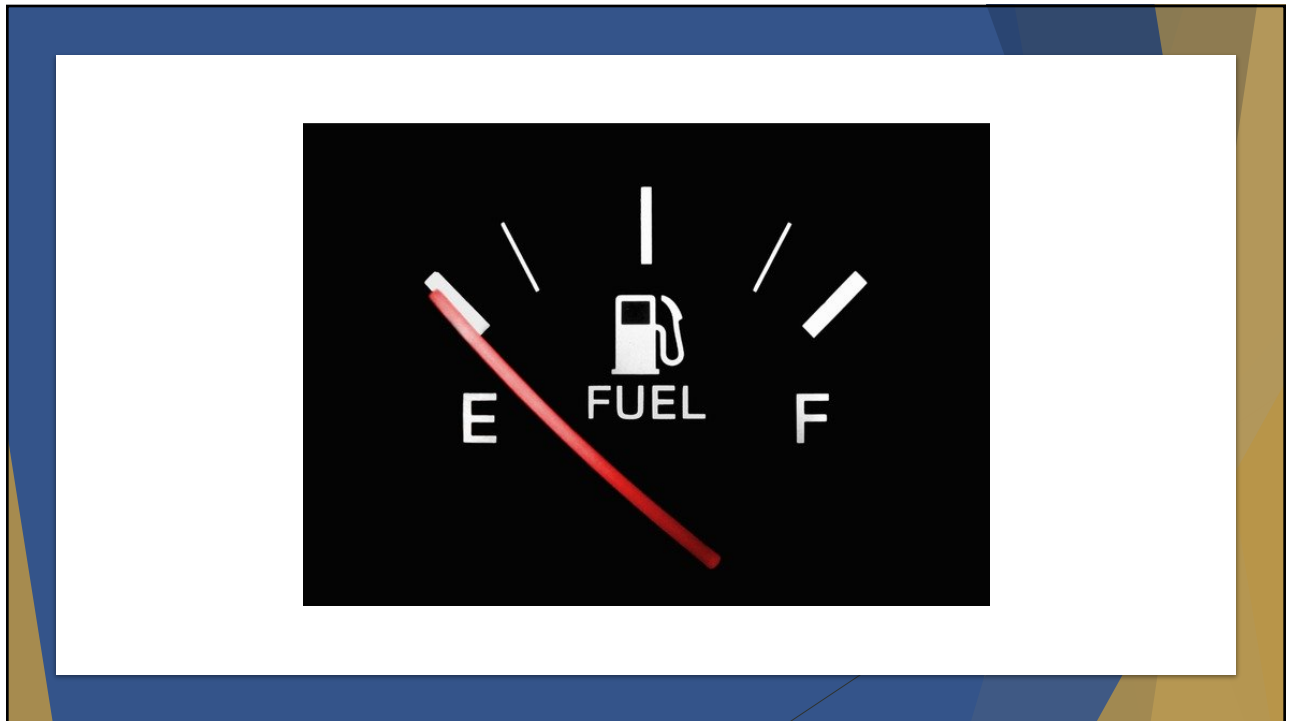
2



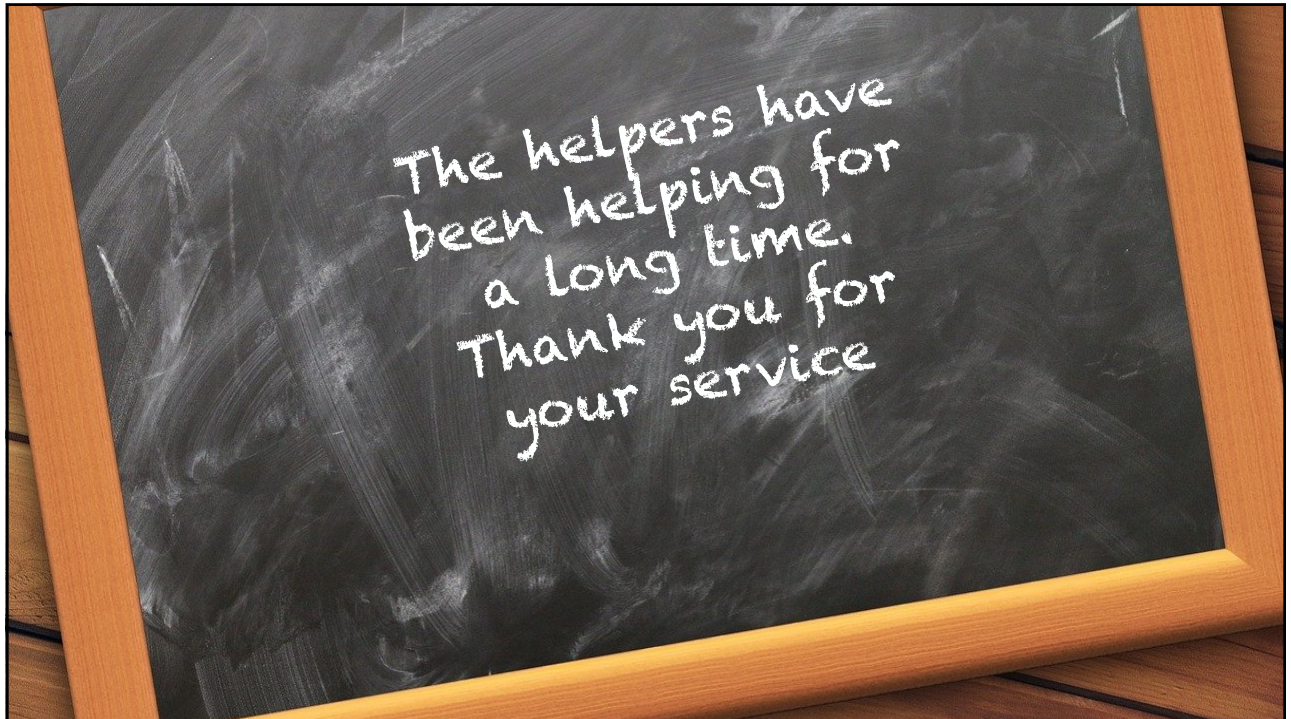
For slides and resources, and to sign up for the "Wired for Connection" newsletter!

SCAN ME

3



4

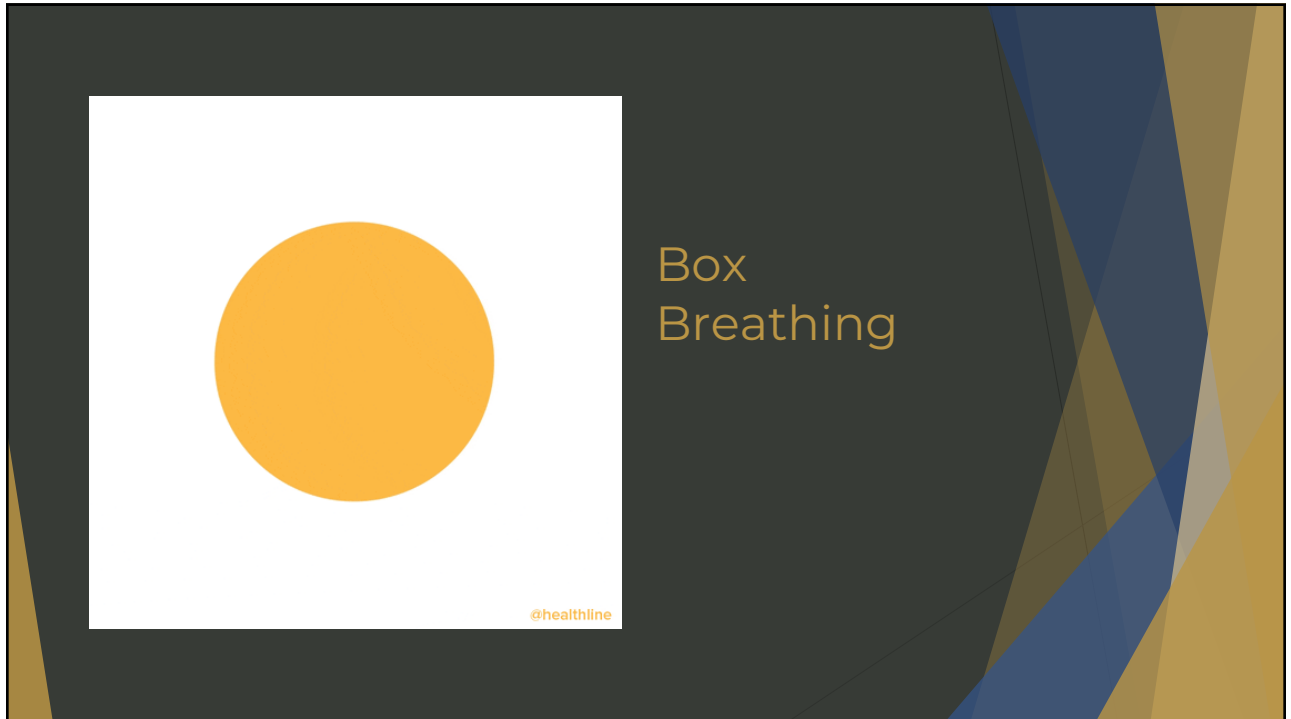


5

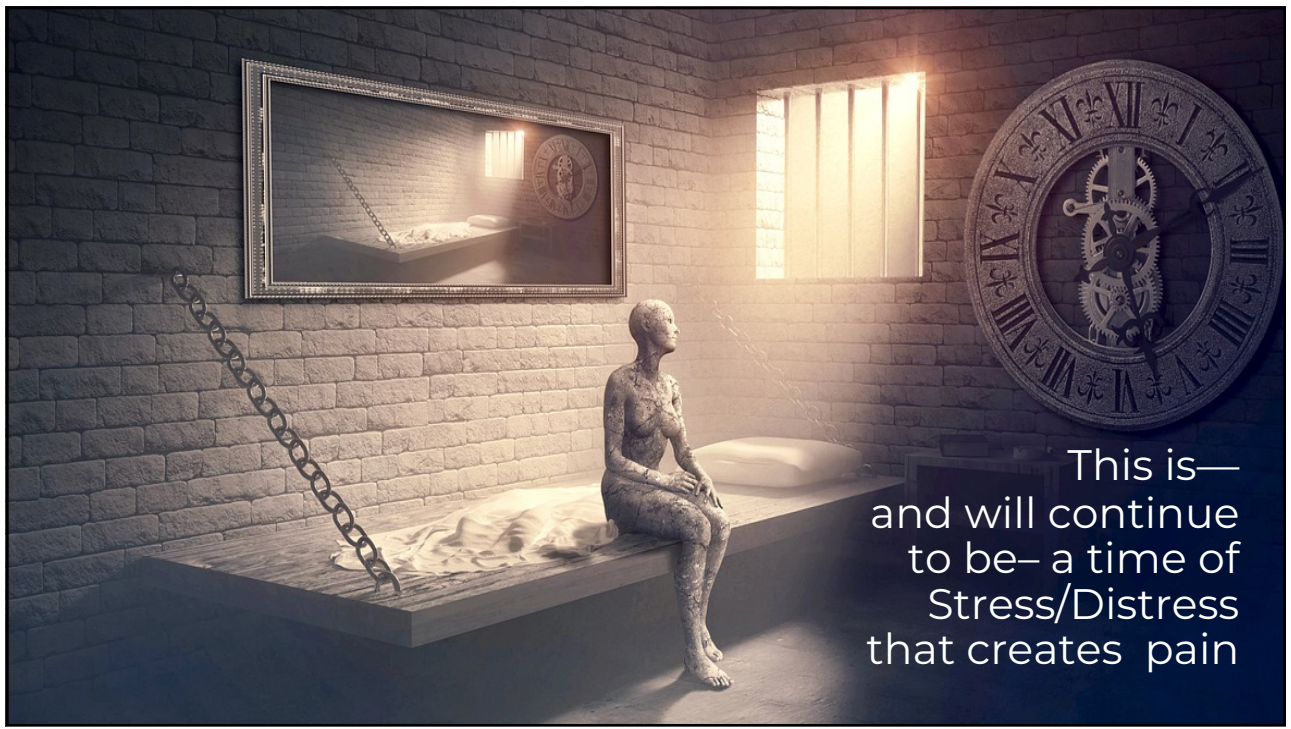


6





7



8





9



10



The release of  
tears --with  
safety

11



The release of  
tears --with  
safety

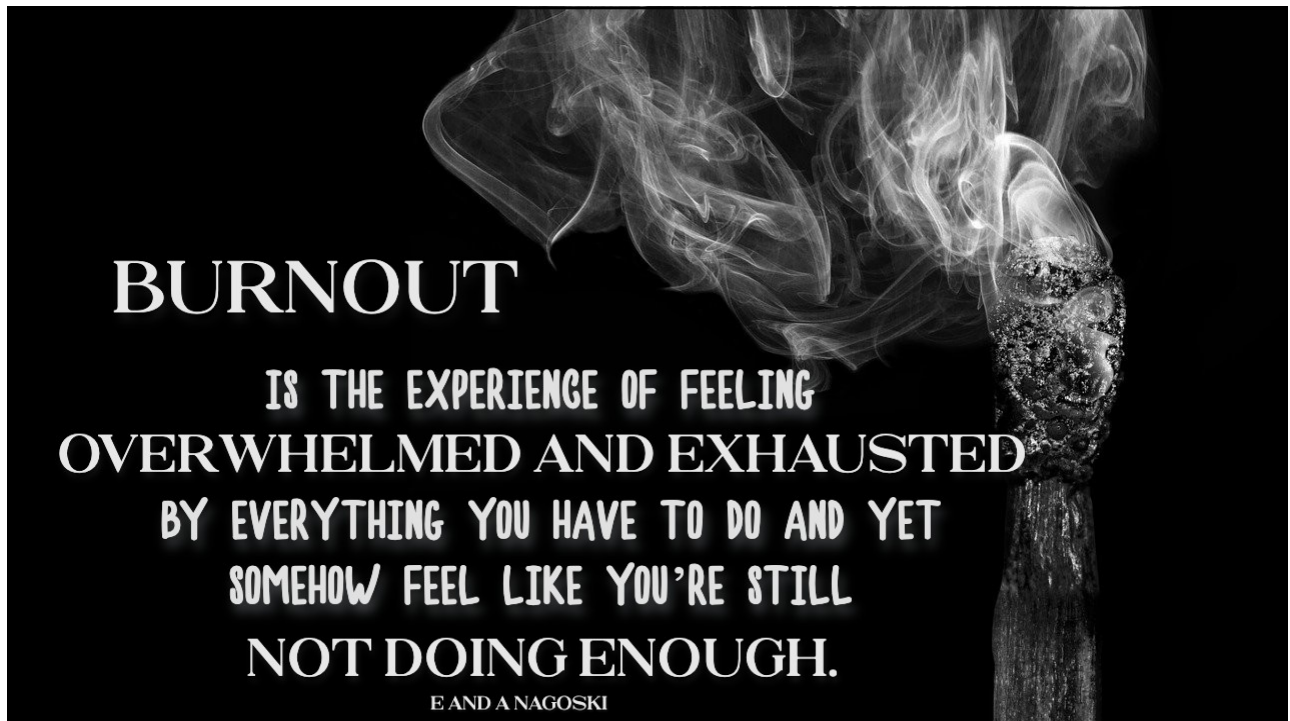
..only now can  
we start this  
work.

12



The Reality:  
Burnout

13

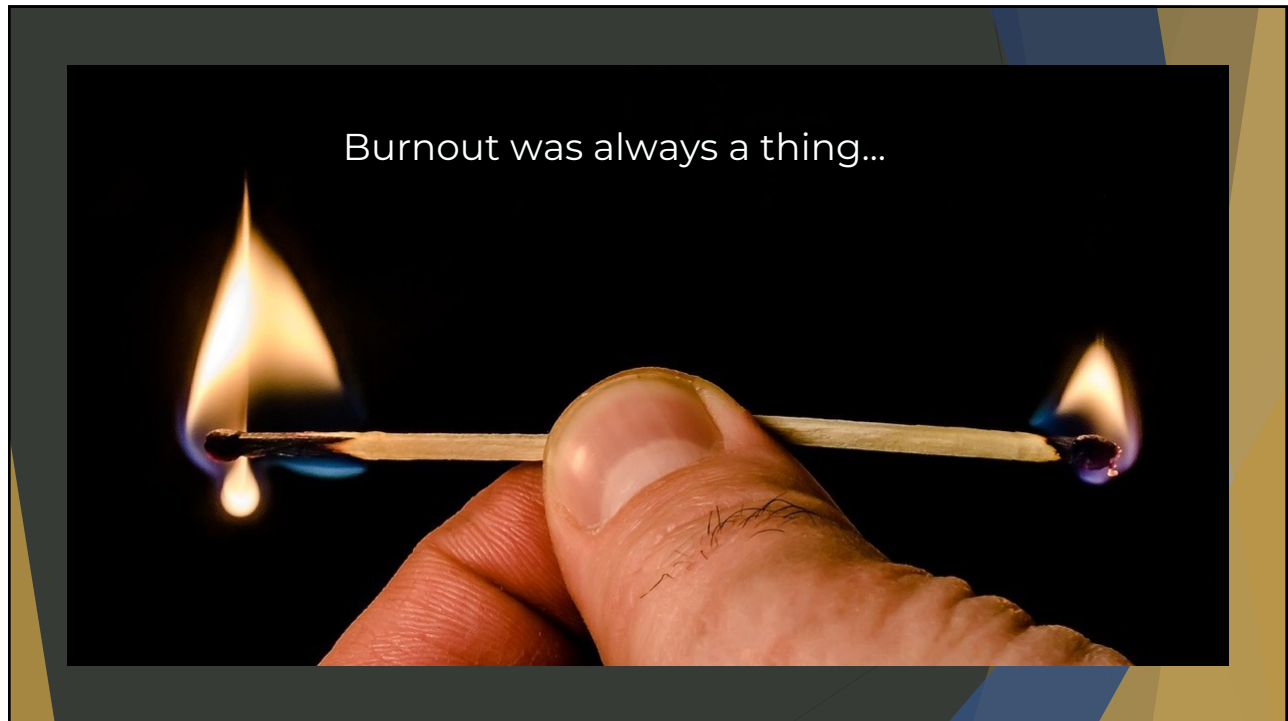


**BURNOUT**  
IS THE EXPERIENCE OF FEELING  
OVERWHELMED AND EXHAUSTED  
BY EVERYTHING YOU HAVE TO DO AND YET  
SOMEHOW FEEL LIKE YOU'RE STILL  
NOT DOING ENOUGH.

E AND A NAGOSKI

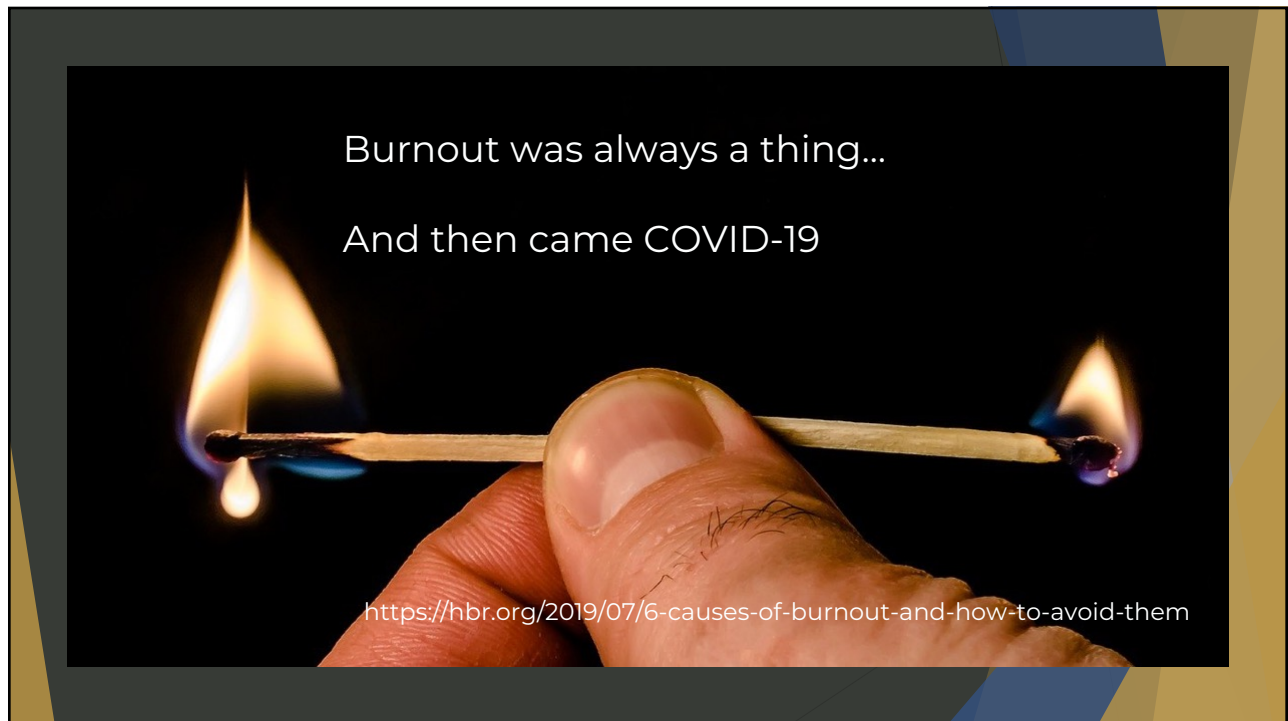
14





Burnout was always a thing...

15

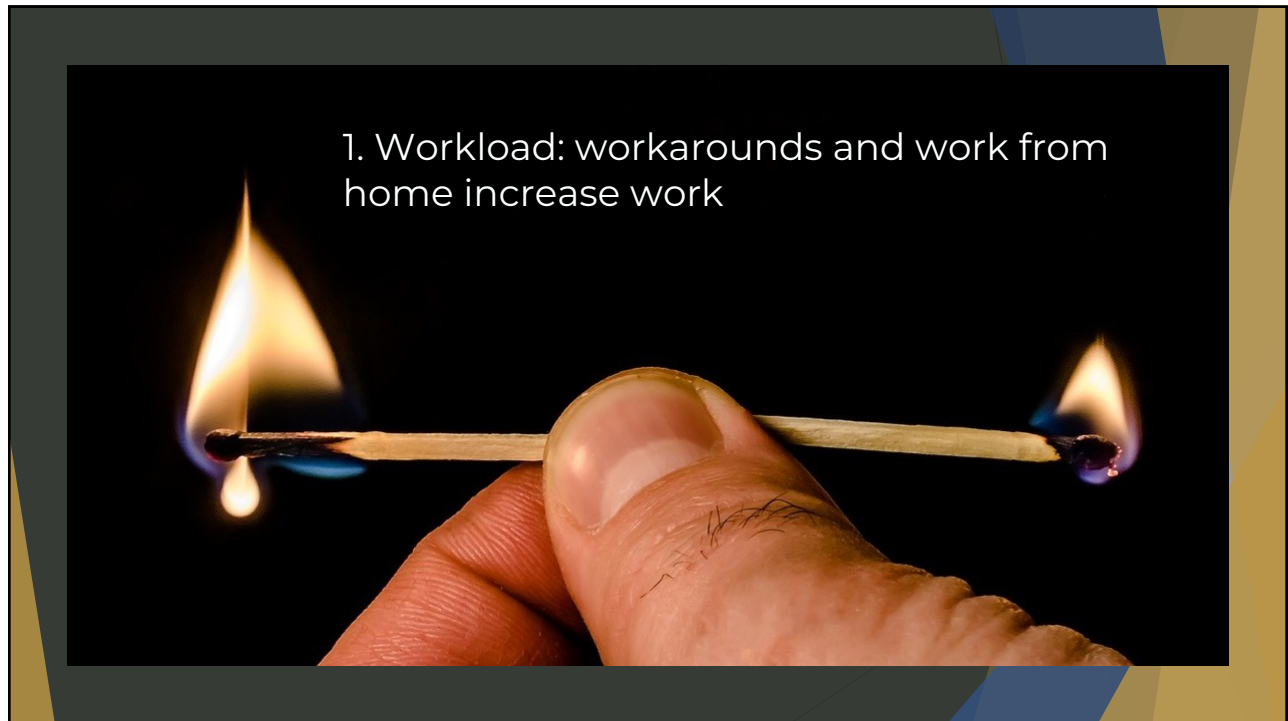


Burnout was always a thing...

And then came COVID-19

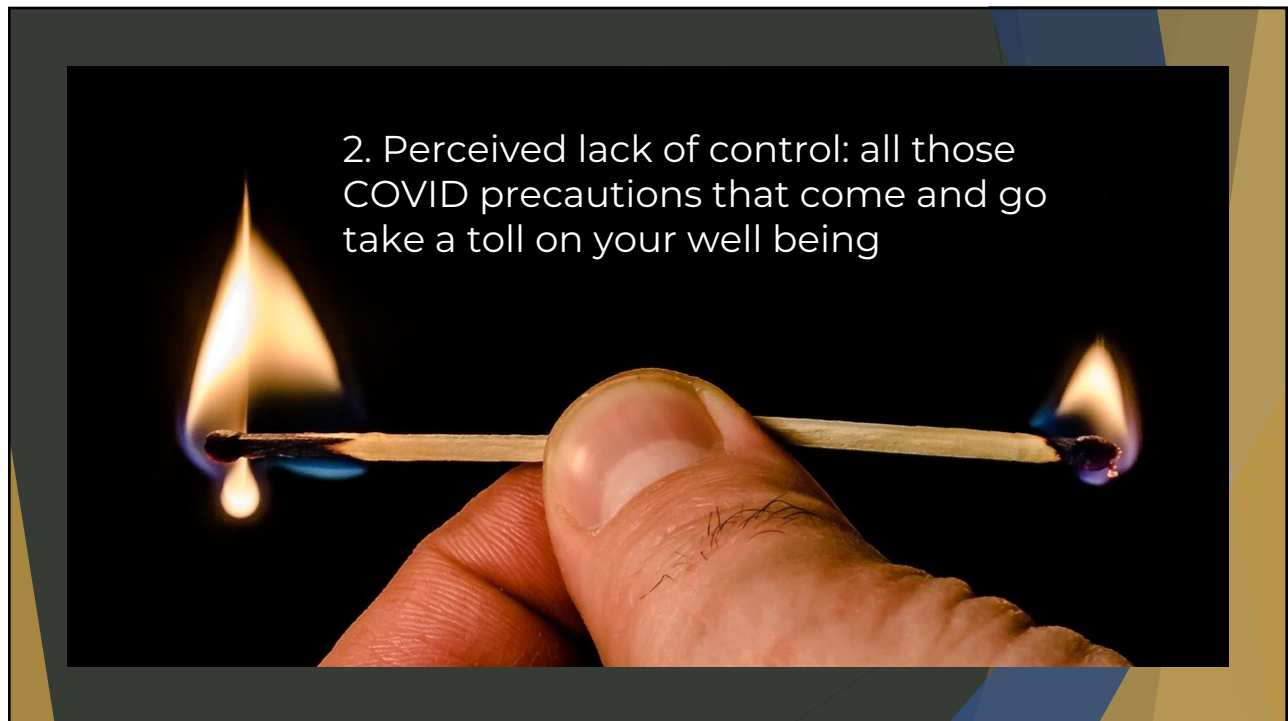
<https://hbr.org/2019/07/6-causes-of-burnout-and-how-to-avoid-them>

16



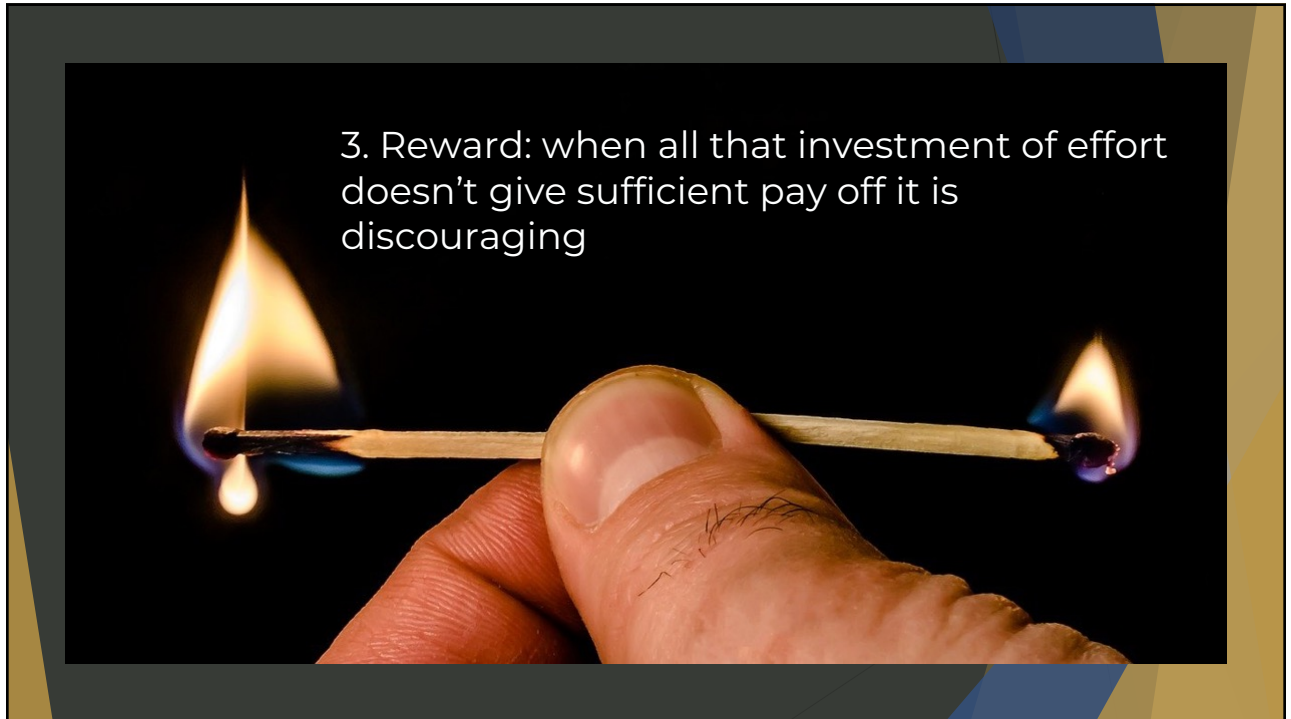
1. Workload: workarounds and work from home increase work

17



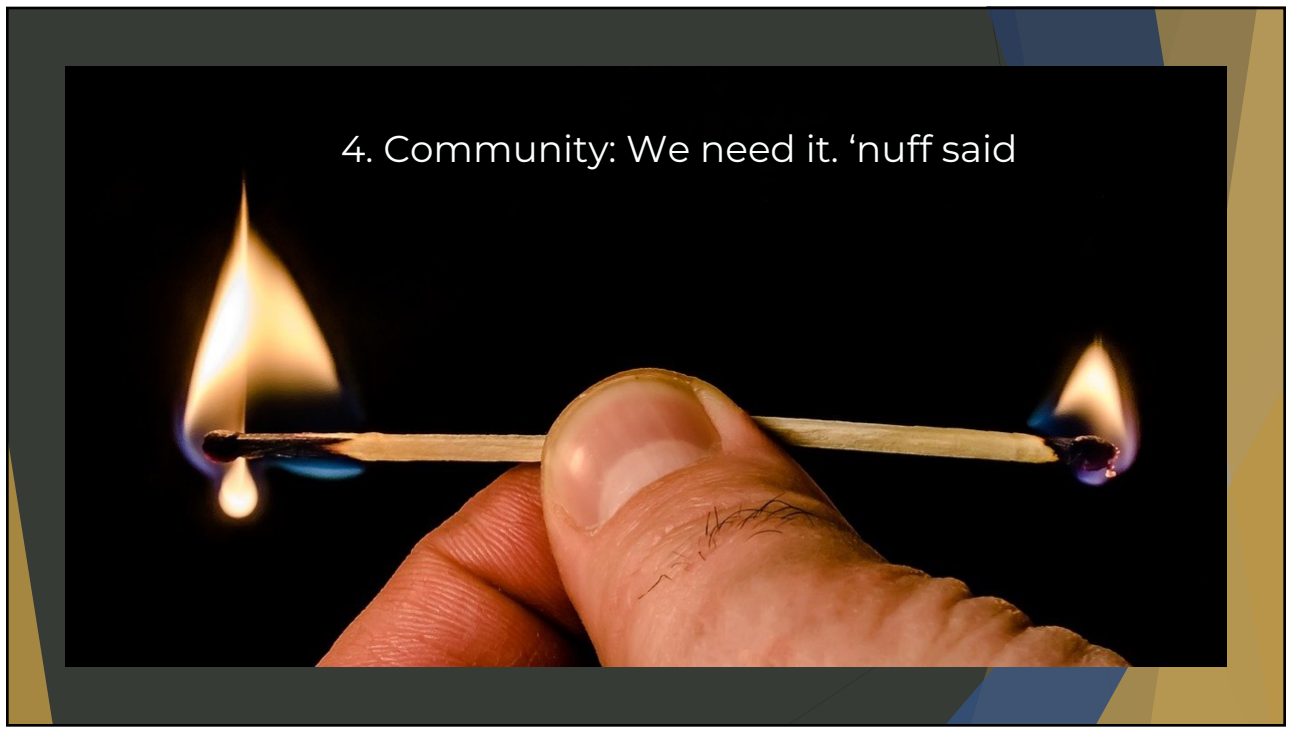
2. Perceived lack of control: all those COVID precautions that come and go take a toll on your well being

18



3. Reward: when all that investment of effort doesn't give sufficient pay off it is discouraging

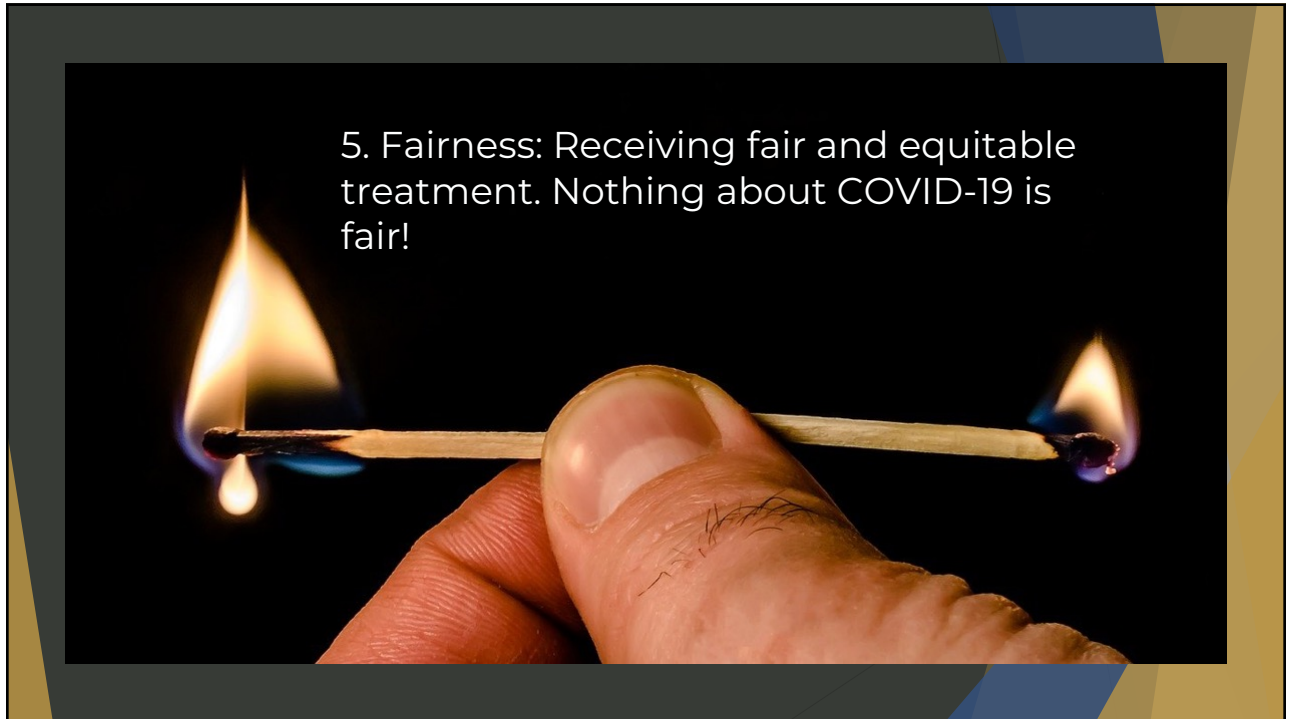
19



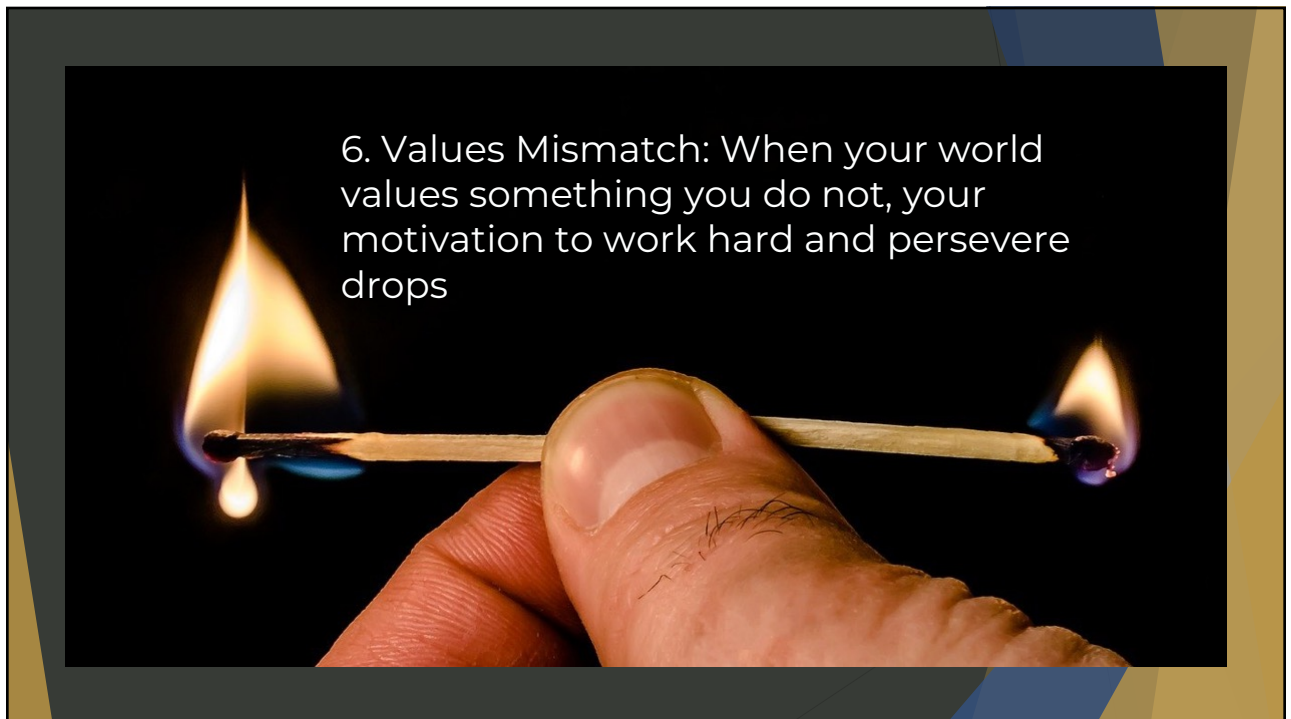
4. Community: We need it. 'nuff said

20

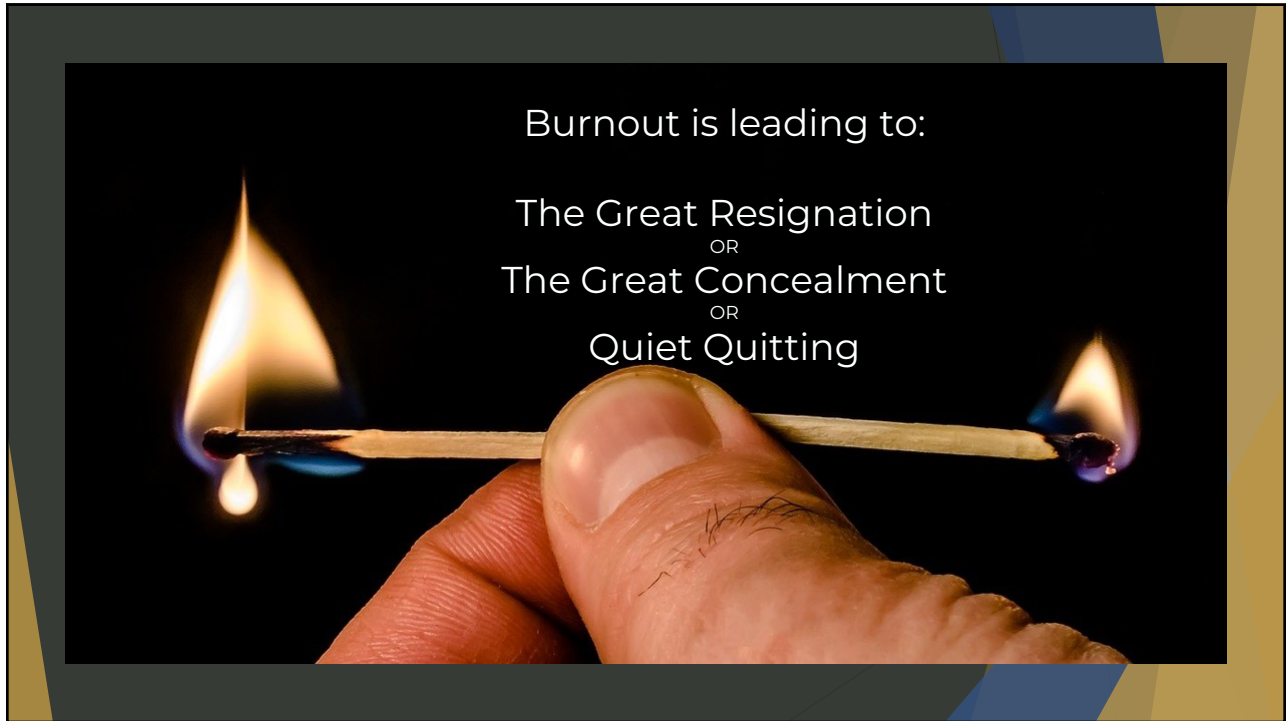




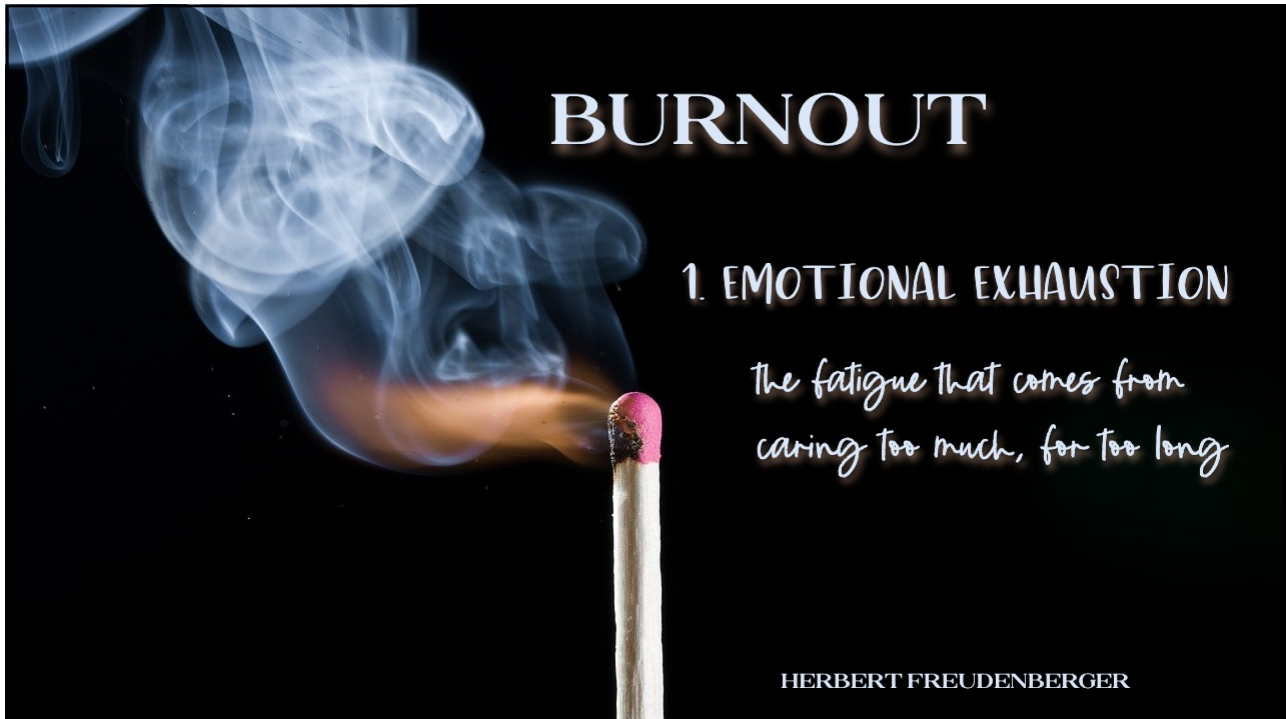
21



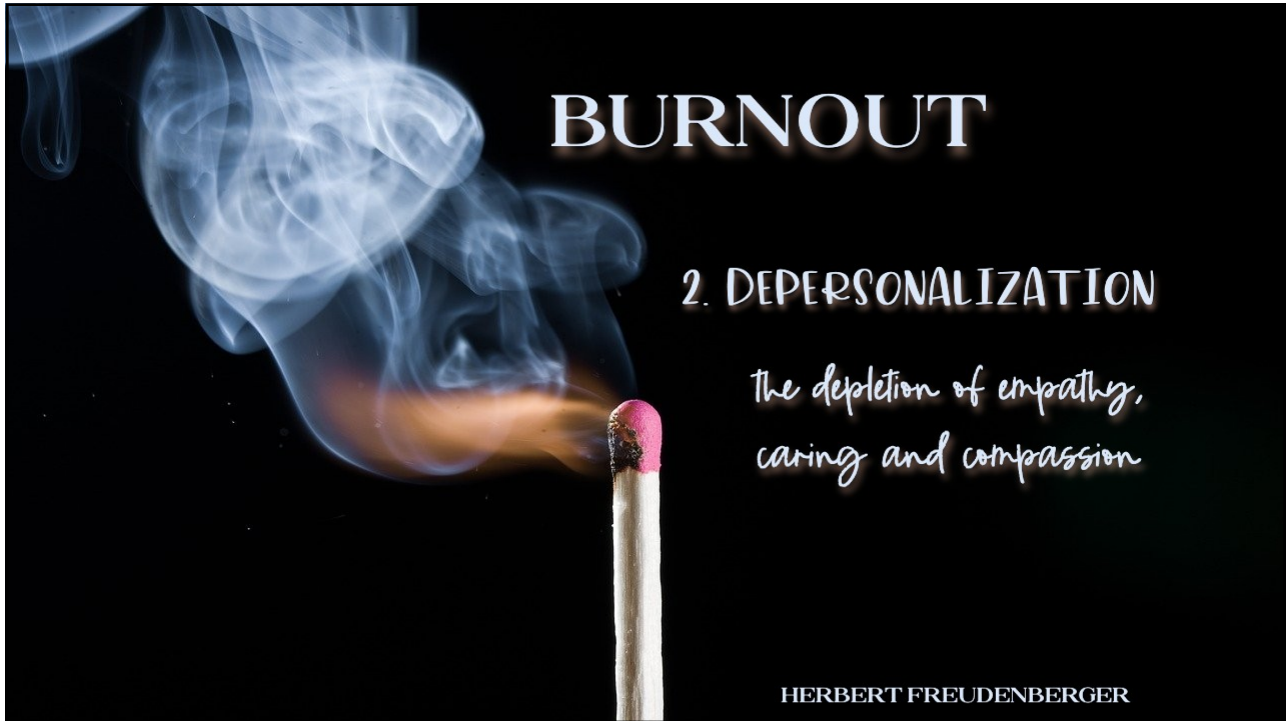
22



23



24



**BURNOUT**

**2. DEPERSONALIZATION**

*the depletion of empathy,  
caring and compassion*

HERBERT FREUDENBERGER

25



**BURNOUT**

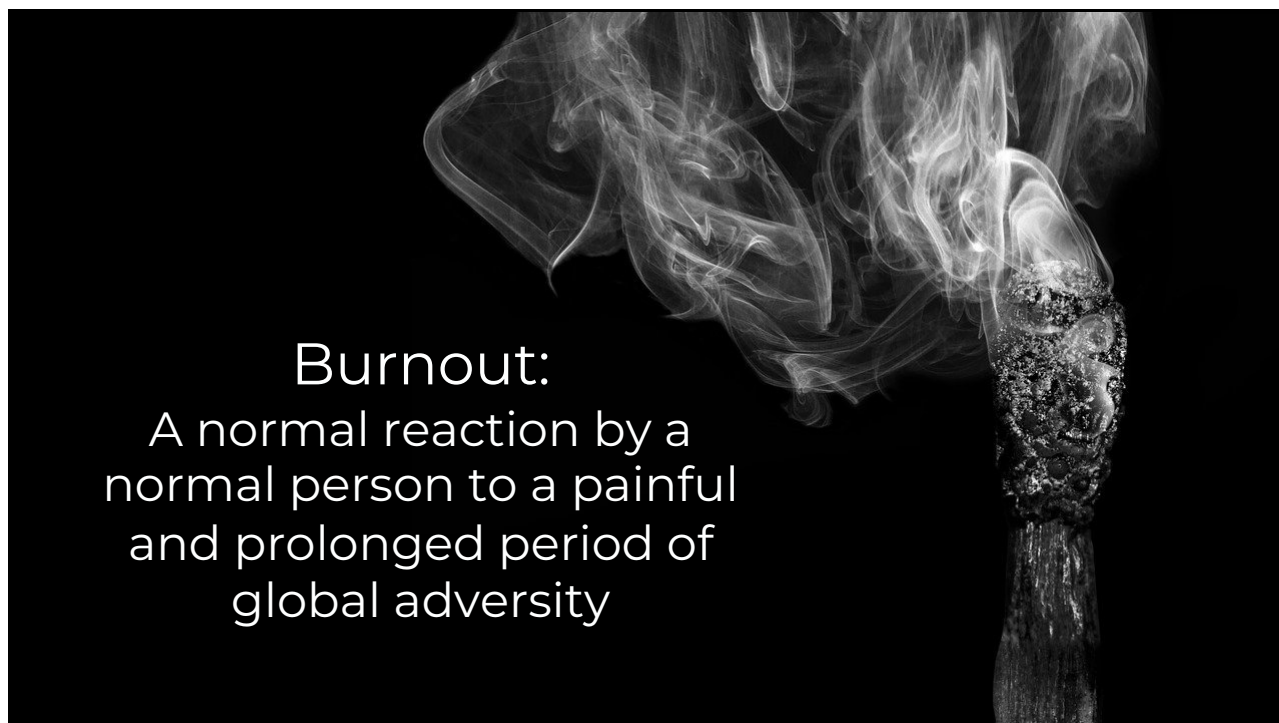
**3. DECREASED SENSE OF ACCOMPLISHMENT**

*an unconquerable sense of  
futility: feeling that nothing  
you do makes any difference*

HERBERT FREUDENBERGER

26





**Burnout:**  
A normal reaction by a normal person to a painful and prolonged period of global adversity

27

COVID-19 stress raises the idling rpm's of our spirits. This will impact how we react to all other stressors.

## Recognizing the multiple factors of stress/hurt

- ▶ What has and continues to impacting your RPM's?
  - ▶ Parenting stressed children
  - ▶ Concern for loved ones
  - ▶ Loneliness/Isolation
  - ▶ Lack of leisure/friend contact
  - ▶ Technology hassles
  - ▶ Constant changes in restrictions
  - ▶ The “unknowing-ness” of COVID-19— When will it end?
  - ▶ Political/social division
  - ▶ Decision Fatigue: How do I do right when there is no “right” answer?

28



29

## What did you grieve?

For a time	Never to return
<ul style="list-style-type: none"> <li>▶ Restaurant with friends</li> <li>▶ Alone time at home</li> <li>▶ Weekday lunch with friends</li> <li>▶ Banter during work meetings</li> <li>▶ A movie at the theatre</li> <li>▶ Breaks from the kids while they are out doing their thing</li> <li>▶ Being able to see people's faces-microfeedback</li> <li>▶ Driving in the car to work</li> </ul>	<ul style="list-style-type: none"> <li>▶ Weddings</li> <li>▶ Funerals</li> <li>▶ The hoped-for Christmas/New Years that got changed at the last moment</li> <li>▶ Births</li> <li>▶ Graduations</li> <li>▶ Championships</li> <li>▶ And on, and on and on, <i>for months and months...</i></li> </ul>

30




## Grief

- ▶ Loss
- ▶ Longing
- ▶ Lost

31

## Discussion Time

- ▶ *No answer is wrong. No one has to say anything they would rather not say. You can take a pass on actively contributing—with gratitude; no judgement.*
- ▶ What are one or more losses that you have grieved during the pandemic? What are losses that people you care about have had—and now you ache for them?



32

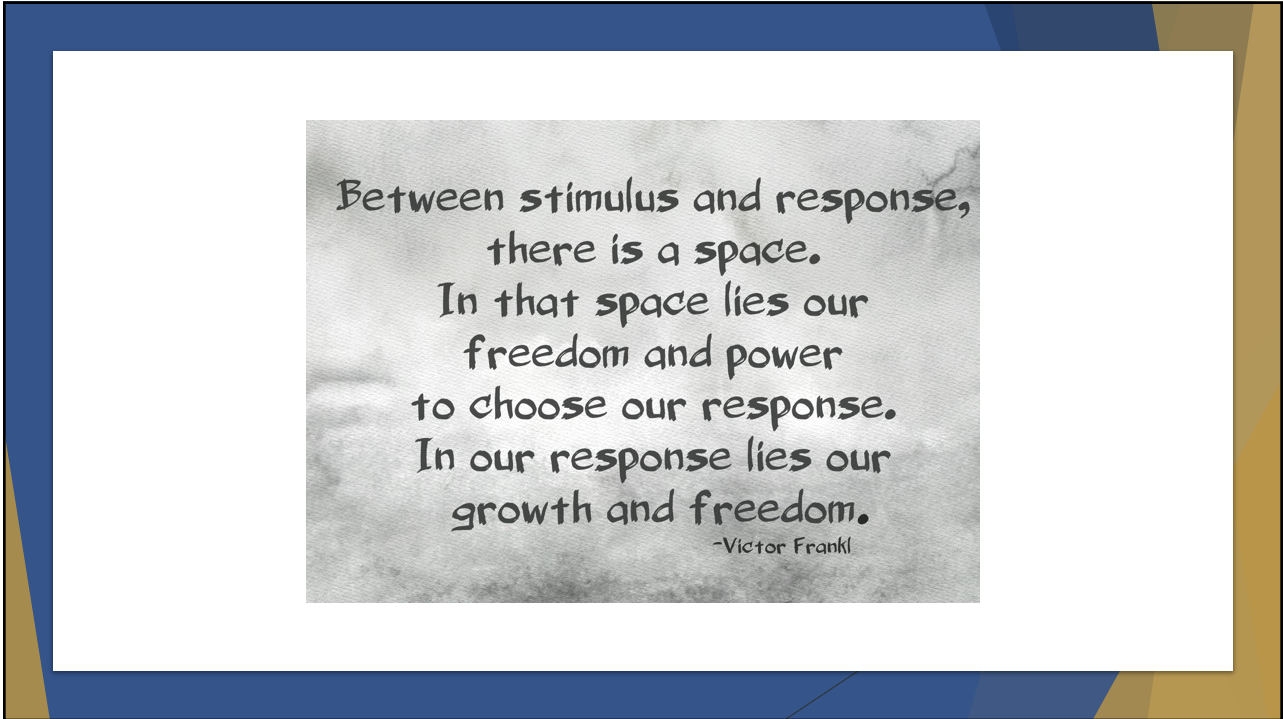




33



34

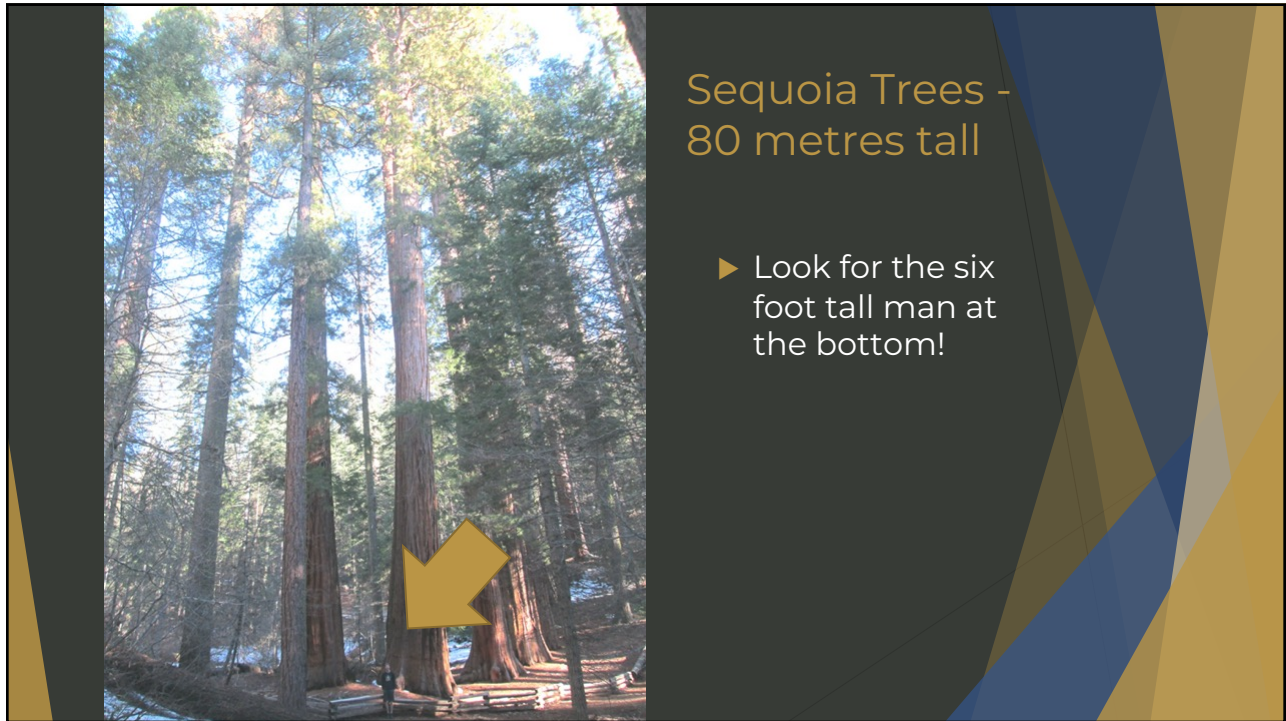


35



36





## Sequoia Trees - 80 metres tall

- ▶ Look for the six foot tall man at the bottom!

37

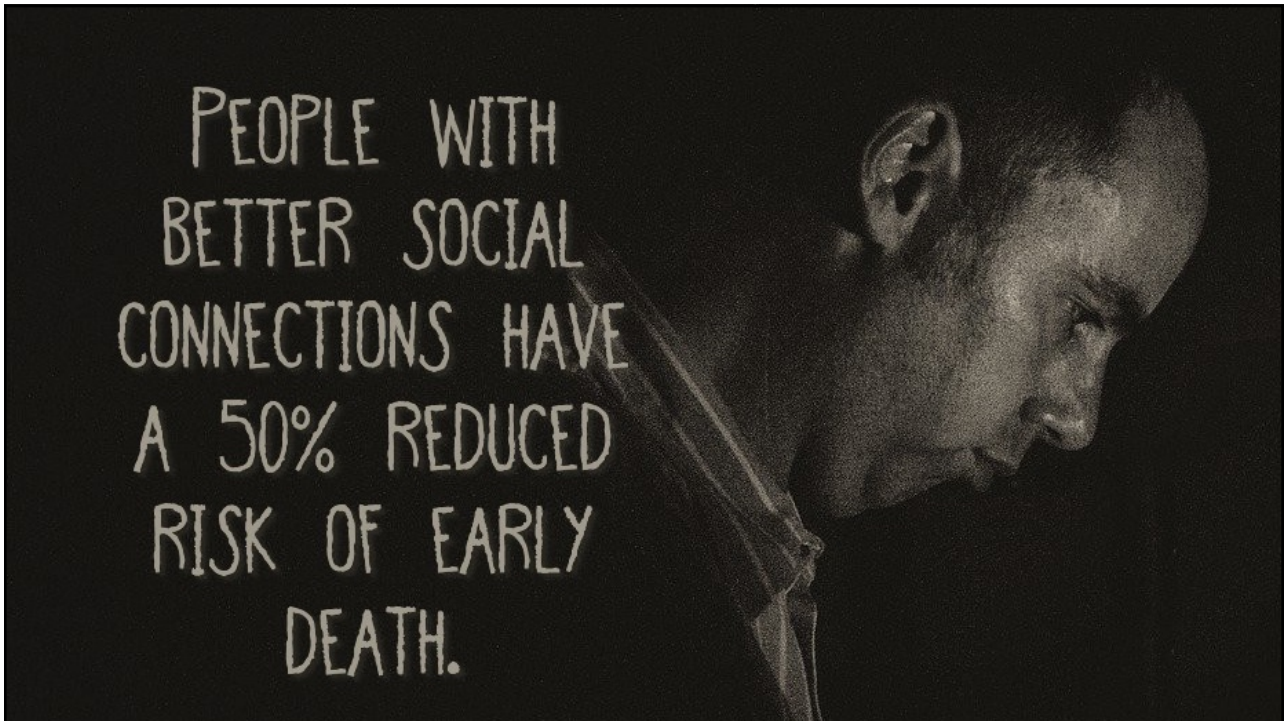


38



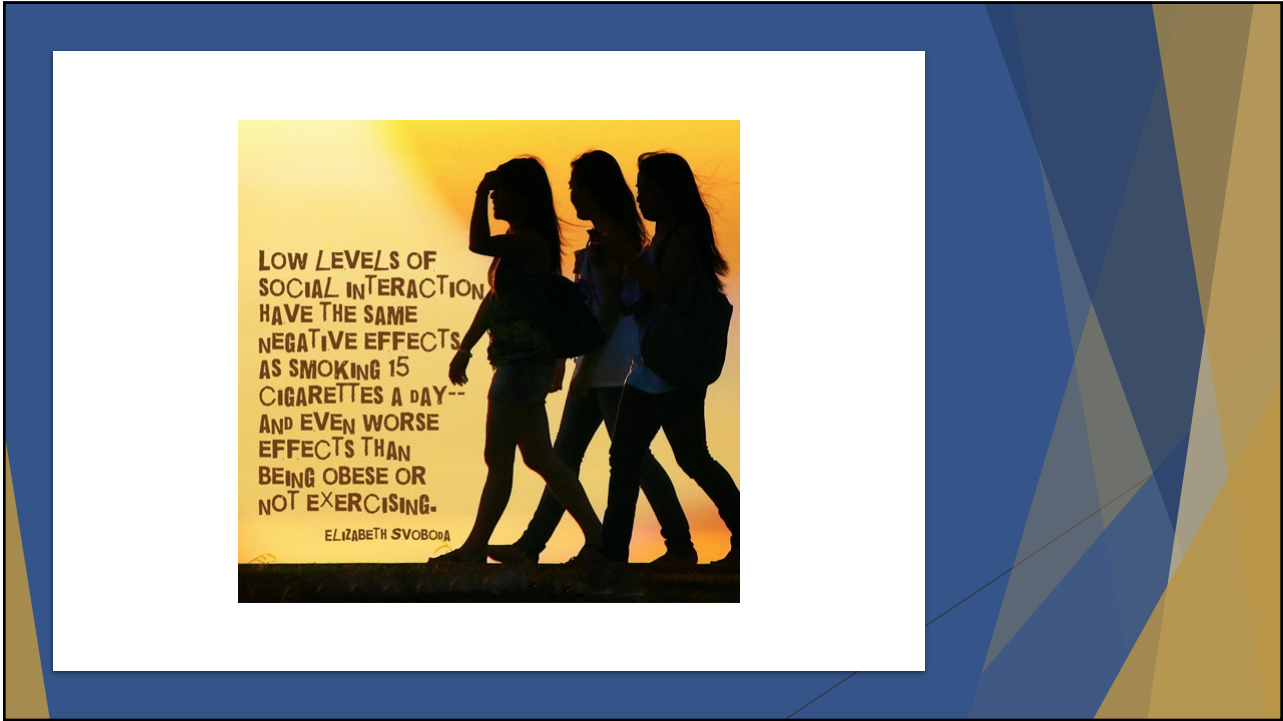


39



40



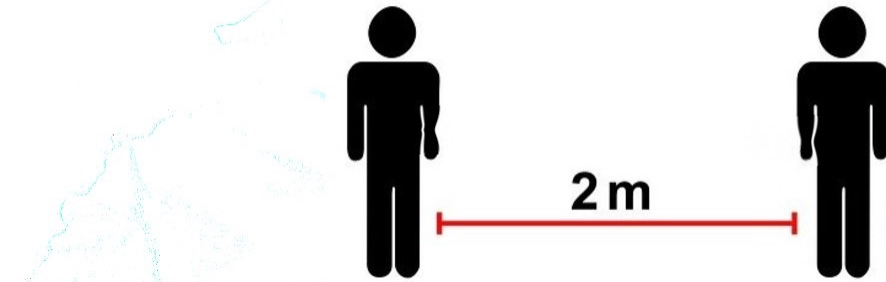


41

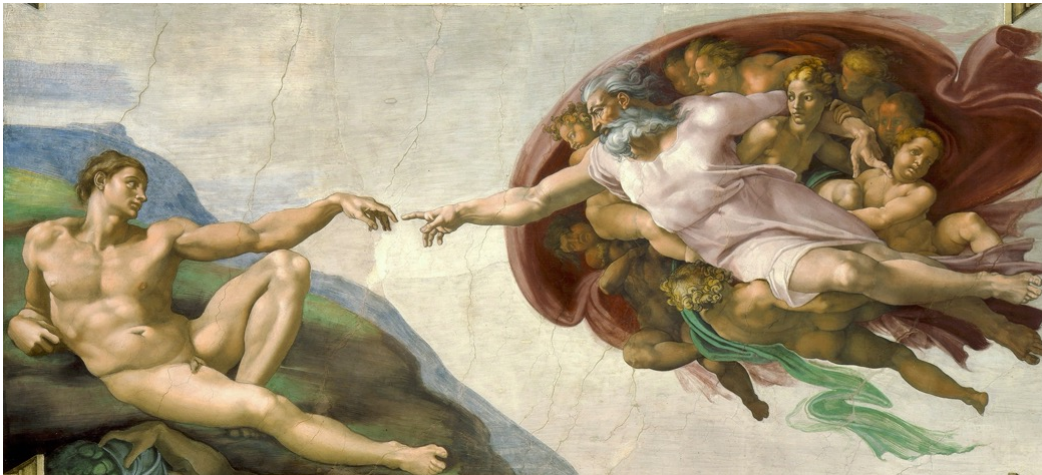


42

THE VERY THING--CONNECTION--  
THAT IS AS ESSENTIAL TO HUMANS  
AS FOOD, WATER, AND OXYGEN  
IS WHAT THE VIRUS COVID-19 USES TO SPREAD.



43



44





45



46



We are wired for connection  
It was hard even before the pandemic.

PHOTO BY IAN  
MCCLAUSLAND

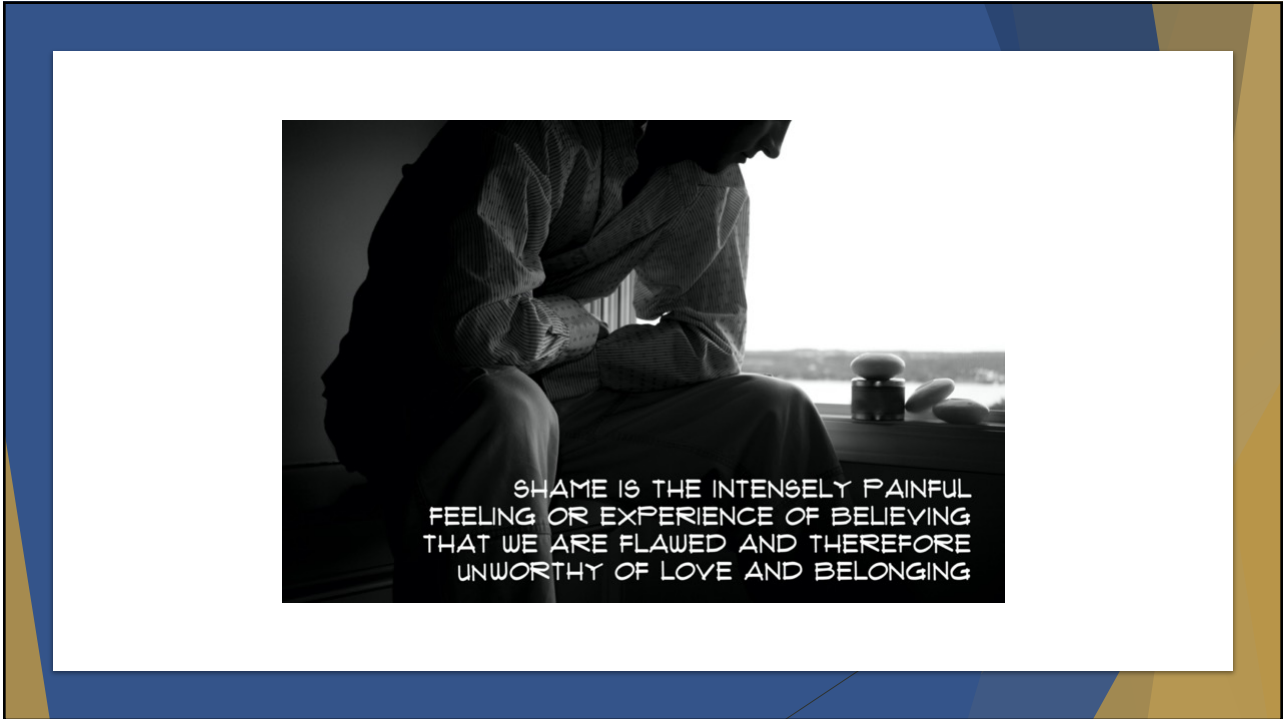
47



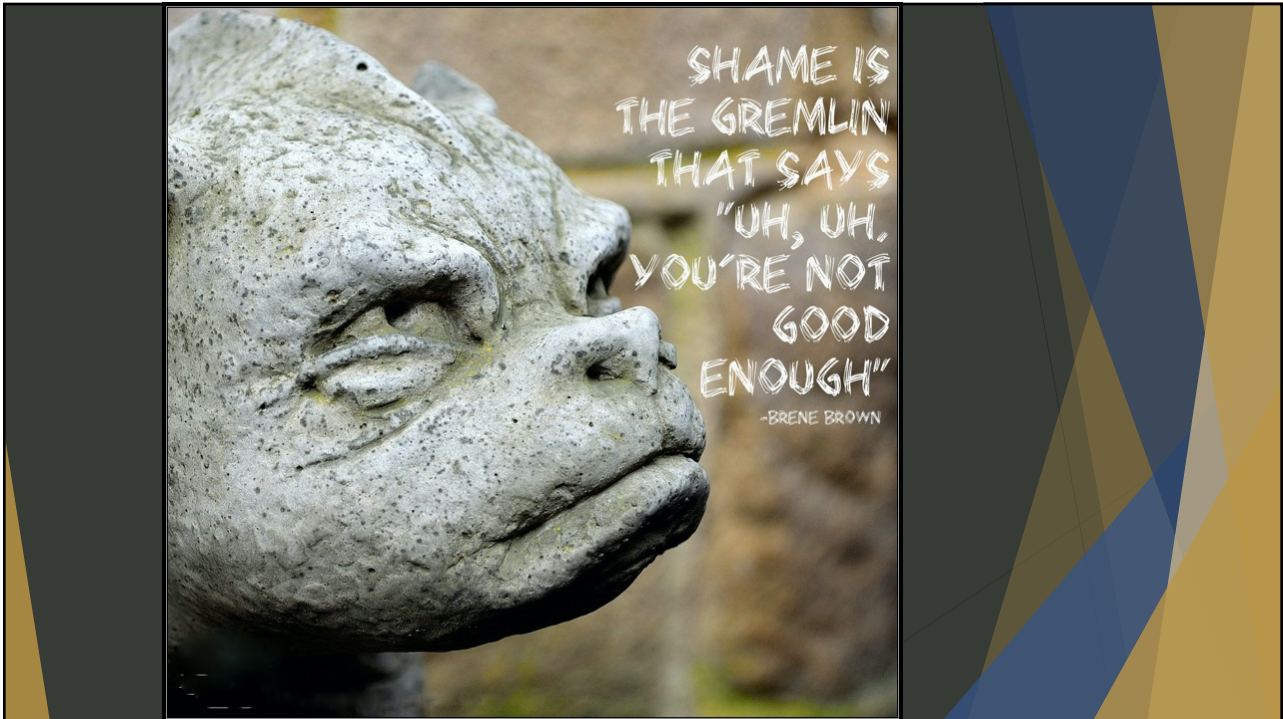
SHAME IS THE FEAR  
OF DISCONNECTION

48





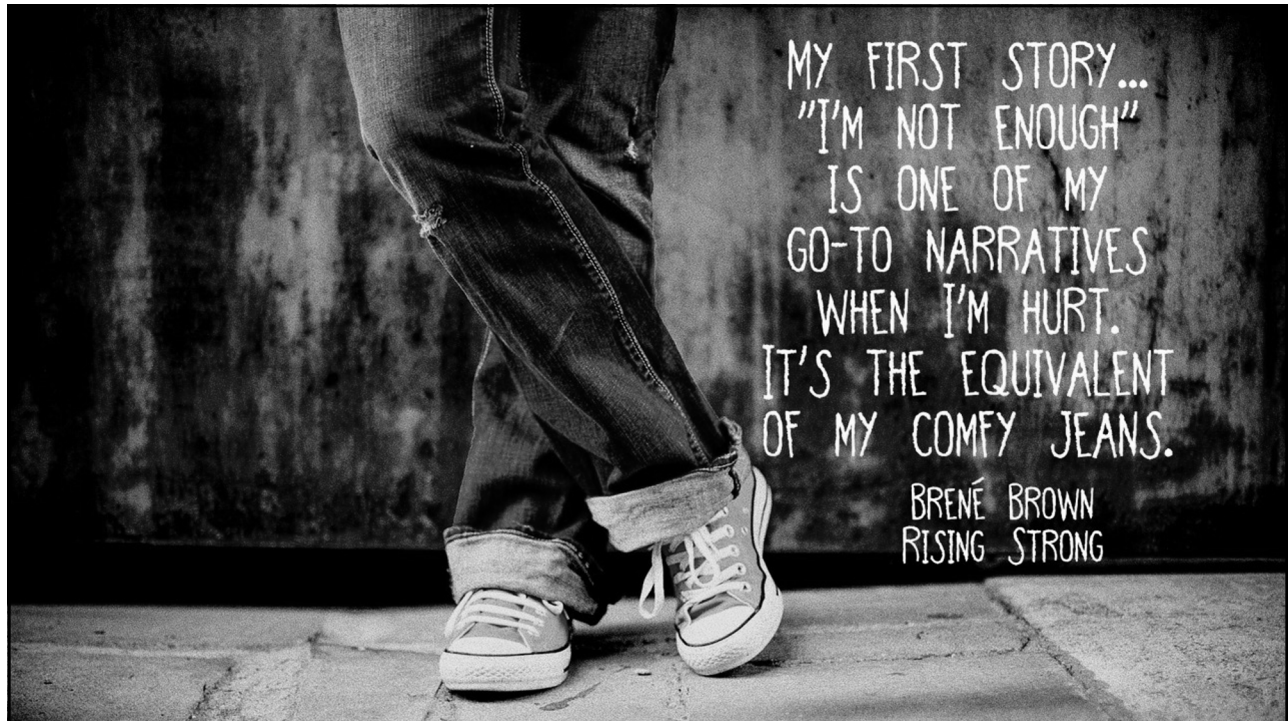
49



50



51

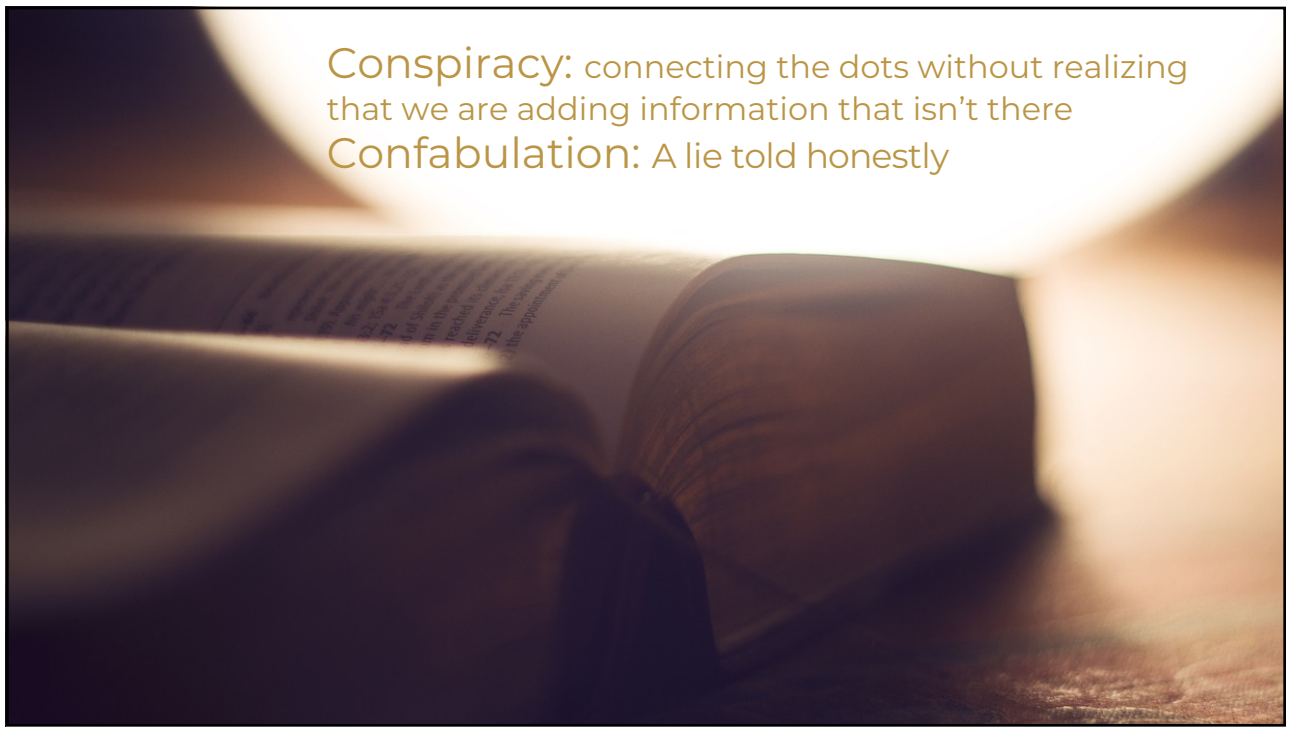


52



The story I tell myself is...

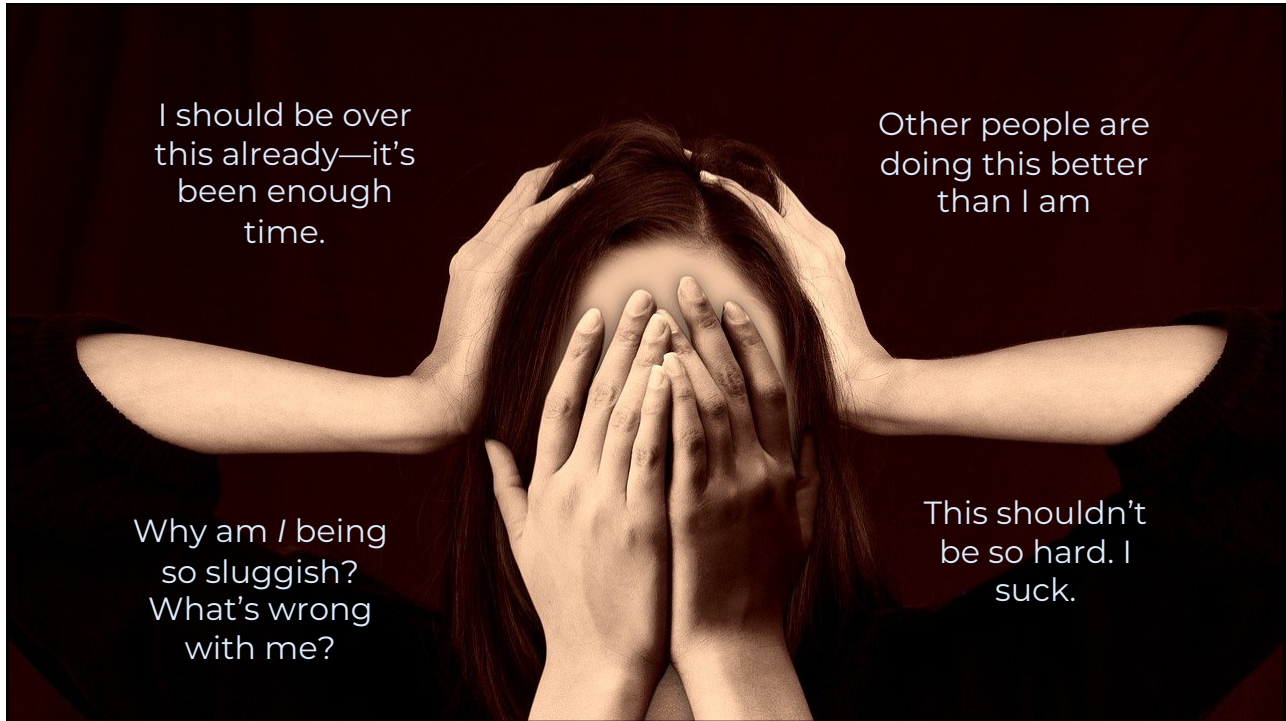
53



Conspiracy: connecting the dots without realizing that we are adding information that isn't there  
Confabulation: A lie told honestly

54





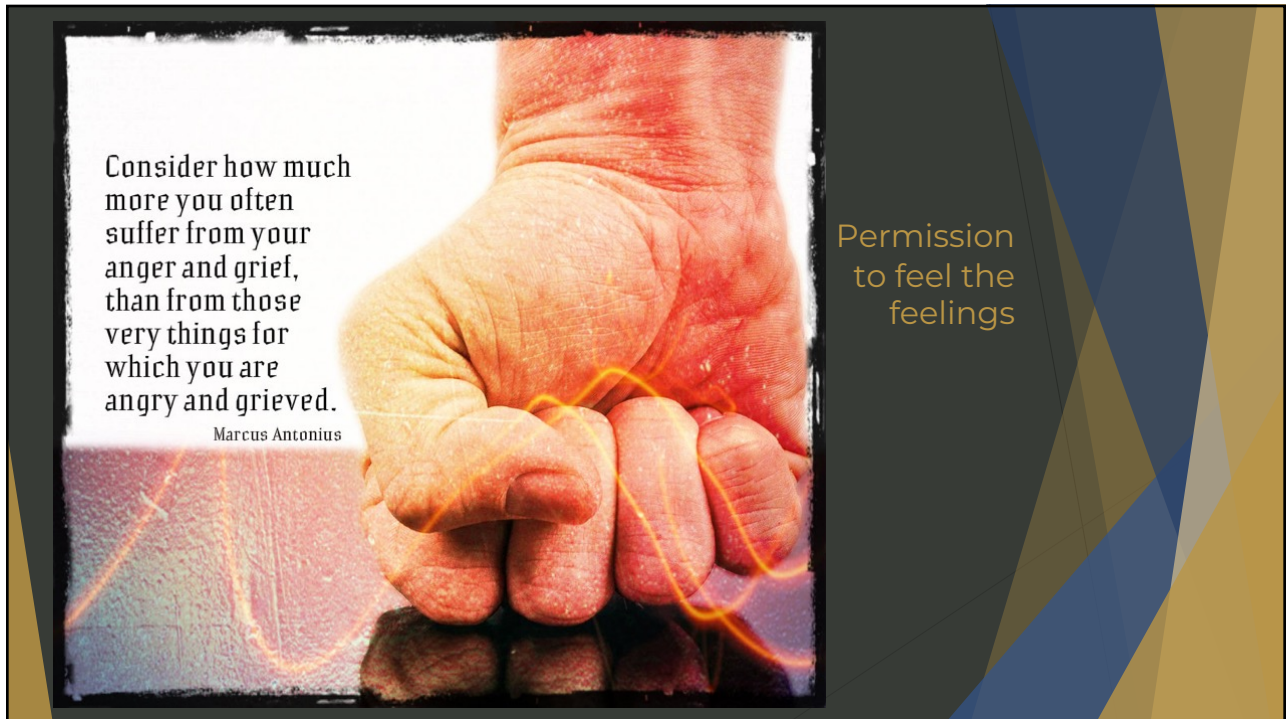
I should be over this already—it's been enough time.

Other people are doing this better than I am

Why am I being so sluggish? What's wrong with me?

This shouldn't be so hard. I suck.

55



Consider how much more you often suffer from your anger and grief, than from those very things for which you are angry and grieved.

Marcus Antonius

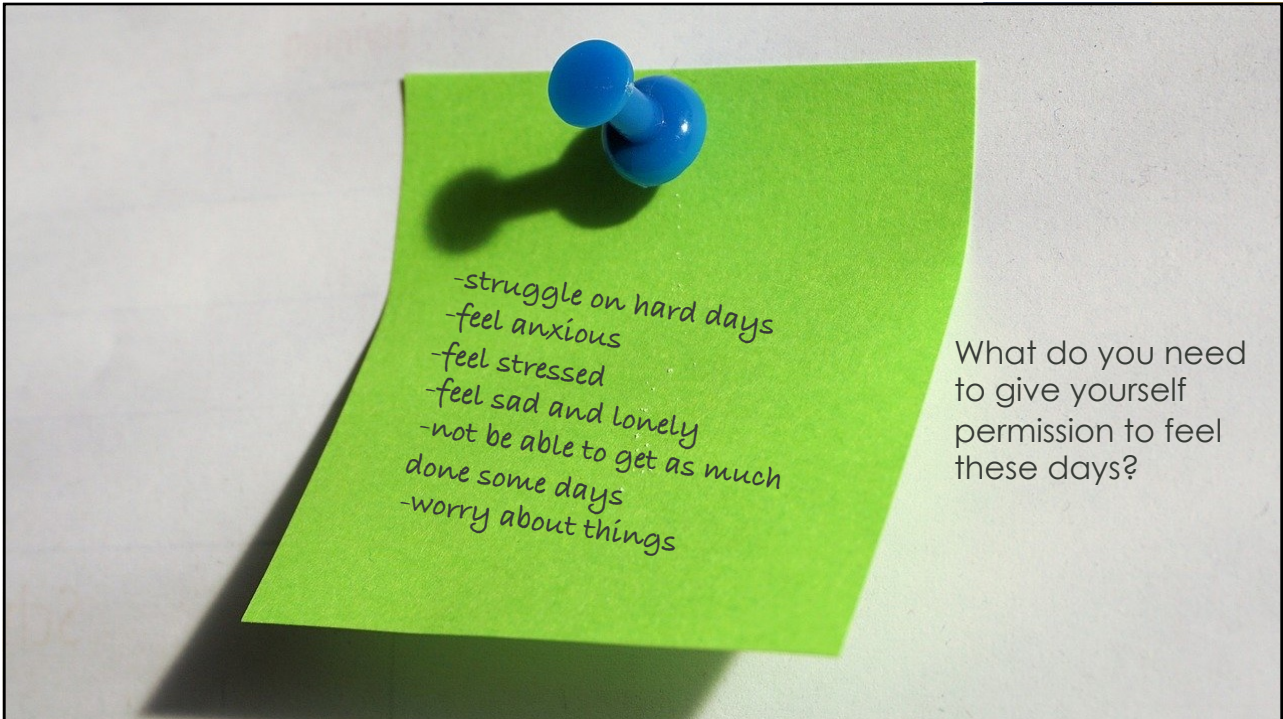
Permission to feel the feelings

56

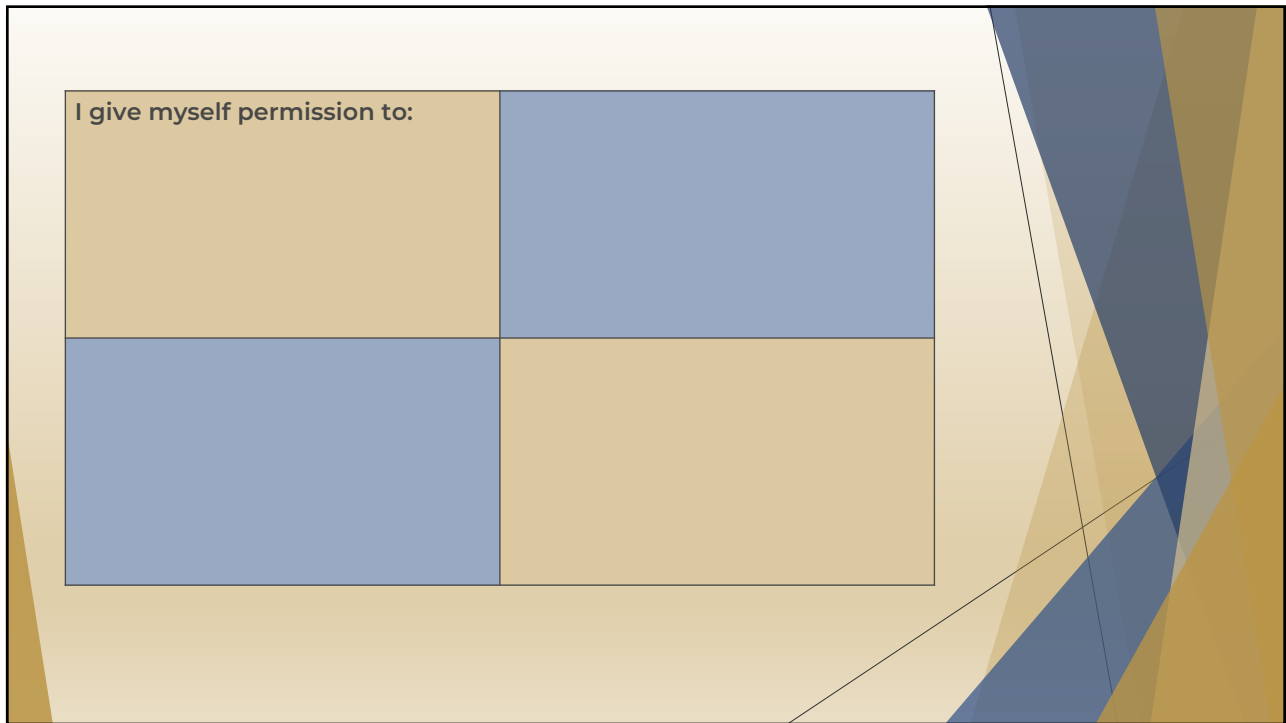




57



58



59



60





61

I give myself permission to:	A way I can demonstrate more compassion to myself:

62

All behavior is a form of communication



63

All behavior is a form of communication

- ▶ Notice:  
What different behaviors you noticing now?
- ▶ What do you imagine (or know) these behaviors are communicating?



64





65



66



67



68




69

<p>I give myself permission to:</p>	<p>A way I can demonstrate more compassion to myself:</p>
<p>One way I can extend gritty grace and/or revolutionary mercy to myself:</p>	

70





When we hit a wall,  
we assume we must  
scale it on our own.

71



Make a  
thoughtful  
choice

72


 A close-up photograph of a hand with fingers curled into a fist, breaking through a white, textured wall. The hand is wearing a black sleeve. The background behind the wall is a dark grey gradient.
 

Break through a wall can be an expectation—

- ▶ At times, it's is an unfair burden
- ▶ At times, it is an exhilarating victory.

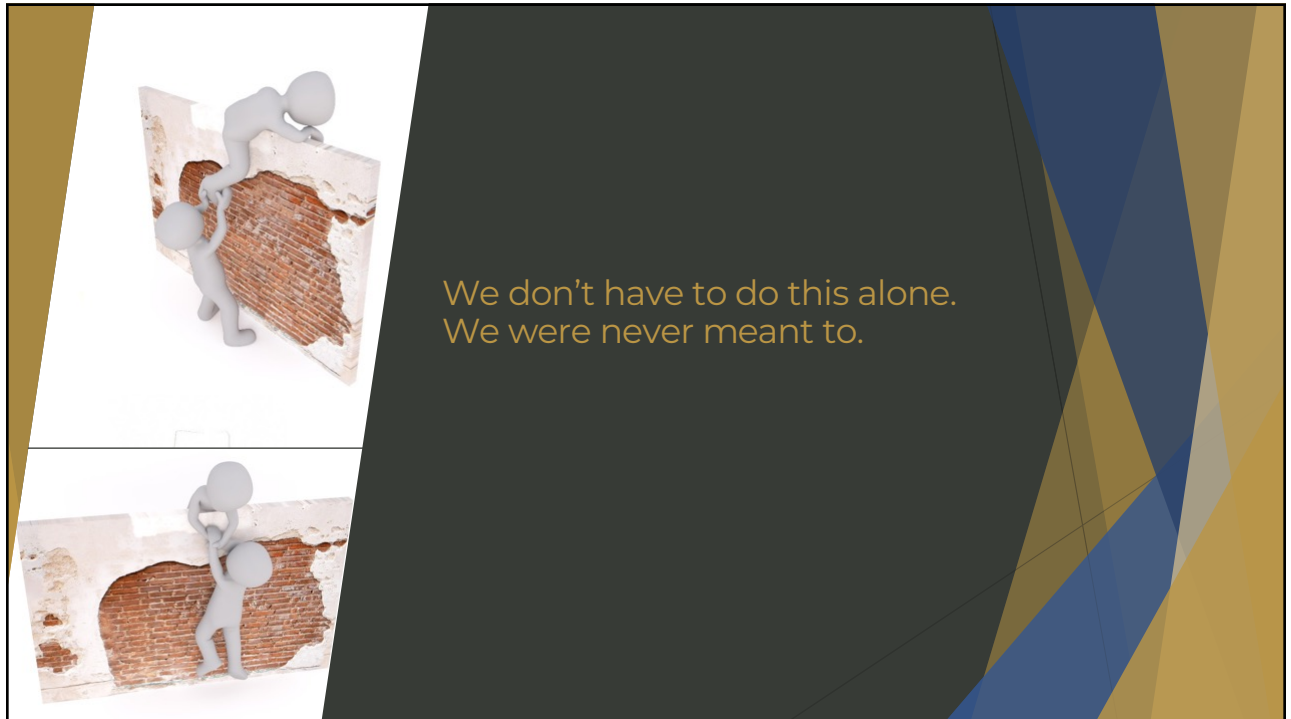
73


 A 3D rendered scene featuring a grey, featureless humanoid figure sitting on the floor. The figure is wrapped in a coarse, brown burlap blanket and is leaning its back against a large, irregular hole in a white wall, revealing a red brick wall behind it. To the left of the figure is a grey metal suitcase, and in front of it is a small, dark brown cup. The background behind the wall is a dark grey gradient.
 

Sometimes, the wisest thing to do is to curl up against the wall and take a rest.

- ▶ Leaning against the wall can be the courageous right decision

74



We don't have to do this alone.  
We were never meant to.

75

<p>I give myself permission to:</p>	<p>A way I can demonstrate more compassion to myself:</p>
<p>One way I can extend gritty grace and/or revolutionary mercy to myself:</p>	<p>One small way it would be good for me to risk connection with myself or others:</p>

76



## Breakout Time

- ▶ What did you notice about your own internal reactions as we went through this section where you were invited to fill out a piece of paper with 4 different strategies?
- ▶ Do you find it hard to extend self-compassion, grace and mercy to yourself? What makes it challenge?



77

2 + 2 = 5



The math didn't work for a long time.  
For some of you, it still isn't working

The toll it takes on your nervous system is  
real—and it matters

78



79



80