



WIRED FOR CONNECTION

LIVING IN A RESILIENT WAY:
Reducing the risks of burnout in a pressured and demanding world

September 2024
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CarolynKlassen.com



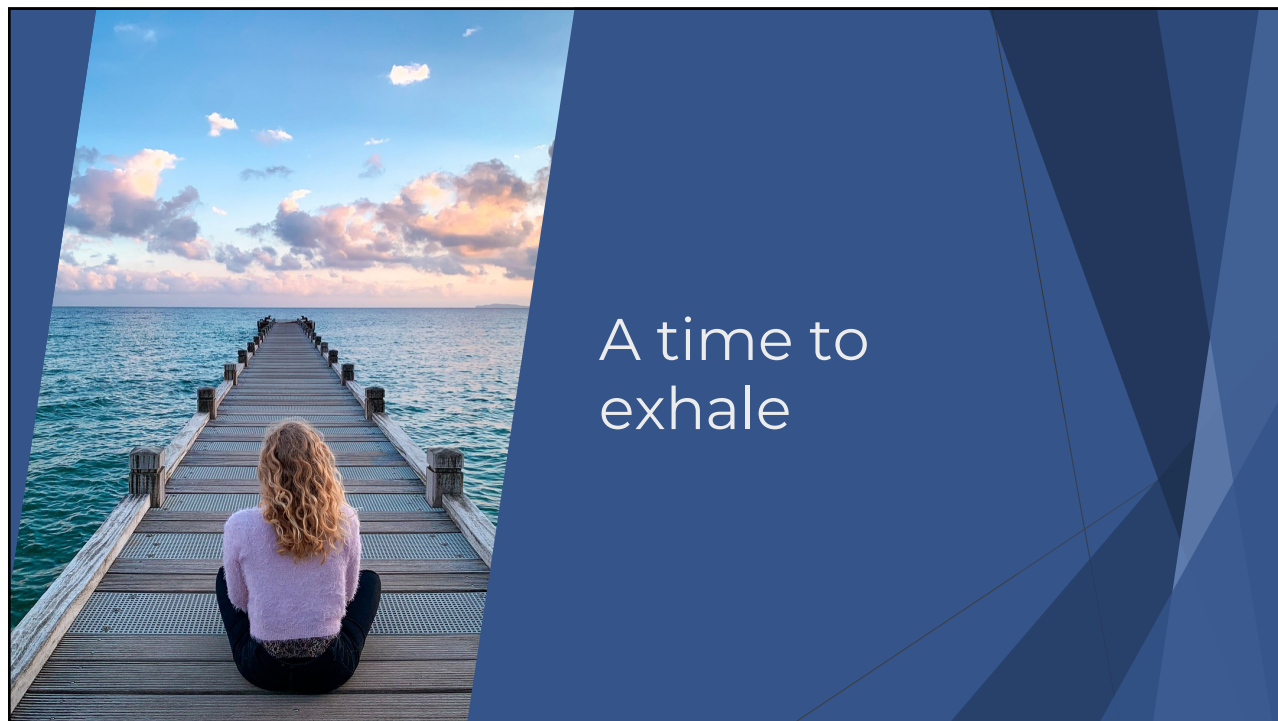
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SCAN ME

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

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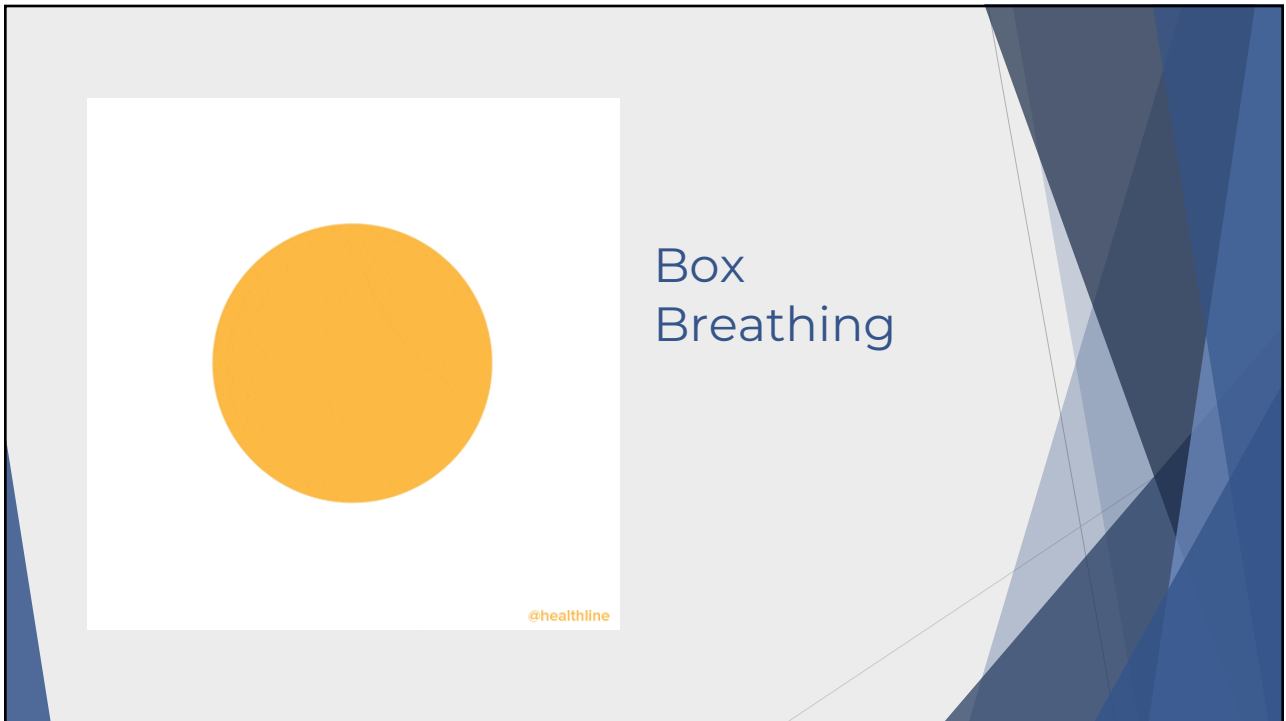
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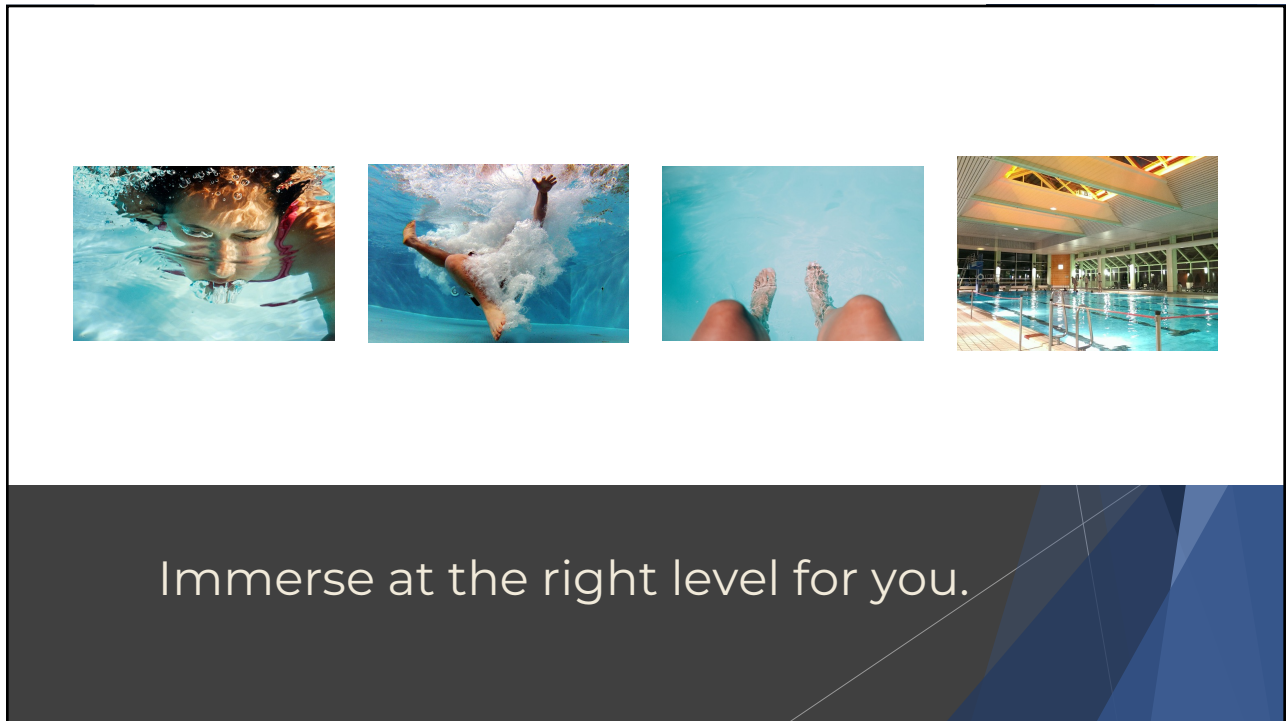
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Immerse at the right level for you.

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Frustration Warning
Tips and Tricks are secondary
Hold space for paying attention to the
discomfort



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Moral Injury

A moral injury can occur in response to acting or witnessing behaviors that go against an individual's values or moral beliefs

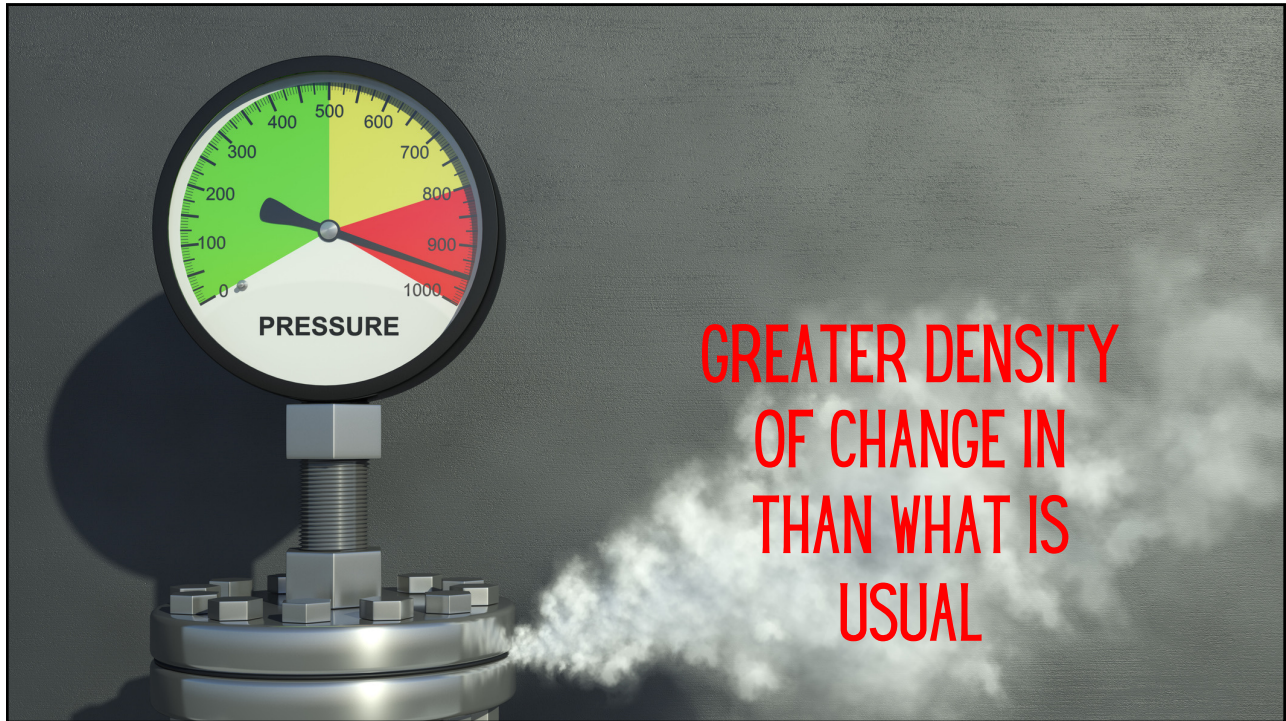
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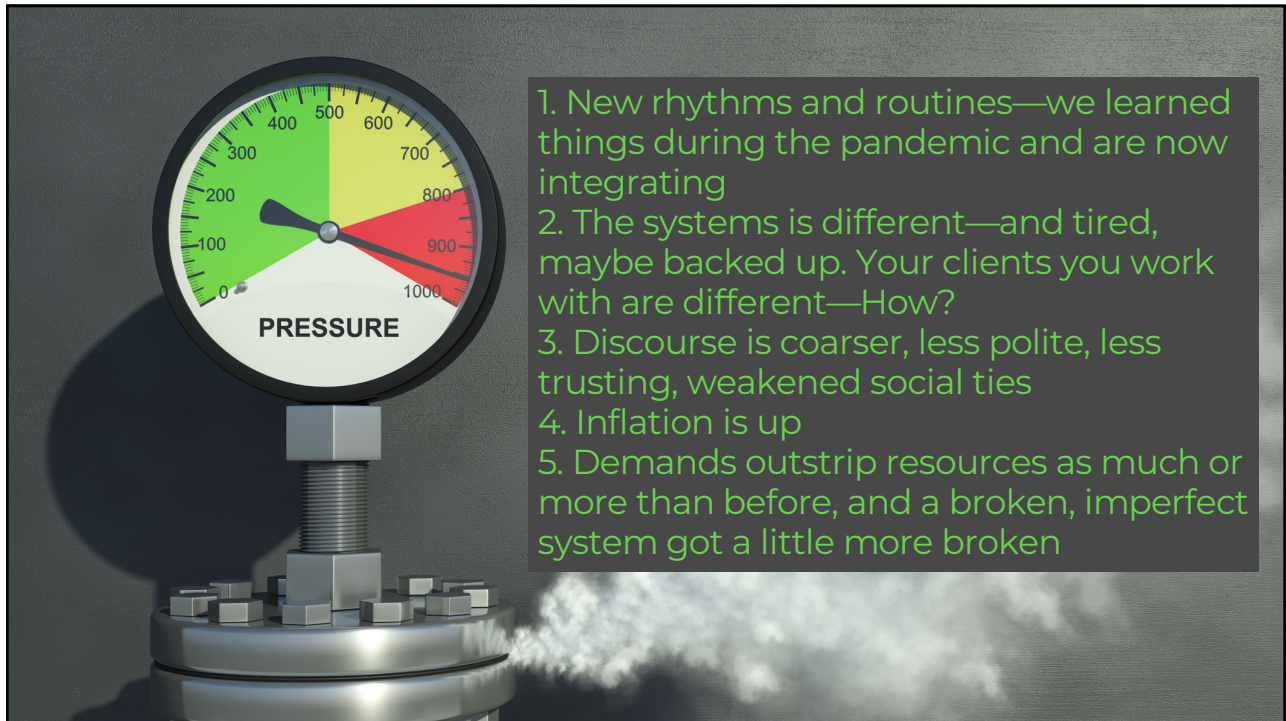
REDLINED INTO DAMAGE

Many of us are not completely recovered
How could we possibly be?

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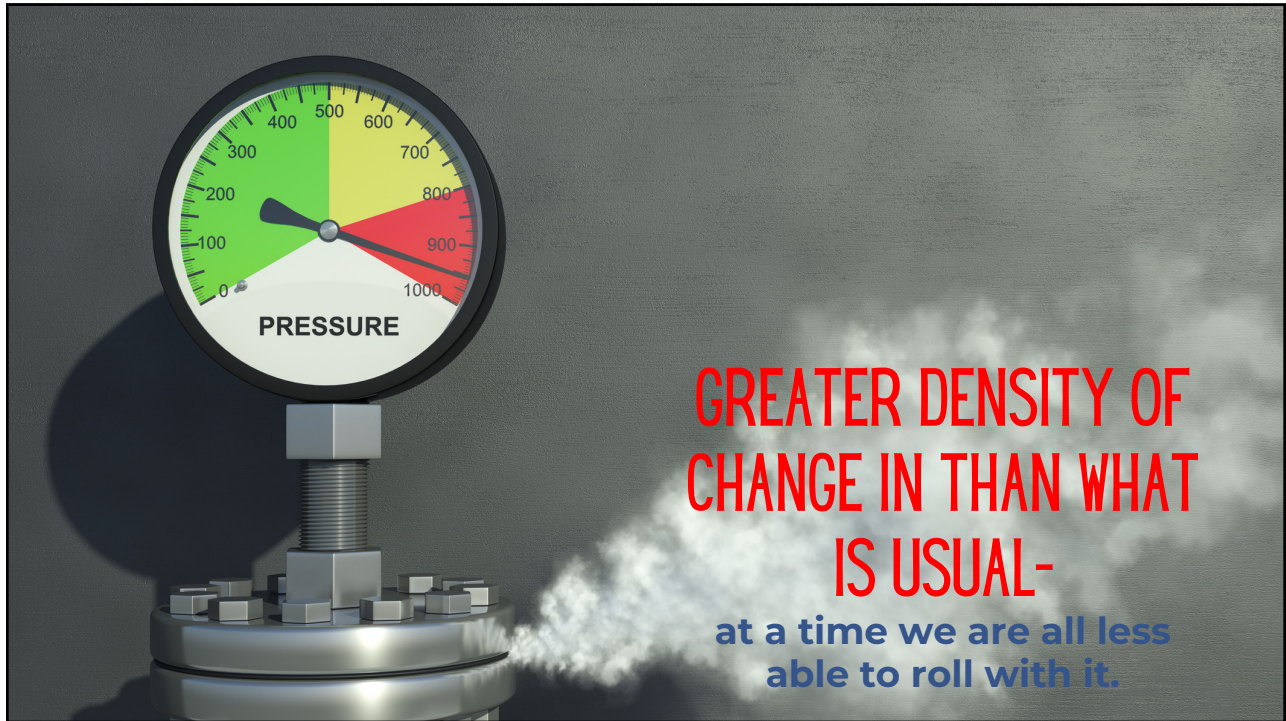


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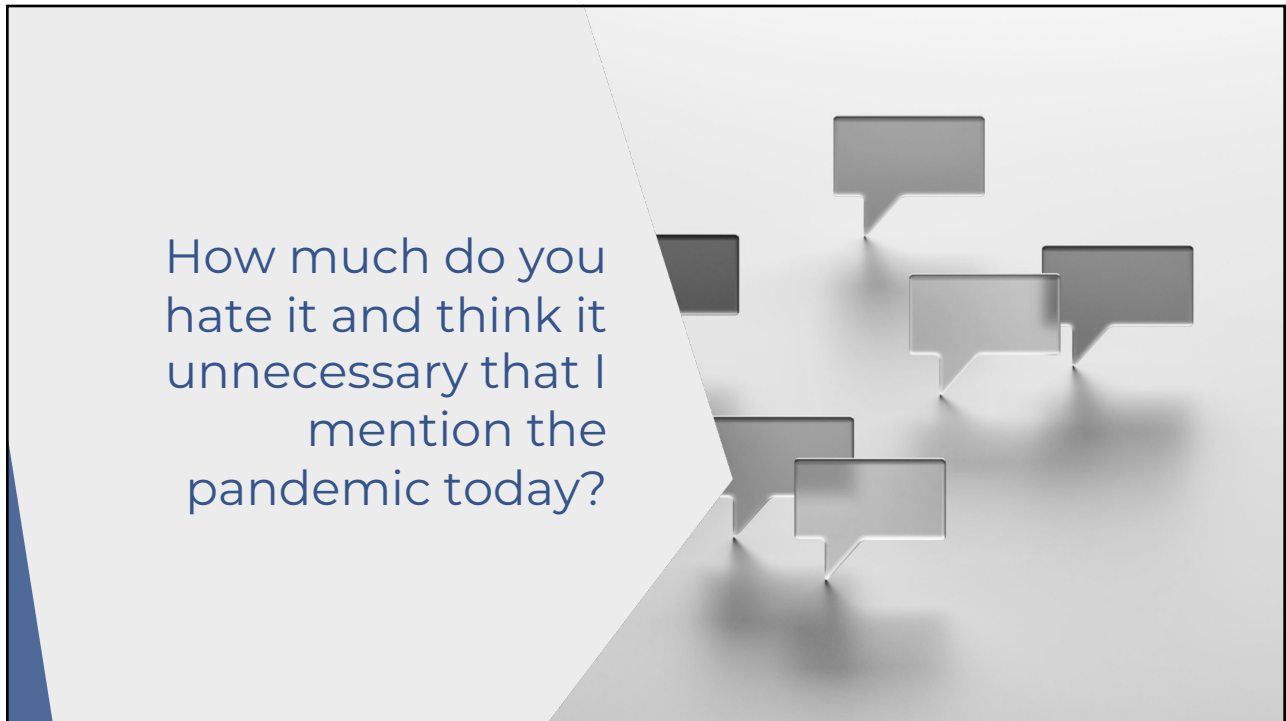


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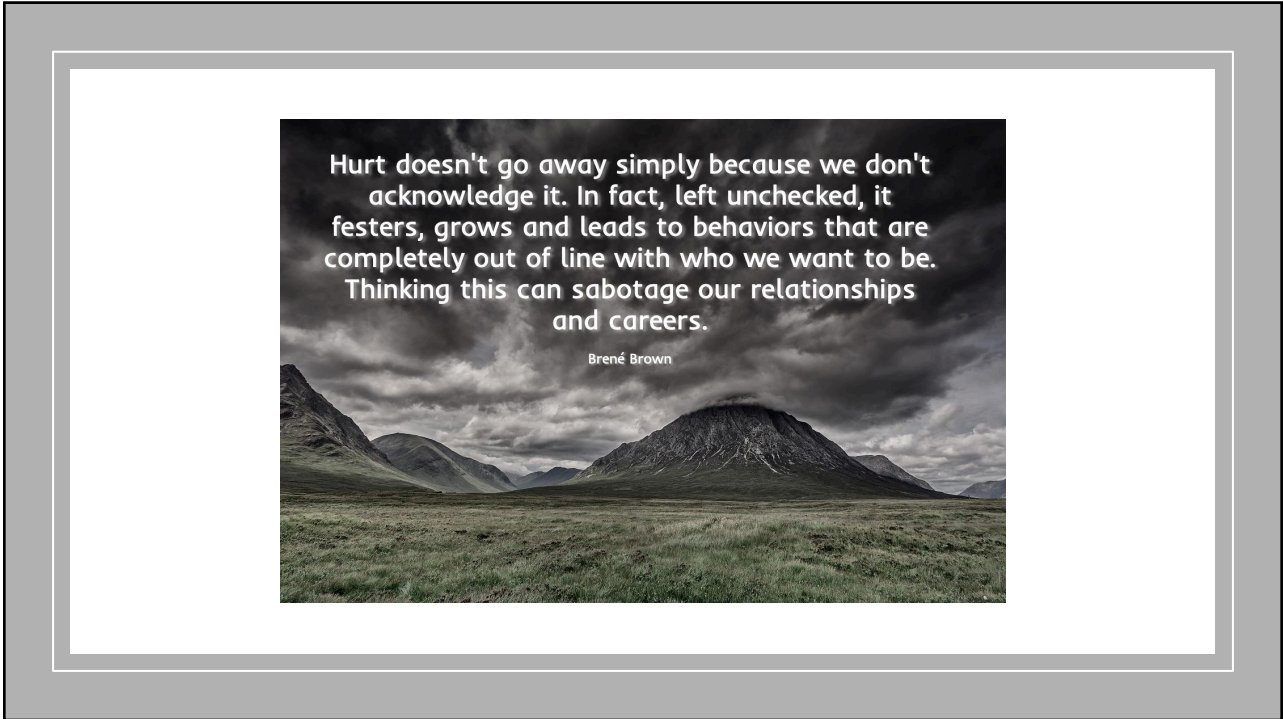
1. New rhythms and routines—we learned things during the pandemic and are now integrating
2. The systems is different—and tired, maybe backed up. Your clients you work with are different—How?
3. Discourse is coarser, less polite, less trusting, weakened social ties
4. Inflation is up
5. Demands outstrip resources as much or more than before, and a broken, imperfect system got a little more broken



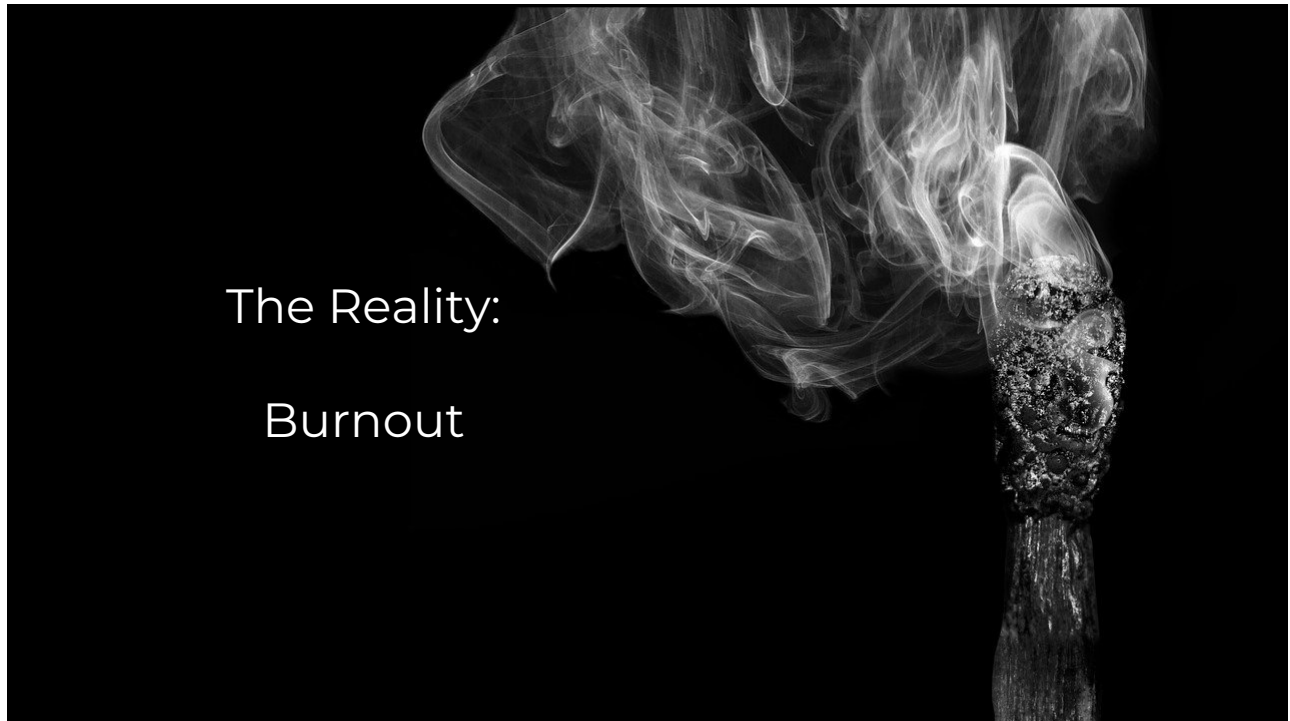
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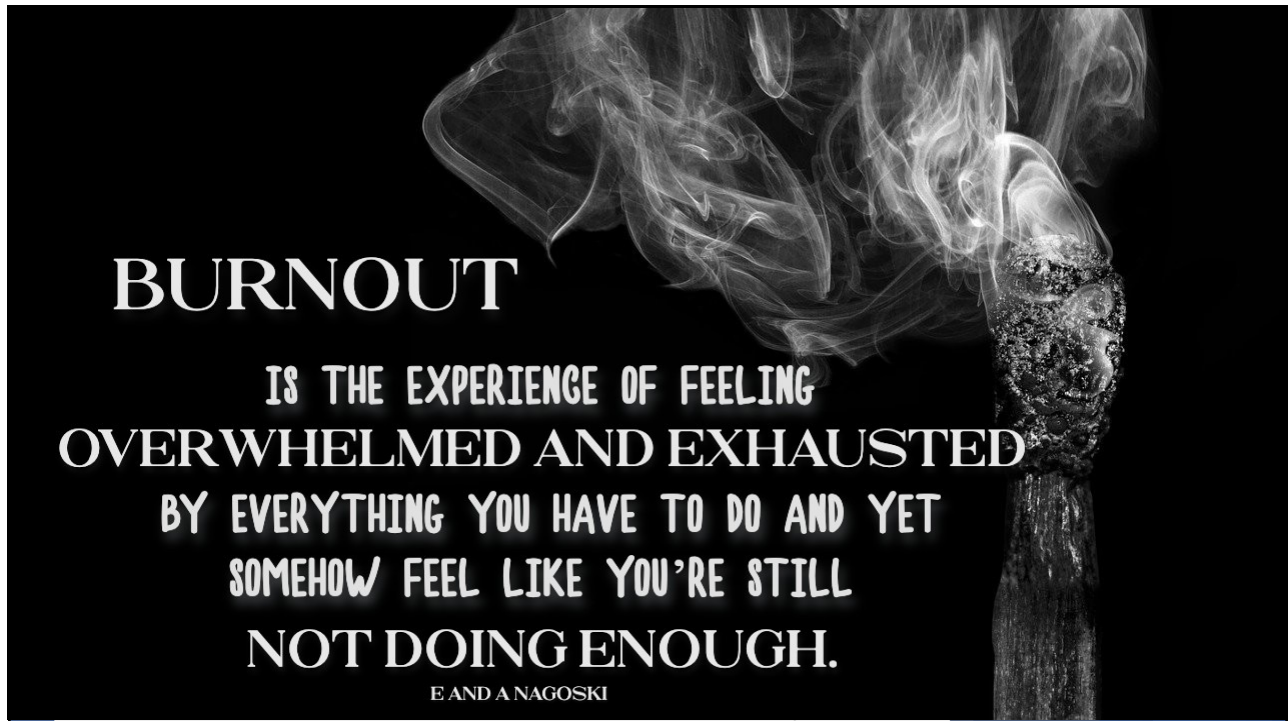
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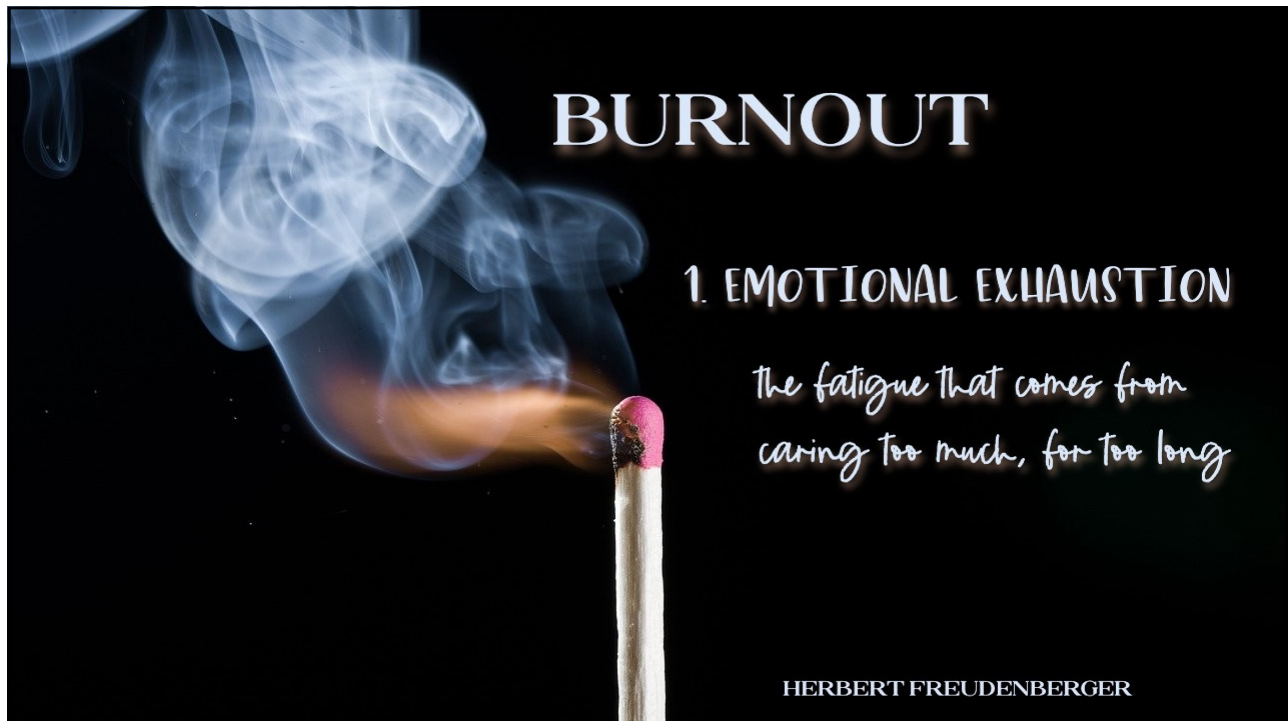
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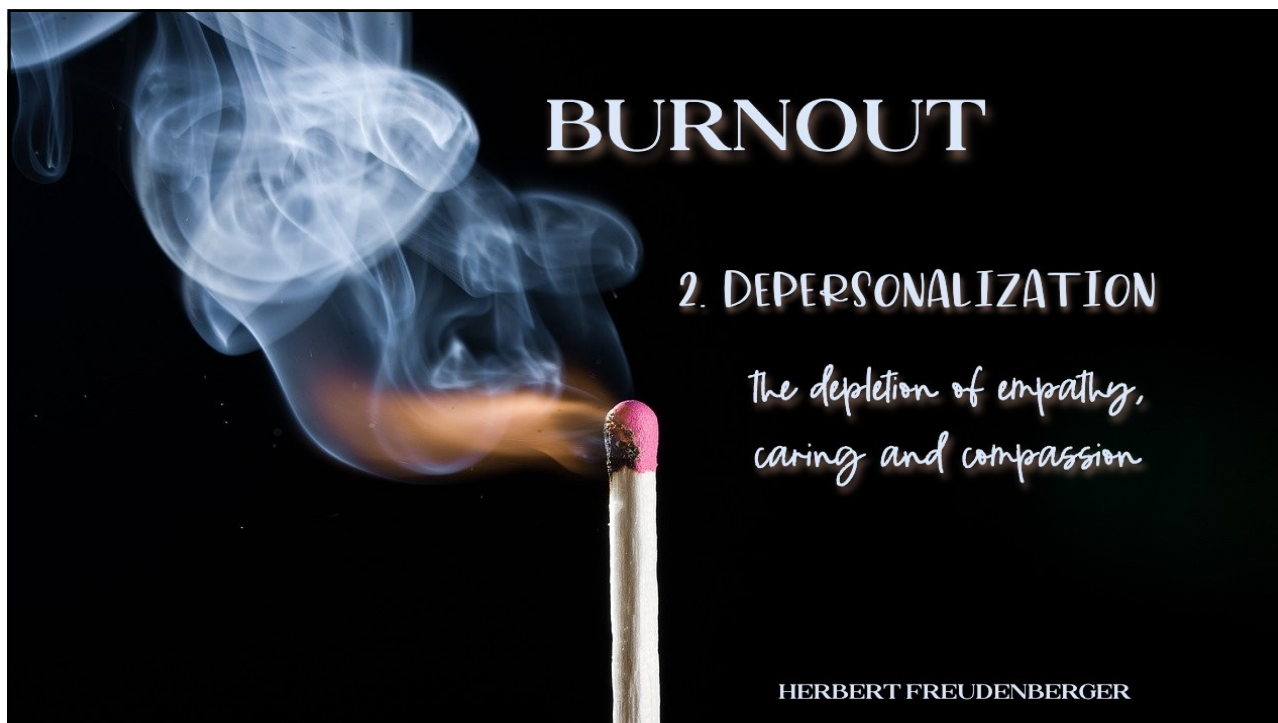
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BURNOUT

2. DEPERSONALIZATION

*The depletion of empathy,
caring and compassion*

HERBERT FREUDENBERGER

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BURNOUT

3. DECREASED SENSE OF ACCOMPLISHMENT

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

HERBERT FREUDENBERGER

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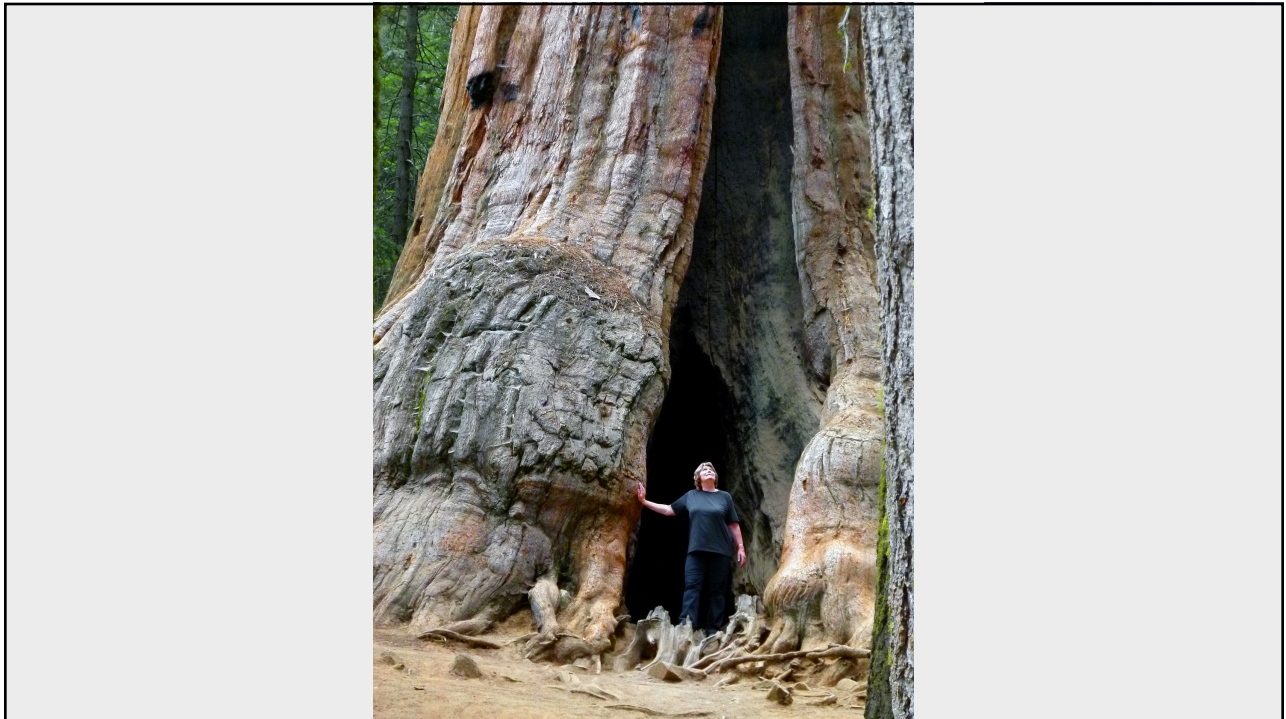
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Sequoia Trees - 80-100 meters tall

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

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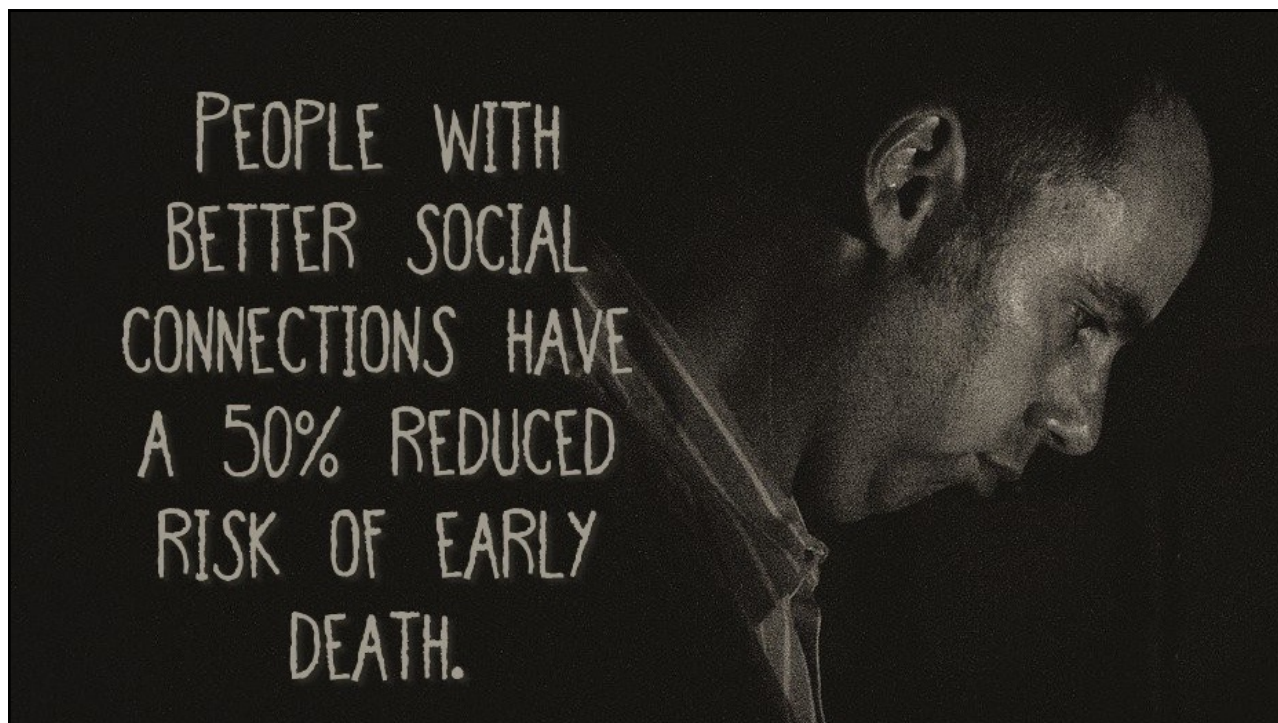
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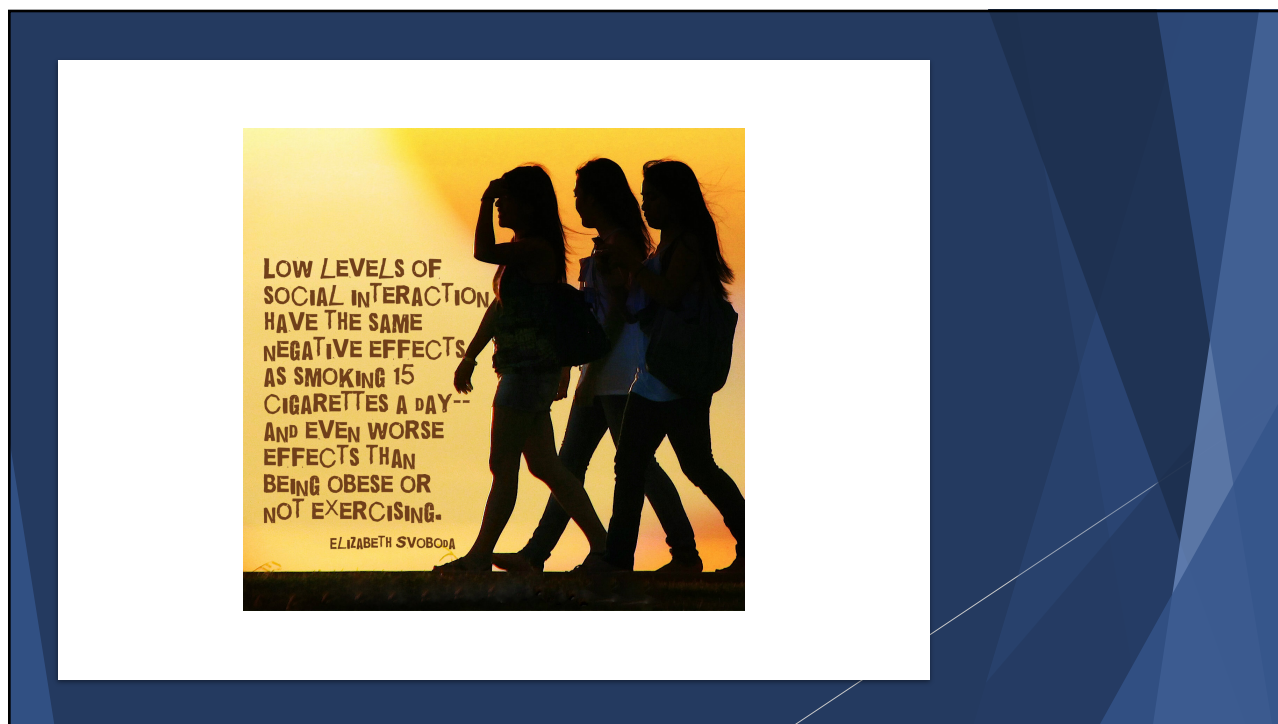
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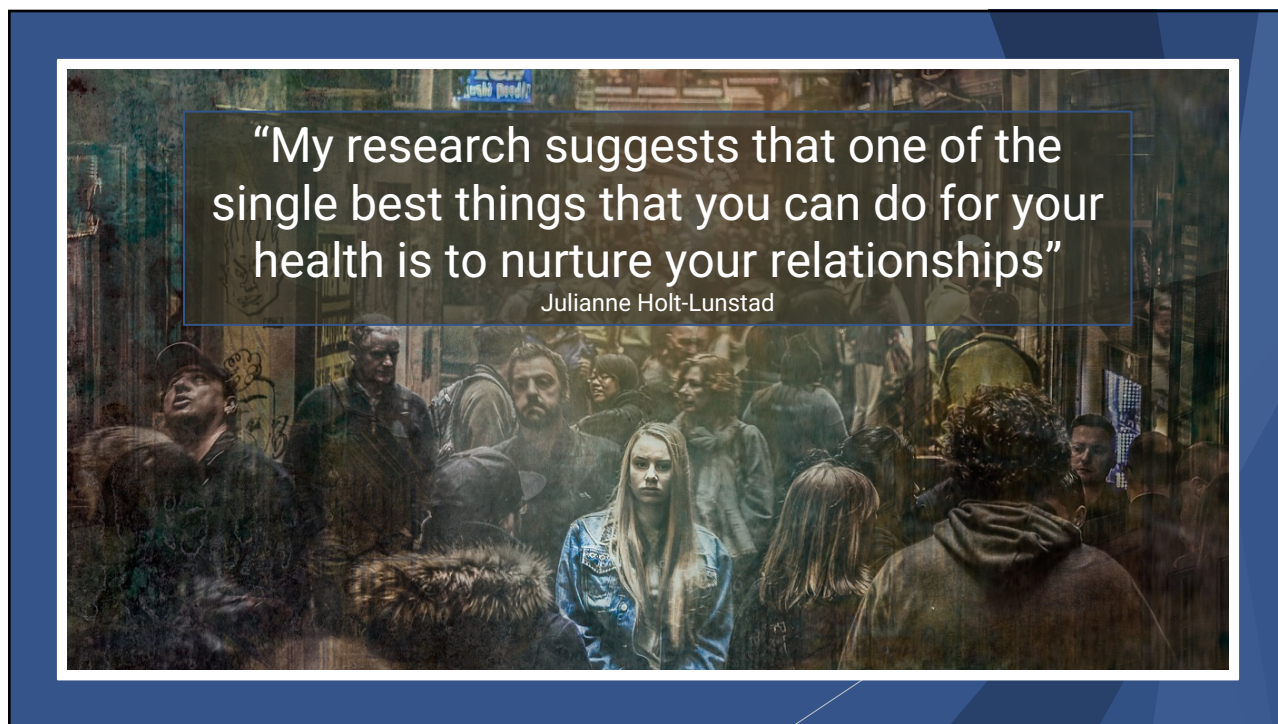
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Good relationships keep us happier and healthier. Period.

Robert Waldinger

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“My research suggests that one of the single best things that you can do for your health is to nurture your relationships”

Julianne Holt-Lunstad

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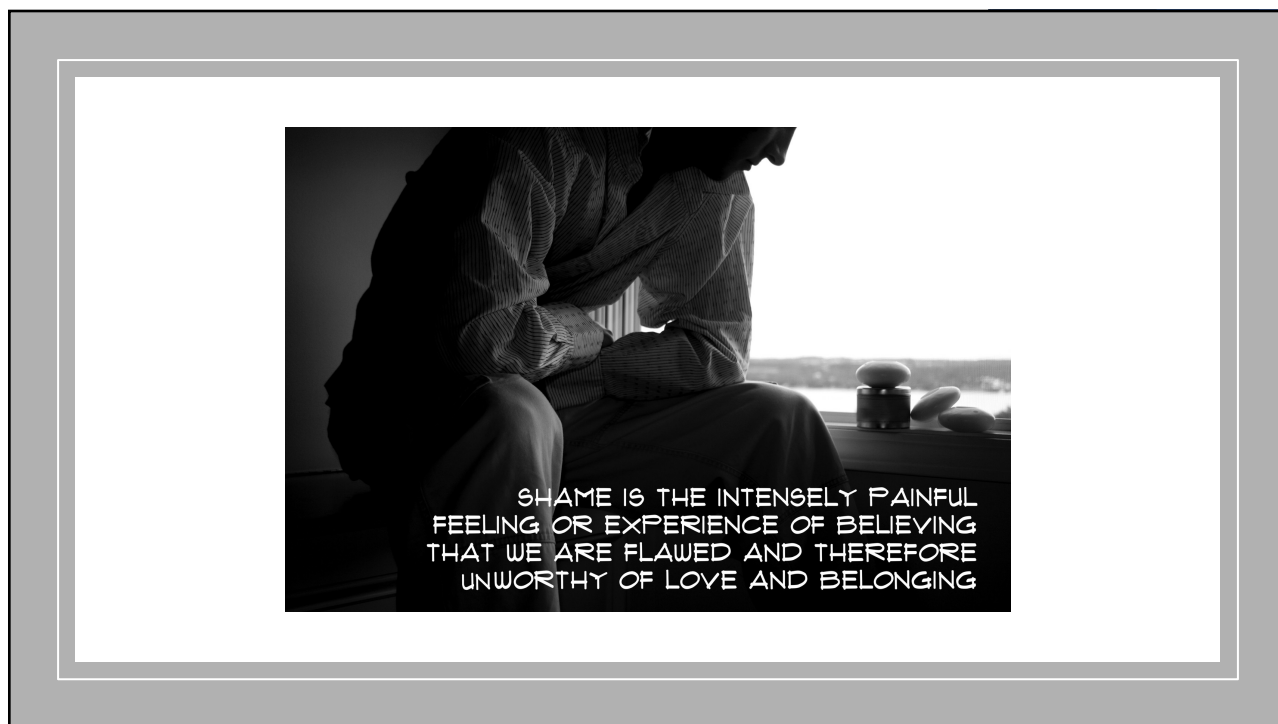
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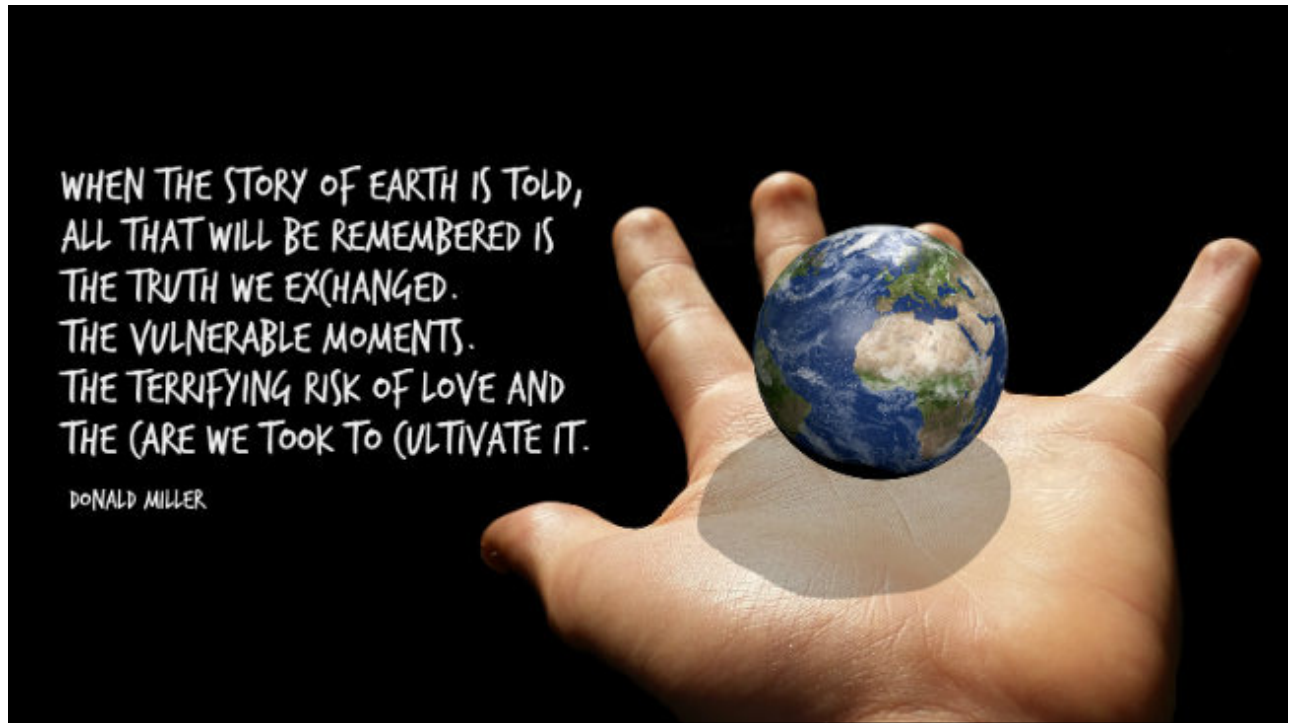
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Shame, Trauma and Loneliness work together

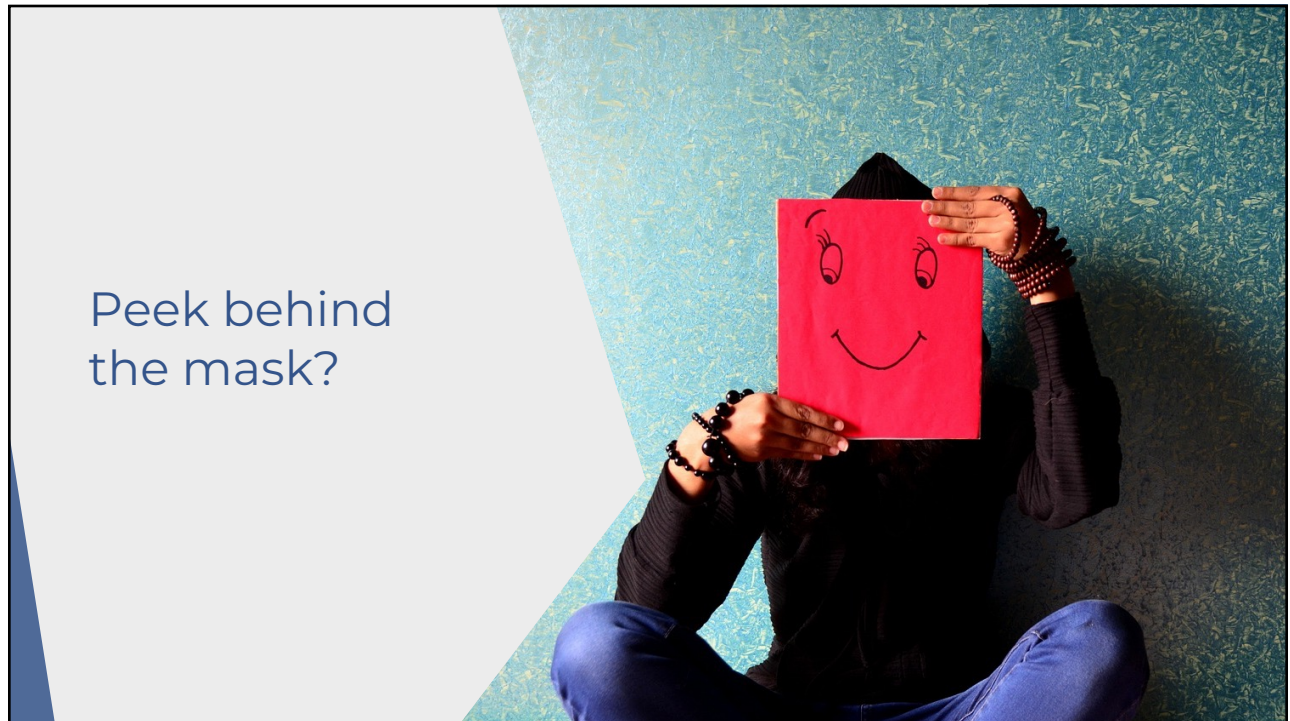
1. Deserving
2. Secrecy, Silence
3. Being alone in it
4. Shame doesn't allow requests for help

A black and white photograph of a person's hands clasped together in prayer or distress. The person is wearing a white hoodie. The hands are positioned in the center of the frame, with fingers interlaced. The background is dark, and the lighting highlights the texture of the hoodie and the skin of the hands.

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Please respond:

1. When I grew up, letting people in on my thoughts/feelings of struggle/anxiety/sadness was seen as...
2. I notice a struggle in me about my work in law that is real but might be judged if I talked about it more broadly. That struggle is...
3. One way, for me, in which being a successful lawyer and a successful human being/friend/partner are at odds with each other is:
4. You are about to exercise courage. What is keeping you from going in? What feelings or thoughts are you experiencing?
5. What messages crop up as you contemplate tackling something that feels intimidating?
6. How DO you show up when you find yourself afraid of what people will think?

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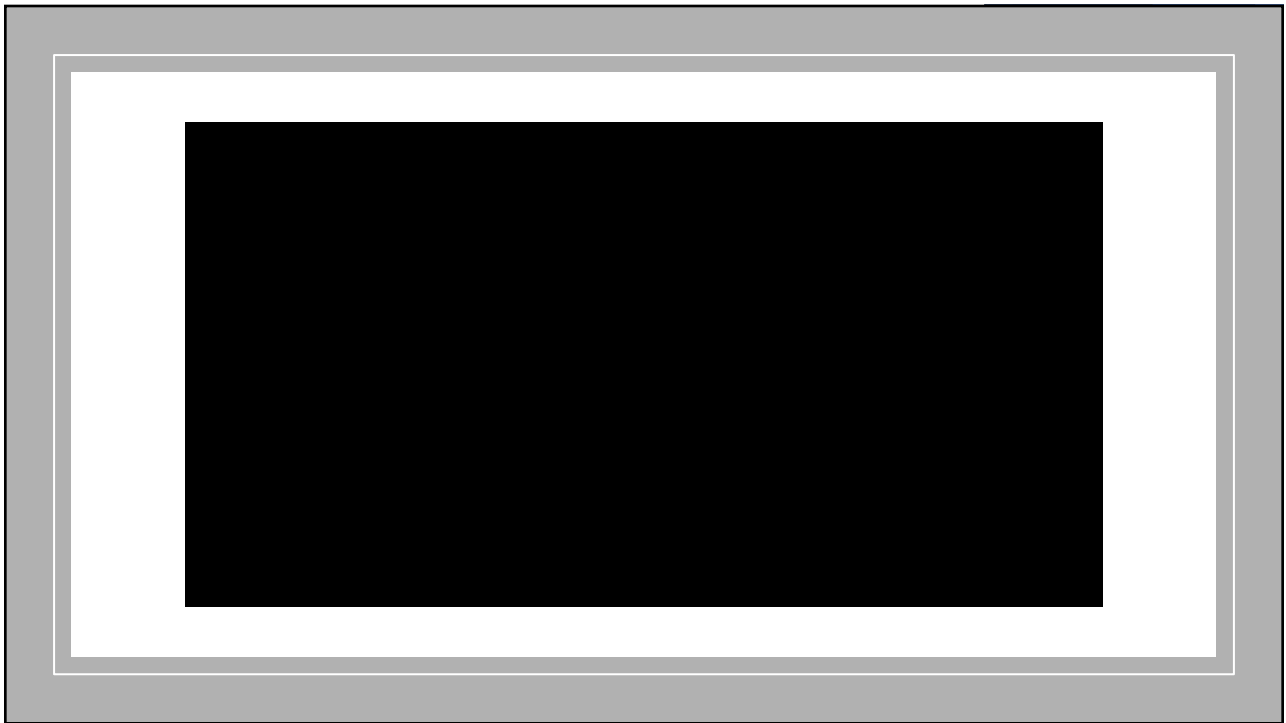


Silent walk

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We are wired
for story.
We are
meaning-makers

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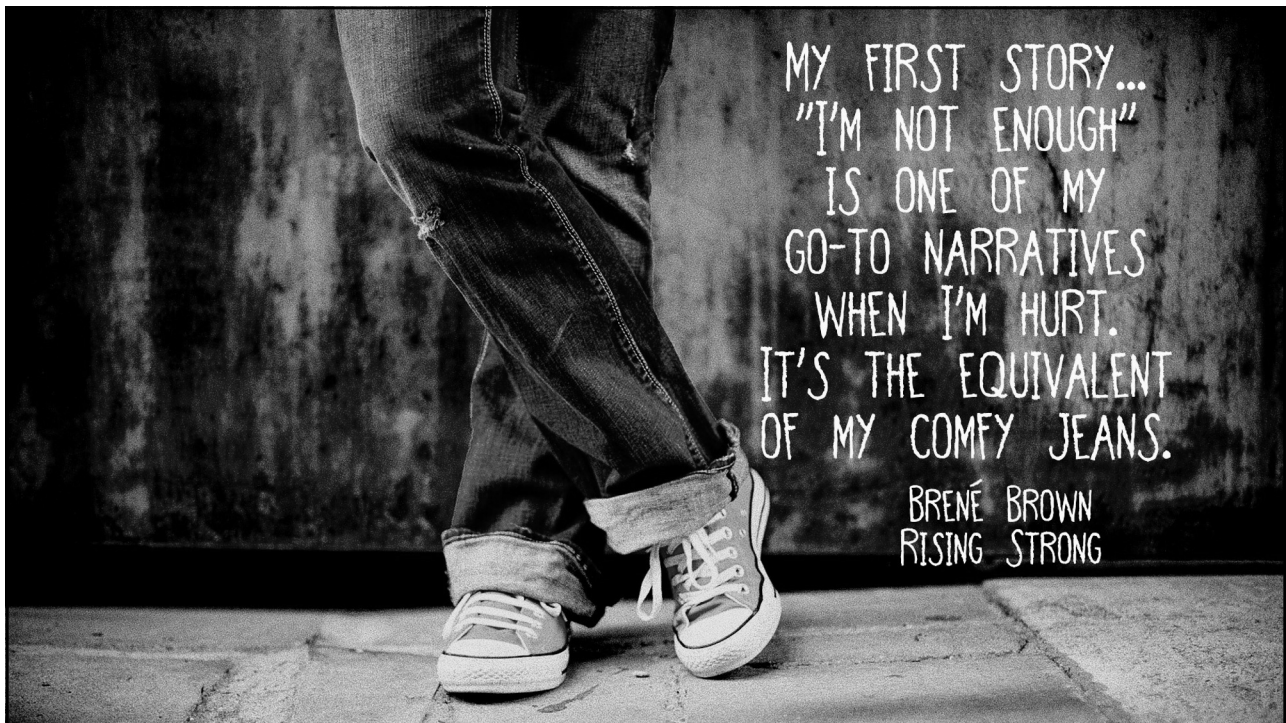


Thin ice

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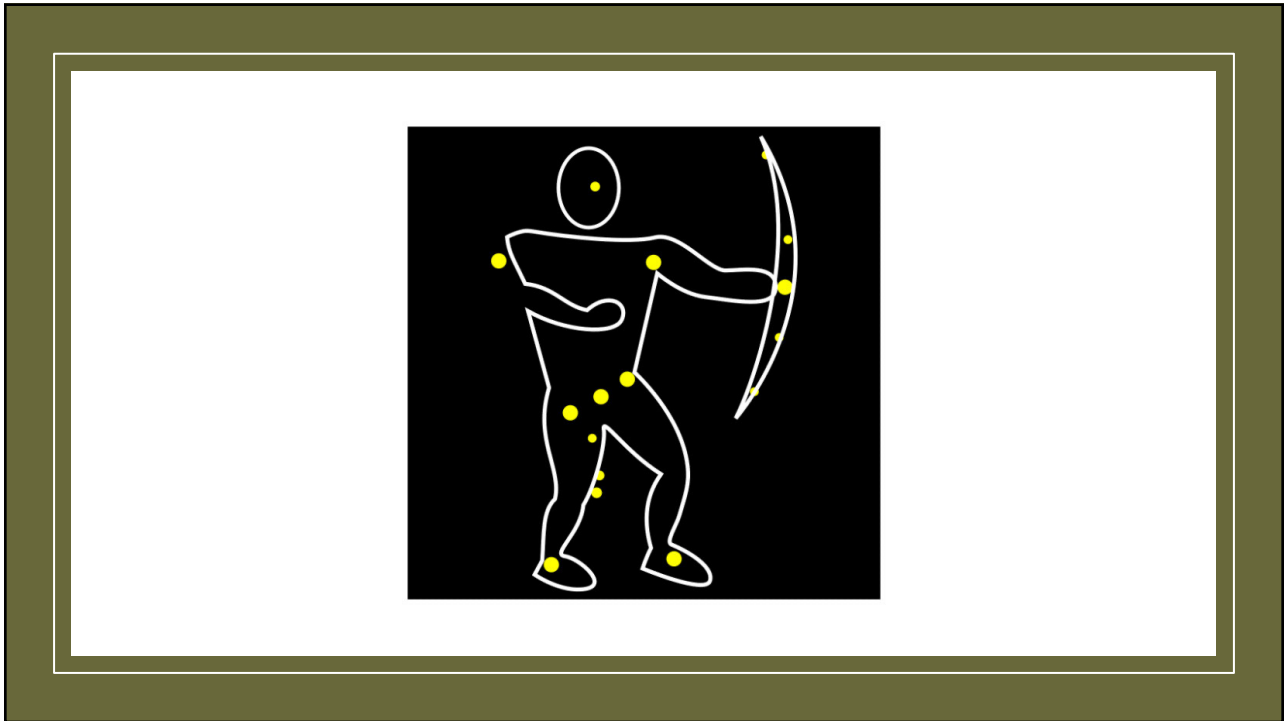
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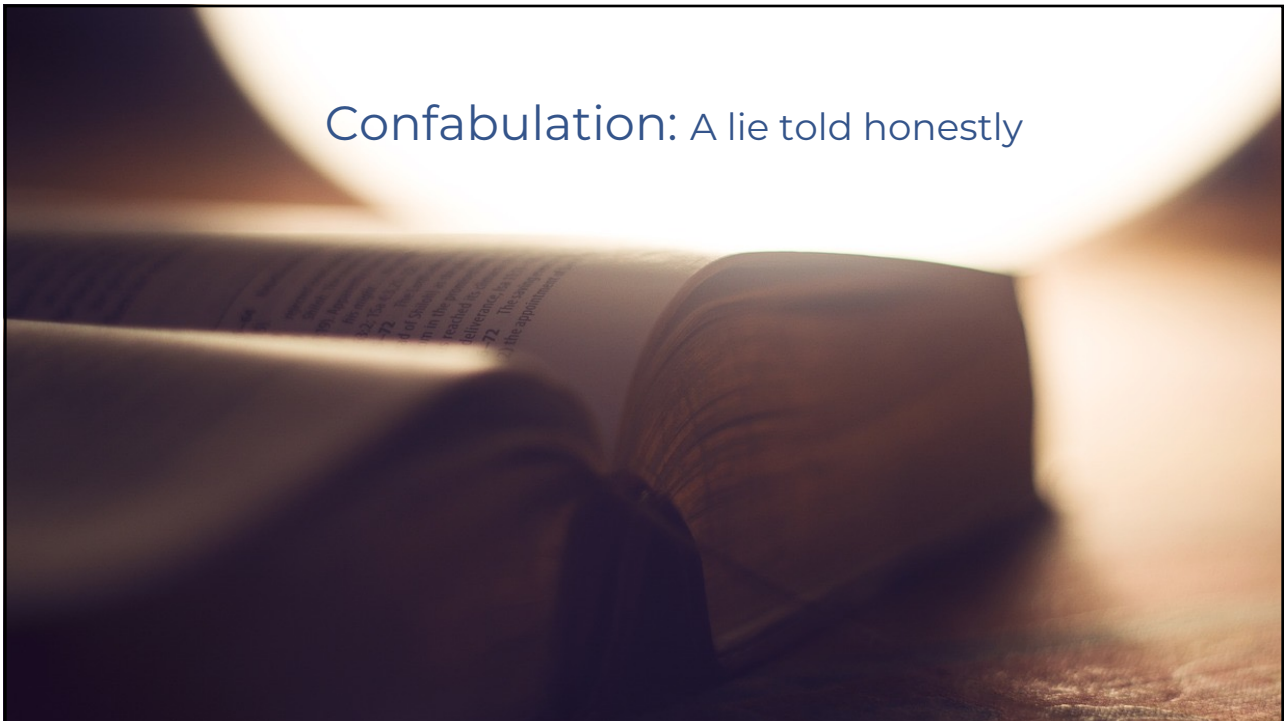
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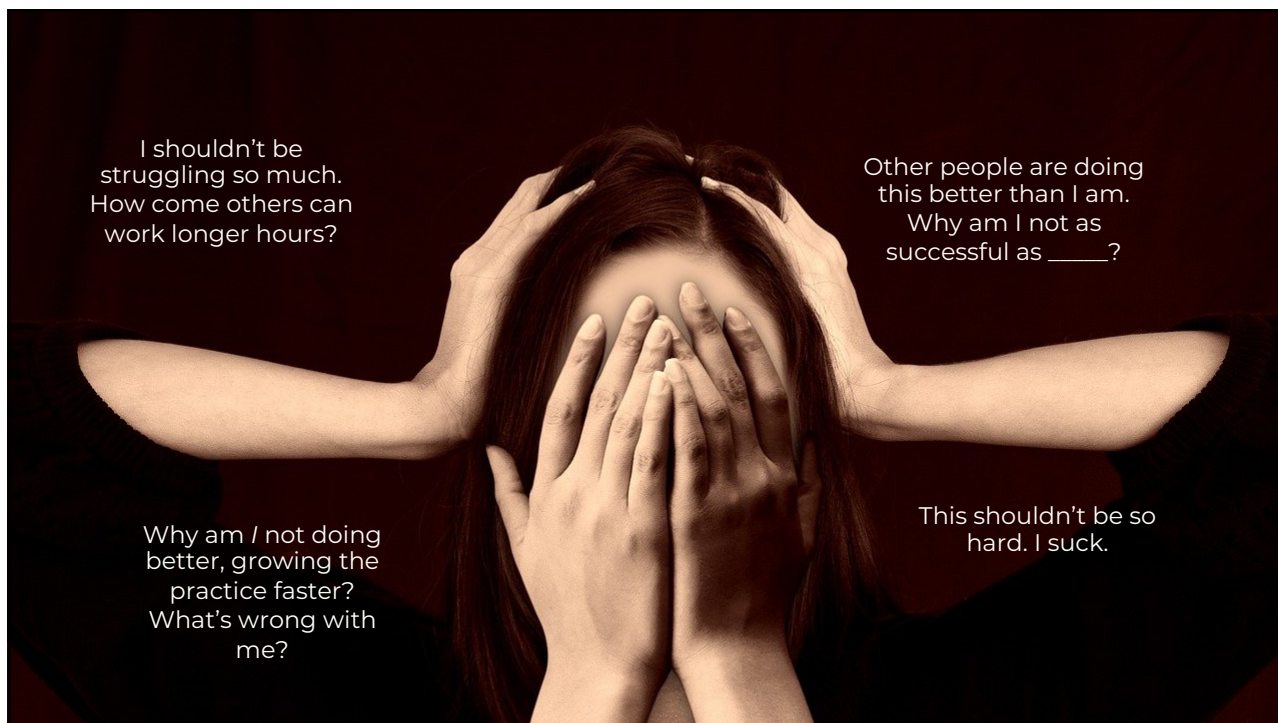
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I shouldn't be struggling so much. How come others can work longer hours?

Other people are doing this better than I am. Why am I not as successful as _____?

Why am I not doing better, growing the practice faster? What's wrong with me?

This shouldn't be so hard. I suck.

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When we deny our stories and disengage from tough emotions, they don't go away; instead, they own us, they define us.

**Brené Brown
#RisingStrong**

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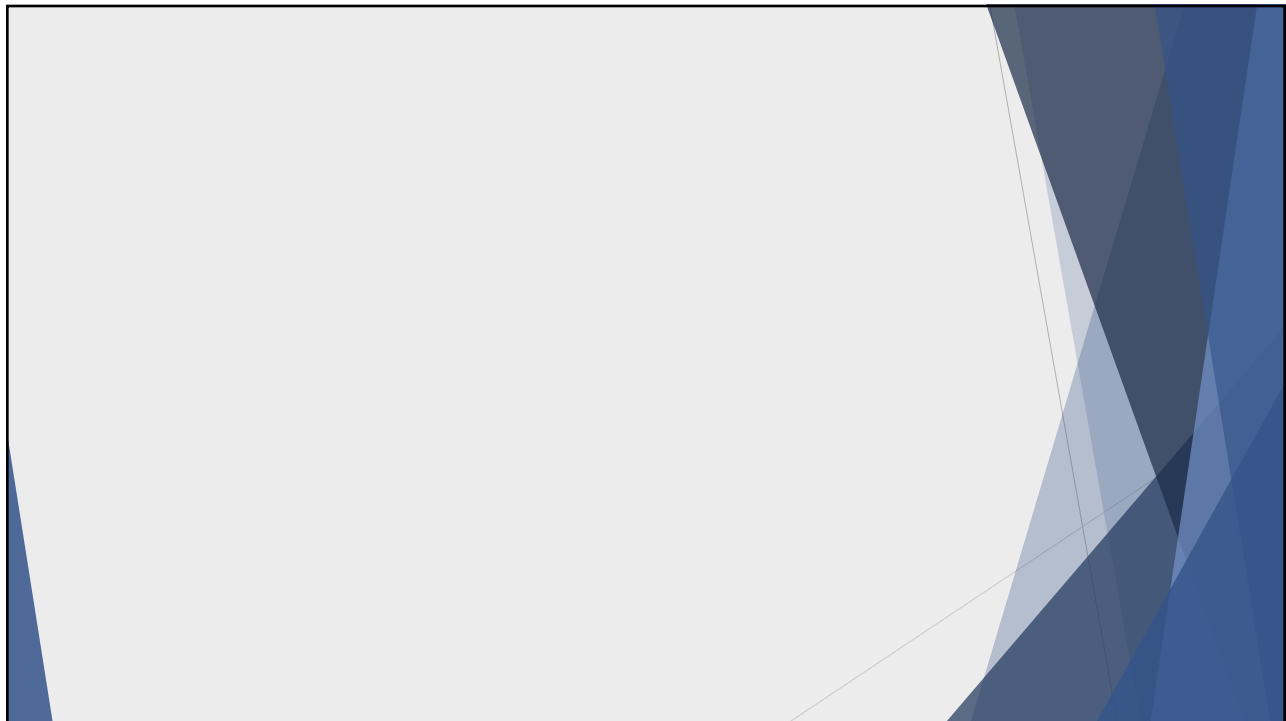
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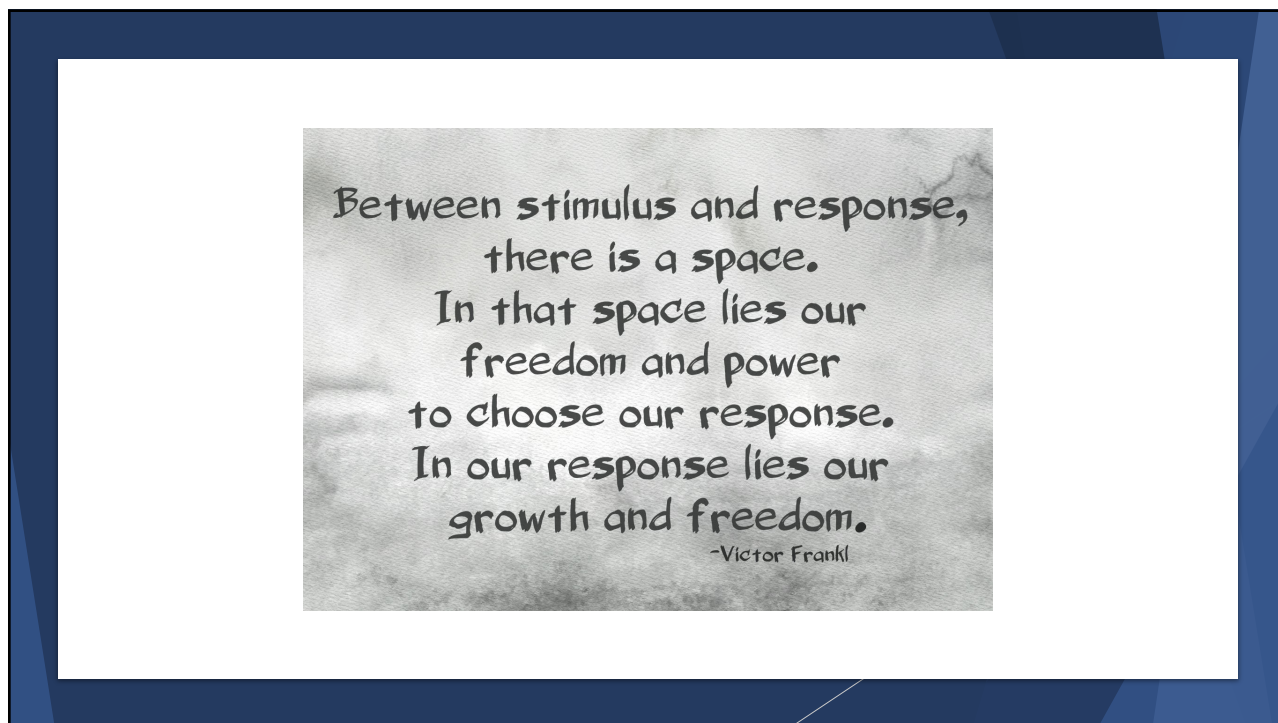
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Most of us think of ourselves
as thinking creatures that
also feel,
but we are actually feeling
creatures that also think.
Jill Bolte Taylor

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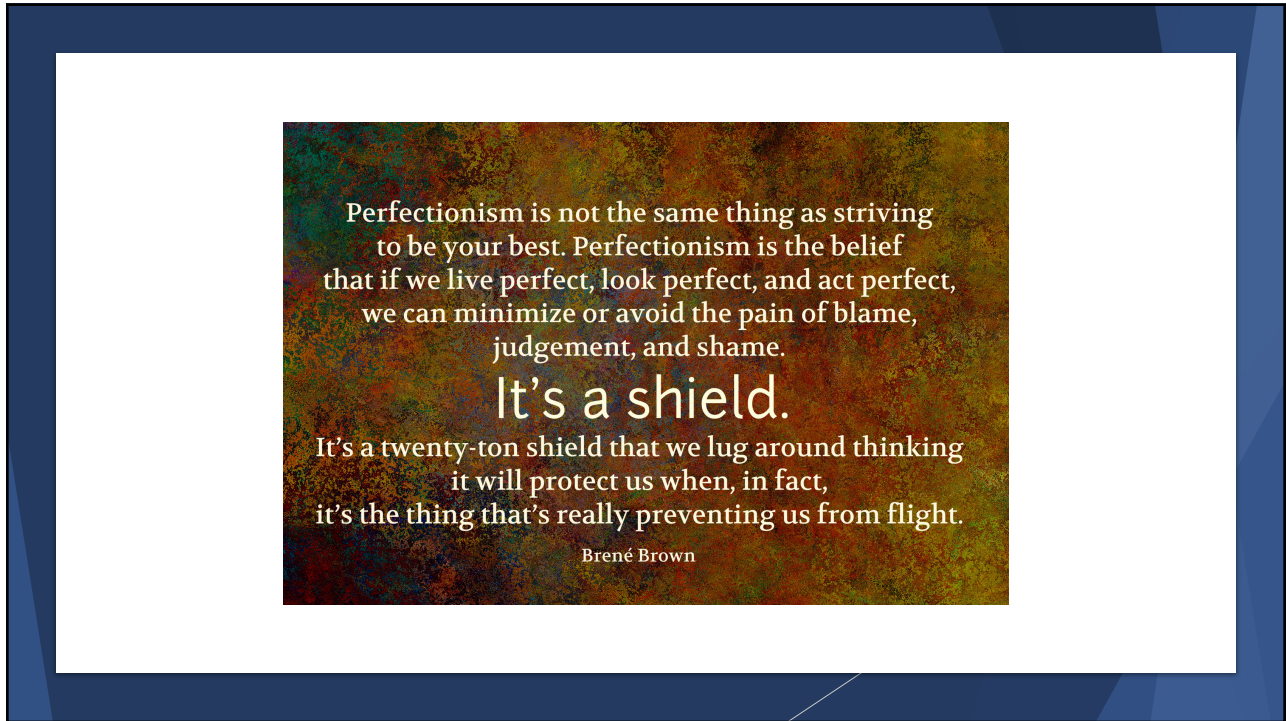
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Consider how much more you often suffer from your anger and grief, than from those very things for which you are angry and grieved.

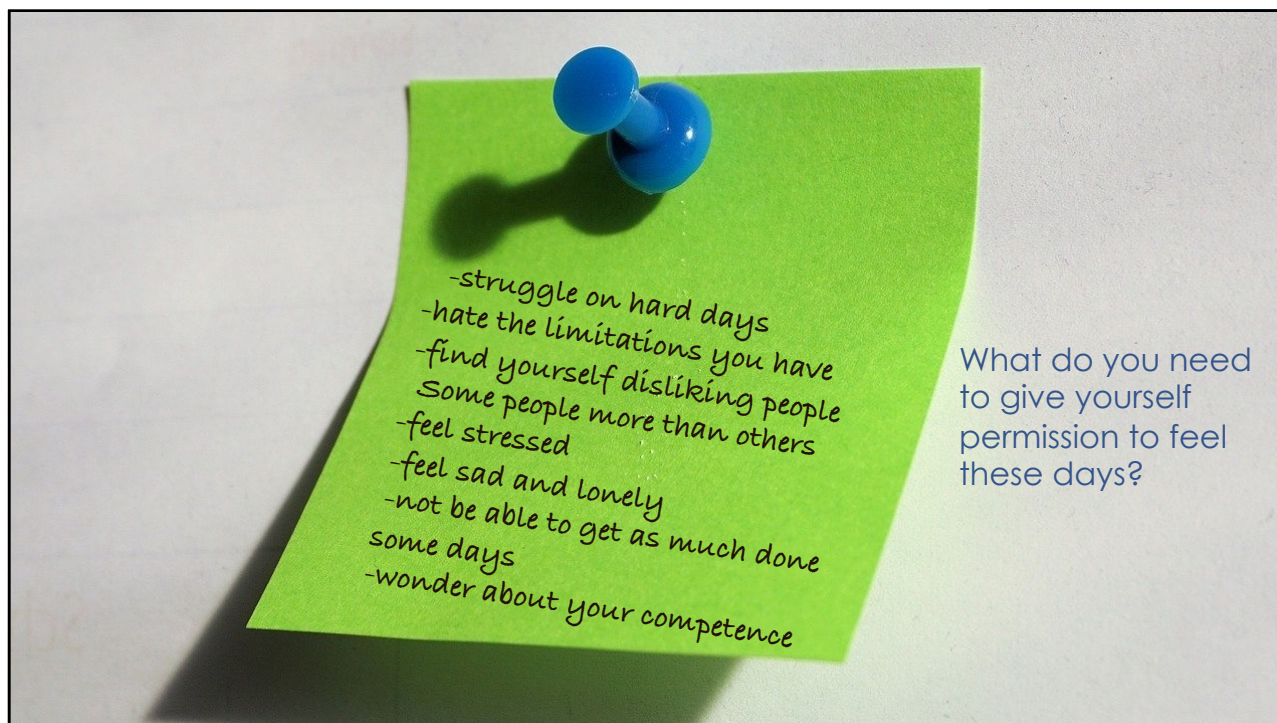
Marcus Antonius



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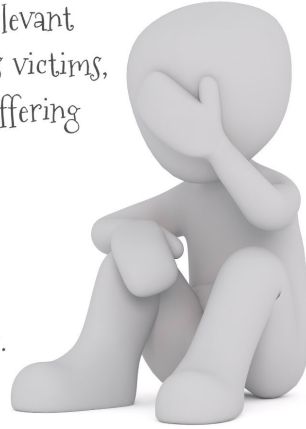
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Compassion is not only relevant
to those who are blameless victims,
but also to those whose suffering
stems from failures,
personal weakness,
or bad decisions.
You know, the kind
you and I make every day.

Kristin Neff



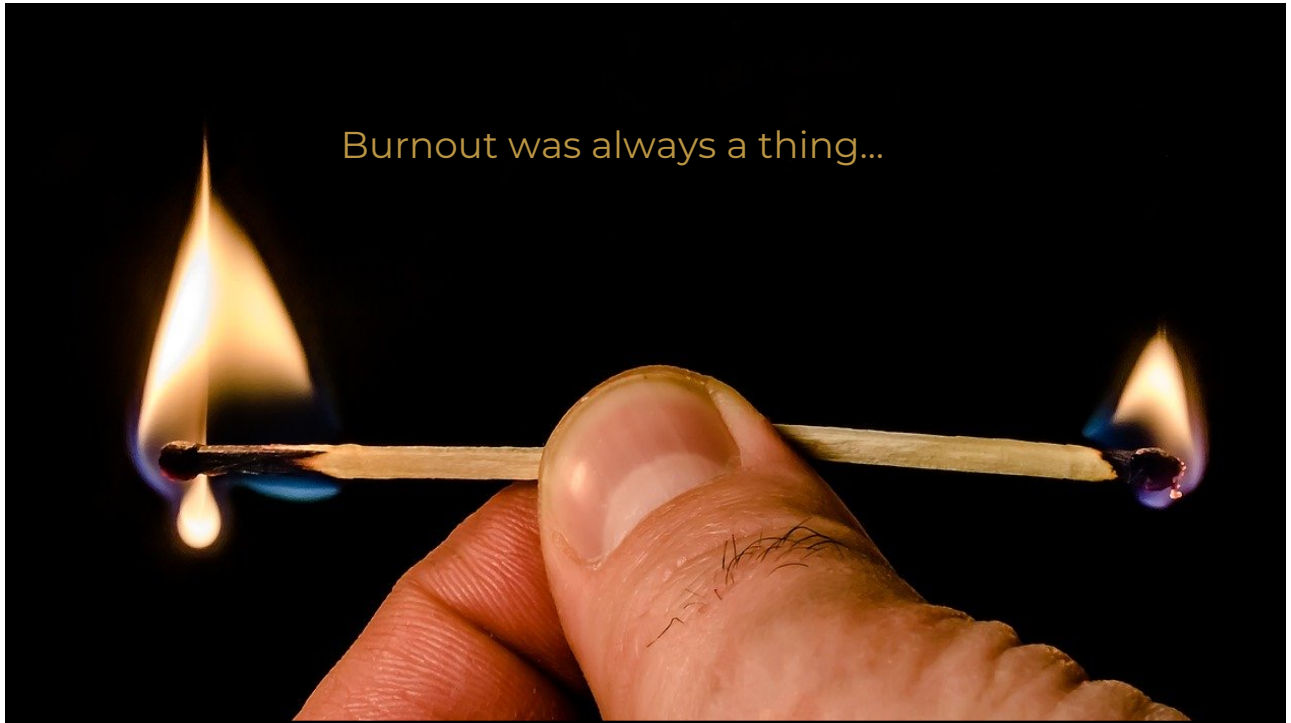
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BURNOUT

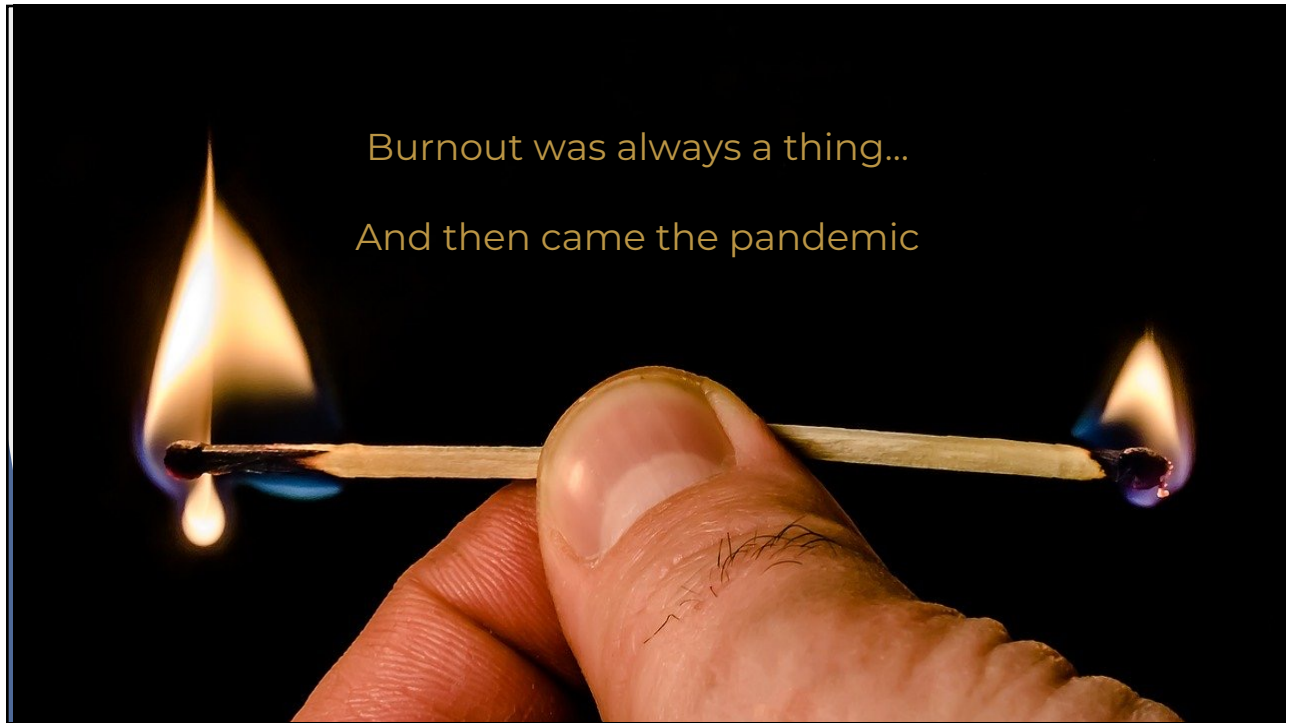
**IS THE EXPERIENCE OF FEELING
OVERWHELMED AND EXHAUSTED
BY EVERYTHING YOU HAVE TO DO AND YET
SOMEHOW FEEL LIKE YOU'RE STILL
NOT DOING ENOUGH.**

E AND A NAGOSKI

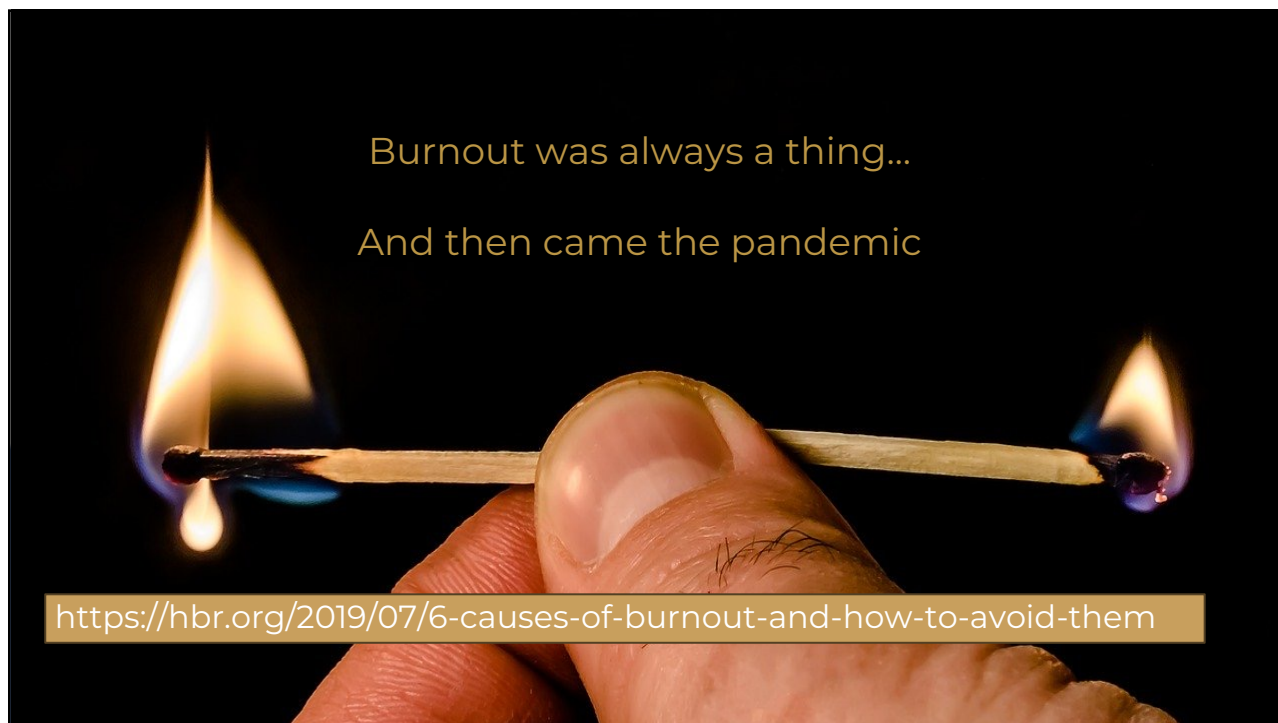
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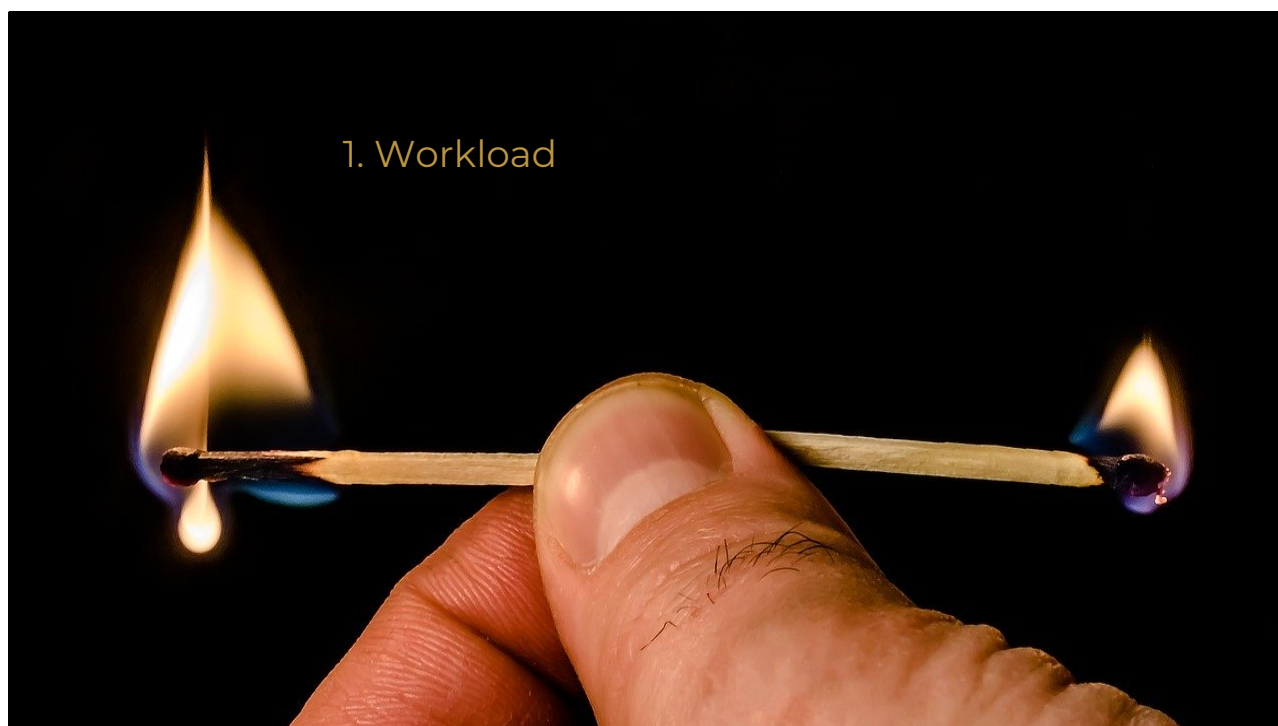
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Burnout was always a thing...
And then came the pandemic

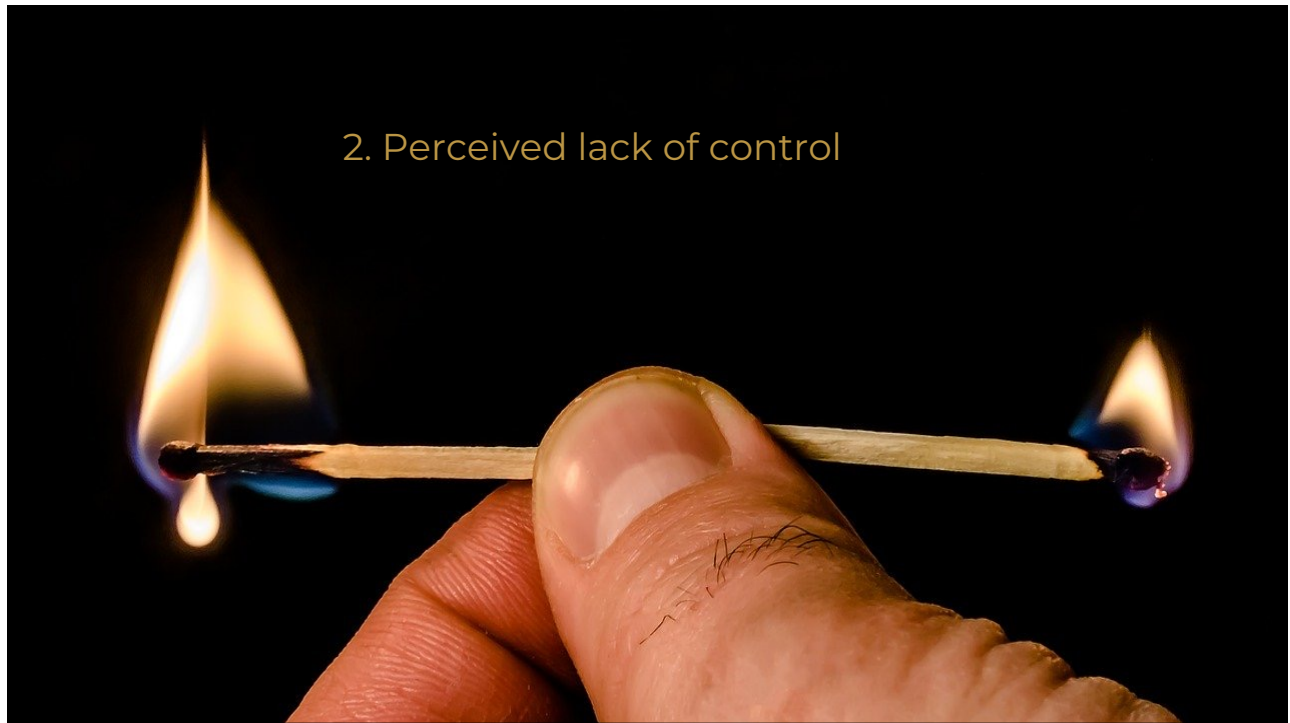
<https://hbr.org/2019/07/6-causes-of-burnout-and-how-to-avoid-them>

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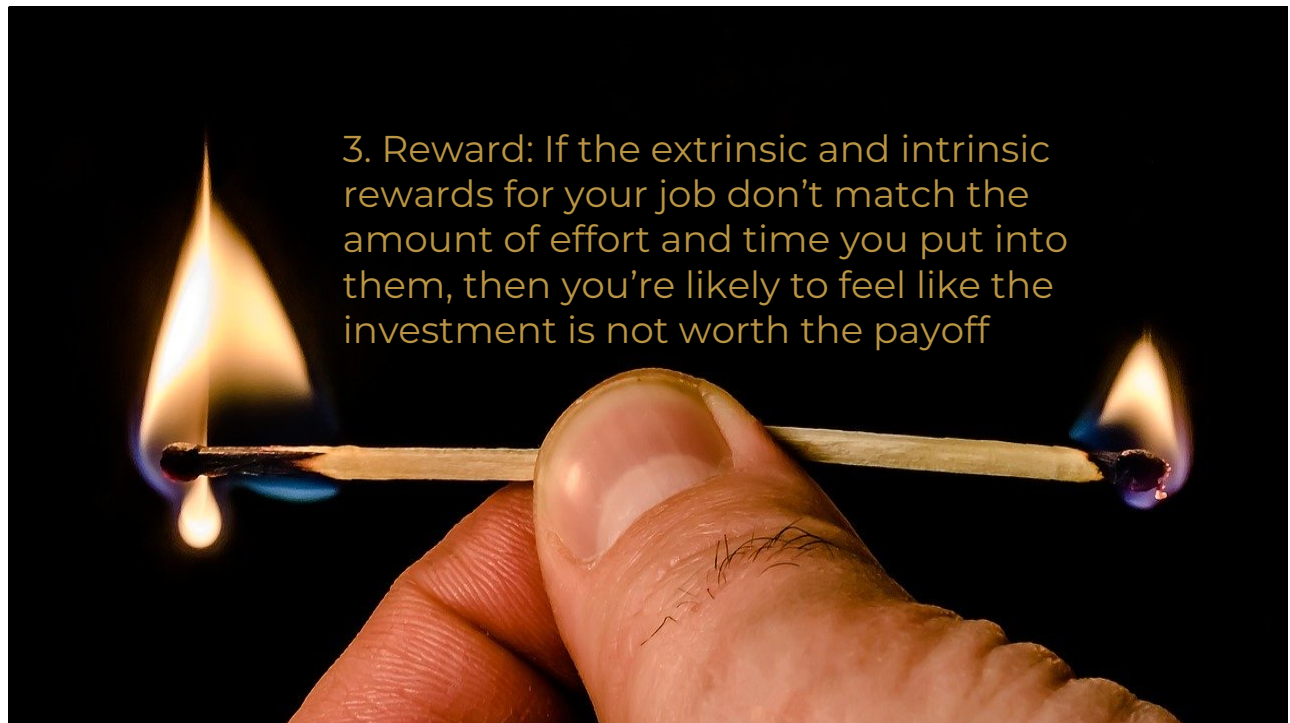
1. Workload

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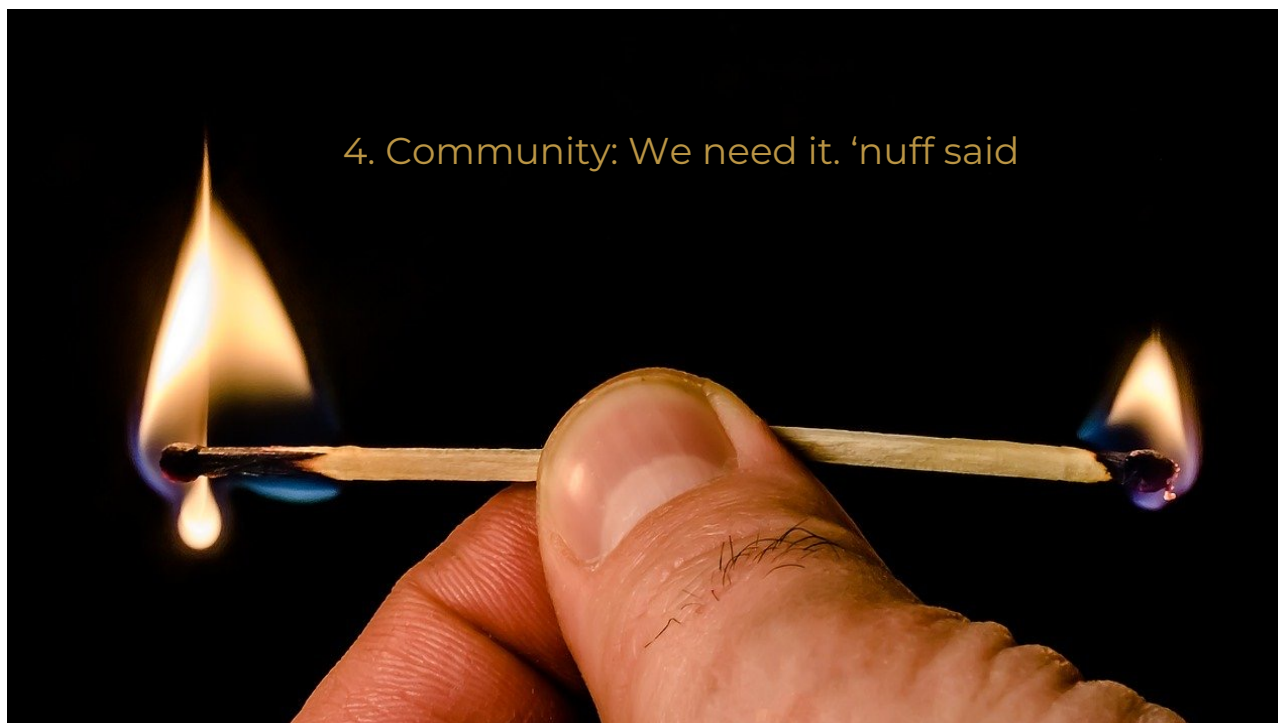
2. Perceived lack of control

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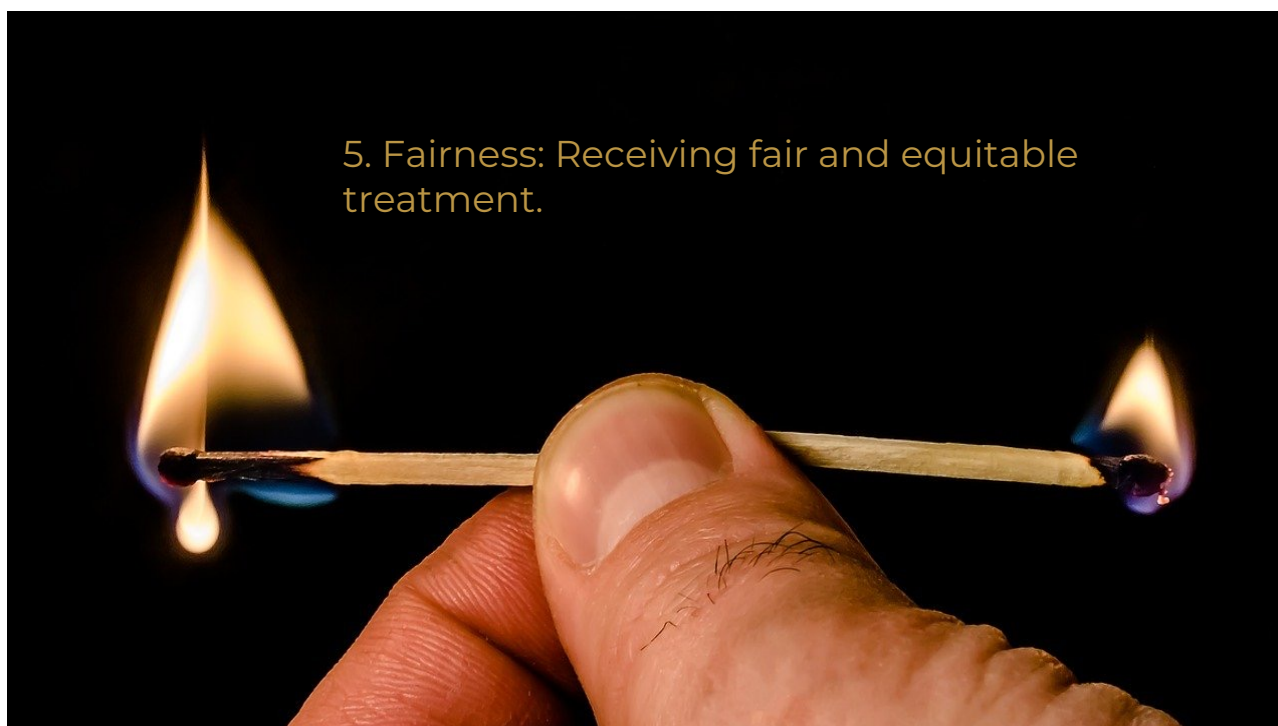
3. Reward: If the extrinsic and intrinsic rewards for your job don't match the amount of effort and time you put into them, then you're likely to feel like the investment is not worth the payoff

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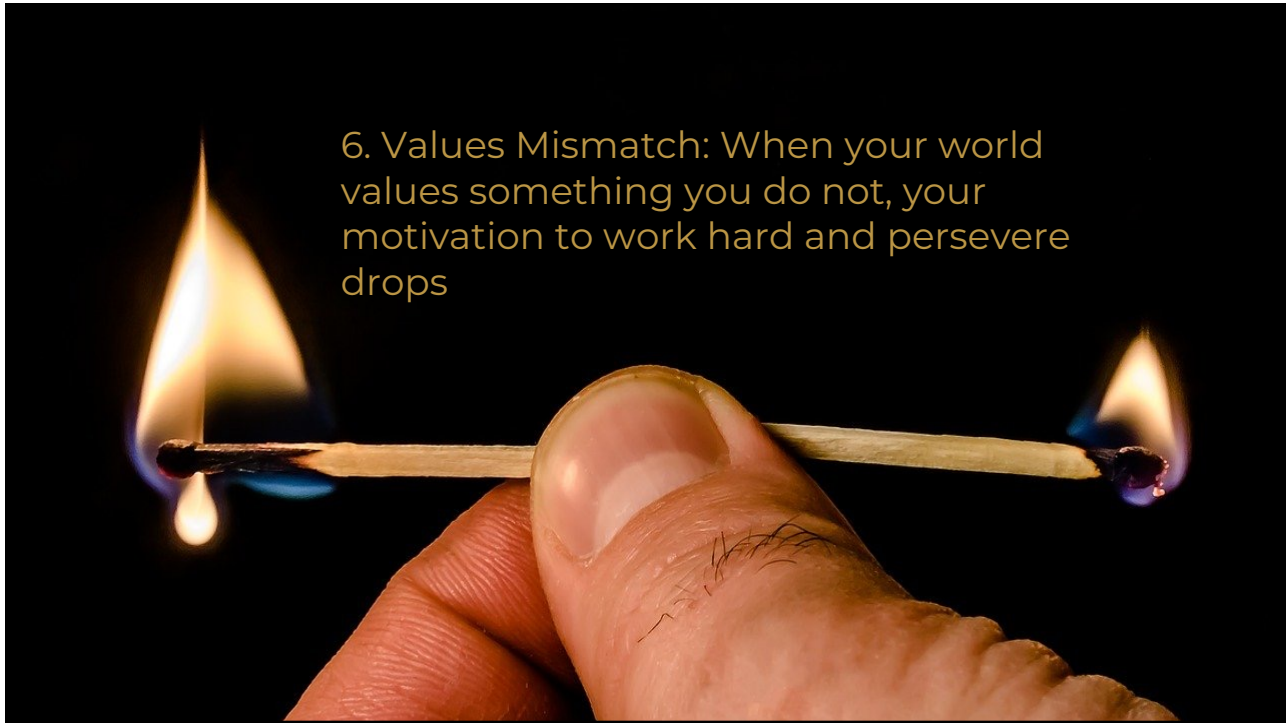
4. Community: We need it. 'nuff said

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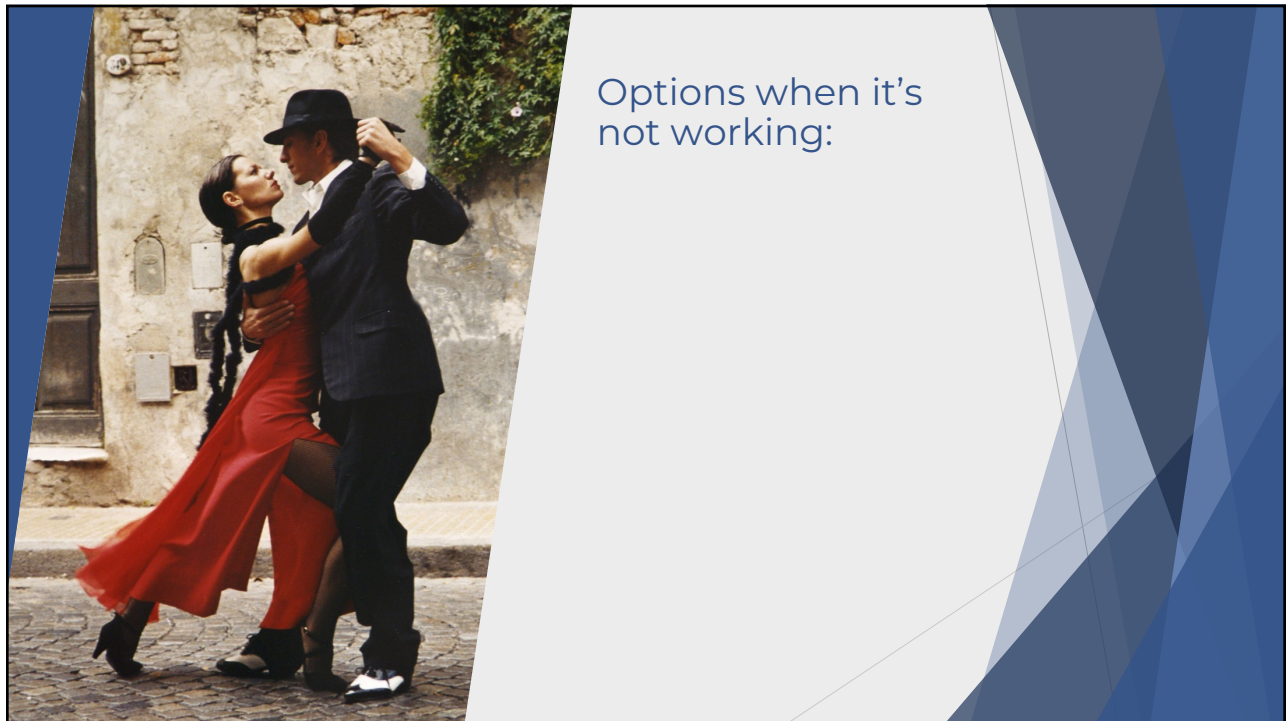
5. Fairness: Receiving fair and equitable treatment.

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6. Values Mismatch: When your world values something you do not, your motivation to work hard and persevere drops

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Options when it's not working:

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Options when it's not working:

1. nothing
2. quit
3. advocate
4. advocate with conviction

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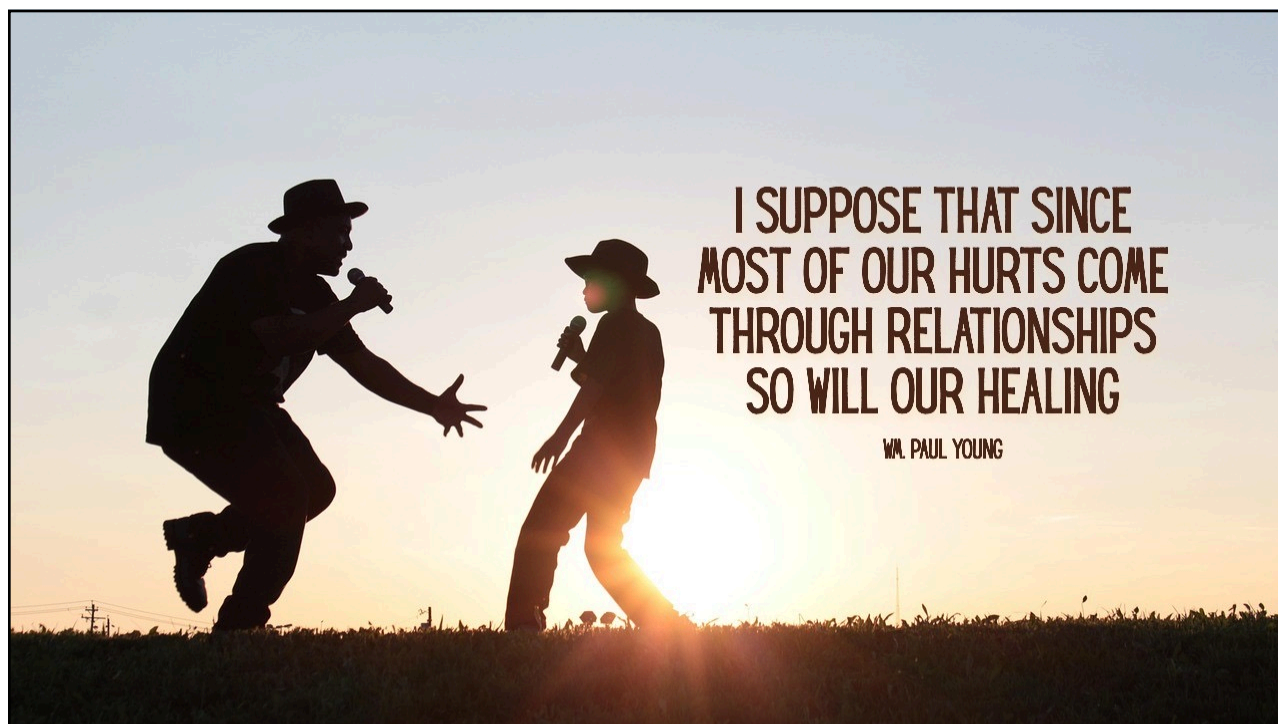
SAFETY ISN'T THE ABSENCE OF THREAT;
IT IS THE PRESENCE OF CONNECTION

DR. GABOR MATÉ


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Advocate.
8 minutes

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