

CHEERLEADING FROM QUICKSAND: BRAVING BURNOUT & BOUNDARIES

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BUILD A SOLID FOUNDATION

BURNOUT

Recognize & beat
burnout

BOUNDARIES

Regain your time

BOUNDARY TRAINING

Model the way

APPLICATION

Hardwire the
changes



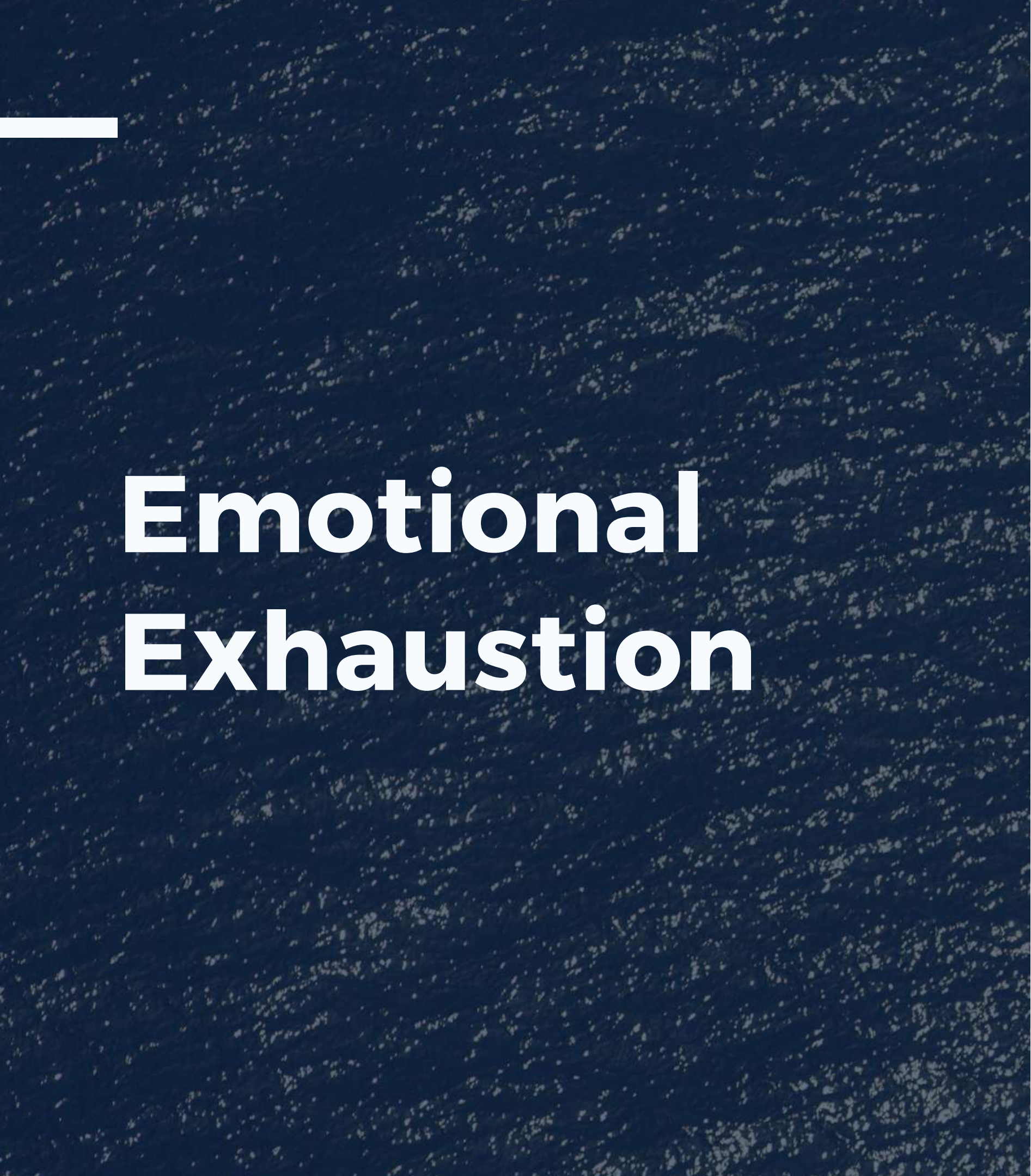
ON A SCALE OF 1-5 WHERE IS YOUR BURNOUT TODAY?



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





Break the Cycle



Break the Cycle

Which type of activity would you be most likely to try?

Deep breathing/physical activity

Laughter/crying

Affection

Sleep/rest

Creative expression



Break the Cycle

Team Burnout

- Recognize rhythms
 - Time of day, time of year
- Start the conversation about burnout
- Discuss how teams can support one another
- Plan out PTO, vacation
- You lead the charge

“

**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





What comes to mind?

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

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

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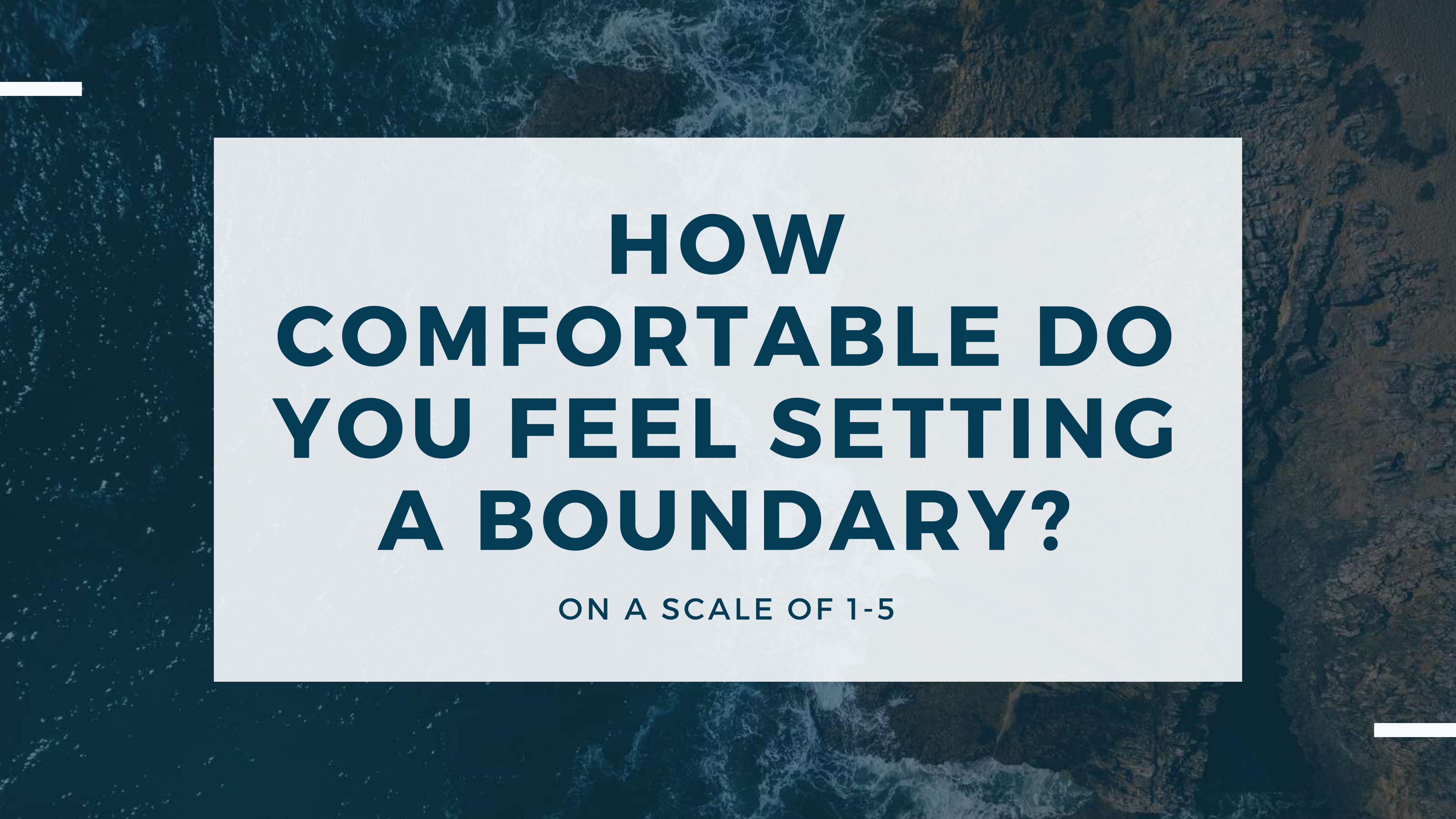
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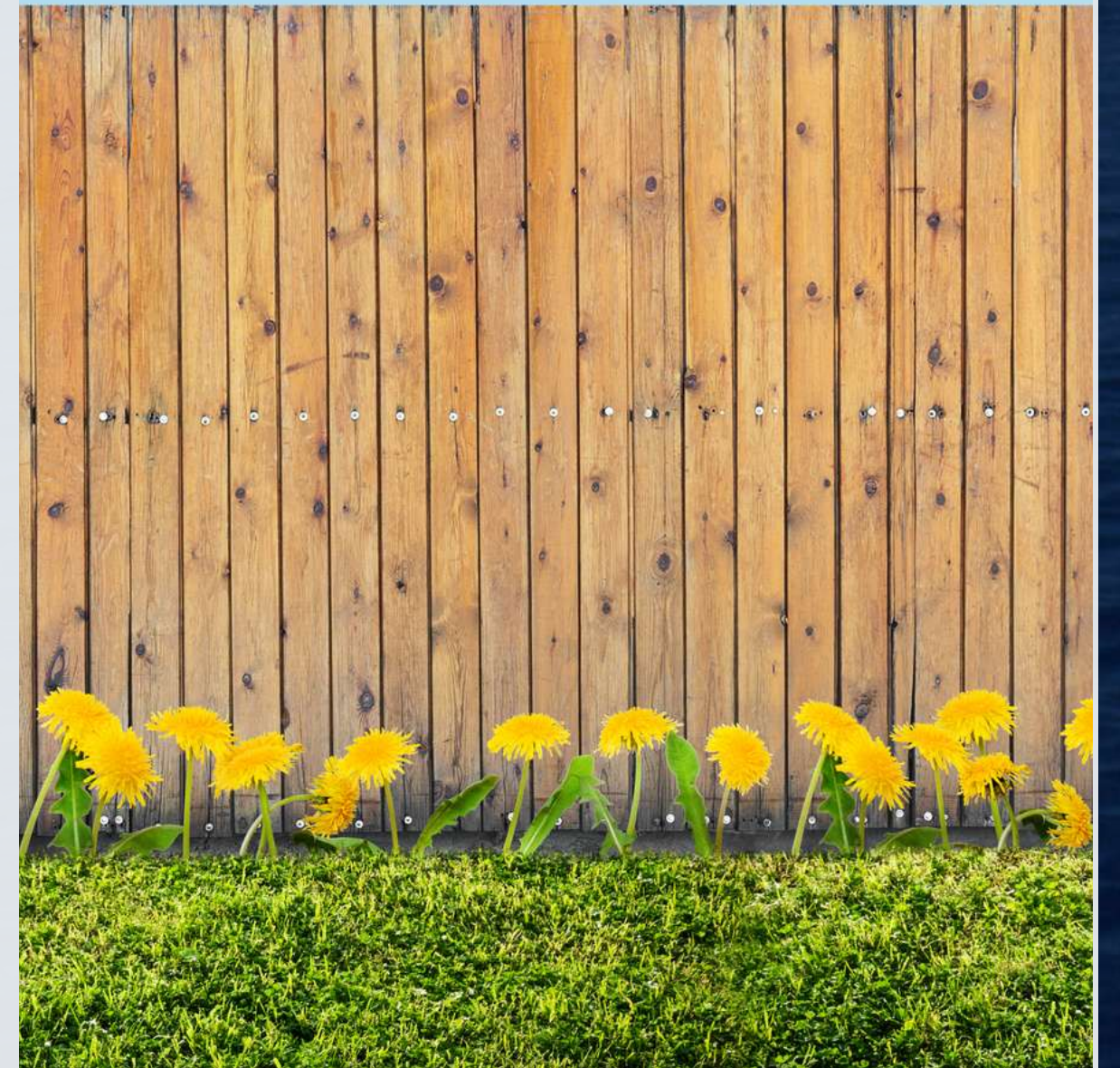
Please stop interrupting me when I am working.



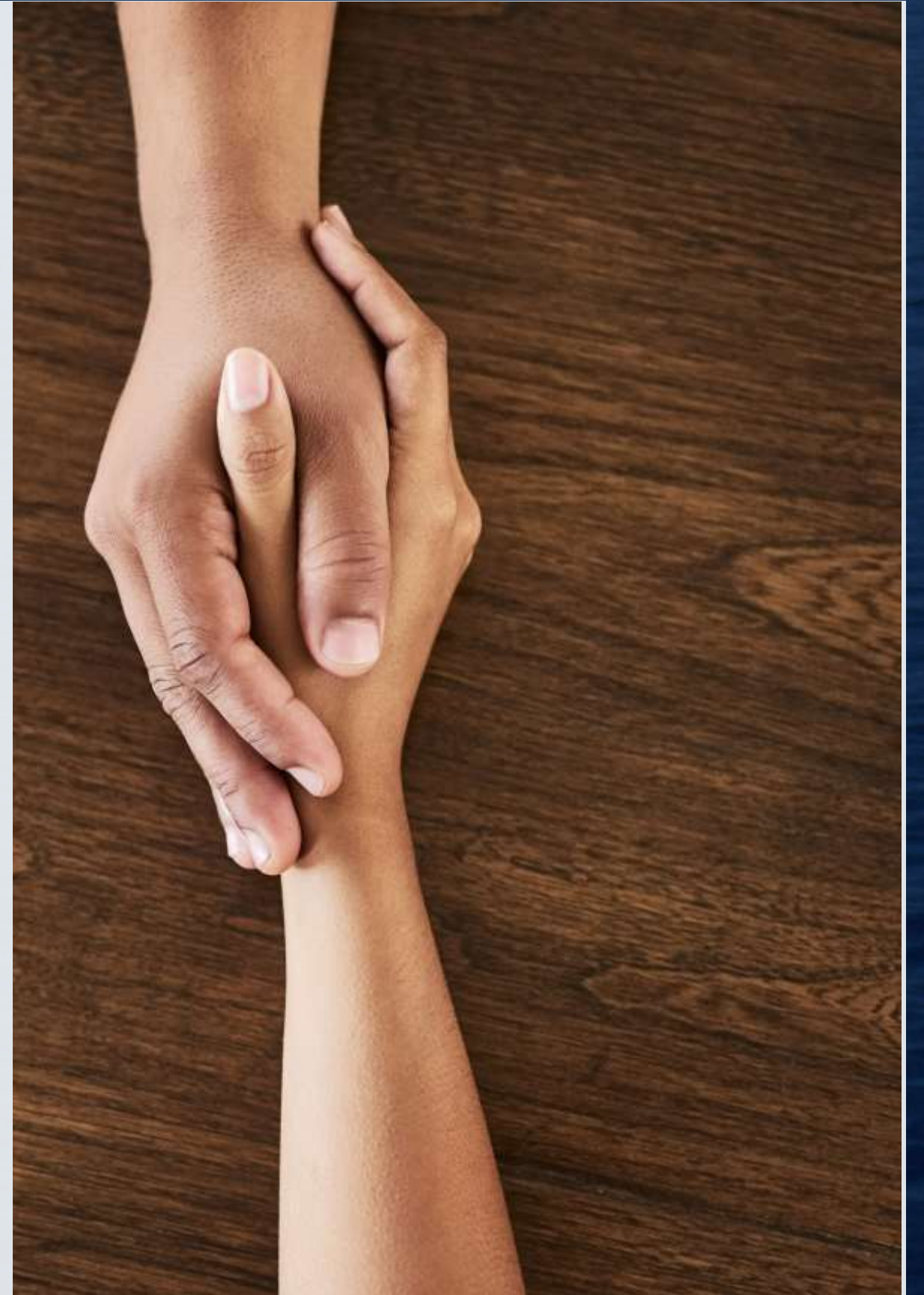
HOW COMFORTABLE DO YOU FEEL SETTING A BOUNDARY?

ON A SCALE OF 1-5

Set & Hold Your Boundaries



Nice vs. Kind



Boundary Coaching

BARRIERS TO BOUNDARIES

Wanting to be helpful and
always available

CONSEQUENCES OF LACKING BOUNDARIES

Can lead to burnout,
bitterness, and
disengagement

MODEL THE WAY

Does your team see you
setting healthy
boundaries?

Boundary Coaching

Recognize the Need for Boundaries

- Like burnout, start the conversation with your team about boundary setting
- Set clear expectations about what is a candidate for a boundary and what isn't
- Role play and rehearse
- Back them up when they set the boundary

Sometimes Boundaries Sound Like...



SOFT BOUNDARIES

CURIOSITY

- What have you tried?
- Where have you looked?

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PAUSING

- Can we revisit this later?
- Let's discuss during work hours

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REDIRECTION

- Have you talked with _____?
- Ask three before me

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SILENCE

- Not all emails are urgent
- Give them time to figure it out



TRUE/FALSE

BOUNDARIES HAVE TO BE HARSH



“

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

MELISSA URBAN

Wrap Up



Questions

Wrap Up



Questions



Comments

Wrap Up



Questions



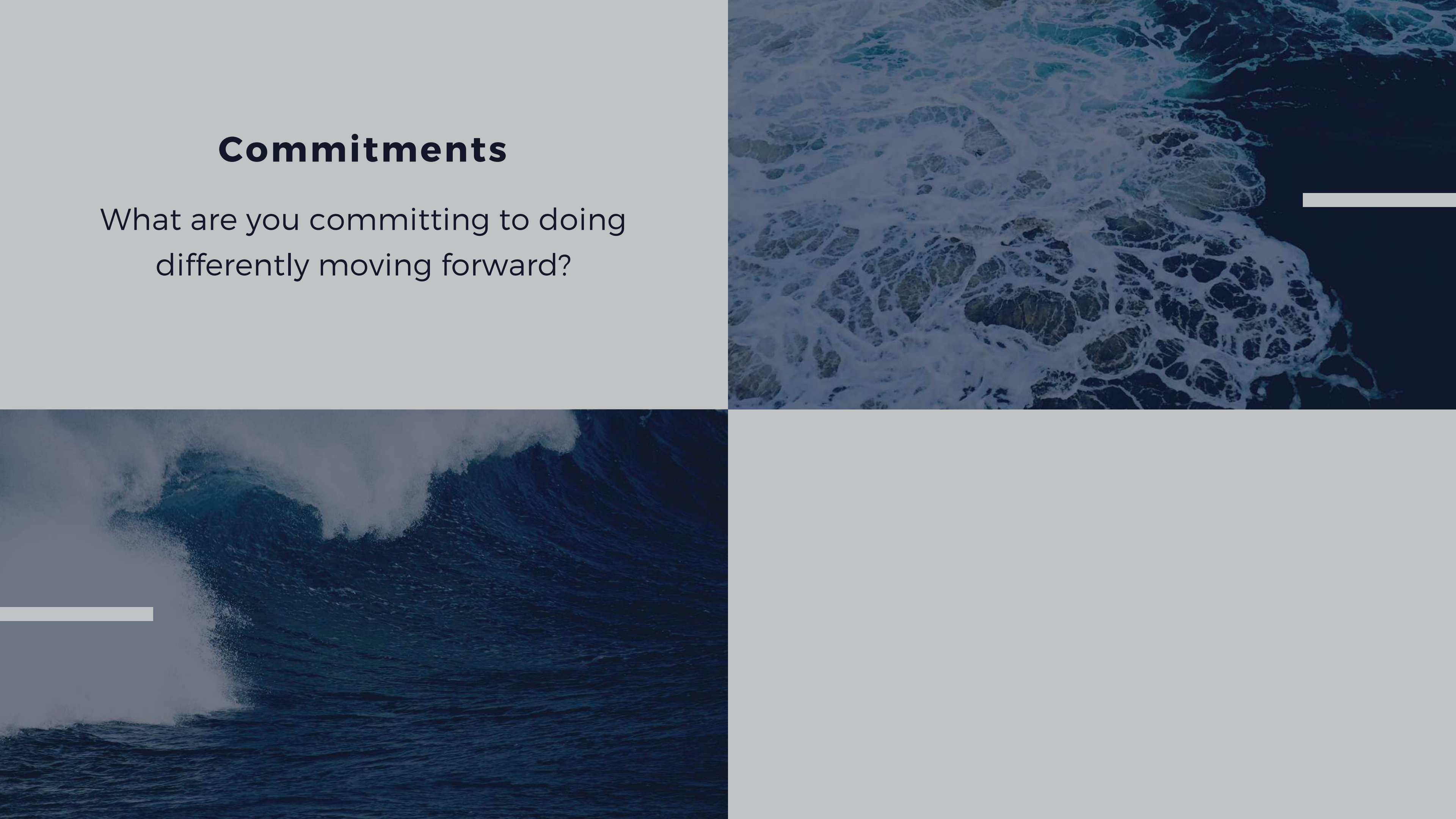
Comments



Hate Mail

Commitments

What are you committing to doing differently moving forward?



Commitments

What are you committing to doing
differently moving forward?

**The only way to get it wrong is
to not try**

Filled with Gratitude



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