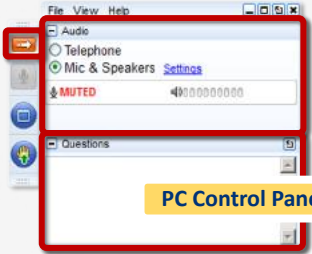




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PC Control Panel



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Attendee Participation

Using your control panel...

Join audio:

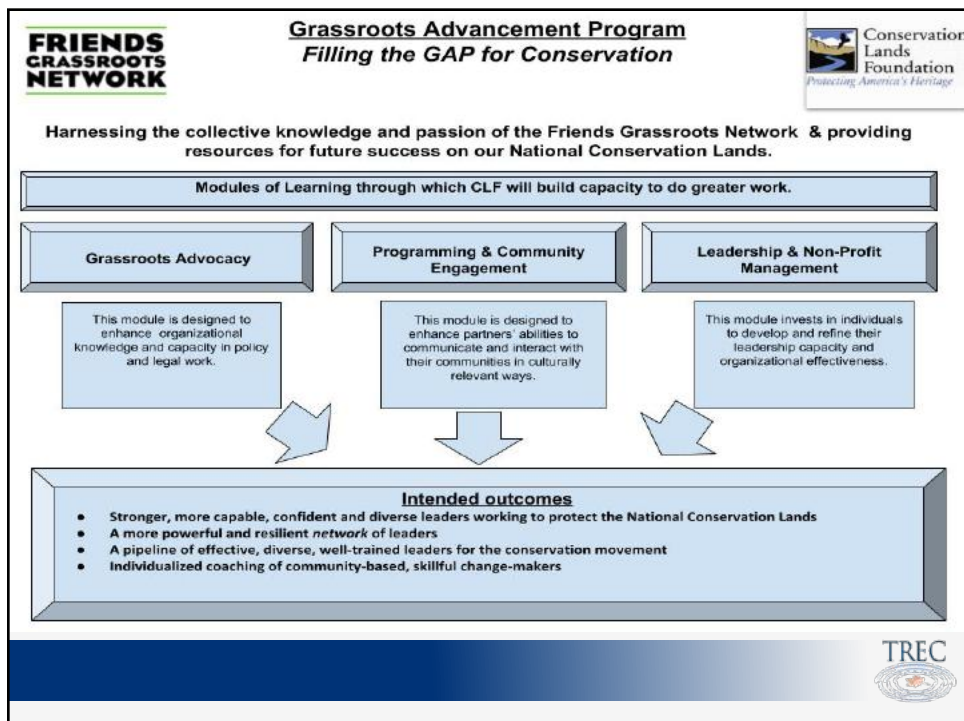
- Choose "Mic & Speakers" or "Computer Audio" to use VoIP
- OR choose "Telephone" or "Phone Call" and dial-in using the information provided

Submit questions and comments via the Questions panel.

Note: Attendees are muted and your webcams are disabled (listen-only mode).



1



2



Training Resources for the Environmental Community
Presents:

Sustaining Yourself and Others as you Lead Change



Presented by:

Cyndi Harris, *TREC Senior Associate*

December 1, 2020

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Today's Session



Where are we?



How are we?



What do we do?



4

**Chat Box: Please share your name,
location and on thing that inspires you**



5

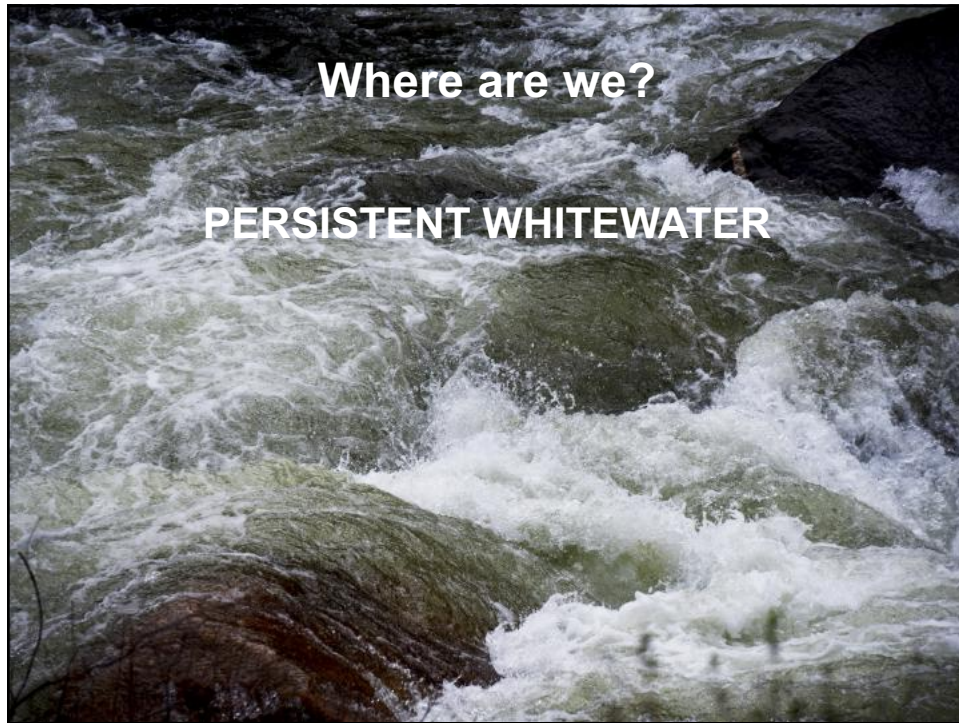
What's Going on?

- Novel and unprecedented challenges and changes
- Stress – Uncertainty – Overwhelm
- Real & Perceived & Feared Loss
 - normalcy, certainty, convenience, ease
 - safety, security (financial, health, ...)
 - connection, access to place and people
 - confidence of “knowing”

**THREAT and ACTIVATION
of our Brain and Nervous Systems**



6



7

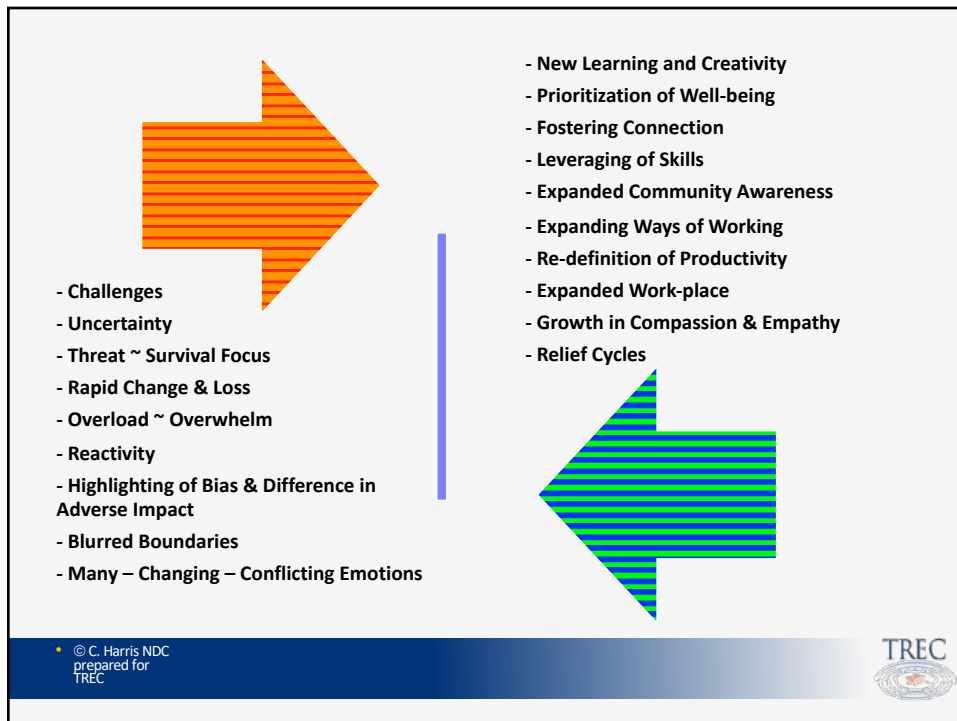
What that brings

- Threat
- Change
- Stress
- Uncertainty
 - Loss
- Opportunity
- Learning
- Vulnerability

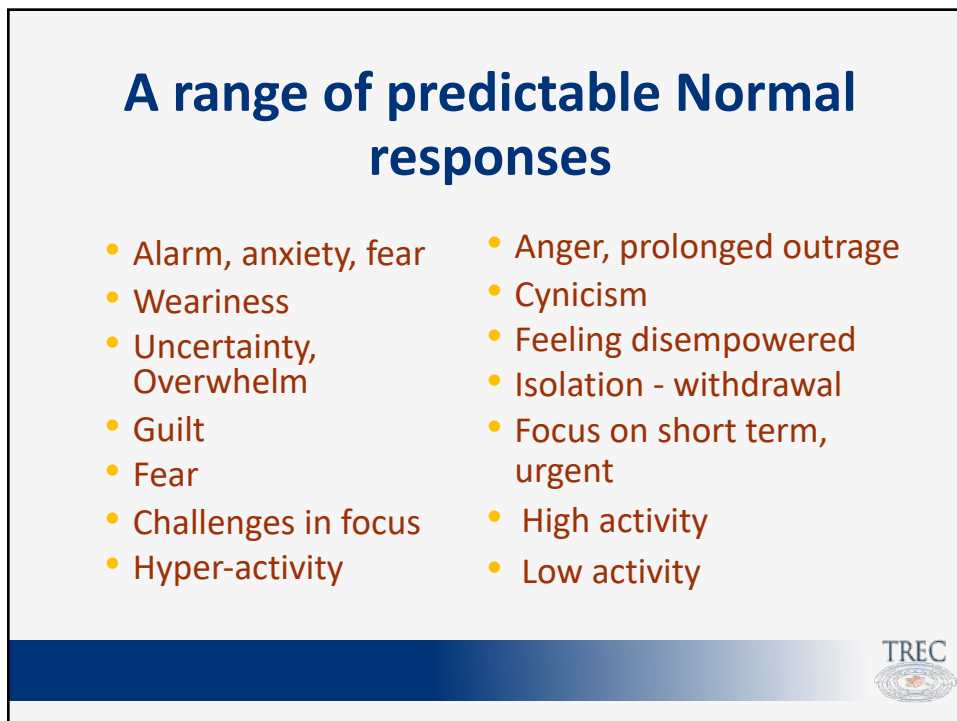
• New – NEW – more NEW



8



9



10

What are you experiencing?

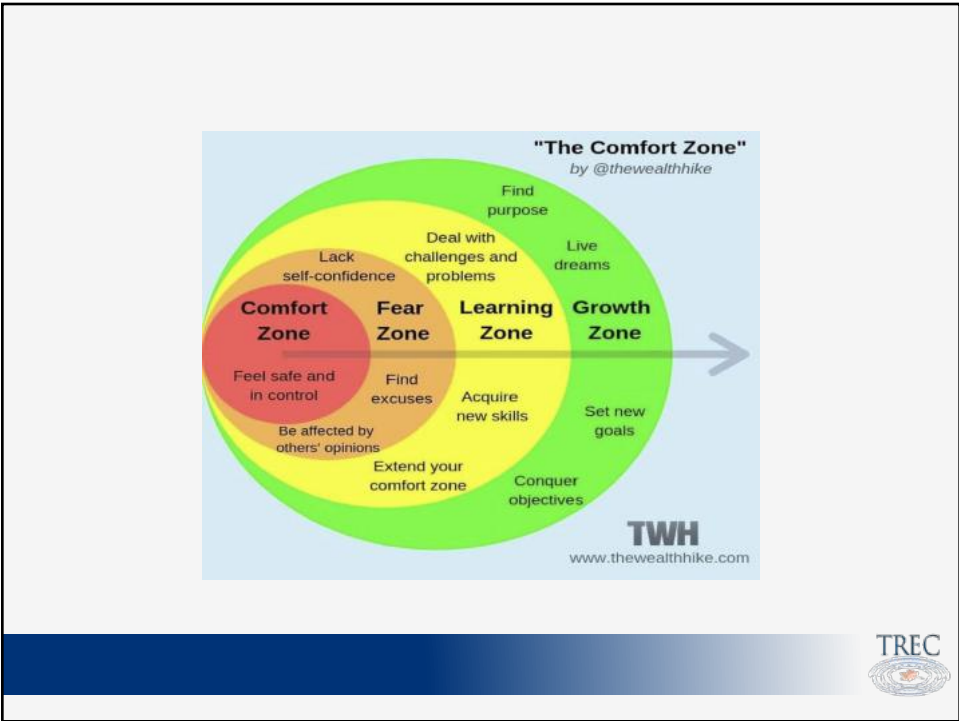


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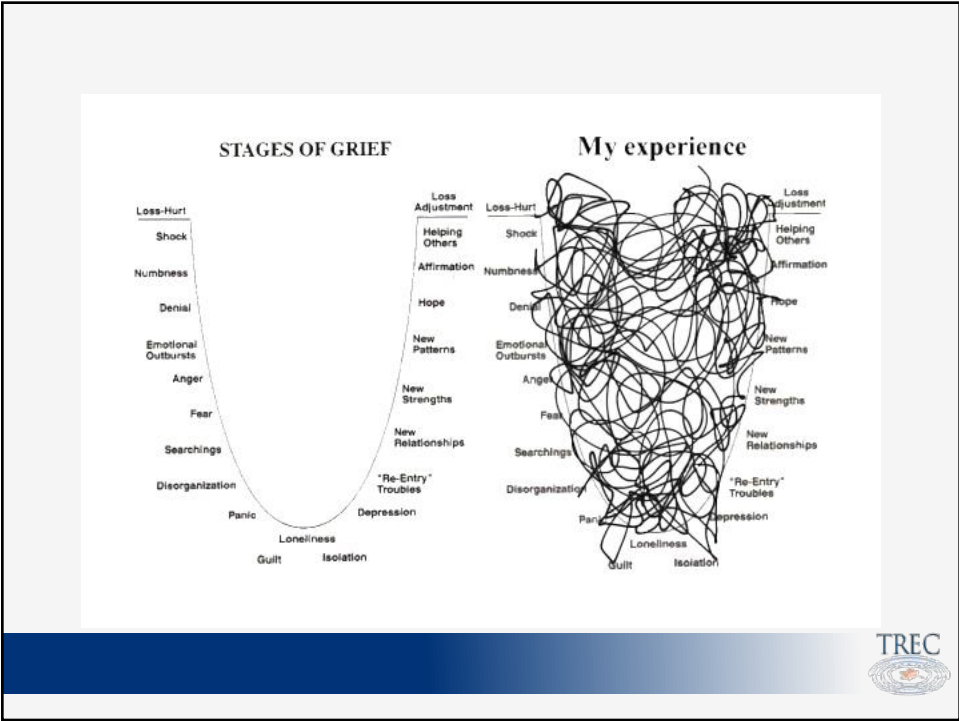
**BOTH
AND**



12



13



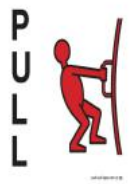
14

overwhelm

- Brain and Nervous System
- Ability to cultivate energy, attention, capacity for action (resilience)
- Stress management strategies



15



The “PULL” To Activation

- Threats – Fear = reactivity
- Change
- Drive of Dominant culture – White supremacy culture (urgency, progress, 1 right way, right to comfort, either/or, quick “mastery” of new)
- Uncertainty – Confusion
- Vulnerability
- Loss



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**Never in the
history of calming
down has anyone
calmed down by
being told to calm
down.**

17

What helps?

- **What have you done or learned that has helped you “be with” all that is in your world?**



18



Creating a Counter Balance

- Accepting life is different – no “return”
- Knowing what is NORMAL NOW
- Opening to our **full** experience (both/and)
- Accepting the rhythm and flow
- Adjusting expectations and standards
- Redefining value and contribution (worth)
- Connecting to strengths
- Sharing and caring with others
- Shift to “generative” culture – strategic pace setting, multiple ways of working, both/and, open to discomfort, being an learning process - always “new”



19

Calm

**Being calm is not the point-
learning how to stay mindfully
connected to ourselves in the
midst of the internal activation
we experience is the the goal!**



20



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Working with the Brain

- **Dial down activation (come out of survival lizard brain)**
 - Breathing
 - What is "safe"
 - 5, 4, 3, 2, 1
 - Feet – Seat – Back – Hands
- **Support ability to ground and feel safe (support mid-brain)**
 - Centering practices – mindfulness ...
 - Savor positive experiences
 - Use transitions – adult recess
 - Inspiration, Aspiration, Appreciation
 - Teaser apart the THREAT
- **Fostering connection and possibility (bring thinking brain online)**
 - Really feeling caring for and being cared about
 - Recognize anxiety as normal
 - What can I do in this moment, in this context

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Managing your Capacity to be in Activation

- **Sensation awareness** – DROP activation
- **Self-care** to build inner resources
- **Manage inner narratives** – Stop Challenge Choose
- **Self-compassion** – guilt, perfectionism etc
- **Foster expansion** – inspiration, aspiration, appreciation
- **Connect with your “why”**
- **Avoid & reduce un-necessary activation**, stress
- **Connect and support** – create network
- **Notice Safety**
- **Check in on “what is my experience right now”**
 - Emotional granularity

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Managing Stressors

- Know what they are, when they hit
- Plan for how you will respond
- Work with time horizon and scope
- Focus on what you can control
- Connect with your “why”
- Reduce “un-necessary” stress
- Remember
 - What brought you to the work
 - What keeps you in the work
 - What you need to STAY in the work

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Shortcut to Self-Care & Well-being

- What is my current quality of experience?
- What is possible for to do to foster a positive quality of experience in this context?
- What is ONE thing I can do NOW to support my well-being and effectiveness

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We do not have the
PRIVILEGE
of taking ourselves or
our ability to move
ourselves through our
day to do what we
“want” - “plan” - “hope”
for granted

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YOURSELF

- **INTENTIONALLY**
- **STRATEGICALLY**
- **CONSISTENTLY**

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Practice and Plan

- Foster safety and reduce threat
- Nourish and fuel yourself
- Connection to self and other
- What are real limitations
- Explore what is “possible” now
- Foster sense of value – purpose
- Care for & support – accept it as well
- I – YOU - WE



29

Practices to Support Self & Others

- What is my/our experience? (normalize it & see the differences in it)
- Dial down “activation”
- What is my/our concern (real, perceived, feared)?
- Inquire – what IS possible?
- Reflect on – how do I/we strive to be?
- Take action – small or large
- **Flexible** expectations – **gentle** evaluation
- Commit to Self-Care to be available (self/others)
- Identify what you/we are learning, gaining



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Supporting Staff in Challenging Times

- My leadership has a clear plan of action
- I feel well prepared to do my job
- My supervisor keeps me informed about what is going on
- My organization cares about my wellbeing



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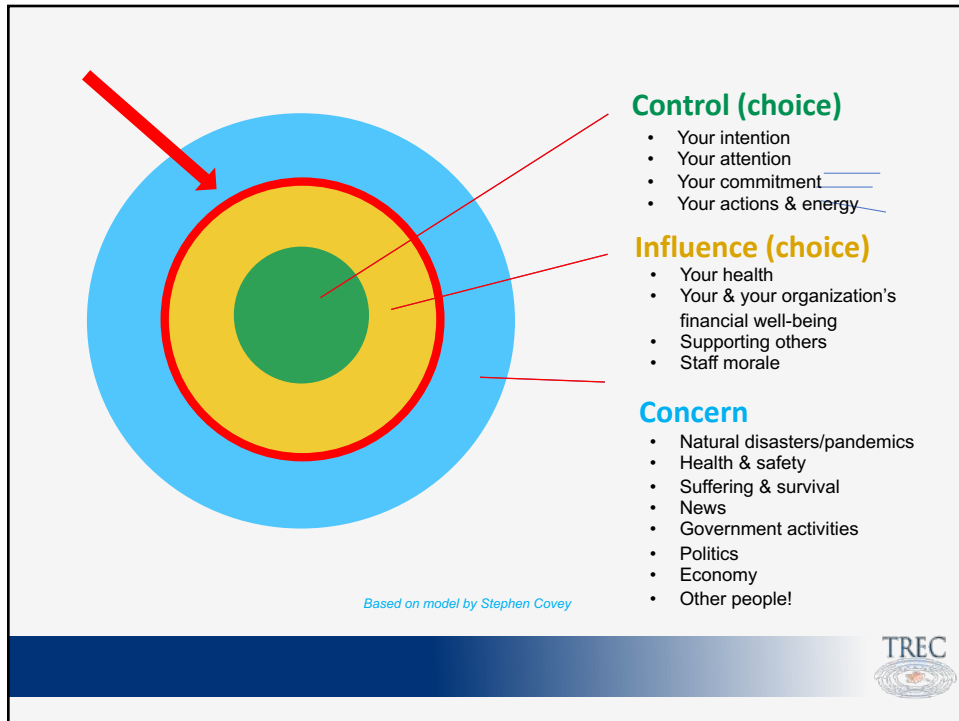
Working with Uncertainty

- Focus on what we **“can do, do know, can control”**
- Identify **key strengths, skills, values, and practices** you have as an organization that give you **“confidence”** that you can learn and adapt to meet changing challenges and needs
- Identify what you **have done successfully** in the past to meet challenges

VISION - UNDERSTANDING – CLARITY – ADAPTABILITY



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33



34

What have we done/learned?

- What is 1 thing you have done you want to continue beyond the pandemic?
- What is 1 skill, competence, characteristic you have noticed you have that you are proud of?
- What stands out as key learning or awareness you have gained in this time?



35

What do WE know and want to do moving forward?

- What do we know now about what is needed from us as an organization?
- What do we know now about our priorities and competencies?
- How do we want to BE as an organization moving forward?
- What do we want to do to support the change we seek?



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Sustaining Effectiveness and Well-Being Individual Plan for Fostering Resilience

To me resilience is:		
Where am I NOW based on <u>my</u> definition?		
LOW	MODERATE	HIGH



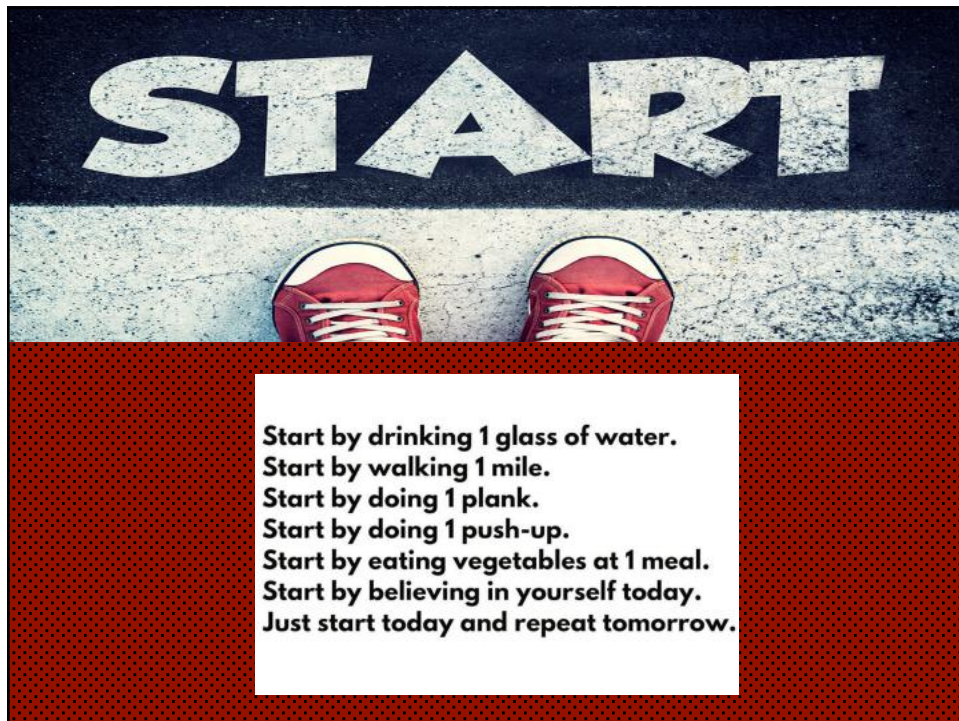
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**What are you aspiring to in how you move
with and through the challenges of this time?**



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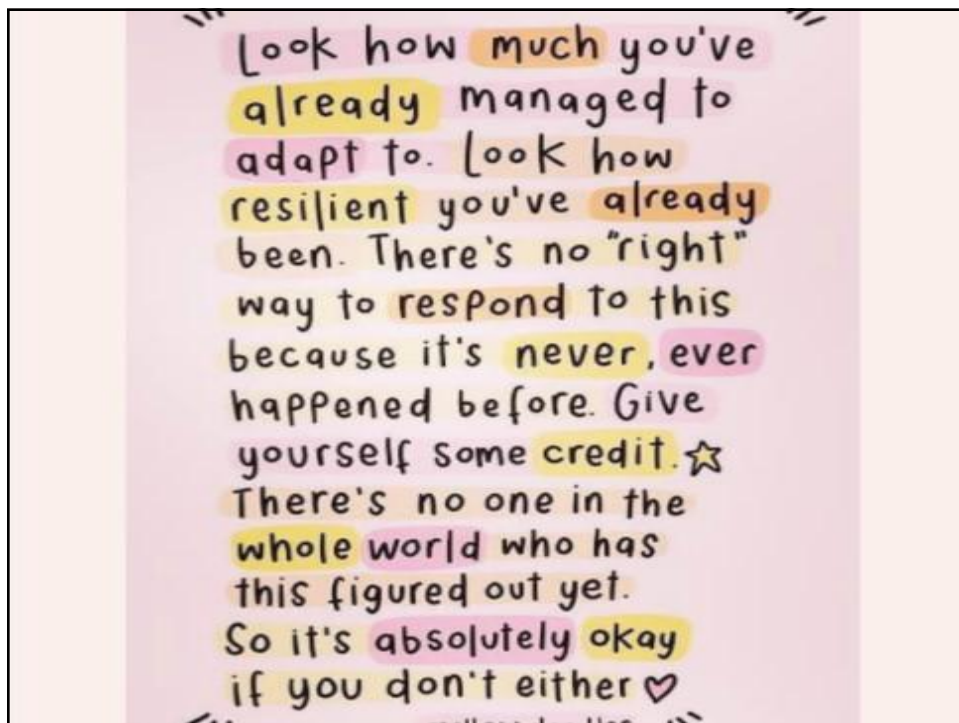
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Summary of Resilience Factors & Strategies

- **Managing our reactions to stress ~ activation**
 - Biological, stop – pause – re-set, breathe
 - **ACTION:** notice when you feel “activation” (discomfort, anxiety, buzzy, edgy) and do “feet your feet, seat, back, hands **or** visualize any experience that brings you a sense of calm, grounded, confident (resourcing) **or** Box breathe: in to count of 4, hold 4, out 4, hold 4 and repeat **or** track your rhythm in the day notice when you feel, great – good – stressed – overwhelmed and how you move among then throughout the day
- **Managing our stressors**
 - Know what they are, set boundaries
 - **ACTION:** Know what they are, when they hit, Plan for how you will respond, Work with time horizon and scope, Focus on what you can control, Connect with your “why”, Reduce “un-necessary” stress, Reflect on What brought you to the work - What keeps you in the work - What you need to **STAY** in the work, **SAVOUR** positive experiences – notice and reflect on them as it helps calm the brain and counter the brain being on hyperalert, use **TRANSITIONS** between things you are doing to shift energy, breathe, take a walk, release pressure, slow your pace
- **Managing for self-care ~ Foster INNER Resources**
 - Rest if not sleep, nutrition, transitions, work with activation
 - **ACTION:** shortcut: what is my experience right now, what is possible in this context to make it more positive, what is 1 thing I can do right now to support my wellbeing **or** check in on your energy at the 4 levels **or** plan how what you need to nurture, navigate, negotiate so you have the “fuel” you need as you look at what is in the week/month ahead **or** define your Resilience Dashboard **AND** remember what is possible for you with greater resilience that is not possible in your current state

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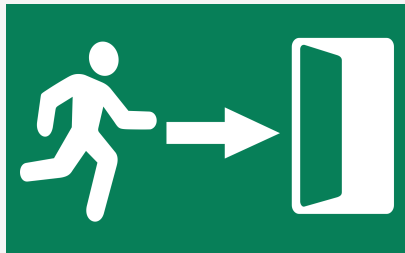
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Evaluation of this webinar

As you exit the webinar...

Please fill out our brief survey!



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Questions?



How to Participate

Using your control panel...

- **RAISE YOUR HAND** if you would like to be unmuted to speak your question
- OR continue to submit questions and comments via the **Questions** panel.

Thank you for attending today's webinar! We will stay after to answer your questions, but feel free to exit the webinar if you need to go.

