



PARTICIPANT HANDOUTS

JEDI! Burn-Out and Self-Care!

Thank you for attending today's training. By doing so you are strengthening the ability of your community-based and patient-directed health center to deliver comprehensive, culturally competent, high-quality primary health care services.

Presented by:

Trent Norman, Executive Consultant and JEDI Co-Lead; Integrated Work
Moirá Perez, Executive Consultant; Integrated Work

Live Broadcast Date/Time:

Wednesday, September 14, 2022, 12:00–1:15PM MT / 1:00–2:15PM CT

Target Audience:

The presentations in the series are intended for health center and PCA staff from various positions including clinical and non-clinical. Please see the registration information sent out prior to each training for more information about learning objectives and other details.

Event Overview:

"If you are not well, you cannot do well." This webinar will explore the dynamics between social and cultural value systems and burn out. The institutional beliefs between our ideals and what is actually attainable or healthy both influence how we do JEDI (Justice, Equity, Diversity and Inclusion) work and how we care for ourselves while doing this important work. We will also explore how we can address these dynamics in ways that can impact people differently.

Learning Objectives:

By the end of this session, participants will be able to:

- Examine the social & cultural dynamics that contribute to burn out doing JEDI work
- Explore what "self-care" means in the context of social and cultural dynamics in relation to JEDI
- Explore principles of finding JOY in the heft of the important JEDI work

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CCHN/CHAMPS ARCHIVES

This event will be archived online. This online version will be posted within two weeks of the live event and will be available for at least one year from the live presentation date.

For information about all CCHN archives, please visit:
www.CCHN.org/webinar-archive.

For information about all CHAMPS archives, please visit:
www.CHAMPSonline.org/events-trainings/distance-learning.

DESCRIPTION OF CCHN

The Colorado Community Health Network (CCHN) represents the 20 Colorado Community Health Centers that together are the backbone of the primary health care safety-net in Colorado. For more information about CCHN, please visit www.CCHN.org.

DESCRIPTION OF CHAMPS

Community Health Association of Mountain/Plains States (CHAMPS) is a non-profit organization dedicated to supporting all Region VIII (CO, MT, ND, SD, UT, and WY) federally funded Community, Migrant, and Homeless Health Centers they can better serve our patients and communities. Currently, CHAMPS programs and services focus on education and training, collaboration and networking, workforce development, and the collection and dissemination of regional data. For more information about CHAMPS, and the benefits of CHAMPS Organizational Membership, please visit www.CHAMPSonline.org.

SPEAKER BIOGRAPHIES



Trent's received his Bachelor of Arts Degree in English Literature and Theatre Performance and a Master of Science is in Social Psychology; focusing his energies on group dynamics and facilitation. Trent continued his love of theatre as the co-founder and director of the University of Colorado's Interactive Theatre Project and Affinity Arts Consulting (AAC). Through AAC, Trent has created and facilitated performances about social issues for a variety of audiences including restorative justice practitioners, national and international university conferences, first year student orientations, K-12 teacher educators, sexual assault prosecutor and support services and environmental justice advocates; using theatre to engage audiences in learning and information sharing. He has also served as the Assistant Director for Organizational Diversity at the University of Colorado Boulder. Trent works to make complex and polarized concepts accessible and translates them in compassionate ways that bring people together. He always strives to transform human connections with his head (grasp of theory), heart (humanizing pedagogies), and hands (agility with interactive educational sketches and theatre). He holds space for people to show up in all of

their wholeness and authenticity while finding ways to unearth any tensions and challenges and develop them into opportunities for learning and light.



Moira is an Executive Consultant at Integrated Work. She brings to her role over 20 years of experience working with non-profit organizations to define culture, create community, and enable innovation. Her work includes strategic planning, change management, implementation design, leadership development, communications, and executive coaching.



Burnout and Self Care

CCHN/CHAMPS Health Equity
Learning Series
September 14, 2022

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A Little On Us... Integrated Work

A woman-owned, woman-led firm working with mission-driven leaders and organizations to amplify *their* impact in the communities they serve through Human-First, JEDI-infused consulting, facilitation, training, and coaching services.

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2

Your Team Today



Trent Norman



Moira Perez

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3

Poll Question

How many people including yourself are watching this at your computer?



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The Context of Burn Out

The **psychic weight** of doing work that is socially responsible is heavy making burnout more acute.

because...

A more **light-weighted** approach to our work feels irresponsible and unsuitably selfish.

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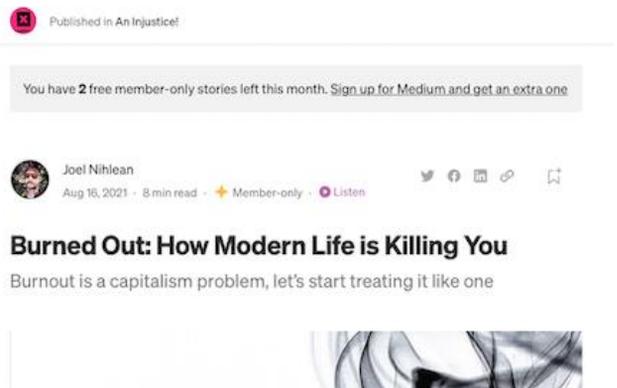


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The state of burn out

“According to [a 2021 study](#), more than half of U.S workers are feeling burned out. Fifty-three percent of Millennials were already burned out before the pandemic. Sixty-seven percent say burnout has worsened during the pandemic. A pre-COVID [2018 Gallup poll](#) reported that about one in four U.S. workers felt burnt out often or always. And by all accounts, burnout has only gotten worse since the pandemic started.”

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What does our culture associate with leisure and self-care?

- Laziness
- Weakness
- Unproductive
- Costly/expensive
- Lacking ambition
- Worthless
- Luxury
- Waste



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What are some common strategies for self care?

Exercise/Playing

Participation in a new structured activity like a class

Joining a group

Volunteering

Planned time off

Disconnecting from work

Speaking with a mental health professional

“Quiet quitting”

Nurture healthy relationships



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Strategies for self-care are not enough on their own.



- Do these strategies always work?
- What happens when they do?
- What happens when they don't?

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A photograph of a woman with dark curly hair, wearing a white top, sitting at a desk with a laptop. She has her hand to her forehead, looking stressed or exhausted. The background is a blurred office setting.

The burn out cycle

- 1** The Work is VERY important.
- 2** Doing The Work leads to burnout.
- 3** I do Self-care so I can continue to do The Work!



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Self-care leads to a joyful mindset.
A healthy mindset leads to better work.
Better work leads to self-care.



MINDSET

What is a joyful mindset at work?



Lessons in Joy

01

Joyful Environments

+ Move to (or imagine) a distinct setting that could feel more comfortable for people to engage each other and the topic at hand — an environment that hopefully evokes some joy.

02

Joyful Communication

+ Our words, vocal tones, posture, and gestures based in joy increase the likelihood of others feeling joy themselves and wanting to communicate in that same manner.

03

Joyful Synergy

+ Cultivate and celebrate moments where people, including ourselves, can make others feel seen, understood, and not alone in their experience — fostering the joy of feeling acknowledged.

04

Joyful Spirit

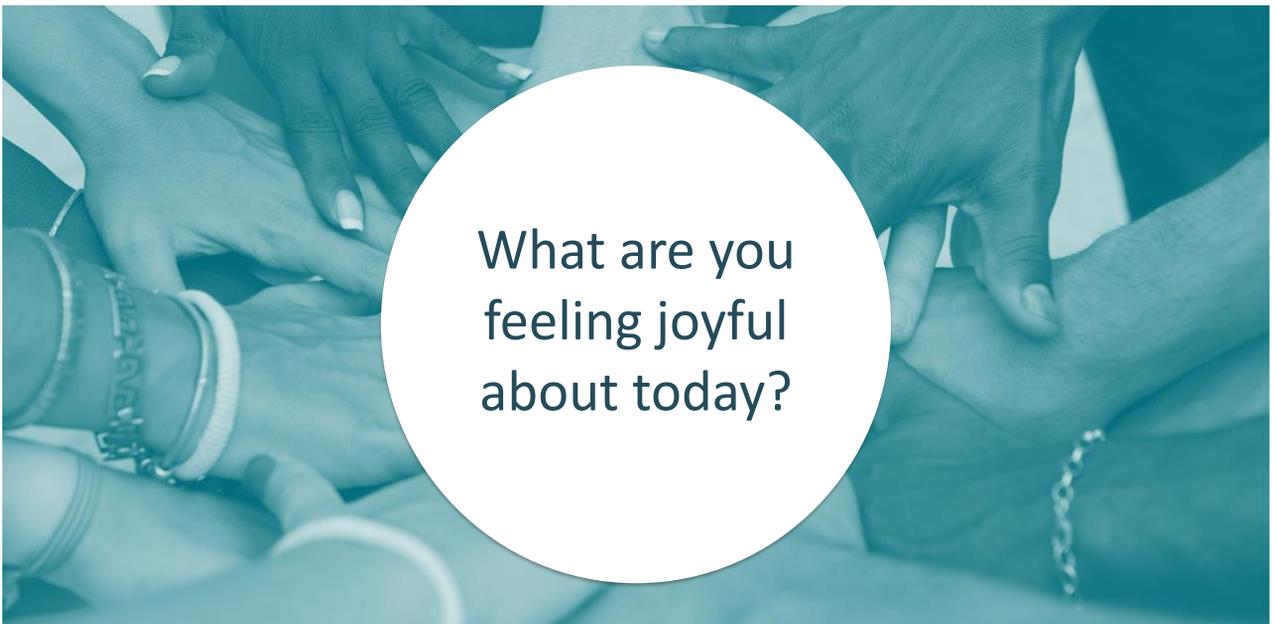
+ Find and nurture Spirit, the Soul, the "YOU" in how the work is done. It's okay to see and hold both the justice and the joy at the same time.

05

Artifacts of Joy

+ Artifacts of joy can be environments, activities, items, people, and even memories. Invite folks to share the people they admire, the circumstances that bring them gratitude, or the causes that give them hope for the future.

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What are you feeling joyful about today?

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How can your strategies for addressing burn out bring joy?



What can a joyful mindset restore for your work environment?



Questions?

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Join us for our next event!

Creating Safe Spaces in Healthcare for LGBTQ+ People

September 28, 2022, 12:00 – 1:15 MT | 1:00 – 2:15 CT

The webinar will address the many barriers LGBTQ+ individuals face within healthcare, highlight patient testimonials, and ultimately help create plans to make spaces within healthcare that are inclusive and welcoming for LGBTQ+ patients.

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