



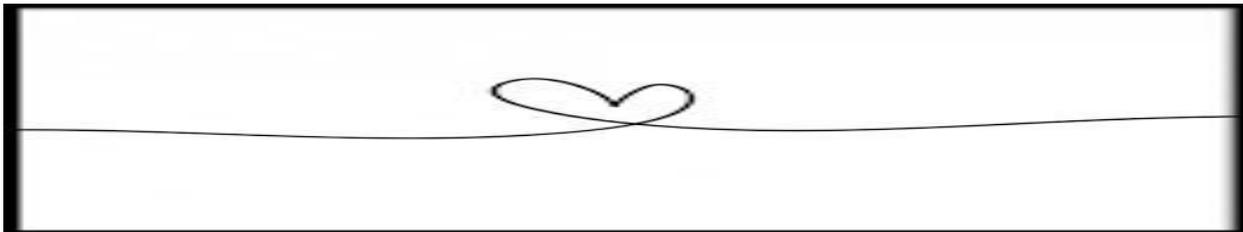
# Building Capacity through Self-Care

## Nan Records

MA~~S~~A Aspiring Superintendents  
Academy  
September 2021

# WHY??

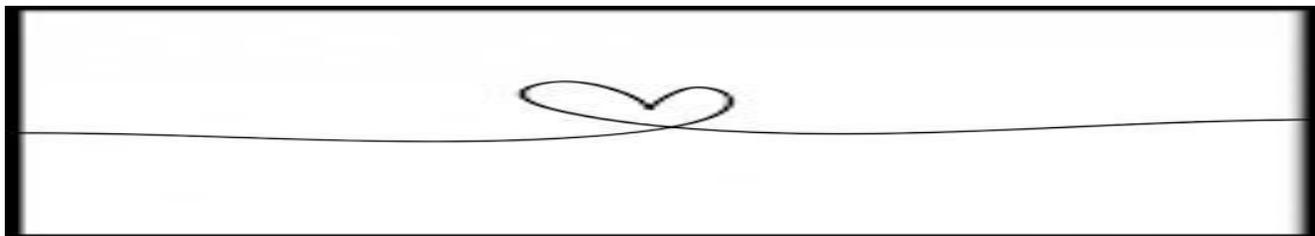
Building Capacity through  
Self-Care



# Why the Focus?

“...pressured to do **more work** of **better quality** in **less time**, with **fewer people**, in **new ways**, using **new technology** and **new methods** on a **reduced budget**.”

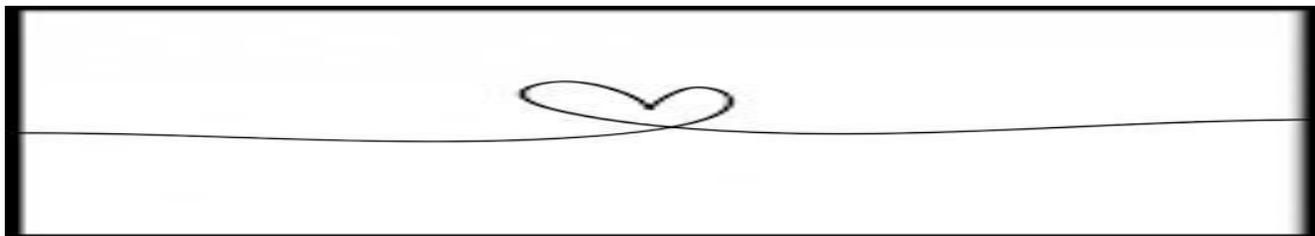
~ Al Siebert



# Why the Focus?

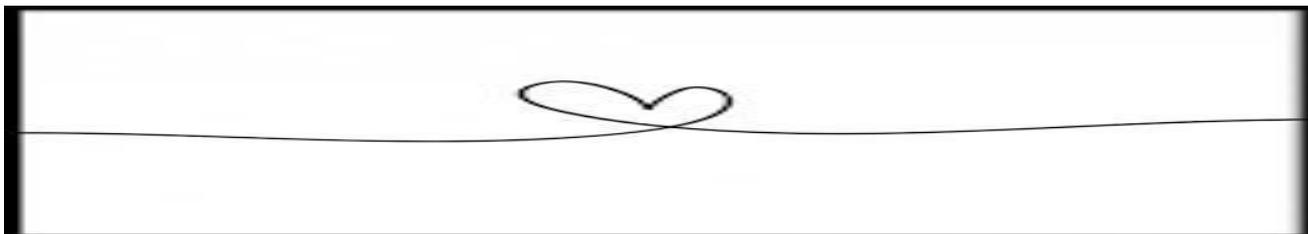
“...pressured to do **more work** of **better quality** in **less time**, with **fewer people**, in **new ways**, using **new technology** and **new methods** on a **reduced budget.**” ....**in a pandemic!!!**

~ Al Siebert



# Why the Focus?

- The chaos of the pandemic
- The increasing rate of burn-out
- The political unrest we are facing
- Approximately 1.5 million adults are tranquilizer addicts



# WHY??

## Quick Facts on Drug Addiction

- According to the National Survey on Drug Use and Health (NSDUH), 19.7 million American adults (aged 12 and older) battled a substance use disorder in 2017.
- Almost 74% of adults suffering from a substance use disorder in 2017 struggled with an alcohol use disorder.
- In 2017, 8.5 million American adults suffered from both a mental health disorder and a substance use disorder, or co-occurring disorders.
- Drug abuse and addiction cost American society more than \$740 billion annually in lost workplace productivity, healthcare expenses, and crime-related costs.

# WHY??

In a self-care practices study for school principals published in Journal of Educational Administration, July 2020 the findings were....

## School leaders:

- Work longer hours,
- are more sleep deprived,
- more dehydrated,
- have poorer diet practices.
- exercise less regularly, and
- spend less time with friends and family than the general population

# WHY??

“In an era of unprecedented in levels both of stakeholder needs and high expectations for results, how you sustain yourself and your daily energy is crucial.”

~ Joe Schroeder, Associate Executive Director, AWSA



**Self-Care as our Foundation**

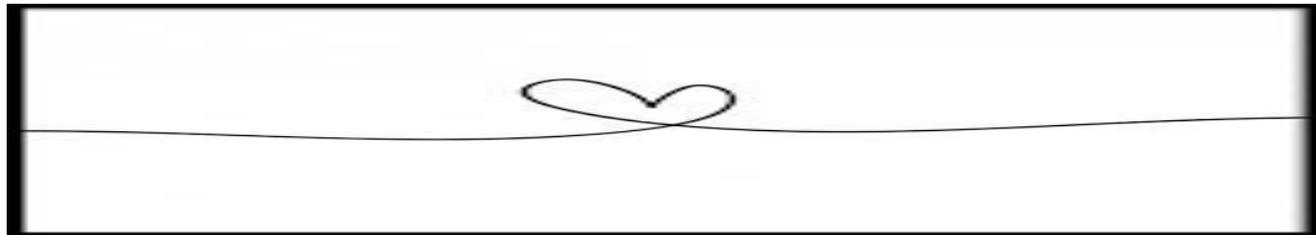
# WHY??

Self-care is emerging as a “new” essential for school leaders



**What happens when that foundation begins to crack and crumble?**

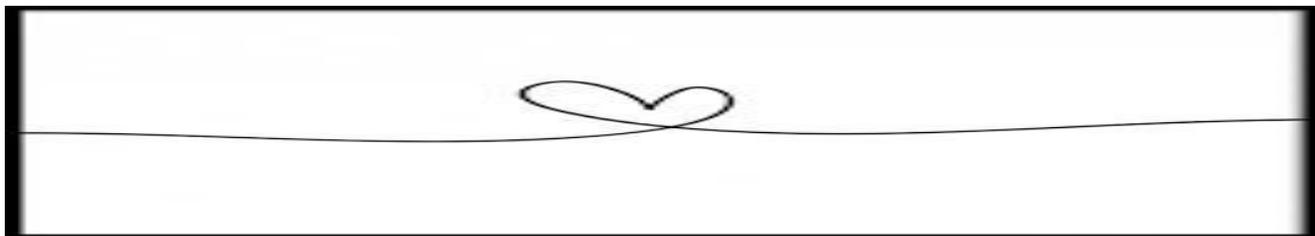
Building capacity through **self-care** is key to **success** at work and satisfaction in life.



# WHAT IS SELF-CARE?

“Self-care is any activity that we do deliberately in order to take care of our mental, emotional, and physical health.”

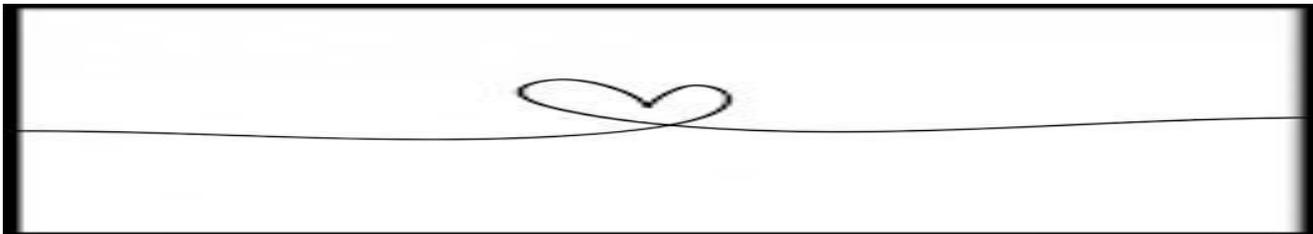
~Raphailia Michael, MA



# WHAT IS SELF-CARE?

“Self-care is something that **refuels** us,  
rather than takes from us.”

~ Agnes Wainman



Self-Care is a  
priority and necessity  
- not a luxury -  
in the work that we do.



**Self-care is Not an  
Indulgence.**

**It's a Discipline.**

- ***“The way self-care is portrayed today is completely and utterly backward.”***

~ Tami Forman, Forbes Magazine 2017

- It’s almost exclusively aimed at women (generally white women who can afford the goods and services that get marketed to them as self-care)
- Characterized as an indulgence...something we are occasionally allowed to indulge in and that self-care should feel like an indulgence

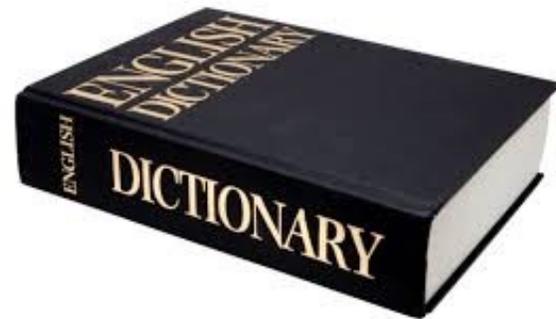
- “Self-care requires tough-mindedness, a deep and personal understanding of your priorities, and a respect for both yourself and the people you choose to spend your life with.”

~ Tami Forman, Forbes Magazine 2017



**INDULGENCE...**

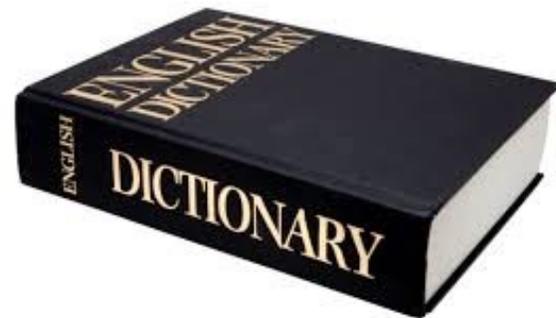
**...the practice of allowing enjoyment of whatever is desired**





**DISCIPLINE...**

**...to train by instruction and practice, as in following rules or developing self-control**

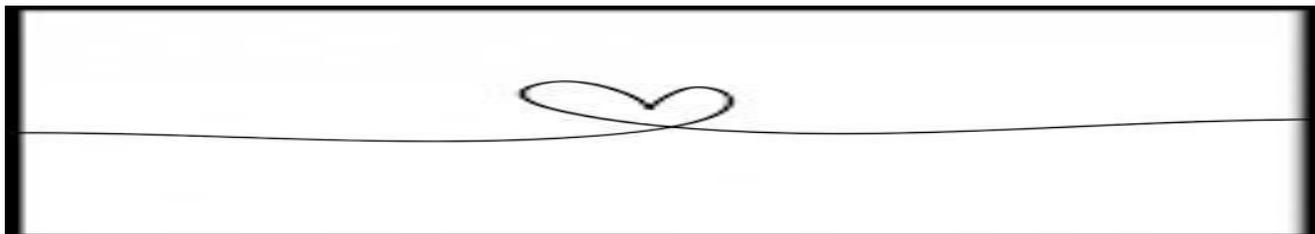


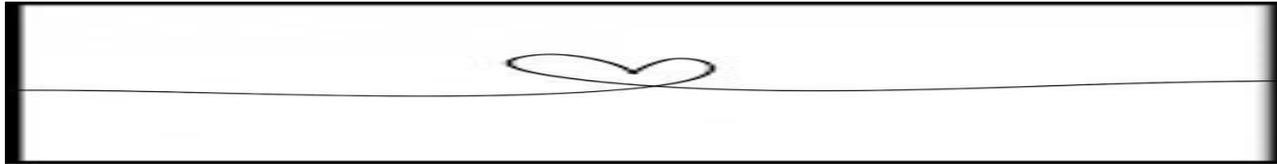
# Self- Care as a DISCIPLINE...

- “It takes discipline to **do** the things that are **good** for us **instead of** what **feels good** in the moment...
- It’s **not** something you do **once in awhile** when your world gets crazy...
- It’s what you **do every day**, every week, month in and month out...”

~ Tami Forman, Forbes Magazine 2017

Building capacity through **self-care** is key to **success** at work and satisfaction in life. It is however, **seldom** **prioritized.**





“Many of us tend to **prioritize** our day-to-day duties in something similar to the following order: **family, work, chores** (cooking, shopping, laundry, etc), activities or other commitments, and **last** but not least **self-care**.

**Rinse** and **repeat**.

We consistently put **self-care** as our **lowest priority**. When it is last on the list, it is the one that can most easily be skipped entirely if we run out of time.”

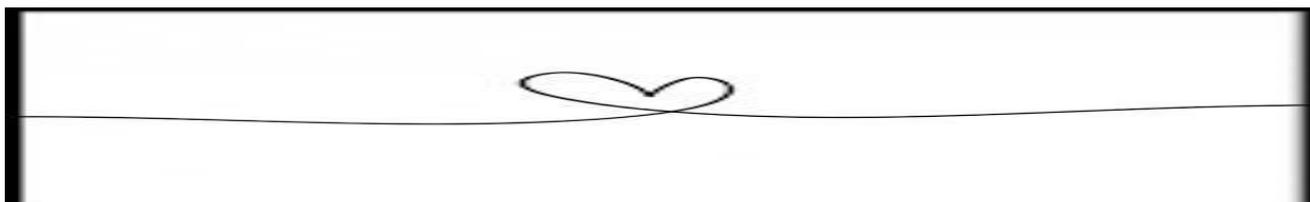
~Jacqueline Getchius, MA, LPCC

# Why is it last on our list of priorities???

- Seen as an **INDULGENCE**  
and that makes it selfish...

# CONSEQUENCES OF NOT PRACTICING SELF-CARE:

- Low energy
- Feeling hopeless
- Less patience
- Increased headaches, stomach aches, and other physical symptoms of stress
- Difficulty falling and staying asleep
- Challenges in choosing healthy food and urges to eat “comfort” foods
- Worsening mental health symptoms like depression or anxiety
- Feeling “burnout”
- Difficulty concentrating
- Strain or distancing in the relationship with your spouse or partner
- Less patience with your children
- Reduced performance at work
- Less motivation to engage in social activities



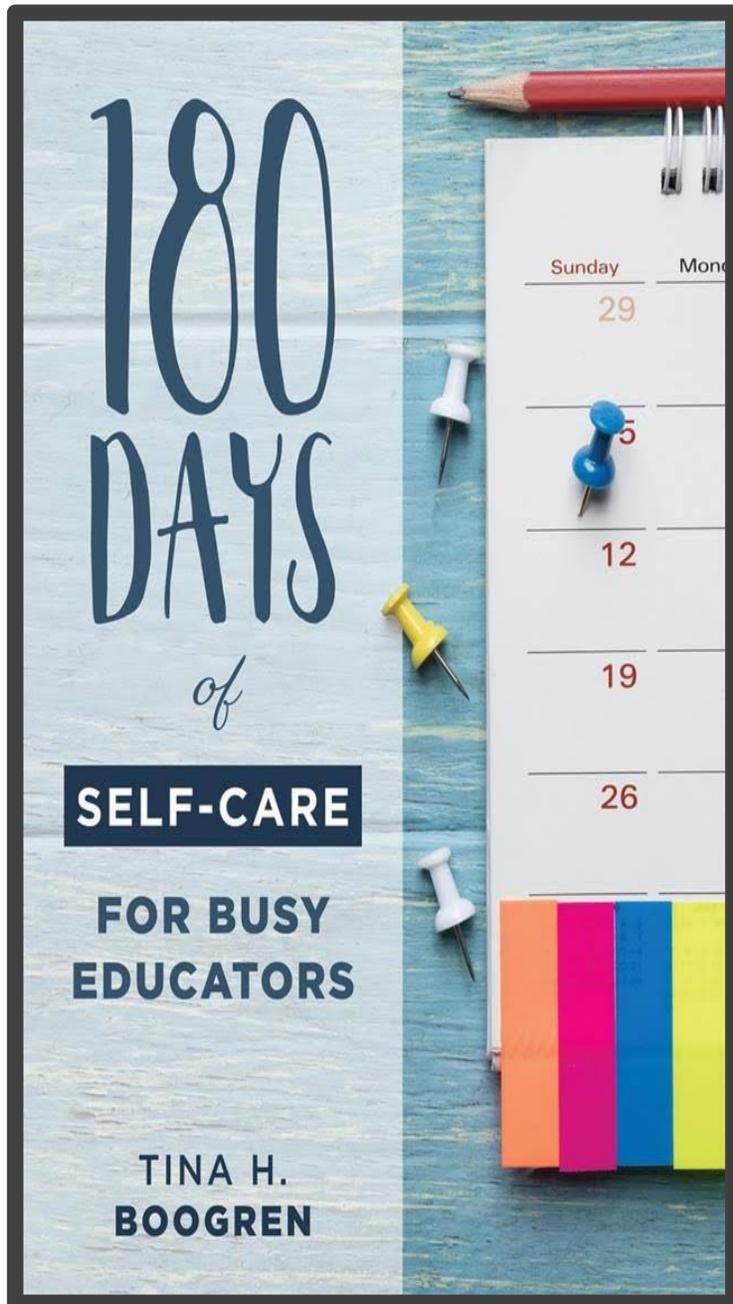
# *Self-Care*

Involves behaviors, thoughts, and actions that can be learned and developed.





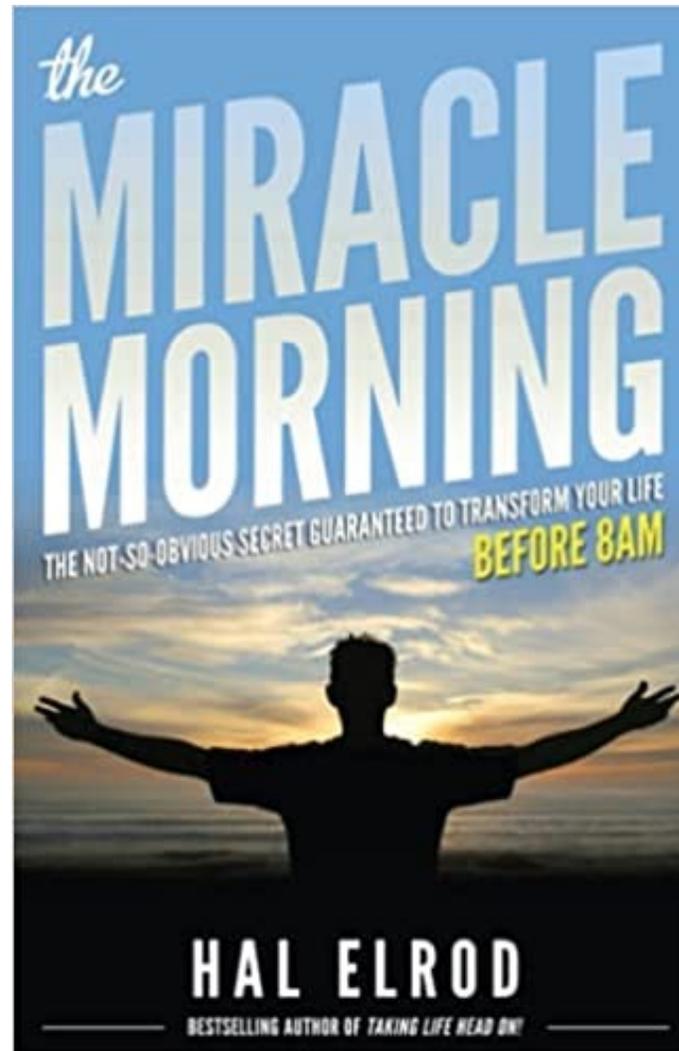
**STRATEGIES**



- New theme, invitation, and options for simple self-care activities each week
- Some weeks are open to choosing strategies that speak to you, and some weeks are more structured



# 1 Own Your Mornings and You Will Own Your Day!!!





# # 1 Own Your Mornings and You Will Own Your Day!!!\*

- The power of VISUALIZATION is real.



\* *Me*



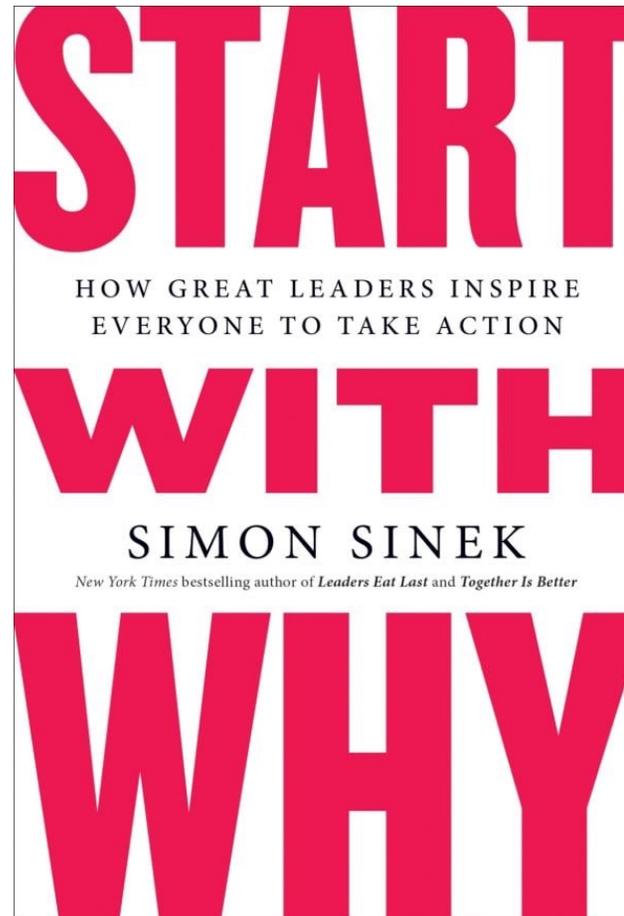
## # 2 Establish your North Star \*

- Dig deep into your WHY
- Understand your WHY
- Allow your WHY to be your North Star and lead you every day.
- Write it down
- Post it all over the place

\* *Dr. Natasha Rachell*



## # 2 Establish your North Star





## # 3 Establish Daily Healthy Habits\*

- **When you take time to be intentional about how you take care of your body, every day, you are practicing self-care.**

**Drinking enough water**

**Making healthy eating choices**

**Moving your body at least 20-30 minutes**

\* *Dr. Natasha Rachell*



## # 4 Establish Doable Routines\*

- Remember.... You can do anything, but you can't do everything!
- Implement small, doable, bite-sized things that eventually become part of your lifestyle.

\* *Dr. Natasha Rachell*



## # 5 Connect/Disconnect Wisely\*

- **Limit your exposure to media.**
- **Shut your phone down at least one hour before bedtime.**  
According to the Cleveland Clinic, continuing to engage with your phone until you fall asleep has negative effects on your brain:
  - **Keeps your mind psychologically engaged,**
  - **The blue light suppresses melatonin,**
  - **Delays REM sleep**

\* *Dr. Keith Ingulli*  
*Dr. Natasha Rachell*



## # 6 Create and Implement a 3-2-1 Plan\*

- During particularly stressful times, use a 3-2-1 Plan
- Your 3-2-1 Plan should include:
  - **Three people** who lift you up. These should be impactful people in your life, who may not be a part of your daily life but with whom you can connect when you're feeling stressed and need a supportive boost.
  - **Two places** you can go to support your mind and your mood. During stressful times, going to one of these places can help clear your mind and lift your mood. They can be a physical place or someplace you go in your mind.
  - **One thing** that kicks you out of spinning thoughts and into a place of resiliency and strength. This could be baking, music, exercise, reading, sewing, gardening, or any pleasant activity that helps you settle your thoughts.

\* *Susie Reinhart*



## # 7 Find Your Joy

- Enjoy the simple pleasures in life
- Really ask yourself...what makes you happy and then do more of it!!
- What feeds your soul??





## #8 Be Mindful \*

- “Be mindful, even when your mind is full.”
- Incorporate simple mindful strategies into your day for shelter from the day-to-day stress.
  - Take a breath
  - Take a physical inventory
  - PAUSE, PAUSE, PAUSE

\* **Jessica Cabeen**



## #9 Don't Get Tied Up in Absolutes\*

- Our ability to make decisions can be hindered if we are tied up in “absolutes”
- “People who speak in absolutes **may not be paying full attention to the situation** on which they are commenting. They may not understand fully or avoid the nuance of an issue.”

\* Me

**SPEED  
LIMIT**

**55**









## #10 The Power of Five\*

- Will it matter in...

5

*minutes*

5

*hours*

5

*days*

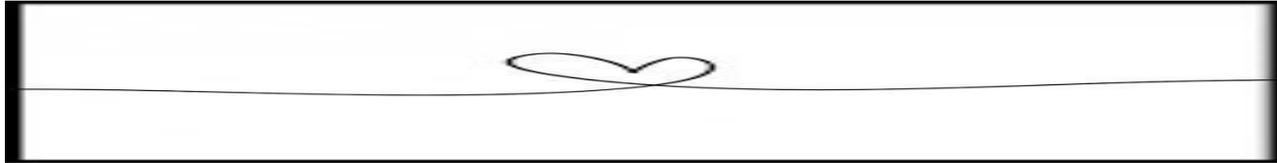
5

*months*

5

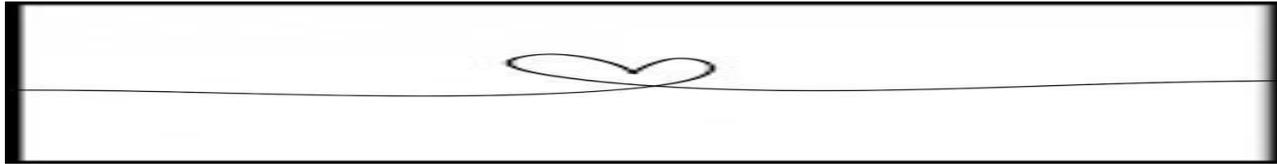
*years*

\* Readers Digest Circa 1992



- The best way to make any behavior change is to make it as **simple** as possible, **realistic**, and **achievable**.
- What does this mean? It means making sure you're not expecting something that isn't going to be feasible in your day-to-day life.
- Start small.

~Jacqueline Getchius, MA, LPCC

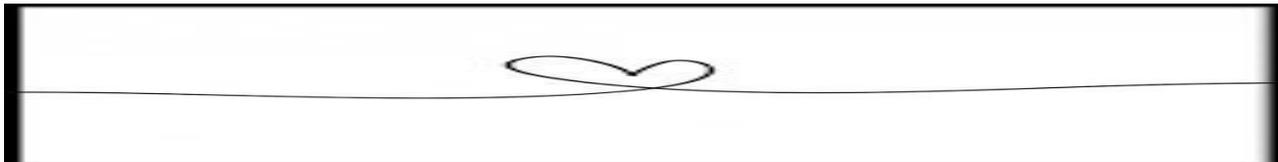


- **Stick to the basics**. Over time you will find your own rhythm and routine. You will be able to implement more and identify more particular forms of self-care that work for you.
- Self-care needs to be something you **actively plan**, rather than something that just happens. It is an active choice, and you must treat it as such. Add certain activities to your calendar, announce your plans to others in order to increase your commitment, and actively look for opportunities to practice self-care.
- Keeping a **conscious mind** is what counts. In other words, if you don't see something as self-care or don't do something in order to take care of yourself, it won't work as such. Be aware of what you do, why you do it, how it feels, and what the outcomes are.

~Jacqueline Getchius, MA, LPCC

# LET'S BEGIN....

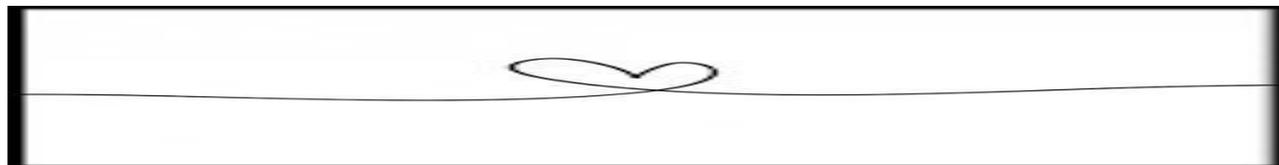
- Look back at last year....
  - Create a “Do More of This List”
  - Pull out your calendar
  - Put *at least* one thing from your list on your calendar (in ink!!)
  - Rinse and Repeat that item onto your calendar for the next month



# LET'S BEGIN....

- Look back at last year....
  - Create a “no” list, with things you know you don’t like or you no longer want to do. Examples might include: Not checking emails at night, not attending gatherings you don’t like, not answering your phone during lunch/dinner.

~Jacqueline Getchius, MA, LPCC



# LET'S BEGIN....

- Guard your “yes” and own your “no”.

You have permission to say no.

