Being thankful in a thankless situation

IGNITE

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Outline

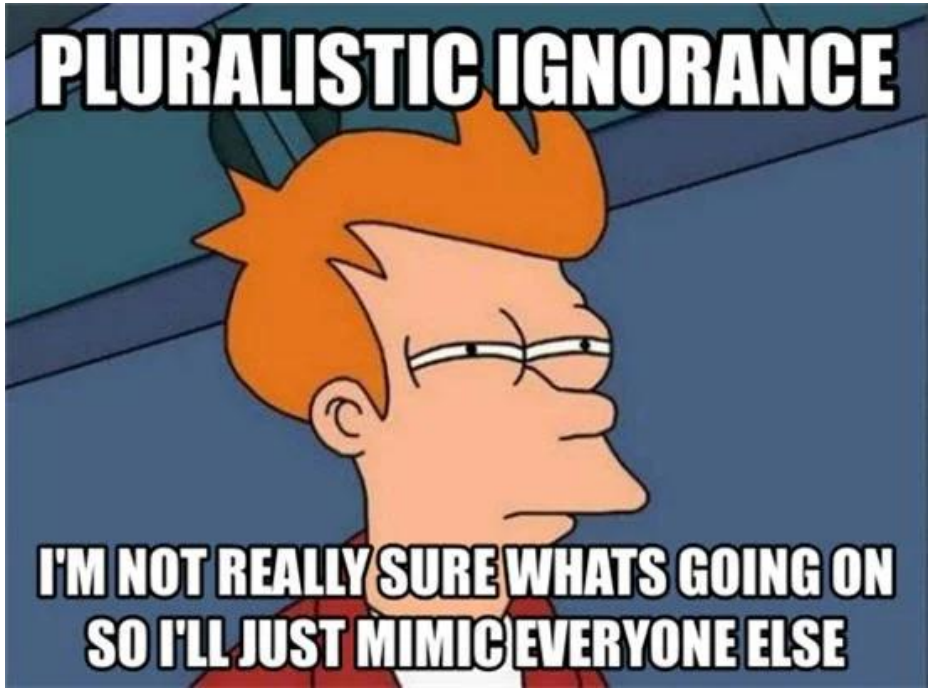
Managing “The Event”

- Before
- During
- After

Learning from you!

- Tips & Tricks
- Strategies
- Proven methods
- Successes!

Next steps

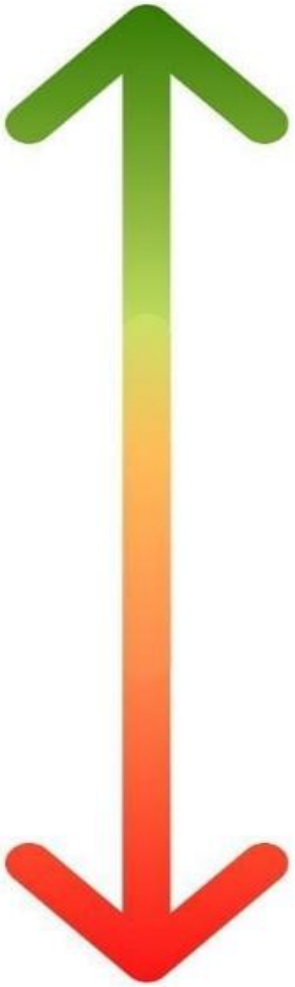



THANK
YOU
GRACIAS
ARIGATO
SHUKURIA
DANKSCHEEN
BIYAN
SHUKRIA
TINGKI
YAQHANYELAY
TASHAKKUR ATU
SUKSAMA
EKHMET
MEHRBANI
GRAZIE
MALAKE
KOMAPSUMNIDA
GOZAIMASHITA
EFCHARISTO
JUSPAXAR
PALDIES
BOLZÏN
MERCI

BEFOREHAND

AN EVENT IS HAPPENING…

STRESS SPECTRUM



Eustress (Good Stress)

Eustress is a moderate, routine kind of stress that elevates our attention and functioning and at times contributes to a sense of excitement and joy in life.

Tipping Point

When eustress becomes distress, the tipping point is different for everyone. Some can handle more stress than others.

Distress

When stresses becomes too much to bear or cope with. Someone may feel overwhelmed or anxious because of the things causing them stress.

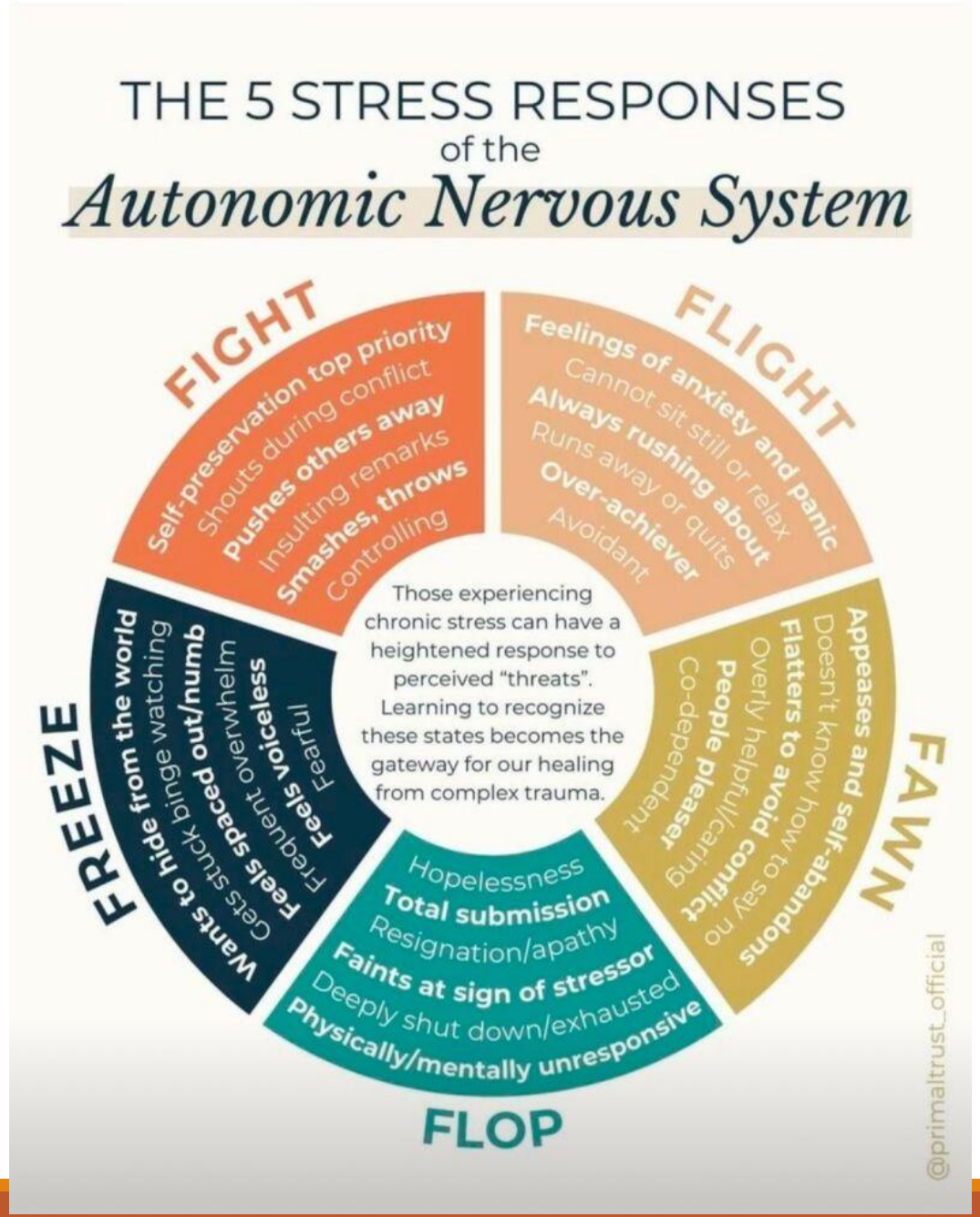
Burnout

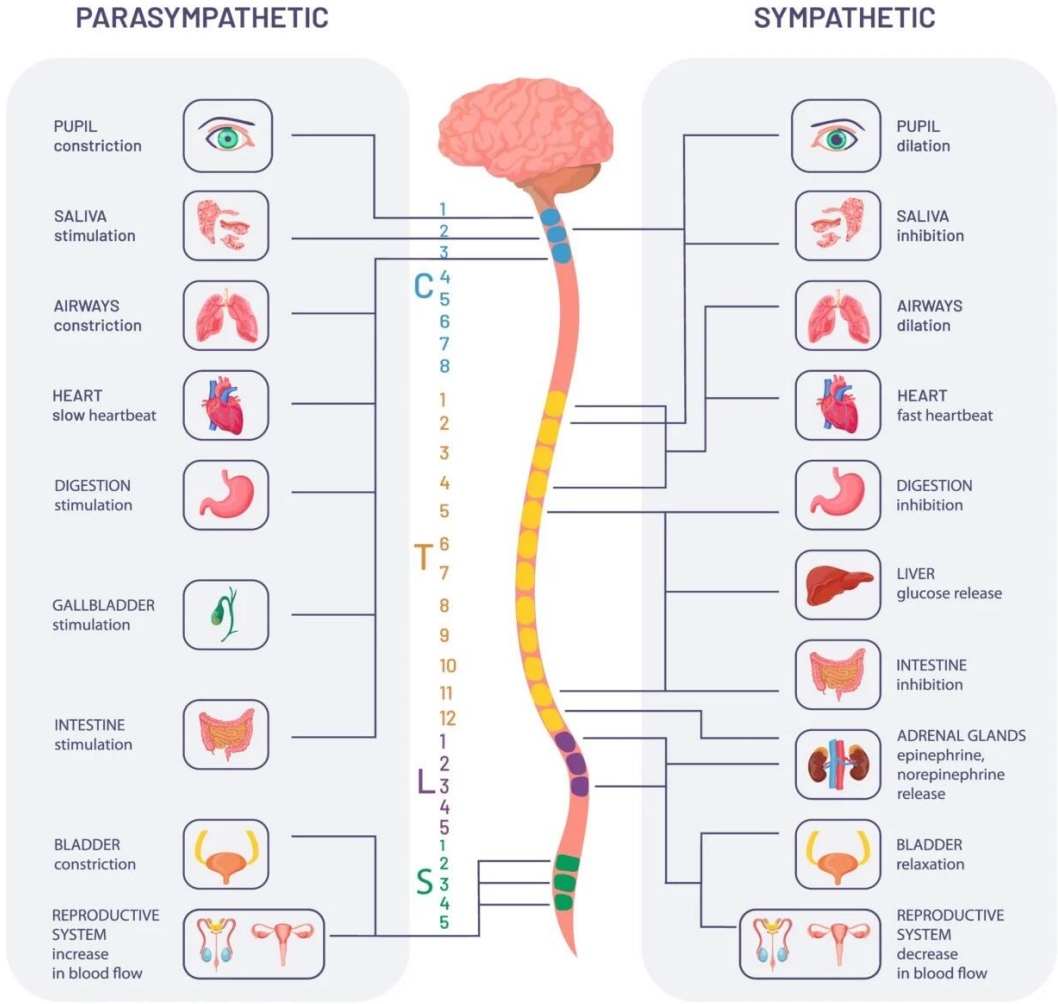
This refers to chronic physical, emotional, psychological, and spiritual fatigue resulting from stress. This would be the time to reach out for mental health support and help with managing stress.

Beforehand

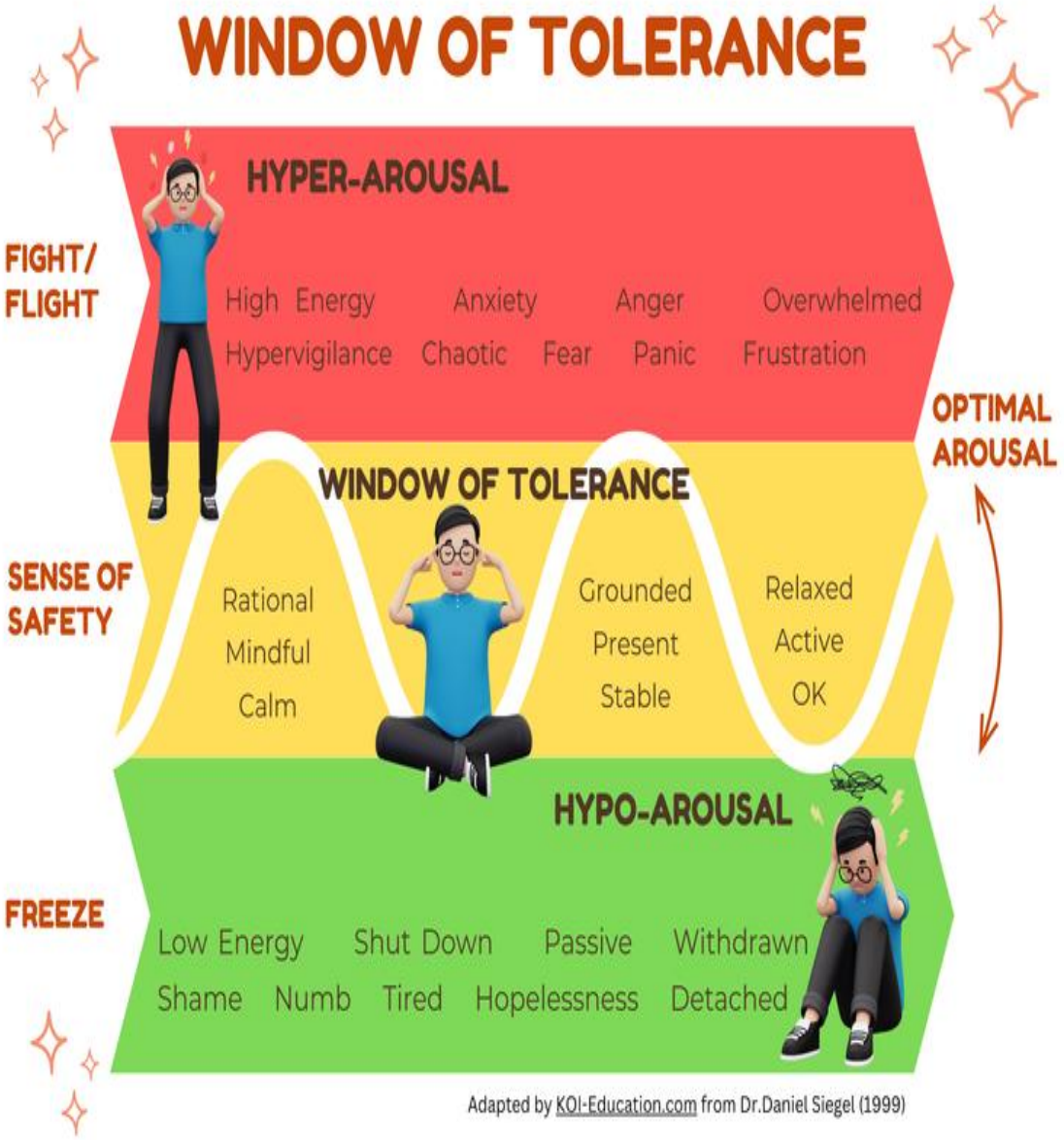


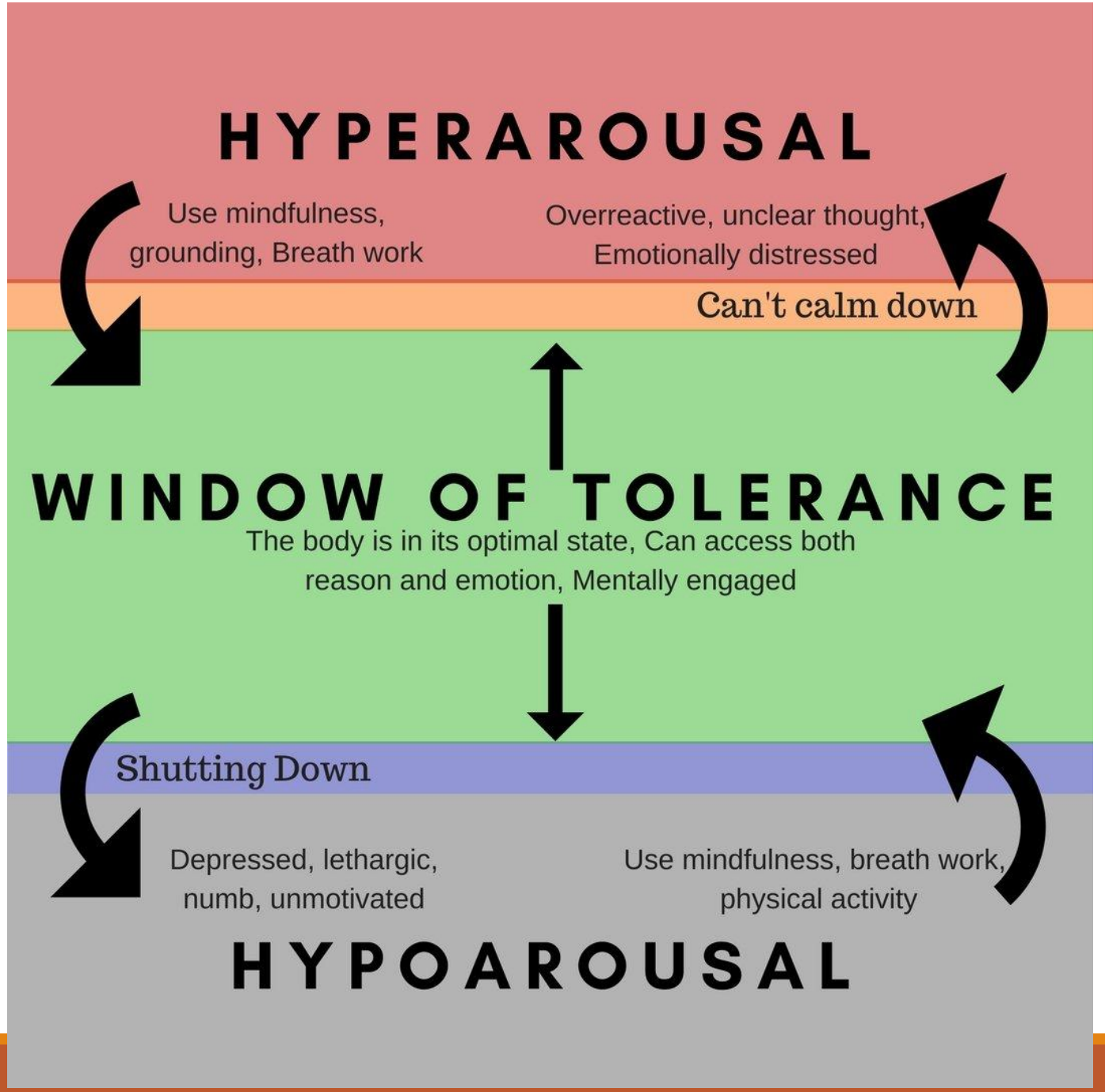
REACTION	RESPONSE
Default in times of stress	Requires effort
Reflexive	Mindful
Automatic action(s)	Intentional action
Shaped by past experiences	Aligns with current goals, values
Protective	Aspirational


THE 5 STRESS RESPONSES
of the
Autonomic Nervous System
FIGHT
Self-preservation top priority
Shouts during conflict
Pushes others away
Insulting remarks
Smashes, throws
Controlling
FLIGHT
Feelings of anxiety and panic
Cannot sit still or relax
Always rushing about
Runs away or quits
Over-achiever
Avoidant
FREEZE
Wants to hide from the world
Gets stuck binge watching
Feels spaced out/numb
Treatment overwhelm
Feels voiceless
Fearful
FAWN
Appeases and self-abandons
Doesn't know how to say no
Flatters to avoid conflict
Overly helpful/caring
People pleaser
Co-dependent
Those experiencing chronic stress can have a heightened response to perceived "threats". Learning to recognize these states becomes the gateway for our healing from complex trauma.
FLOP
Hopelessness
Total submission
Resignation/apathy
Faints at sign of stressor
Deeply shut down/exhausted
Physically/mentally unresponsive
@primaltrust_official


PARASYMPATHETIC
SYMPATHETIC
PUPIL constriction
SALIVA stimulation
AIRWAYS constriction
HEART slow heartbeat
DIGESTION stimulation
GALLBLADDER stimulation
INTESTINE stimulation
BLADDER constriction
REPRODUCTIVE SYSTEM increase in blood flow
C
T
L
S
PUPIL dilation
SALIVA inhibition
AIRWAYS dilation
HEART fast heartbeat
DIGESTION inhibition
LIVER glucose release
INTESTINE inhibition
ADRENAL GLANDS epinephrine, norepinephrine release
BLADDER relaxation
REPRODUCTIVE SYSTEM decrease in blood flow




WINDOW OF TOLERANCE
HYPER-AROUSAL
FIGHT/
FLIGHT
High Energy Anxiety Anger Overwhelmed
Hypervigilance Chaotic Fear Panic Frustration
OPTIMAL
AROUSAL
WINDOW OF TOLERANCE
SENSE OF
SAFETY
Rational
Mindful
Calm
Grounded
Present
Stable
Relaxed
Active
OK
HYPO-AROUSAL
FREEZE
Low Energy Shut Down Passive Withdrawn
Shame Numb Tired Hopelessness Detached
Adapted by KOI-Education.com from Dr.Daniel Siegel (1999)


HYPERAROUSAL
Use mindfulness,
grounding, Breath work
Overreactive, unclear thought,
Emotionally distressed
Can't calm down
WINDOW OF TOLERANCE
The body is in its optimal state, Can access both
reason and emotion, Mentally engaged
Shutting Down
Depressed, lethargic,
numb, unmotivated
Use mindfulness, breath work,
physical activity
HYPOAROUSAL

Beforehand



Reality Check:

You shan’t be regulated

- How can you be the LEAST amount dysregulated?
- What are easy wins for **your** regulation?



Being regulated ≠ “being calm”

Having reaction(s) congruent with circumstance(s)

- proportional to impact –only WE get to determine that for ourselves
- contextual
- NOT fixed

Beforehand



Reality Check:

You shan’t be regulated

Be realistic with yourself about where you’re at

- No correct or incorrect
- It FEELS personalized AND it’s not personal
- You’re feeling stress because you CARE
  - About participants
  - Outcomes
  - The community
    - Etc.

Beforehand



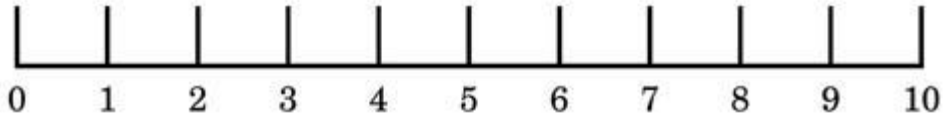
Reality Check:

You shan’t be regulated

Be realistic with yourself about where you’re at

Capacity is taxed

- more sensitive, personalize / internalize
- less patient, irritable
- not as quick/attentive/detailed
- frazzled
- flabbers will get ghasted



Beforehand



Reality Check:

You shan’t be regulated

Be realistic with yourself about where you’re at

Capacity is taxed

Assign a concierge!

Teach that person HOW to take care of you

- Water break phrase/action
- Ways to remind you of priorities
- Covering for bathroom breaks
  - Etc.



Beforehand



EVENT MANTRA:

It. Is. Going. To. Be.

Wholly. Wonderfully. Exhausting. Beautiful. Taxing. Unpredictable. Rewarding. Meaningful.

Chaos.

AND I GOT THIS!

DURING

AN EVENT



During

What are THEE priorities?

- Identify a few priorities
  - Done is better than perfect
- Be specific with yourself about them
  - What is success?

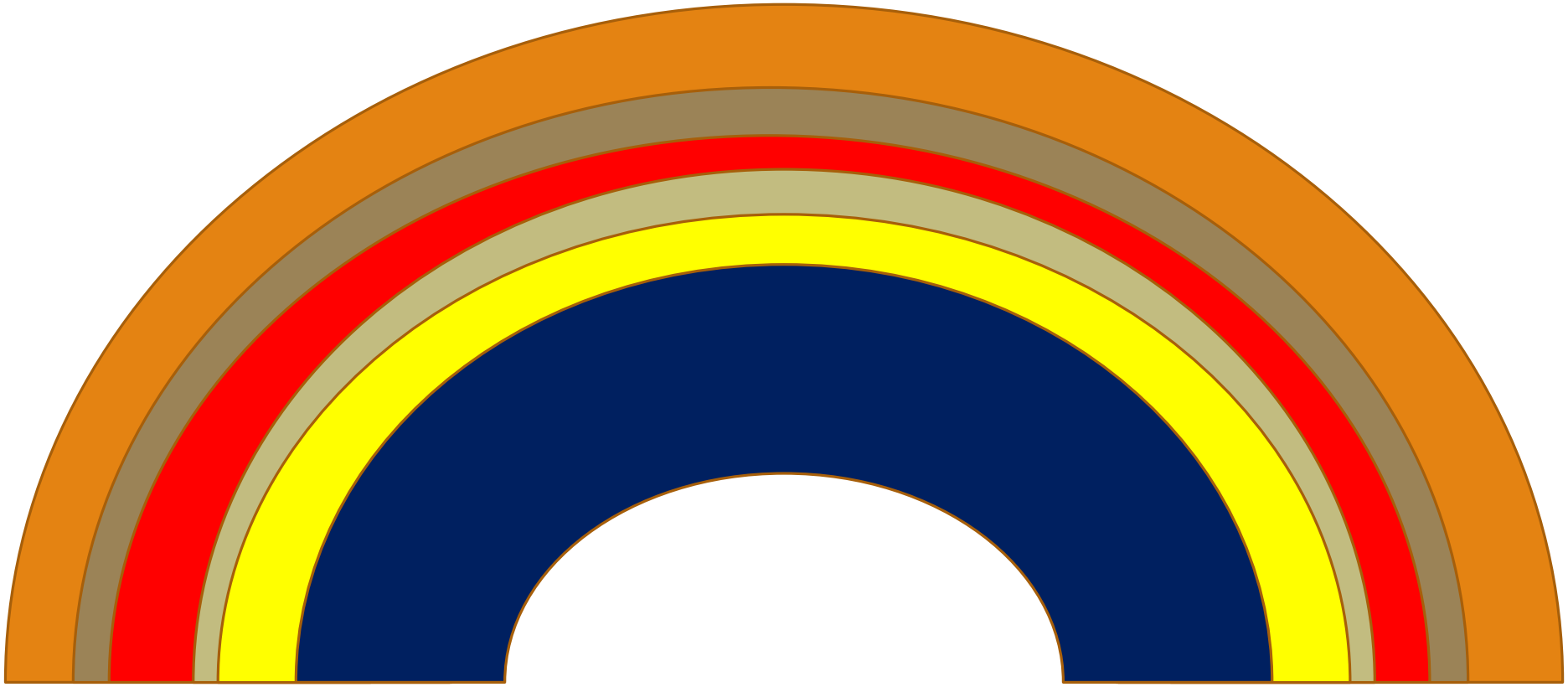
During

What are the priorities?

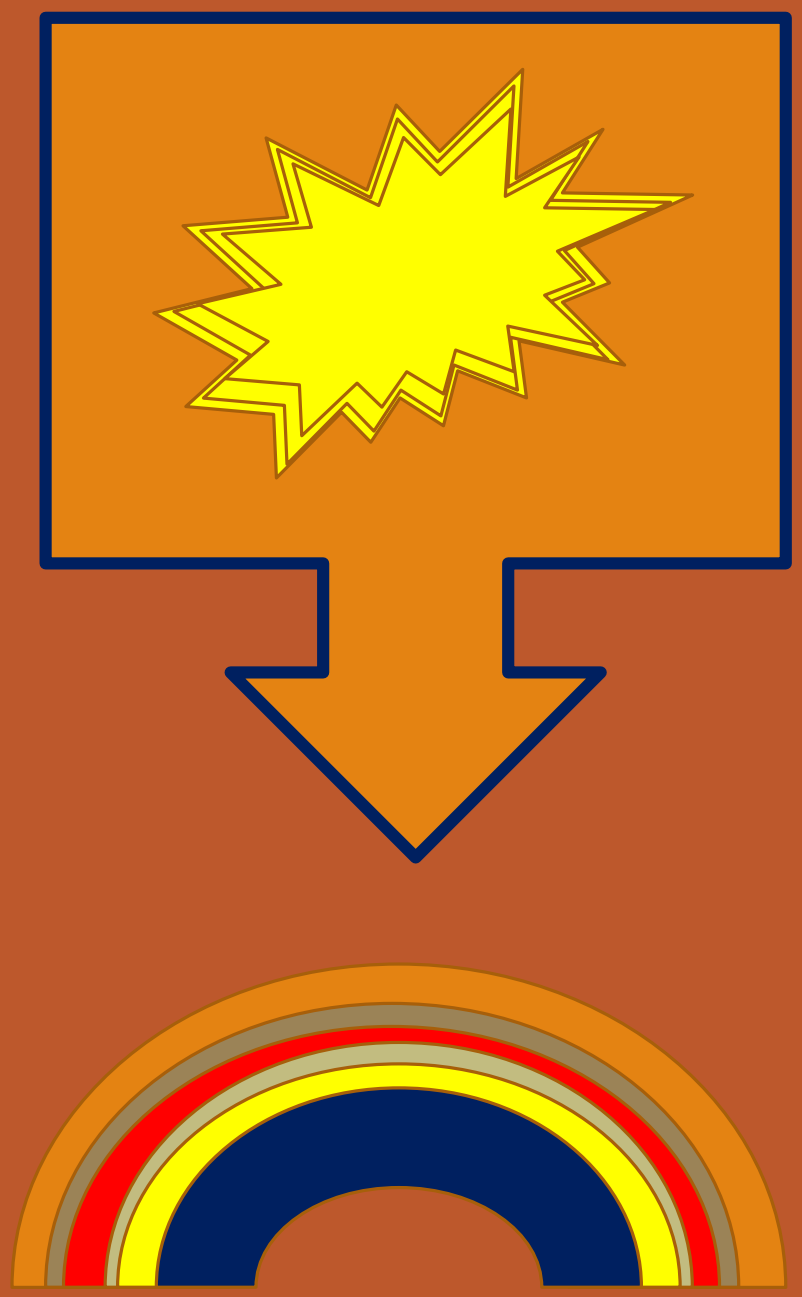
What's the ACTUAL goal?

- (might) Not be the deliverables
- (might) Not the funders' tagline
- Might be different for each person involved
- Might not need to be shared


CONFLICT



CONNECTION



We don’t fight with people we don’t care about.

We don’t fight about topics we don’t care about.

We don’t fight if we’re not invested.

It ***feels*** personalized **AND** it’s not personal.

Conflict is often someone wanting to store their big, uncomfortable feelings in our tummy.

DURING (event) CONFLICT

It is not a crisis.

- ***Feels*** like you're being attacked… by lions… at night… and they have laser beams.
- Find the way to ground yourself in truth that you ARE NOT under attack.
  - Blood. Broken bones. Fire.
  - Mr. Monster Hide-N-Seek

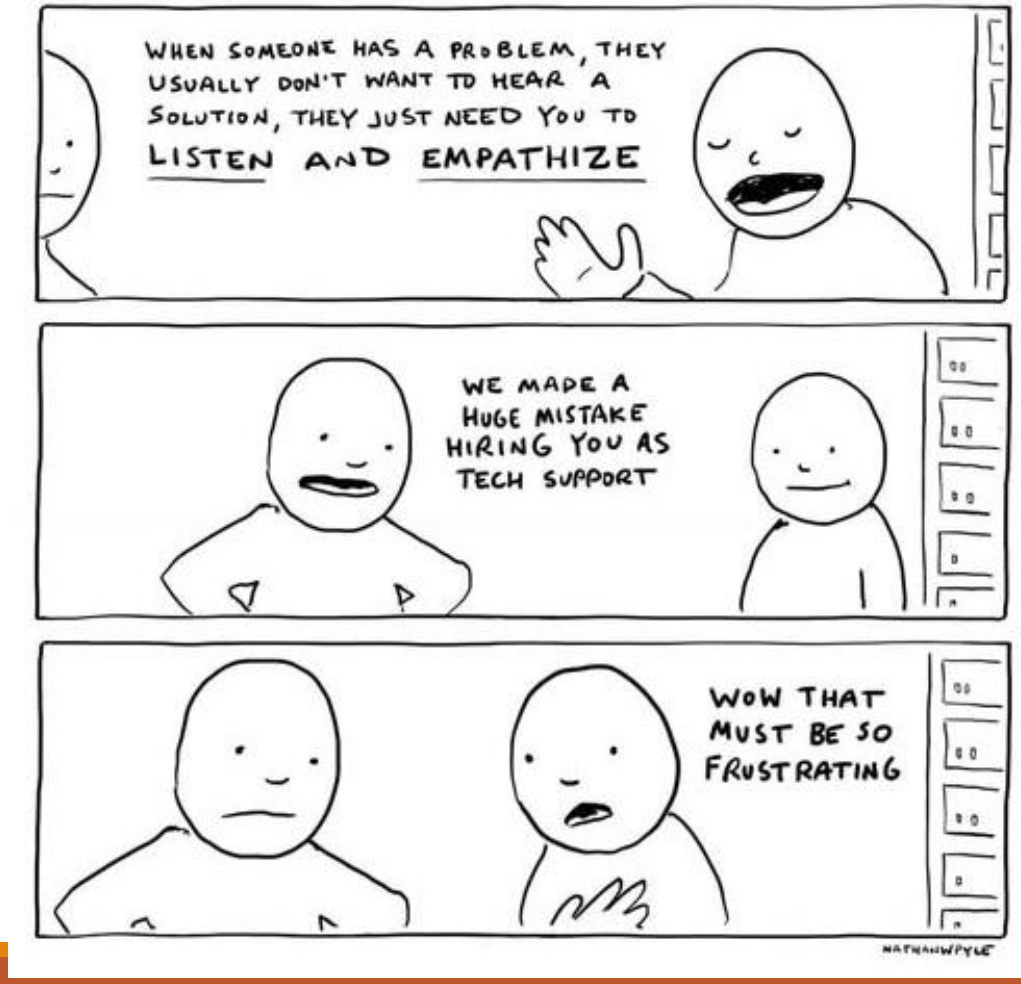


DURING (event) CONFLICT

It is not a crisis.

You have options!

- Zone defense or 1-on-1?
  - Is this your problem or can it be assigned?
  - Issue? Or an Ish-me?
  - Activate your concierge!



DURING (event) CONFLICT

It is not a crisis.

You have options!



Become a HR PR MVP

- Generate (at least) 3 catch phrase responses
- Use them in rotation
- Have a range: green, yellow, and red
- Deploy them with discretion
- Activate your concierge!
  - "Thanks for bringing that to my attention."
  - "Please put that on your feedback form."
  - "Sounds like a bigger conversation than I can do today; can I call you next week?" (can you call me?)
  - "I'm not sure how I'd solve that right now, any ideas?"

DURING (event) CONFLICT

It is not a crisis.

You have options.

Become a HR PR MVP.

POWER BOOST!

- Food, water, clean socks
- Diaphragm breaths
- A cheerleader check-in



AFTERWARDS

… AN EVENT HAPPENED

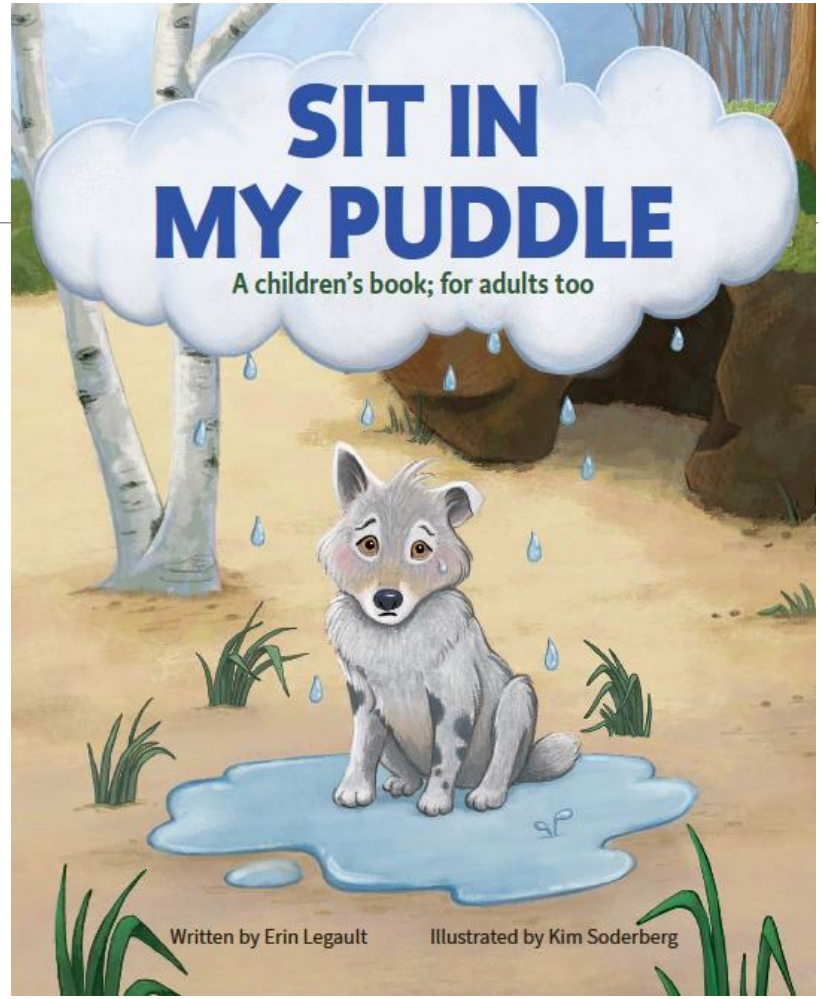
Afterwards

Who is your de-briefing person?

What's the timing you need?

Do you need:

- Listener?
- Helper?
- Doer?



Afterwards

Who is your de-briefing person?

What's the timing?

Who do you need?

"Fraud Log"

- Evidence-based
- Reflective practice
- Counters imposter syndrome


Annoyed
Panic
Stressed
Find Purpose
Lack Self-Confidence
Anticipating
Conquer Objectives
Exhilarated
Easy
Set new goals
Tired
Lifeless
Unchallenged
COMFORT ZONE
GROWTH ZONE
STRESS ZONE
Feels Good: Comfy & Safe
Uncomfortable: Requires Focused Attention & Effort
Difficult: Overwhelmed & Unable to Learn
Stable
Secure
Low Risk - Low Reward
Affected by Opinions
Challenged
Willing to Learn
Alive
Frustrated
Stretch
Expectant
Excited
Find Excuses
Disinclined
Fearful
Fed Up
Anxious
Tense
Exhausted

Next Steps

Identify ONE idea you can initiate

“To have a village you gotta be a villager”

Share one tip with a colleague

Thank someone – maybe even yourself.

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