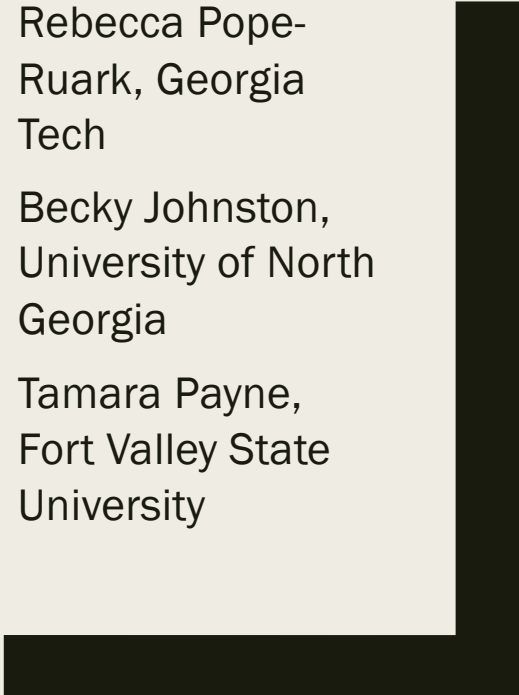


**CULTIVATING SELF-
CARE AND BURNOUT
RESILIENCE IN
UNCHARTED WATERS**

Rebecca Pope-
Ruark, Georgia
Tech

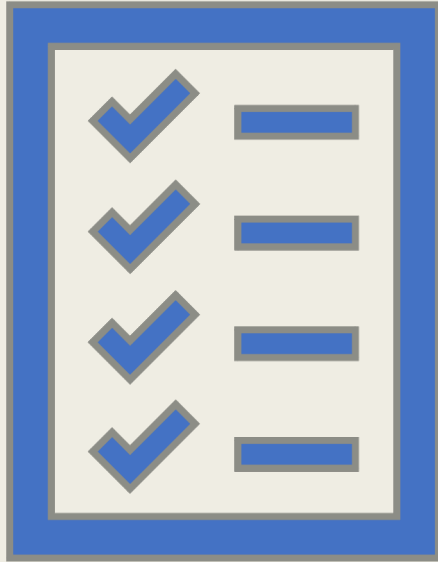
Becky Johnston,
University of North
Georgia

Tamara Payne,
Fort Valley State
University



AGENDA

- Define and assess for burnout, self-care, and trauma
- Understand the eight dimensions of wellbeing, and apply them to your activities during the pandemic
- Assess your virtual and/or physical classroom practice to both deal with burnout and build resilience



A Case Study



Chris is a tenure-track faculty member at your institution with a reputation as a good teacher, strong scholar, and engaged citizen. But lately, since COVID, Chris is depleted and feeling adrift. The department spent all summer moving face-to-face courses online, which was an intense process because faculty did not know what would happen during the semester.

Chris and colleagues are teaching hybrid courses, but most students prefer to be remote. When they hold class, most students do not turn their cameras on or engage to answer questions or actively participate. Chris often wonders if anyone is out there.

Chris mostly works from home but between endless Zoom calls, two kids who need help with virtual school, and a partner working outside of the home, they just want to curl under the covers and magically sleep for a few weeks.

Why?

What's happening to Chris?



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We Are All Experiencing Trauma...

“Trauma can be defined as a psychological, emotional response to an event or an experience that is deeply distressing or disturbing”

Center for Treatment of Anxiety Disorders

We May All Be Experiencing Burnout...

Burnout is an occupational syndrome, not a mental illness, that results from chronic and prolonged workplace stress.


World Health Organization

We May All Be Experiencing Burnout...

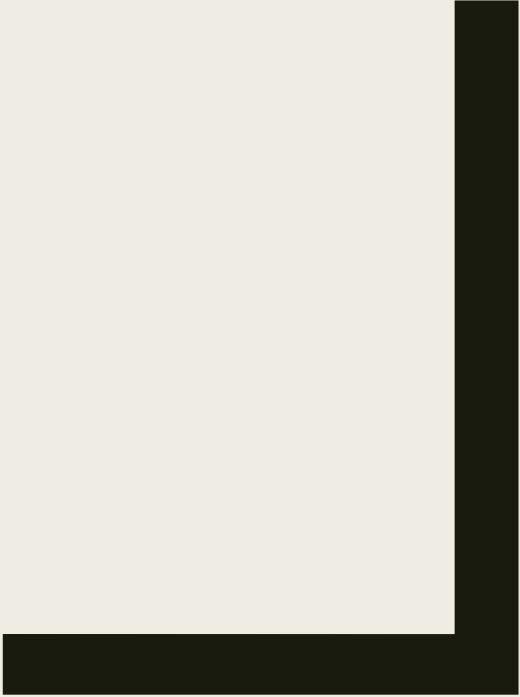

Symptoms of burnout

- Emotional and physical exhaustion
- Mental distancing and cynicism toward job and those served
- Feelings of reduced personal efficacy or purpose/meaning

World Health Organization



IF WE ARE
BURNING OUT,
SO ARE THEY...





BURNOUT RESILIENCE

is what we need to cultivate for well-being.



When Someone
Says They Practice
Self-Care, What
Comes to Mind?



How Exactly Are You Practicing Self-Care?



Do You Think
Your Students
Are Practicing
Self-Care?



A Case Study

What's really going on with Chris? How can they cope or deal with these challenges?

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Eight Dimensions of Wellness

Emotional
Wellness

Environmental
Wellness

Financial
Wellness

Intellectual
Wellness

Occupational
wellness

Physical
Wellness

Social
Wellness

Spiritual
Wellness

Source Adapted from Swarbrick, M. (2006). A Wellness Approach, *Psychiatric Rehabilitation Journal*, 29(4), 311-314.

The Dimensions of Wellness and Wellbeing

What is Wellbeing?

There is no consensus about a single definition...

- *Presence of positive emotions and moods (contentment, happiness)*
- *Absence of negative emotions (depression, anxiety)*
- *Satisfaction with life*
- *Fulfillment and positive functioning*
- *Judging life positively and feeling good*

<https://www.cdc.gov/hrqol/wellbeing.htm#three>

Cultivating Wellbeing in the Time of COVID

01

Identify and work on weakest areas

02

Employ regular practice

03

Identify sources of greatest stress

04

Work to limit worry.
Cultivate Mindfulness

Practical Tips for Fostering Wellbeing in General



Actively mitigate stress



Balance work and life while working from home



Cultivate a growth mindset

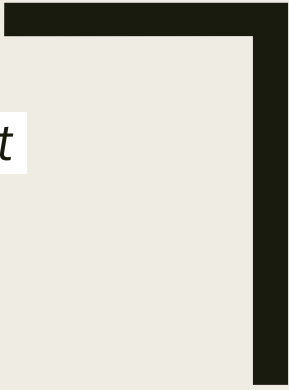
<https://www.psychologytoday.com/us/blog/click-here-happiness/201904/15-ways-build-growth-mindset>



Set aside personal time



Set aside social time

- 
- *Apply time management strategies, such as the Pomodoro technique*
 - *Take brain breaks to maintain productivity*
 - *Maintain normal routines*
 - *Employ sound student support techniques, such as TILT and Remote Engagement*

Practical Tips for Fostering Wellbeing During Covid



TILT

TILT - Transparency in Learning & Teaching

Characteristics:

- Purpose
- Task
- Criteria

Transparent Assignment Template



Remote Engagement

- Regularly communicate via course announcements
- Use the students' names in all written communication
- Hold virtual office hours
- Social presence: hold “debrief” or “decompress” sessions
- Provide feedback in a timely fashion
- Provide very specific feedback
- Create opportunities for engagement in learning with others
- Create many opportunities for dialogue

A Case Study

Part 2

Chris attended a webinar that discussed the Dimensions of Wellness. In looking at the list, Chris noticed that at least four of the eight dimensions were in need of help. Chris realized that stressors in multiple areas had led to severe burnout and that it would be necessary to genuinely work on Wellness by identifying the greatest stressors and working on self-care and mitigation techniques. One thing that Chris did was implement a program of regular Mindfulness practice. Another thing that Chris learned to do was systematically identifying and eliminating specific stressors while cultivating a growth mindset about the present. Chris additionally worked to intentionally set aside personal time and social time- things that are regenerative. Finally, Chris sought techniques to assist with the difficulty of teaching online, employing the TILT protocol for students, and working to employ best practices in remote engagement.



A Case Study

Prior to COVID and the shift to online instruction, Chris was an energetic professor with a love for his subject matter. He now finds that his course is not engaging and there is very little interaction with students. His students appear uninterested and disengaged. Most of the class do not participate in discussions or even turn their cameras on. Chris notices that many students are not grasping the concepts being taught, which appear apparent by their poor performance on exams and assignments. In the process, Chris is finding himself overwhelmed with managing the class, but also sees that the students are overwhelmed as well. He feels he is losing his passion for teaching and losing his students in the process.

Effective Classroom Management to Avoid Burnout

- Planning
- Organizing
- Communication
- Motivation
- Monitoring



Strategies to Avoid Burnout in the Class



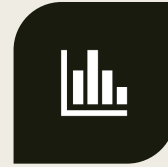
INCORPORATE YOUR
PASSIONS



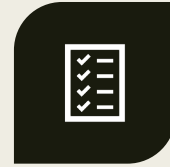
VIRTUAL SUPPORT
GROUPS AND
STUDENT BREAKOUT
GROUPS



MAINTAIN
BOUNDARIES FOR A
WORK-LIFE BALANCE



EFFICIENT GRADING



CONDUCT MID AND
END OF THE
SEMESTER
EVALUATIONS

The best way to
build resilience
in a classroom
is through:

***INTERACTION
AND
ENGAGEMENT***

Developing
a Resilient
Class

Key Experiences to Promote Resilience

01

provide them with authentic evidence of academic success (competence)

02

show them that they are valued members of a community (belonging)

03

reinforce feelings that they have made a real contribution to their community (usefulness)

04

make them feel empowered (potency).

How to Foster Resilience by Incorporating it within the Coursework



Learning-style appropriate instruction



Relatable discussions



Use of reflections



Creative projects and use of media



Student input in their learning journey



Service learning




Cooperative learning



A Case Study

- Provide student with clear expectations and instructions for all assignments
- Set schedules by adding due dates and reminders in the course calendar
- Incorporated movies and media to apply the information from the topics
- For exam review, he uses a quiz game app and gives the students with the most points extra credit
- The discussions include debates
- Group assignments use breakout rooms
- Send mid and end of the semester course evaluations
- Reevaluation of the course and prepares for the next semester



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