



# **CHEERLEADING FROM QUICKSAND: HOW TO CHANGE EVERYTHING WITHOUT CHANGING EVERYTHING**

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**Inclusion & Diversity Summit  
September 27, 2023**





# BUILD A SOLID FOUNDATION

## BURNOUT

Understand burnout  
and the stress cycle

## TOTAL HEALTH

Commit to pouring  
into yourself

## BOUNDARIES

Set and hold your  
boundaries

## PRACTICE

Apply what you've  
learned today















# BURNOUT

EMOTIONAL EXHAUSTION  
DEPERSONALIZATION  
DECREASED SENSE OF ACCOMPLISHMENT

*Burnout*

Emily & Amelia Nagoski



# BURNOUT & DEI

- **Lack of Clarity**

76% of organizations still haven't set diversity goals\*

- **Lack of Resources**

Low budgets, lack of training and goals leads to discouraged and disengaged employees\*\*

- **Lack of Community**

DEI practitioners often face the same issues as other employees without a network to turn to for support\*\*

- **Lack of Realistic Goals**

Expectations are often for quick and easy change without focus on long-term, meaningful change\*\*



# Total Cost of Burnout

## HEALTHCARE

\$125-\$190 billion in annual healthcare costs\*

## ORGANIZATIONS

Disengaged employees cost 34% of annual salary and represent 20%-50% of turnover\*

## INDIVIDUALS

Total cost on family, friends, loved ones and your own health and stability



## Turnover

Chief Diversity Officers have two fewer years of average tenure compared to other executives\*

## Feeling Valued & Accepted

Employees who strongly agree that they are valued and accepted are 52% less likely to feel high levels of burnout\*\*

\*Forbes \*\*Gallup











# Break the Cycle



Breathing  
Physical Activity



Laughter  
A Good Cry



Affection  
Positive Interaction





# **BREAK THE STRESS CYCLE**

FIND WHAT WORKS FOR YOU  
LATHER, RINSE, REPEAT



“

**YOU ARE NOT HERE TO BE  
“PRODUCTIVE.” YOU ARE HERE TO BE  
YOU, TO ENGAGE WITH YOUR  
SOMETHING LARGER, TO MOVE  
THROUGH THE WORLD WITH  
CONFIDENCE AND JOY.**

**NAGOSKI SISTERS**

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# Commit to Pouring into Yourself

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# Mental Health

## IMPLEMENT MINDFULNESS

Start with deep breathing and meditation

## RECOGNIZE YOUR LIMITS

Determine when you are overloading your plate

## ASK FOR HELP

Explore solutions like Employee Assistance Programs and therapy



# Pop Quiz





# PHYSICAL HEALTH



Prioritize Your  
Health



Find Movement  
That Moves You



Sleep Over All Else



# Make a Plan

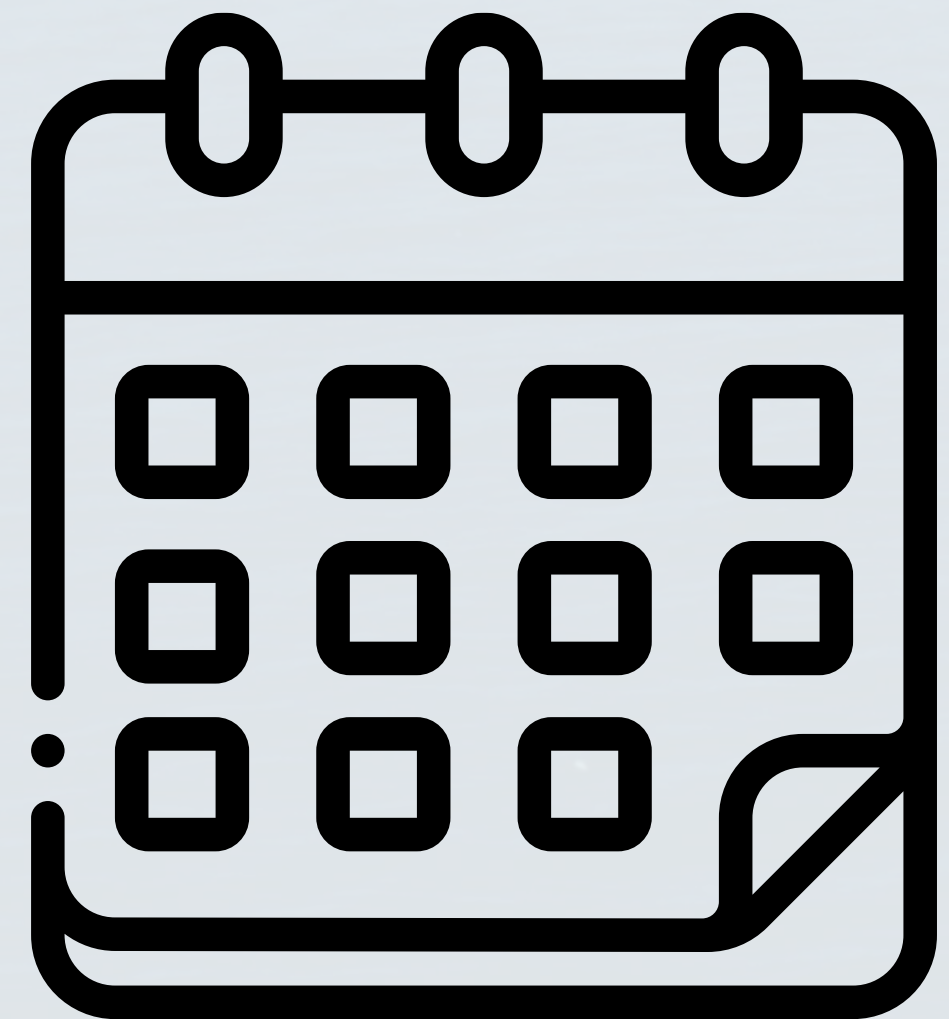
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## SET A REMINDER FOR FRIDAY

Choose an appointment you need to make

## SET A REMINDER FOR 11/26/23

Check in with yourself to make sure you are sticking to the plans you make today





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**REMEMBER THAT IF YOU  
DON'T PRIORITIZE YOUR  
LIFE, SOMEONE ELSE WILL.**

GREG MCKEOWN

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# Boundaries

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DEFINE WHERE OUR IDENTITY, RESPONSIBILITY, AND CONTROL BEGIN AND END RELATIVE TO ANOTHER PERSON.







# Boundaries

## CREATE CLARITY

Teach people how to treat you

## CREATE EXPECTATIONS

You can't make Uncle Joe quit smoking, but you can tell him he can't smoke in your house

## CREATE TIME

By setting and holding boundaries, you can give yourself back the time that others have taken



# Boundary Scripts

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*Book of Boundaries*  
Melissa Urban

## **GREEN**

Behavior is not okay but it is the first occurrence. Low risk, gentle language.

## **YELLOW**

Elevated risk, firmer language. May include a consequence.

## **RED**

Severe risk, most direct language. Still kind but final reminder.



# BOUNDARY EXAMPLE

## GREEN

All of your questions will be answered in the announcement in 15 minutes. Please have a seat.

## YELLOW

Please stop interrupting and wait for the announcements or I will have to ask you to leave.

## RED

I am going to have to ask you to leave.



# Set & Hold Your Boundaries

## USE PLAIN LANGUAGE

Clear is kind. Unclear is unkind.

## KNOW WHEN TO DISCUSS

Wait until things have calmed down/the moment has passed.

## MIND YOUR BUSINESS

How they respond is not your job. Upholding the boundary is.





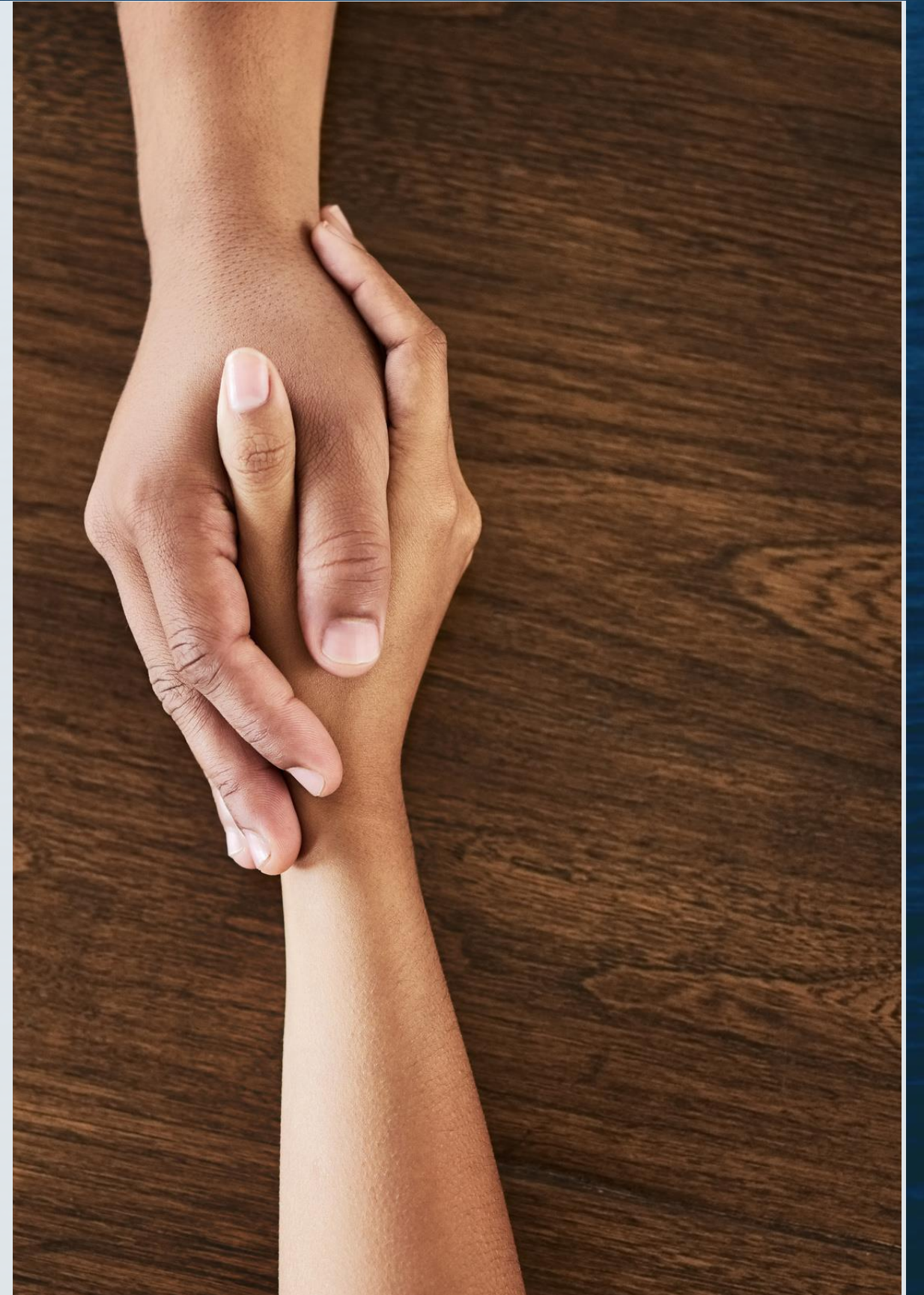
# POWER DYNAMICS





# Nice vs. Kind

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**PEOPLE REACTING BADLY  
TO YOUR BOUNDARIES  
USUALLY MEANS YOU'RE  
REVOKING A PRIVILEGE  
THEY WERE NEVER MEANT  
TO HAVE.**

**MELISSA URBAN**

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# YOUR TURN

What boundary are you thinking about right now?

Walk through a green level boundary you need to  
set



# A New Lens

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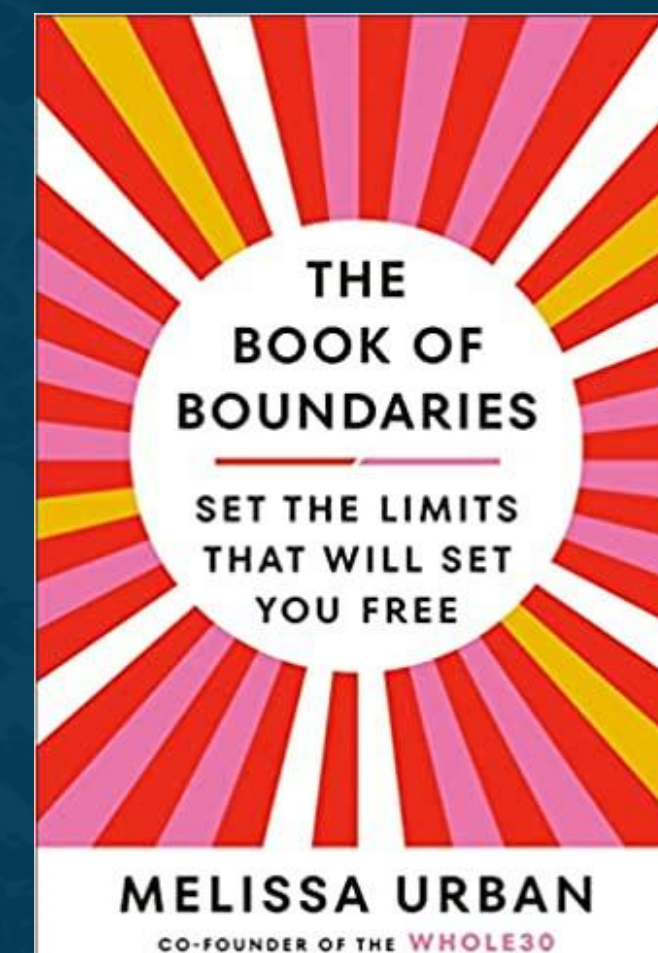
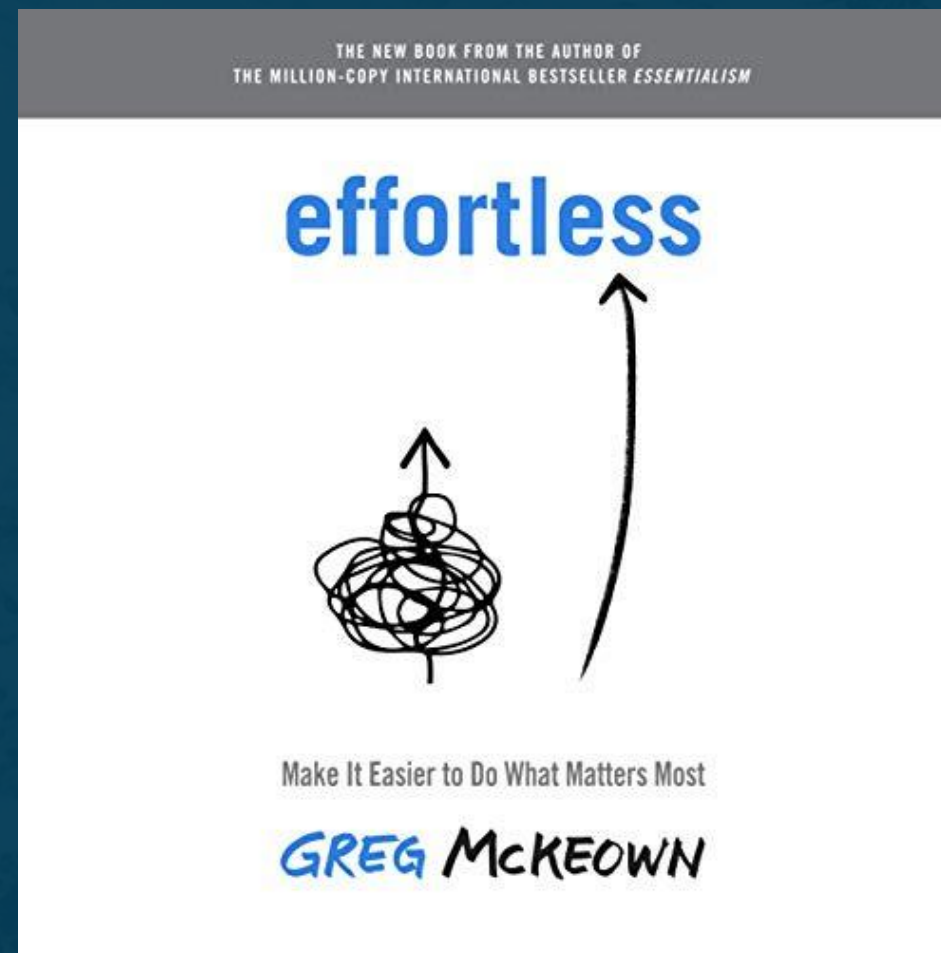
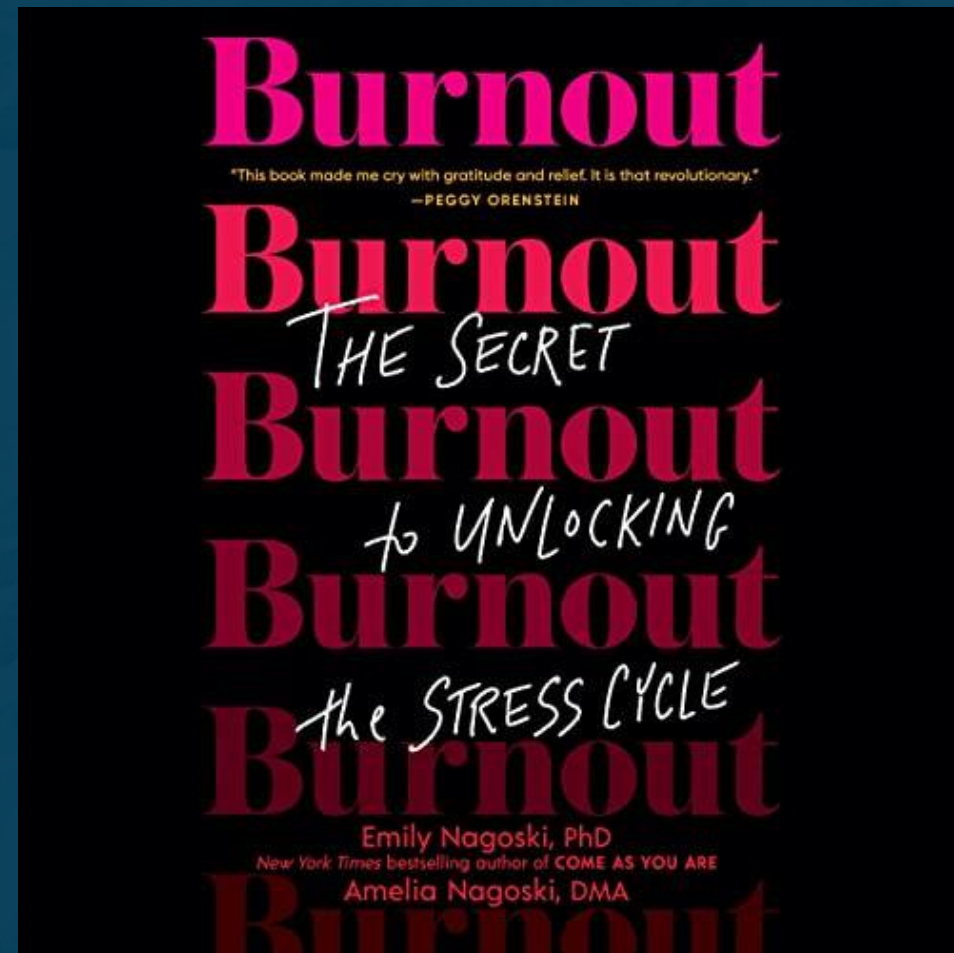








# READING LIST





# Filled with Gratitude

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