



Prioritizing Wellness & Self-Care to Expand Non-Profit Leadership Capacity

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Sienna & Slate

WRITERS. THINKERS. DOERS.

You are exhausted, a next-level fatigue.

Your body is so tired, but your mind can't stop. It pings from what is right in front of you — grant deadlines, board meetings, and two staff members who have just given notice — to the larger issues. Polarization and inequities are dark clouds disrupting your news feed and the headlines replaying in your mind. Always there, even in your restless sleep. With your words, you rally, but your heart is racing.

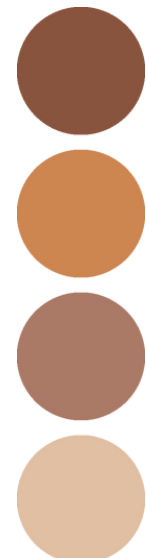
You are overwhelmed and overworked. You need much more than friends suggest — a long weekend, a long nap, a healthy snack, or an unhealthy snack.

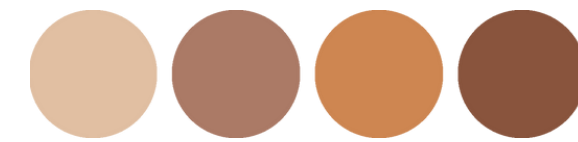
Your bones ache. You find yourself constantly among people but lonely. You know you need support, but you're not sure who and how to ask. You wish you had time for a doctor or a therapist or any number of behavior changes that are too daunting to take on. Not now.

You have heard “put on your oxygen mask first” so many times. What you really want is not an oxygen mask but a steadier plane.

-The Center for Effective Philanthropy

An Invitation

- 
- Reflective conversation
 - Write and reflect
 - Be open to receiving good things and making good connections
 - When our minds are so cluttered, we aren't able to see anything- opportunities, solutions, or areas for collaboration (Swensen & Shanafelt, 2020).



Reflect on Your Well-Being

How are you performing & producing?

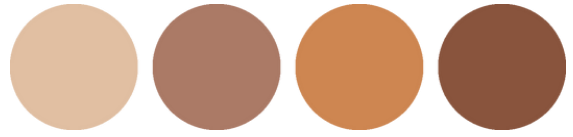
How is your mental clarity & focus?

How are your levels of stress & resilience?

How is your emotional well-being?

What initially comes up for you?

When is the last time you've reflected on these aspects?

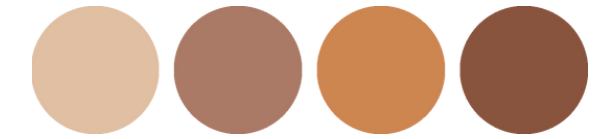


Capacity building is whatever is needed to bring a nonprofit to the next level of operational, programmatic, financial, or organizational maturity so it may more effectively and efficiently advance its mission into the future.

-A Network Approach to Capacity Building (National Council of Nonprofits)

- Non-profit leaders report that they and their teams are burned out.
- 1 in 5 people are experiencing a mental health challenge.

The Phenomenon: Burnout

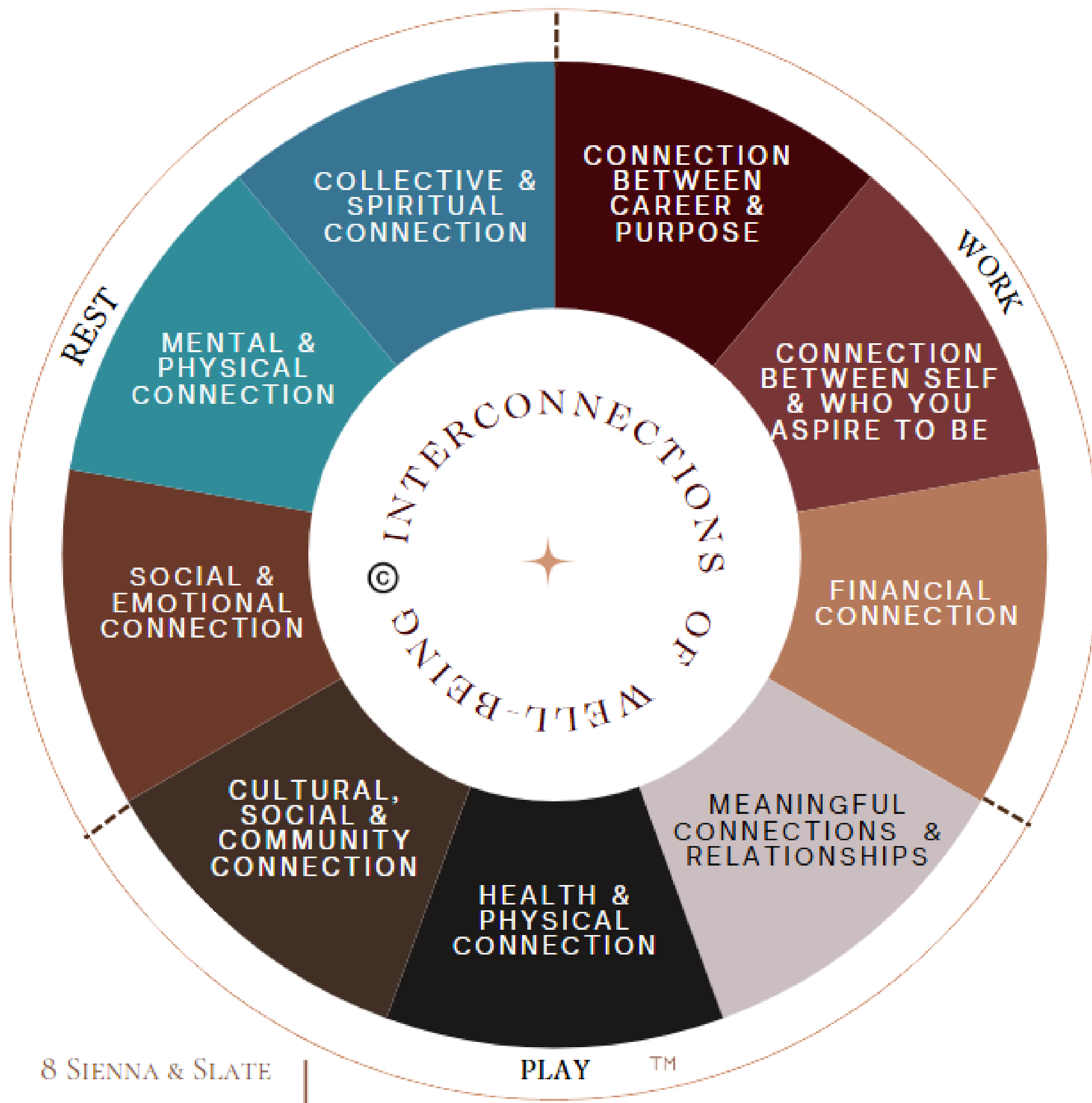


- State of emotional, physical, and mental exhaustion caused by excessive and prolonged stress
- The visible symptom of an invisible problem
 - Irritable, overwhelmed, stressed, impaired short-term memory, and other cognitive processes (GAVELIN ET AL., 2022)
 - Hindered creativity and innovation
 - 84% increased risk of Type 2 diabetes (MELAMED ET AL., 2006)
 - 40% increased risk of hypertension (VON KANEL ET AL., 2020)
 - Cannot overlook socio-economic factors
 - Next level fatigue

The Phenomenon: Burnout



- Burnout = Too much work + not enough time + unrealistic expectations given the support you have
- Consider the level of exertion that is “normal”
 - What is “sustainable”?
 - Is there a mismatch between demands and your capacity to meet the demands?



Career & Purpose-

What is the work that is bigger than you?

Does this work light you up?

The Self & Who You Aspire to Be-

Who do you aspire to be? Are you working toward that?

Financial Connection-

Are you practicing good financial habits?

Meaningful Relationships-

Do you have people and relationships you can count on?

Health & Physical-

Are you making healthy lifestyle choices that lead to a balanced body, mind, and spirit?

Cultural, Social, & Community-

Do you have the ability to care for others as you care for yourself?

Social & Emotional-

Is there a sense of belonging, security, and acceptance?

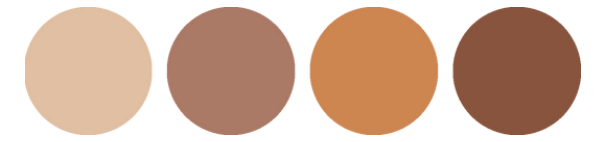
Mental & Physical-

Are you engaged in activities to promote mental and physical well-being?

Collective & Spiritual-

Do you have a sense that life is meaningful?

Reflect on Your Well-Being



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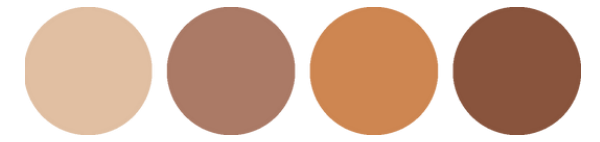
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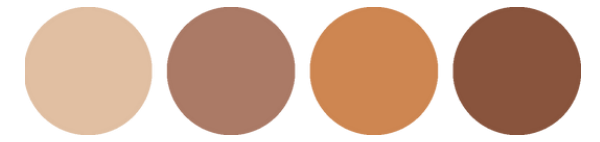
- Imagine what it would feel like to be at your optimal level of well-being.
- What does this vision look like? What does it feel like?

Actionable Takeaways

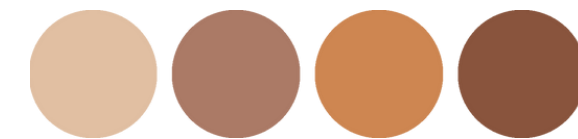


- Balance vs. Synergy
 - Begin to establish a more sustainable routine
 - What is 1 small actionable step that you can implement to get you closer to that optimal self?
 - PACT and SMART goals
 - Do, Defer, Delegate, Delete
- Writing to get out of your head
 - The “To-Do” List
 - Journaling
 - Reframing Internal Narratives
- Communication
 - Networks, support systems, and mental health professionals
 - Not internalizing your feelings and emotions

Actionable Takeaways



- Build in micro-moments and meetings with yourself
 - How am I doing physically, spiritually, emotionally, mentally?
- Movement and Mindfulness
 - Body scans, physical movement, stretching, walking meditation
 - Deep breathing
 - Deepen your awareness
- Boundaries
 - Sleep, diet, movement, hobbies
 - Know when to say, “I’ve done enough today, and I’ve done my best”
 - 24/7/365 Access
 - Who has access, and what level of access?
 - Sustainability of the work



Sienna & Slate

We help high achievers, creatives, and scholars do the work they are passionate about and do it well through coaching, writing, and mindfulness-based techniques.

Let me know how we can support you.

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