

Emotional Climate and Self-Care for Leaders and Professionals

Erin Browder
BOOST Conference
April 19, 2017



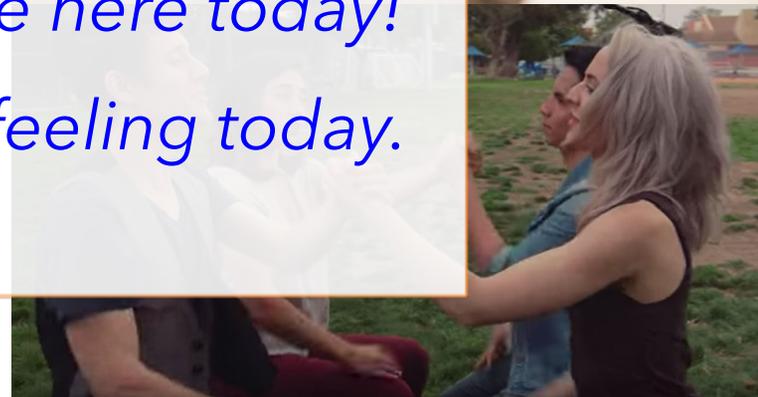
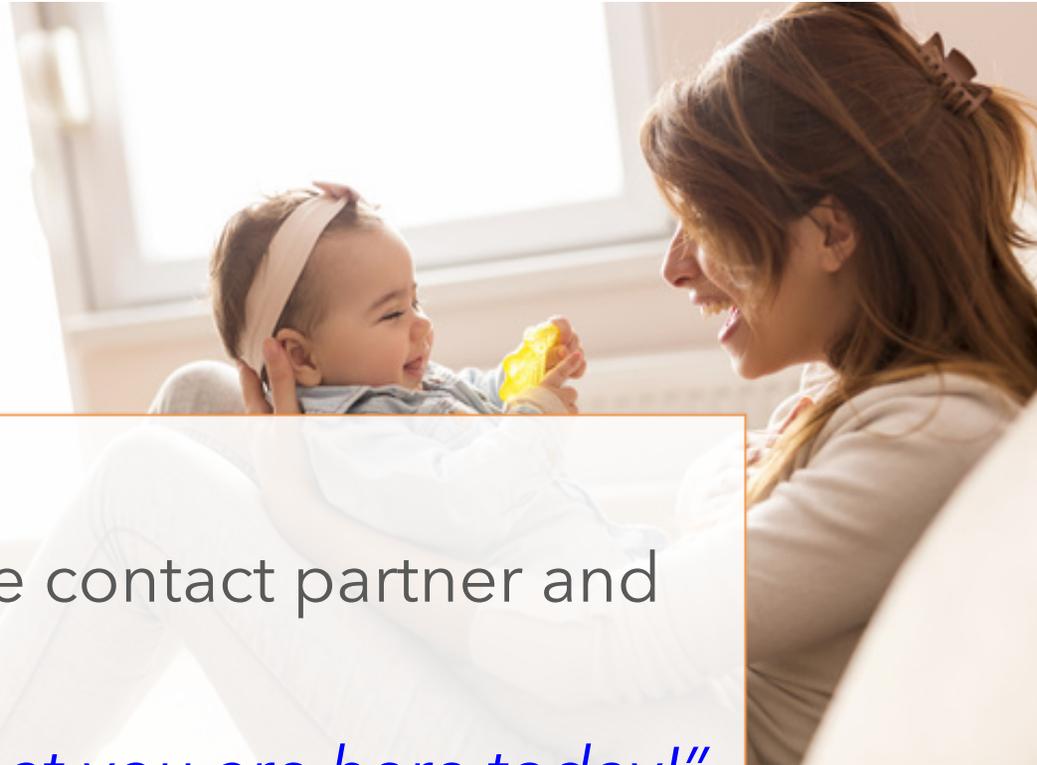
Mirror Neurons

At the signal...

- Stand and locate an eye contact partner and say,

"Hello, I am so happy that you are here today!"

Tell them which emotion you are feeling today.



History of My Work

- Educator
- School transformation
- Non-profit Leader
- Trauma-Informed Work
- Emotional Climate
- Self-Care for Practitioners and Professionals



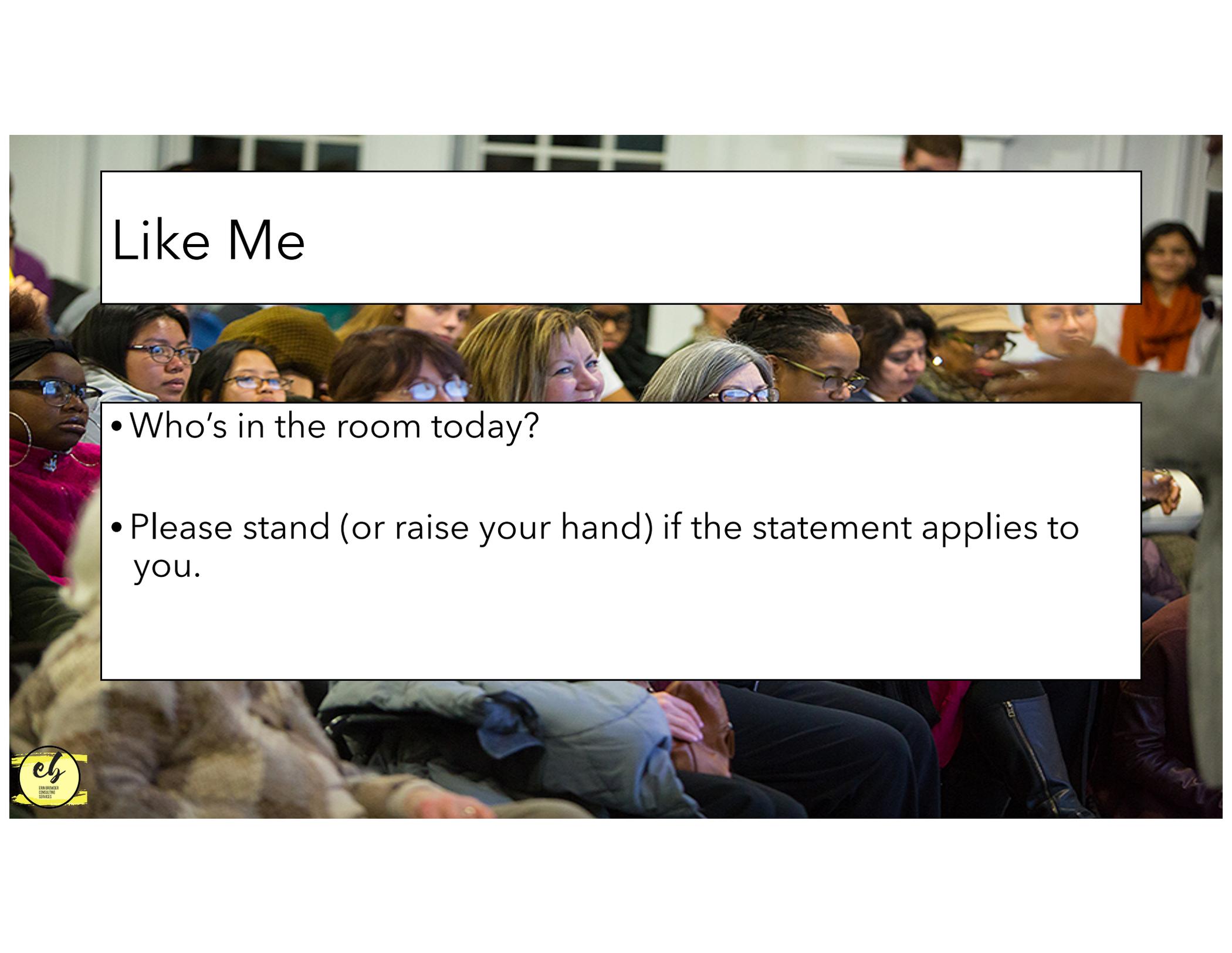
Attention First



Triple Track Agenda

1. Strategies and moves to support your learning here in this room.
2. Applications for these strategies and moves with adult groups and tips for respectfully sharing them with others.
3. Applications of these strategies and moves in classrooms.





Like Me

- Who's in the room today?
- Please stand (or raise your hand) if the statement applies to you.

Intended Outcomes

- Deepen understanding about emotional climate and how it differs from traditional classroom management
- Develop an awareness of protective factors and how they provide safety for mental and emotional well-being
- Deepen awareness of compassion satisfaction and the progression of burnout
- Add engagement and mindfulness strategies to your toolbox





Emotional Awareness Meetup

At the signal:

Please find an eye-contact partner and share what comes to mind when you hear the term “emotional climate”.

Emotional Climate

- The quality of social and emotional interactions in a shared space (e.g. classroom, school, organization, etc.) -between two people or groups (e.g. students and teachers) creates the emotional climate (EC).

(Reyes, Brackett,
Rivers et al., 2012)

- At your table, discuss what might you find in a positive EC and negative EC.



Trauma

Trauma is an umbrella term used to describe the inability of an individual or community to respond in a healthy way (physically, emotionally and mentally) to acute or chronic stress.

*Washington State Office of Superintendent of Public Instruction
(2009)*

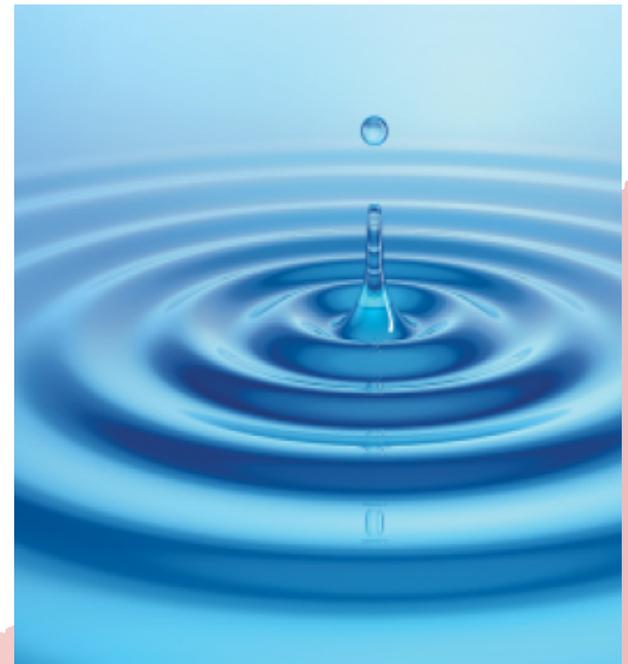
(OSPI) Compassionate Schools,



The Ripple Effect:

Traumatic events are like rocks thrown into our pond.

Each rock causes a series of ripples.



Harvard Center Video: Stress Response



Puzzle Meetup

- On signal, put the puzzle together and respond to the following prompt.
- What do you see in your image? What would be typical behavior management responses?
- If you were responding to the emotions in the picture, how might you respond?
- Now that you see the other side of the story, how does it shift your initial responses.



Positive Emotional Climate includes:

- Positive relationships
- Choice/Autonomy
- Structures/Boundaries
- Self-Awareness
- Emotional Awareness
- Connectedness
- Competency

Emotional Awareness

- Replacing feelings for wants, needs, or shoulds
- Using emotions
- Emotional Temperature Check
- Rewriting the names of emotions



#TEACHABLEMOMENTS

EMOTIONAL AWARENESS

IN EVERYDAY SITUATIONS

EMOTIONS COME NATURALLY TO US ALL. HOW ARE WE SUPPOSED TO TEACH OUR CHILDREN HOW TO UNDERSTAND ALL THESE FEELINGS?

WHEN YOUR CHILD IS SHOWING HIS/HER EMOTIONS, MAKE SURE TO ENGAGE THEM WITH YOUR FULL ATTENTION.

LABEL HIS/HER EMOTIONS WITH SIMPLE WORDS SO THAT THEY CAN LEARN WHICH WORDS DESCRIBE THEM.

PROUD SCARED EMBARRASSED
THANKFUL EXCITED
HAPPY SAD WORRIED

MAKE SURE THAT YOUR CHILD REALIZES THAT OTHERS HAVE FEELINGS JUST LIKE THEY DO.

CASUALLY COMMENT ON YOUR CHILD'S EMOTIONS AS THEY EXPERIENCE THEM. THIS WILL HELP THEM MAKE A CONNECTION WITH EACH ONE IN THE MOMENT.

YOU LOOK SAD. ARE YOU OK?
WHAT A BIG SMILE!
YOU WERE SO SURPRISED!

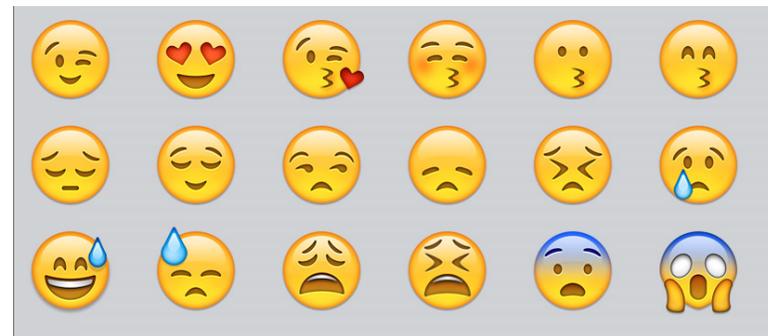
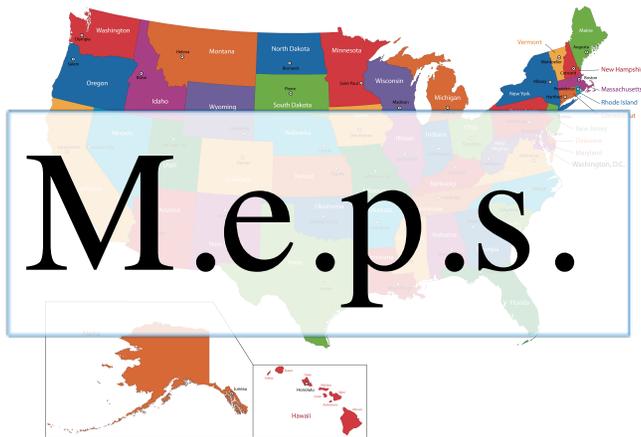
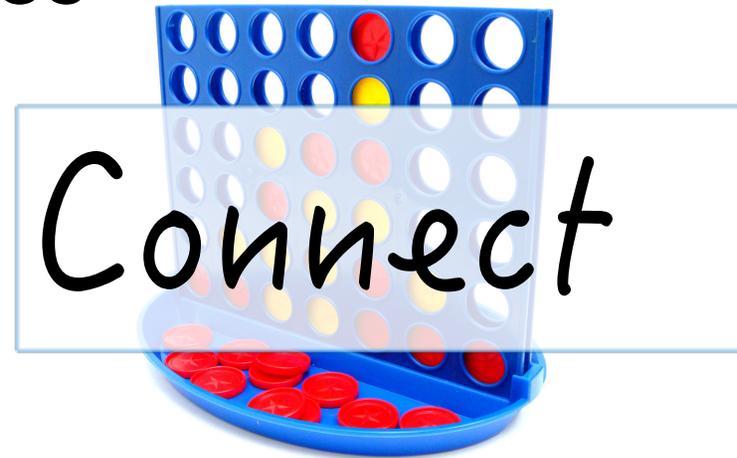
CHILDREN'S MOVEMENT of Florida

WWW.CHILDRENSMOVEMENTFLORIDA.COM

Visual Synectic



Responsive Strategies



Take a minute and...



Self-Care

Self-care has been defined by the Department of Health as: “[t]he care taken by individuals towards their own health and wellbeing: it comprises of the actions they take to lead a healthy lifestyle; to meet their social, emotional and psychological needs; to take care of their long-term condition; and to prevent further illness or accidents”.

Beyond being an aspirational goal, engaging in self-care has been described as an "ethical imperative" (Norcross & Barnett, 2008) and is part of the APA's Ethics Code (2002).



Progression of Burnout



What to do:

- Understand complexity of the environment
- Stay grounded in your own experience
- Practice self-care strategies
- Positive Relationships
- Speaking with your feelings



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Positive Emotional Climates and Self-Care for Leaders and Professionals

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Designed and Facilitated by: Erin A. Browder

What	How
Introduction	
Inclusion	Mirror Neurons/Like Me
Defining Emotional Climate	Eye-Contact Partner/Emotions Match-Up
Defining our Context	Puzzle Meet-Up/Video/Visual Synectic
Explore and Discover	Mindfulness Strategies/Self-Care
Self-Care	Progression of Burnout/Strategies/Self-Care Wheel
Reflection	Gots and Wants

Mission and Work

- Erin Browder Consulting Services is a full-service coaching and consulting agency that supports individuals, groups, and organizations through building professional capacity, effective collaborative practices, shifting organizational culture and climate, employee wellness and leadership coaching.

Trauma

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Washington State Office of Superintendent of Public Instruction (OSPI) Compassionate Schools (2009)

<http://www.k12.wa.us/CompassionateSchools/Resources.asp>

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Social Connectedness

Caring Relationships

- *Supportive of others*
- *Being consistent and providing structures*
- *Compassionate Communication*

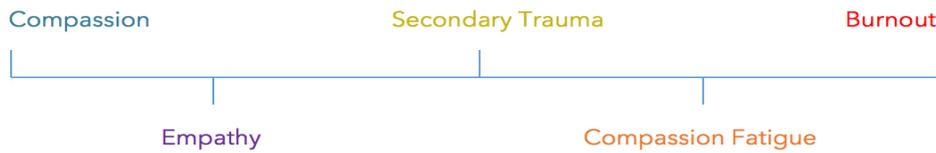
Meaningful Participation

- *Authentic conversations*
- *Cooperative learning and collaborative opportunities*

High Expectations

- *Opportunities to construct knowledge*
- *Given supports for accountability and success*

Progression of "Burnout"



Staff Self-Care

Suggestions for practicing professional wellness:

1. **Physical Self-Care:** Exercise/Nutrition/Sleep
2. **Emotional Self-Care:** Dealing with feelings in a healthy way through journaling/friends/counseling
3. **Psychological Self-Care:** Improving your mind and understanding yourself through reading for pleasure/continuing education
4. **Social Self-Care:** Spending time with family and friends/belonging to groups and communities
5. **Financial Self-Care:** Spending/Saving responsibly
6. **Spiritual Self Care:** prayer, spirituality, meditation, self-reflection, nature

Trauma-Informed Practices: Beneficial For All Students

- Provide Unconditional Positive Regard
- Maintain High Expectations
- Always empower/never disempower
- Check assumptions, observe, and question- sometimes behavior is the only way they know how to communicate
- Be a relationship coach (explicitly teach how to have healthy relationships)
- Provide opportunities for meaningful participation
- Foster development of metacognitive processes and self-awareness
- Integrate students' prior knowledge, experiences and cultural inventory in lessons and classroom climate

(R. Hull and E. Rossen, 2013)

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