

NAADAC

TARGETED SELF-CARE FOR UNIQUELY STRESSFUL TIMES

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>> Hello, everyone and welcome to today's webinar on Targeted Self-Care for Uniquely Stressful Times. Presented by Dr. Holly Sawyer and Dr. Valerie Daniel. It's great that you can join us today. My name is Samson Teklemariam and the director of training and professional development for NAADAC. I will be the organizer for this training experience, and happy new year. 2021 is here finally. The permanent homepage for NAADAC webinars as you may know is WW.NAADAC.org/webinars. Make sure to bookmark the page so you can stay up-to-date on the latest in education. Closed captioning is provided by CaptionAccess. Please check your most recent email or Q&A or chat box for the link to use closed captioning.

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We'll using GoToWebinar for today's event. You'll notice the GoToWebinar control panel that looks like the one on my flight here. You can use that orange arrow anytime to minimize or maximize the control panel. And if you have any questions for the presenters, just type just type them into the questions box of the GoToWebinar control panel during our live Q&A. Any questions that we don't get too, we will collect directly from the presenter and post those questions and answers on our website at a later date.

Lastly, under that question stab you will see another that says handouts. You can download the PowerPoint slides from that handouts tab and a user-friendly instructional guide on how to access our online CE quiz and immediately earlier CE certificate. If this is your first time using our system, please make sure to use those instructions and our handouts tab to take the quiz.

Let me introduce you to today's presenter. First, Dr. Holly Sawyer is a licensed professional counselor in Pennsylvania and a national certified counselor. She has a doctoral degree in higher education was 17 years of experience teaching and developing higher education courses. Dr. Holly is the CEO of Life First Therapy, her solo private practice and the therapy left collective, and online group private practice. She provides clinical supervision for recent graduates and pursuing their LPC and professional consultation to licensed professionals. She is a mental health public speaker and self published author of its time to talk about trauma and get your mind right, get your money right, the mental health guide for successful entrepreneurs, and she has been featured on Psych Central, Best Colleges, Bustle, Popsugar, and more.

Also present with us today is Dr. Valerie Daniel, a psychotherapist in private practice where she works with individuals and couples dealing with issues ranging from low self-esteem, anxiety, transition to recovery, and depression.

Dr. Valerie is also an adjunct professor at Delaware County Community College, where she teaches courses in the areas of social work, psychology, and addiction. She finds time to get back to her profession as a clinical supervisor for Masters level social workers pursuing their LCSW. NAADAC is honored and eager to present this webinar presented by these toughest trainers and presenters.

So I think Dr. Valerie starts off. If you are ready, I will handle this off to you.

Thank you, Samson. Thank you for the lovely introductions. So we are going to get started with our presentation today. And today we are going to focus on targeted self-care for these uniquely stressful times that we find ourselves in.

First thing we are going to go through is the agenda so you know what we are working on and where we are going to go and hopefully what we will know when this hour and a half is over. So let's go to the agenda. First we're going to talk about adjusting to unique stressful times we are in. Then identifying potential stressors, definition, types, and signs of burnout will be next, and then we will alter how the PEMSS model and targeted self-care work, so we will define the model. After that, we will go through the PEMSS self-assessment to see how long you're taking care of yourselves, and then getting a definition of untargeted self-care so you will begin to know the difference between untargeted self-care and targeted self-care. Using the PEMSS model.

We will start to wrap up these -- talk about self boundaries, definition of it and the type of self boundaries we believe you need to create in order to utilize the PEMSS model in your life moving forward.

And then we will end with integrating targeted self-care and have a wrap-up and Q&A at the end where hopefully we will be able to answer all the questions you guys have and have a great discussion.

So what are the objectives for this training? Well, we are hoping that by the end of this training, you will be able to describe the PEMSS model and define targeted self-care. We are also hoping that you will be able to identify untargeted self-care patterns and blocks to implementing targeted self-care. And finally, we hope that you will be able to develop intentional, targeted self-care with mindfulness moving forward so you will be able to apply this even outside of training possibly with your own clients that you can also share this information moving forward.

So now that we have the basics out of the way, let's dive in.

Adjusting to uniquely stressful times. According to the APA, it defines adjustment disorder as the presence of emotional or behavioral symptoms in response to an identifiable stressor or stressors occurring within three months of the onset of the

stressor player. So I think we can all say that right now, living with the pandemic, COVID-19, we are all having some extra stressors on us. We are all stressed prior to COVID-19, I know I was, so add on the global pandemic, you haven't been able to get out of the house, and we are stressed even more. And it requires even more practice of self-care.

So let's talk about some of the potential stressors that most of us are dealing with right now. One of the biggest ones, I think, for all of us is contracting COVID-19. So whether or not you have had it yourself or it's hit somebody in your family, all of us are walking around with some concern about how safe we are. Inadequate supplies is another one. Whether or not it's PPE, toilet paper, paper towels, vaccines at this point. Inadequate supplies.

And then there is a lack of consistent information. No matter where you go things seem to be changing. Our 24 hour news cycle is just that. And within an hour things change and you never know what's going on.

And financial loss. For those of us who have been blessed to working during this timeframe, if it's not you, there's somebody around you likely that you know is going through some sort of financial strain, whether off the job, e-business, et cetera. All of these potential stressors can all add to overwhelming feelings of don't know what to do and makes us forget how to take care of ourselves on a daily basis. What do we need to do to make sure that we are coping effectively with what is going on?

So now that we have talked about potential stressors, let's go into how these potential stressors can lead to burnout. Let's talk about what burnout is first. Burnout is a condition resulting from chronic workplace stress that has not been successfully managed. An internal struggle heightened by a perceived external barrier. It can be physical, emotional, mental, and spiritual exhaustion and breakdown of your body. And so most of you know that when you are really tired, your body shows that. You're sluggish to don't move as quickly. So burnout affects us internally and externally in all possible facets. So now that we know what that is, let's talk about the types of burnout.

For all intents and purposes, we are going to focus on five based on where we are in these uniquely stressful times. So we are looking at types of burnout compared to where we are. Most of us if we have been working from home is workload. Maybe a little too much work, not enough resources, working long days, trying to get anything done, feeling overwhelmed, how do I get altogether, we are working remotely so you don't have healthy supplies that you would have from the office if you were there.

And issues of control, micromanaging, whether you got a boss that is micromanaging you or you are micromanaging yourself or others just trying to find some ways to have some control in a very uncontrollable time.

Reward. This is a big one for many of us. Not enough pay or satisfaction for what you are doing. Maybe you weren't so happy in your job prior to the pandemic, and now that the pandemic has hit, you're really not feeling like you're being paid enough and there is not enough satisfaction in the job. That can lead to burnout.

Community. And this one I think is a big one for most of us, especially when it comes to isolation we have been at this almost 10 months now, going on a year, and the isolation for many of us for many of us in private practice, working with clients, you know what this isolation feels like. People are tired. There overwhelmed. It's a lot to manage. So feelings of isolation, conflict, disrespect.

So you would say how can you have conflict or disrespect? For anybody who has to make a weekly trip to the grocery store, you know what conflict and disrespect is between the maskers and the anti-maskers and all of these things having to maintain social distance, it's a lot just to leave your house today.

So under these circumstances, burnout can come very, very quickly.

Fairness. Discrimination, or favoritism. Again, no matter what side of this argument fall on in terms of how we are handling this pandemic and how it's happening, there are thoughts that one group is getting this, how come the gym is closed, but the coffee shop is (how come I can't do this and I can't take that, there are a lot of issues in terms of fairness and how we perceive how we are being treated during this timeframe. All of these areas are ways to lead to burnout.

So we have talked about what burnout is. We have gone through a few types of burnout. Now, let's talk about what burnout looks like when you are actually dealing with.

So some of the signs that you will see the burnout period may find that you are emotionally exhausted. Again, you feel like you haven't slept, although you slept 15, 20 hours last night. Feeling worn out, not matter how much sleep you do get, you're still tired. Feeling overextended. I think for many of us, it's very easy for us to say yes, and we are challenged with saying no, so we can often be overextended in terms of how we are managing ourselves and our time that we give to others for what needs to get done.

Feeling drained and feeling detached. We often feel drained when we are overextended, worn-out, and exhausted because we have no energy left. So when you are feeling drained and you can't really explain it, you may be dealing with first signs and symptoms of burnout.

Feeling detached. We have always been there. Going on automatic pilot, just going through the motions. So you got up and got the kids in virtual school and you're just moving through the motions. You are not really engaged in your day to day activities.

And for others, it may present itself as being cynical or negative in your attitude towards customers, towards work, towards family and friends. You just a bit snippy with friends and family, and you are just negative. Things are not going well. They are never going to get better. This pandemic is never going to end. Those are all signs of burnout.

Some other signs of burnout that we deal with can often present themselves on the physical level. So those can be areas or problems in your digestive system. Maybe you have an upset stomach, maybe have diarrhea, you're constipated. Anything that your dog wrong with your digestive system can be an indication that something is wrong, maybe burnout.

Maybe altered appetite. I know I've been doing this, but maybe in have more appetite, or less. Either way, if you know so has been a change in your eating habits, you may want to consider checking in with yourself and seeing if there are signs, other signs of burnout.

Sleep problems. You may be sleeping too much, you may be sleeping too little. If you are noticing again, pre-pandemic versus now, your sleep pattern has changed, and it's not for the better, then you may be experiencing some signs of burnout. You may have headaches. You may wind up feeling muscle aches and tension in your muscles and pain period we often don't realize we carry a lot of tension and angst in our bodies fix our shoulders, our neck, all of that, especially if you're sitting at a laptop and doing this Zoom every day, you can feel these tense muscles and exam pains.

You may also notice an increased heart rate and blood pressure. Think for most of us, we have probably gone through dealing with a little bit of an increased heart rate and blood pressure over the last nine months, going back to those ideas autocontrol and some of this has been out of our control so that angst can create an increased heart rate, blood pressure rates as well.

For men, it can mean low testosterone. You may notice there has been a decrease in your sex drive. For women, also irregular menstrual cycles can be part of what's going on, and women as well also deal with a reduced libido at times.

Any of these things, they are happening in combination, you may want to look at whether or not you're dealing with some signs and symptoms of burnout.

Some other physical manifestations of burnout are hair loss, skin irritations. If anybody is dealing with eczema, dermatitis, you know if you are already in a stressful

moment, you're likely to have a more intense, more increased, more elongated process when you are having a flare-up. Burnout can also intensify those dermatological responses.

Depression and anxiety. Changes in your mood. Pre-pandemic, you are a very happy-go-lucky person, and now you feel like all you can do is see the world as a glass half empty.

Anxiety. Again, you might find that you are more anxious, your pacing, your biting your nails, you are doing things that you wouldn't normally do in order to find ways to deal with the stress and the issues that are going on now.

Memory deficits. I don't know about you guys, but I know in the midst of everything that has been going on, I have several times where I forgot what day it was. I have been supposed to do something and forgot it. When the days kind of blend in over the way they have the past nine, 10 months, it is easy to forget things because the member gets a little wonky.

And then for some false, excessive alcohol consumption can also be a sign of burnout. For many folks during this process, having a drink at the end of the day, to the to just relax and unwind unfortunately has turned into something that may be on the verge of a problem. You may -- it may be that your alcohol consumption has increased. If that is the case, then you may be looking at some signs of burnout. If at the end of the date you got to have one, two, three glasses of wine to decompress from your day, you may be experiencing some burnout.

So we have gone through signs of burnout. We have gone through what burnout is. We talked about the types of burnout, and we talked about potential stressors that can lead to burnout.

The next thing that we are going to do is talk about or go through, actually, a polling question. And I believe this is where Samson is going to come in and help us out. But I am going to read the polling question for everybody. So first polling question. Which types of burnout are you experiencing the most during this time? Reduced libido or hair loss, skin irritations, depression or anxiety, memory defects, misuse of substances. Take a moment and let us know what you think.

>> Thank you so much, Dr. Valerie. Everyone, you see that polling question on your screen. It looks like about half of you have voted. So it looks at your used to this. For those of you have that are not, you may have to adjust your size from full-size to large size screen. So you can see the polling question. One more time, it says which types of burnout are you experiencing the most during this time. There are five responses. As a quick reminder, later in the webinar we will have a live Q&A. You can send any

questions you have for the presenters into the questions box of the GoToWebinar control panel and we will answer those questions in the order in which they have been received.

About 75% of you have voted. I will give you about 5 more seconds.

Perfect. Thank you so much for voting in that poll. I'm going to close the poll and share the results. And I will turn this back over to your presenters.

>> Wonderful. Thank you. It looks like depression or anxiety is one of the highest ones. Next comes in memory deficits, I'm right there with you guys. What we have next? Skin irritations, reduced libido and misuse of substance. So these are all within the realm of experiencing symptoms, signs of burnout.

And I will say for everyone, you're not alone. And were hoping that by the end of this presentation you guys will have some resources, tips and tools for how you can deal with the signs of burnout. So at this point, I'm going to turn it over and go through the PEMSS model.

>> Thank you, Dr. Valerie. That was an excellent, warm handoff. Thank you, everybody, for taking this hour to be with us today. Because you could be anywhere doing anything. So again, I appreciate everyone who is here to learn about this valuable information.

So what I'm going to do is break down and define the PEMSS model. So the PEMSS stands for physical, emotional, mental, spiritual, and social. Usually when we think about self-care, bubble baths may come to mind. Or getting a haircut. Maybe buying an outfit or getting a manicure or pedicure. And those things are great. I don't want to take that from you if that is your usual sense of self-care or how you practice self-care.

They can be identified as something physical, and they may make you feel good. So they may build you up emotionally. So I challenge you to ask yourself, if you do use any of those things I've mentioned, does it leave you recharged, and are you still burned out the next day? So if you're still burned out the next day, then let's on target it. We are going to lean toward the one thing that will make us feel emotional good at that time, but it doesn't really necessarily charge us. Or relieve us from feeling burned out.

Again, when we are looking at the areas of self-care, we want to look at these five areas because we are human so we want to look at self-care holistically with a holistic approach.

So when you properly assess yourself, you can implement self-care that is applicable, that's direct, and well recharge and rejuvenate you.

So when we look at it from a PEMSS model, it will physically release you from any challenges that you may have when identifying proper self-care. So I'm burned out from the case let my day at work. And I'm going to go take a bubble bath or go have my nails done. And the next day, I'm still where I was the day before. I may not be as burned out, but I'm still burned out.

So we want to do or implement behaviors that are effective when maintaining our personal and professional well-being.

Sometimes well separate our personal from our professional well-being but a lot of times, they are coequal. And that's not a good or bad thing, that's not a judgment. So when we are looking at self-care, again, we want to come from a holistic lens so our behaviors are effective and not ineffective.

Now, we want to use self-care as a way for handling energy depletion, exhaustion, anytime that your productivity may be compromised or reduced, or any other area that you are feeling burned out. Now, quick disclaimer for self-care varies and looks different from me to you or person-to-person. So it's very critical that again, you assess yourself and that you understand that what may be self-care for me may not necessarily be for you. And self-care doesn't have to be difficult. Or expensive. Some people are under the notion that they have to shell out a lot of money in order to make themselves feel good. That can be a part of the self-care regimen, but it's not necessarily at all.

So again we are looking at engaging in behaviors and activities that promote health and well-being to make you feel better physically and emotionally.

Although we are more than our physical body and emotions. So that is where the M and the SS comes in, in the PEMSS, the physical and emotional piece.

So looking at our physical selves, we can identify if we are eating healthy. Some of us, we have a huge caseload. We don't even take lunch breaks. And now that we are working remotely, I still hear the same story where I'm working 8, 10, 12 hours, and I don't give myself time to actually eat lunch. And now working remotely, you would think it may be easier. But for some people, they are still not taking time to actually eat lunch. And if they eat lunch, it may not be something that is considered healthy.

Are you moving regularly? Exercising? I am not a gym rat. I totally hate the gym. But I make sure unless it is raining that I am outdoors and at least walking 30 minutes a day. So now that we are all working from home, this is something that you can put into your regimen. Are you moving and exercising regularly? Just looking at the physical aspect of this.

Are you getting enough sleep? And I when I say sleep, it could be 5, 8 hours, are you sleeping or is your mind still churning and ruminating from different things that are going on throughout the day. Because we can sleep ECO hours but may not be enough because our mind hasn't shut off.

Emotionally. So when you do an emotional assessment, think about something that you have done nice for yourself in the moment or just that week. Something that is going to give an emotional boost. Again, doesn't require you spending any money. It just needs to be something nice that gives you that emotional boost for yourself. Think about the last time you maybe called someone or told someone that you love them. Maybe in the moment or late in the day. That can be an emotional boost.

And then, have you practiced self compassion? Self compassion is really literally knowing that I gave today my best and if I didn't finish the laundry list of things I have to do, then it's okay. The work will be there tomorrow and I can pick it up tomorrow. But today, this is my limit. Today this is my boundary. And I have given myself that space to do those things in that timeframe. That's okay.

A lot of times emotionally we won't give ourselves self compassion, but we will talk to our clients about self compassion and self-care. But are we actually modeling that behavior? Are we practicing self compassion on ourselves? And sometimes as therapists or whoever you are within the profession, you may forget. I don't think that on purpose you are not giving yourself self compassion, you can just we really going throughout your day, your day to day doing different tasks, that you don't just kind of like stop and give yourself that self compassion.

So that is a surefire way to lead to burnout. After a mental assessment. Am I practicing negative self talk? It could be going back to productivity like, I have these things I needed to do. I didn't get them done. How could I let this happen? So if you are badgering yourself, you don't need to badger yourself for something again, that you gave your all to and this is time to sit back and give yourself some sort self compassion.

But the negative talk can also lead and build up to adding to burnout especially if you're already stressed.

MI engaging in negative self talk with others about me? Sometimes we can gossip about other people or we can get into a conversation with someone who may be putting us down and we can internalize it, start to believe it or enjoying them. Mentally, that does nothing for you if you are in a burnout space.

And the last thing is and I having a hard time stopping your ruminating thoughts? What you should, would, have done for that day or week? That doesn't help as well. It just compounds it.

When we assess our spiritual selves, we need to ask, did we practice gratitude today? Gratitude could be writing a sticky note really quick about the 3-5 things you are grateful for. It could be writing and taking time out again, to write these things that you are grateful for in a gratitude journal or verbalize it and express it to somebody.

Did I engage in a spiritual or religious practice today? I know I meditate, and I don't know what your religious practice or spiritual practice is, but are you doing that on a daily basis so that it keeps your cup full? Are we missing some of these practices?

Did I help someone else today? Sometimes voluntary or helping someone in a particular type of way can't give us a spiritual boost.

Last but not least, the social assessment. The pandemic has totally cut our social engagement or interaction, I don't want to say in half, but it has dwindled dramatically. And this is very important because we are all going about our day. We are all doing Zoom. And Jen does allow us to connect and see each other, but is not the same as the face to face interaction. Everybody is having happy hours, meeting after work, going to the track, going to the gym, the movies. So since we can't really do a lot of those activities, right now because of these uniquely stressful times, you can still continue to reach out to someone, especially if they are feeling all over the place for your feeling burned out. Reach out. Don't sit with your own thoughts and ruminate and go at this alone.

Socially, what if you just need time for yourself? Sometimes we need that.

If you are at home and you live alone, that something different. I would just basically ask that you definitely reach out. But sometimes we just need to sit in silence and sit with ourselves for a few minutes and just breathe and do nothing else.

Last but not least, did I set a healthy boundary with social media? Right now, there is so much racial tension with the transition of presidents, and I'm not just saying social media like Facebook, Instagram, TikTok, I'm also talking about the news, however you consume it. So my workday was okay, that I come into consume the news and I'm looking at everything that is going on, that could burn me out. Especially because we can feel so helpless with what is going on in the grand scheme of things.

And we have to figure out how we're going to show up and help our clients who may be experiencing this heavy burden of other things that are going on. So to that, think about how you can set a healthy boundary for social media.

Now, when we look at self-care, I want to break down some untargeted types of self-care. Again, I mentioned earlier about the pedicure and manicure. The bubble baths. Binge watching TV. Mindless crawling on social media. And feeling guilty for taking a

break or practicing self-care. Again, the manicure and pedicure is great. You can totally do it. But if you're still feeling burned out, that is not good to be a form of targeted self-care. Bubble baths. That's hygiene. So is like me taking my car to the mechanic to get an oil change. I should, because that is maintenance.

Binge watching TV. That's a form of detaching. But we want to detach in a way that we transition from our workday to now going to something that is more meaningful, that is important to ask if there's nothing wrong with watching net sex or whatever you are straining -- streaming, but we don't want to get into the habit of binge watching.

Mindless scrolling through social media. The mindless scrolling through social media will cause our mind to wander. And it may again, give us too much of a lot of the racial and social injustices that are happening. It may cause us to compare ourselves to what we see on social media, what someone's else's day was like. So we have to be careful with mindless scrolling and where could take us.

And feeling guilty. As helpers, we have to get out of the mindset that all, my gosh. If I take a break -- break, the world is going to fall down or my client is not going to be able to breathe or live or exist.

Note, we are human. The therapist part is only one part of our life. But we should keep take care of ourselves especially given something that your sharing and saying to your clients and recommended that they do.

Now, some of your blocks could be the lack of time management. Many of us know that we have 8 hours that we have to set up our schedule, complete our task, but we don't manage that time well. And like Dr. Valerie says, a lot of our days are running together. So some of us have gotten into the habit where we are not managing our time as we have in the past. So when there is a lack of time management, we can fall into a targeted self-care pattern is a quick go to when they really want recharge and rejuvenate you.

Poor boundaries can also be a block as to how you may not be implementing targeted self-care.

Poor sub boundaries. Those are boundaries that you place with yourself and others are basically around others.

Poor flexibility. Flexibility could be attached to time or could just be around the fact that you maybe need to adapt to certain things that your agency may be implementing or doing. A lot of us are adjusting to change. So the more we resist, which you guys know, the more that it's going to be hard in order to for you to accept. Of the resistance kind of goes against the flow of going into accepting change.

So again, another block could be feeling guilty. I'm not going to practice any form of self-care and take that break. I'm going to do something that I think will target and we are back into our old habit of what I think self-care is or what it looks like in order for me to feel recharged.

So we are at our polling question number 2. And I will read it while Samson prepares it. What patterns and/or blockers are you currently experiencing? We have 5 choices. Is it the pedicure/manicure/bubble bath, the binge TV watching or mindless scrolling social media, feeling guilty for taking a break, lack of time management, or poor boundaries?

>> Thank you so much, Dr. Holly. You do see those five answer options on your screen. You definitely have the hang of voting about your 55% in. So just a quick reminder, if you have any questions for our presenters, they did make a little bit of time at the end for a brief Q&A. So that live Q&A will take place and we'll ask the questions in the order they have been received. Thank you for those of you have already sent in your questions. Please feel free to keep sending those in. We will give you about 5 more seconds to answer this poll. Perfect. Thanks, everyone. I'm going to go ahead and close this poll and show you the results.

Thank you, everybody's.

>> Thank you for being honest. So we have binge watching TV or mindless scrolling through social media as number 1. The lack of time management, number 2, and third is feeling guilty for taking a break. And poor boundaries and pedicure, manicure, are about neck and neck.

So that lets me know that you guys know that that is a normal way to maintain yourself and not necessarily falling into that self-care category.

But we also know what patterns you may have that may not be helpful to helping you recharge. So that is great. Thank you, guys, for sharing. I appreciate that.

So let's look at some examples of targeted self-care breaking down the PEMSS model.

So if you are in a relationship, or you have a partner or with someone, have regular sex. Orgasms are great. You guys know what they do for your endorphins. And if you are not in a relationship, you have yourself. There's nothing wrong with masturbation. But having regular sex is an excellent form of targeted self-care.

2, we talked about this earlier, but it's worth repeating, take time off. Unplug from social media and from work. If you are like me, you will put something on your calendar that alerts you to go pick up this or go to this Zoom meeting. Guess what? You can do the same thing when it comes to unplugging from social media. Set an alarm. Saying listen, I need to unplug. One thing I am doing for my children is for every three oh hours that

they are in long online learning, they have to do one hour away from the screen. No television, no cell phone, no computer. So for every three hours on, they have an hour off.

You may not give yourself an hour -- an hour, but 20 minutes is great. 15 minutes is great. But whatever you can give to allocate yourself, start to build in that time so you can take time off and consistently build a schedule where you are unplugging.

Third, eat healthy food and move your body. Again, it doesn't have to be where you are going to the gym. If you have a bike you can exercise. Maybe go outside for a nice brisk walk. Healthy food is very subjective, so I don't know what is considered healthy for you, but you do know. So you want to consider consuming those things because that does help.

Emotionally. If you are the sort of person that answered binge watching TV, again, there's nothing wrong with what TTD, but we do want to be careful of the binging at what we are watching. So my suggestion is, if you are a person who are burnt out emotionally, watch a funny movie. Something that cracks you all the way up and releases those feel-good hormones.

Find a new hobby. One of my hobbies is, as I created a podcast. It's just for fun. Nothing serious, but it allows me to release emotionally and makes me feel really good and I recharge.

Emotionally, go to a mirror and tell yourself you're amazing. Do it before you go to bed. Pat yourself on the back for just making it through another day with this pandemic.

And you can also engage in some type of social justice work. I'm not saying you have to go to Washington, DC because of everything that is happening there now. But there may be ways you can show up and support your community or an identified agency.

Mentally. You can paint, draw, sing, do some type of gardening. Right now is the winter time, so depending on what it is that you're doing, this may not be the season. The reason these activities are listed as they will take your mind away from focusing on what you are doing pics of your painting, even if it's just an apple or a bowl of fruit, you're going to concentrate on getting those lines right and nicking sure the color is there.

Same thing with drawing and gardening. It shifts the focus. Shifts your thoughts.

Some of you may be journaling, and if you don't have a therapist, I highly suggest getting won. And if you are in a position where you have been in a session, don't be afraid to ask somebody for help and at the same time be open to receiving help. As helpers, sometimes we have a hard time giving and reciprocating. We will give, but we have a hard time receiving the help that we are so willing to give others.

Another thing you can do is nothing. Just sinfully relax, no phone, no binge watching TV, but just relax, maybe listen to some of your favorite types of music. And you can read a book. Again, we want to be able to shift our mind and thoughts, and when we are in a book, that book can take us to another whole level, another whole space where we are not even thinking about what happened that day.

Spiritually, we talked about meditation, praying, we talk about self compassion. But we also want to talk about forgiveness. And forgiveness doesn't have to be necessarily something that is very deep or something that may be traumatic, but it can simply be forgiving yourself or something that you beat yourself up over for nothing. The negative self talk.

Watch the sunset or the sunrise. Sometimes I like to sit out in my back yard and I will watch the sunset. It's if you'd beautiful thing.

Spiritually we talk about engaging with others. So you can find a way to volunteer. That doesn't mean you have to go out and be amongst people, can be donating a bag of close to goodwill or giving away canned goods or foods to the homeless are doing something like that.

And most of all, spend time in nature. Again, to my walks. I love them for you and maybe your one, or going out to your local park or lake and do bird watching, or just watching the people. But just spending some time in nature can also be a way to help ground yourself.

Socially. If you are able to take a vacation, and if you're not, there's nothing wrong with a staycation. The point is you're just able to get away from work and your day-to-day duties and tasks I necessarily don't cook, but for those of you who do enjoy cooking, cook with your family. If you're able to invite a friend or two over, cook a dish that you have learned how to cook since the pandemic. But most important, start taking a lunch break. You have to build in a lunch break. Because if you are in a physical building and at some point you would find time to stop and maybe eat a sandwich quick, but now that we are at home, you can put it in your phone, set your duration for this 30 minute lunch break or an hour, so you have that break built in, into your day.

If you are able to, take a class. Come to webinars and trainings and workshops like this one here. And you could create more friendships that you may not have had before. By maybe joining a support group or Facebook or other apps. LinkedIn has some amazing groups.

But you can foster new friendships to help with the social isolation if that's the area that you need to practice self-care.

And if you have family or friends close by and you are able to spend time with them, that's great. At the same time, if you're finding that they may be too demanding, you can learn to say no. No is a word and it's a healthy word. And we want to be able to tell our friends and family, no, I will be able to do that, however you want to say no, whether it's hard or soft, but we want to be able to say no and feel okay with doing that.

>> So now we have learned what targeted self-care is. You have learned what the PEMSS model is. Let's talk about how you're going to incorporate all of this new knowledge that you now have gained in this session. So we are going to look at it in seven different areas about how you can incorporate the targeted self-care ideology that we presented.

First we're going to look at how you can do it through setting self boundaries. Then how you can do it through setting a daily routine, and you will see in one of the handouts that we have for you today is a my daily self-care schedule which you can use to help you figure out, complete and set up, but that's going to look like for you. We are going to talk about what your turnoff and shutting down process is on a regular basis.

And then talk about how you can create some of those positive experiences as Dr. Holly was just talking about, socially, spiritually, what can you do to create positive experiences for yourself.

Then we will talk about how you can be cautious. You should be cautious under these uncertain times we are living in, but not fearful. So we want you to be cautious and not fearful in terms of going through life.

And finally, as we work with our clients, is how do you sit with some of the uncertainties that we are all going through right now. There is not a whole lot you are going to be able to change.

So the big question is, why do you even need to do this? Our clients ask us the same questions all the time. Why do we need to worry about self-care.

Especially for us as givers, since helping in the profession, the meaning of self boundaries is crucial. We spend most of our professional working time giving of ourselves to others. There is no product that is tangible and it comes to the work we do with our clients. The work that we do is in a space that can't be quantified. But it takes a lot of emotional energy from us.

And for most of us, you have family, friends, et cetera, no you are a great listening helping person and they also want to take your time.

So you need to set boundaries. Why do you need to do this? Three reasons. 1, you learn how to monitor your own behavior and create healthy structure for your own life so

that it runs smoother overall. We all are creatures of habit. Human beings are creatures of habit. So having structure is actually something that we really positively respond to.

Two, when you're setting self boundaries for yourself you are identifying what's good for you and what isn't. As Dr. Holly just mentioned, saying no is not a bad thing, we are just uncomfortable with it and it's often attached to a lot of guilt for us. But when you say no, setting boundaries and figuring out what is good for you, you are also minimizing your stress because you know what lane you're in and you don't have to worry about trying to figure that out on the spot.

And the third reason why you need to set boundaries is because that self boundary setting process reinforces your own self-love and your own self-respect from the aspect of the PEMSS model. So the physical, emotional, social levels, if you have self boundaries, again, as Dr. Holly alluded to, being able to say no, when you know your experiencing signs and symptoms of burnout is one of those legs of loving yourself when you really don't have the energy to give, be honest with yourself. Be honest with the folks that are asking for your time and be able to tell them no. No doesn't mean you'll never do it, it just means I can't do it right now.

So let's go into some examples.

One of the ways you can do this is sticking to your schedule. As Dr. Holly alluded to, some of us working from home at this point, and so it's very easy to start your day at 8:00, 9:00 in the morning, and you haven't taken a lunch break, and before you know it, it's 6:00, and you have worked straight through. So stick to your schedule. Whatever your normal work time have been when you are in the office, stick to that schedule. However you need to do it, stick to it.

And this is one for me, I am always challenged with this one, but I try to do it, doing nothing to before or after sessions. Enough for most of us, I'm there with you, I completely understand. However the question that this one becomes, if you don't do them in the day, whether before, and of day, however that looks, even though you may have put them off to the side, how many others have been sitting on the couch bingeing on networks or what you do at the end of the day, but the notes that you haven't written are still sitting in the back of your head because you know you got to get them done.

So plan for that. If you normally work 9:00 to 5:00, and you know you're going to have another hour with notes to do, try to incorporate a time for you and at 4:00 or 4:30 and you give yourself an hour, 5 minutes to get your notes done.

And the third example of this would be deciding to not be around people who are hurtful or stressful to you.

If you know that your neighbor, your friend, even your family member for that matter, is someone that was hurtful and stressful to you, giving yourself a boundary of I don't want or need to be around you, it's not a bad thing. It's actually very healthy. And it's something I'm sure we have told our clients when we talk about other relationships in their lives, people that might be toxic for them. So someone who is hurtful or stresses you out, you owe it to yourself to love yourself and say I'm not going to do that.

So you have three examples. I think we can think of more, but we have three examples of what self boundaries look like.

Next, let's talk about daily routine. So that's the beginning of the LISS of this targeted self-care. So create a daily/weekly schedule. Again, we have a handout that you can use however you see fit in terms of helping you to develop a schedule for yourself. And this doesn't need to be something that is rigid and set in stone that it doesn't have flexibility, to make sure people understand that. It's a daily or weekly schedule whether it's in your phone or pen and paper, some people like to use that, but if you want to use your iPhone or whatever, set a daily schedule. Create that for yourself.

And that delivered weekly schedule create a calendar of activities that allows you to connect with someone in some way. We need socialization period need interaction with others. So even if it has to be a Zoom, even if it can't be face-to-face or if you can do face-to-face and social distance and all those things, create the calendar of events and activities that allow you to have connection with others.

The other part of that is a sleeping and eating schedule. I don't know about you, but out for myself especially at the beginning of this pandemic, I was sleeping and eating crazy, which is why I got the COVID-19, and I got to lose now. However, making sure that you can get back on a good quality sleeping and eating schedule is going to affect you physically and mentally. As Dr. Holly said it doesn't matter whether it five or it could hours, make sure you're getting on a regular basis.

Nutrition again, equally important. Because food is your buddy's fuel. So if you want to have the ability to get up and do things, you got to feed your body. You got defeated what it needs. Whatever is healthy with for you is what you need to be eating. Ideally, I can't say having a cheesesteak or fries or something in between, but try to fill your body up with healthy food so you get the right kind of fuel that you need to get through your days.

And before you get out of bed, so this is before you pull the covers off, once the alarm clock has gone off, take a couple of minutes just to think about anything that you like to achieve in this day. This is about walking through your day with intention. You want to get up, put your feet on the floor, and have a general idea of what you want to get done.

Maybe it's a cleaning task. Maybe something enjoyable, like you want to start reading that book that has been sitting on your nightstand. But be intentional about what you want to try to get done that day.

And creating your calendar and the weekly schedule, incorporate breaks. We've got to have time to have breaks. So if you are doing three hours of work, take an hour or half an hour of lunch, do another three hours of work to another break. You need to have breaks. We are in our offices, most of us would be getting up, going to the water machine, get your lunch, or talking to your coworkers. Working from home, we don't have that. So you how to incorporate and plan for it. So plan to take your breaks, whether it's 10 minutes, an hour, but put them in the daily/weekly schedule as part of that calendar of events and activities to take care of yourself. It is truly, truly important.

So the next part of this is turning off. And this is different from the shutting down which will see after this, but most of us are working from home, and we generally find ourselves working a little bit more. Be intentional about turning off your phone and the work laptop and all of that stuff, at whatever set time that your ending, turned all off. Make sure that it is in another room and you get to walk away from it so that there begins to have a separation and a shift from work you to personal you. That way, your physical body and your mind knows we are turning off work for the day.

Set boundaries with your employer. And if your employer happens to be you like it is for me and Dr. Holly, even with us, and I'm a pretty hard employer, you got to be able to stand up for yourself and make sure you're not overworking yourself. Whatever you don't get finished today, you can always add to your to do list tomorrow. It will be there tomorrow.

So set boundaries. Again, it's not just about you, it's also about your employer knowing you respect yourself. You love yourself. You are practicing your targeted self-care so that you can bring your best self to the job when it is time for you to check back in.

Shutting down. This is the end of your day. This is, you got the kids to bed, you've done your notes, you have a little time in front of the TV, you've taken your walk, and you are ready to go to bed. Before you get into bed, take a couple minutes just like you started at the end of the dates with a couple of moments to focus where you wanted to go with your day, now it's time to release and let go of the day.

So at this point it's time to do some deep breathing. It's time to think about moments in your life for you have been really relaxed, maybe the last vacation you took and you are able to lie on the beach and not think about anything, get yourself in a space feeling relaxed and calm and positive before you go to bed.

If you don't have any of those pleasant thoughts read at the moment, you can use music, burn candles, use a diffuser, anything that helps those senses to start to just release at the end of the day before you go to bed. So that by the time you get into bed, you are feeling much better and much more calm about letting go of this day and being able to get a good night's sleep whether it's five or 8 hours or whatever it is for you, you eat -- will sleep more helpfully if you do this.

And the last one, I know is a big issue for everybody, but no electronics. For all those focus areas my cell phone for my alarm clock in the morning. You know what, you can go to the dollar store, Walmart, Target and get an alarm clock and do that. And that way you can turn your phone off.

But you need that time with no electronics. You don't need to hear the trip they got a notification at the middle of the night. You don't need to get up in the middle of the night and go to the bathroom and check your phone. Turn the electronics off, and if you can keep them outside of the bedroom, that would be great.

Give yourself the opportunity to completely shut down and get the restorative sleep that we all need in order to get up and go back out and be helpers one more day.

And so with that, I'm going to throw it back over to Dr. Holly.

>> Thank you, Dr. Valerie. I appreciate that. So we want to be in a space where we create positive experiences. The pandemic has definitely put a dark cloud over much of our existence, but there are still positive experiences to be had. There is still life to be lived. And one thing I like to do is schedule face time with friends that are local, friends that live in others dates and family members that live in other states.

And so when we do this, when we are together, we are able to instantly loose each other. Laughing and joking and talking about things that make us both feel good because we can kind of connect.

Which leads me to my next point. If it's not a comedy show or something that you can watch and make you laugh, set aside time to laugh and catch up with your friends. And when you're having these conversations and catching up, my suggestion is to avoid talking about the pandemic as much as you can. We are all going through it. We know that the information changes day to day. Some of us have lost loved ones, so you can offer your condolences, but we want our positive experiences to be something that again recharges us. Because we are already burned out from such a heavy day and going through pandemic. So try not to talk about the pandemic.

Again, you want to find a way to use her body to do things to decrease her stress hormones. So I mentioned earlier, it could be sex. It could be some form of exercise. It could be yoga. It could be whatever it is that will decrease your stress hormones.

We want to be cautious, but we don't want to live in fear. So we want to wear our mask. We want to continue wash our hands. We want to continue to practice social distancing and whatever other cautious actions that you are doing.

We want to be mindful or practice mindfulness by living our day to day in the present. We don't know what tomorrow holds, but if we stay right here in the moment, then we could avoid like, this will last forever. The panic hit upon us very hard, and one day we are going to wake up in the past this thing and move beyond it. But we have to live and take this day to day, one day at a time.

Again, avoid overconsumption of news coverage whether dealing with the pandemic, the social injustices, the racial violence, whether it's consuming the news or social media, that can take a toll on your psyche. If you consume it at a very high rate. So be mindful of that. That can put you in a fear mind state.

And if you are finding that you need therapy, don't be afraid. As you already know, seek out a therapist. We are all continuing to adjust to COVID. Nobody has done covered before. So you're definitely not alone and I think as a nation, as family, as friends, we will definitely get through this.

You also want to be able to sit with it. We often identify or can at least identify when our clients are like, they are rushing to get through something that is making them very uncomfortable. And they just don't like feeling those feelings or emotions. But as one therapist to another, I'm encouraging you to allow yourself to sit with those emotions. It's okay to be angry, disappointed, anxious, irritated, depressed. I know I went through a whole cycle, and it was just really a response to our current situation. So it's okay that you, too, as a therapist experience all of these emotions. Again, you're human first. And I like to say therapist last. Because there are plenty of things you are before we get to your being a therapist.

Allow your body to feel alive. Allow your mind to feel alive. Allow your spirit to feel alive. Allow your emotions to feel alive by really checking in to identify how you are feeling.

And be honest. A few quick up tomorrow and you don't -- to do, call out. I know some may say I can't afford to call out. But if you feel emotionally and physically sick, can you continue to show up in a way that is not helpful to your clients? So when we see this, doesn't have to be -- it can be tied to those other things that does require us to really sit back and recharge. And if any of this is showing up heavy in your body in your heart, your mind, identify what that is. Again, we are looking at targeted self-care. We want to

be able to know where it is so we can consume that. We can treat that. Again, go to the doctor. If the doctor has done a full examination and they know exactly where to troubleshoot, so that you feel better or that you are cured, they are going to go for that thing. So it has to be the same process therapist. When we are doing self-care, let's look at what needs to be targeted in order for us to again, rejuvenate and recharge.

We talked a lot about this presentation, but I think to sum it up, the main two key takeaways would be check in with yourself and literally ask questions to assess for specific areas where you are feeling burned out and implement self-care based on that. Not what it is you think you need, a carrot cake in a pint of ice cream, and what something on Netflix, that may not necessarily be what you need. You may need to sleep and not go to work tomorrow. Just literally decompress.

We tend to implement self-care in areas that don't recharge or rejuvenate ourselves. And that was an example of that. So if nothing else, just know that the PEMSS model is an approach that has five different areas. They specifically ask you to stop and assess where you really need to be recharged. That doesn't have to be one area, can be all five, three out of the five-year but we want to implement self-care in a way that recharges and rejuvenates.

Untargeted self-care can impact your relationships, your business, and your overall health. And setting boundaries with yourself and others is definitely key.

With that being said, that concludes our presentation. You can please stay in touch or follow us. We are both on LinkedIn. Here are our e-mails and our websites.

>> Dr. Holly, thank you so much and Dr. Valerie thank you so much. Everyone, you see their contact information here. Thank you for this incredible presentation. Great binders and takeaways. I have a page full of notes here for myself. We will get to the questions.

Summary said the word, workaholic in their questions coming up and it hit me that I do think I have heard that word in years. Maybe that means either I have gotten too much into that myself or our culture or system or talk of care has gotten too much into it, so we dismiss the mark in the notion that could possibly exist. And someone asked a great question about it. So I will go to the questions.

The first question is from Rosemary from Michigan. She asks Dr. Holly if you could speak more to self boundaries that you mentioned earlier. What do good self boundaries look like?

>> So good self boundaries look like I think Dr. Valerie talked about this, too, where you are saying no, this is my limit. That could be with food. That could be with hanging out with someone, it can be whatever it is that you want to apply it to. But you have to know

what is good for you and what your limit is. And sometimes we say yes when we shouldn't say yes. We will take a phone call from somebody who we know are mentally draining or negative, but we do it anyway.

As helpers, I think we are always in the mindset of saying yes, yes, yes. So self boundaries are you saying no. I'm not going to allow myself to go into that think or no, I'm not going to take on that, whatever that is. Because we can set boundaries on external things like people say things that we don't know what they said.

>> The next question comes from Donna from Boston. Donna asks when you say be cautious, not fearful, what are some concrete suggestions for that for ourselves as clinicians and also for our clients?

>> Well, being cautious and not fearful means being able to understand what the risks are. Around the vaccine there are lots of arguments about whether or not you should take the vaccine, we want you to be able to be cautious, rational, looking at the real risks of what it is you are thinking about doing. And still be able to walk through life and not be fearful. There is still joy even in a pandemic person being able to find out that through socializing with friends, whether it's a Zoom, or finding some ways to be able to socially visit with folks, there is still joy. And so you got to be able to walk through that, find it, reach for it, even in the midst of being cautious and taking care of yourself in these times we find ourselves in.

>> You want to be cautious again, practicing the proper protocols so you don't get or spread COVID. But at the same time, you want to be in a space where you can live life within the confines of being in a pandemic. You should not allow fear to stop you from living a life.

>> Well said. Toby asks and shares, I'm having a difficult time with motivating myself to engage in self-care. Concentration is really challenging, too. How can I find COVID acceptable social groups?

>> COVID acceptable --

>> Social groups.

>> Toby, could you give a little bit more in terms of what you mean COVID acceptable groups? Do you think don't mean for you can interact with people socially distanced or online COVID support type groups?

>> Right. I'm unclear on that as well.

>> The audience is asking about virtual.

>> There are lots of resources on Facebook and online support group they can use, you can truly go into Google and type support groups and you will find a dozen of them in various places. But I don't know of the top of my head is there any that have been specifically set up to address what is going on with COVID. But at this point, I know, is Dr. Holly said, between LinkedIn, Facebook, and other platforms there are lots of social support groups where you can go online and be able to sign up, join in, and have some other folks that you wouldn't be able to talk to, virtually whenever you think you need some extra support.

>> That's great. Toby did reply. He said both. And I know my family toward the 2nd half of last year when we realize we are all going to be home, we started doing game night every Thursday night. And it's one of our cousins who was in grad school and he couldn't leave because is part of a research project. So they did game night and he found this digital game that we could all participate in. It was hilarious. It was fun. We missed a few Thursdays here and there because people couldn't get together, but for the most part it works. And I know a client that I worked with also told me they watched the national chairmanship game together with a bunch of friends on Zoom. So you could see each other's reaction on Zoom. While you are reacting to the game.

>> Can I speak to his motivation piece because he talked about not feeling motivated. I would say going back to the self compassion. You may not necessarily be motivated today. You may not necessarily be motivated two days from now. But that's okay. Allowing yourself to sit with the, I'm not motivated, right? There are times when we really try to push through when there are times when we shouldn't push through.

And I think because of the way we are as a society, that's been the antidote of how to do it. I would say right now, the motivation will flat line, it will go up, it will go down. But whatever that looks like, just stay with it. Again, that's being present.

And allow yourself to just not be motivated. It's totally okay.

And I think going to the support groups, you will definitely find a way to raise your motivation. But you don't always have to troubleshoot any motion that is on the positive side, that you're feeling right there in the moment.

>> Etiquette also about us being able to especially as helpers, be able to normalize when we don't have it together. Just acknowledging that, sitting in it. Sometimes you just don't have the energy. As you just said, there's nothing wrong with acknowledging that. I don't have motivation. I should work out today, but I just don't feel like it today. Tomorrow is another day to give it a shot. Every day gives you a new opportunity to try again, to find motivation, to figure out ways to get yourself up and going. It's an ongoing struggle and as helpers, I think because we are getting so much ourselves, it's harder to think about how I then turn internally and motivate myself. As Dr. Holly said, it is not

unusual to have a lack of motivation. It's a normal emotional response to stress and the duration of the stress that we have all been under. There is a lot of reason to not have motivation right now. The patient and kind and forgive yourself for having a day or two that you just don't have it to give.

>> We are getting a lot of competence by the way, lots of love. I will try to send us your way. Debbie said the best presentation I have seen on self-care. I can't wait to rewatch it.

>> Well, thank you.

>> Another, that made me a little sad, but I realize the need, thank you for an awesome, candid, and helpful presentation. I recommend to have this done again to see if the poll questions are different. I am a CPRS and wish we could have a support group related to this webinar on this topic. It would really help for the service who feel isolated. We see some real honesty also, from the audience. Thank you for sharing that.

>> NAADAC does have a LinkedIn group, and I am active in the LinkedIn group. But for those of you who are really reaching out and define the different groups that you're in may not be supportive of what you're looking for, Dr. Valerie and I have e-mails here. You can always reach out to us. You can always reach out for that additional support.

If we get enough support, could probably start a free group or a private platform. So that people can really come in and dented support because right now again, we don't know how long we are going to be in this, on top of everything that is going on politically. So it can be very heavy right now. So again, if we get enough interest, it's something that we can definitely look into. But please feel free to reach out. I am always accessible.

>> Myself as well. As first responders, we not busy doctors and nurses in the emergency rooms at hospitals, we are still first responders because we are taking on all the ants, the panic, the worry, of all those first responders that are taught calling us, talking to us, patients we are seeing on virtual platforms. Again, we are getting out of ourselves all the time. So it resonates with me, the lack of a space for us to be able to have that platform to go in and say I need help. I'm struggling. I need support. And to have that he received from folks of like mind. So I agree with Dr. Holly, we can get enough interest, we will do our part in setting up some sort of support group. Otherwise, individually, wearable here. By all means, reach out. We are here.

>> Yet. We are the silent essential workers, but we are here.

>> Absolutely.

>> I have another question here. Stephanie from Austin, Texas, asked can you please provide information on books and resources written that you recommend?

>> Books and resources around self-care?

>> Yes. Around this topic.

>> You can start, Valerie.

>> I was thinking myself, to about what I will recommend off the top of my head. This may be something that we get back to you on, Samson. I'm not sure what I would recommend for those of us are in the profession. I can think of some self-care sources that we would see for people who are potential clients, but I can't take of anything that is a lot more specific in terms of this population. So if we can get look get back to you and give you some books that we can collectively come up with, it if we can get more targeted and more specific, Debbie okay?

>> We have a Q&A sheet and you can type it out on that and it will be on the same website that we will use -- we used to register for the seminar.

>> Because self-care is so personalized, I, myself, have not actually bought a book on self-care because there different activities that I do that help me again, regenerate and recharge. So if it's an -- a journal, if I am just thinking about the craziness that happened during the day, if I have a book that boosts my mood, these are all part of my self-care regimen. But I have not necessarily identified a book, unless at the workbook, where again, you can read and dive deeper into the self-care on its own.

>> I'm going to try to squeeze in one more. This is a heavy topic. So from Linda, I'm experiencing burnout from systemic racism, causing me to want to just leave the practice. What would either of your suggestions be to combat this?

>> That was heavy.

>> You give us only 2 minutes, Samson? Come on. What I would say, I presume she's a woman of color and you know some of the issues that Dr. Holly and I do as will be in women of color in this profession, I think dealing with systemic racism and having the thoughts about wanting to walk away from this because it is so hard, I would say remind yourself potentially of what were some of the reasons that led you to get into this. Again, most of us are in the helping profession, so we have some desire to help people.

And I would say keep the focus at the mindful level with your clients. And if you're seeing the results in a positive impact that you are having with them, let that be a reason for why you get up and keep doing this.

As people of color, we need representation in this field and we need to know that there are folks out here that we can come to when we are in need.

Along with that as we talked about today, make sure you're taking the self-care time that you need in order to rejuvenate yourself and replenish her own supplies. Because if you're going to be helping other people with systemic racism, you have to have the outlet for yourself. So this is a truly important program for you in terms of taking some of our tips about targeted self-care and learning how to apply it to yourself so you can go back and give that energy to the client that you work with. But it's an ongoing process. Dr. Holly and I talk about it on a regular basis and I would try to manage it and get through it and cope with it in a positive way.

>> I would particularly -- I critically work with black women and microaggressions in the workplace. So we record down to what can you do those actually practical. Sort this is happening in the workplace, I suggest that you address it with your supervisor if they are not the one who was doing the microaggression. So you need to have some type of paper trail so if it goes to litigation or you find yourself leading again, you have the documentation in place. If you don't have it there, I would suggest getting it there so you are able to mentally and emotionally process what is going on. Because what happens is you're going to need to build and have some support systems to be able to continue to stay and to therapy or whatever it is you do in this job.

So do you want to be able to have your support that keep you mentally, emotionally, spiritually grounded, but at the same time want to be able to build this paper trail and have these conversations for what you are experiencing so people are put on notice.

>> That is the perfect end. Not just counselors need counselors, but counselors deserve counselors. They deserve the same health that we are offering to others. Thank you so much. This was like medicine to start the year off with this webinar. Dr. Holly, Dr. Valerie, thank you for your time, your expertise, your leadership.

Everyone else, in case you forgot, every NAADAC webinar has its own webpage. It houses everything you need to know about that particular webinar. Immediately following the light event, you'll find the online CE quiz link on the exact same website used to register for this webinar. That means everything you need to know all the posted on that website at the top of the screen.

And here is the schedule for our upcoming webinars. Please attend if you can. There are some interesting topics of great presenters like today. Our next free biweekly NAADAC winner is on generate 27, 2021, 3:00 p.m. with Dr. Kevin McAuley and our two specialty online training series both launch later this month. So make sure to bookmark the website if you haven't already.

Our first specialty online training series ironically, is on wellness and recovery in the addiction profession. It's a six part specialty online training series with exclusive content introducing techniques and strategies that are specific to implementing wellness into

your counseling treatment and recovery program. And of course for yourself as a professional, make sure to save the website URL at the bottom of this slide. It is also on the printout that you have for your pre-PDF slides. You can learn more about this program by e-mailing ce.naadac.org, make sure to bookmark January 20 as the first session in that specialty series.

Our next specialty online training series starts at the end of this month on generate 29, 2021. You can learn from NAADAC's current president, Dr. Anita Johnson, on ethics and practice. And we will close out with joining NAADAC's webinar series. Over 300 CE clerk of free educational webinars are available and free for NAADAC members. Magazine CEs and more. Visit the website to learn more. A short survey will pop up at the end. I just wanted to join in thank you for starting your you're with us. After Holly and Dr. Valerie, thank you for being with us. Have a good day, everyone.

>> Thank you.