Audio Access

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You will hear music until we begin.

Your microphone will be muted.

The webinar will begin soon. While you wait, please share in the Chat box:

How far along are you in your VISTA service year?

Avoiding Burnout During Service

VISTA Volunteers to Serve to America

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Corporation for National & Community Service

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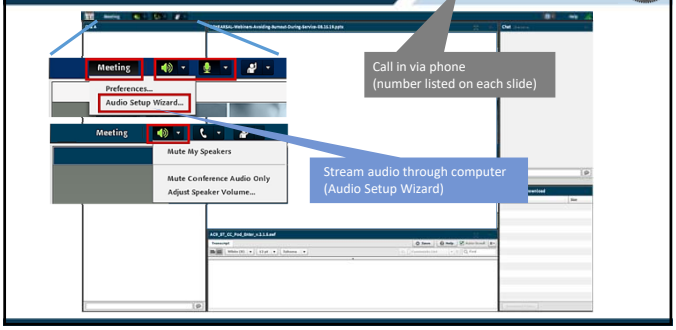

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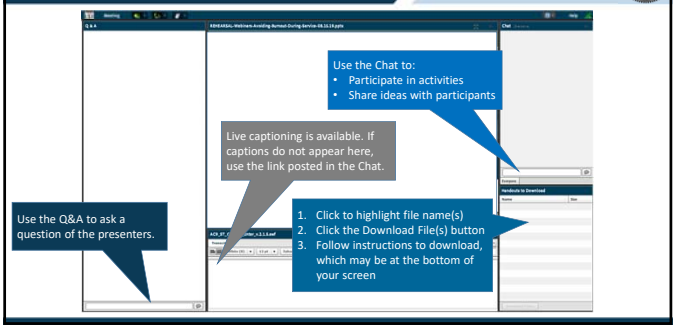

Avoiding Burnout During Service

VISTA

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Today's Speakers

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Khadija Carr

AmeriCorps VISTA
Training Specialist
VISTA Alum 2015-2016

Chris Hawkes

AmeriCorps VISTA
Training Specialist

Today's Agenda

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- Identifying symptoms of burnout
- Developing coping skills
- Addressing burnout during service

Chat Question

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How would you describe burnout?

Definition of Burnout

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"**Chronic** events in which environmental demands, internal demands, or both **exceed** the adaptive resources of an individual".

Richard Lazarus, Psychologist

Symptoms of Burnout

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- Physical, emotional, and mental exhaustion
- Believing your work doesn't have meaning
- Having low energy and little interest at work
- Persistent negative, critical, or cynical attitude
- Pervasive internal discontent with ourselves and with others

Burnout versus Stress

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Stress	Burnout
Short term	Long term
Situational	Chronic/ongoing
Individual engaged	Going through the motions
Tired but inspired	Exhausted/disillusioned

Causes of Burnout

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- Frail personal boundaries
- Financial insecurity
- Chronic personal struggles
- Life changes: New beginnings, losses, and challenges

Poll Question

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How strong are your boundaries?

Please answer using the poll feature.

Self-Reflection

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- Are you at risk for burnout in your VISTA role?
- What are some of the current or potential causes?
- What are your ongoing common stressors?
- Do your coping strategies work for you?

Burnout Survey: Mind Tools

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Checking Yourself for Burnout

Instructions

For each question, click the radio button in the column that most applies. Then click the 'Calculate My Total' button to add up your score and check your result using the scoring table underneath.

15 Statements to Answer	Not at All	Rarely	Sometimes	Often	Very Often
1 I feel run down and drained of physical or emotional energy.					
2 I have negative thoughts about my job.					

Stress and Burnout

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How well do you manage and cope with your stressors?

Self-Awareness Stress Survey

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- Rate how accurate the following statements are for you on a scale of 1 (not accurate) to 10 (very accurate):

__5__ I need to improve my conflict resolution skills

__7__ Multi-tasking is a challenge for me

__3__ I need to improve my conflict resolution skills

__5__ Multi-tasking is a challenge for me

Prevention

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- Focus on Long Term Coping Strategies!
  - Self-Awareness
  - Self Care

Increase Your Self-Awareness

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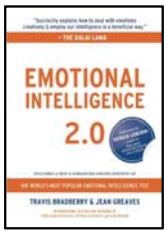
- Increase your emotional intelligence
- Reframe the situation
- Work with purpose
- Time management



Develop Self Care Habits

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- Set good boundaries
- Embrace your total self: Strengths and vulnerabilities
- Exercise and play regularly!
- Know what relaxes you

VISTA Leader Perspective

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Brittany Madison
VISTA Member Support Specialist
VISTA Leader Alum, 2017-2018
AmeriCorps State and National Alum, 2009-2010

VISTA Leader Perspective

Dial: 866-609-4997

- Remember your "WHY"
- Make and take time for yourself
- Connect with other volunteers

Managing Stressors

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Recommendations to manage some of the chief stressors for VISTAs

Poll Question

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What has been the biggest stressor so far during your VISTA service?

Please answer using the poll feature.

Unclear Project Goals or VAD

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- Review the original project application.
- Revisit the Road Map notes on "*what to ask your supervisor.*"
- Use your VAD as the focal point of all your supervisory meetings.
- Identify all your non-VAD work.

What other recommendations do you have for this challenge?

Lack of Supervisor Support

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- Request fixed meeting times
  - Be clear about what you need
- Find other ways to connect
  - Skype or FaceTime
  - Off-site meetings
- Build additional support
  - Connect with other VISTAs or a VISTA leader

What other recommendations do you have for this challenge?

Managing Your Budget

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- Create a realistic budget and stick to it.
- Inform your supervisor of any special financial challenges you may be facing.
- Team up with other VISTAs to share costs.
- Consider part-time employment.

What other recommendations do you have for this challenge?

Next Steps

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✓Identify your risk for burnout:
- Mindtools Burnout Survey

✓Identify your chronic stressors:
- Self-Awareness Stress Survey

✓Increase your long term coping skills

Webinar Evaluation

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- How can we improve this session?
- Please take a few moments to complete a brief webinar evaluation form.
- Find the survey link by the Chat panel on your screen.
- Thank you for your feedback!

1) Highlight or select

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What questions do you have?

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To ask a question, please use the Q&A feature below the slides.

Thank you for your service!

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Volunteers In Service To America

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