Let's Move From Surviving to Thriving

Refresh & Reboot with
Mental Fitness Practices

Check-In Code: 9CA5





Resources

Joyce Marter



Mental Health Continuum

In Crisis	Struggling	Surviving	Thriving	Excelling
Very anxious Very low mood Absenteeism Exhausted Very poor sleep Weight loss	Anxious Depressed Tired Poor performance Poor sleep Poor appetite	Worried Nervous Irritable Sad Trouble Sleeping Distracted Withdrawn	Positive Calm Performing Sleeping Well Eating normally Normal social activity	Cheerful Joyful Energetic High performance Flow Fully realizing potential

External Stressors

- Collective Trauma
- Economic uncertainty
- Political divide and unrest globally
- Challenges managing uncertainty& change (AI)
- Personal challenges/life events
- Balancing dependent care



The Invisible Load

- Student crises/secondary trauma
- Emotional labor/compassion fatigue
- Heavy caseloads & documentation
- Competing student, family & school needs
- Limited resources & systemic challenges
- Threats of school violence



Honor Your Stress Symptoms

- Physical
- Emotional
- Cognitive
- Relational
- Financial



Stress vs Burnout

- **Stress:** the body's physical & psychological response to anything perceived as overwhelming

- **Burnout:** a state of emotional & physical exhaustion caused by excessive & prolonged stress



Symptoms of Burnout

Feelings of:

- Powerlessness
- Hopelessness
- Detachment
- Isolation
- Irritability
- Frustration
- Failure
- Despair
- Cynicism
- Anger
- Depression
- Angst
- Boredom
- Exhaustion

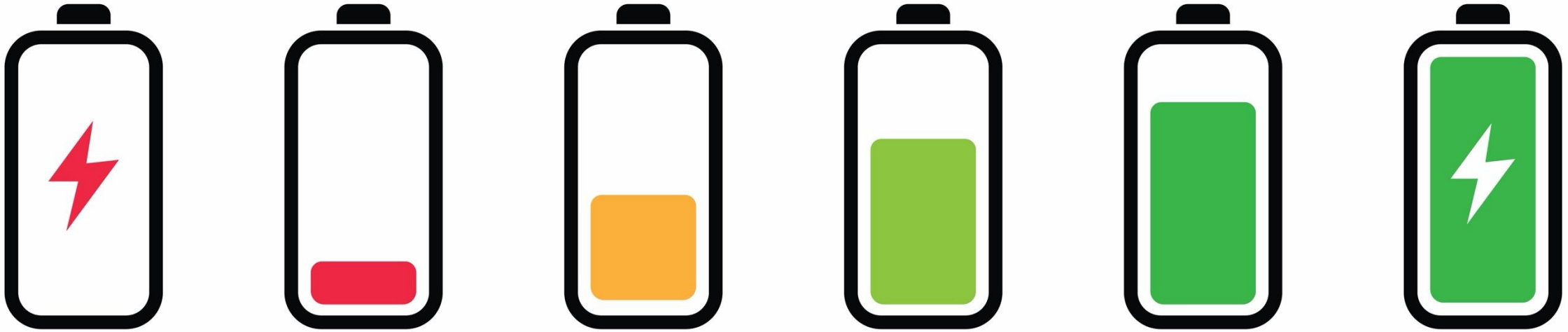
Decrease in:

- Self-esteem
- Concentration
- Memory
- Motivation
- Effort
- Investment
- Productivity

Increase in:

- Errors
- Absenteeism
- Physical complaints
- Sleep disruption
- Conflict
- Illness
- Outbursts

Battery Check



Acceptance

If you don't like something, change it. If you can't change it, change your attitude.

Maya Angelou



Control What You Can, Surrender the Rest

What you can control:

- Your own thoughts
- Your own emotions
- Your own behaviors
- Your own choices

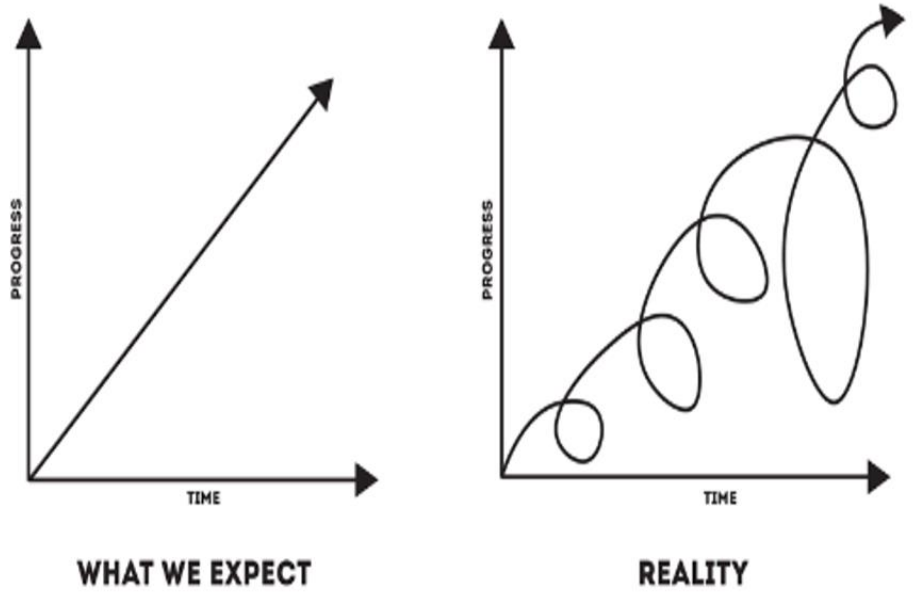
What you can't control:

- Other people's thoughts
- Other people's emotions
- Other people's behaviors
- Other people's choices
- Outcomes

Adopt a Growth Mindset

"Life will give you whatever experience is most helpful for the evolution of your consciousness."

- Eckhart Tolle



Cultivate Presence

"Be as least as interested in what goes on inside you as what happens outside. If you get the inside right, the outside will fall into place."

- Eckhart Tolle, The Power of Now





Practice Mindfulness

- Moment-by-moment awareness of our thoughts, feelings, bodily sensations, and surrounding environment
- Noticing our thoughts and feelings without judging them
- Allows us to respond, rather than react

Benefits of Mindfulness

- Enhances relationships
- Improves job performance
- Reduces chronic pain
- Increases focus and attention, and improves decision-making skills
- Improves creativity, memory, and cognitive flexibility
- Improves mood and overall quality of life
- Boosts immune system

Source: Glomb, T. M, Duffy, M. K, Bono, J. E., & Yang, T. (2012). Mindfulness at work. Research in Personnel and Human Resource Management, 30, 115-157.

Int J Yoga. 2015 Jul-Dec; 8(2): 128–133. Effectiveness of mindfulness meditation on pain and quality of life of patients with chronic low back pain

More Benefits of Mindfulness

- Decreases anxiety, stress, depression, tiredness, and irritability
- Increases emotional intelligence
- Encourages healthier eating habits
- Improves heart and circulatory health
- Aids in recovery from substance use
- Improves sleep
- Increases financial well-being

Source: Glomb, T. M, Duffy, M. K, Bono, J. E., & Yang, T. (2012). Mindfulness at work. Research in Personnel and Human Resource Management, 30, 115-157.

Int J Yoga. 2015 Jul-Dec; 8(2): 128–133. Effectiveness of mindfulness meditation on pain and quality of life of patients with chronic low back pain

Strategies to Increase Mindfulness

- Progressive muscle relaxation
- Unplugging from technology
- Listening & using your senses
- Mindful eating & spending
- Yoga
- Breathing
- Body scan
- Positive mantra
- Connection to nature
- Meditation
- Morning routine



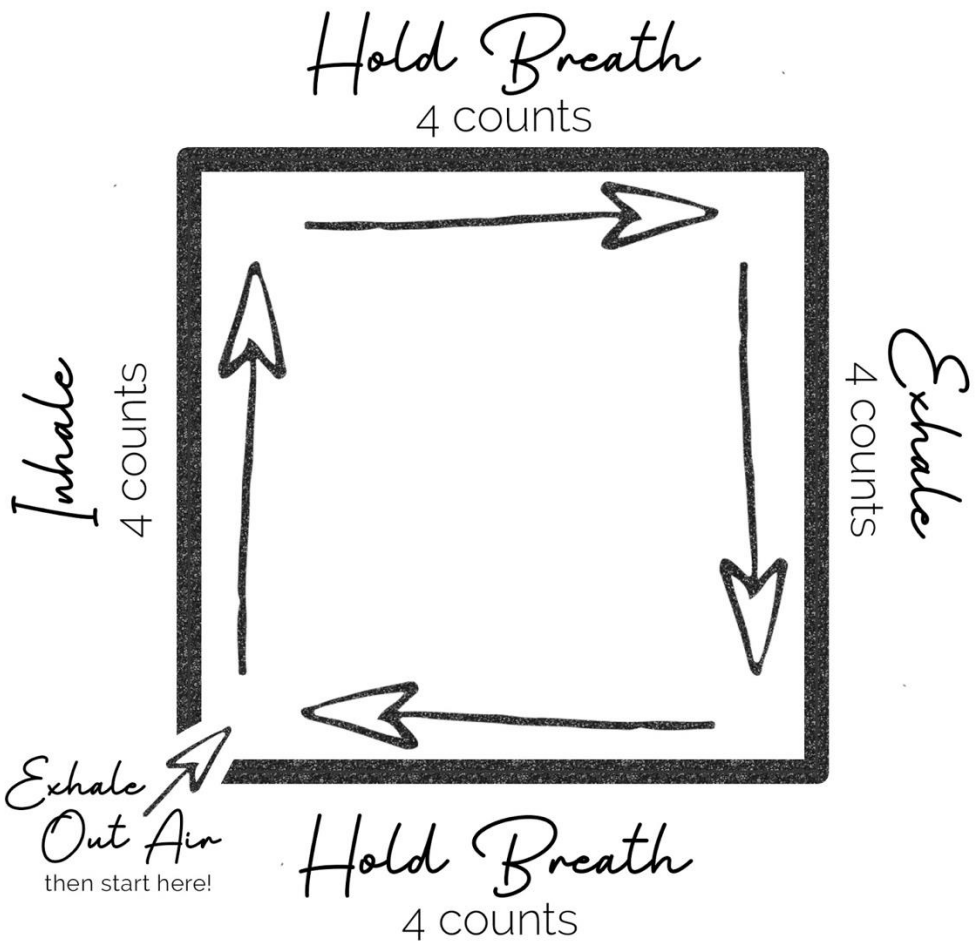
Mindful Workplace Exercises

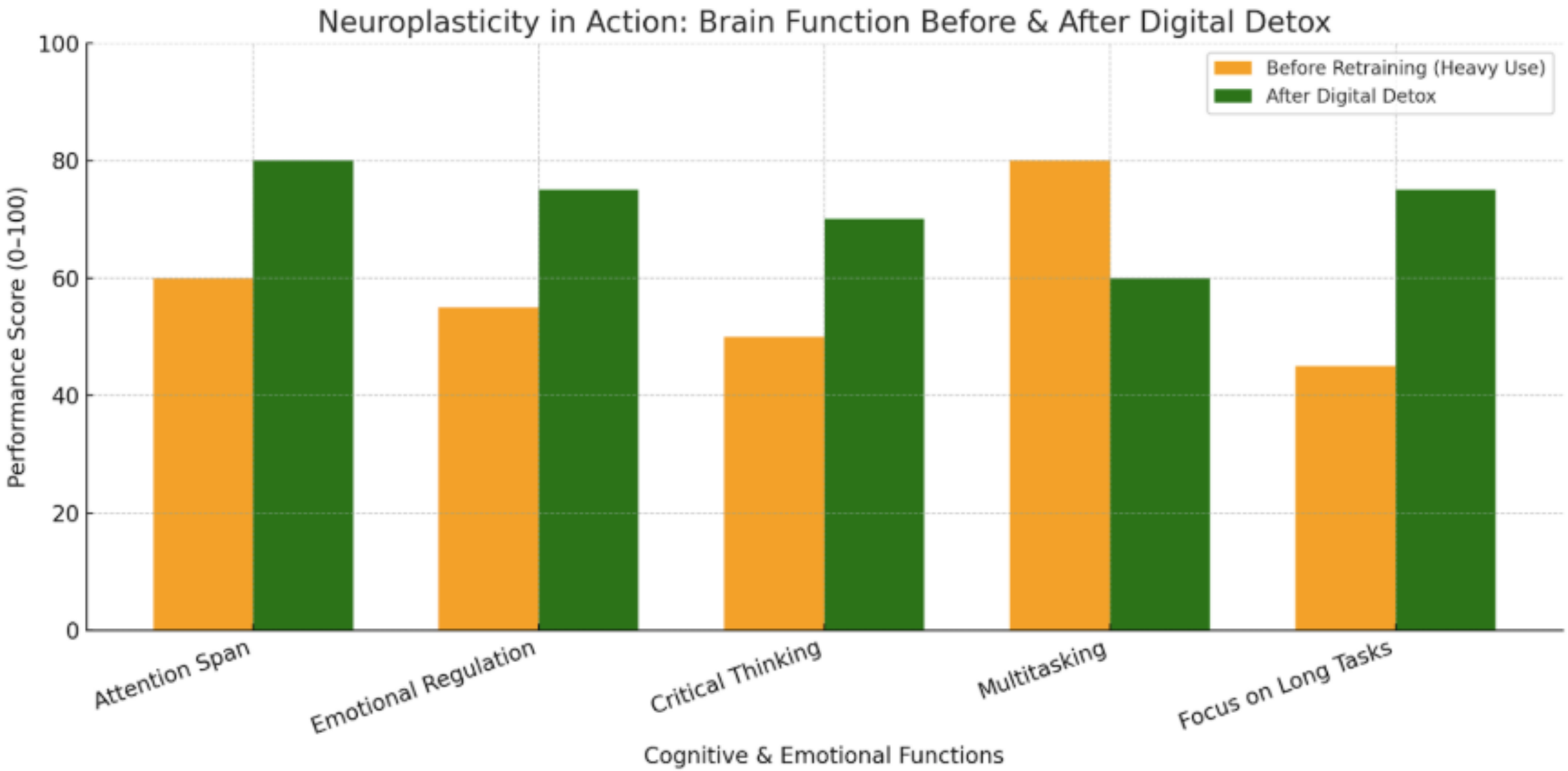
- Start your day with a mindful moment and plan for mindful breaks
- Slow down to increase your productivity
- Switch off distractions
- Be a single-tasker
- Be present with others



Source: https://hbr.org/2016/03/how-to-practice-mindfulness-throughout-your-work-day, http://www.mindful.org/10-ways-mindful-work/

Square Breathing





Source: Srivastava, A. (2025). The impact of social media on brain health: Navigating the digital age. Click2Pro.

Guided Meditation



Foster Emotional Intelligence

- Know your emotions
- Manage your emotions
- Motivate yourself
- Recognize and understand other people's emotions
- Manage relationships (manage the emotions of others)



Cultivate High EQ

- Low insecurity
- High openness
- Assertive
- Self-aware
- Inclusive
- Respectful
- Takes responsibility for actions



Detach from Ego

"Whenever you feel superior or inferior to anyone, that is the ego in you."

-Eckhart Tolle



Healthy self-esteem is midway between DIVA and DOORMAT.



Types of Boundaries

- Emotional
- Physical
- Sexual
- Time
- Space
- Financial



Boundaries in School Social Work

- Compassion does not require constant availability
- You are responsible for advocacy, not outcome
- Healthy boundaries support ethical & sustainable practice



Practice Assertiveness

- Find your voice
- Be direct, honest and clear
- Demonstrate respect for self and others
- Learn to say no
- Be proactive, not just reactive

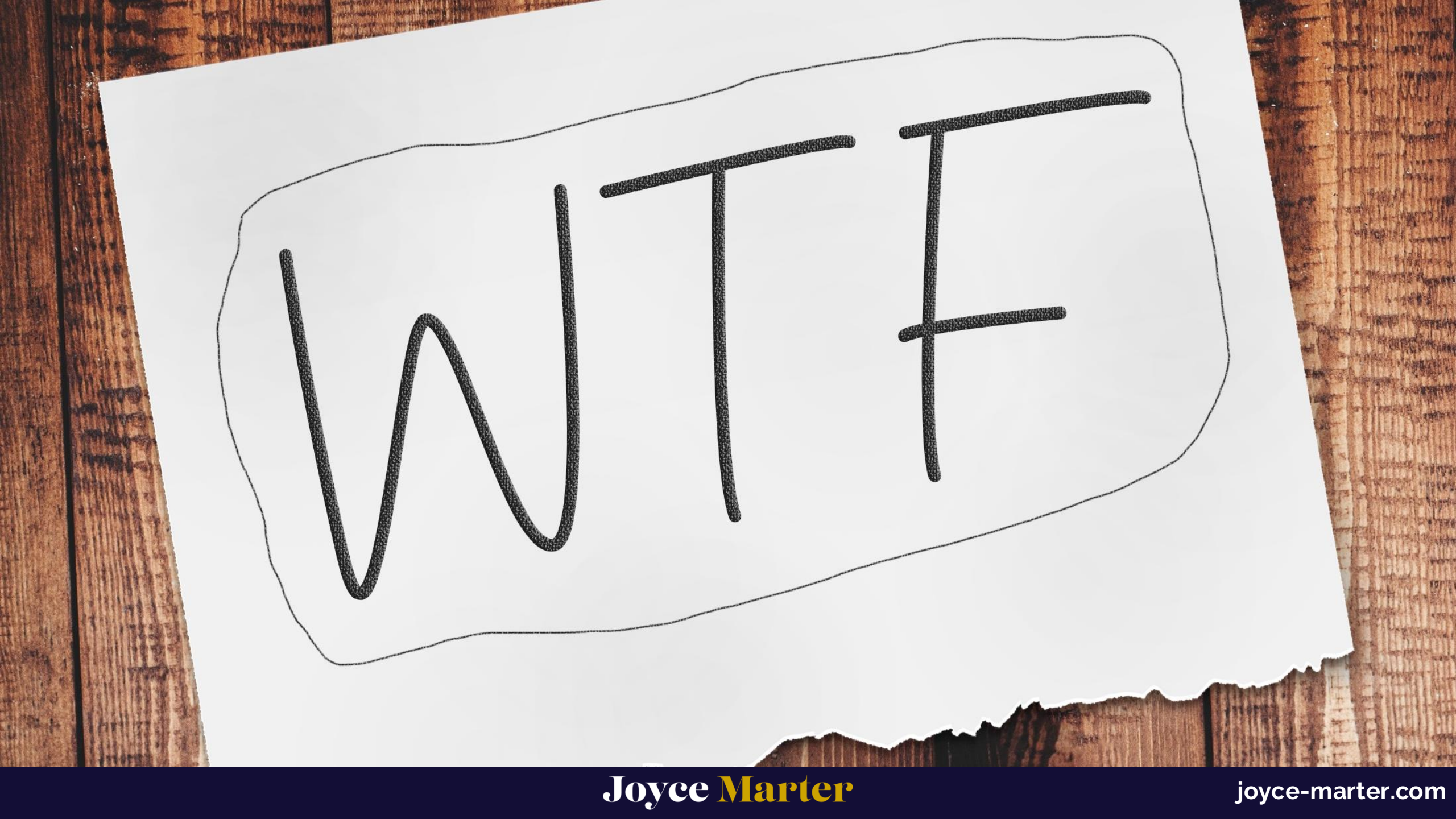


Positivity

A man is but the product of his thoughts...what he thinks, he becomes.

MOHANDAS GANDHI




WTF

“When you refuse to believe something is impossible, it becomes POSSIBLE.”



Act “As If”

State that you are who you want to be and you have accomplished what you want to accomplish.

This will free you from self-limitation and welcome all that is possible for you.



Keep Your Thinking Positive

- Turn down volume of your inner critic
- Detach from fear
- Avoid catastrophic thinking
- Practice the power of affirmations and mantras



Change Your Language

- "I don't" to **"I do"**
- "I won't" to **"I will"**
- "I can't" to **"I can"**
- "I'm not" to **"I am"**

SITUATION	THOUGHT	EMOTION	BEHAVIOR	ALTERNATE THOUGHT
Your coworker received the promotion instead of you.	“I suck.”	Anger, sadness, shame	Sulky and passive-aggressive	“There will be a better opportunity for me in the future.”

Practice Gratitude

He is a wise man who does not grieve for the things which he has not,

but rejoices for those which he has.

EPICTETUS



Detachment

Feelings are waves of energy which we can choose to surf, rather than allowing them to overcome us.

ARLENE ENGLANDER



Detach with Love

- Healthy separation
- Not attaching your well-being to others
- Not trying to control others
- Not getting hooked
- Not becoming defensive



Detach From

- Your own negative emotions like fear, anxiety, anger and sadness
- The negative emotions of others
- Expectations
- Outcome (embrace uncertainty)



Detachment Strategies

- Visualization of protective barrier
- Unhook from conflict
- The Container Exercise
- Zoom out for greater perspective
- Lifeguard analogy

Practice Self-Love

"You yourself, as much as anybody in the entire universe, deserve your love and affection."

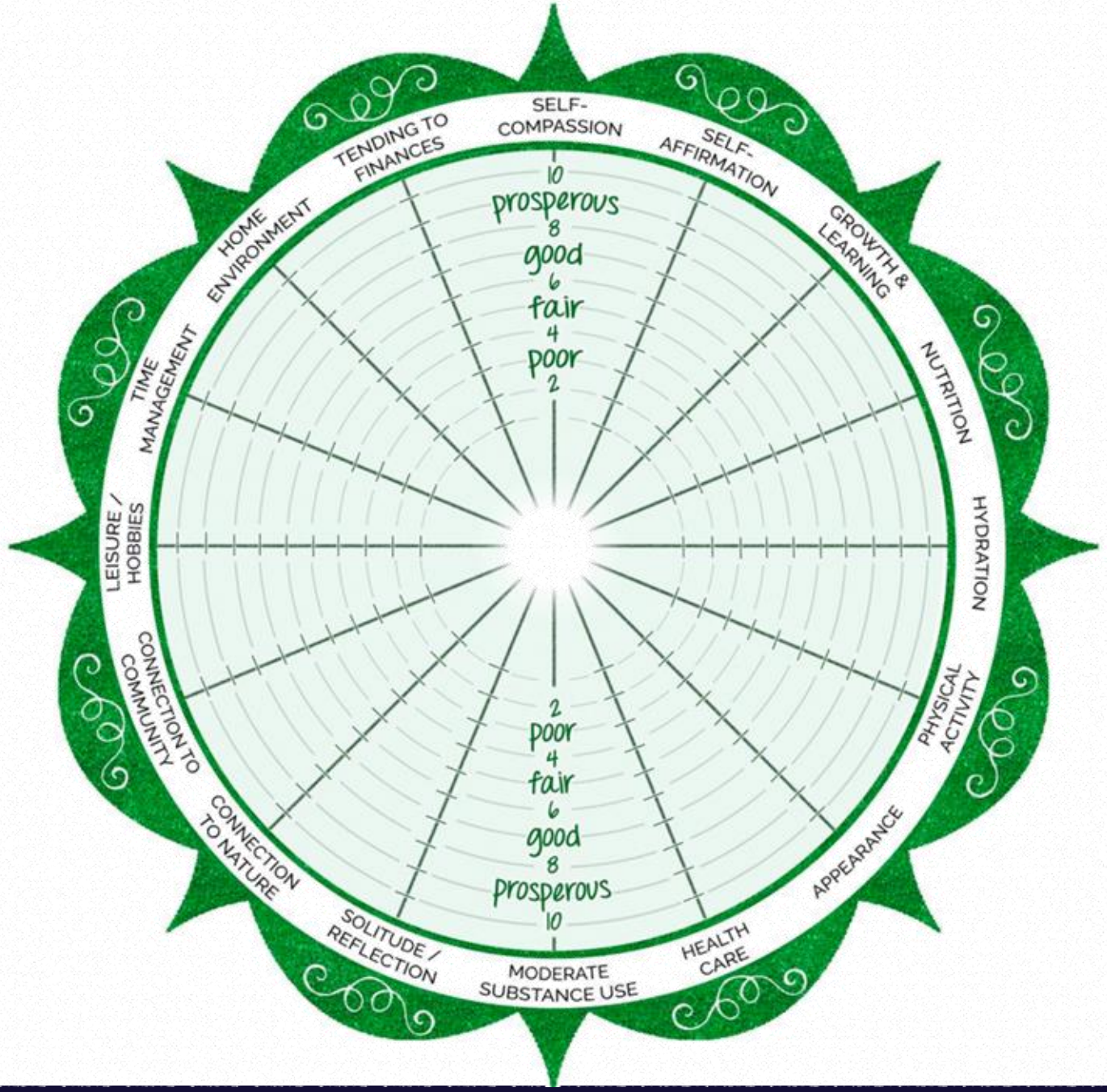
~ Buddha



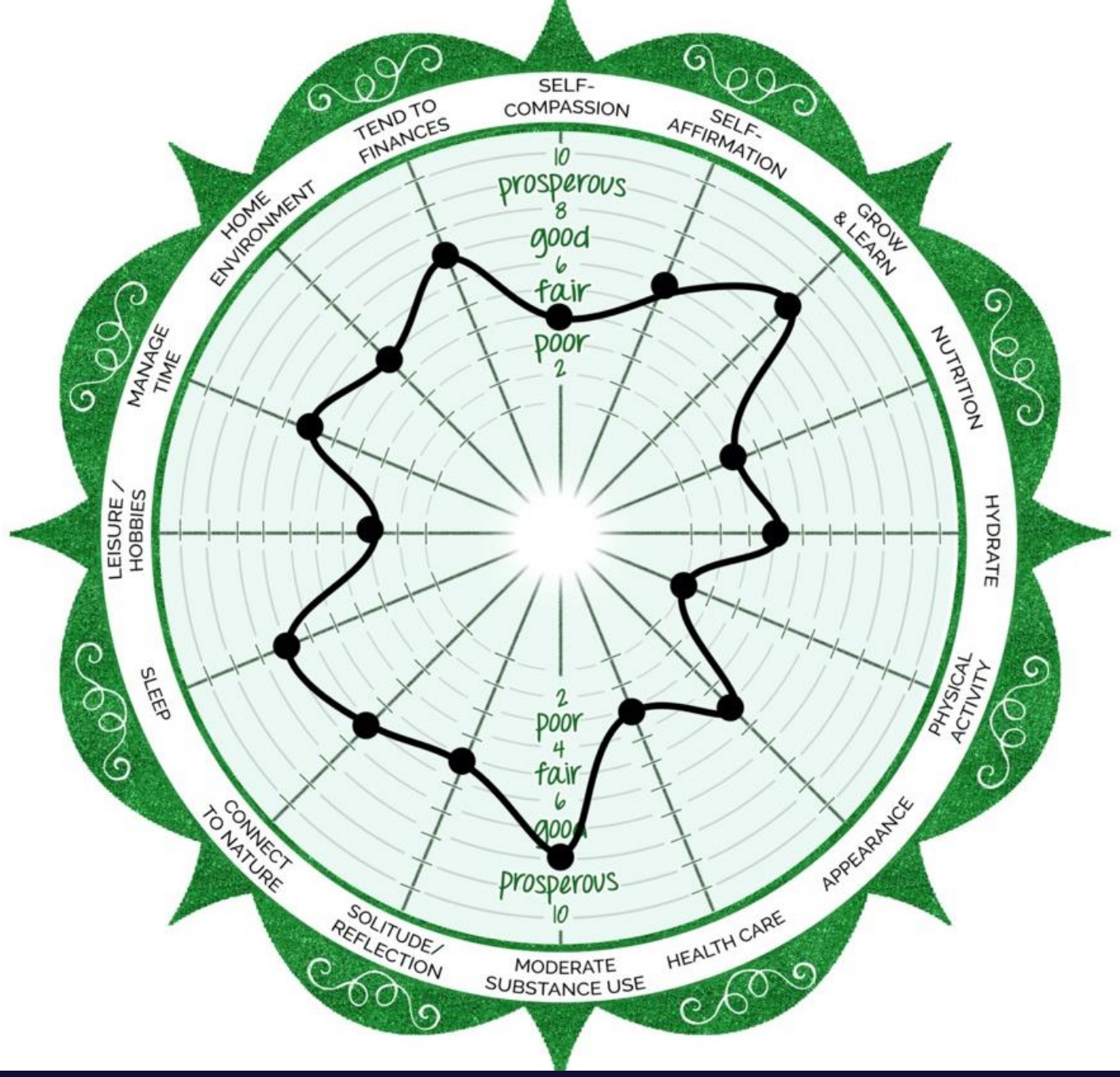


Having a healthy relationship with yourself is essential for happiness. Choose to be your own good parent, best friend, and greatest advocate.





Self-Care Wheel



Sample Completed Self-Care Wheel


Joyce Marter
SCAN ME

Self-Care is More Than Self-Help

A Person-in-Environment Approach

- Self-awareness, emotional regulation, rest
- Peer support, supervision & consultation
- Reasonable workloads, role clarity, psychological safety, leadership support



Support

Alone we can do so little, together we can do so much.

HELEN KELLER

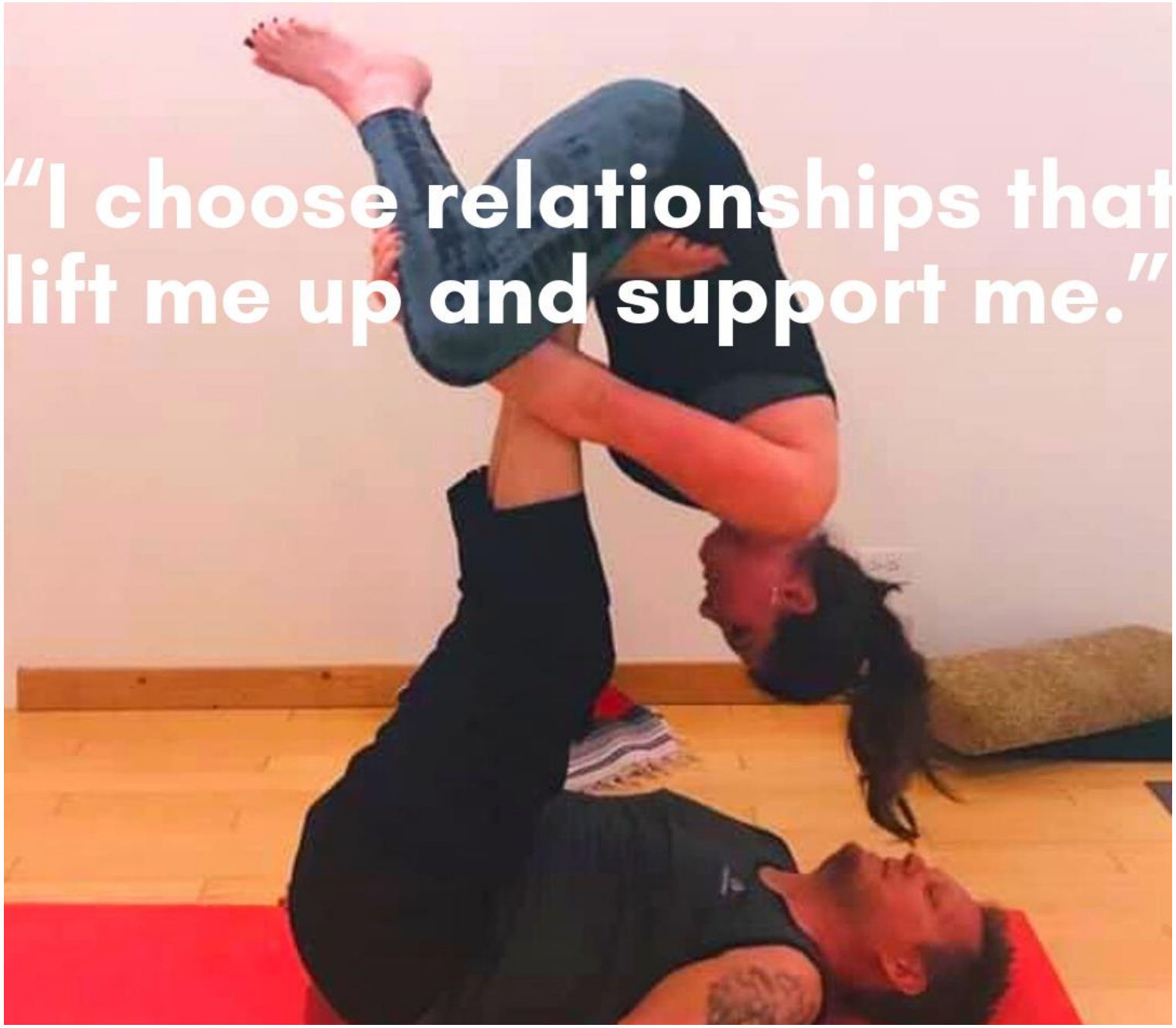


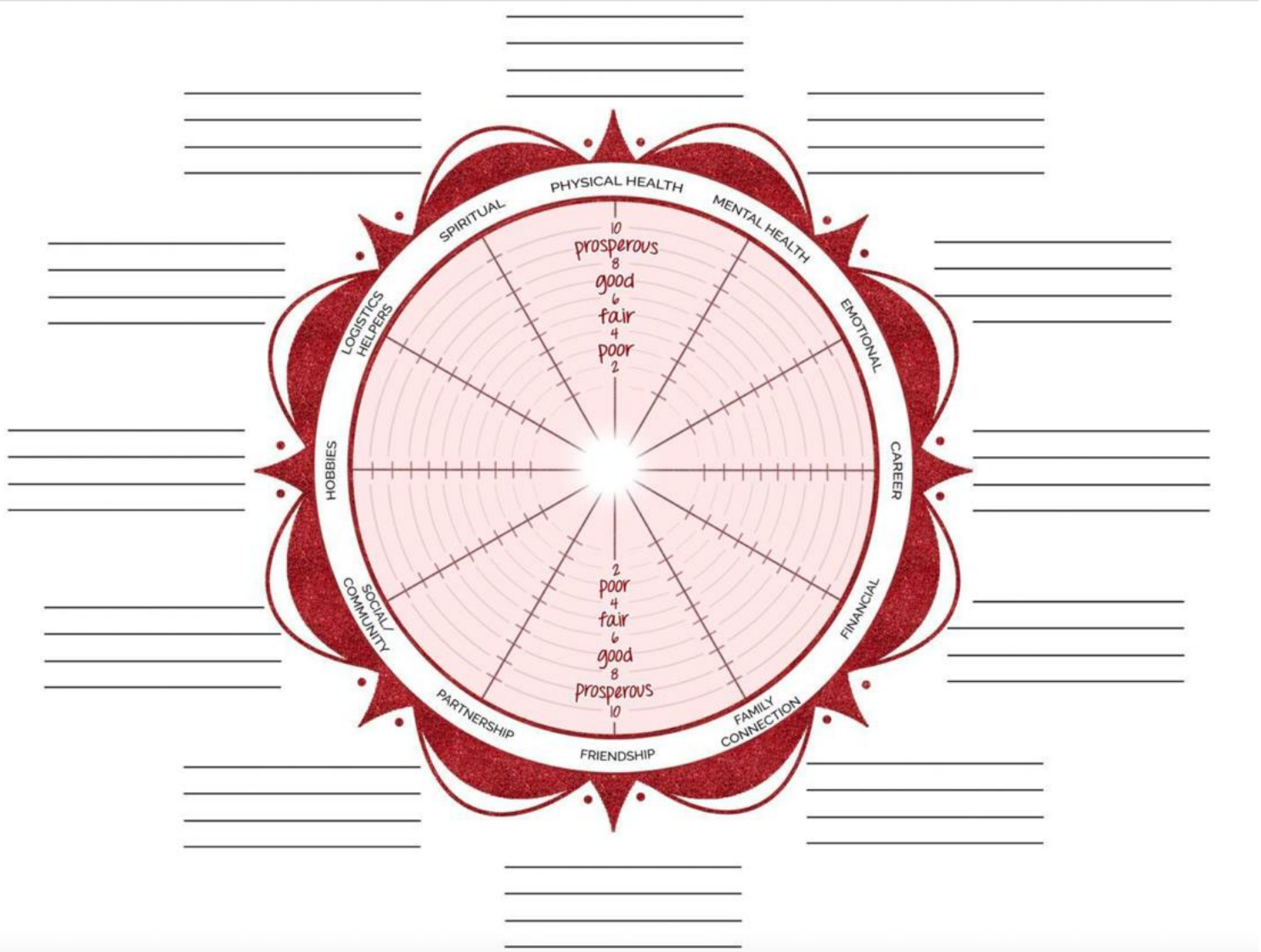
Barriers to Accessing Support

- Fear (difficulty trusting)
- Pride
- Shame or stigma
- Guilt
- Fear of imposition
- Low self-esteem, not feeling deserving
- Learned helplessness
- Hopelessness
- Loss of power and control (ego)
- Loss of credit (ego)
- Early life messages
- Expense
- Introversion or shyness

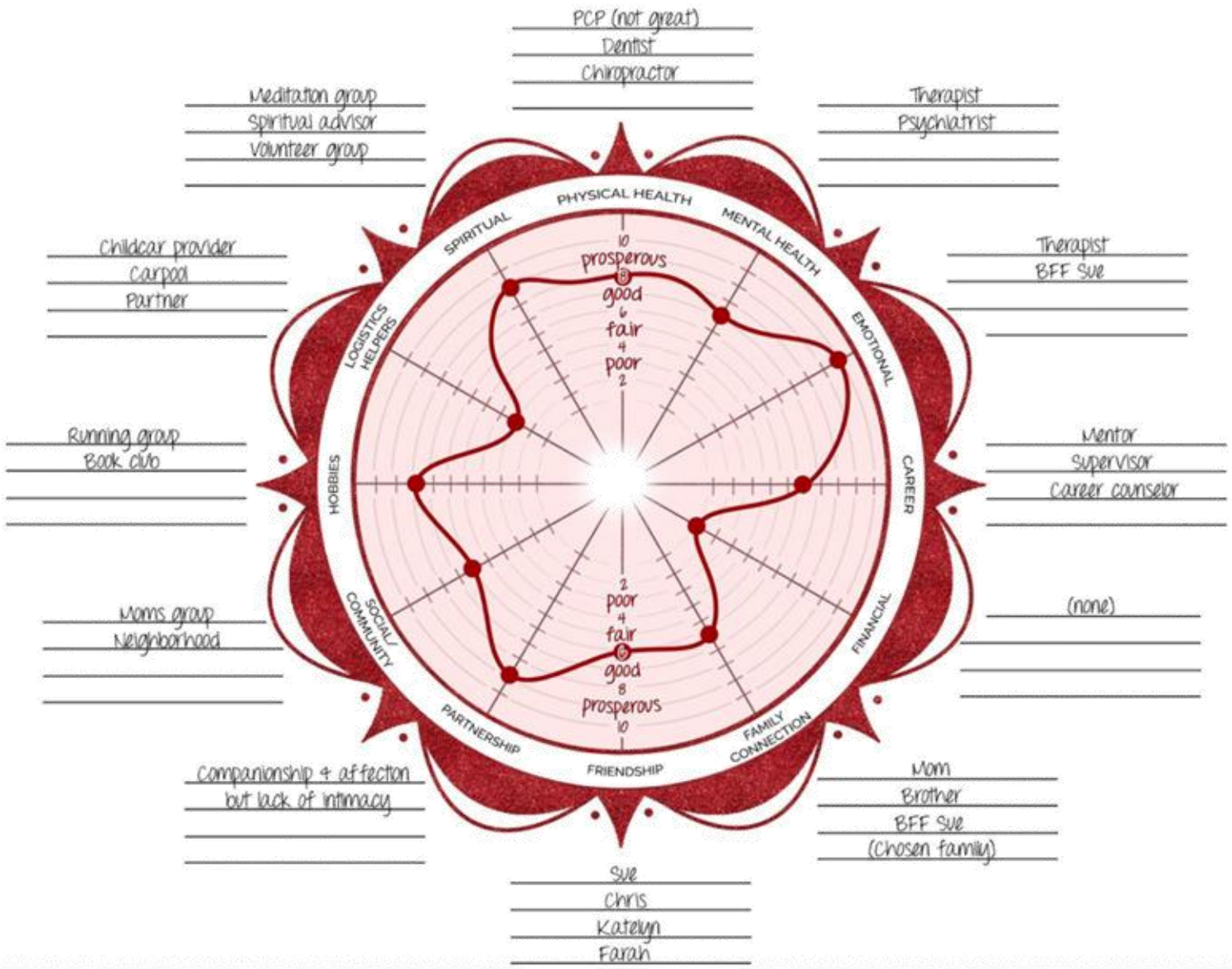





“I choose relationships that
lift me up and support me.”



Support Network Wheel



Sample Support Network Wheel


Joyce Marter
SCAN ME

Key Components to Building Resilience

- Prioritize your mental health & wellbeing
- Practice mindfulness
- Practice self-care
- Seek and give support
- Strive for work/life balance
- Cultivate purpose and meaning



Utilize Your Benefits

- PTO
- Sick benefits & FMLA for time as needed
- Insurance Benefits (Mental Health Parity Law)
- Flex Spending/Health Savings Accounts
- Employee Assistance Program (EAP)



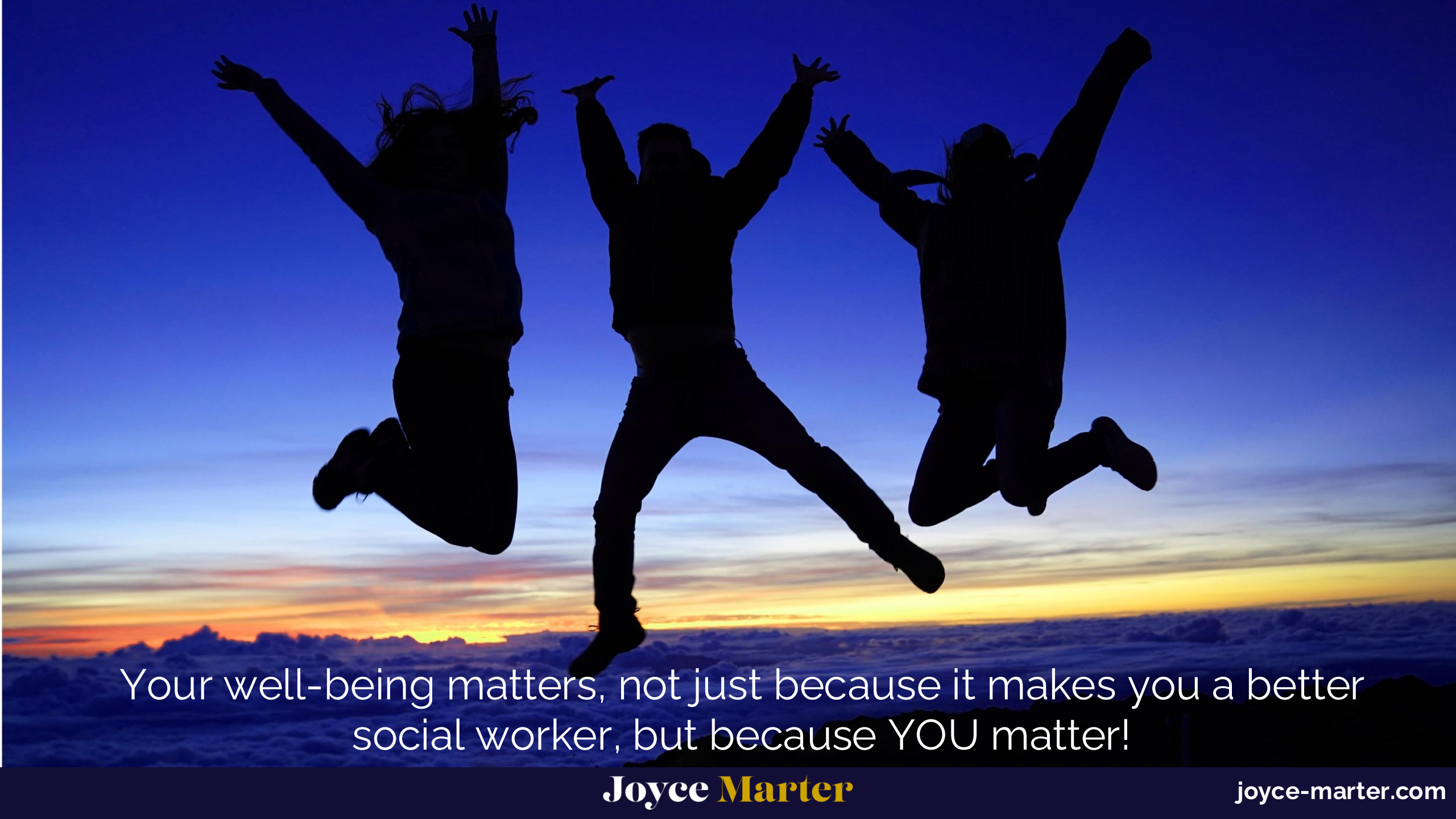
My Thriving Commitment

1. One practice I will begin…
2. One thing I will stop carrying…
3. One boundary I will set…
4. One support I will ask for…








Your well-being matters, not just because it makes you a better social worker, but because YOU matter!



Give feedback to Joyce

Scan this QR code

Or go to

https://talk.ac/joyce-marter

and enter this code when prompted

THRIVING

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- **"CATEGORY FINALIST"**
  The Eric Hoffer Book Awards!"
- **"RUNNER-UP IN NON-FICTION"**
  San Francisco Book Festival
- **"HONORABLE MENTION – GENERAL NONFICTION"**
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  Hollywood Book Festival
  New York Book Festival
  London Book Awards
  Los Angeles Book Festival
  Paris Book Awards



Thank You!

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