

# Self Care & Collaboration

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## How Stress Affects Teams

- 1. *Less communication*
- 2. *Less likely to offer help*
- 3. *Less likely to uphold social norms*

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## Limits of Online Communication

- *Change and loss (lemons)*
- *Cognitive distortions*
- *Living in extremes*

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### Four Pain Responses

Shame

Blame  
Control  
Escape

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### Four Pain Responses

Shame

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### Perfect/Failure

- 2 options
- Not reality
- 1 up/1 down
- Perception management
- Cognitive distortions

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<p><b>Perfect/Failure</b></p> <ul style="list-style-type: none"> <li>- 2 options</li> <li>- Not reality</li> <li>- 1 up/1 down</li> <li>- Perception management</li> <li>- Cognitive distortions</li> </ul>	<p><b>Being Human</b></p> <ul style="list-style-type: none"> <li>- Mistakes</li> <li>- Ask for help</li> <li>- Takes time</li> <li>- Has limits</li> <li>- Has a body</li> </ul>
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*"I've learned that gasping for air while volunteering to give others CPR is not heroic. It's suffocation by resentment."*

- Brené Brown

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**Four Pain Responses**

Shame

⇒

Self-Acceptance

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### Four Pain Responses

Shame

⇒

Self-Acceptance

Blame

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*Simple answers can be like  
heroin in your veins. In an instant,  
you're relieved of all that tension.*

- Robert Schenck

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### Four Pain Responses

Shame

⇒

Self-Acceptance

Blame

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Three rules  
"high-stress"  
kids internalize:

1. Don't talk.
2. Don't trust.
3. Don't feel.

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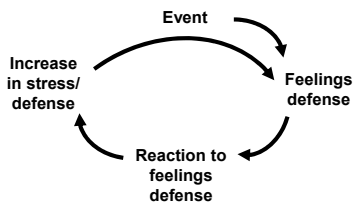
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### Feelings Defense Cycle



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### H.A.L.T.

- Hungry*
- Angry*
- Lonely*
- Tired*

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**Four Pain Responses**

Shame

⇒

Self-Acceptance

Blame

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**Four Pain Responses**

Shame

⇒

Self-Acceptance

Blame

⇒

Nurture

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**Reinstate**

- Notice
- Stop replaying
- Quit testing
- Desire the good

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### Four Pain Responses

Shame

⇒

Self-Acceptance

Blame

⇒

Nurture

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### Four Pain Responses

Shame

⇒

Self-Acceptance

Blame

⇒

Nurture

Control

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### Control Traps

- *Emotional Ownership*
- *Being Right vs. Being Present*
- *Withholding Praise*

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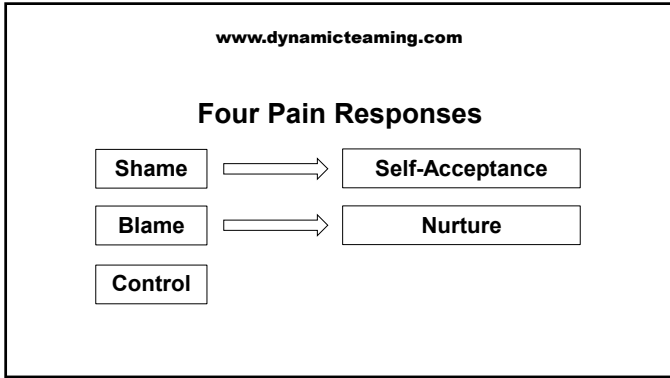
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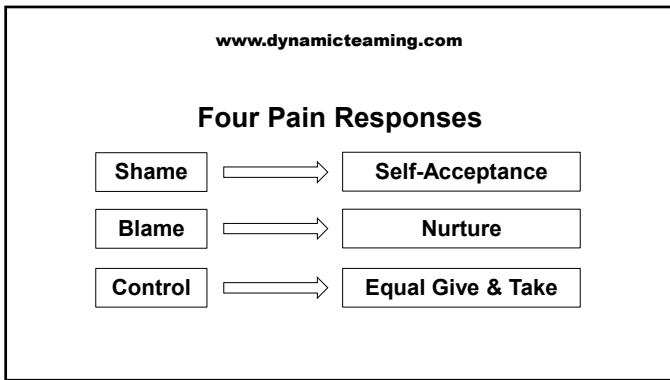
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### Collaboration Assumptions

*Collaboration happens when coworkers get together.*

*What we're talking about is what we're talking about.*

*We're asking the right questions.*

*If I've said it, it's been heard.*

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### Facilitation Skills

- A** AA
- B** Balloon
- C** Condensers & Expanders
- D** Dialogue

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### Four Pain Responses

Shame	→	Self-Acceptance
Blame	→	Nurture
Control	→	Equal Give & Take

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### Four Pain Responses

Shame	→	Self-Acceptance
Blame	→	Nurture
Control	→	Equal Give & Take
Escape		

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### Four Pain Responses

Shame	⇒	Self-Acceptance
Blame	⇒	Nurture
Control	⇒	Equal Give & Take
Escape	⇒	Reliably Connected

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### Personal Style Users Manual

1. *My style*
2. *What I value*
3. *What I don't have patience for*
4. *How to best communicate with me*
5. *How to help me*
6. *What people misunderstand about me*

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### Personal Style Users Manual

*My style*

*"I am most energized when..."*

*"I am always..."*

*"I do my best thinking..."*

*"I'm determined to..."*

*"I \_\_\_\_\_ to help me focus."*

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### Personal Style Users Manual

*What I value*

- "I'm obsessed with..."*
- "I prioritize..."*
- "I expect my teammates to value..."*
- "I feel an obligation to..."*
- "I believe..."*

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### Personal Style Users Manual

*What I don't have patience for*

- "I get frustrated with..."*
- "Someone might lose my trust if..."*
- "It is draining to me when..."*

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### Personal Style Users Manual

*How to best communicate with me*

- "I am motivated by..."*
- "I'm most likely to respond to..."*
- "I most likely initiate communication by..."*

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**Personal Style Users Manual**

*How to help me*

*"I appreciate help when..."*

*"I might need a reminder to..."*

*"Tell me when..."*

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**Personal Style Users Manual**

*What people misunderstand about me*

*"I most often have to explain that..."*

*"I come across as \_\_\_\_\_ but I am \_\_\_\_\_"*

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**Personal Style Users Manual**

*My online work stressors*

*"Something very distracting for me is..."*

*"What helps me feel connected is..."*

*"I feel fatigued by..."*

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**100% of the time...**

*It's my job to communicate what I need.  
Asking for help is not a failure.  
Everyone shapes culture.*

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**Self-Care ABC's**

- A** Awareness
- B** Boundaries
- C** Check Self Talk

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*"True self-care is not salt baths and chocolate cake. It is making the choice to build the life you don't need to regularly escape from."*

- Brianna Wiest

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**AI-Anon Three C's**

*I didn't cause it.*

*I can't control it.*

*I can't change it.*

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**Take Aways & Intentions**

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