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NEBRASKA
— Young Child Institute —
www.NeYoungChildInstitute.com

#NYCI2026

10 Creative Tools for Building & Maintaining Resiliency

Kay Glidden

agenda

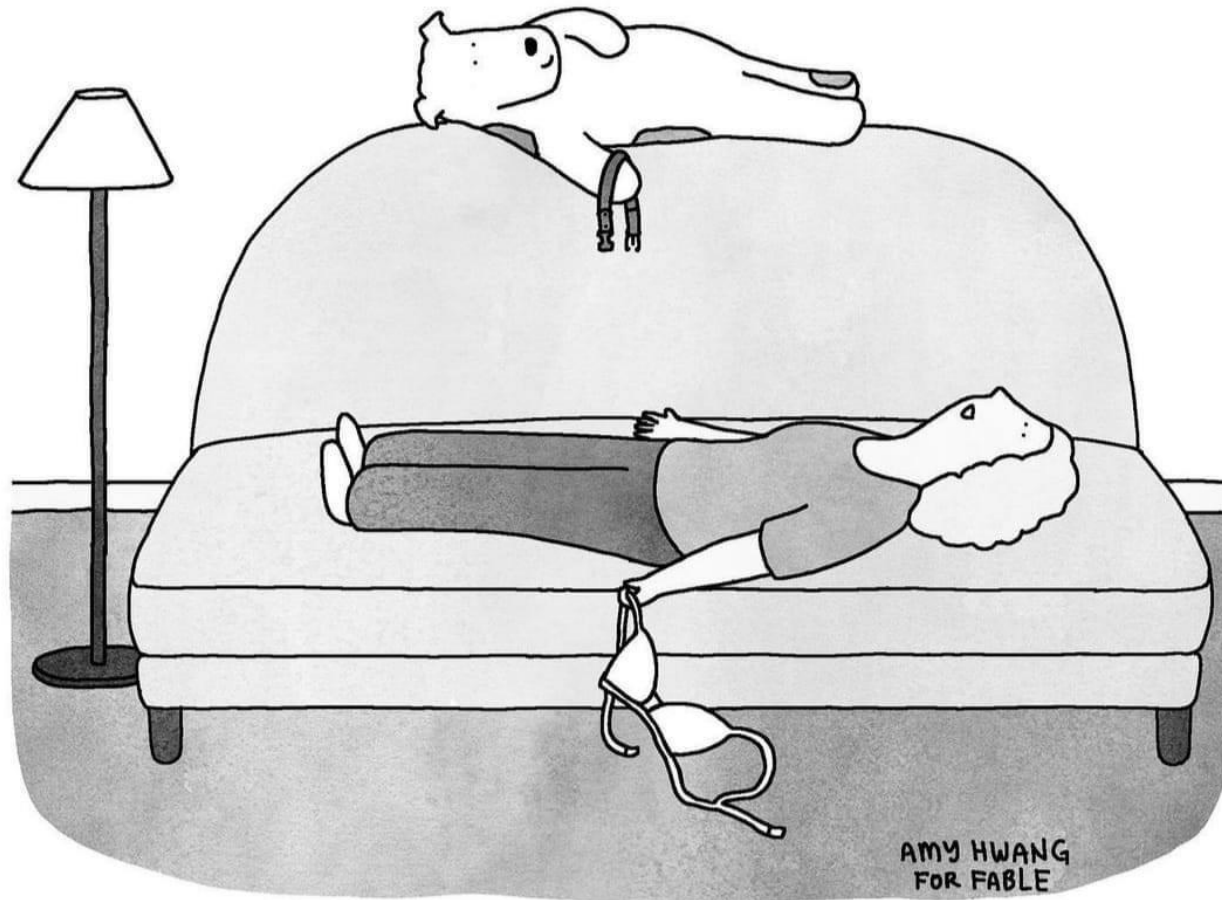
1. Define Compassion Fatigue, Secondary Trauma, & Burnout

2. Self-Assessment

3. Review Signs & Symptoms

4. 10 Tools for Building Resiliency

5. Resources & Commitment



Handouts

- Signs & Symptoms Checklist
- Resource List

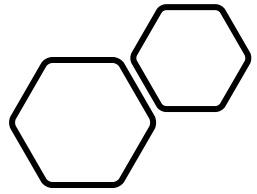
THIS IS YOUR
REMINDER TO STOP
FEELING GUILTY
ABOUT DOING WHAT
IS BEST FOR YOU.



How's everything going? You taking care of yourself?

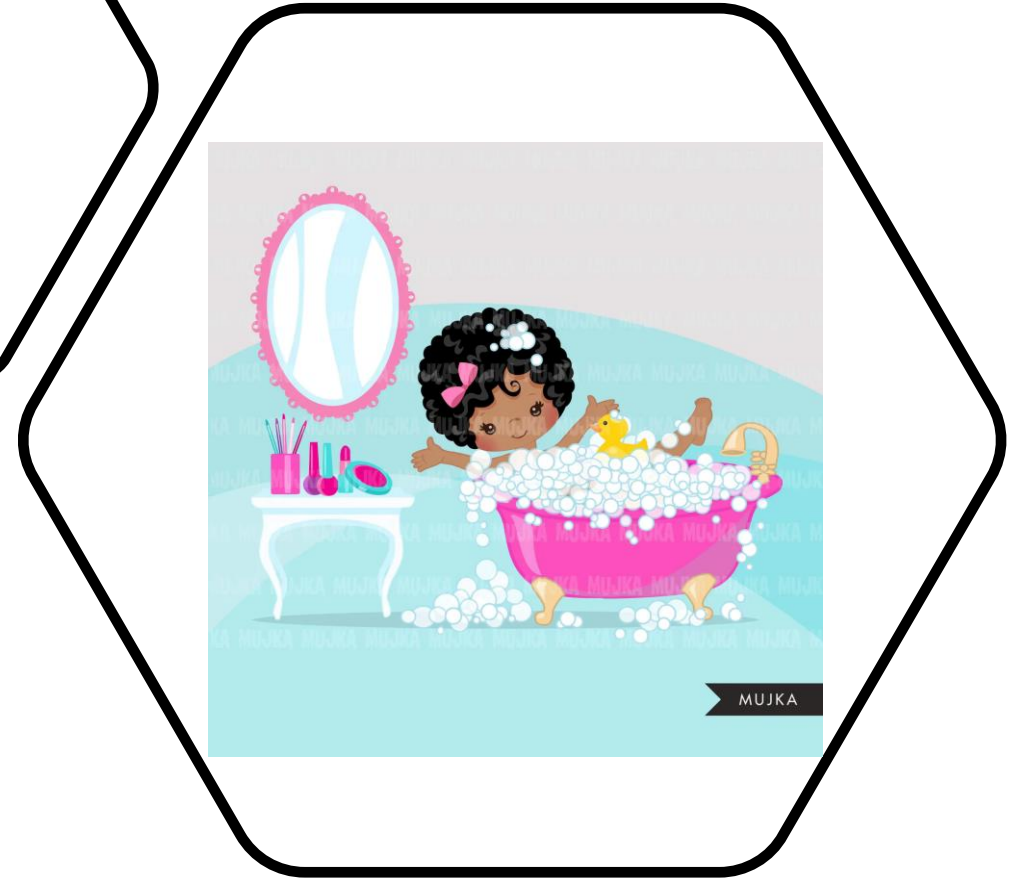
Me:





“Self-Care”

- Bubble bath
- Hugs
- Take a nap
- Read a book
- Eat kale
- Get a massage
- Best yoga pants
- Drink water



Self-Care

Self-Care is Consistent Use of Practices (“taking actions”) That Reduce Cortisol and/or Adrenaline and Increase Serotonin and/or Dopamine.



These Actions Bring Your Brain Chemistry into Balance.

When the manager asks if you have any suggestions for the unit



The Reality Is...

- Deeply compromised system
- Ongoing challenges and cutbacks
- Difficult stories and losses
- Working more (longer hours)
- Do More With Less
- Staff leaving the field

It is not your fault

So What is Compassion FATIGUE (CF) ?

*It is the cost of caring
for a living thing in
emotional pain.*



What is Secondary Trauma?

Secondary trauma occurs when individuals become traumatized not by directly experiencing a traumatic event, but by hearing about a traumatic event experienced by someone else.



*"I'm right there in the room,
and no one even acknowledges me."*

The World Health Organization officially recognized **Burnout** as a condition defining it as a chronic workplace stress that has not been managed successfully.

-May 2019

Burnout is not about trauma. It's about too much work, lack of support, a toxic workplace.

**A POLITE
REMINDER
THAT STAFF
ARE NOT TO
USE COMPANY
TIME TO
SEARCH FOR
NEW JOBS**

-GARY, HR DEPARTMENT

Example of Compassion Fatigue, Secondary Trauma and Burnout

- **Compassion Fatigue**: Providing emotional and physical caring/support for a client and/or loved one
- **Secondary Trauma**: Caused by traumatic stories the client shares
- **Burnout**: Unhealthy organization does not give you supplies/support needed for caring for clients.



- This is more than “every day” stress
- Have you ever received training on this topic?
- Self-assessment both at work and at home

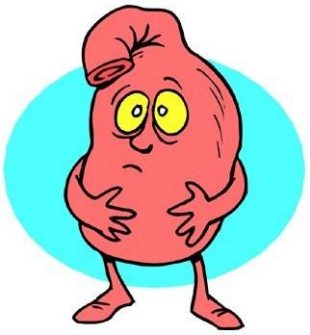
*Some things
are just better
not spread too
thin.*
YOURSELF
and
PEANUT BUTTER.

www.overthemuffintop.com

PHYSICAL

BEHAVIORAL

PSYCHOLOGICAL



Physical Signs of Compassion Fatigue/Secondary Trauma

- Changes in eating
- Changes in sleeping
- Fat & Sugar Metabolism dysregulation (diabetes)
- Hives, rashes, shingles
- Shoving stress down the body/Gut issues
- Muscle Aches & Joint Pain – neck, shoulder, back
- Cardiovascular
- Flare ups of pre-existing conditions
- Clenched jaw (TMJ)
- Arthritis



”

A gentle reminder

If you don't schedule a *break*,
your body will *take one* for you,
and it probably won't be at
a convenient time.

UNKNOWN / ART OF POETS

Behavioral Signs and Symptoms

Increased use of alcohol and drugs	Anger and Irritability	Avoidance of people
Absenteeism	Impaired ability to make decisions	Problems in personal relationships
Attrition	Compromised care for people you serve	Forgetfulness



5/25/2026

17

Psychological Signs and Symptoms

- **Distancing/Detached**
- **Loss of purpose or questioning good in the world**
- **PTSD**
- **Anger & Aggression**
- **Lack of Trust**
- **Negative Energy**
- **Moral Distress**
- **Minimizing or Dismissing Suffering**
- **“Must be Nice” Syndrome**



Me arriving
at work willing
to be a better
person

1 hour later



Psychological Signs and Symptoms continued...

- **Increased sense of personal vulnerability**
- **Grandiosity “If I don’t do it, no one will”**
- **Helpless/Hopeless while feeling the need to do more**
- **Lack of empathy**
- **Impatient**
- **Adrenaline “junkie” (persistent arousal)**
- **Difficulty separating personal and professional lives**

10 Resiliency Tools to Prevent Compassion Fatigue & Secondary Trauma

- 1. Professional Quality of Life Survey (Pro QOL)**
- 2. Mindfulness**
- 3. Grounding**
- 4. Low Impact Debriefing**
- 5. Hot Walk & Talk**
- 6. Nature**
- 7. Setting Boundaries**
- 8. Social Media Detox**
- 9. Mindful Movements**
- 10. Breathing Techniques**

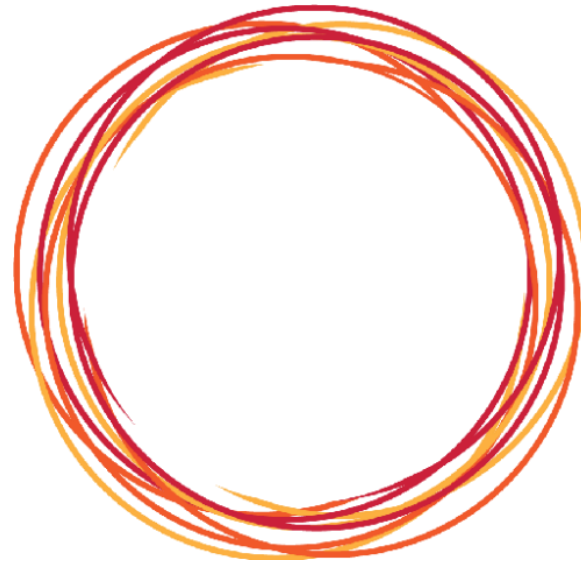




Tool #1:

Professional Quality of Life Survey

Proqol.org



Pro
QOL



Professional Quality of Life

Measures;

- **Compassion fatigue**
- **Burnout**
- **Compassion satisfaction**

Tool #2: Mindfulness



“Mindfulness means paying attention in a particular way; On purpose, in the present moment, and non-judgmentally.”

Jon Kabat-Zinn



Health Benefits of Mindfulness

- **Lowers blood pressure**
- **Less digestive distress**
- **Boosts immunity**
- **Lowers heart rate**
- **Decrease in inflammation**
- **Manages chronic pain**

YOU CAN'T STOP THE WAVES,
BUT YOU CAN LEARN TO SURF

JON KABAT ZINN



#1 NEW YORK TIMES BESTSELLER



10% HAPPIER



HOW I TAMED

THE VOICE IN MY HEAD,

REDUCED STRESS

WITHOUT LOSING MY EDGE,

AND FOUND SELF-HELP

THAT ACTUALLY WORKS—

A TRUE STORY

DAN HARRIS

Other Benefits

- Reduces anxiety
- Decreased depression
- Improves sleep
- Brain (improves memory & regulation)
- Focus & concentration
- Improves relationships (communication & lower stress response in conflicts)

mindfulness myths



- “I can’t meditate.”
- “I can’t calm down.”
- “I can’t clear my thoughts.”
- “Meditation is the only way to practice mindfulness.”

“

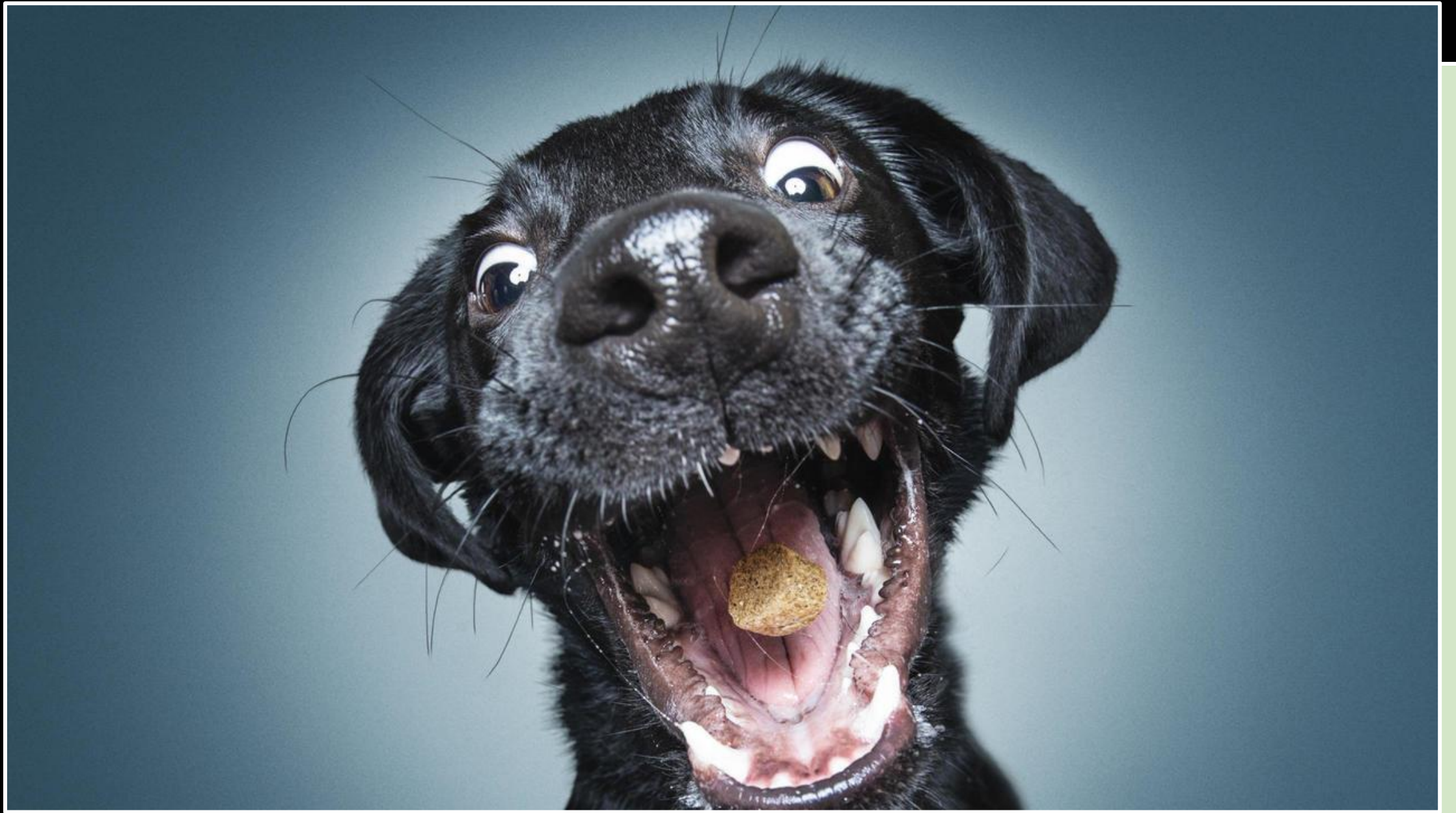
For fast-acting relief, try
s l o w i n g d o w n .

LILY TOMLIN



Ways to Practice Mindfulness

- **Body scan**
- **Meditation**
- **Mindful walking**
- **Nature**
- **Mindful eating**
- **Yoga/Tai Chi**
- **Breathing**
- **Pause/Reset**





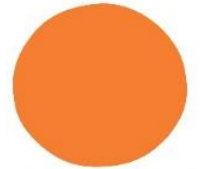
**Mindfulness
at Your
Fingertips**



10% HAPPIER

**MEDITATION FOR
FIDGETY SKEPTICS**

with **DAN HARRIS**
and **JOSEPH GOLDSTEIN**



HEADSPACE®



WAKING UP

SAM HARRIS



Tool #3: What is Grounding?

- A set of simple strategies to detach from emotional pain.
- Focusing outward on the external world rather than inward in the negative feelings.
- Centering, a safe place
- NOT a relaxation exercise
- IT IS an active strategy for distraction and connection



When do we use Grounding?

- **Emotional pain**
- **Anxiety, anger, panic attack**
- **Listening to traumatic stories**
- **To be sharp and focused**
- **Feeling displaced or confused**
- **Dissociating**

GROUNDING WITH YOUR FIVE SENSES

What are

Ideas

5



SUN
PICTURE ON THE WALL
PEOPLE WALKING

THINGS YOU CAN SEE

4



WIND BLOWING
FEET ON THE FLOOR
PENCIL IN HAND

THINGS YOU CAN FEEL

3



BIRDS CHIRPING
CLOCK TICKING
CAR HORNS

THINGS YOU CAN HEAR

2



FOOD FROM THE CAFETERIA
LAUNDRY DETERGENT ON CLOTHES
FRESH CUT GRASS

THINGS YOU CAN SMELL

1



MINT
Breakfast
TOOTHPASTE

THING YOU CAN TASTE

Mental Grounding

- Describe your environment in detail.
- Play a “categories” game with yourself. A-Z fruits/vegetables
- Counting colors.
- Say the alphabet backwards. Count by 7’s.
- Put yourself in a bubble/”Bowl of Honor.”
- Others?

Soothing Grounding

- Think of favorites – animals, people, places (watch a family video)
- Breathe in soothing essential oils.
- Remember a safe place. Where is your sanctuary?
- Think of things you are looking forward to in the next week.
- Others?

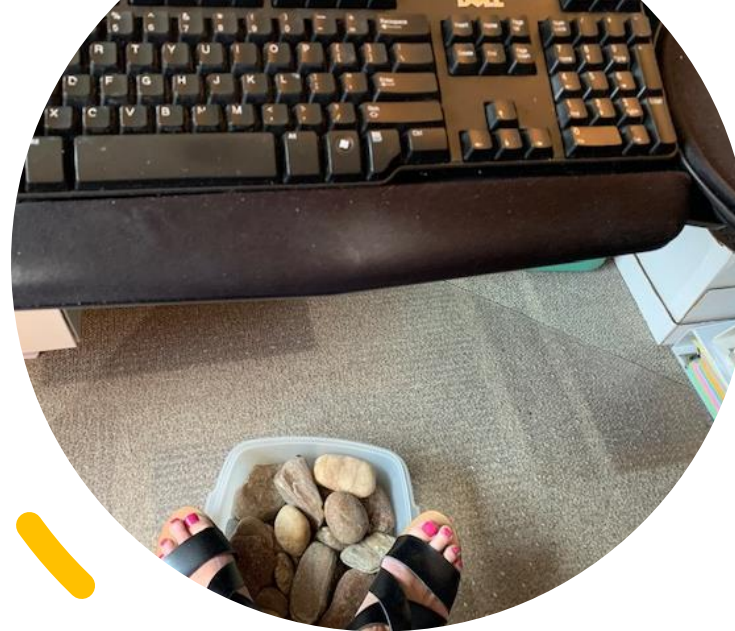


Weighted/ Compression Products & Calm Strips



Physical Grounding

- Run cool or warm water over your hands. Hold a piece of ice.
- Dig your heels into the floor.
- Carry a worry stone in your pocket.
- Jump up and down.
- Stretch.
- Clench and release your hands/feet.
- One Minute Dance Party.
- Tree Pose
- Making a wave with big toe to pinky toe.





1. Choose to start your day your way.

2. Use transitions wisely.

3. Walk, stand, stretch between meetings.

4. Nourish yourself.

5. End of the day, "what went well?"

Purposeful Pause During Your Day

Tool #4: Low Impact Debriefing

(LID): 4 steps to protect yourself from being slimed, and to help minimize the risk of traumatizing others.

TEND Academy

- 1. Self Awareness**
- 2. Fair Warning**
- 3. Consent**
- 4. Limited Disclosure**





Tool #5: Hot Walk & Talk

Dr. Patricia Fisher, TEND Academy



Tool #6: Nature...

**How many
hours per
month?**

3 Ways Nature Boosts Our Mental and Emotional Health

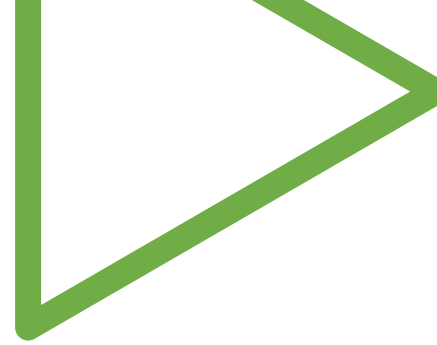
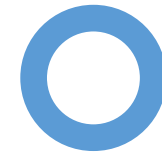


- 1** After five minutes in a forest, the heart rate slows, facial muscles relax, and the prefrontal cortex quiets.
- 2** 15 minutes in nature can reduce levels of the stress hormone, cortisol.
- 3** An hour and a half in nature reduces rumination and helps us feel less preoccupied with problems.

From Florence Williams' research in her book The Nature Fix.

m

What Do You Find Joyful in Nature?



When you're terrible at setting boundaries but you're trying



Tool # 7:

**Setting Healthy
Boundaries**

I AM NOT COMFORTABLE TALKING ABOUT THIS.

I NEED SOME TIME TO THINK.

THAT DOESN'T WORK FOR ME.

I CAN ONLY STAY an HOUR.

NO.

Boundaries can sound like...

@STACIESWIFT

MY TIME IS VALUABLE TOO, PLEASE BE MORE CONSIDERATE.

I DON'T ANSWER EMAILS AFTER 7 PM.

I HEAR WHAT YOU'RE SAYING BUT I HAVE MADE MY DECISION.

I'M AT CAPACITY.

THAT ISN'T APPROPRIATE. PLEASE STOP.

When someone disrespects you, setting a boundary is about protecting your values, not attacking theirs.

Enforcing the Boundary

1. Begin with the Boundary – “I” statements
2. Add the Consequence
 - the first is conditional: “If you continue to...”
 - the second is the action step: I’m going to...”
3. Follow through

**The Next
Conversation**

**ARGUE LESS,
TALK MORE**

**Jefferson
Fisher**

“I don’t work on weekends. If you continue to schedule me on weekends, I’m going to find a place that supports my commitment to family.”

Setting boundaries doesn't make you selfish, it makes you assertive and allows you to prioritize your own well-being. @fittingrightin

Tool # 8: Social Media Detox



- Plan activities away from screens
- No screens at bedtime or during meals
- Limit screen time
- Spend more time with friends in-person



MODERN YOGA POSES



Hungry Panda



Thirsty Hippo

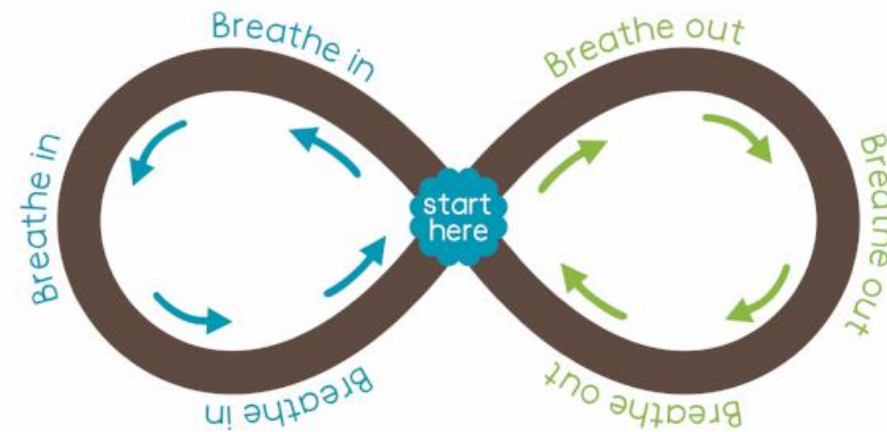
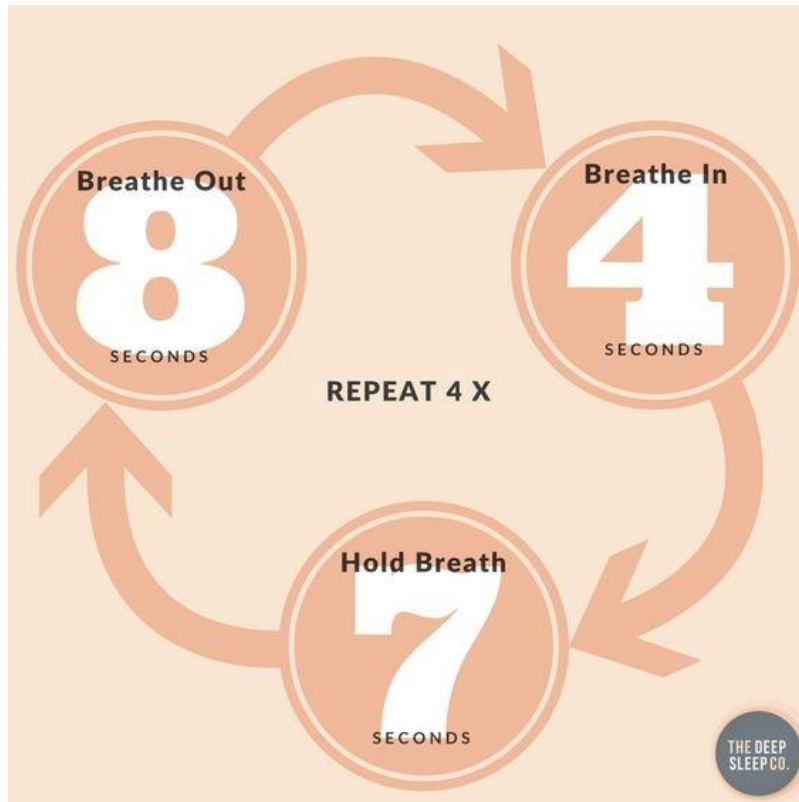


Curious Sloth

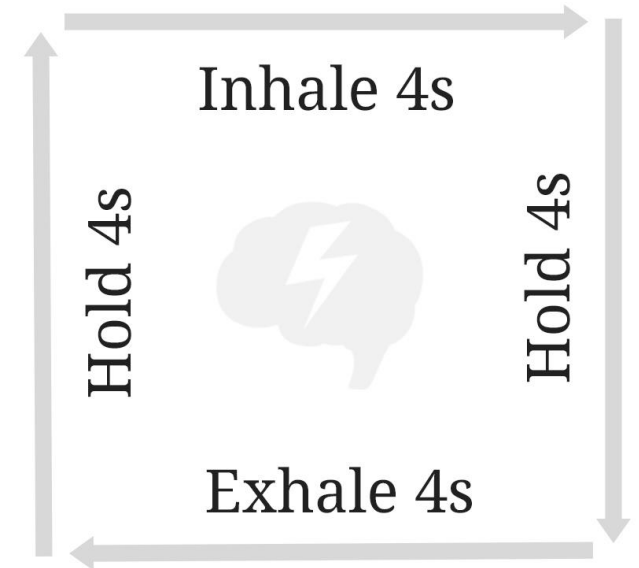
Tool #9: Mindful Movements



Tool # 10: **Breathing Techniques**



Box Breathing



Joyful June 2026

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

SUNDAY

1 Decide to look for what's good every day this month

2 Say positive things in your conversations with others

3 Re-frame a worry and try to find a helpful way to think about it

4 Take a photo of something that brings you joy and share it

5 Think of 3 things you're grateful for and write them down

6 Get out into green space and feel the joy that nature brings

7 Do something healthy which makes you feel good

8 Find joy in music: sing, play, dance, listen or share

9 Ask a friend what made them happy recently

10 Bring joy to others by doing something kind for them

11 Eat good food that makes you happy and really savour it

12 Write a gratitude letter to thank someone

13 Take a light-hearted approach. Choose to see the funny side

14 Share a happy memory with someone who means a lot to you

15 Look for something to be thankful for where you least expect it

16 Speak to others in a warm and friendly way

17 Take time to notice things that you find beautiful

18 Look for something good in a difficult situation

19 Get outside and find the joy in being active

20 Rediscover and enjoy a fun childhood activity

21 Send a positive note to a friend who needs encouragement

22 Watch something funny and enjoy how it feels to laugh

23 Create a playlist of uplifting songs to listen to

24 Bring to mind a favourite memory you feel grateful for

25 Show your appreciation to people who are helping others

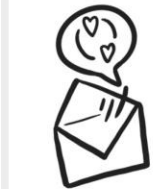
26 Make time to do something playful, just for the fun of it

27 Be kind to you. Do something that brings you joy

28 Notice how positive emotions are contagious between people

29 Share a friendly smile with people you see today

30 Make a list of the joys in your life (and keep adding to it)




ACTION FOR HAPPINESS

Happier · Kinder · Together

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**RESILIENCE
IS NOT A FIXED
PERSONALITY
TRAIT.**

SHERYL SANDBERG


**IT'S A LIFELONG
PROJECT.**

@optionb



Making *yourself* a priority is essential to being able to help anyone else.

Making a Commitment to Yourself

The image features a central rectangular area with a light beige background. On the left side of this area, there is a large, soft-edged orange shape. On the right side, there is a larger, more solid orange shape that overlaps the beige background. The text is written in a black, casual, handwritten font, centered within the beige area. The text reads: "I JUST WANT TO LIE IN A PILE OF WARM LAUNDRY AND EAT BREAD".

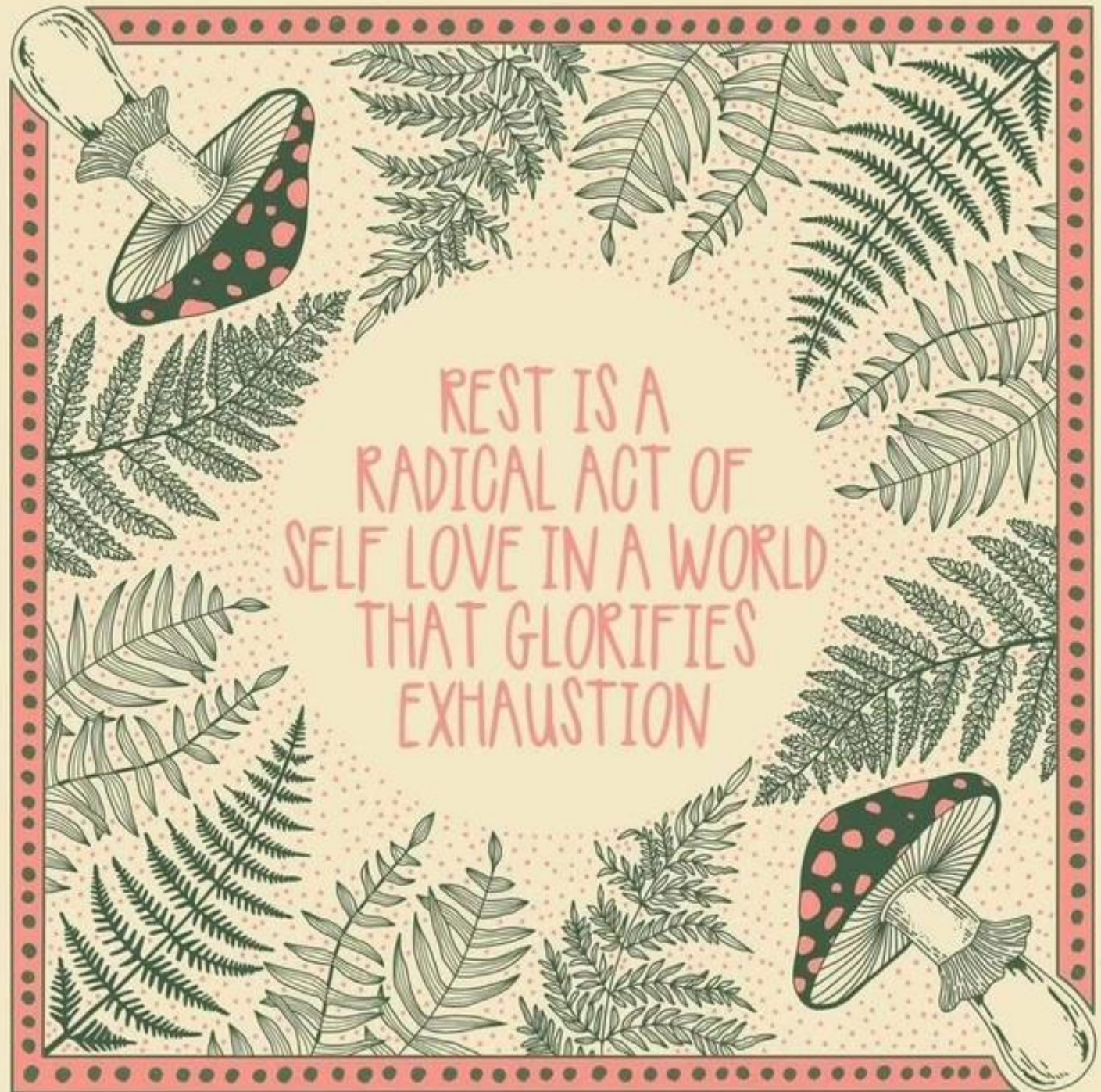
I JUST WANT TO
LIE IN A
PILE OF WARM
LAUNDRY
AND EAT
BREAD



Note to Self:

If you were able to believe in Santa Claus for 8 years, you can believe in ***yourself*** for like 5 minutes.

Okay, you got this!



Thank you!

**Kay Glidden
Compassion
Resiliency**

kayglidden@gmail.com



COMPASSION RESILIENCY
www.compassionresiliency.com



**THANK
YOU
FOR
MAKING
A
DIFFERENCE
EVERY
DAY.**

10 Creative Tools for Building & Maintaining Your Resiliency

Thank you for attending this session.
Please be sure to **submit your feedback** online!

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