



# Resilient *TEACHERS*

What you need to know about burnout and the stress cycle

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# Resilient Teachers

## *Goals*

- Understand the difference between stressors and stress, and describe each in our lives
- Define the three components of burnout and which one is most strongly linked to negative impacts on our health, relationships, and work
- Describe what happens in the brain when stressed
- Learn how to complete the stress cycle
- Practice a framework for dealing with stressors

# Get Grounded

- Take a deep breath
- Gather your attention
- Feel your weight
- Wiggle your toes

1. What's one thing that helps you feel grounded?  
SHARE IN THE CHAT



Image: Ramesh Iyer

# These are stressful times

- Our personal lives
- COVID-19 considerations
- Students' experiences
- Injustice, racism, waking up to racism
- Our political climate



Images: @artbyhybrid, Ayo Ogunseinde, engin akyurt



# How are you feeling?

POLL

Choose the word  
that best describes  
how you're feeling  
during these  
stressful times



Image: Ioana Cristiana

# What are the costs of stress?

- On your health
- On your relationships
- On your work

Write + Share in Chat



# pre-COVID Teacher Burnout



Image: Naomi August

- 20-30% of teachers in America have moderately high to high levels of burnout.  
(Hultell et al, 2013)
- More than 44 percent of new teachers leave the profession within the first five years.

(Ingersoll et al 2018)

# Teacher of the Deaf Burnout

Teachers of DHH students have been found to leave the field at higher rates than general education teachers, resulting in a long-standing national shortage of educators for this population of students for decades.

(Kennon & Patterson, 2016)

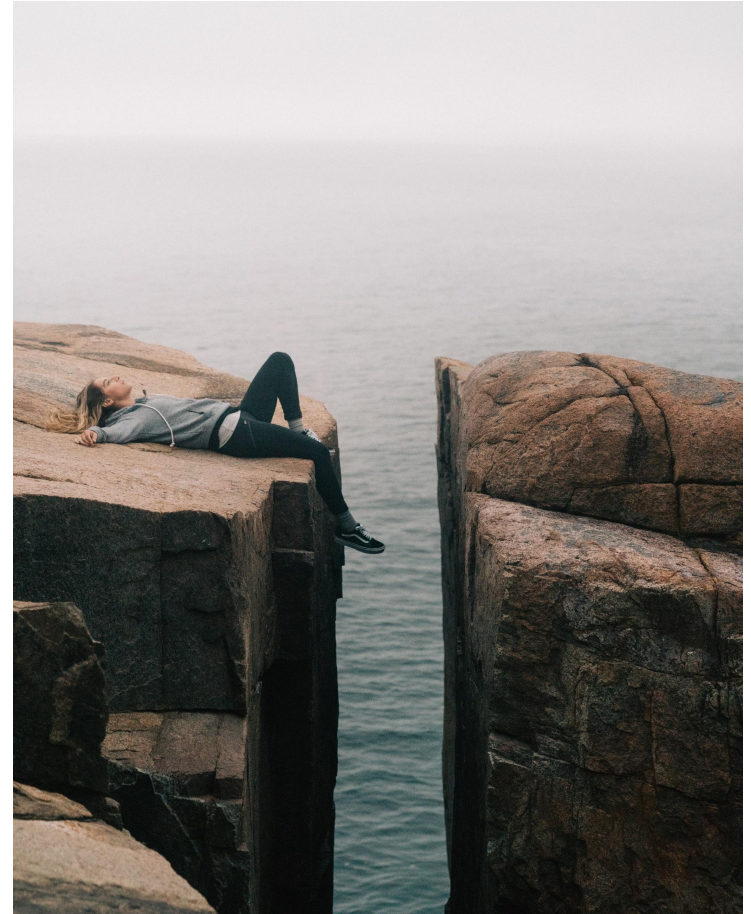


Image: Kristopher Roller

# What is burnout?

- **Emotional exhaustion** - the fatigue that comes from caring too much, for too long
- **Depersonalization** - the depletion of empathy, caring, and compassion
- **Decreased sense of accomplishment**
  - an unconquerable sense of futility: feeling that nothing you do makes any difference

(Freudenberger)



# Emotional Exhaustion

- Prevalent in “people who help people.”
- Emotional exhaustion is the most strongly linked to negative impacts on our health, relationships, and work

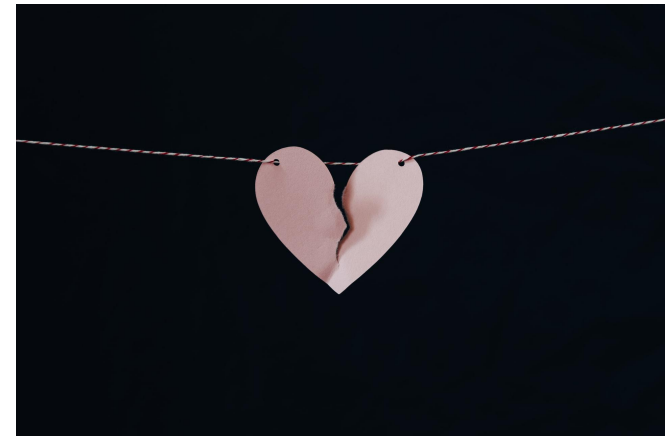
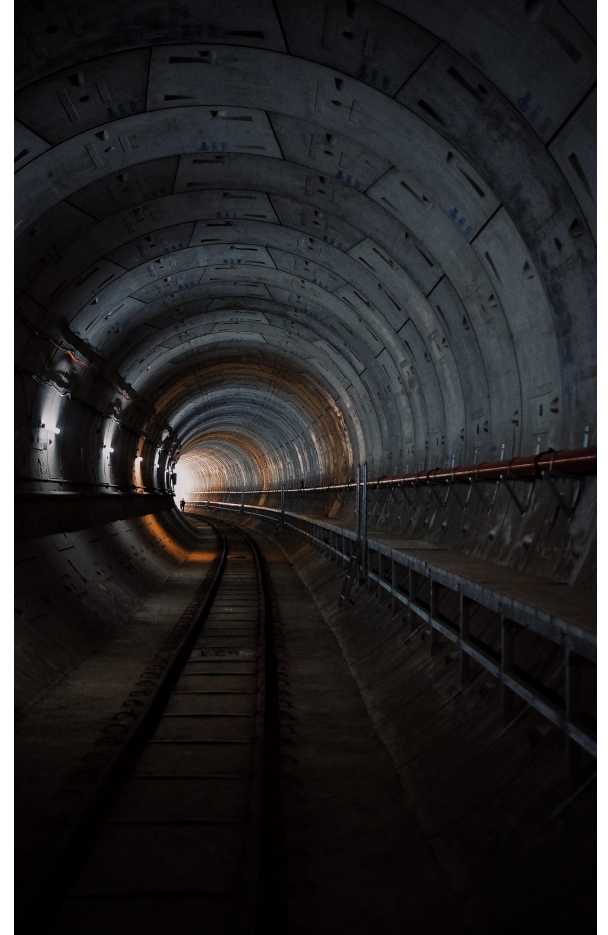


Image: Kelly Sikkema

# What are emotions?

- The release of neurochemicals in the brain, in response to stimulus.
- Instantaneous, whole-body reactions to stimulus.
- Have a beginning, middle, and end.



(Nagoski)

Image: Claudia Soraya

# How do you exhaust them?



Image: Wil Stewart

Exhaustion  
happens when we  
get stuck in an  
emotion

(Nagoski)

# 3 Tools That Can Help

1. Work with your brain
2. Complete the stress cycle
3. Walk yourself home



Image: Julie Molliver

# 1. Work with your brain - not against it

Understanding how our brains respond to stress helps us to deal with the wave of emotion before it crashes over us



Image: @silasbaisch



What happens in the brain when we're triggered?  
Think of something that scares you

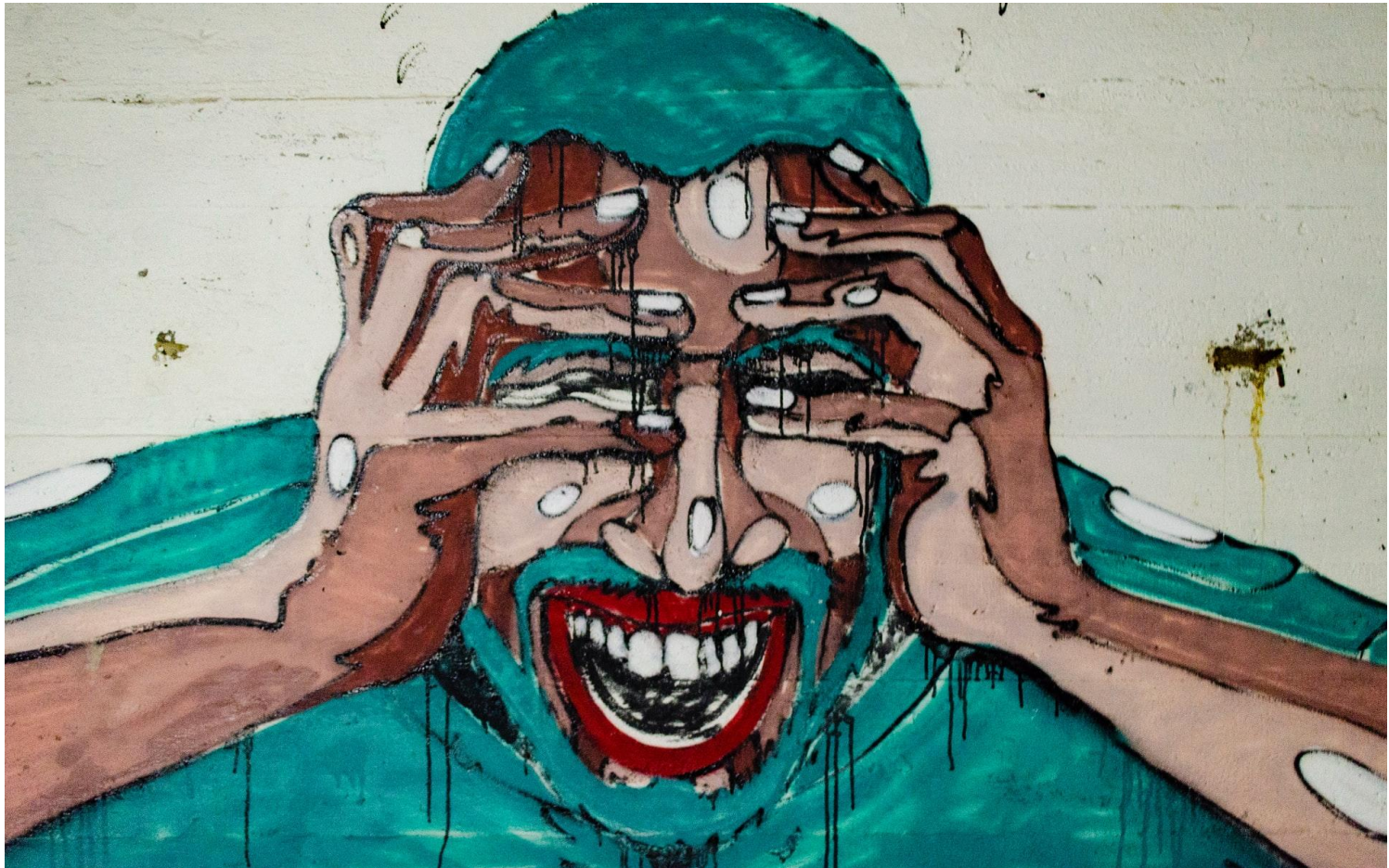


Image: Aarón Blanco Tejedor

# Flipping Your Lid

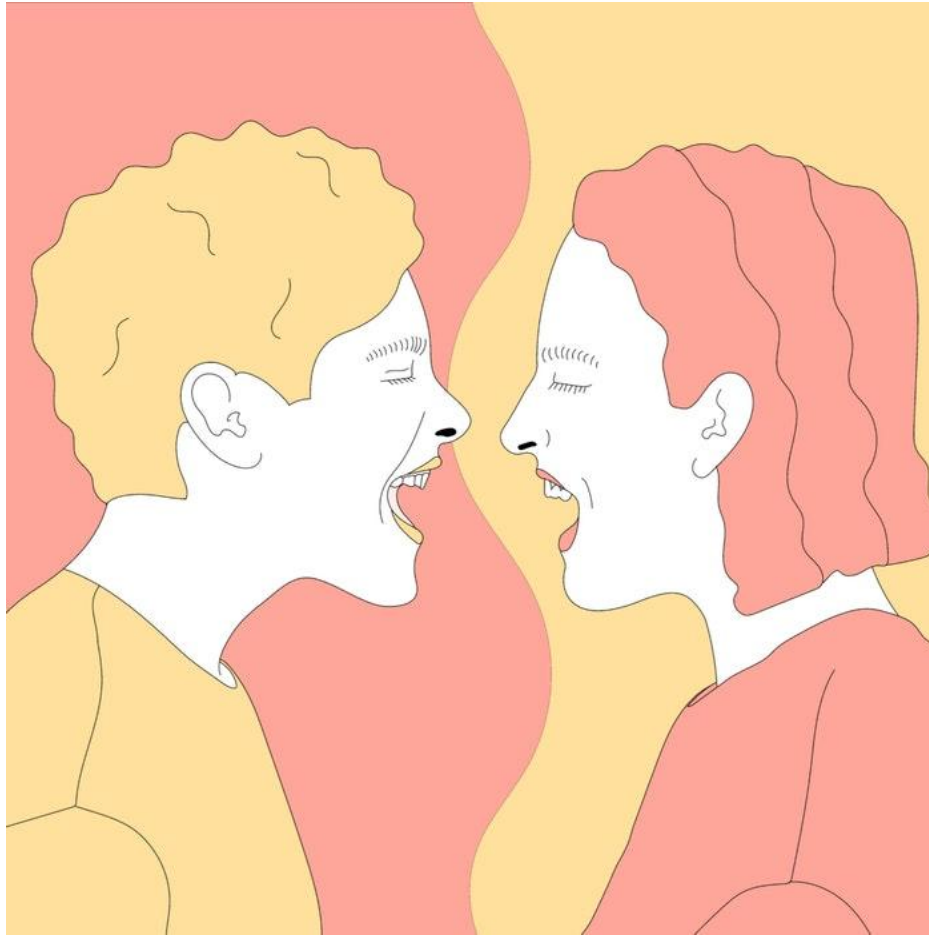
## Dysregulation

- Palm/Wrist: Reptilian Brain Amygdala
  - Fight, Flight, Freeze
- Thumb: Limbic System
  - Emotions & Memories
- Fingers: Prefrontal Cortex (PFC)
  - Language & Communication
  - Cognitive Flexibility
  - Reasoning & Problem Solving



When  
you feel  
frustrated,  
worried, or  
attacked

# Dysregulation is Contagious



Art: Antonella Machiavello

# Recognize Your Wave

## Share in Chat

3. What do you notice in yourself, when you're stressed, overwhelmed, or panicked?

- Thoughts
- Emotions/Sensations
- Behaviors

*Get to know your red zone responses from far away*

4. What do you notice in others?

- Behaviors
- Tone/Affect
- Other



Image: @silasbaisch



# The good news

- Regulation is also contagious
- Regulation is a skill
- We practice by recognizing our dysregulation and coming back to regulation
- Practice builds stronger neural pathways that support us when stressed



Image: @ugnehenriko



# To get your thinking brain back online...

## Breathe

- Without the PFC, getting calm is hard
- BREATHE is the only thing we need to remember
- Calm deep breathing sends message to our nervous system that we're not in danger
- Practice in times of calm to create strong neural pathways



# Breathing Basics

- Relax your chest and neck
- Put a hand on your navel
- Breathe in and out through your nose
- Inhale deeply
- Fill the belly like a balloon
- Exhale fully



# Finger Breathing

TRACE ALL 5 FINGERS



# Square Breathing



## 2. Complete the stress cycle: deal with the stress

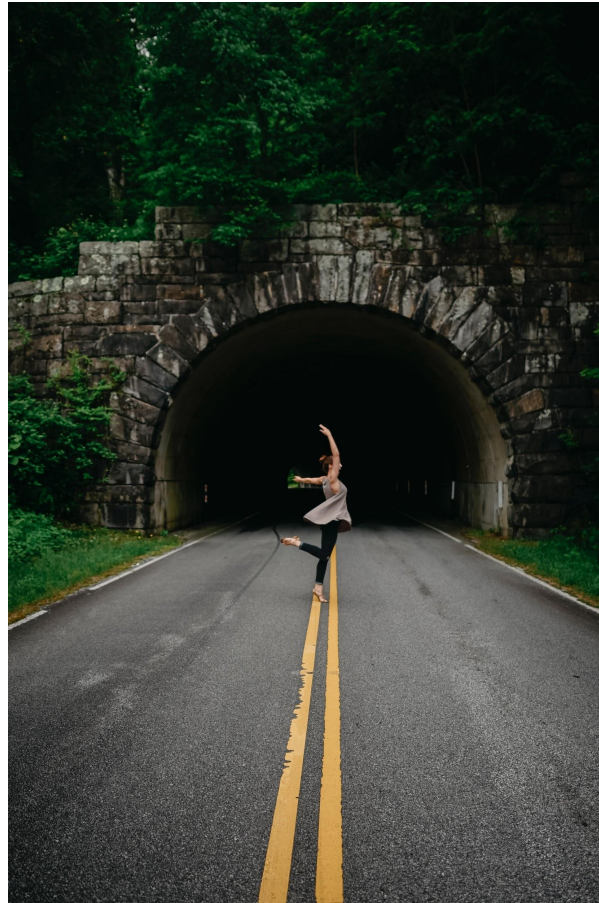


Image: David Charles Schuett



# Stressor vs. Stress



Image: Samuel Scrimsha



Image: Jakub Kriz

# Stressor

- The stimulus that activates the stress response in your body
- Anything you see, hear, smell, touch, taste, or imagine could do you harm

(Nagoski)



Image: Samuel Scrimsha



# Stress

- The neurological and physiological shift that happens when you encounter one of these threats
- Evolutionary adaptive survival response



Image: Jakub Kriz

# Complete the Stress Cycle

- Just because you've dealt with the *stressor* doesn't mean you've dealt with the *stress* itself
- Flight/Fight/**Freeze**
- Freeze = brake

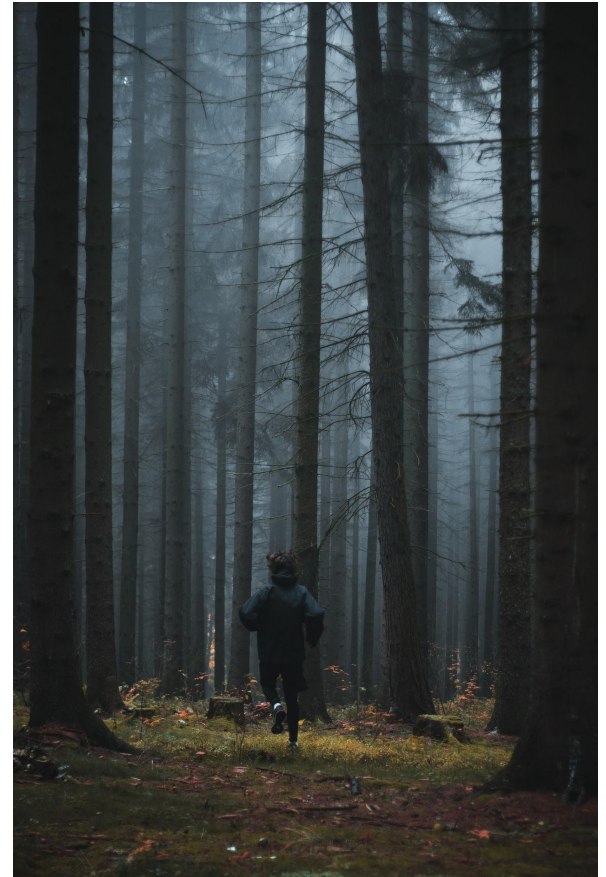


Image: Jakub Kriz

# Complete the Stress Cycle

- Move 20-60 min/day
- Deep slow breathing
- Positive social interaction
- Laughter
- Affection
- Cry
- Creative expression

*Speak body  
language to your  
body*



Image: Eye for Ebony



### 3. Walk yourself home: Deal with the stressor



Image: Interpreter Marcella Alldredge

# The Cognitive Triangle

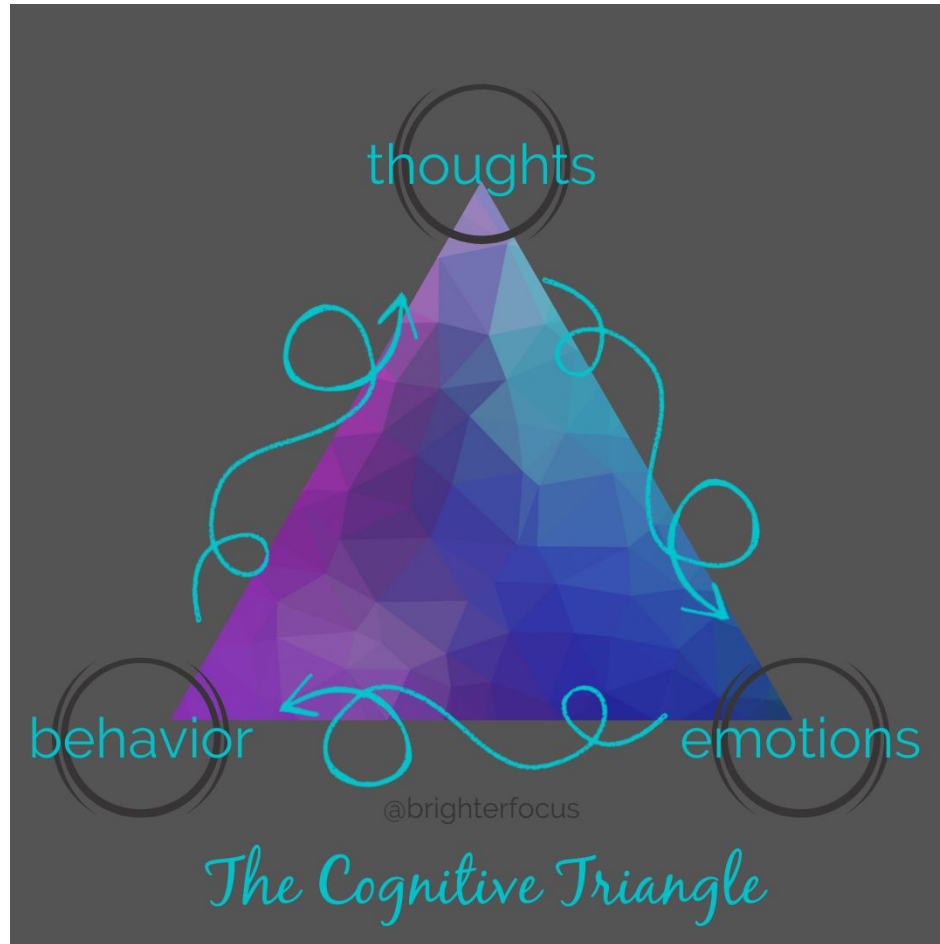


Image: @brighterfocus

# 5 Types of Property



1. Emotional - your feelings
2. Material - your things
3. Time/Energy
4. Mental - your thoughts
5. Physical - your body

# The 3 Owners

1. My Yard = My 'Property'  
My actions, words, beliefs,  
feelings, time, etc.
2. Your Yard = Your 'Property'  
Your actions, words, beliefs,  
feelings, time, etc.
3. The rest  
(God's/life's/reality) The  
past, future, weather,  
everything outside of human  
control

(Byron Katie)



Image: Interpreter Marcella Alldredge



# Be a Boundaries Surveyor

Ask:

What type of property?

Who owns it?

What's my business?

*Boundaries = Property Line*  
*~ Fence line dispute ~*



Image: duong chung



# Uncover hidden property claims

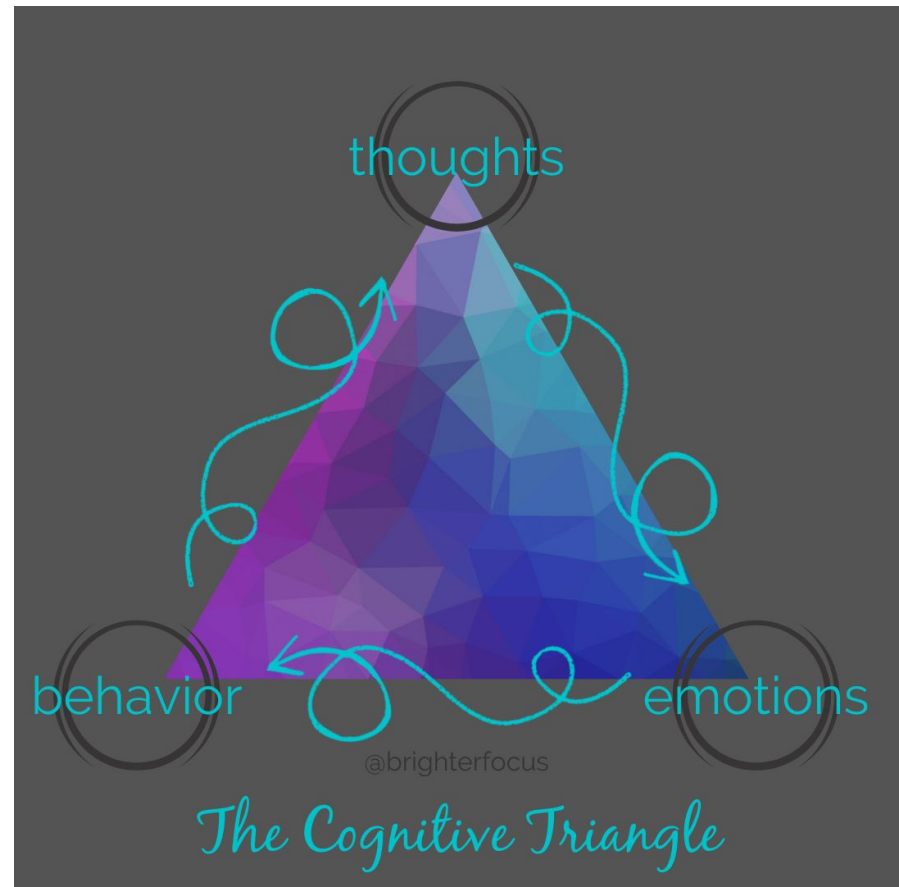
## 3-point check

Ask yourself:

What am I thinking?

What am I feeling?

What am I doing?



# Integration

- Skill and habit development require practice
- Growth is uncomfortable
- Support + connection are integral

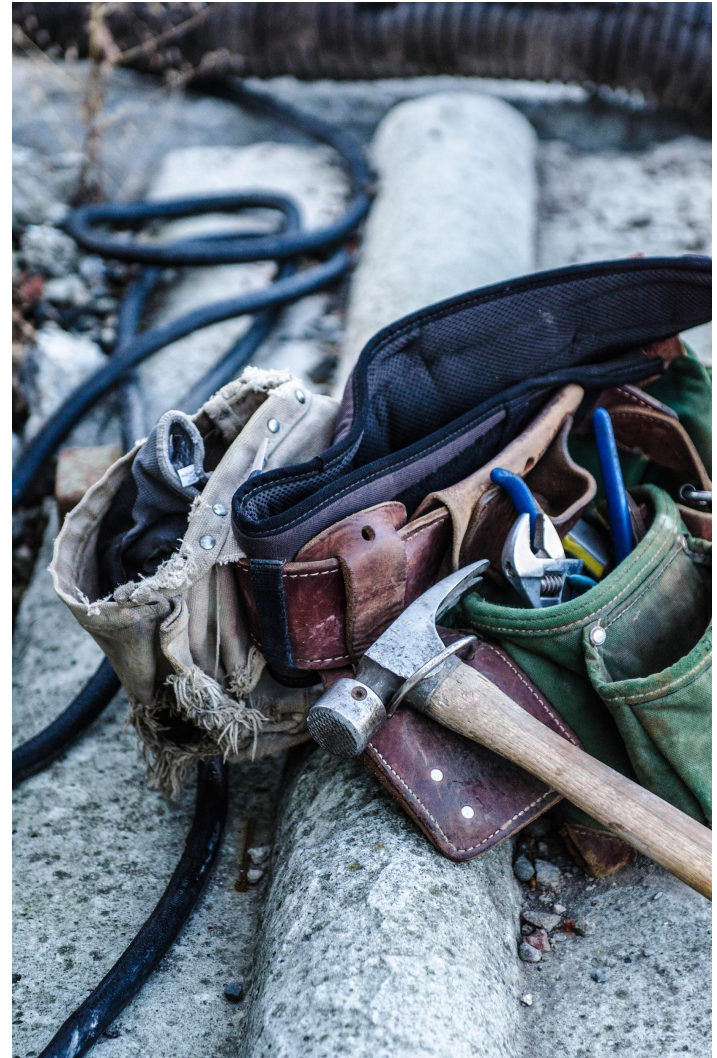


Image: Jesse Orrico

# Burnout Proof Academy

*Online. Self-Paced. Self-Care.*



**burnoutproof.me**

@brighterfocus

<https://burnoutproof.me>



# What are you taking away?



Image: Thomas Martinsen



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