

# Making Mindful Choices: Healthy Habits to Avoid Leadership Burnout

Sarah Kilander  
IPLI 22-23



# Wondering:

In what ways might focusing on mindful choices and healthy habits impact my burnout/stress levels as an instructional leader?

# Data Collection

A decorative pattern of vertical bars of varying heights and shades of teal, located at the bottom of the slide.

# Pre-Survey Results

ProQOL (Professional Quality of Life) Health Measure Survey-  
indicators from the American Institute of Stress  
Recommended by AWSA





# Compassion Satisfaction

## COMPASSION SATISFACTION

**Compassion satisfaction** is the pleasure you derive from the feeling of being effective in your work as a health worker. For example, you may feel like it is a pleasure to help others through your work. You may feel positively about your colleagues or your ability to contribute to the work setting or the greater good of society. Higher scores suggest greater satisfaction from your ability to be an effective health worker.

Your **Compassion Satisfaction** score is **18 out of 30**

Your score suggests that you currently find less fulfillment in your work than many other health workers. This might be reducing your overall quality of life. You can find out more about [compassion satisfaction here](#). The resources highlighted below might also be particularly helpful to you.

- [Mindfulness](#)
- [Boundaries](#)
- [Visualization](#)
- [Focus / Avoidance](#)



# Perceived Support

## PERCEIVED SUPPORT

**Perceived support** is your sense of having access to effective assistance when you need it. Support can take many forms including carrying out tasks for us when our own capacity is overwhelmed, offering useful advice, working with us to solve difficult problems, distracting us from the stressors in our work, or offering emotional support and empathy for our struggles. Higher scores suggest feeling well supported by others, an important component of overall quality of life.

Your **Perceived Support** score is **19 out of 30**

Your score suggests that you currently experience less support from the people around you than do other health workers. This might be reducing your overall quality of life. You can find out more about [perceived support here](#). The resources highlighted below might also be helpful to you.

- [Mindfulness](#)
- [Boundaries](#)
- [Visualization](#)
- [Focus / Avoidance](#)



# Burnout

## BURNOUT

**Burnout** refers to feelings of hopelessness and exhaustion that make it difficult to be effective at work. These feelings typically start slowly and get worse over time. People struggling with burnout often have very high workloads, have few opportunities for rest, or are working in unsupportive environments. They often feel unappreciated or that their efforts make no difference. Higher scores suggest a higher level of burnout.

Your **Burnout** score is **22 out of 30**

Your score suggests that you are currently at significant risk of burnout. Burnout represents a serious threat to your overall quality of life. You can find out more about [burnout here](#). The resources highlighted below might also be helpful to you.

- [Mindfulness](#)
- [Boundaries](#)
- [Sleep](#)
- [Visualization](#)
- [Focus / Avoidance](#)
- [Progressive Muscle](#)
- [Stretching](#)
- [Breathing](#)



# Secondary Traumatic Stress

## SECONDARY TRAUMATIC STRESS

**Secondary Traumatic Stress (STS)** is about your work-related, secondary exposure to traumatically stressful events such as witnessing terrible suffering, violence or death. STS often starts suddenly following particularly difficult experiences. People struggling with STS often struggle with upsetting and uncontrollable memories, constantly thinking about bad experiences, avoiding activities that remind them of bad experiences, being afraid for no reason, and having difficulty sleeping. High scores suggest a higher level of secondary traumatic stress.

Your **Secondary Traumatic Stress** score is **25 out of 30**

Your score suggests that you are currently at significant risk of secondary traumatic stress. Secondary traumatic stress represents a serious threat to your overall quality of life. The resources highlighted below might be helpful to you.

- [Boundaries](#)
- [Grounding](#)
- [Sleep](#)
- [Focus / Avoidance](#)
- [Progressive Muscle](#)
- [Stretching](#)
- [Intrusive Thoughts](#)
- [Breathing](#)
- [Nightmares](#)





# Moral Distress

## MORAL DISTRESS

Health workers are sometimes faced with difficult situations and choices. At times we are forced by circumstance, or instructed, to act in ways that conflict with our personal values, beliefs and morality. It is these parts of our work that may result in lasting inner turmoil that can negatively affect our quality of life. **Moral distress** of this kind is associated with feelings of guilt, shame and resentment. Higher scores suggest higher levels of moral distress.

Your **Moral Distress** score is **18 out of 30**

Your scores suggests that you are currently at some risk of moral distress. Moral distress represents a serious threat to your overall quality of life. You can find out more about [moral distress here](#). In addition, the resources highlighted below might also be helpful to you.

- [Boundaries](#)
- [Sleep](#)
- [Focus / Avoidance](#)
- [Intrusive Thoughts](#)
- [Nightmares](#)



## Overall Pre-Scores

Category	Score	Percent
Compassion Satisfaction	18	60%
Perceived Support	19	63%
Burnout	22	73%
Secondary Traumatic Stress	25	83%
Morale Distress	18	60%

# Action

Beginning in February: 3 times per week

I will schedule time to walk, spend time with family, read or play piano with the goal of clearing my mind and reducing the stresses associated with school.



# Data Collection Journal

At least 3 times a week for 2 months I schedule time to walk, spend time with family, read or play piano with the goal of clearing my mind and reducing the stresses associated with school.

For each day, I journaled. After each day's entry, I identified key words to help distinguish the difference in my attitude before and after the activity.

# Data Collection

A decorative pattern of vertical bars of varying heights and shades of teal, located at the bottom of the slide.



# Journal Entries

# Post-Survey Results

ProQOL (Professional Quality of Life) Health Measure Survey-  
indicators from the American Institute of Stress  
Recommended by AWSA





## Overall Post-Scores

Category	Score	Percent
Compassion Satisfaction	21	70%
Perceived Support	20	67%
Burnout	17	57%
Secondary Traumatic Stress	19	63%
Morale Distress	14	47%





## Score Comparison

Category	Pre- Score	Pre- Percent	Post- Score	Post- Percent
Compassion Satisfaction	18	60%	21	70%
Perceived Support	19	63%	20	67%
Burnout	22	73%	17	57%
Secondary Traumatic Stress	25	83%	19	63%
Morale Distress	18	60%	14	47%

# Reflections





## From my journal...

The pre and post survey results were evident that **scheduling personal time into my schedule positively impacts my views as a leader**. My biggest challenge moving forward will be reminding myself of these results when posed with the decision to do more school work or take time for myself. Finally, this process has helped me realize that I must be **intentional** in prioritizing personal time outside of the work day. That I cannot view it as a luxury, but that it is indeed beneficial to my professional leadership.



# Reflections

- If I begin to feel guilty about carving out time to focus on myself, I will try to remember that:
  - “Self-care is emerging as a “new” essential for school leaders, at a time when we are becoming increasingly aware that strong leadership is more critical than ever, yet when recent studies show that 89% of school administrators report feeling very stressed at least once or twice a week, when one quarter of all America’s principals leave their schools each year, and when one half of new principals quit by their third year in the role.”
  - **“Habits of self-care that you regularly build into your life can replenish this reservoir, making you capable of sustaining your ongoing work as an effective and invigorated servant leader.”**
    - [Self-care: The “New” Leadership Essential by Joe Schroeder, Associate Executive Director, AWSA](#)



# Reflections

- The Importance of Self-Care for Administrators. School leaders benefit from setting up and maintaining a system of support to help them meet the many challenges of the job.
  - Edutopia
    - Jessica Cabeen
    - December 2018

“Build time in your calendar to commit to your passions. Attendance at school events, field trips, and board meetings may pull us out of balance, so it’s important to be intentional about our routines. Make time for exercise and family interactions. Good health is essential to the ability to do our job and must be a priority.”





# Reflections

## The 7 Habits of Highly Effective People

- In his book *The 7 Habits of Highly Effective People*, author Stephen R. Covey identifies 7 habits for personal change. For habit #7, Covey names *sharpen the saw* as a method for continual improvement.
  - **Sharpening the saw surrounds all of the other habits and makes each one possible by preserving and enhancing your greatest asset — yourself.**
  - There are four dimensions of our nature, and each must be exercised regularly, and in balanced ways:
    - Physical Dimension
    - Spiritual Dimension
    - Mental Dimension
    - Social/Emotional Dimension
- Habit 1: Be Proactive
  - Habit 2: Begin With the End in Mind
  - Habit 3: Put First Things First
  - Habit 4: Think Win-Win
  - Habit 5: Seek First to Understand, Then to Be Understood
  - Habit 6: Synergize
  - Habit 7: Sharpen the Saw