



**Welcome to Emotional Fitness:
Making a plan to last the distance**

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Karakia Timatanga

Mā te rongo, ka mōhio
From listening comes knowledge

Mā te mōhio, ka mārama
From knowledge comes understanding

Mā te mārama, ka mātau
From understanding comes wisdom

Mā te mātau, ka ora
From wisdom comes wellbeing

Haumi ē! Hui ē! **TĀIKI Ē!**
Join together! Gather together! Unite!

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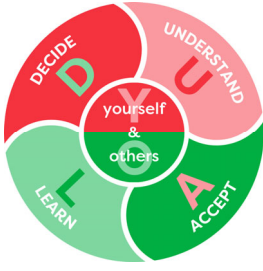
Ko wai au?



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Emotional capability



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In the next 90 minutes **Your role – take a BET**



burnout + the stress cycle in 3 contexts

critical moves + a commitment to act

thriving + not thriving


- **B**e open-minded
- **E**ngage with the process
- **T**ake action

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Fitness equipment

- Yours to use and keep
- Yours to use and look after



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Warm up

- Think about your week so far...
 - Pick 3-5 cards (any colour) that sum up how you've felt [2 minutes]
- Chat to the person next to you about one or more of your cards
- What did you notice?

[...]

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@LIZANDMOLLIE

[...]

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Step 1: Your ideal state

- Pick **5 black cards** that complete the statement **"When I'm thriving I feel..."**
- Return the remaining black cards to the box
- Lay your 5 chosen cards out in front of you and record them on your sheet in box 1

[...]

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Step 2: Your less than ideal state

- Pick **5 white cards** that complete the statement **"When I'm not thriving I feel..."**
- Return the remaining white cards to the box
- Lay your 5 chosen cards out in front of you and record them on your sheet in box 2

[...]

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The mouse, the cheese, and the owl

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Burnout

- **Emotional exhaustion** – fatigue that comes from caring too much, for too long
- **Depersonalisation** – depletion of empathy, caring, and compassion
- **Decreased sense of accomplishment** – an "unconquerable sense of futility"

(Herbert Freudenberger)

[...]

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Stress (response)

- Neurological and hormonal activity that creates physiological changes to ensure survival
- Your *entire body and mind* change in response to a perceived threat

Stressors (threats)

- Anything you imagine can do you harm
 - External: work, finances, relationships, natural disasters
 - Internal: self-criticism, memories, identity

[...]

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Stressors in context

- What activates your stress response before, during, or after a crisis or emergency?

[...]

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Steps 3-5: Creating options

- Pick a wellbeing practice card and record each idea somewhere (before / during / after / not at all)
- After 2 minutes pick a new card and repeat 🖱️
- Continue until you've recorded all 27 ideas somewhere
- Look at your options and choose **TWO** that you think will make the biggest difference in helping return you to your thriving state – **write these in boxes 3, 4, 5**

[...]

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Step 6: Make a start

- What can you do straight away?
- Who or what will get in the way of that?
- How will you overcome that barrier?
- Optional: post your wellbeing experiment and observations on LinkedIn in a week (reflect on how easy/hard it was to take action)

[...]

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Karakia Whakamutunga

Kia tau ngā manaakitanga, ki runga ki tēnā, ki tēnā o tātau
Settle the care and protection upon each of us

Kia piki te ora, kia piki te māramatanga
May health and understanding grow

Kia hoki pai atu, kia hoki pai mai
Return well to others and ourselves

Kia tūturu whakamaui
Hold fast to your authenticity

Kia tina! **TINA!** Haumi ē! Hui ē! **TĀIKI Ē!**
Be firm! Join together! Gather together! Unite!

[...]

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Ngā mihi nui ki a koutou Thank you

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Recommended resources to build awareness for emotional fitness

Books

- [A Human History of Emotion: How the Way We Feel Built the World We Know](#), Richard Firth Godbehere
- [Between Us: How Cultures Create Emotions](#), Batja Mesquita
- [Burnout: Solve Your Stress Cycle](#), Emily Nagoski and Amelia Nagoski
- [Emotional: The New Thinking About Feeling](#), Leonard Mlodinow
- [Emotional Agility: Get Unstuck, Embrace Change and Thrive in Work and Life](#), Susan David
- [The Body Keeps the Score: Mind, Brain and Body in the Transformation of Trauma](#), Bessel van der Kolk
- [The Empathy Effect: Seven Neuroscience-Based Keys for Transforming the Way We Live, Love, Work, and Connect Across Differences](#), Helen Riess
- [Widen the Window: Training Your Brain and Body to Thrive During Stress and Recover from Trauma](#), Elizabeth A. Stanley

Learning and Development

- Anything by Kathryn Ruge of [Engaging People](#) 😊
- [Nervous System Mastery](#) by Jonny Miller (contact [Kathryn Ruge](#) for a discount code to get US\$250 off your enrolment fee)
- [The Neuroscience Academy](#) by Dr Sarah Mackay

Tools

- [The Emotional Culture Deck](#) by riders&elephants (contact [Kathryn Ruge](#) for an exclusive discount code)
- [The Wellbeing Deck](#) by riders&elephants