Thought Leader Series:
The Happy, Healthy Nonprofit
with Beth Kanter
Wednesday, September 18, 2019
YOU’VE GOT A CAUSE
LEARN HOW TO FUND IT.

SANFORD
INSTITUTE of PHILANTHROPY™
TODAY’S PRESENTER:

Beth Kanter

*Master Trainer, Speaker, and Author*
The Happy, Healthy Fundraiser: Strategies for Impact without Burnout

Beth Kanter, Master Trainer, Speaker, Author
September, 2019
What I’m going to talk about ..... 
• Wellbeing in the workplace begins with your own self-care and resilience and avoiding burnout by managing fundraiser stress
• The benefits of fostering a culture of wellbeing
• Practical and low cost ways of activating a culture of wellbeing at your nonprofit

What is your organization's approach to wellbeing in the workplace?

- Not discussed
- Employees are encouraged to do it on their own
- There are periodic activities for wellness or wellbeing
- Our nonprofit has a strategy/plan/policy for a comprehensive program
Positive stories have power, and nowhere do they have greater power than when you play them inside your head.

When times get tough and obstacles loom large, pump up the volume on these stories to get past the challenges.
• What experience first lead you to doing your professional work?
• What is it about the organization or program that you are raising money for inspires you?
My Story: Why A Book on Self-Care

Test Results

Beth

Healthy Range

399

>150
Too Much of This ...
Too Much of That
A Little Bit of That
Way Too Much of This ....

Working nights and weekends
Sleep deprivation
No vacation or down time
Triglycerides: Test Results

Steps, Distance, Floors, Calories burned

Fitbit dashboard showing steps, distance, floors, and calories burned from February 2014 to February 2015.

好友列表和活动数据界面显示了不同好友的步数、距离、楼层和燃烧的卡路里。
Where do you find the time in your work day?
Stanford study finds walking improves creativity

Stanford researchers found that walking boosts creative inspiration. They examined creativity levels of people while they walked versus while they sat. A person’s creative output increased by an average of 60 percent when walking.

BY MAY WONG

Steve Jobs, the late co-founder of Apple, was known for his walking meetings. Facebook’s Mark Zuckerberg has also been seen holding meetings on foot. And perhaps you’ve paced back and forth on occasion to drum up ideas.

A new study by Stanford researchers provides an explanation for this.

Creative thinking improves while a person is walking and shortly thereafter, according to a study co-authored by Marilyn Oppezzo, a Stanford doctoral graduate in educational psychology, and Daniel Schwartz, a professor at Stanford Graduate School of Education.

The study found that walking indoors or outdoors similarly boosted creative inspiration. The act of walking itself, and not the environment, were consistently and significantly higher for levels of creative thought.

"Many people anecdotally claim they do their best thinking on a step, or two, toward discovering why," Oppezzo and Schwartz wrote in the study published this week in the Journal of Experimental Psychology: Learning, Memory and Cognition.

Walking vs. sitting

Other research has focused on how aerobic exercise generally protects long-term cognitive function, but until now, there did not appear to be a study that specifically examined the effect of non-aerobic walking on the simultaneous creative generation of new ideas and then compared it against sitting, Oppezzo said.
Allen Kwabena Frompong
Black Lives Matter
NYC

From Self-Care to We-Care: Black Lives Matter Strategy for Wellness

This photo is from an open space session during last week’s Funders Learning Lab: Investing In Network Leadership. I proposed a session with a title, “Going from Self Care to We Care” to talk about how do we scale a culture of self-care in networks. The networks, nonprofits organizations, and movements are filled with people who are passionate about social change work, but often work hard and long with few resources and many just keep going without giving a thought to self-care.
“Caring for myself is not self-indulgence, it is self-preservation, and that is an act of political warfare.”

-Audre Lorde
Burnout is a state of emotional, mental, and physical exhaustion that occurs when we feel overwhelmed by too many demands, too few resources, and too little recovery time.
What’s Your Personal Chaos Index?
What is the single biggest cause of your stress in your work? Is something you can control?

Journal your stress away!
POLL
Is your stress trigger...

Due to communication or collaboration with others (not listening, lack of clarity)

Self-inflicted (say yes too much, perfectionism, don’t delegate, etc)

Workplace norms (surprise or unrealistic deadlines, distractions, micromanagement, etc.)

Technology related

External – beyond your control

Other (tell us in the chat!)
Self-care includes any deliberate and consistent habits you create to enhance your overall well being.
Five Tips to Weave Self-Care Into Your Work Day
How many hours of sleep per night does you need? What happens when you don’t get enough sleep?
The diagram illustrates the color temperature in Kelvin (K) for various light sources:

- iPad Air 2: 6900 K
- Direct sunlight: 5500 K
- Incandescent bulb: 2700 K
- Cloudy sky: 7500 K
- iPhone 6: 7100 K
- Halogen bulb: 3500 K
- Candlelight: 2000 K
Tip 2: Stroll More
Pay Attention While Walking
Your Facebook Status Update Can Wait.
Do you spend too much time on your mobile phone?
Elizabeth’s iPhone

Today at 9:41 PM

2h 45m

42m above average

Social Networking: 1h 13m
Entertainment: 50m
Productivity: 18m

Longest Session: 48m

After Bedtime Use: 21m

LIMITS

Instagram: 5m left
3 SEvens and Jackpot pay only on center line.

Pay Lines: 5
Bets: 60
Winner Paid: 36

SLOTS ROYALE
Tip 3: Take Control of Your Mobile Phone

- Turn off all notifications except from people
- Type to launch apps
- Go grayscale
- Tools on home screen
- Scramble Apps
- Remove or move work apps into folders on 3rd or 4th screens after hours or vacation
- Gboard

http://humanetech.com/take-control/
Tip 4: Find Quiet Time During the Day

DO NOT DISTURB!
I’m on a tight schedule today

Exceptions in case of emergency are permitted:
- Am I on fire and don’t know it?
- Are you on fire and I’m the only one who can put you out?
  - Are you pizza?
- The Zombie Apocalypse is here
Block Out Solo Time On Your Calendar

Jill Biden
@JillBidenVeep

Sometimes I schedule meetings with myself at work so my calendar looks full and people leave me alone

5:36 AM - 15 May 2018

55 Retweets 616 Likes

COLIN DONNELL @colindonnell · 23h
Replying to @JillBidenVeep
This is genius

1 Retweet 8 Likes

Jill Biden @JillBidenVeep · 23h
It’s the only way I can get work done sometimes.

1 Retweet 1 Like
Tip 5: Take A Real Break: It’s Called A Vacation
Writing Your Self-Care Plan

A Self-Care Plan identifies self-care goals or behaviors that you want to sustain and is your strategy for making positive behaviors routine with some form of accountability. Self-care is something that you need to live and practice daily. Schedule your self-care activities. Put it on your calendar. Make a commitment to yourself, and prioritize self-care as mission-critical.

A written Self-Care Plan spells out daily activities that will reduce your stress and revitalize you. Writing down your plan helps you articulate and define your routines and rituals for self-care. The goal is to help prevent and potentially eliminate the destructive impact of chronic stress. Self-care is meant to help you cope better in the face of workplace stress and life challenges. A Self-Care Plan is a road map to Happy and Healthy.

**Self-Care Plan Template**

A written Self-Care Plan does not have to be a long document. In fact, the shorter, the better to start. You can always add to it as you progress through your self-care practices. Make a list of your Practice Goals or the specific actions you plan on taking to attend to your self-care. Tie your actions to the 5 Spheres of Happy Healthy Living, and identify only a few practices related to each category.

<table>
<thead>
<tr>
<th>Self-Care Category</th>
<th>Practice Goals</th>
</tr>
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<tbody>
<tr>
<td>Sphere 1: Self</td>
<td>- Get 7-9 hours of sleep per night.</td>
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<tr>
<td></td>
<td>- Eat more fruits and vegetables every day.</td>
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<td>- Get to 10,000 steps per day walking.</td>
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<tr>
<td>Sphere 2: Others</td>
<td>- Make a regular date with my partner and/or children – one-on-one – to give my relationships attention.</td>
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<td></td>
<td>- Divert my set of negative influences, moving consciously away from people who bring me down.</td>
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<tr>
<td>Sphere 3: Environment</td>
<td>- Stop what I’m doing at least once a day to go outside.</td>
</tr>
<tr>
<td></td>
<td>- Check my home and office for toxic materials and chemicals that can be eliminated and bring in healthier alternatives.</td>
</tr>
<tr>
<td>Sphere 4: Work and Money</td>
<td>- Take comp time when I’m attending work-related evening events.</td>
</tr>
<tr>
<td></td>
<td>- Stand up from my desk every 15 minutes to stretch and walk around.</td>
</tr>
<tr>
<td>Sphere 5: Tech</td>
<td>- Set up a charging station at the front door for all of my family’s digital devices.</td>
</tr>
<tr>
<td></td>
<td>- Keep all my digital devices out of my bedroom and off my dinner table.</td>
</tr>
</tbody>
</table>

The Secret to Creating New Self-Habits That Stick!

1. Make It Tiny
2. Find A Prompt
3. Train the Cycle

BJ Fogg: Tiny Habits Framework
A Simple Way To Practice Mindfulness At Work

- Two Minutes of Focusing on Breath
- Two Minutes of No Agenda
Creating A Mindfulness Habit Trigger
Reflection

• What is one self-care habit you can build into your work/life starting this week?
• How can you make it tiny? What is your prompt?
POLL

On a scale from 1 to 5, with 5 being the highest, in your organization do employees have a strong sense of community at work or collegial environment?
POLL

On a scale from 1 to 5, with 5 being the highest, in your organization do employees share a sense of purpose at work?
From Self-Care to We-Care: Creating A Culture of Wellbeing

- Leadership
- Employee Engagement
- Workplace Culture
- Programs and Activities
- Cues, Policies, Strategy

Clearly there's some nuance to this "relieving stress by bringing dogs to the office" thing that we're missing.
Avoid Quick Fixes
Everyone on Staff Has A Self-Care Plan

**SELF CARE**

Lots of people talk about it. We actually do it. You make Crisis Text Line special. YOU are our most important asset. We need you in tip top shape! Self care means identifying your own stress triggers and following a plan to keep them at bay. It means checking in with yourself ongoing. It means taking time to do things that make you happy. It means having a hobby that makes you feel full. It means snuggling with your dogs on a daily basis. We suggest creating a self-care plan and sharing it with your manager. Here are some self care tips from our staff and crisis counselors:

- Keep a self care plan in sight. Seeing it means not forgetting about it.
- Take a digital break one day a week.
- Spend time with people you love.
- Always have a good book to get lost in.
- Coloring books (seriously. They’re not just for kids. Proven to reduce stress!)
Intentional Focus on Culture
Q3 theme:

Mindfulness.

What behaviors, norms, and processes can we establish to engender more mindfulness and presence in our interactions?
Technology Can Have A Positive Influence on Culture

The Donut Slack bot matches you with a new coffee buddies each week in Slack 🍩☕️
producthunt.com/tech/donut-sla...
UW/SD: From Pilot to Cultural Norm

- Twice daily all staff walk or movement
- Started with listening and engaging with employees
- Wellness coaching and experiment 10 years ago
- Now part of culture
A Simple Process: The Five F’s

1: Functioning, Fitness, Food
Do people have what they need to do their job? Do people feel like they are productive?

2: Feelings
Do people feel appreciated and respected?

3: Friendship
Do people feel connected to one another?

4: Forward
Do people feel like they have opportunities for growth?

5: Fulfillment
Do people feel like they are inspired and working towards a higher purpose?
• Self-care is part of doing the work
• Burnout is sneaky, understand if you are depleting your passion for changing the world without refueling
• Self-care requires self-awareness and intentional habit change
• Pick one small self-care habit that you can create and build into your life today and encourage others in your organization or community to do the same!
Thank you!

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Questions?
Please send them in the chat!
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October 16, 2019
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2:00pm – 3:00pm EST

Register Today!
Thank you

TAKE YOUR CAUSE AND CREATE IMPACT.

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