

My name is Carolyn Glenn and I am the Learning and Development facilitator with the center for child welfare.

And so we're going to go ahead and get started.

So the first thing that I want to talk about is caregiver burnout and we're going to kind of Define it and just talk about exactly what it is.

So burnt caregiver burnout is the exhaustion of physical or emotional strength or motivation as a result of prolonged stress or frustration.

Okay, so it's literally just when you're burnt out.

But we're talking about it from a caregiver perspective.

So when you're working with children that are in foster care anytime you you are providing care for someone else.

It's when you experience also compassion fatigue, which we're going to take a look at that definition.

It's a little bit different from caregiver burnout.

And so if you don't care for yourself, this is huge your ability to care for others will be diminished or Even depleted so it's really really important that you know, as foster parents that you understand that your obligation is to stay healthy first and foremost to better Serve Yourself first your loved ones, of course and then the children and families that we work with to serve.

So just a little I would like I said, I want to really tap into some of the symptoms of what caregiver burnout is.

And so that looks like no motivation to participate in We enjoyed activities.

So maybe there were things that you used to do that.

You don't do anymore and this may or may not be something that you all are experiencing it, but you may have you may know someone who's experiencing.

So think about those people that you know of that maybe they're experiencing some of these these symptoms friends and family have expressed that they're concerned about your well-being also problems with your significant other spouse, or maybe if you have children that lived with you or fit a family remember that lives with you intense and recurrent feelings of anger sadness worry or fear also difficulty in concentrating and maybe trouble sleeping.

I know a lot of times most folks will have issues with their sleep and that's usually that like that first indicator drastic weight changes, so a significant gain or loss and then unexplained health problems.

So you have some things going on and you just really don't know what's happening.

Maybe you're feeling very tired all of a I didn't also the use of substances to cope with manage or suppress uncomfortable or painful feelings.

So these are all symptoms of caregiver burnout.

So now we're going to look at Compassion fatigue.

So compassion fatigue, which I really really wanted to point out. It's very similar to caregiver burnout.

It's a type of stress.

It results from helping or wanting to help those who are

traumatized or under significant emotional stress, duress and our children that we serve foster children, even their parents and their caregivers.

They have been traumatized they've experienced a lot of trauma and that's usually where you all as false.

Parents come in and so you take on a lot of that.

Sometimes it might mean the child comes in and they just want to tell their story or maybe they know they don't tell their story but their behaviors are significant and there are a lot of times they're overwhelming and so I wanted to bring up compassion fatigue because it mostly affects those who work in a healing capacity and I think that we all know that as foster parents when you're working with the children in your care and they've experienced trauma the new number one the number one tool that we like to use or resource that we have is the relationships that we build with the children that we serve and so in building relationships you're having to dig around you're having to find out what's going on or what happened in their home before they got to you and so that can be that's healing for the child, but it can be it can be a re-traumatization for you as the caregiver.

So one other thing is that Like burnout compassion fatigue is highly treatable.

Okay, and so it's also less predictable though.

So sometimes it can come on and you didn't really see it coming the onset of compassion fatigue.

Like I say sudden and it's not quite like burnout simply

because it happened because burnout happens over time.

So burnout means maybe you've been fostering for 25 years and you're feeling a little overwhelmed based on that.

Fashion fatigue can happen again just as we said suddenly so it may not be that you've been doing it for a long time.

But you're still feeling a little overwhelmed.

So just some symptoms of compassion fatigue chronic physical and emotional exhaustion depersonalization feelings of an inequity towards the therapeutic or caregiver relationship.

So you may feel like you just don't know where you fall in that relationship.

Maybe you feel like you're not helping or maybe you don't really care about it.

You're feeling like you don't care irritability.

That's a huge indicator.

Feelings of self-contempt also again difficulty sleeping and then weight loss and head aches and headaches are huge from a lot of people who experience stress.

Usually the first indicator is that they have a headache of some sort might be a migraine might be something small, but usually that's an indicator that there's something going on that we need to address.

So just in general I wanted to take some time to kind of just talk about just stress signals.

And so any of these particular signals can actually come up for you whether it's compassion fatigue that you're dealing with or caregiver burnout, but it as you can see most of

what we've already discussed is here under stress signals.

So headaches muscle tension upset stomach having the Jitters
memory problems anxiety.

Loss of appetite or maybe sometimes overeating we've already
talked about, you know difficulty falling asleep or staying
asleep and an increased frequency of Cole's a lot of times
when we don't get enough rest, you know that usually kind
of attacks our immune system and we're not able to fight
off those things that we ordinarily could and so now that
we're talking about we've talked about the symptoms of both
burnout as well as compassion fatigue, and we're talking
to just overall stress.

Al's so we've talked about caregiver burnout we've talked
about compassion fatigue and the differences differences
between the two remember that that burnout is it kind of
happens over time and then the care The Compassion fatigue,
it can be sudden and it's usually when you're working in
that healing capacity, so it's not always easy, you know
doing what you all do on an everyday basis, but what we want
to talk about today want to spend the rest of our time to
discussing is self care.

You know what is self care?

So when we talk about what is it?

It's essential.

So it needs to happen.

It's necessary.

It's regular activities and practices that reduce stress

maintain and enhance health and well-being.

So these are the things that you're doing on a consistent basis. It's not something you do once you get stressed, although of course, you know you want to do that too.

But what we're really going to talk about is developing a plan that you can do over the course of time so that it can be something that's done consistently and regularly. Self care is necessary for your effectiveness and success in honoring your professional and personal commitments.

So yes, you are a foster parent.

However, I assume that you play many other roles in your life. Maybe you are, you know, taking care of parents or maybe you have adult children, or maybe you have younger children, but I know that you all play other roles in your lives and so we want you to be that professional parent that you know, we know that you are but we also want you to be able to honor those commitments in your personal lives as well. And so that's what self care is all about.

It helps us to effectively do those things because if we're not taking care of ourselves, then we're not going to be able to be effective in any of the roles that we play.

All right, and so the benefits of self-care we're able to identify and manage the general challenges, so things that come up on a daily basis things that we're having to deal with with the children that we serve or the system that we're dealing with being aware of our own personal vulnerabilities.

And again, this goes really kind of ties into that compassion

fatigue. When you think about the fact that you all are in a healing capacity, you're helping children tell their story and that's healing you're establishing and building relationships.

And so what a lot of times that does is it brings up things for us.

I know for me.

I chose the field of child welfare.

I also used to be a therapist and I chose that because I had experienced some traumas in my life.

And so a lot of times if I hear someone else's story.

I'm reminded of that.

And so that's a very natural and very normal thing that we all experience.

And so we just want to be aware that that can happen.

It may show up.

And so we need to know that also it helps us when we have our self-care plan it.

Oops us to achieve more balance in our life balance is so important because you don't want you know there to be way too much on one side and then you're not taking care of the other side.

So we really want to make sure that we are balancing everything out. Alright and so obstacles to self care.

So let's talk a little bit about what those things might be. So a lack of resources I know often times and when I worked as a family development specialist, I worked in licensing.

I knew I know that a lot of families they may have wanted

their foster children to play sports, you know, but then they didn't have enough money to do that.

So A lot of times you want to do fun things, but you don't have the resources to be able To do that.

Maybe you want to join, you know, go to a yoga class, but you really don't have the time or you don't have the funds in order to do that for yourself or for the kids that you serve. No one can do it.

Like I do I love this one because this is usually what lots of moms experience where you know, maybe they've given the kids, you know some chores, but they don't like the way they clean so they say okay never mind.

I'll do it.

But what we really have to do is understand that this is truly an obstacle for us when you can't let someone else take over then it creates more work for you.

Another obstacle is being unorganized.

So when you have a whole lot going on as most if you're a foster parent, you probably have visits you have doctor's appointments. You have a lot of things going on.

So, you know, if you're not organized and you know, you can miss some of those appointments or things that you have going on. So that's an obstacle.

Then feeling selfish for putting yourself first also having difficulties identifying what you need.

Maybe you don't even know where to begin.

And so that's an obstacle as well in regards to sticking

to that self-care plan and taking care of you self-esteem issues. Maybe you feel unworthy.

You don't feel like you should have a whole lot of free time for yourself.

Also feeling inadequate when you ask for help.

This is a big one that I noticed oftentimes, especially in child welfare, especially with foster parents.

Maybe you don't want to ask for respite.

You don't want it want to utilize that service but it's very necessary and then also too many responsibilities.

So again just going back to appointments chores kids are involved in therapy all types of other responsibilities that you have going on outside of just maybe your day-to-day normal responsibilities. I Always say washing clothes is like the worst responsibility that I have.

It's always the hardest thing to get done because I can wash them. I just struggle with then drying and folding them be so they sit in a basket for a really long time.

So that's not always good.

But again, so sometimes when we have a lot going on then that can definitely be an obstacle for us.

Okay, so stress can make you feel that you don't have enough time in the day, right?

Anytime that you have a whole lot going on that usually stresses that stresses us out.

But what we really want to talk about is when we do have a whole lot going on, you know, we want to get into how can

we manage that?

Okay.

So one thing that we can do is we can try mapping out our day to determine if this is actually true so sometimes we want to see if we really don't have enough time today.

Sometimes we think we don't have enough time in the day.

We really do.

We're probably just not being Effective in how we do things and so one thing I wanted to point out is that using a planner just to see exactly where you might have some free time.

So if you if you go through out if you take maybe two or three days maybe even for a week and write out everything in the planner everything that you do and of course, yes, that could be a little time consuming.

But if you do that, we're just you're just trying to figure out you know, where do you spend the bulk of your time and how Can you decrease some of that and so them being mindful of that extra time?

So we're going to take a look at some of the feedback that we got in regards to what's high stress for you all and so someone wrote homework.

Yes.

I was never a foster parent, you know myself.

However, I actually like I said, I worked with foster parents and I'm a mom of a 16 year old and I can recall that in elementary school homework was Hard homework time was just difficult.

I don't know what it is about that time of the day kids.

Just they don't want to do that and they have a lot going on and then you have a lot going on.

And so yes homework can be frustrating not hearing back from the children's workers or birth parents and all my gosh birth parents not showing up for visits.

Yes, because what happens when that when that takes place the kid is now in a disarray, and so now you're Having to deal with your own stuff and then this child who maybe you have the child calm down.

Maybe you had them in a good space, but that not having that visit kind of just knock them back to square one so that can be very much high stress.

We have so someone else wrote in we have five kids 22 months to 10 years old that is a lot and mornings are stressful.

Absolutely.

No one really wants to be up early so I can only imagine having to be outside of the home every day of the week need a stay-home day.

Absolutely.

I usually take those on Sunday morning routines.

Okay, so we have a couple people that are saying Our stressful own kids having difficulties in life.

Absolutely behaviors busy schedules support from case managers that's been stated twice deadlines and commitments.

Absolutely because everybody's on a deadline, right everyone for my foster parents.

They're stressed out with poor communication with case management.

That's the third time.

We've heard that one often.

They resort to their licensing specialist in order to be heard. Absolutely and I I do recall that I took that very seriously when I license foster homes, and I would work with them and I wanted to always be that support for them so that they could know that I hear you.

I know what you're going through and I would try to assist as much as possible foster parents usually utilized church praying and contacting other foster parents with their issues.

Very good driving to visits because of distance between us and the birth parents.

Oh, yeah that can be hard.

And post visit behaviors visits are Biggie.

And so please know a lot of other foster parents are experiencing the same exact, you know stress from going on a visit maybe not going on that visit, but either way surrounding visits driving to the visit.

So we're all kind of dealing with some of these the same things. So now that we've kind of talked about lack of communication good And so now that we've kind of talked a little bit about what's stressing you out.

Let's kind of start talking about our self-care plan.

Okay.

So what the self-care plan is, it's not to say that these things won't happen.

So you're still going to have your busy schedules.

But again, I didn't want to throw out there that I do think it's a really good idea to drop down everything and see if you may have some extra time somewhere and sometimes King that extra time happened, you know, maybe there's something that you're doing that is not as important as your self-care or not as important as I think someone mentioned that stay home Day there might be something that you could switch out, you know, and so you want to look for that you want to look for those opportunities, but what the self-care plan is developing that self-care plan you're going to identify what you value and what you need as part of your day-to-day.

So if you recall I I said this is this is not where you there's a crisis going on and you've you're saying okay.

I'm going to go and do some breathing techniques, you know what you can do, but we want you to do it on a daily basis.

We want you to get in the habit of doing these things because you want to train yourself to be able to do this on a daily basis. How do you do that?

You still away, you know a minute two minutes three minutes.

Sometimes we always say well I don't have time to do too.

Meditate you have three minutes and so you still away those three minutes.

But so the day-to-day that's going to be your maintenance

self-care. So that's what you're going to utilize like I

say on a consistent basis what we're also going to talk about

today is developing strategies that we can employ when we

Face a crisis.

So yes are those those moments where you thought you were going to have the child thought they were going to have a visit mom or dad didn't show up and Now the child is completely, you know flipping out.

Yes, you're going to have those moments.

So then what are you going to do in those moments?

This is not something that happens every day, but it happens often. And so what you really want to make sure you that you do is you come up with an emergency self-care plan.

Okay, so you have certain strategies that you use everyday and then you have certain strategies that you use in case of an emergency when something happens.

There's no one-size-fits-all of self-care.

Plan is just you identifying what strategies work for you.

And so we're going to talk about those strategies in the next portion of the training.

And so you want to make sure that you understand that it's all about making a commitment.

And so that's what we're here to do.

Today.

We're here to talk about the strategies.

We've already talked about the problems.

We've talked about the lack of communication.

We've talked about visits not happening.

Those are everyday normal issues that are Happening with most foster parents but what we really want to do is we want to make a commitment to develop a plan and actually look

at what are some of the strategies that we can use what are some of the strategies we use in a crises.

What are some of the strategies that we use everyday?

And so that's what we're going to get into now.

Your plan.

Okay.

So the self-care plan it actually is going to incorporate physical social mental emotional spiritual.

It incorporates all areas.

You have to make sure that you're addressing all domains.

Okay, so you can utilize which whatever strategy that you want. You just want to make sure that whatever you're doing that you're trying to hit on every single domain because you don't want to leave something untouched and we're going to Talk a little bit about strategies.

So one of the first strategies that I like to bring up is taking time to play.

Okay.

So you want to remember to give yourself rest?

Okay, even on the most chaotic days just do something that doesn't quite require a whole lot of thought, you know, spend 5 minutes a day just being spontaneous color draw sit on a swing dance it out.

Turn up crank up the music.

Music and just start dancing, you know, maybe you like to solve some maybe you like to do some ballroom dancing.

It doesn't matter just give yourself a moment to just do

nothing that requires you having to think a whole lot incorporate play into your day while relationship building with the children in your care.

Someone else mentioned that they go for a walk with their kids. That's really awesome because we can do we can play as adults and we can include the children in our care.

In that play someone mentioned board games play board games have a family game night, you know, that's kind of giving us in allowing us that opportunity.

Just just to relax use respite everyone needs and deserves time to take a break and unwind whether it's you having a girls night out or a girls night in or maybe you're going on a date with your significant other either way.

You really want to make sure that you are doing NG something some type of play and the reason being we're going to talk a little bit more about play.

We have a psychiatrist.

Dr.

Stuart Brown.

He actually he's as clinical researcher and founder of the National Institute for play.

He says that play shapes our brain which is probably why we do a lot of play therapy with little children.

It helps us to Foster empathy.

It helps us to navigate complex social groups and it's at the core.

Creativity and Innovation, so play is important and the opposite

of play is depression.

Wow, who would have thought so if you're not getting enough play time, then you're probably feeling a little sad or overwhelmed true play leads to fulfillment in our work.

Okay, so both play and rest are necessary for us to be healthy and productive.

So play should be one of our strategies another strategy is to set goals.

So the overarching key to preventing burnout is to reduce the stress level in your life.

And so in order to reduce that stress level in your life.

You want to set some short-term goals break down your obligations to small attainable chunks or set out to learn a new skill.

So for some of us who have no idea what Google Calendar is we can go and research that and figure out What it is and try to implement it maybe we have a goal to get this thing figured out in the next two weeks small goals something that we can do to make our lives a little bit easier.

Another strategy.

This is especially for those foster parents who get those calls from placement.

And you said that you weren't going to take any new kids and they were able to talk you into it.

That's just an example, but obviously I want you all to think about saying no, you know resist the urge to take on new commitments decline to do tasks that will add extra stress to your life.

It is okay to say no Oh, okay, because when you say no to something that's going to add some extra stress.

It means that you're saying yes to your health and that's huge that's major for foster parents.

This can be difficult because of the desire to not disappoint.

Okay, you want to make sure that you're there for the kids and that they can rely on you.

Maybe it's something that they want to do but you know that you don't have the time or maybe you don't have the resources to do it.

You have to be made.

Sure that you're committed to you first in order to take care of the kids that we serve.

Another strategy is to connect with your emotions.

If you're feeling anxious or stressed out in certain situations your brain and body are trying to tell you that there's something that's going on.

Remember we talked about those stress signals.

If you're having a headache if you're fearing feeling irritable, you're feeling that way because there's something that you need to change something that you need to do, or maybe there's something you need to not do.

And so you want to listen to what your emotions are saying about what you want and what you need.

It's important to balance.

We talked about balance a little bit earlier in the training as well.

Practicing mindfulness mindfulness goes along with yoga.

So a lot of people talking about, you know, they're practicing yoga things of that sort.

I do want you all to know that being mindful, you know, really is just sitting somewhere and focusing on something and so that doesn't have to cost you anything, you know, you can take up yoga and you can do that on YouTube.

You know II know that you know money isn't always Is available or maybe the classes that you want to go to maybe it's too far maybe the Clack the times are not suitable for you, but you can always look some yoga classes up on YouTube and that is helpful unplug from social media or your technology.

I know that some folks say that it's relaxing for them to watch their favorite show, and that could be great.

But sometimes you might just need to unplug from it all and just take a moment and also trying some breathing exercises.

Has in the last training that I did one of the attendees explained there is a forest step breathing technique that she uses and it's literally four seconds.

So you're going to breathe in and you're going to bring your going to hold your breath for four seconds.

Every time you're going to breathe in for four seconds.

You're going to breathe out for 4 seconds and you're going to do that.

And then that's going to be it's basically 16 seconds of breathe in breathe out Breathe In Breathe Out 16 seconds.

That's a breathing exercise that you can.

try Doesn't take even a whole minute another strategy.

I love this one because I do know that you all are doing amazing work with the children and the families that you work with and so starting a positivity file.

So have you ever gotten a compliment that major day?

Maybe you have a story about a parent that you've helped.

Maybe you listen to a child share how much you've improved his or her life.

You want to make sure that you include that?

A file you can you know maybe a letter someone wrote you put that in a file put it somewhere so that you can make sure that any time you get something you're writing that good thing down and then you're going to refer back to it when you're having a rough day.

So it's like a reminder that you are appreciated and you are what matters to the children in this system and to foster parents and I mean to other bio parents and case managers, you know people are excited and they are Happy to have you, you know doing the job that you do don't forget about those people. Sometimes we pay a lot of attention to the folks who are not happy or who don't you know show their appreciation and we really should be focused on those who do Get up and move. So going for a quick walk.

Maybe a short bike ride.

This improves our mood balance in our coordination going outside can be extremely beneficial, you know, even if it's just for five minutes if you're overwhelmed, it can also

mean sitting outside in the sun rather than inside.

So maybe there's something that you usually do.

Maybe you read the paper, you know, maybe you're in school and you have something to do maybe you work as well.

You know these Things you can't they can be done outside and you know in nature.

Another strategy is to shake up your routine.

So this is so a fun fact is that changing small simple things about your daily routine, like which hand you use to brush your teeth or which route you take to work?

It can increase your brains plasticity.

So this also increases your ability to manage change.

So it lowers your stress levels when your day or week gets flipped upside down because A brain is now trained to handle to handle when something is flipped upside down is trained to be able to maneuver when you switch something when you go from what you usually do to what you don't usually do.

So change up your routine do some things differently.

I know a lot of folks they like doing things the exact same way every day, but you want to change it up a little bit.

This is a really big one for me.

I really like these strategies.

They're all called their self soothing strategies.

And these are all things that you can do and they actually are going to it's activates your self soothing system.

So self-soothing can reduce the effects of trauma or simply help you calm down after maybe you went to court and you

didn't get such great news.

Maybe a child leaves your home or maybe that In show up for that visit or you had a difficult conversation that triggered something for you.

So you want to make sure that you're activating your self soothing system.

And so how can we do that?

We want to pay attention to our five senses.

So we want to look at touch.

So maybe putting on lotion going to get a massage slowly sipping your coffee or your tea.

So that's taste maybe you go and get that slice of cake that you wanted.

Maybe you go have your favorite meal or you cook.

Your favorite meal keeping an essential oil diffuser handy, so that is going to em open up your smell.

So maybe you put on your favorite bubble put in your favorite bubble bath or something like that so that you can it's lavender and you can have those sense that you smell looking at a picture of a loved one sometime.

That's really helpful.

I think sometimes that can help us in those crisis moments if we think about that person that Why person why do we do what we do or maybe even listening to a song that relaxes you so that sound someone mentioned their podcast.

So podcast is sound you're listening to something that makes you that accident activates your sound I activate activates

your hearing and so this these are all important but they they're all geared around the census so it gives us the opportunity to activate our Ability to self soothe and so and we're going to do that by utilizing any of these senses.

So we focus on one of those you could probably focus on more than one but either way that's how you activate your self soothing system.

Drink plenty of water.

I know that it sounds kind of we know that right but we don't always do it.

So most adults don't drink enough water in a day, which can cause mood swings decreased energy levels and difficulty concentrating. So if we go back to those signals some of those signals might mean we just need to drink a little bit more water.

And so you just want to be careful that you are not being dehydrated So to avoid dehydration, Carry your water with you. And then that way you'll drink it you'll think about it more also, you can add a lemon wedge or maybe some in few Triumph using fruits and any type of herbs into the water just to make sure that you know, a lot of people don't like water just plain water and so you can add things to it just so that you get your daily intake of what you need so that you're not dehydrated.

Prep meals and snacks of had ahead of time.

This is a big thing that I like to do.

I've probably not done it as often as I should over the past

two or three weeks, but it definitely helps out with not spending a whole lot of money when you're out and about it kind of helps you to stay on task so that you're not having to stop often.

Also if you've ever felt hangry hangry is a real term.

It's like when Laundry and you're angry at the same time so and it is real because when you're hungry you your glucose levels drop, okay, and it causes the you to respond negatively.

So in order to prevent this you just want to make sure that you're eating healthy meals throughout the course of your day. So if you know, you have a busy day prep some meals and snacks ahead of time and take them with you.

You can just pick one day out of the week to get your meals together figure out what your recipes and then you go shopping and you come back you make them and put them in containers or Ziploc bags and then you have them whenever you need them and you can take them with you on the go.

And this also is really helpful with kids, which I'm sure the bulk of you probably do if you have little ones that always want a snack.

So the other part to this is that once you have decided which of these strategies work for you, maybe it's something you're already doing.

Maybe you saw something new that you want to add you're going to actually create a self care plan.

And once you create that plan, you're then going to establish a support system.

So remember your friends your family members your peers and colleagues. They're going to be a good additional resources for exchanging new ideas.

Just now we learned about the Google Calendar so that just like we learned about that we could learn about so many other things and give them a try.

And so we want to make sure that we're exchanging strategies and exchanging ideas that help Provide support and encouragement consider taking your commitment a step further by attending your local foster parent meetings.

If you're not already doing that or you can create your own support system, maybe, you know a couple of foster parents.

In your neighborhood and you all decide that you're going to meet up for coffee once or twice a month.

Maybe you're going to go to a nice restaurant once a month.

Whatever you do just make sure that you are discussing and sharing maybe you decide you don't want to discuss the system or the you know foster care at all.

Maybe you just want to talk about something different.

But either way you definitely definitely want to make sure that you're getting the encouragement that you need to be able to continue.

On with your self-care plan so lunch brunch, maybe starting a mindfulness group or a yoga group.

Any of those things are helpful and it's something that you can do at your home, you know, and it's definitely a strategy that would help you to be able to have something in place

for when you are stressed out.

So the main idea that ideal that we're talking about today is you have to commit and so that's the challenge for today.

We've talked about what's the problem we've talked about some solutions and now it's time for you all to make a commitment and you know and hold yourself to that commitment.

You must commit to being intentional and truly considering self-care a priority.

Not just something that you're going to do when you get time to it, too.

Later on when you get around to it, you have to make it a priority. Okay, and so that's what this training is all about is considering maybe we're missing something.

Maybe there's something we haven't addressed.

It doesn't mean it's going to take away the issues but it does mean that you'll be better capable of dealing with those issues. So what's a new strategy that you plan to include in your self-care plan?

Listening to songs that I like.

Thank you nap times more meat.

Yes more me time vacations.

There are must yeah.

Okay the Google Map or think it was Google Calendar the positivity file. Yes.

I love that one.

We have to be reminded of the good that we do, right?

Add I will add exercise maybe a walk or something to help

with my stress.

Absolutely and remember to do it more often than not so remember that you can say on Monday and Wednesday.

I'm going to go for our 15-minute walk.

Thank you.

Changing eating habits is a big one for me.

Yes that the meal prepping can really be helpful because what it means is you get to cook that your favorite stuff.

You know, you just don't have to stop at McDonald's, you know. I don't feel good when I don't eat.

Well absolutely prepping meals is important.

It really is getting to the gym more often.

Yay.

Somebody said that they're going to learn to say no.

Absolutely.

It is imperative.

Remember saying no to someone means that you're saying yes to your health.

I love that statement.

Takes a little bit of the guilt out of it.

Someone else mentioned that positivity file and make a plan to review what's in the file.

Absolutely because you don't want to put things in that file and then you're not reading what you put in there.

So planning it prepare meals ahead.

Yes, so prepping those Mills.

Thank you.

So that concludes our training for today.

Please make sure that if you saw something that you really enjoyed on this training that you will tell others about the train.

Earning, so thank you so much for joining us.