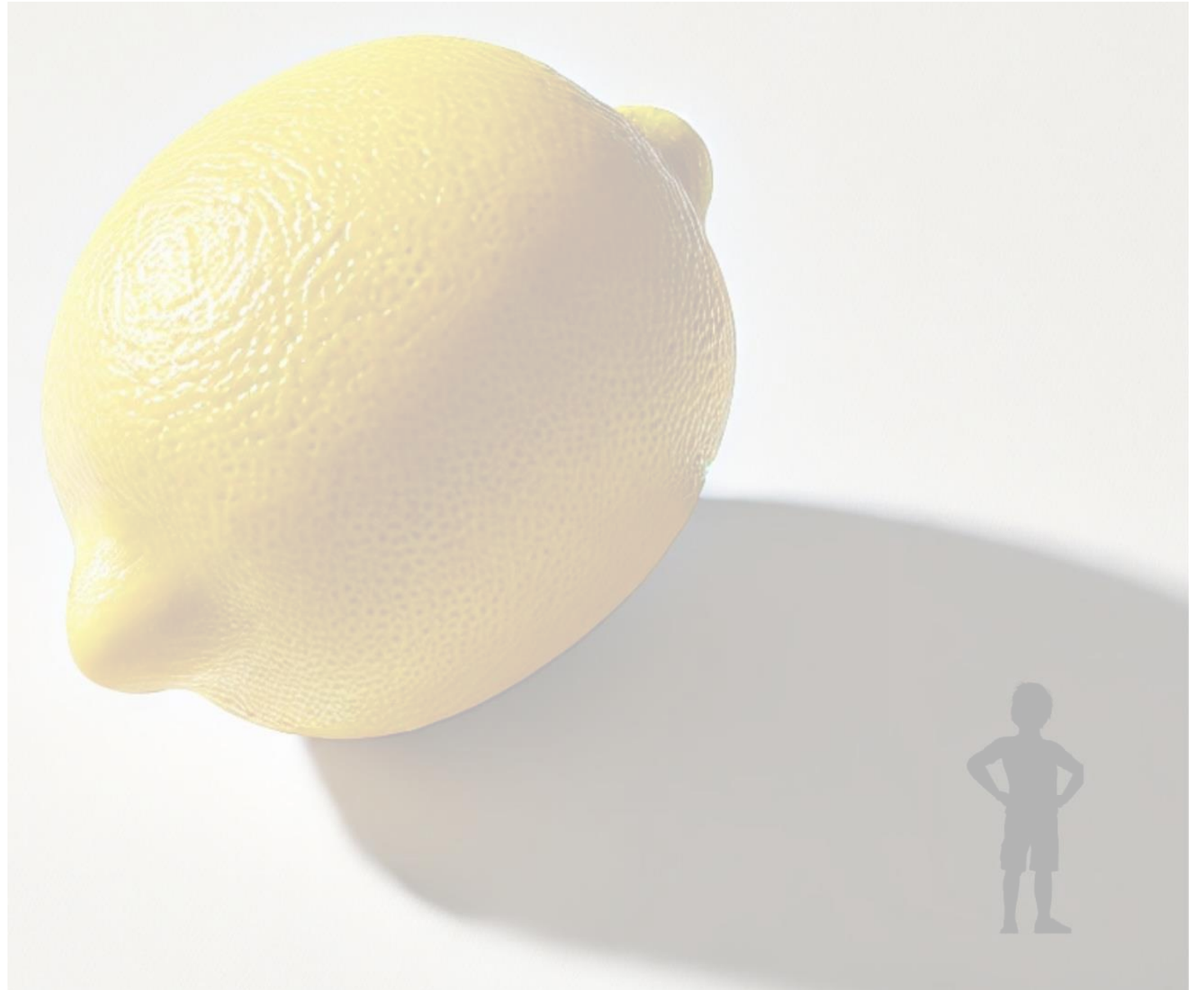


Avoid Avoidance

**Emotional Endurance
and Your Mental Health**

*for Fundraising
Professionals*



Hello!



Psychotherapist



Chief Coping Officer at
Sprouting Change



Author of *Conscious Coping*
(Book #2 coming soon!)



Former founder & CEO of group
behavioral health practice



Did you know? **Emotional
endurance is a key ingredient for
your well-being**



Laurie Sharp-Page, MS, LPCC-S, CWC

In Today's Session We Will...



Empower you to attend to your emotional endurance



Equip you to invest in your emotional endurance



Enhance your well-being with a proven framework for building lasting emotional endurance at work and at home

We Will Do These Things By...



Defining effective coping and how it contributes to Emotional Endurance and it impacts your mental health



Examine how avoidance fuels emotional exhaustion and other toxic cycles



Practice coping skills to address organic depletion while restoring your reserves



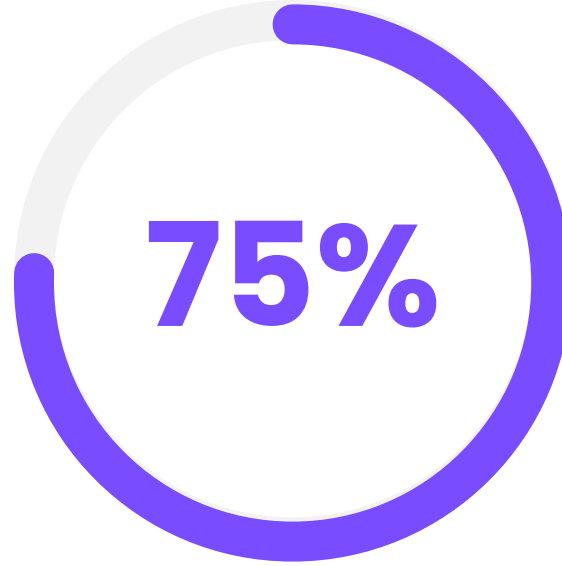
Life's Lemons
are inevitable

Suffering is not

Ya'll Are Stressed...



of fundraisers feel tremendous pressure to succeed



Non-profit leaders who indicated staff burnout was at least slightly impacting their organization's ability to achieve its mission



Non-profit leaders who indicated staff burnout was a moderate or significant impact.



Emotional Dysregulation



Reactive



Avoidant



Ruminating



Numbing

Emotional Regulation



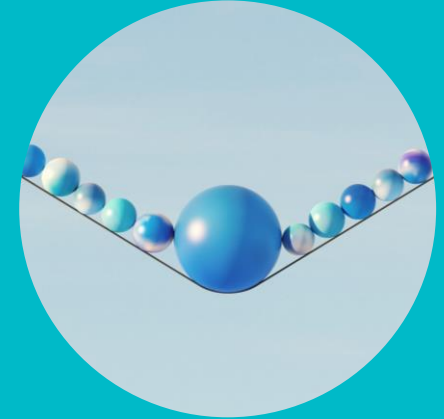
Responsive



Proactive

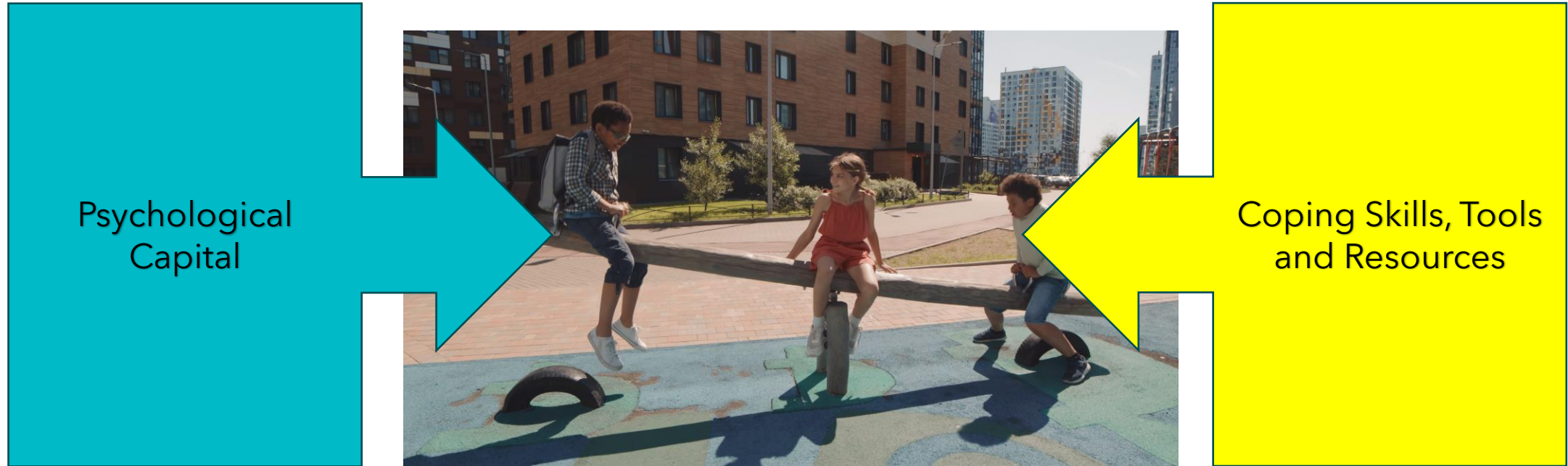


Mindfulness



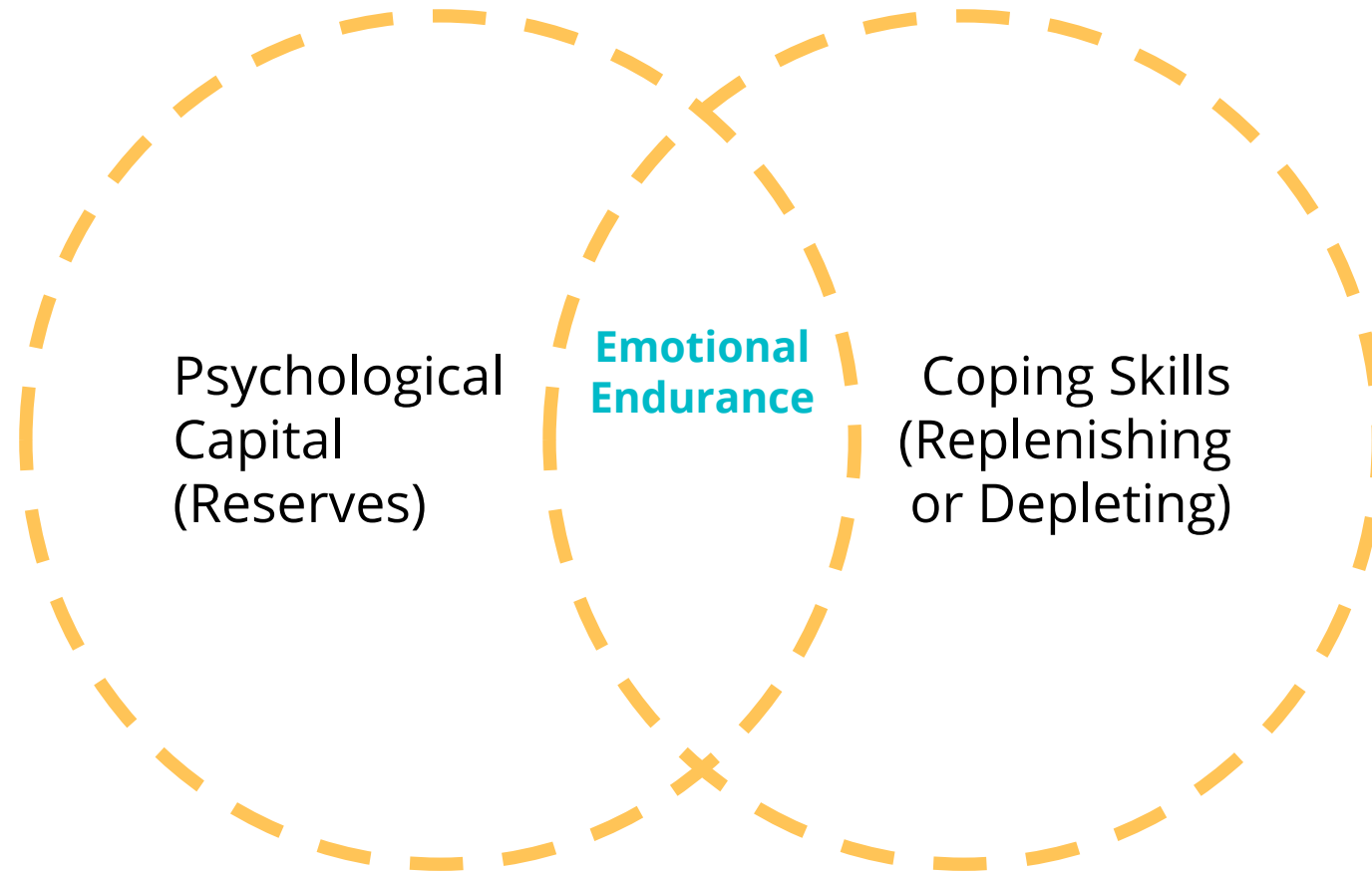
Tolerant to
discomfort

Emotional Endurance refers to our ability to sustain emotional well-being and navigate challenges over time without becoming overwhelmed, burnt out, or emotionally depleted.



It involves intentional and dynamic management of our psychological capital and coping responses so that we can recover from stressors while replenishing our reserves.

Two Contributing Factors



Psychological Capital

Hope

Efficacy

Resilience

Optimism

Psychological Capital Fuels Your Well-Being

80% Of your well-being is dependent on your PsyCap



20% Other Factors

Genetics, Trauma, Development, Discrimination

(Hernández-Varas, E., Encinas, F., & Suárez, M., 2019)

The Psychological Capital Spectrum

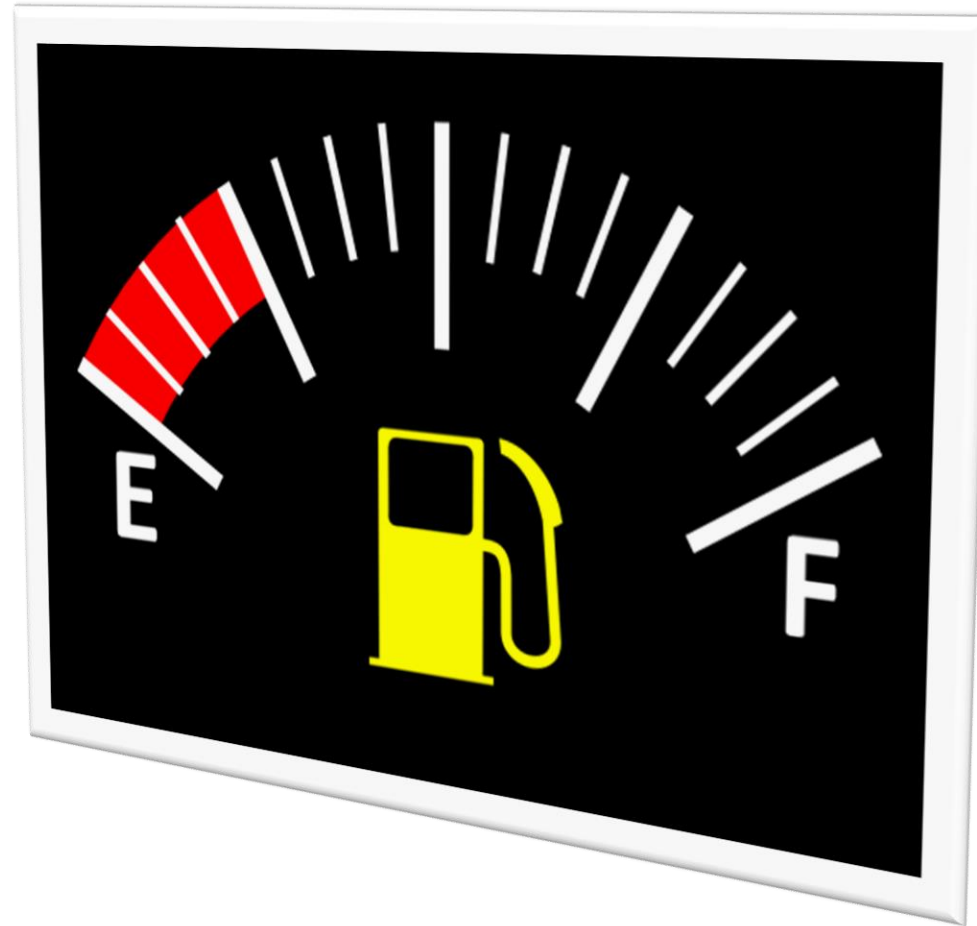
Despair

Rigidity

Pessimism

Self-Doubt

Insecurity



Hope

Resilience

Optimism

Self-Efficacy

Environmental Efficacy

Toxic Avoidance

When individuals or groups engage in persistent behaviors to evade discomfort, conflict, or challenging emotions, ultimately exacerbating the very issues they want to escape.



AVOIDANCE

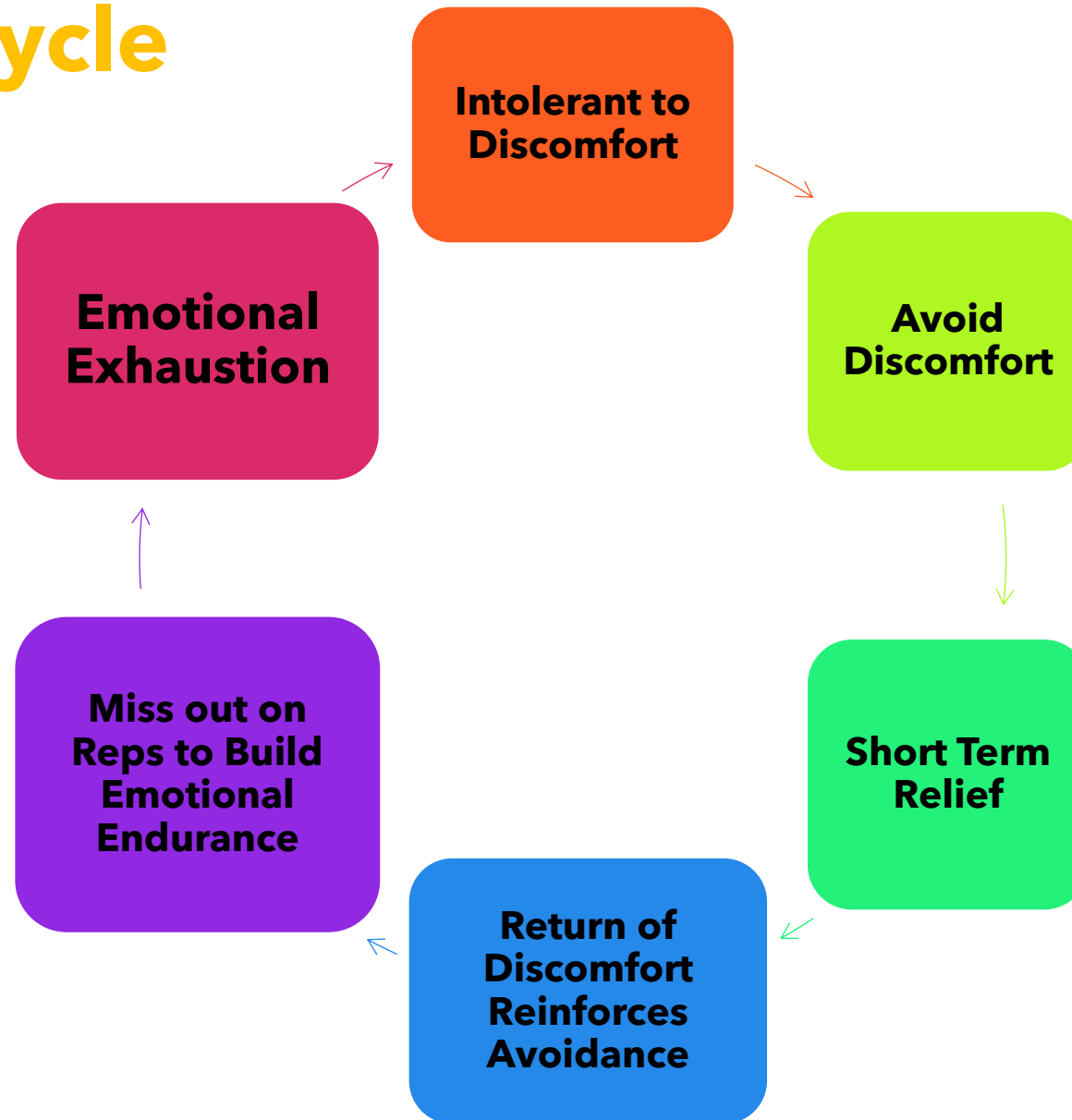
AMPLIFIES

ADVERSITY



Avoiding Discomfort

Suffering Cycle



**Avoidance is the
high-interest
credit card of
coping skills**



Emotional Endurance

the capacity to sustain emotional well-being and stability over time, especially during prolonged periods of stress, hardship, or uncertainty. Requires **replenishing** Psychological Capital



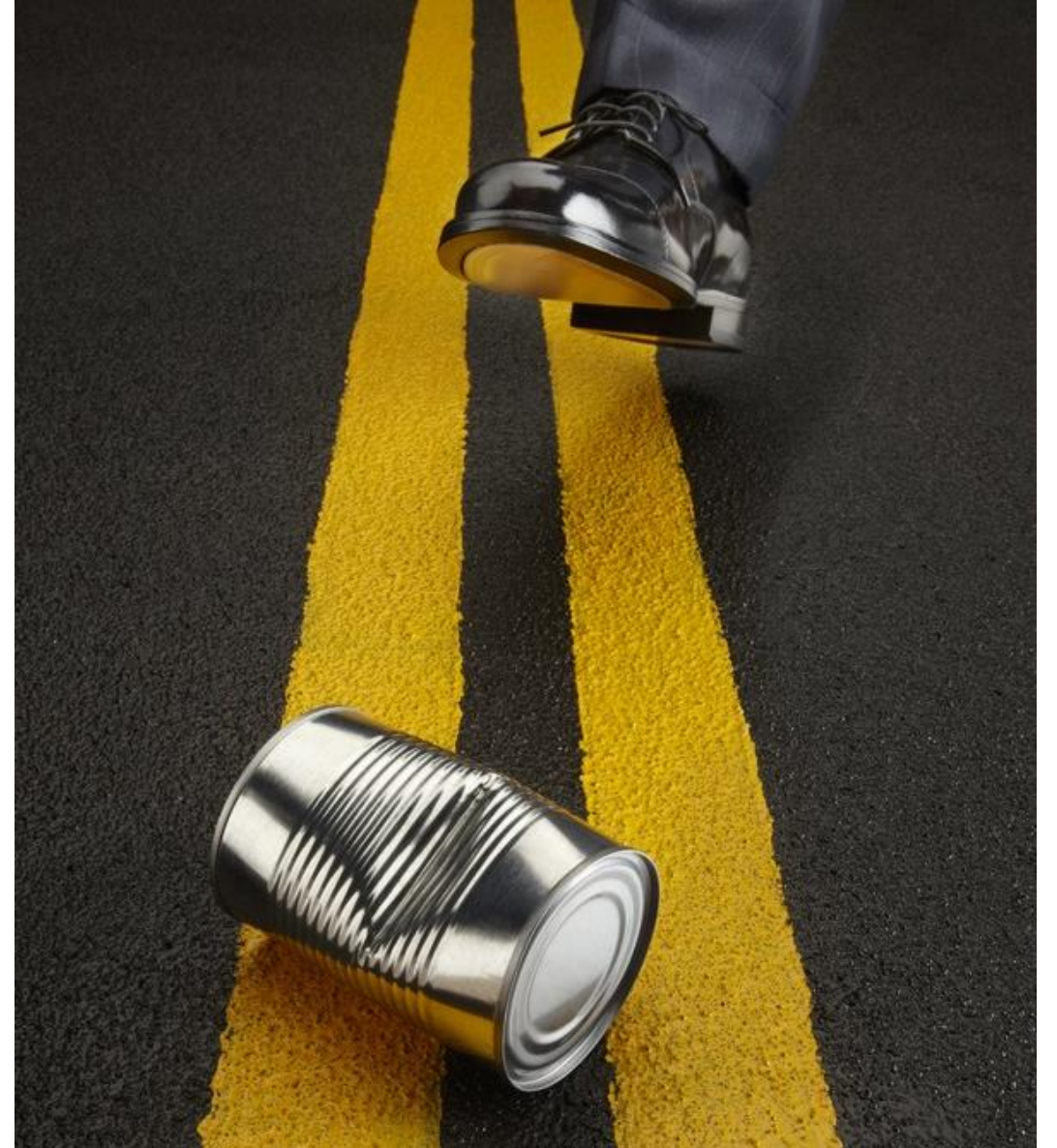
Emotional Exhaustion

emotionally drained, depleted, and unable to cope effectively with life's demands. It occurs when Psychological Capital has been **depleted without adequate replenishment**

Emotional Exhaustion
is a state of depletion

Avoidance has a compounding cost
that contributes to depletion
which adds to suffering

It takes
resources
to kick the
can down
the road



A close-up photograph of several lemons in a burlap sack on a wooden surface. The lemons are bright yellow and appear to be fresh. The sack is made of coarse, textured fabric and is partially open, revealing the lemons inside. The wooden surface is dark and has a visible grain. The lighting is dramatic, with strong highlights on the lemons and deep shadows in the sack and on the wood.

**We All Get
Lemons in
Life**

You can't make lemonade

If you are avoiding the lemons



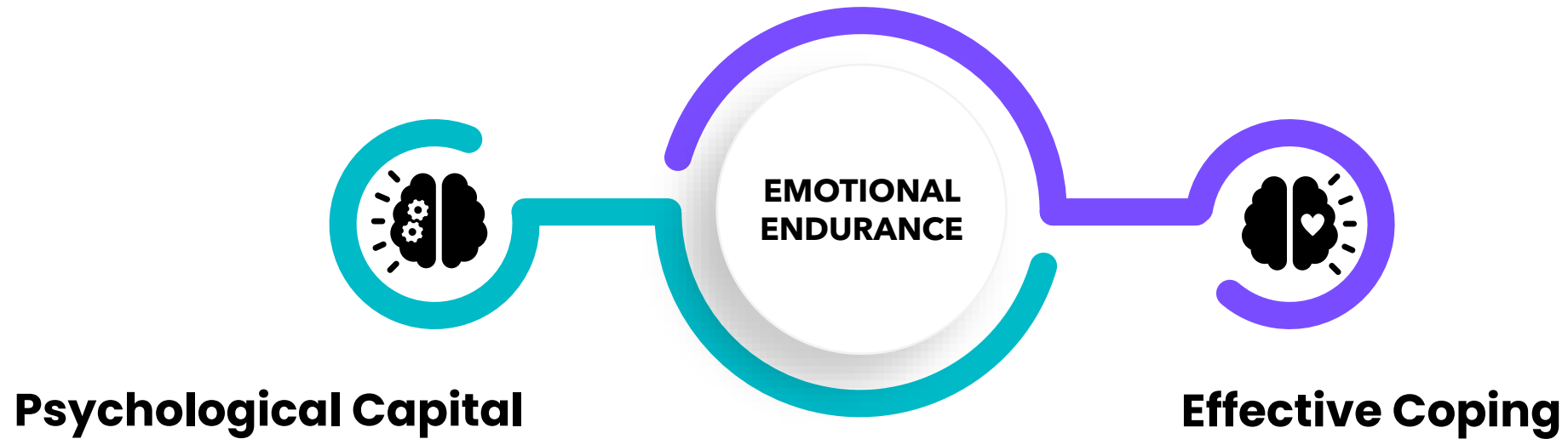
**Good news, there is an
alternative to avoidance**

Conscious Coping

The Act of Conscious Coping

- Step 1: *Pay attention* to your reserves (Psychological Capital)
- Step 2: Cope with *intention to refuel*

Magical
A[^] Cyclical Mediating Relationship



69% of employees
report that their
managers impact
their mental health
significantly,
*equating their
influence to that of
spouses*

This is why management modeling and demonstrating supportive behaviors and awareness is crucial for fostering a positive workplace environment and enhancing employee well-being.

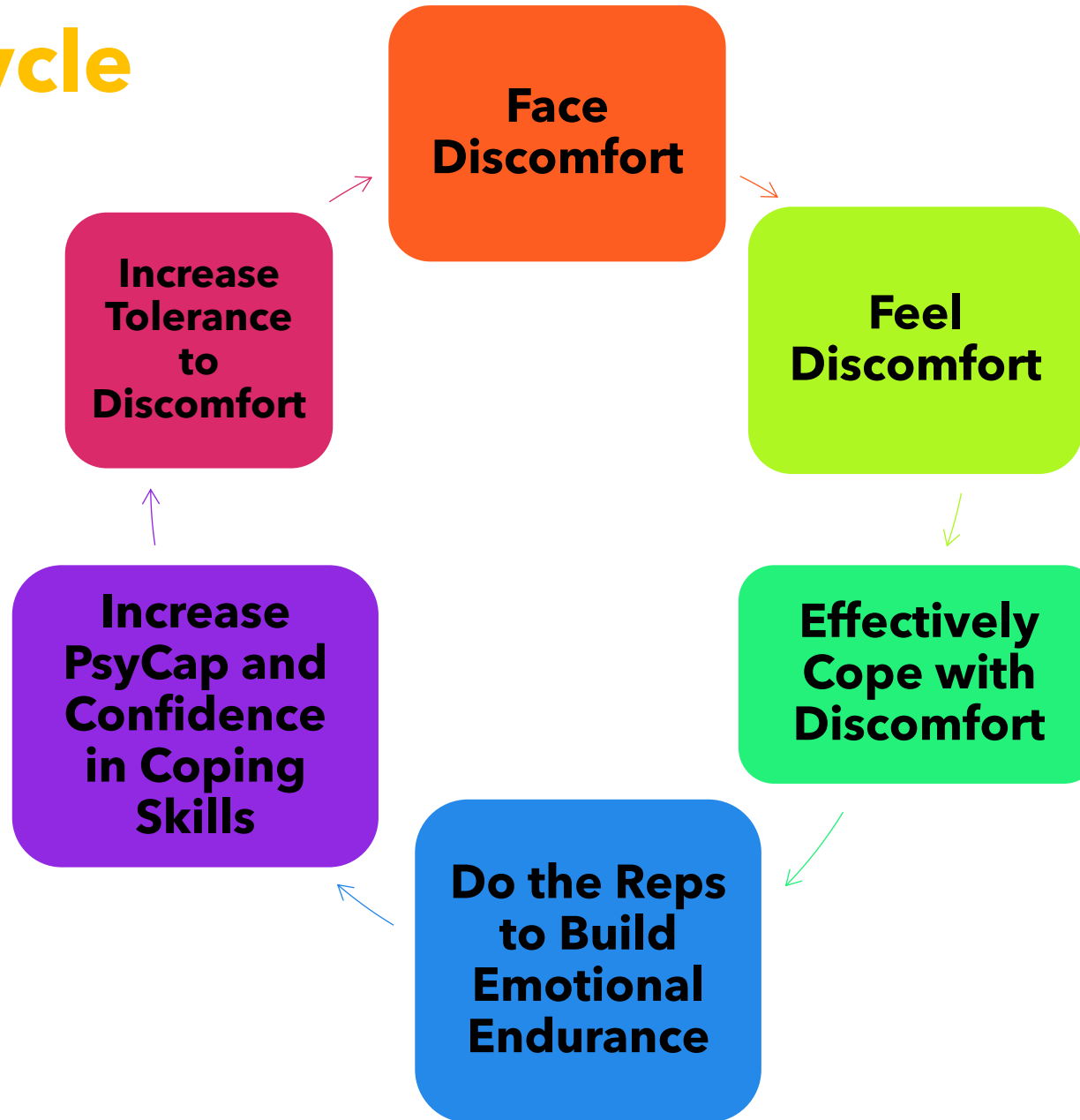
(Workforce Institute at UKG, 2022)

FACE

FEEL

FLOURISH

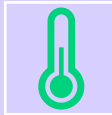
Healing Cycle



Active Skills to Use in the Moment



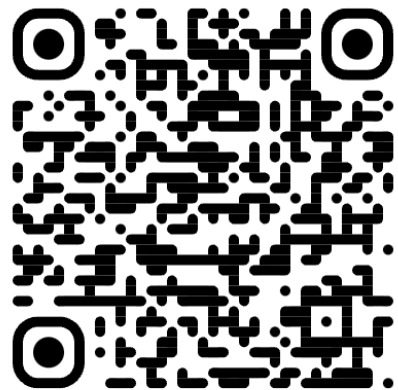
Heavening: Simple technique for immediate calming effects



Hot/Cold Therapy: Temperature changes can influence the nervous system and offer quick relief



Humming: A fun way to stimulate the vagus nerve



Thank You!

1 Feedback:

We value your input—share your thoughts on today's session!

2 Book a Meeting:

Break the cycle. Build better emotional endurance. We help organizations disrupt harmful patterns.

3 Newsletter:

Sign up to stay in the loop and get access to future webinars



**SPROUTING
CHANGE**