

The logo for Tajan Renderos Coaching features the name 'Tajan' in a blue script font, with 'RENDEROS' and 'COACHING' in a grey, all-caps sans-serif font stacked below it.

Tajan
RENDEROS
COACHING

Balance is Imperative (And Not Just At Work)

*A Winning Approach
Inspired by the Olympics*

www.tajanrenderos.com



“We also have to focus on ourselves, because at the end of the day we’re human, too, we have to protect our mind and our body, rather than just go out there and do what the world wants us to do.”

Agenda

Assess personal level of burnout

01

Identify sources and triggers of stress from stress audit

02

Define workplace and personal demands that can be modified

03

Learn new wellness strategies that can build personal resilience

04

Define systems-level improvements that can reduce workplace stress

05

Create preliminary individual and systemic plan of action

06

My Background

- **Help managers navigate the toughest parts of people management-** conflict and tough conversations with ease using training and coaching based on MCDC framework
- Spoke and conducted **workshops for companies including Big Commerce, Twitter, Cooley, Intel,** and many others
- **Managed and evaluated multi-million dollar national training and technical assistance centers** including the RHNTC and the ACE TA Center for more than ten years
- Director of Diversity and Equity helped to **spearhead DEI strategies for a 4,000 employee international organization**





Gratitude Emotional Flood Meditation



Natural human response
stress/threat:

Fight-Flight-Freeze

What is burnout

It can look like physical and/or emotional exhaustion

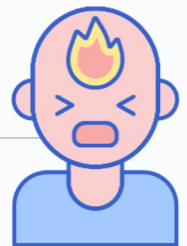
AND it could look like

- Cynicism and/or detachment
- Feeling irritable
- Lack of sense of accomplishment

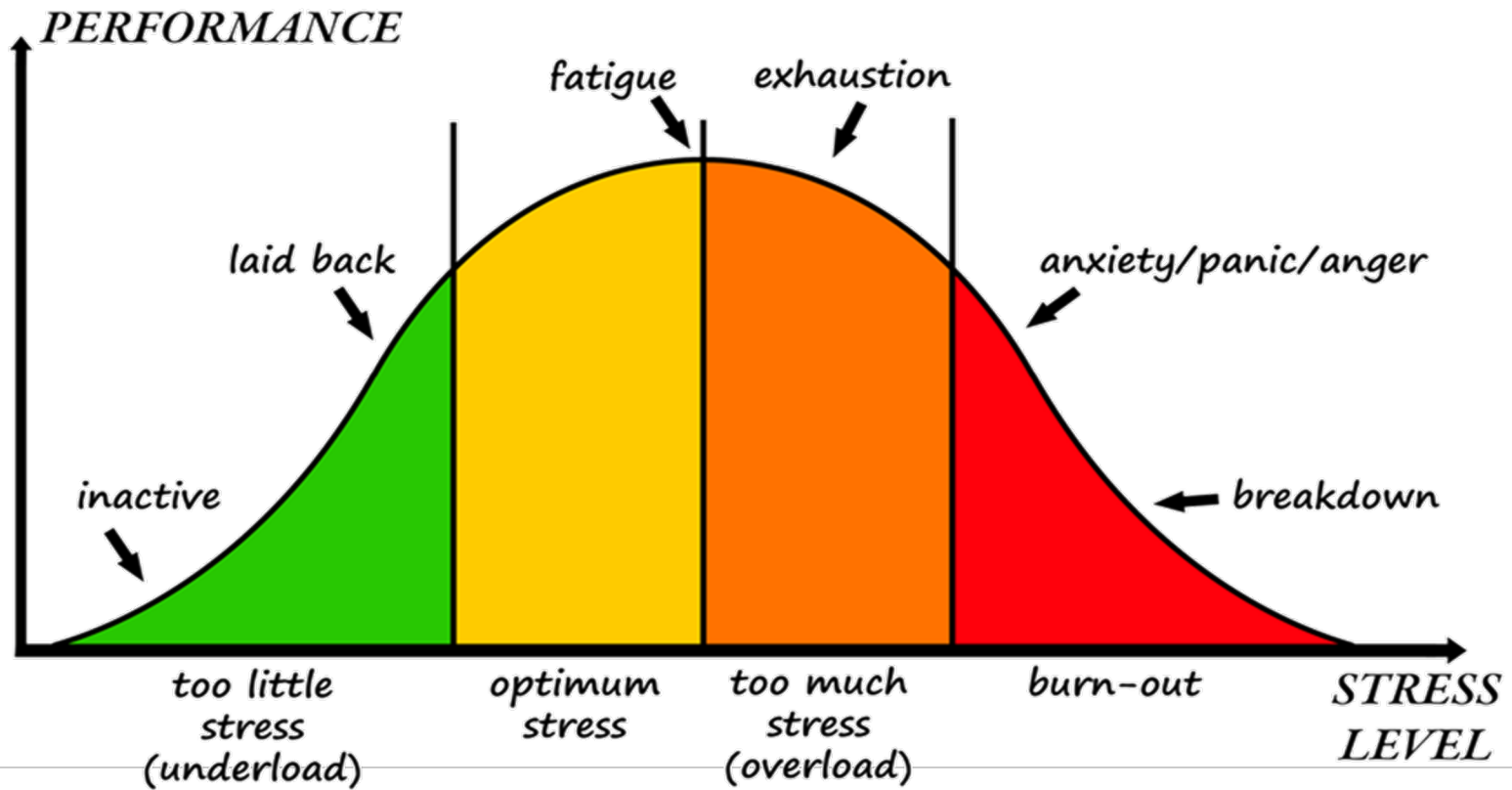


What causes of burnout are present for you?

Workplace Causes	Personal Causes
Too much work or not enough time	Limited activities outside of work
Challenging workplace dynamics	Lack of close, supportive relationships
Unclear role and/or hidden job expectations	Taking on too many responsibilities
Lack of manager communication & support	Not asking for help from others
Unfair treatment	Not getting adequate sleep
Lack of control	Savior complex
Work-life imbalance	Perfectionism
Zoom/Slack Fatigue	Limited repertoire of coping skills



Where would you say you are right now?



Source: adapted from the Hebbian version of the Yerkes-Dodson law

Reflections

- ▶ What are the major sources of overwhelm or burn-out for you?

Let's workshop

Step 1: What did you learn that you hadn't realized before completing this audit?

Step 2:

How might you bag, barter, or better these demands that create chronic stress?

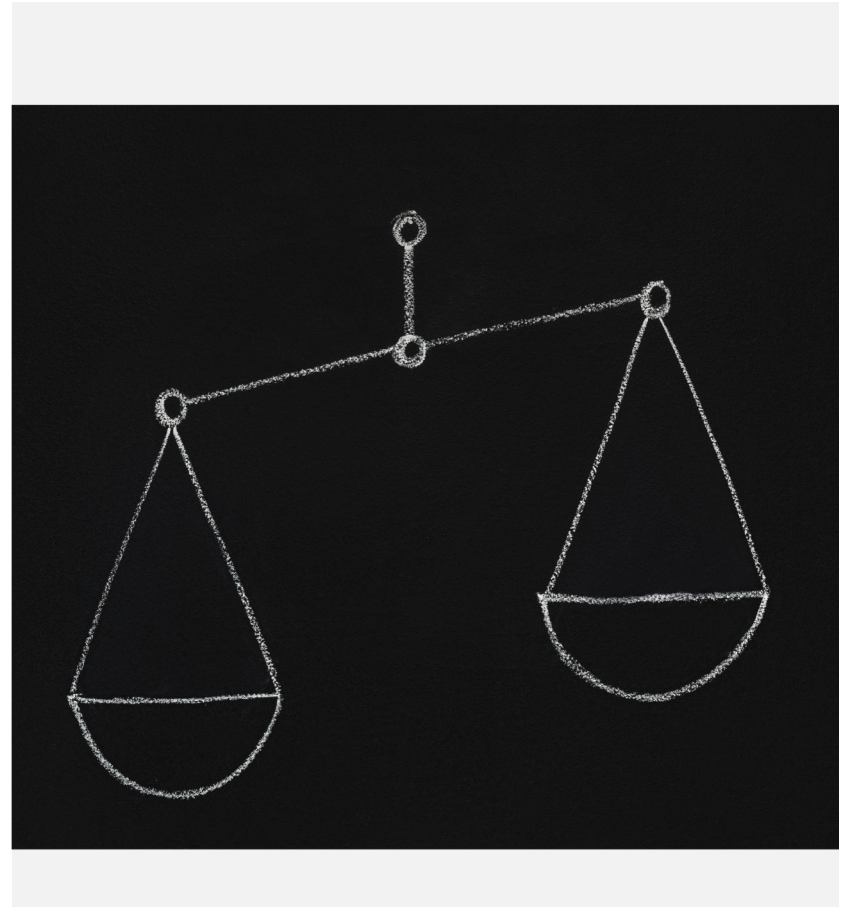


Resilience Bank Account



Balance the scales

Between personal/work demands and personal resources



Activities that increase personal resilience

1. Identify high-value vs. low value tasks→
PRIORITIZE
2. **Turn your work-voice off** at end of day
3. Use **“focus time”**
4. Create **transitions**
5. Slow to say “yes” and **quicker to say no**
6. Make space for doing nothing→ **downtime**
7. Release stress with **exercise**
8. Deep **belly breathing** to activate parasympathetic nervous system
9. Spend **time in green spaces** or near water.

Let's workshop

1. Summarize your self-care plan
1. How can you hold yourself accountable?



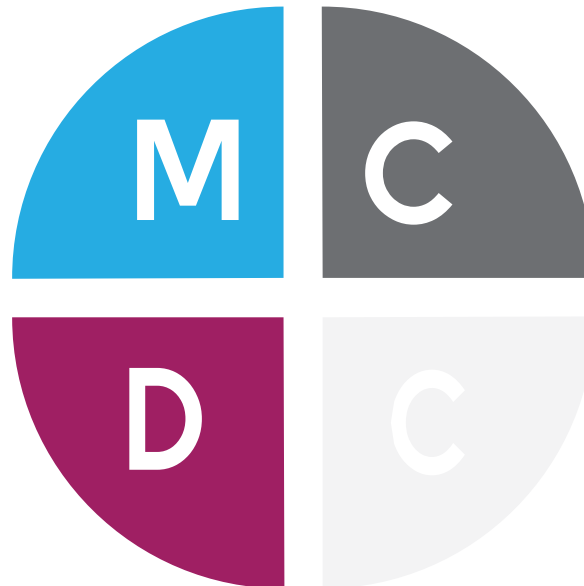
MCDC Leadership Framework

MINDSET

Improving leadership presence and confidence through optimized mindsets: leveraging strengths and challenging unhelpful thought patterns.

DELEGATION

Learning how to make clear asks instead of soft requests.



COMMUNICATION

Taking a coaching approach to difficult conversations.

CULTURE

Aligning policies and norms to reduce stress among staff and build engagement.

Let's workshop

Step 3:

What are systems-level triggers and sources of stress at your organization?

Step 4:

How might you intervene on systems-level factors to reduce their impact?



Q&A

Feedback Survey



What's your next best right step?

A

I will create recurring goal appointments for self-care habits that will increase my resilience

C

I will have conversations with colleagues in order to create a plan to reduce workplace demands that overextend me

B

I will create a goal appointment with my team to share ideas for systems-level interventions I noted today

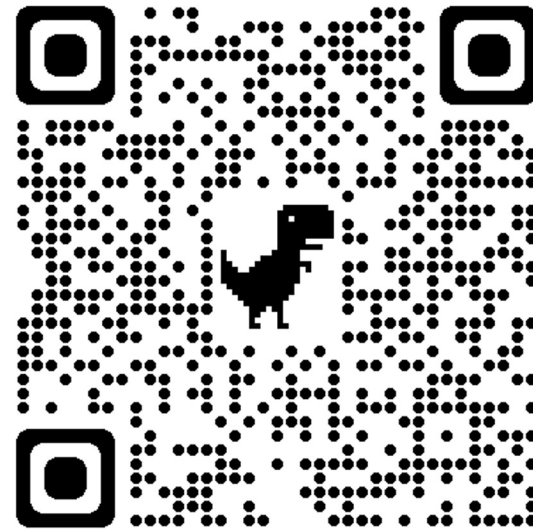
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Choose your own next best right step

Let's Connect!

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