

Recognizing Priorities in Work & Life as Self-Care

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Indiana University



LIVE YOUR BEST YOU.

Today's Plan



- Work + Life Wellness
 - Card sort
 - Professional and Personal values
 - Reflection sheet
 - Feelings & Needs, Self-care
 - Moral Injury
- Reflections
- Questions

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But First – Who Am I?!

- Work + Life Coordinator with Healthy IU, workplace wellness team for IU employees
- Live in Franklin
- Formerly student-facing in counseling
- IU grad x2
- Mom, wife, foodie, runner, volunteer
- Joys: traveling, hiking, being in nature, balsamics & EVOOs, reading, family
- Woo, Communication, Developer, Positivity, Includer
- My next big trip is:

(and if you have been & have been & want to re-live it by sharing tips w/ me, email me! kindersa@iu.edu)



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Personally - Blue
Professionally – White



Personal - Blue



White header cards at the top in these 3 columns



balanced card sorts
solutions for well-being & work-life balance



LIVE YOUR BEST YOU.

Work - Life Balance Cards Sort Reflection

	Professionally (white)	Personally (blue)
	I want or want more of this:	I want or want more of this:
1	<input type="checkbox"/>	<input type="checkbox"/>
2	<input type="checkbox"/>	<input type="checkbox"/>
3	<input type="checkbox"/>	<input type="checkbox"/>

Choose the priority to focus on and circle it. What does this specific priority mean to you?

Why is this so important to you right now?

What is preventing you from building this priority into your career/personal life?

How can you tap into your personal strengths to help overcome potential challenges?

Now it's time to set a goal - when thinking about the one priority you've chosen to focus on, what is one specific achievable goal you want to set for yourself?

What is one very small, specific change you can start making to move toward this goal?

When, specifically, will you start incorporating this small change into your life?

What help, support, and/or resources do you need to start making this change?

How will you know or measure that you are making progress toward your goal?

How will you check in with yourself and stay accountable as you work toward it?

Write the name of someone you trust to share your goal with them: _____

Are you ready to make this change? If not, what do you need to get there? What do you do with all of this when you leave today?

Now sort your "I want or want more of this" pile to come up with the top 3 you want.

Record them here (for personal)



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Professional - White



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solutions for well-being & work-life balance

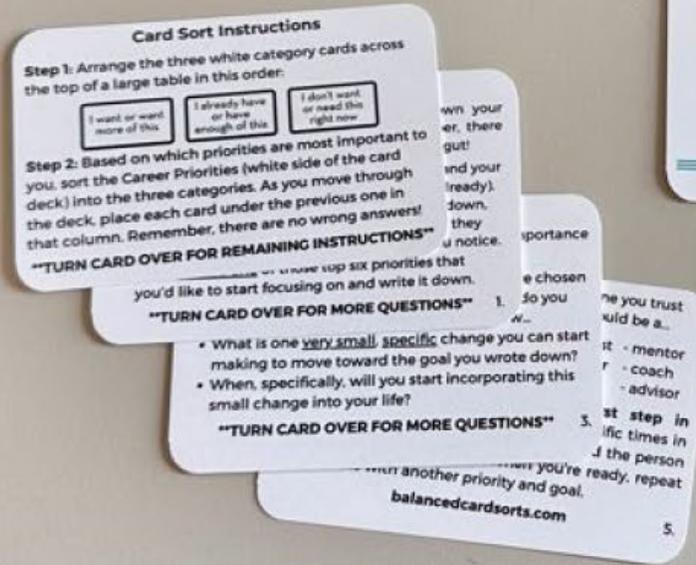


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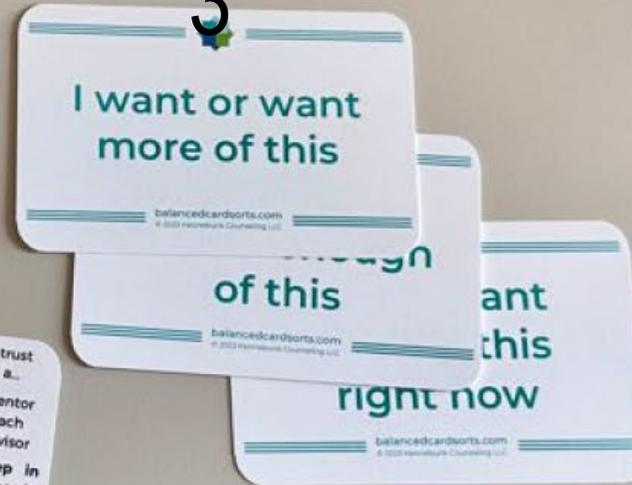
1



2



3



4



Thank you for helping me organize these card sort decks for my next training.

I'll collect them from your tables – if you can put them in one area together, I would appreciate it.



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What resonated?

What does this inspire?

What do you do with this?



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Some tools to help...



Feelings Inventory

How we are likely to feel when our needs ARE satisfied

AFFECTIONATE

compassionate
friendly
loving
open hearted
sympathetic
tender
warm

CONFIDENT

empowered
open
proud
safe
secure

ENGAGED

absorbed
alert
curious
engrossed
enchanted
entranced
fascinated
interested
intrigued
involved
spellbound
stimulated

INSPIRED

amazed
awed
wonder

EXCITED

amazed
animated
ardent
aroused
astonished
dazzled
eager
energetic
enthusiastic
giddy
invigorated
lively
passionate
surprised
vibrant

EXHILARATED

blissful
ecstatic
elated
enthralled
exuberant
radiant
rapturous
thrilled

GRATEFUL

appreciative
moved
thankful
touched

HOPEFUL

expectant
encouraged
optimistic

JOYFUL

amused
delighted
glad
happy
jubilant
pleased
tickled

PEACEFUL

calm
clear headed
comfortable
centered
content
equanimous
fulfilled
mellow
quiet
relaxed
relieved
satisfied
serene
still
tranquil
trusting

REFRESHED

enlivened
rejuvenated
renewed
rested
restored
revived

Feelings Inventory

How we are likely to feel when our needs are NOT satisfied

AFRAID

apprehensive
dread
foreboding
frightened
mistrustful
panicked
petrified
scared
suspicious
terrified
wary
worried

ANNOYED

aggravated
dismayed
disgruntled
displeased
exasperated
frustrated
impatient
irritated
irked

ANGRY

enraged
furious
incensed
indignant
irate
livid
outraged
resentful

AVERSION

animosity
appalled
contempt
disgusted
dislike
hate
horrified
hostile
repulsed

CONFUSED

ambivalent
baffled
bewildered
dazed
hesitant
lost
mystified
perplexed
puzzled
torn

DISCONNECTED

alienated
aloof
apathetic
bored
cold
detached
distant
distracted
indifferent
numb
removed
uninterested
withdrawn

DISQUIET

agitated
alarmed
discombobulated
disconcerted
disturbed
perturbed
rattled
restless
shocked
startled
surprised
troubled
turbulent
turmoil
uncomfortable
uneasy
unnerved
unsettled
upset

EMBARRASSED

ashamed
chagrined
flustered
guilty
mortified
self-conscious

FATIGUE

beat
burnt out
depleted
exhausted
lethargic
listless
sleepy
tired
weary
worn out

PAIN

agony
anguished
bereaved
devastated
grief
heartbroken
hurt
lonely
miserable
regretful
remorseful

YEARNING

envious
jealous
longing
nostalgic
pining
wistful

SAD

depressed
dejected
despair
despondent
disappointed
discouraged
disheartened
forlorn
gloomy
heavy hearted
hopeless
melancholy
unhappy
wretched

TENSE

anxious
cranky
distressed
distraught
edgy
fidgety
frazzled
irritable
jittery
nervous
overwhelmed
restless
stressed out

VULNERABLE

fragile
guarded
helpless
insecure
leery
reserved
sensitive
shaky



Slides:



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Needs Inventory

CONNECTION

acceptance
affection
appreciation
belonging
caring
cooperation
communication
closeness
community
companionship
compassion
consideration
consistency
cooperation
emotional safety
empathy
familiarity
inclusion
interdependence
intimacy
love
mutuality
nurturing
partnership
reciprocity
respect/self-respect
safety
security
self-acceptance
self-worth
sensitivity
solidarity
stability
support
to know and be known
to see and be seen
to understand and
be understood
trust
warmth

PHYSICAL WELL-BEING

air
balance
comfort
food
movement/exercise
protection
rest/sleep
relaxation
sexual expression
safety
shelter
touch
water

HONESTY

authenticity
integrity
presence
transparency

PLAY

adventure
fun
joy
humor
laughter
spontaneity

PEACE

beauty
communion
ease
equality
equanimity
harmony
inspiration
order
tranquility

MEANING

aliveness
awareness
awe
celebration of life
challenge
clarity
competence
consciousness
contribution
creativity
discovery
efficacy
effectiveness
growth
hope
learning
mourning
mystery
participation
purpose
self-expression
stimulation
to matter
understanding
wholeness
wonder

AUTONOMY

choice
confidence
freedom
independence
privacy
space



I feel _____ because

I need/want/value _____.



When I see/hear _____

I feel _____

because my need for _____ is/is not met.

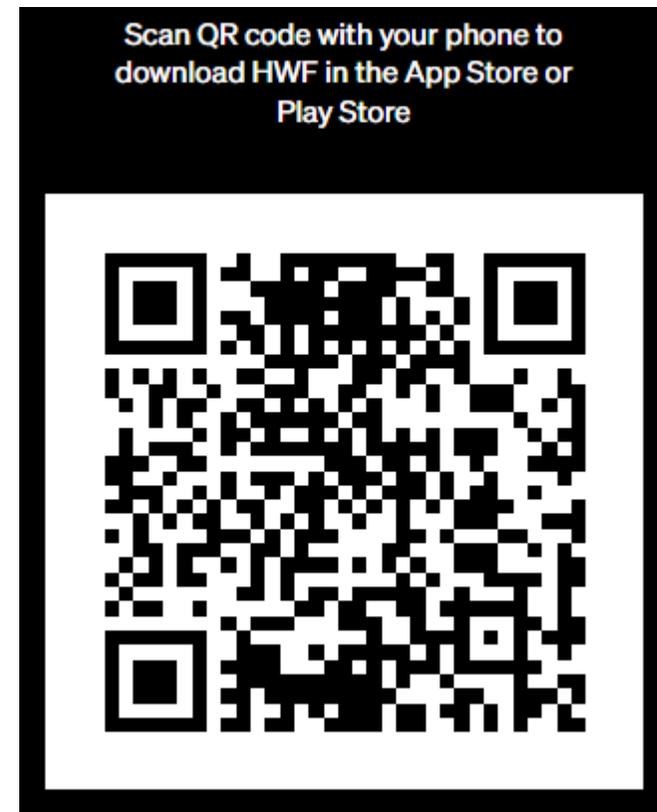
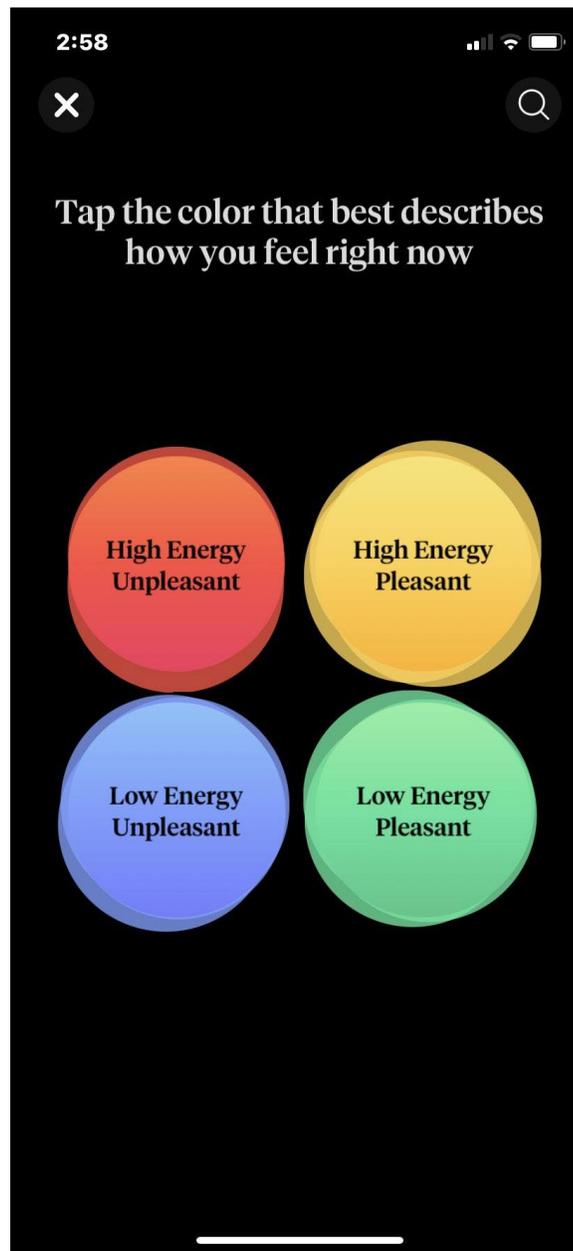
Would you be willing to _____?



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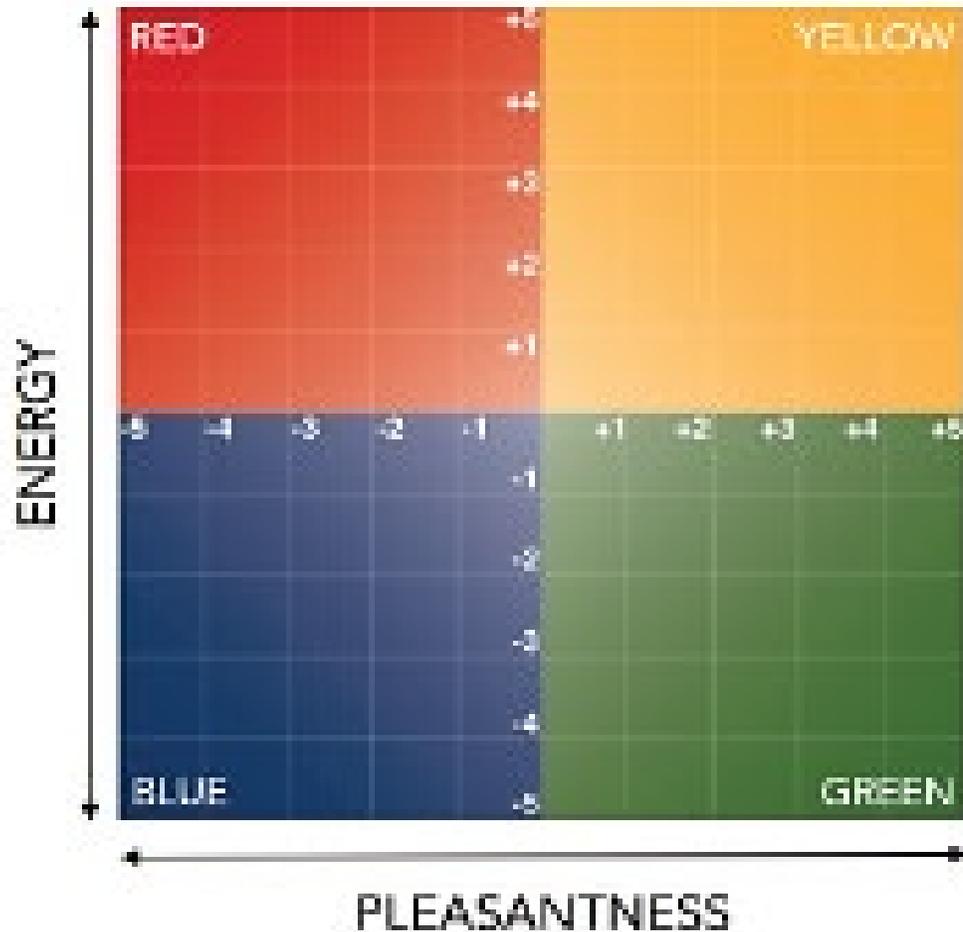


How We Feel is a free journal for your well-being created by scientists, designers, engineers, and psychologists. Over time, you will learn precise words to describe how you feel, spot trends and patterns, and practice simple strategies to regulate your emotions in healthy ways.



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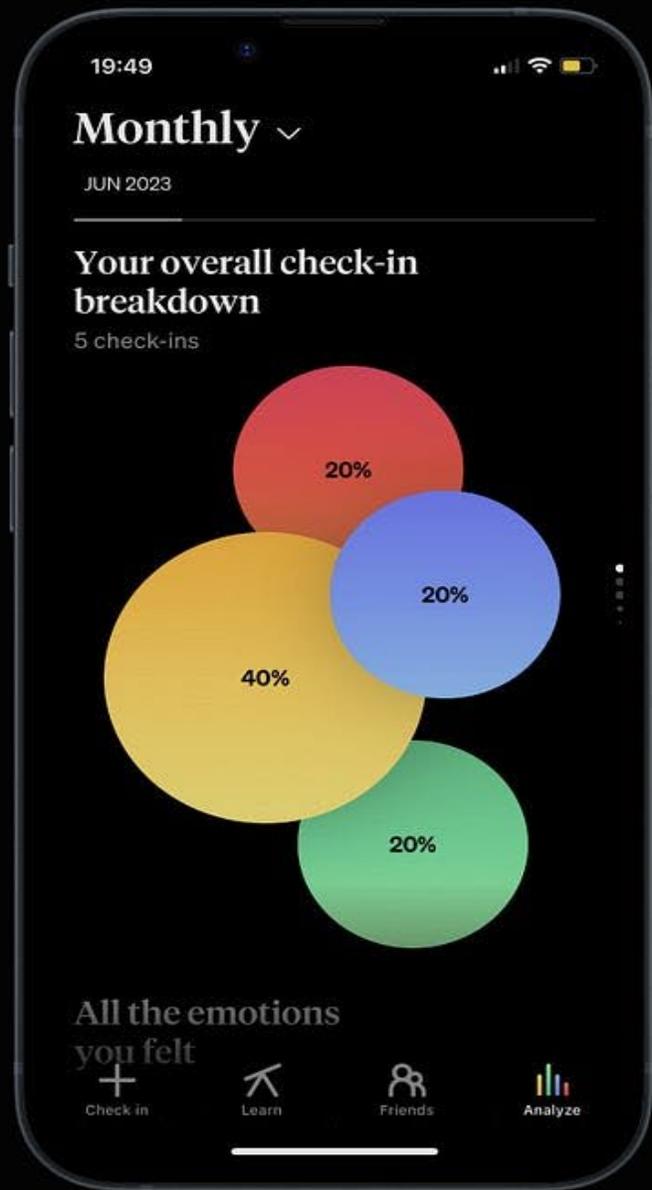
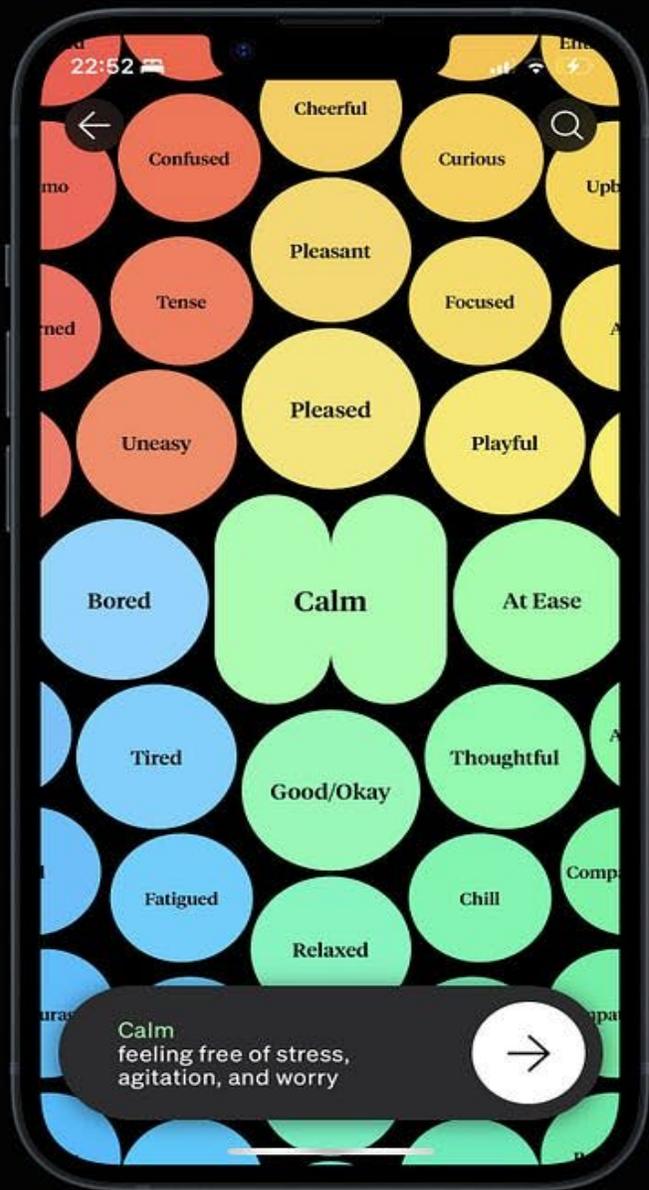
Mood Meter



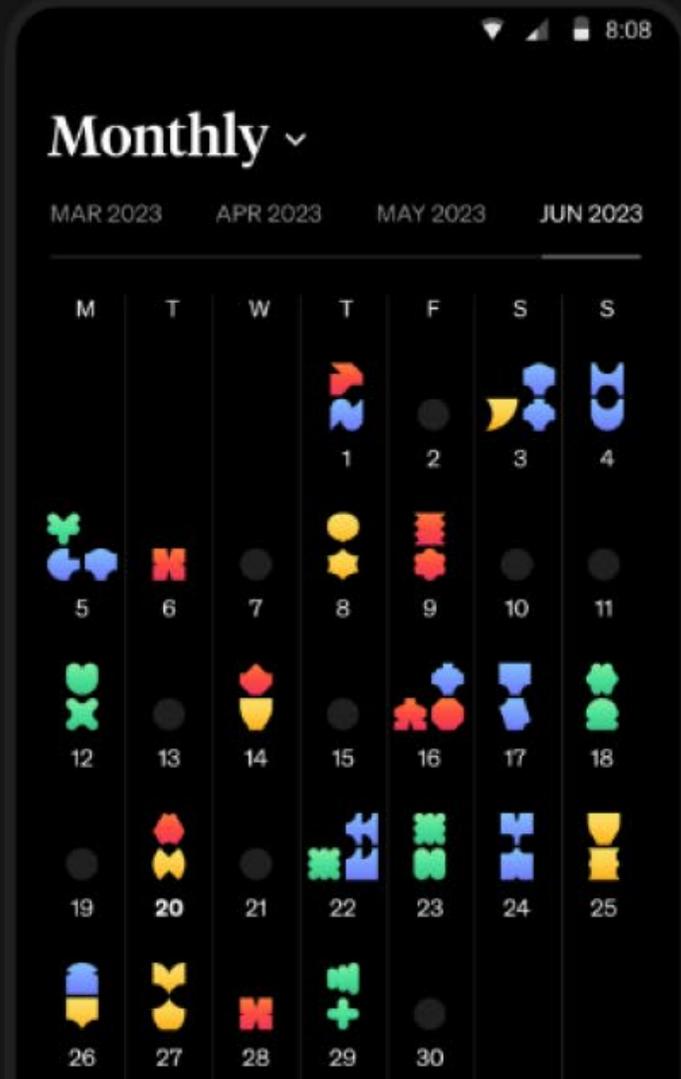
- A tool to help us recognize our emotions and their influence on thinking and behavior
- Emotions can be understood as the degrees of pleasantness we're experiencing, combine with the level of energy we have
- There is space for all emotions and all emotions are Ok – part of the human experience
- Approach with curiosity, not



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Spot patterns as they appear over time



Learn new ways to help yourself in the moment

A screenshot of a mobile application's article page. At the top, there is a navigation bar with a back arrow, a bookmark icon, and an up arrow. The main content area features a large blue play button icon with a white play symbol in the center. Below the play button is the title 'Change Your Lens' and the subtitle 'Change Your Thinking'. The text reads: 'The negativity bias is another way of saying that your brain is hard-wired for negativity. Using positive self-affirmations regularly can help flip a negative story that is playing in your head.' At the bottom, there is a section titled 'Meet the guide'.

Share how you feel with others

A screenshot of a mobile application's 'Friends' feed. At the top, it says 'Friends' with a plus icon. Below that is a video post from 'Rayna feels euphoric' with a timestamp of 'Just now'. The video shows a woman in a baseball cap holding a surfboard. Below the video is a 'React' button. Further down is a text post from 'Danny feels grief' with a timestamp of '42 minutes ago'. At the bottom is another text post from 'Leila feels overwhelmed' with a timestamp of '5 hours ago'. Each post includes a small profile picture of the user.

Emergency Self-Care Tools	Helpful (What To Do)	Harmful (What To Avoid)
<p>Relaxation/Staying Calm</p> <p>Which activities help you to relax (e.g. deep breathing, taking a walk)? Which activities make you more agitated or frustrated (e.g. yelling, swearing, or drinking)?</p>		
<p>Self-Talk</p> <p>Helpful self-talk may include, "I am safe/I can do this." Harmful self-talk may include, "I can't handle this/I knew this would happen/I deserve this."</p>		
<p>Social Support</p> <p>Which family members and friends can you reach out to for help or support? Which people should you avoid during times of stress? Be honest about who helps and who zaps your energy.</p>		
<p>Mood</p> <p>Which activities support a positive mood (e.g. listening to uplifting music, enjoying the sunshine)? What should you avoid when times get tough (e.g. staying in bed all day, avoiding social activities)?</p>		
<p>Resilience</p> <p>What, or who, helps you to get through difficult times? What helps you bounce back? Conversely, what or who feeds negativity for you?</p>		



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Accept people
as they are, but place them
where they belong. You
are the CEO of your life.
Hire, fire & promote
accordingly.

- unknown



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When Helping Starts to Hurt: Navigating Resentment



How Resentment Sneaks In

Resentment doesn't arrive all at once. It builds, slowly, in the background. It looks like:

- **Overwork and burnout** – When every day feels like a sprint, but there's no finish line.
- **Lack of recognition** – When effort is expected, but never acknowledged.
- **Blurry boundaries** – When saying “yes” to everything means there's nothing left of you.
- **Moral injury** – When you know the right thing to do, but the system won't let you do it.

And here's the tricky part: **resentment feels wrong when you're a helper.** You're here to make things better, not to stew in frustration. But denying it doesn't make it go away. It just makes it grow.

The Cost of Carrying Resentment

Resentment isn't just an internal storm. It spills over.

- Compassion fatigue** – When it's hard to care the way you used to.
- Cynicism** – When everything starts to feel like a lost cause.
- Decreased effectiveness** – When creativity and motivation take a backseat to frustration.
- Erosion of joy** – When the work you once loved starts feeling like just another obligation.

The irony is, you didn't get into this work to be bitter. You got into it to help. But the truth is, no one teaches helpers how to sustain themselves in the long run. You are expected to just figure it out.

But here's the good news: You don't have to stay stuck here.



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Resentment: How to Break the Cycle

- Acknowledge it
- Set boundaries that actually work
- Reframe expectations
- Invest in yourself
- Look for the good
- Talk about it



Reflection Questions



- What's been fueling resentment for me lately?
- What boundaries do I need to set (or reset) to protect my energy?
- When was the last time I felt true joy in my work? How can I create more of that?



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Moral Injury

- Moral injury was first studied in the military, but its lessons apply anywhere people carry the weight of caring. It describes the inner pain that comes when our actions, or the actions we witness, violate our sense of what is right. In helping work, it often appears as a quiet tension between what we value and what the system asks of us.
- It's not that we stop caring. It's that we care deeply, and at some point, we feel powerless to act on that care.

<https://www.mezzolutions.com/helpers-guidepost/moral-injury>

Some examples...

- Being forced to choose between efficiency and compassion
- Watching inequitable policies harm the people you serve
- Following directives that go against your moral code
- Feeling silenced when you raise an ethical concern
- Seeing the system fail and feeling personally responsible

The Cost of Betrayed Values

- When moral injury goes unnamed, it starts to erode trust — first in the systems we work within, and eventually in ourselves. Helpers describe becoming numb, cynical, or disconnected, not because they've stopped caring, but because caring has begun to hurt. This slow, steady erosion can spiral into burnout, compassion fatigue, or a deep sense of hopelessness.

Repair and Resilience

- If you're navigating moral injury as part of a team, try using this framework:
 - **Recognize** – Notice the tension or moral dissonance without self-blame.
 - **Reflect** – Identify which value is being violated or neglected.
 - **Respond** – Decide what repair looks like: speaking up, setting a boundary, or adjusting expectations.
 - **Reconnect** – Revisit the reason you chose to help in the first place.
- Repair isn't a single act, but a process of returning to your moral center.

The Letter of Moral Repair

- You might write it to:
 - Yourself, for all the times you did your best with what you had
 - The system, acknowledging how it failed you or those you serve
 - A colleague or friend who might need to hear, “You are not alone”
 - You don’t need to send it. The act of writing transforms emotional weight into words you can understand and respond to.
- Try beginning with:
 - “What I wish someone had acknowledged is...”
 - “Here’s what I still believe in, despite everything...”
 - “If I could repair one thing, it would be...”
- Writing this kind of letter can bring clarity, peace, and even a renewed sense of hope.

Sustaining Integrity in the Long Run



- Integrity isn't about being perfect. It's about staying consistent with your values while living in an imperfect world. Every time you pause to check your alignment — to ask whether your actions reflect your beliefs — you reclaim a piece of your moral repair.
- No Helper can fix every broken promise in their system. But you can choose not to let those cracks define you. Each time you speak up, set a boundary, or name an uncomfortable truth, you participate in a quiet kind of repair — one that strengthens both you and the communities you serve.



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Reflection Questions

- What value feels most under threat in your current work?
- How does your environment support or strain your sense of integrity?
- What would “repair” look like for you — today, this week, or this season?
- Whose story or presence reminds you that your values still matter?

To wrap up...





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Almost everything
will work again if
you unplug it for a
few minutes,
including you.



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What do you take from this?

How can you better protect your energy or care for yourself?



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Thank you.

Sara Kinder – kindersa@iu.edu



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