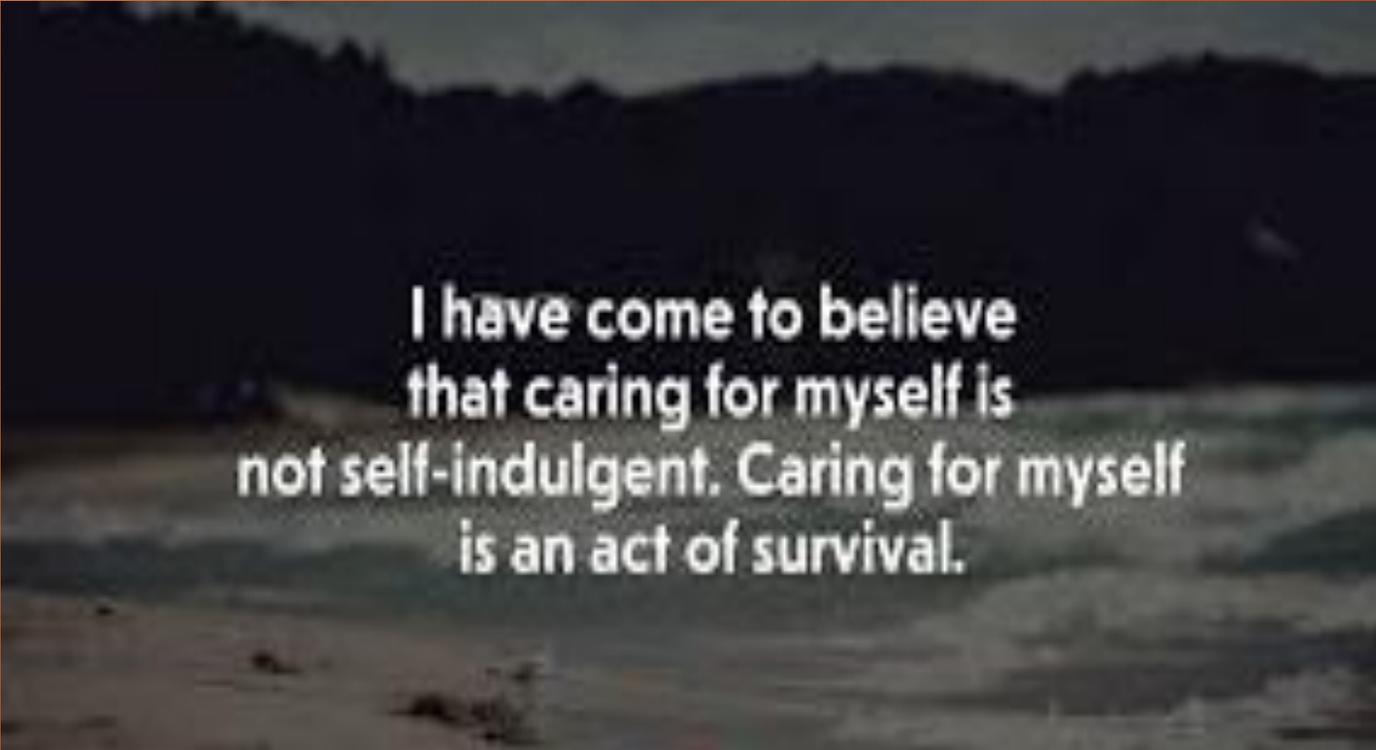




Open, Adaptable and Resilient: A Self-Care Playbook for Leading in these Times

Tracie D. Hall, Executive Director
American Library Association

The recipe for resilience: Self-Care



I have come to believe
that caring for myself is
not self-indulgent. Caring for myself
is an act of survival.



Audre Lorde, MLS 1961
Columbia University
Writer/Activist/Librarian

A Formidable Pledge

ALA's Twelve Core Values

- **Access**
- **Confidentiality/Privacy**
- **Democracy**
- **Diversity**
- **Education/Lifelong Learning**
- **Intellectual Freedom**
- **Sustainability**
- **The Public Good**
- **Preservation**
- **Professionalism**
- **Service**
- **Social Responsibility**

A Year of Twin Crises

- Researchers point to a correlation between inequitable health outcomes and access to technology.
- Poor access to connectivity and work-from-home jobs caused BIPOC residents to venture out of home. Black people left their homes 135% more than White people during the pandemic's spring peak.



A Deutsche Bank study reports on information resource gaps that those working in libraries have long noted

Library leaders fighting to fill real gaps

- Blacks and Latinos are 10 years behind Whites in levels of broadband access

- Poor access to connectivity and work-from-home jobs caused minorities little choice but to venture out of home. Black people left their homes 135% more than White people during the lockdown peak in April.

- More than half of Black and Latinos people could be under-prepared for 86% of jobs by 2045.

- If this digital racial gap is not addressed, in one generation alone, digitization could render the country's minorities into an unemployment abyss

Fighting Community Disinvestment and Information Disinvestment -
The same policies that produce this... also produce **this.**



Hennepin County Library staff, probation officers face threat of layoffs

Friday, October 23, 2020 by Susan Du in News



Libraries are facing funding and service reductions when the public needs them most.

FEATURED

As pandemic rolls on, library funding endangered

Evan Brandt ebrandt@21st-centurymedia.com @PottstownNews on Twitter · Sep 24, 2020 · Comments

Politics & Government

Birmingham Furloughs More Than 150 Library Employees

More than 150 Birmingham Public Library employees are out of work indefinitely due to a city-wide budget shortfall.

By Michael Seale, Patch Staff
Sep 22, 2020 10:55 am CT | Updated Sep 22, 2020 11:00 am CT

Like 23 Share

Reply



The Eastwood Branch of the Birmingham Public Library will close for good. (Michael Seale/Patch)

1 of 2



... located at High and Washington streets, is a former post office and serves Pottstown West Pottstown Inner Pottstown and Lower Pottstown.

Fighting for Information Equity

- Information Equity is one of the key Civil Rights issues of our time
- Pairing the right to read and Universal Broadband
- Managing the Third Wave of Library Services: Digital Access and the fight against Information Poverty





- Information poverty is further defined by the lack of visible access points to critical information and the absence of well-coordinated and appropriately scaled information infrastructure.
- Poverty is compounded when people do not have access to one of three things: financial capital, education, or connections to information or social networks.

- “Information Poverty’ has been described as a “situation in which individuals and communities, within a given context, do not have the requisite skills, abilities or material means to obtain efficient access to information, interpret it and apply it appropriately.”

-- Johannes Britz



An Activist Stance -- Managing the Third Wave of Library Services: Digital Access

If the **first great** wave of library and information services was in the late 18th through early 20th century to pull the public towards reading literacy...

...And **the second wave** in the latter 20th century to help to introduce technological literacy into the populace...

Then the next and **third great wave** of library and information science will be to reimagine and reenergize library and information services and **close the digital literacy and data access gap.**

To be a leader of any kind in today's libraries requires that we maintain the reserves needed to navigate:

- *Fear*
- *Stress*
- *Fatigue*
- *Self Doubt*
- *Criticism*
- *Conflict Management*
- *Constant Change*
- *Loss*

to create the kind of transformational change and alignment in our institutions that our communities need and deserve.

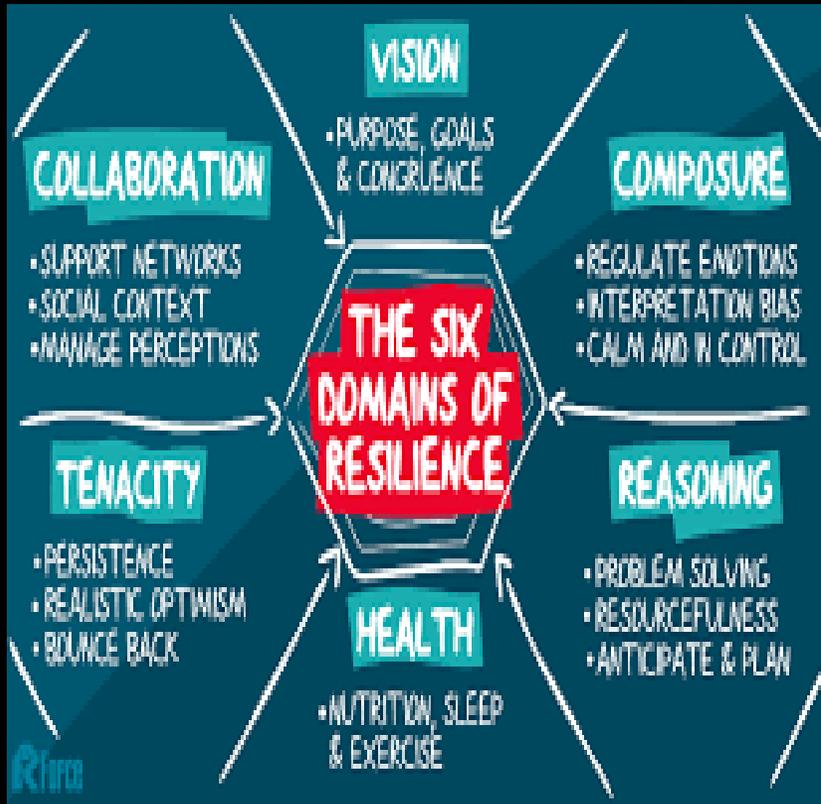
What other issues or emotions have you had to face during this period?

***Self-Care as an Act
of Survival:
A toolkit for resilience***



Empathy and care operate like a kind of ATM. You can only withdraw what you put in.

*Don't let your balance
get too low.*



Pieter J. Rossouw and Jurie G. Rossouw

Resilience is the human capacity to meet adversity, setbacks and trauma, and then recover from them in order to live life fully.

Resilient leaders have the ability to sustain their energy level under pressure, to cope with disruptive changes and adapt. **They bounce back from setbacks.** They also overcome major difficulties without engaging in dysfunctional behavior or harming others.

- George Kohlrieser and Anouk Lavoie Orlick

Self Awareness is the first step to resilience

- With self-awareness, a leader is able to put their strengths forward and lean into those abilities.
- Having a clear understanding of your own abilities and limitations also allows for more effective communication, because a self-aware leader is better able to recognize the impact they have on the people around them. Joy Ruhmann

FEELINGS CHECK-IN

I feel...

I need to...

Overwhelmed	Take a step back
Stressed	Focus on relaxing
Anxious	Practice coping skills
Sad	Be loving to myself
Angry	Find a positive outlet
Drained	Rest and recharge
Broken	Self-compassion
Upset	Take time for myself
Alone	Reach out for support

The Importance of Scheduling
a Daily Check-In

Brief Resilience Scale (BRS)

A Little Test...

Please respond to each item by marking <u>one box per row</u>		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
BRS 1	I tend to bounce back quickly after hard times	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
BRS 2	I have a hard time making it through stressful events.	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
BRS 3	It does not take me long to recover from a stressful event.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
BRS 4	It is hard for me to snap back when something bad happens.	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
BRS 5	I usually come through difficult times with little trouble.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
BRS 6	I tend to take a long time to get over set-backs in my life.	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1

Scoring: Add the responses varying from 1-5 for all six items giving a range from 6-30. Divide the total sum by the total number of questions answered.

My score: _____ item average / 6

“Serious” Leaders Need Self-Care, Too

by Palena Neale

October 22, 2020

“Reframe self-care as an investment that can increase overall productivity and effectiveness as a leader.”



Summary. Despite the well-known benefits, many leaders remain resistant to the whole idea of self-care. This resistance often stems from a feeling that self-care is a sign of weakness, a

If you didn't *need* help, but you just wanted to recharge your battery — how would you do that?

How much time could you save by responding from a place of control rather than reacting from a place of stress?

If the strongest leader you knew was struggling with stress, what would you advise them to do?

What is one thing you can choose to say no to today that will give you back at least five minutes? How could you use this time to improve your own well-being and performance?

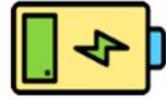
How has taking some time for yourself benefited you or your team in the past?

Self-Care for Leaders Questions:

Self-Care Survey

- Where do you need time and attention in your self-care routine?
- How might you benefit from better time management or breaks at work?
- How might tending to those two areas help you set realistic boundaries with your energy and emotions?

Types of Self-Care

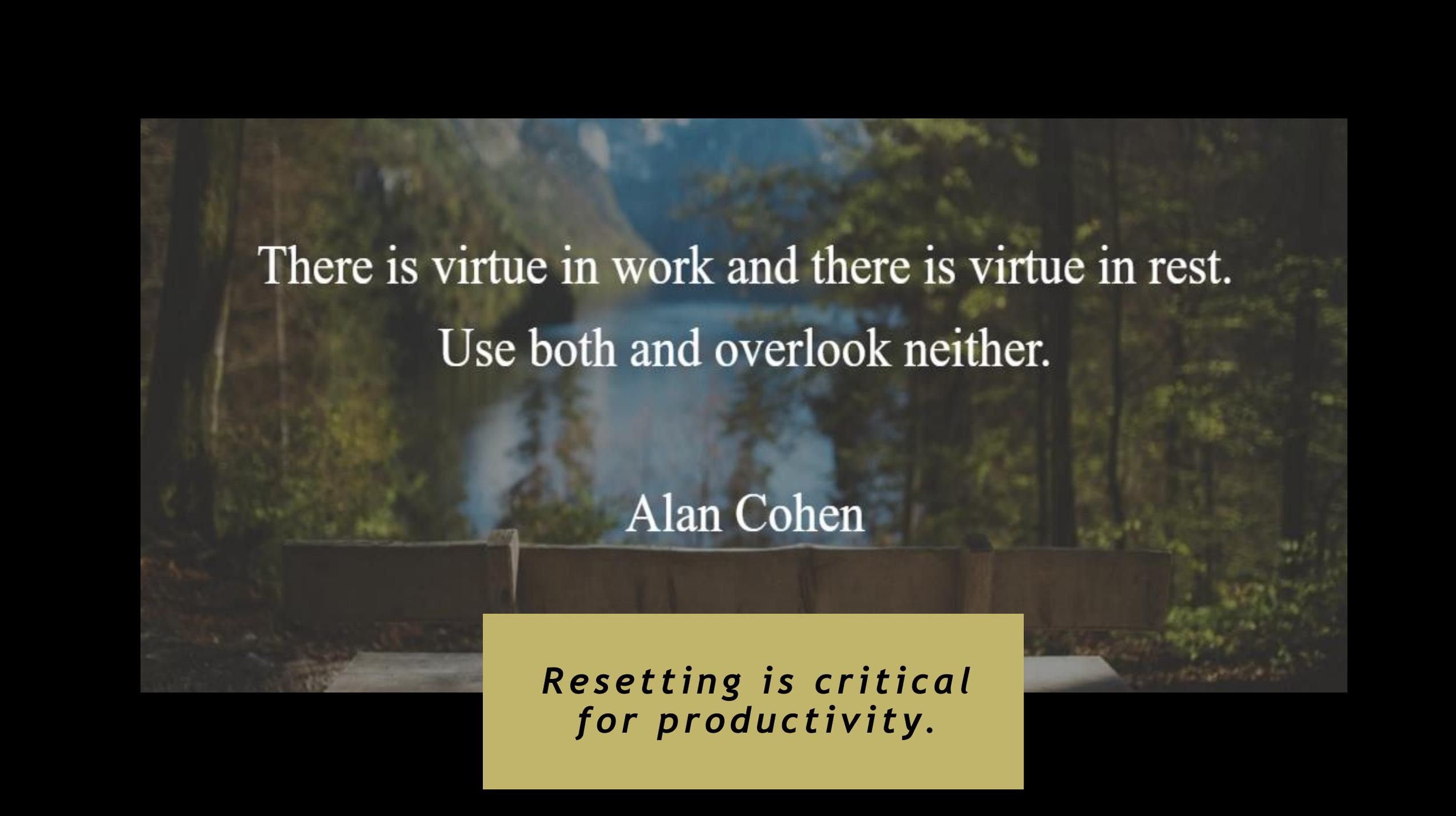
Physical  Sleep Stretching Walking Exercise Nutrition Yoga	Emotional  Stress Management Coping Skills Compassion Therapy Journaling	Social  Boundaries Support System Positive Social Media Communication Friends	Spiritual  Time Alone Meditation Prayer Nature Sacred Space
Personal  Hobbies Creativity Goals Identity Authenticity	Space  Safety Healthy Environment Stability Clean Space	Financial  Saving Budgeting Money Management Paying Bills Boundaries	Work  Time Management Work Boundaries Breaks

BlessingManifestin

Exercise: Write at least two acts of resilience in each section

- For example: In the “Physical” section I might write, “Engage in at least 30 minutes of exercise per day” or “Take two baths by candlelight per week”
- I might substitute “Spiritual” for “Natural” and add, “Set up a backyard firepit and have a social distance smores night with my family.”
- Under “Professional” I might add “Send notes of thanks or recognition to at least two staff members or stakeholders each week.”





There is virtue in work and there is virtue in rest.
Use both and overlook neither.

Alan Cohen

*Resetting is critical
for productivity.*

Self-Care is necessary for long term effectiveness and impact

Taking time for self-care can “help prevent decision fatigue, renew and strengthen motivation, increase productivity and creativity, and consolidate memory and improve learning.”





Reflection Questions:

- What professional or institutional issues or incidents during the pandemic have been the most triggering for you as a leader?
- What are some tell-tale signs that you need to engage in more self-care?
- What professional or institutional losses have you not taken time to grieve?
- Under what circumstances have you demonstrated a level of resilience that surprised you or made you proud?
- How can you make self care a habit and model it for others?
- How might an ethos of self-care and nurturing resilience ultimately increase user outcomes and impact.

