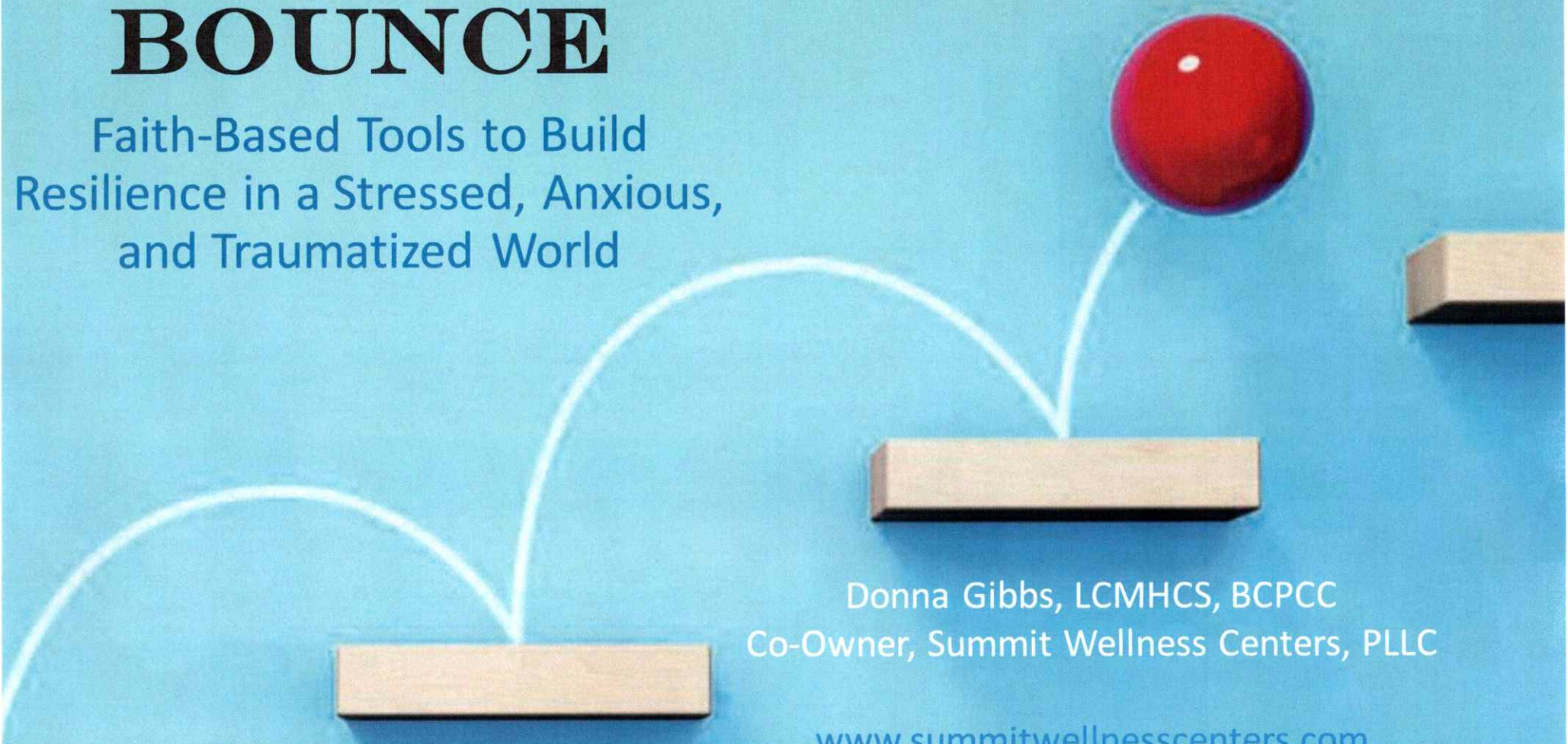


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# BOUNCE

Faith-Based Tools to Build  
Resilience in a Stressed, Anxious,  
and Traumatized World

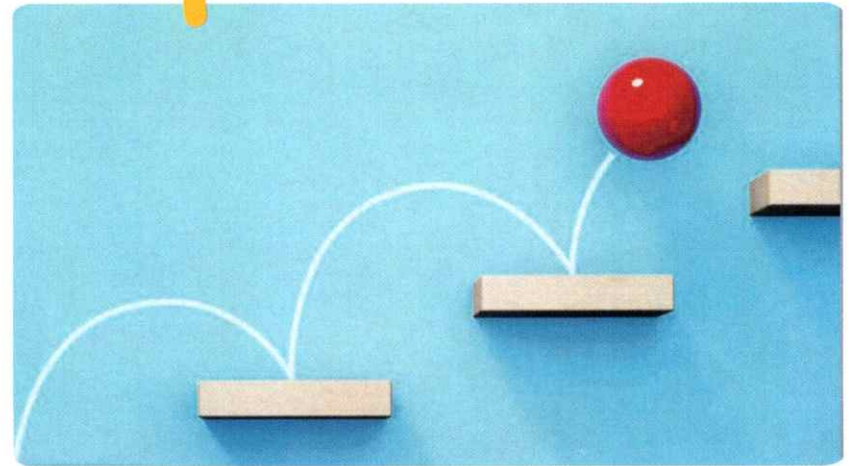
A red ball is shown in mid-air, having just bounced off a wooden block. White chalk lines trace the path of the ball as it bounces from a lower block to this one, and then to a third block further right. The background is a solid blue color.

Donna Gibbs, LCMHCS, BCPCC  
Co-Owner, Summit Wellness Centers, PLLC

[www.summitwellnesscenters.com](http://www.summitwellnesscenters.com)

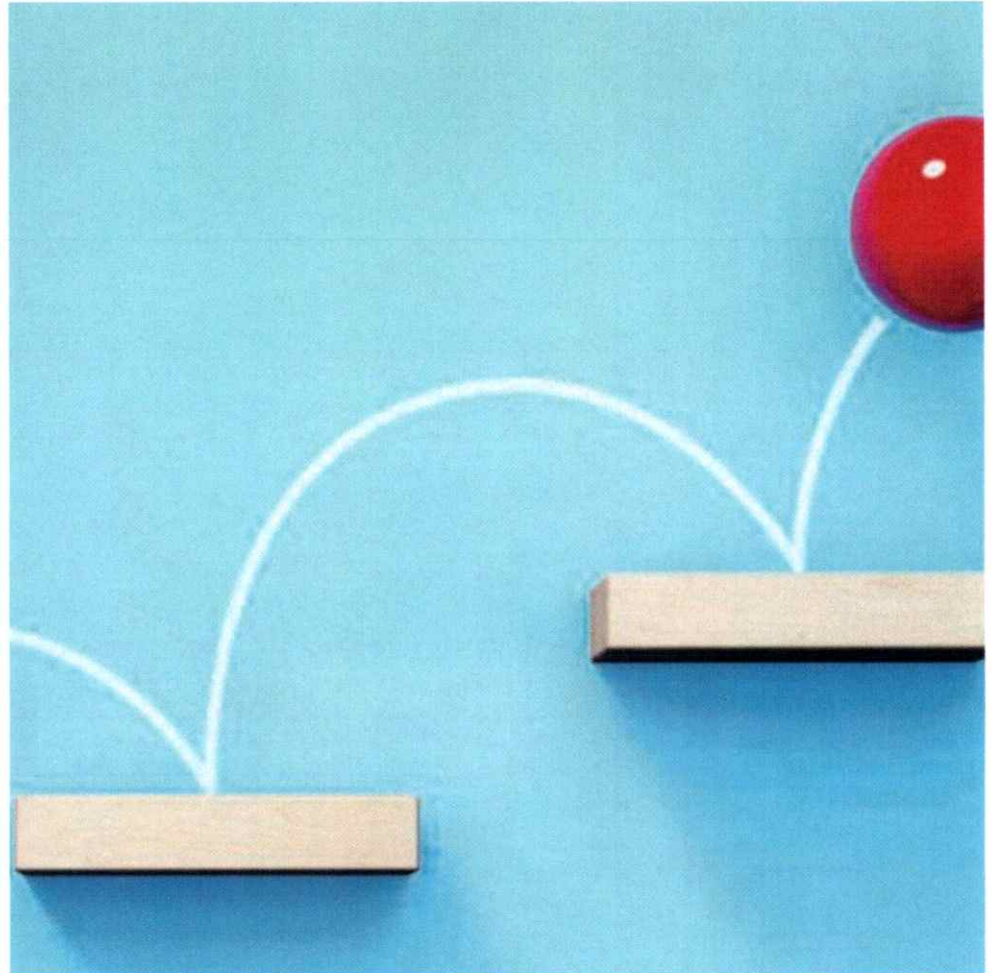
## Disclosure of Interest

I am the author of *Bounce: A 60-Day Devotional to Jump-Start Your Resilience*, published by American Association of Christian Counselors. Some of the concepts I'm presenting today are in this resource. I do benefit financially from royalty payments from the sale of these products.



## Learning Objectives

- Describe the foundational rationale for the application of these innate tools as related to research surrounding the release of hormones and neurotransmitters, as well as the physical and emotional implications of their use.
- List the use of numerous unsuspecting tools for facilitating grounding and resilience as they support themselves through challenging stressors, traumas, and seasons of life.
- Describe experiential techniques that assist the professional in achieving a reduction of distress, increased hope, motivation for change, and whole-person resilience.

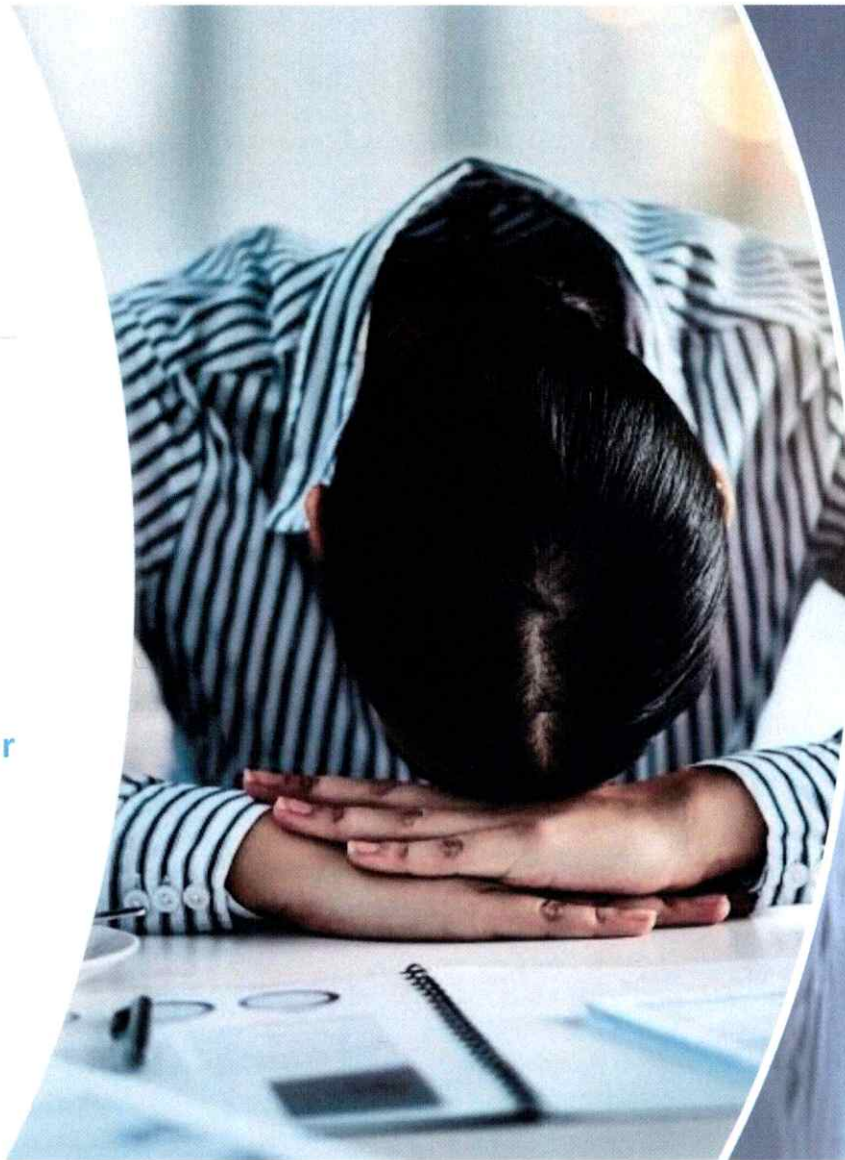


# BURNOUT

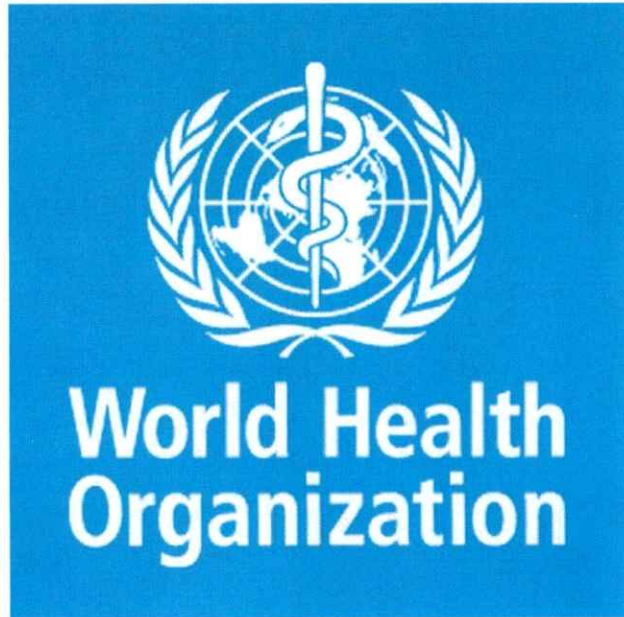
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How to bounce before you burn...

How to bounce forward after you burn out...



# ICD-11



“Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed”.

It is characterized by three dimensions:

- feelings of energy depletion or exhaustion;
- increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and
- reduced professional efficacy

# BURNOUT STATISTICS

- \*American Workers

- \*Mental Health Professionals

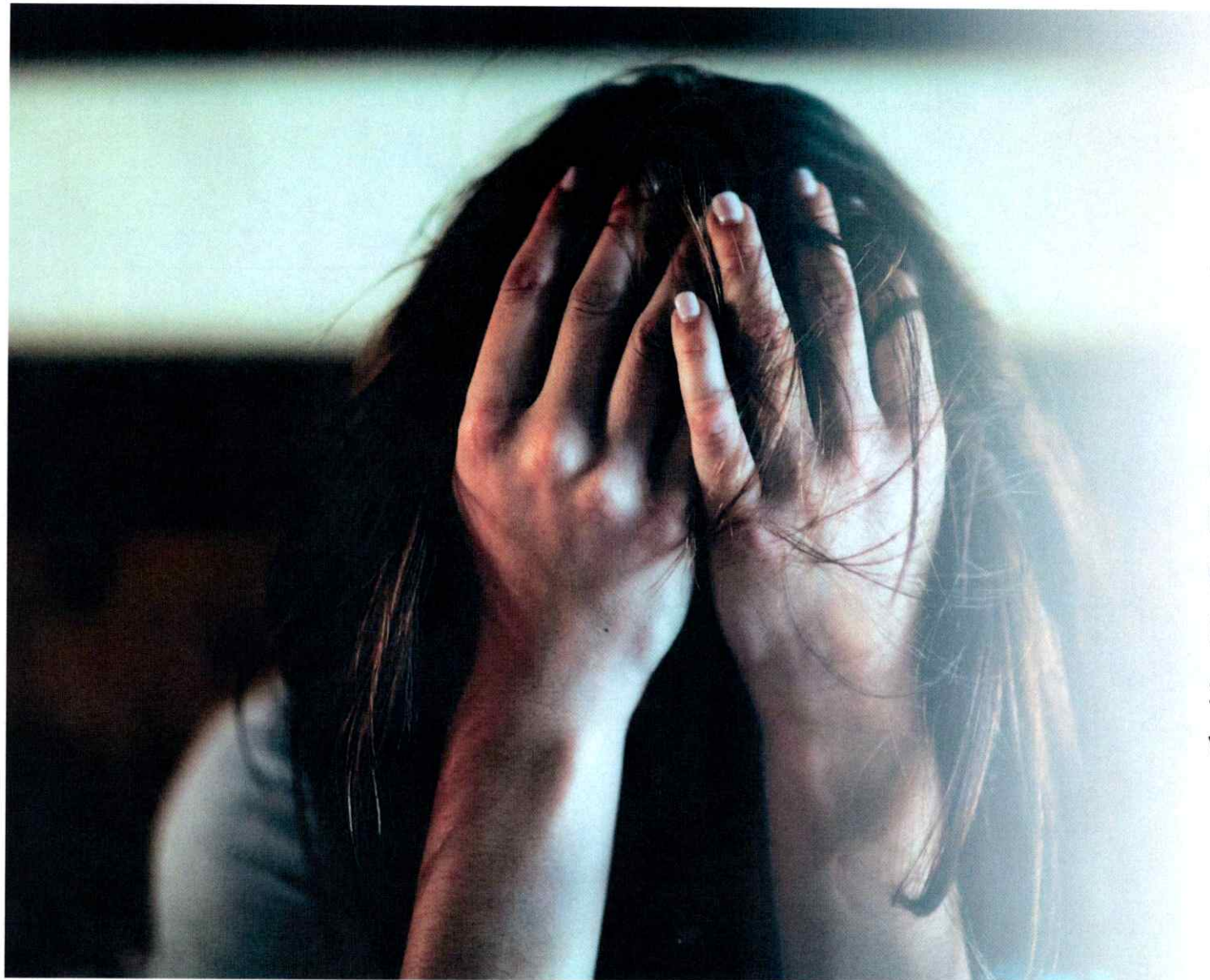
- \*Pastors/Ministry Leaders

- \*Globally



Burnout is....  
CHRONIC





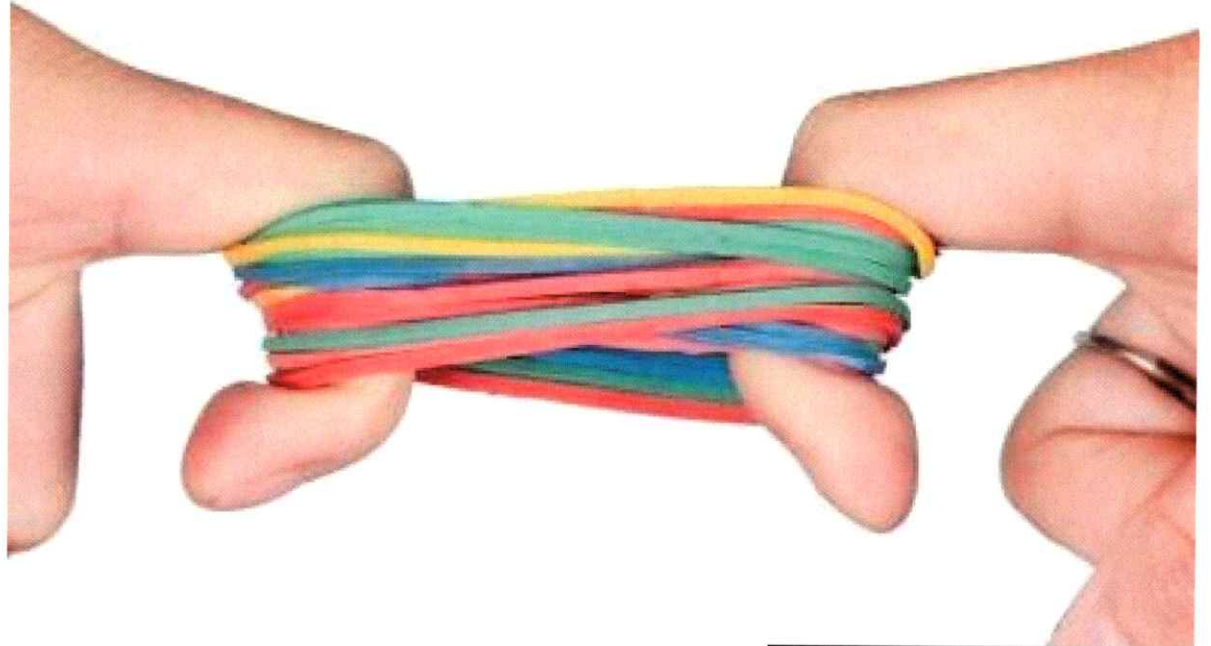
# Burnout is... WHOLE-PERSON

Physically  
Mentally  
Emotionally  
Relationally  
Spiritually  
Vocationally

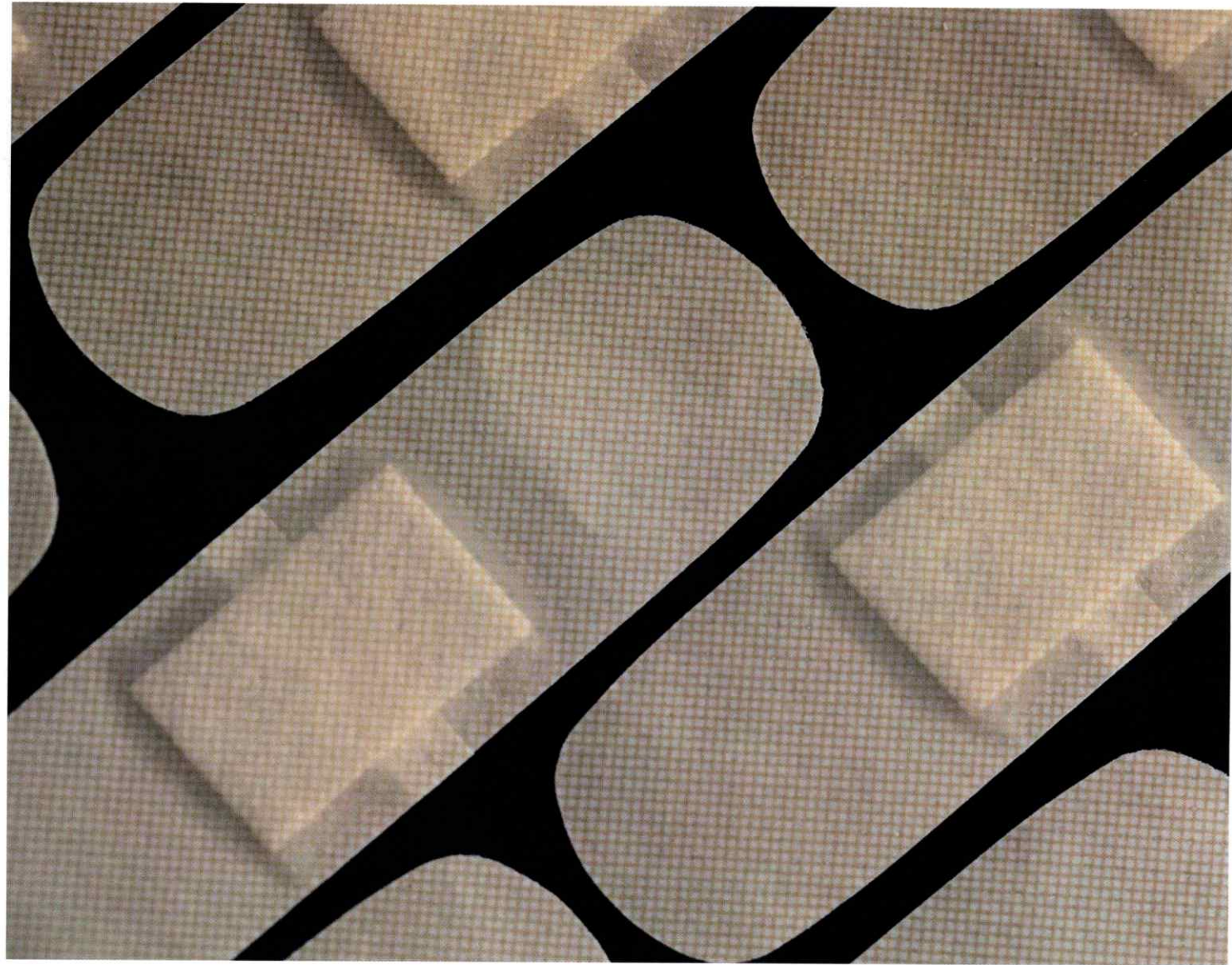
Stuck...

because we try  
to bounce back

---



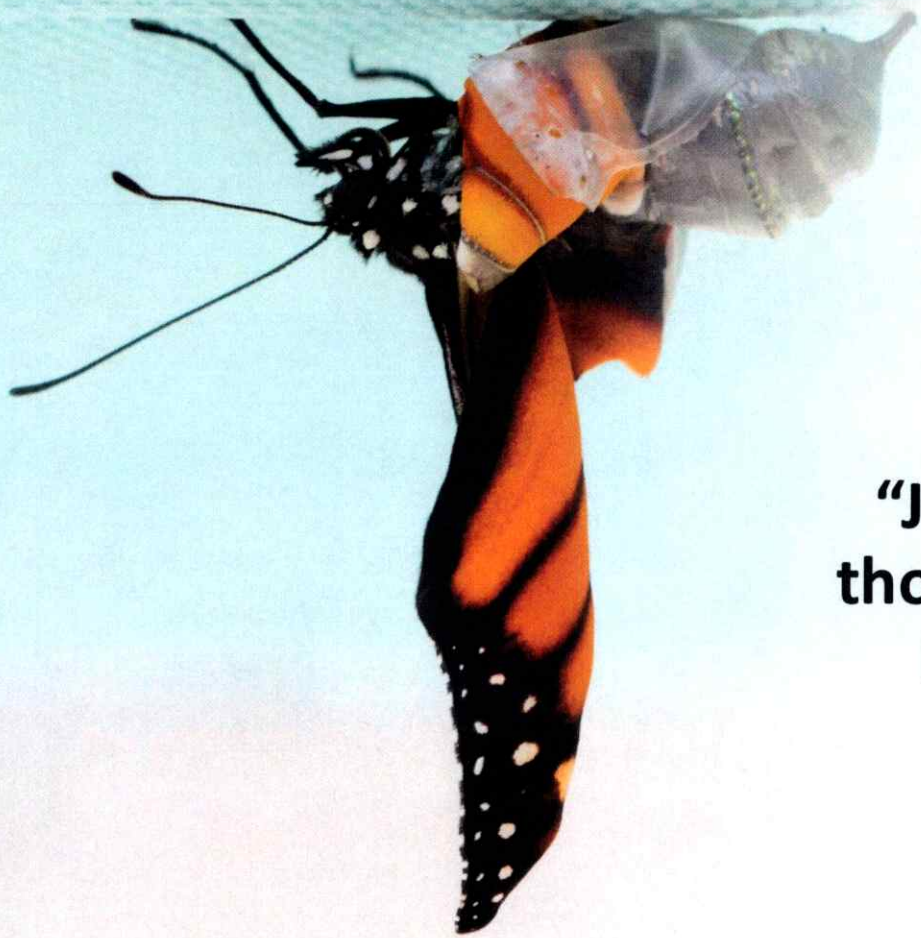
**Burnout...**  
requires  
a coping  
mechanism






**Bounce  
Back**

**Bounce  
Forward**



**“Just when the caterpillar  
thought the world was over,  
it became a butterfly.”**

Chuang Tzu



*“Burnout is not the destination. It’s just the check-engine light, providing data, and inviting you to regroup.”*

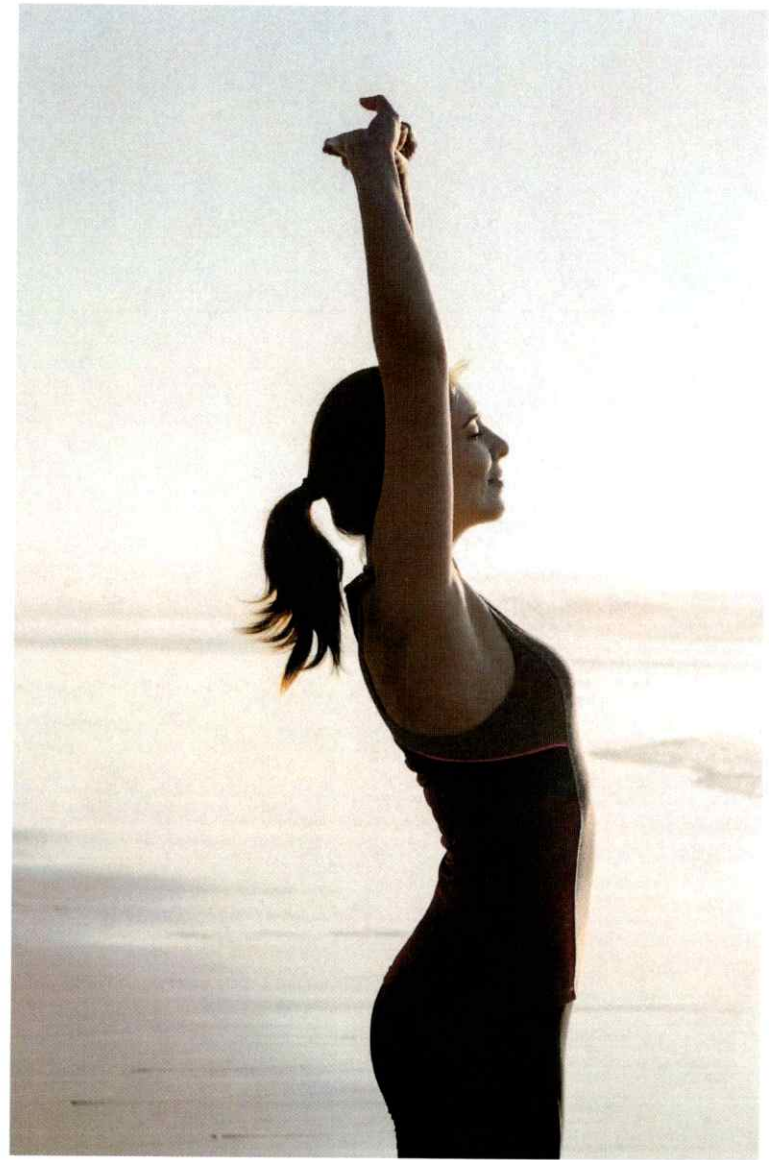
Donna Gibbs



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Resilience...  
is Whole-Person

On Purpose – With Intention



# Evaluation Tools

- The Clergy Occupational Distress Index (CODI)
- Francis Burnout Inventory
- Satisfaction in Ministry Scale
- Maslach Burnout Toolkit



**Maslach Burnout Toolkit for Human Services**

The Maslach Burnout Toolkit for Human Services combines the Areas of Worklife Survey and Maslach Burnout Inventory – Human Services Survey to measure burnout in the workforce context. The combined assessment consists of 50 items and usually takes 25-30 minutes to complete.

**Burnout** is a severe problem affecting professionals in human services. Burnout has many consequences for the individual including physical illness, increased feelings of hopelessness, irritability, impatience, and poor interpersonal relationships with family / coworkers / recipients of service. In severe cases, burnout can cause diminished executive functioning, attention, and memory. Burnout can be assessed for severity and cause, and remedied by individual intervention and sophisticated organizational change programs. **By addressing burnout, you can increase your personal wellness, and improve recipient satisfaction and quality of care.**

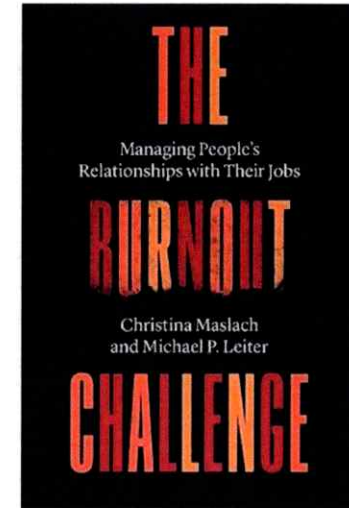
The Maslach Burnout Inventory (MBI) assesses your level of burnout by measuring:

- Emotional Exhaustion:** feelings of being emotionally overextended and exhausted by work.
- Depersonalization:** unfeeling and impersonal responses toward recipients of one's service, care, or treatment.
- Personal Accomplishment:** feelings of competence and successful achievement in one's work.

The Areas of Worklife Survey (AWS) assesses "what" in your work environment may be contributing to burnout by measuring:

- Workload:** the amount of work to be done in a given time. Workload captures the extent to which work demands spill into personal life, the social pressures, and the physical and intellectual burden of job demands.
- Control:** opportunity to make choices and decisions, to solve problems, and to contribute to the fulfillment of responsibilities. Control is your participation in important decisions about your work as well as your range of professional autonomy.
- Reward:** recognition – financial and social – you receive for your contribution on the job. Reward includes praise, awards, perks, and salary.
- Community:** quality of the social context in which you work, encompassing your relationships with managers, colleagues, subordinates, and recipients.
- Fairness:** the extent to which the organization has consistent and equitable rules for everyone, or the quality of justice and respect at work.
- Values:** what matters to you in your work. The focus is the consistency between the personal values you bring to your profession and the values inherent in the organization where you work.

22 March 2018 | [www.mindgarden.com](http://www.mindgarden.com)



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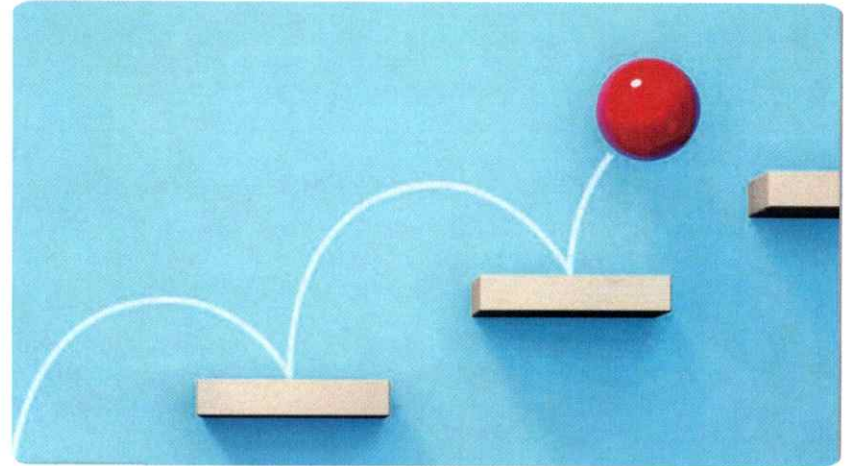
<https://www.mindgarden.com>

# Build a Rhythm of Resilience

- \*Routinely Audit for Whole-Person Awareness

- \*Micro-dose Whole-Person Regrouping

- Physically
    - Mentally
    - Emotionally
    - Relationally
    - Spiritually
    - Vocationally



# •Physical

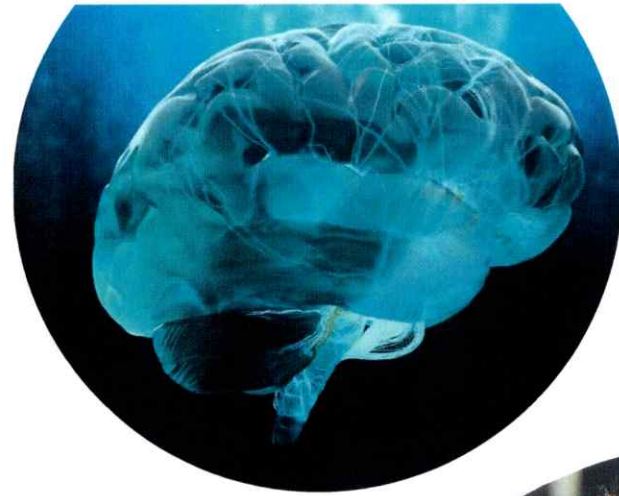
“Respecting the only  
body we’ll ever have”



# •Mental

“Thoughts to Emotions to  
Behaviors”

“The Most Important  
Conversation No One Ever  
Heard”



# •Emotional

“Purpose-Driven  
Emotions”

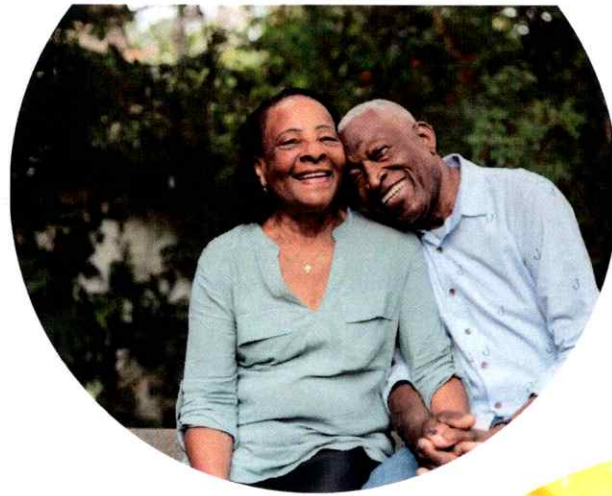
“The Check Engine  
Light”



# •Relational

“Healthy vs Difficult vs  
Destructive”

“Better Together”



- Vocational

“Evaluate  
Congruence”

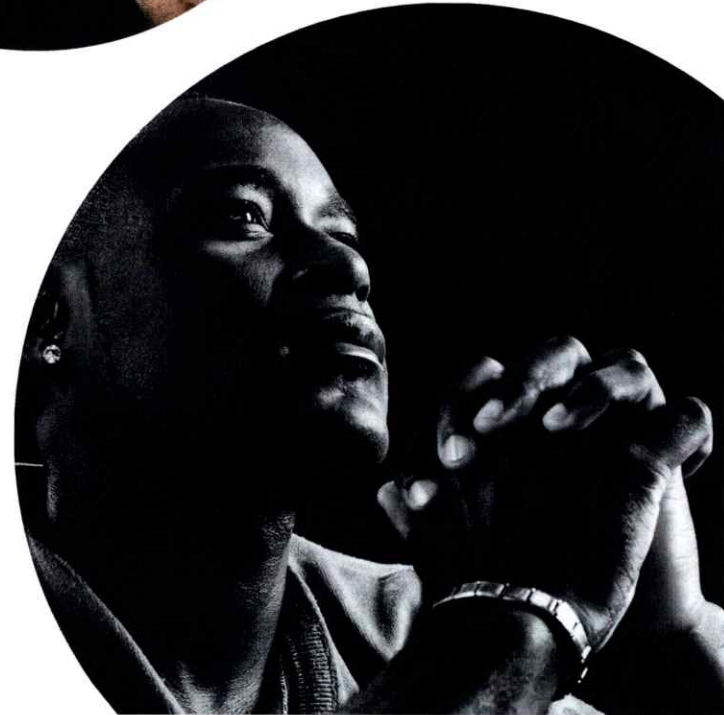
“What can I  
change...?”

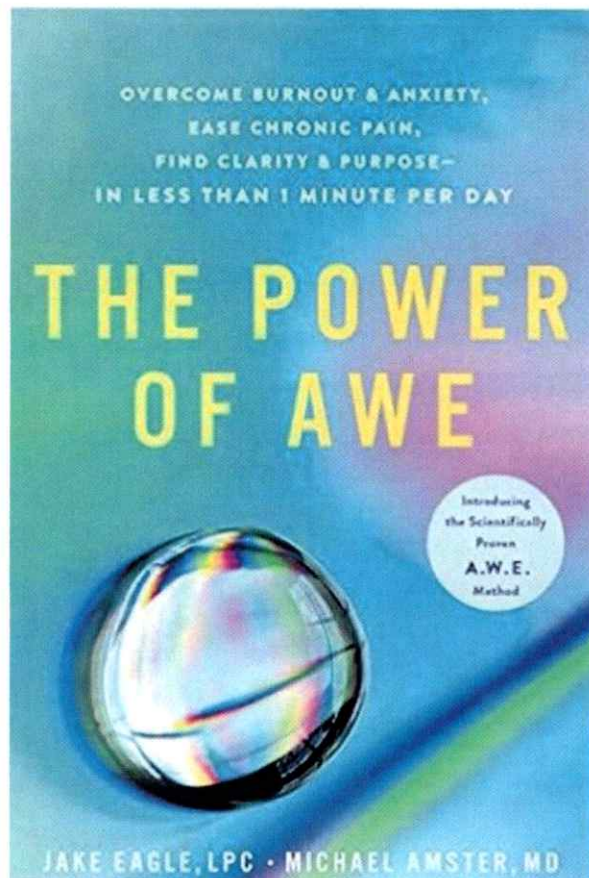
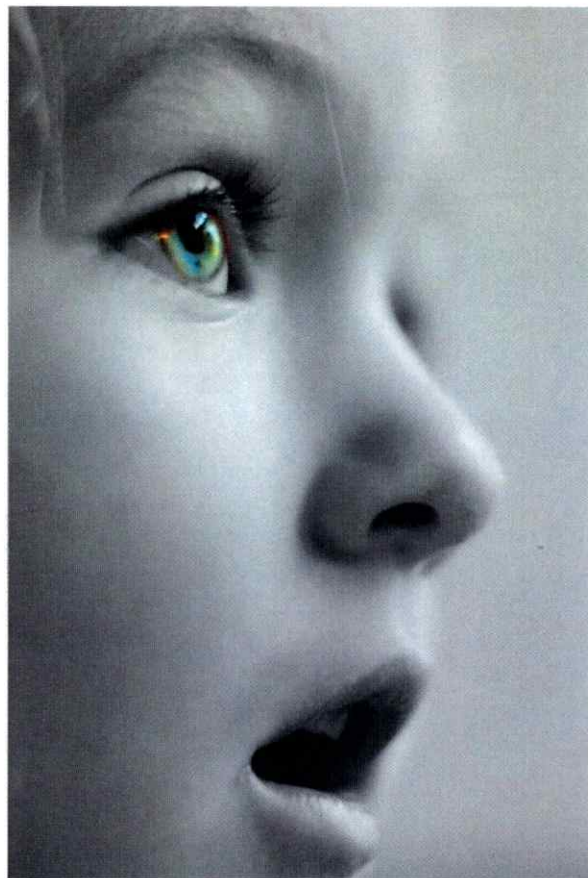


# •Spiritual

“We Pause...”

“We Worship”





## Micro-dosing Mindfulness

“The more daily awe people experienced, the less stress, less somatic health symptoms, and greater well-being they felt.”

Michael Amster, MD

<https://thepowerofawe.com>

# Whole-Person Tools

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Laughter

<https://www.youtube.com/watch?v=r6pY1JjCys>

Sensory Visualization

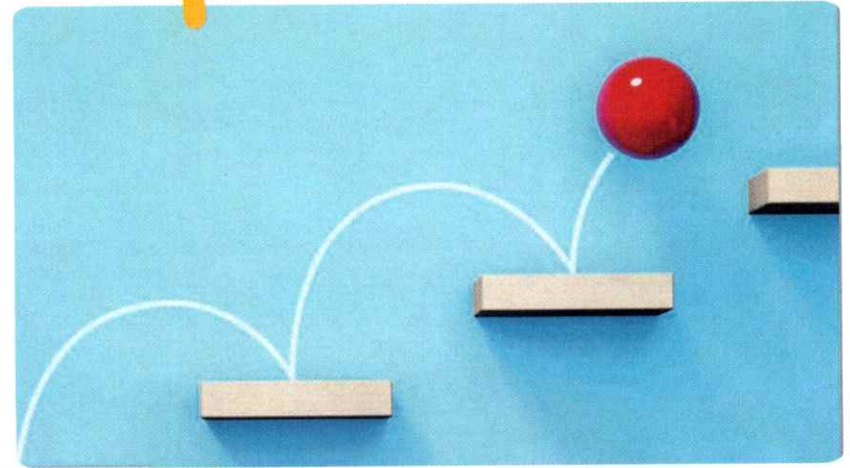
Singing




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“So I saw that there is nothing better than that a man should rejoice in his work, for that is his lot. Who can bring him to see what will be after him? So I saw that there is nothing better for people than to be happy in their work. That is our lot in life”.

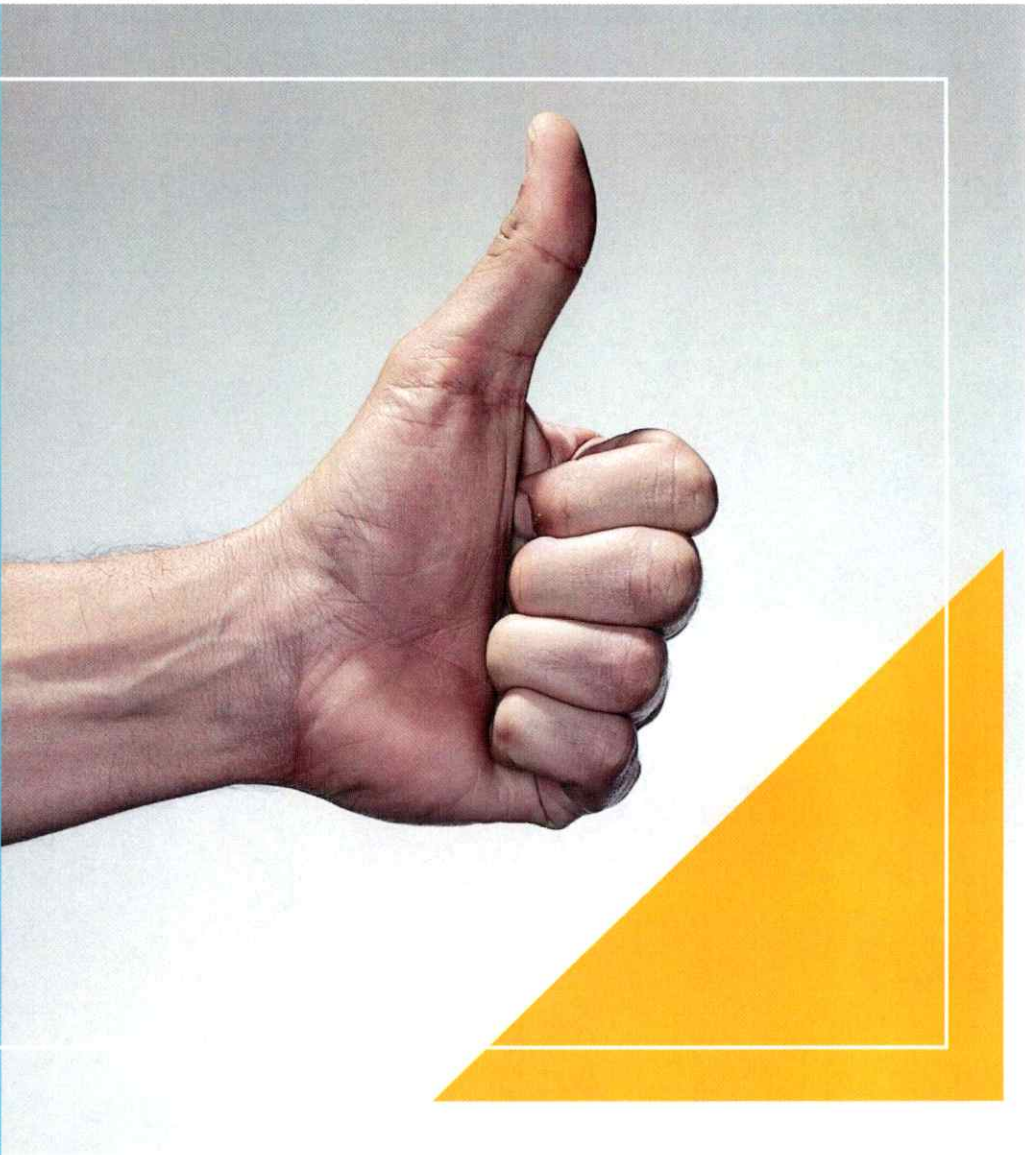
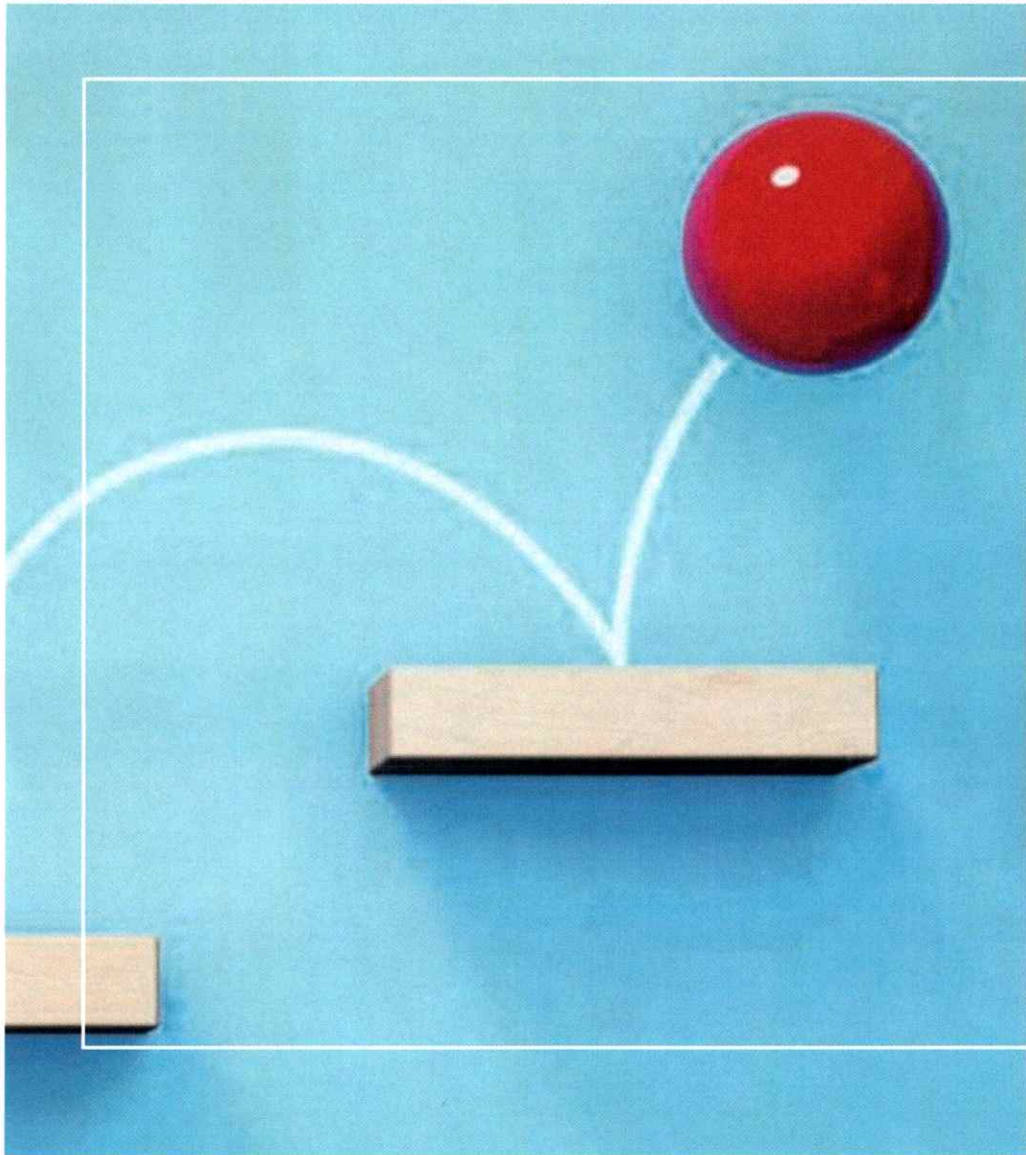
Ecclesiastes 3:22



A blue background with a red sphere in the upper right. Three light-colored wooden blocks are positioned at different heights. White arcs connect the blocks: one from the lowest block to the middle block, and another from the middle block to the sphere. A third arc starts from the left side of the frame and curves towards the lowest block.

“Forget the former things;  
do not dwell on the past.  
See, I am doing a new thing!  
Now it springs up; do you not perceive it?  
I am making a way in the wilderness  
and streams in the wasteland.

**Isaiah 43:16-19**



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Recommended ministry burnout podcast:  
John Mark Comer, Jon Tyson, and Jefferson Bethke - The Art of Teaching Podcast

<https://podcasts.apple.com/us/podcast/4-how-to-deal-with-burnout-as-a-pastor-and-teacher-part-1/id1669104753?i=100060530697>

<https://podcasts.apple.com/us/podcast/5-how-to-deal-with-burnout-as-a-pastor-and-teacher-part-2/id1669104753?i=1000606424160>