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Attendees

Ashley Margeson, Ashley Margeson's Presentation

Transcript

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Ashley Margeson: Hello, Happy afternoon. My name is Dr. Ashley Margeson. I am incredibly honored to be with you virtually this afternoon and to chat a little bit about burnout.

Ashley Margeson: So I'm actually having doctor. My background is in burnout, prevention and recovery and my husband and I own cornerstone naturopathic which is East Coast of Canada's largest regenative. Health clinic sounds super fancy. Really what we just believe is that we believe that people's health should work for them and not against them. I have been doubly honored. This particular season of spending a ton of time over the last few weeks with a variety of different educational systems school boards throughout the Atlantic region. And I'm so excited to be here with you right now. And I am incredibly excited to be here with you hopefully because I think that the work that we all do and you all do in particular as educators. It's probably being most important thing. Anybody can do and My mom was a teacher.

Ashley Margeson: She retired a couple of years ago now and so any chance that I have to work with the people that I honestly say, raised me is what I consider to be a chance to get back. So I treat a lot of teachers. I grew up with a lot of teachers. pretty sure every single one of my closest friends parents or teachers, it's the lifestyle apparently and so it's one of the things though that we're really going to incorporate into our talk today is

Ashley Margeson: The educator life cycle. What does it mean to be an educator? What does that life cycle? Look like, What does it feel like? And Why is it that this profession in general? Is one of the professions? That is most at risk of burnout, we've been studying, educator burnouts, the 1990s and sitting burn itself. Since the 1970s, This is not a covid thing. This is a much longer than that thing, but my goal for you today and my goal for hopefully today is to recognize that Teachers, do not have the same elections. teachers educators. Do not have the same cycle. That everybody else does. And we need to be having conversations about Bruno, prevention strategies that are appropriate to the educator life cycle.

Ashley Margeson: My other goal today is to not give you a mental health, wellness. Talk that you've already heard. So I'm coming in with a little bit of assumption and you guys have probably already heard the Take some time for yourself, don't overload, your play, juice them, yoga, move your body, like all of those things, I'm making that assumption a little bit that we've already had a bit of that conversation. Whether it be within your education system or within just social media. And in general, I'm hoping we can take that knowledge and we can build on it to actually give you tools that you feel like are applicable and approachable. because,

Ashley Margeson: And before we jumped up into everything today. This lovely QR code. If you scan it with your phone, will take you over to my Instagram page or Ashley margeson. This is cool. We're very pro using technology right now. And in my story, there is a caption with a question box for you because I'm not able to be there with you in person right now. I want to make sure that we can still answer some of these questions because I know a couple of them will pop up and so I'm hoping that for opening the door to being able to use that as a platform, that we can go a little bit deeper later on. scan that. Taught me your questions. I'm so excited to hear what you guys have to ask. so, This is the educator life cycle. We're right around here right now.

Ashley Margeson: We're in the middle of what I like to call the August Als. To the first two months of remembering names. this particular life cycle is the educational system lifecycle, so it kind of highs in with report card conversations and it's interesting because there's basically these 12 week cycles within the school years depending on if your elementary or middle or high school and that

Ashley Margeson: There is a pattern that is followed on a year-to-year basis. But all of you having much more individual conversation within this larger pattern and you are responding to adrenaline and high needs and quick reaction times on a much more acute basis which increases your risk of burnout even beyond what at any classroom teachers risk is. And so I want you to know that I'm contextualizing this within the pattern that is the educational system. Generally that pattern starts with a pile of adrenaline then it settled out for a little bit and then adrenaline creeps back up because we have to do reports which report cards are one thing y'all do report on a probably day-to-day basis right now and that's a lot of energy.

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Ashley Margeson: Then because we run for three months on adrenaline, we just get me to the holiday break moment and you're calling across the finish line to December. We get through that we probably get sick as it is because our adrenaline crashes and our immune system kicks back up. And we're like, hey, we should probably fight off all of these viruses that the little Itty Bitties have given us for four months that we've been with us. especially if you're with the high school and system, then you get finals and a new term which is more report cards.

Ashley Margeson: Then we get to break in March, break is a chaotic time of trying to fit everything in. So either you're hoping on a plane and dealing with that stuff in either going to an all-inclusive where you don't have to make any decisions. In which case, I am very good job, or you're headed up to Disney or Universal which is High adrenaline, Spartan style vacations, which leaves you needing a vacation from your vacation when you get home. Or you have elected to not go with the craziness of the airports and instead, put every single appointment that you have not been able to make over the course of the school year, because of the school system in, I'm talking like y'all see your hairdressers, medical appointments. All of the fun things coffee, or tea in the middle of the day because it never happens at any other point. These squeeze it all into this one week.

Ashley Margeson: that's very much break. We ended the final prep and how are we doing even more reports at this point? And y'all are finishing up the final year-end reports specifically I think use powerschool as well into powerschool to determine what happens for the next school year which is a lot of work and then we get this moment where we feel like we're not able to do any of it and we're not going to be able to finish and we're gonna run out of time. We push through and you stay up late. You do everything, you can to get it done and then make it And then you crash? And that crash depending on how

high intensity that adrenaline is in May and June that crash on a good year, can be a week on a not good year. Could be anywhere from three to four weeks before you start to feel like yourself again before revving back up to August. so the grand scheme of things, you get three good weeks in the middle of the summer to attempt to recover, It's a rhythm.

Ashley Margeson: and there's a rhythm within this, that once we start to realize that what that adrenaline kind of conversation is, We're able to actually take some burnout, prevention, strategies, and create supports at different times of year. So when we're in, what? You'll learn is early stage. Two burnout, those require different support than those later. Things burnout conversations really do and those report card moments those up moments within the system as a whole. Those are your high need moments. So before we jump into a million and five things about all of these stages of burnt out, I want to get all of us on the same page about a couple of terms. First term self-care. I think I have.

Ashley Margeson: A love-hate relationship with the term self-care because it's been commandeered by the industry that is the wellness industry as a whole it's become all bubble bath and candles and saying no to things and quitting your job when in reality self-care is actually a combination of your capacity, your environment, your cornerstone and you're action ability of that knowledge. If you are not able to action on that knowledge, we are not able to practice. Good self-care has nothing to do with back bombs. Then you're going to see the term culture come up with a fair amount of time, and culture is what's a context of this conversation Culture is a pattern of relating that persists and changes through ongoing interactions if the

Ashley Margeson: that makes up our learning centers. Our classroom environments, our hallways, everything. And then finally And capacity is an organizational or individuals ability to adapt to change. If you have high capacity, If you have low capacity, you lose your ability to adapt.

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Ashley Margeson: And Cooper, who's the associate dean of wellness at Dalhousie. University says that I think best in all honesty she says, burnout isn't our fault. Yet it is our response ability. It's all in how we respond.

Ashley Margeson: So Bernard is made out of three unique conversations. So you have to be experiencing all three of those in order to be diagnosed with burnout, which is a diagnosis that the World Health Organization put into play in 2019. however, it's been studied since the 1970s So this is German dude forever, he's over in New York and then Christina Maslach She was over in California, and they were individual researchers. And they were researching this league exhaustion phenomenon that they were finding healthcare workers. They both came up with this triad within a month of each other. And unfortunately, for inabergerac to the punch, but burnout is a combination of three different things. Number one, emotional exhaustion. I just don't care anymore.

Ashley Margeson: I'm done. I tap I'm Taft. I have nothing left to give. I have no love. I'm just emotionally done. Then, the Deep personalization is really interesting because it's basically when you go through life, trying to pretend that humans beings aren't humans. And being because if your brains way of trying to protect you from something that's going to kill you. And then, finally alongside of that, there's a decrease sense of accomplishment. What's the point? Why am I doing all of this? Just for it to end up, not making a difference.

Ashley Margeson: It is the hardest thing about being in the educational system but not being necessarily in the same classroom environment. Every single day is when you're in the same classroom environment every single day, you get a chance to see that growth But when you're in out, you're doing different things and you're supporting a student. But then you're supporting a different student. And then you're out of spaces. And into other spaces, it can be really hard to see that growth happen. So, it makes you feel kind of like there's no point. but in reality, it's the burnout telling us that And so we have to definitely take it one step at And one moment at a time when it comes to the secretions of accomplishment and learn to give ourselves, maybe a little bit more grace in those moments as opposed to guilt. Now, this is the brain.

Ashley Margeson: It is not a test. It is not anything at all. It is the brain on a horizontal axis. So if I were to turn my head to the side and you were to look through my ear, this would be what you would see. Not through my ear in general. But from That red dot in the middle. That's your limbic system. And Interestingly they develop from the inside us To the first part of us that innate visceral part of our body. Develop that develops is the spinal cord and the spinal cord and the start of that development process happens by week 9 it is very early in fetal development that we are developing this particular area. And Jody Carrington who is a psychologist of Alberta and he says it back. So she taught me this and I think somebody else caught it to her.

Ashley Margeson: But she was like our bodies they grow from the inside out. So the limbic system is basically our emotional and our gut response just about everything. It is our fight flight or freeze response. All the Linux system cares about is getting you to survive So if you take your hands, you look at mine. You craft your thumb in front of you. This. Is your limbic system? Then as we get older, and as we learn, and as we develop different things, all of our learning and reasoning, and everything else develops around them. It protects our limbic system because we don't want our limbic system, to be on all the time because of our limbic system on all the time. We're running away from there all the time. But every once in a while something happens, and we literally flip our lives.

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Ashley Margeson: a lot of times in the psychological world, we're talking about that in terms of leg anxiety or depression, or anger, or frustration, or all of these other emotions. But what we forget about is that this is also what happens. We put our lands. but instead of going out, we go in. Because we are absolutely exhausted. And the more we start to flip our lids, the more often we need to run on a hormone known as adrenaline. There are two hormones that provide energy for our Hormone number one. Cortisone. Cortisol rises in the morning, it stays high throughout the day and it starts dropping as a sponge with them. Stays low at night, you get a good sleep. You wake up the next morning with that cortisol spike in all, as well. Adrenaline is the second type of second hormone that we use to produce energy.

Ashley Margeson: And adrenaline is designed to be short-term. It's spikes that and then it crashes back down and then it spikes up and then it crashes back down. An adrenaline is designed to be used to ensure that you survive something that might kill you.'re good. When you flip your lid, you start running on an adrenaline cascade. And the adrenaline cascade, it can feel really jittery and really up and really like this. Or if you've been running on adrenaline cascade for so long, it feels like you're not able to do anything. Because adrenaline is not just that fight or flight response, it's also or freeze. And the further you get into burnout.

Ashley Margeson: The more likely you are to start to run on that freeze response. But here's the thing. Adrenaline. it's good at survive ensuring that you survive takes a lot of energy to make. So cortisol and that's beautiful wonderful hormone right there. Let's just say it takes one unit of energy to make, Adrenaline takes 10. The longer you live in adrenaline response, the more tired you are because adrenaline was never designed to be a sustainable energy response. And nobody has taught us how to create overdraft protection for our bodies. What does overdraft protection look like over draft protection? How do you put your lid back on?

Ashley Margeson: So many of the South self-care strategies that I see. On the Internet or in books, or in social media, whatever it is. So many of those strategies are strategies that are designed to be used. When your lid is closed, when you are not running on an adrenaline cascade,

Ashley Margeson: Overdraft protection. Is designed to help Put your lid back on.

Ashley Margeson: Because wow, let's be honest. Y'all have a bank account. You don't get paid. You got a bank account We put deposits in, we take withdraw that, it is a simple as that. Our body also have a bank account, I call it your burnout bank account. And what that is is that it's how much energy is being deposited and how much energy is being withdrawn. But here's the thing about withdrops. We tend to think about with not drives within the burnout. Conversation is a bit of a native But withdraws aren't always negative. Right? Withdrives and your usual bank account or rent or a mortgage power bill cell phone bill. Yeah. Okay, those ones?

Ashley Margeson: But they're also a dinner with friends and they're going on that vacation that you saved up for and you're putting that down payment on that house. And it's the food for the dog. And it's the movie that you went to go see with your best friend the other day. Those are withdraws. That generally make you feel. Good. They actually end up being a little bit of a deposit. As long as they don't, get too close to that edge. And the interesting thing about this is that I get to meet a lot of people. And I find a lot of times, by the time I get to meet them, they've already done the limiting with draw work, right? The world tells you to do less.

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Ashley Margeson: And by the time I meet people they're So I've taken away all of the things that I can take away and if you ask me to take anything more away, I'm gonna be either divorce. I'm gonna give a kid up for adoption. I'm going to quit my job and I'm gonna have to move to a deserted island and lay on a beach and drink margaritas for the rest of my life. They're like I cannot take anything else away. And isn't that the piece of the conversation that we're missing? Of how to limit your withdraws but still have withdraws that actually end up being deposits but improve your deposits all. recognizing that you're actually just really exhausted and we can't do too much at once. Balancing act.

Ashley Margeson: Josh makeup. For human beings. We're not electronics, my computer died right now. and I are going to lose connection and I'm gonna cry because I like doing this. It's gonna take a lot of pressure to get everything back up. And can we make it happen? Yes. But would it be nice if we just started this conversation with my computer plugged in and your computer plugged in Yeah, The preventative strategy is to plug it in before you actually need to plug it in. But we don't work that way. we don't have a cord that comes out of our belly button and plugs into the wall. And target those up. we cannot be turned off and turned back on again. if we can that involves a defibrillator and I would not suggest that you go, that route. but, We're more like really a bank account.

Ashley Margeson: We have deposit and they help us go up. And then we have with jobs go down and we have to pause it then withdraws and it's this and this. Wow. And when things get a little tight, we feel a little bit more stressed. When things have a little bit more flexibility, we might save more. We might invest We might

Ashley Margeson: so what's it feel like One burnout feels amazing. Most people don't actually realize that this is a stage of burnout because it feels so good. But remember burnout is a conversation around Stage one burnout when we look in that educator life cycle, that's September, and Those first six to eight weeks, we just figuring everything out going in strong, making it happen. Put in a ton of energy out to get kids your students or whatever, excited to be there and a safe feeling. So, you're productive. You enjoy your job. You get satisfaction from your work. You can work work. Somebody needs support at lunch, really? Yeah, I can help. You're optimistic.

Ashley Margeson: You make decisions super easily. You can say yes easily, which right now is okay, because you have that extra adrenaline, you're in savings and investing mode. You've even got an emergency reserve, you're okay. But I'm going to be okay in April. Are you going to be okay in March or you going to be too over committed?

Ashley Margeson: You generally take on a couple of extra things. You have time to enjoy your hobbies. You have energy outside of work. But you also this is good. I feel really Great. If you can contextualize where you're at and put the supports in that we're going to talk about later, you will be fine, stage 1 verta will hit, you'll run off that adrenaline, and you'll just be good.

Ashley Margeson: but if we don't, we start tipping into stage two and I will say over the glad that three years and I find a lot of educators are just starting the school year already here, we're not getting those bumps anymore. We're just already slightly Stage two burnout you're kind of living and a paycheck to paycheck feeling and you can live here for a while. I have patients who have lived here for 10 years and I'm just not quite good, but I'm not crash and I don't really know what I need. And then we figure out that they're here. In Stage 2 burnout, you're going to start feeling. And that afternoon crash. We think We try to logic but it's what we just haven't realized it a little bit. We try to logic our way through. it's just a busy day. that kid we had some really extra stuff today.

Ashley Margeson: that. I didn't eat enough. I didn't sleep I was just a day. just today is just today but what happens when it's the pattern Get some brain fog. Words doesn't tip of your tongue. Can you put the thingamajigger in the call What was that? Meaning I just join again. Can you send me that email? We got a raising mind in Stage 2, sometimes and generally, those are best associated with the Sunday scaries. Everything just builds a little bit. okay, I gotta do this, I I gotta do this. I got into this. But one of my favorite, I will say very loosely parts of Stage 2 burnout. Is that you get end of day Fatigue, Which means if somebody asks you, what you want for supper, your answers can be, I don't know. I don't want to have to think about it. I don't want to make a second decision. I don't Make whatever.

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Ashley Margeson: and then we get frustrated when somebody else doesn't have one of the interesting things that happens with Stage 2 burnout is, you start to skip lunch because you're not quite hungry because you had a little bit of a weird sleep. So then, you're hungry generally all evening. and you're actually hungry because you just haven't gotten enough in and so you're hungry all evening and that leads to us sleeping less well at night because our body is trying to digest slowly sleep, which is what it's designed to do. So we start not waking up breakfast. It's not really happening all the time. it might be like

a Friday conversation. Get a good sleep on the weekend. You're back up and running. but the other interesting thing about Stage 2 burnout, is that you really hope that other people cancel plans let's say you've planned. appetizer in a movie with your friends, just make it easy and you wake up that day and you're like,

Ashley Margeson: but I don't want to cancel because I don't want to be that person but I don't really want to go. So somebody else texts. Let's be honest and it's like can't make it so we reschedule you're like, yeah.

Ashley Margeson: That a Netflix and Put my sweatpants on happy camper. But if they don't, then you end up pulling yourself off the coach and go. And you love it. you have a really good time. You really enjoy yourself. You love it. And then you leave that, you're like we did this again. Right, that's textbook Stage 2 burnout, you're a little tired. Your paycheck to pay directly just enough coming in to go out. But you're like, I need to do some stuff that involves going out. But you hope that you get a chance to just save a little bit more. but then it ends up being like you went in box 50 ticket and he won the/50 cool. Friends do that. People do that. People, we love do that. It's really important is actually a huge deposit.

Ashley Margeson: But what happens sometimes when we're in a stage 2 burn out of this check to paycheck. Is we've got everything so planned to just keep it Even like everything coming out at the right time and go in and at the right time that if one thing tips us off, We start spiraling and one of the places that we spiral his stage 3, And stage 3 is overdraft. And if you've got overdraft protection on your bank account, well done, but Stage 3 is overdraft. You are now starting to borrow from one area to pay for another to try and rebound the other area and your body is compensating in the same way that we do mentally with budgets. one of the interesting things that pops up with stage three, is we start getting this pretty extremely

Ashley Margeson: We get to practiced in apathetic towards things. We're exhausted we have trouble walking up stairs because we're literally out of breath. You get tired. After eating these start to skip lunch because you're like, I can't afford to be this fatigue in the afternoon because I have to be on. We start reaching for these numbing behaviors because we're looking for these external forces of energy to give us these up. Right. caffeine becomes a necessity. That shirt that says, Don't talk to me till I've had my coffee That textbook stays free. You can't function as well without it. because you're looking for all of these up, like a candy drawer, a piece of chocolate getting angry at somebody, Road rage.

Ashley Margeson: We reach for more numbing behaviors. To bring it down at the end of the day. It's the glass of wine. It's the recreational drugs, like marijuana. It's the demons growing. It's the things that short term make it feel a little bit better, but long-term actually impact a lot of outcomes. So alcohol will start to affect your sleep eventually.

Ashley Margeson: Doomscrolling increases dopamine, but dopamine is a byproduct of adrenaline. So in order to make dopamine, you have to make adrenaline which is what we're trying to avoid. So we get these ups all over the place and then we're trying to tamper them down. Because then we get these two am wake ups. And these second winds before bed. So we're staying up later. But we don't want to stay up later because we're crashing out on the coach at seven o'clock or eight o'clock and goodness knows if we're in the season of life where we have toddlers, that you almost fall asleep with them, but then you have to do other stuff. But then it's nine o'clock and you're like, now I can do the laundry and the dishes.

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Ashley Margeson: It's all of these apps in ways that just don't quite make sense. Your periods and starts to change. You start to get thinning hair acne, dark hair growth in particular. Those little things that your chin Crave salt, more than sugar, at this point. And you just can't make a decision like Red Shirt Blue Shirt. You're like, I don't even know. I totally get why Steve Jobs only had one thing that he wore You're like, I would like one thing to wear. in multiple, sets, so that I can do laundry as I need to

Ashley Margeson: but when stage three hits, it's like you're leaking. the budget just It doesn't make sense anymore because you're trading energy in one area for something else. And then this is when everybody generally goes to their medical provider, and they generally say, I don't feel good. Can we run some blood work?

Ashley Margeson: You're in your iron, your thyroids, maybe an inflammatory marker, maybe some cholesterol, just because Everything's fine. Maybe your cholesterol as well to high. It's all fine. That's fine because your body's still compensating. You're actually still okay.

Ashley Margeson: Until you're not.

Ashley Margeson: To stage four burnout. We're past the fight flight or freeze response then you're into as I got nothing. you are a million dollars in debt, and the creditors are calling and you're like, I have no way of doing this because it takes all of the energy that I have to get out of bed in the morning.

Ashley Margeson: You're avoiding tasks negotiating with your alarm clock, if I don't make Breakfast this morning and I get it at him. Then I can sleep for 10 more minutes. If I grab my coffee and put it in to go, as opposed to sit and enjoy it, I can get 10 more minutes. if I use dry shampoo as opposed to have a shower, I can get another 20 minutes. Which was a little bit of Stage 3, but into stage four, because it takes so much energy to make a decision and initiate a task that everything feels like it's such a big deal because it is actually such a big deal. Your hormones are all over the place. Your sex drive is gone. You're angry and overwhelmed and frustrated. Your joints hurt. His hair is losing, it's flat. Your puppy.

Ashley Margeson: You just don't feel good. But then somebody says how are you? And I'm fine, but not great because you're feel like there's other people that are worse, but I definitely don't feel great, but exhausted doesn't seem to even take a moment.

Ashley Margeson: Of them towards how I'm feeling because it feels so much more than that. If you have an autoimmune disease, you'll probably experience stage for a couple of times during the year. I have a number of patients who actually are in the education system and have an autoimmune disease and we plan for flares where we know we're going to hit a stage four every once in a while. So what do we do? When right? We try and prevent them. We try and do every and you should too, you try and do everything you can to not get to stage four. But every once in a while, right? And it's going to happen in ways that you didn't expect it like a kid got sick or a partner got sick or a parent died or you're teaching partners off. I'm stress leave your educational partners have obstacles as well, right? All of those little things they add up. They make it harder, it's like walking through the lock.

Ashley Margeson: Because I thought about toast a lot. In regards this conversation. And here's what I have learned. One hotel's, make amazing toast. It's perfectly golden, it's soft on the inside. It comes out at the right temperature, you put butter onto it at milk perfectly. It is crunchy and All the same time hotels, maybe the most amazing toast, and then, We have the other end of the spectrum where you put the toes to the toaster for way too long, and you didn't realize it because you got distracted by other stuff. You

forgot about it because you're in burnout, maybe stage 3 and then you come back, and it's burnt. But you don't have enough time to put new toast in, you got to get out the door because I don't know Brad's late for whatever. And so, you take the knife, the piece of toast to the kitchen sink and you scrape off all of the burnt edges. And you're like, if I just put enough, peanut butter on, Like it won't taste burnt.

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Ashley Margeson: It always tastes a little. bit burnt, as much as we try to tell ourselves the opposite, but it doesn't matter if you've burnt that toast to a freaking crisp, Or if you've got hotel toast, it's never going back to the piece of bread. That was in the bag. You cannot on toast toast. because you as a human being,

Ashley Margeson: You're different. you've moved through different spaces and seasons of life. So, when we build these care strategies, in these wellness strategies, we want them to match your season of life.

Meeting ended after 00:36:27 👋