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Betsy Kindall ([00:08](#)):

I'm Betsy Kindall.

Nicole Fairchild ([00:10](#)):

I'm Nicole Fairchild.

Stacy Moore ([00:11](#)):

And I'm Stacy Moore.

Betsy Kindall ([00:12](#)):

And this is Arkansas A.W.A.R.E, a project to advance wellness and resiliency in education.

Nicole Fairchild ([00:21](#)):

Hello everybody, and welcome to the A.W.A.R.E podcast. We hope you enjoyed the live podcast from last week where we were with the coordinated school health meeting. We were sledding that day. I don't know if you remember, but there was-

Betsy Kindall ([00:38](#)):

We basically ran to our cars.

Nicole Fairchild ([00:39](#)):

Yeah. There was some bad weather.

Stacy Moore ([00:41](#)):

Sled.

Nicole Fairchild ([00:42](#)):

So I did go back and listened to the recording of the other folks that came after us and they were really great. I would say if you have some time to check out some webinars about integrating SEL, and trauma sensitive schools, and just some secondary compassion fatigue kind of stuff, check out their sandbox and their recordings, it was pretty great. But as a follow-up to that live podcast, we-

Betsy Kindall ([01:11](#)):

Oh, and we'll link that sandbox in our show notes today.

Nicole Fairchild ([01:14](#)):

Yeah, we can do that. Yeah. As a follow-up to that, I think we should talk about what we discovered in the broccoli room.

Betsy Kindall ([01:20](#)):

Oh yeah. And so for everyone that did not attend that meeting, all those breakout rooms were by vegetable. They were named after vegetables. So we attempted to go into eggplant and was kicked out so we ended up in broccoli with some amazing folks.

Nicole Fairchild ([01:34](#)):

Yeah. We were loving the broccoli room once we got in there, but this was the question we had sent to them. Because we talked about what it means to be resilient and Betsy read that giant list out of that book, The End of Trauma, about how resili-

Stacy Moore ([01:49](#)):

That you had to be perfect.

Betsy Kindall ([01:49](#)):

Mm-hmm (affirmative).

Nicole Fairchild ([01:49](#)):

Yeah. Resilient people are everything. They're just everything. And so then we sent them to the breakout rooms with the question of, are you resilient? And then what do you do to bounce back? And what we discovered was that when people talked about what they do to bounce back, they started talking about their self-care practices. But what do you guys think? Is that different than bouncing back?

Betsy Kindall ([02:13](#)):

I don't know. Well, and I think you framed the question... You even said in the room... Okay. Well, yes. So all of that is fantastic, but... Here's an example, when someone hurts your feelings, what do you do? So I think that the question really needs to be more specific, what are you bouncing back from? Are you bouncing back from a really tired day, or are you bouncing back from a crisis, a traumatic event, or are you bouncing back from somebody hurting your feelings? Because I think that kind of frames the answer a little bit different.

Stacy Moore ([02:46](#)):

Well, and I think too how are you still here? How are you still in education and you're showing up every day? Because one thing about self-care is I think it's become a curse word among teachers.

Nicole Fairchild ([02:59](#)):

A curse word.

Betsy Kindall ([03:00](#)):

It is. I don't know about you, but I'm tired of hearing it.

Stacy Moore ([03:02](#)):

I do. I think it's become like, "Okay, you're telling us to take care of ourselves, so that's something else you're putting on us now and..."

Nicole Fairchild ([03:09](#)):

Yeah, you going to take care of yourself. And not just that, when do you expect me to do that?

Stacy Moore ([03:12](#)):

Right. And what am I supposed to do?

Nicole Fairchild ([03:15](#)):

Yeah.

Stacy Moore ([03:16](#)):

So yeah. I think it's become this not so nice kind of term anymore.

Nicole Fairchild ([03:21](#)):

Mm-hmm (affirmative).

Betsy Kindall ([03:21](#)):

So I do find it fascinating though, because I do think those two questions, what do you do to bounce back? And then we heard how everybody... what they do for self-care. And then the next question, for example, if somebody hurts your feelings, what do you do? And so one person said, "I cry." Or, "I isolate myself. I kind of step back." And what I think people don't realize is that also can be a self-care tool, and they don't realize it.

Nicole Fairchild ([03:57](#)):

So in my mind, self-care is kind of preventative. If I were to think about it from a physical health standpoint, self-care would be, and maybe this is both, but self-care would be exercising, eating your vegetables, kind of all of the long-term daily habits that help you with your health. And then what you do when somebody hurts your feelings is more like, "I have a headache right now, what do I grab?" Well, I don't grab a salad when I have a headache, I grab something different.

Stacy Moore ([04:27](#)):

Tylenol.

Nicole Fairchild ([04:28](#)):

Yes.

Betsy Kindall ([04:29](#)):

Well-

Nicole Fairchild ([04:29](#)):

Does that make sense?

Betsy Kindall ([04:30](#)):

Yes. But I think it could go the other way too. And here's an example because when you're asking me how I might bounce back, I might be thinking, and a few other people out there might be thinking, "Okay, my body has had all I can take..." So I'm the kind of person where if I am super stressed or anxious, I feel it in my body to the point that my body makes me pay attention. You said that in a workshop the other day, and I thought, "Yeah, she knows me really well," because it's true. And even my boss, if I have something major coming up, she'll be like, "You get sick," and I'm like, "I know. I do." I literally get sick if I get super stressed or things like that, and so when you ask how I bounce back, that is immediately what came to mind. And so one of those, but also some of those self-care strategies in a reactive way would be, "I got to take care of my body. I need to get some rest. I need to take a day off." And so, yes, I absolutely think what you said was accurate, but I do think it could go the other way.

Nicole Fairchild ([05:37](#)):

So those things could be kind of the flags. I remember you've said before, Stacy, that you need to go exercise when your eye starts twitching.

Stacy Moore ([05:43](#)):

Oh yeah. Something needs to happen for sure.

Nicole Fairchild ([05:48](#)):

But it's like the flag.

Betsy Kindall ([05:49](#)):

Twitch.

Stacy Moore ([05:49](#)):

Oh yeah, it is. And it was this weekend too. It's like, "Okay, it's not full-blown, but it's coming, right?" Yeah. But I'm curious because if you said, what do you do that helps you be resilient? For me in my mind, I'm not thinking self-care, I'm like, "Oh, that means I've got to prove that I'm doing better. That I'm in there fighting." So it would be something like, positive thinking or... I mean, it would be all these things that require more than self-care.

Betsy Kindall ([06:26](#)):

The first thing that came to mind when you said that, for me, was self-awareness. There are people out there that a lot of folks don't even recognize that in their selves. Like, "It's time for me to take a break." Or...

Stacy Moore ([06:39](#)):

Yeah. I mean, I'll tell you what I do is I'll call my family. Hands down. I mean, if I'm struggling, that helps me be resilient after I do that, after I've spent time with people who know me, who care about me, who listen to me, when I've taken good care of myself, when I'm eating better and exercising and those things, that helps me be resilient, my mental state, my emotional state, that helps me be resilient when those things are healthy.

Nicole Fairchild ([07:10](#)):

Yeah. Okay. Yeah. So I think it's interesting how when we talk our way around it, we almost else categorize it like, "This is what I do in general. This is what I do specifically," but then putting it all together means that I'm resilient.

Stacy Moore ([07:34](#)):

Yes. And I think about educators, teachers, and if you're not already in that okay space, if you're not already mentally, emotionally, physically healthy, you can get to resilience, but are you really resilient when you're already kind of in that, "I'm kind of down, I'm kind of running out of energy, I'm kind of low."

Nicole Fairchild ([07:58](#)):

It's hard to find your way out. I can think about times where I have been teetering on depression, because that's part of my history, I go through seasons of depression. And my capacity to problem solve just kind of goes through the floor. And I may very well know what I 'should do' and I have no will or motivation to move forward and do it.

Stacy Moore ([08:28](#)):

So if we asked you at that time, are you resilient?

Nicole Fairchild ([08:31](#)):

I would tell you no. I would tell you no. Yeah.

Betsy Kindall ([08:34](#)):

Mm-hmm (affirmative). Even though I could give you a whole list of all the things that I know work and the things that somebody else could do, there's a capacity within me that isn't there.

Nicole Fairchild ([08:49](#)):

But I think that's natural for it to wane, I guess that's the word I need to use. I think we all go through stages like that in life and it doesn't mean that we're not resilient, it's just that we are going through the stages of life, but I wouldn't say... Yeah. And it's like you said, during that time, if I ask you, would the answer be probably not. But over the course of your life and what you've experienced, I would say yes.

Betsy Kindall ([09:17](#)):

Overall as a person, are you a resilient person?

Nicole Fairchild ([09:19](#)):

Yeah, are we talking macro or micro? For sure. And I think too, if I think about educators that are maybe in that spot that can relate to, I've got no capacity for this. I can't even... Like I've got no will.

Betsy Kindall ([09:33](#)):

Like I'd rather take a sick day than come to school.

Nicole Fairchild ([09:35](#)):

Yeah. When you are there, you may know what you should do. And for me, I know that there are resiliency tools that I could grab and I know how to use those tools, but they're somehow not satisfying, for whatever reason, less healthy tools.

Stacy Moore ([09:58](#)):

Yeah, I know what you're thinking. It would not matter how much my eye twitched. I'm not going to exercise.

Betsy Kindall ([10:01](#)):

You're not going to go run?

Nicole Fairchild ([10:02](#)):

Yeah. Less healthy-

Stacy Moore ([10:03](#)):

It's going to take something besides the eye twitch. I know that's what you're thinking, because it's like no way.

Nicole Fairchild ([10:10](#)):

Yeah, it's like the less healthy tools are more appealing to me in that moment. And I know there are consequences to it, but honestly guys, sometimes I do engage in the less healthy tools just for a little bit of momentum.

Betsy Kindall ([10:23](#)):

Sure.

Stacy Moore ([10:24](#)):

Yes. And then it gets you to that next level.

Betsy Kindall ([10:26](#)):

Because when you say the word resilience, I think of two things. I think of flexibility, and I think of longevity. Those are the two things that come to mind. And what you're talking about right now is longevity. How do I just make it on through? Make it on through. Sometimes this sounds horrible, or maybe it doesn't sound horrible, but at times I feel horrible for having to say this to my children. There are times when I say, about school, about this or about that, it's just a means to an end. Just it's about longevity. Just keep on going.

Stacy Moore ([11:06](#)):

This thing will pass.

Betsy Kindall ([11:07](#)):

My college kid, it's just a means to an end. Just one more class, one more class, one more class.

Nicole Fairchild ([11:14](#)):

Yes. Well, and I think the thing that's important about that is to do that with somehow with a capacity or an ability to focus on hope for the future.

Betsy Kindall ([11:25](#)):

Exactly, yeah.

Nicole Fairchild ([11:26](#)):

So if you tell me this is a means to an end and what I hear you say is it's really never going to change, just keep doing it, then my capacity to even do that goes away.

Betsy Kindall ([11:33](#)):

Sure, no, no, no. It has to come with a message of hope.

Nicole Fairchild ([11:36](#)):

I think so.

Betsy Kindall ([11:37](#)):

There is a light at the end of that tunnel. Focus on the light.

Nicole Fairchild ([11:40](#)):

Yes.

Betsy Kindall ([11:40](#)):

Focus. That's right.

Stacy Moore ([11:41](#)):

But going back to resiliency and in that moment, we've talked in our trainings about how it's got to be okay to not be okay. And I've tried to wrap my mind around that because in those moments when you're down, when you wouldn't say you're at your best, are we truly okay not being okay? As educators, I think that's very hard to say, "Yeah, that's acceptable because I've got to be present. I've got to have my tools ready. I've got to be there. Doesn't matter if I'm not okay, I've got to plow through." And so that permission is... That's hard.

Betsy Kindall ([12:15](#)):

And a lot of that's going to depend on my administrator support.

Stacy Moore ([12:17](#)):

Yes.

Betsy Kindall ([12:18](#)):

It does.

Nicole Fairchild ([12:18](#)):

A lot of that's going to depend on that.

Betsy Kindall ([12:20](#)):

And I think that you have to take action intentionally with that in mind. If you're at that place, what can I intentionally do to help myself, intentionally? Does that mean taking a day off? Maybe. Does it mean marking an entire weekend off of my calendar so I can spend some time doing some things for myself? Maybe. Reading a book, watching a movie.

Stacy Moore ([12:41](#)):

Reaching out to somebody.

Betsy Kindall ([12:42](#)):

Yeah. Being with a friend, going on a trip, whatever. I think it has to be done intentionally. And I want to just say, because we've never really gotten to this place of being where we are now, but if you're out there listening too, nobody should ever make you feel shame for that, for taking care of yourself or empowering yourself or being strong like that. Nobody should ever make you feel shame for that. I don't know why, I just feel the need that they need to hear that.

Nicole Fairchild ([13:11](#)):

Absolutely. Or using the less healthy tools right now because that's how you're making some momentum forward. I think the other piece to this, when I think about resiliency, especially when I'm thinking about those times where just, I don't feel like I've got much capacity for it, and we don't talk about it a lot on this podcast, but I tap into spirituality, I tap into my faith. I have a deeply rooted faith, and to me, there is a well of capacity that I know is not coming from me that I can tap into. And because of that faith and that belief system, I have access to strength that is not my own, I have access to peace that is not my own. And so that gives me hope when somebody says, "This is a means to an end." And I say, "I don't see that light at the end of the tunnel." When I can't see it, my deeply rooted faith is what will get me through that. And I think that we don't talk about that component of resiliency may be enough.

Stacy Moore ([14:19](#)):

Yes. And it is one it's meaning, it's purpose, it's spirituality, and that is the number one that has pulled me up when I've been down. Absolutely. And so meaning and purpose in all your resiliency research, in your protective factor research, spirituality and meaning and purpose, is there, it's undeniable.

Betsy Kindall ([14:37](#)):

Yep.

Nicole Fairchild ([14:37](#)):

Yeah, it is. It's in the research for sure. So when you're thinking about resiliency and when you're thinking about self-care, I think maybe the message for today might be this. If self-care is a dirty word...

Stacy Moore ([14:54](#)):

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Let us know. Because I think it is. I've seen some videos too where it's [inaudible 00:14:59]

Nicole Fairchild ([14:59](#)):

Like bored teacher videos. Those are great.

Stacy Moore ([15:03](#)):

Yeah.

Nicole Fairchild ([15:03](#)):

So if that's where it is for you, then maybe the idea of resiliency in the moment might be a little more approachable. What tool could you use to gain a little momentum? And maybe it's not the best tool for the long run, but it's the right tool for right now.

Betsy Kindall ([15:19](#)):

Yeah. And if you're an administrator out there listening, think about what that looks like in your building and how you can give permission to some of your teachers to do those things and for you to tap, not just tap into your own, but offer that to those staff members in your building.

Nicole Fairchild ([15:34](#)):

Yeah. Yeah. Go and be well.