



Irene M Greene MSED

Greene Growth & Training LLC

Enhancing Personal, Relational, Professional & Community Change for the Socially Conscious

The Well: Healing Arts Center

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Workshop Title: *When Our Personal Trauma and Oppression Fatigue Come to Work: Increasing Our Professional Self-Care and Workplace Dynamics to Reduce Burnout, Political Trauma Stress, Secondary Trauma and Moral Injury*

This workshop explores potential employee and workplace adverse dynamics when personal trauma and oppression fatigue merge with social justice work: workplace tension, stress and burnout, low morale, political trauma stress, secondary trauma, martyr savior complex, and unhealthy professional boundaries. We will explore the concepts, causes, signs and remedies of these issues as they relate to personal and workplace health and wellness. Participants will assess their resiliency skills, learn simple effective stress-reducing strategies, and come away with a concrete personal and professional self-care plan.

This skills-sharing workshop will combine lecture, storytelling, small group break-out discussion, personal reflection, active strategy practicing, and resource-sharing.

Defining the Concepts:

Participants will:

- Identify specific aspects of our work that are nourishing, rewarding and gratifying and also the areas that cause us stress and dissatisfaction
- Identify specific examples of how our workplace culture supports health and wellness and areas for improvement
- Learn the concepts, causes, signs and remedies of oppression fatigue, workplace burnout, political trauma stress and secondary trauma as they relate to working and volunteering in social justice movements
- Explore the impacts of work-related trauma grief, hopelessness and moral injury that we feel as a result of the personal and collective suffering that is caused by systematic oppression, abuse, and injustice
- Discuss how the elements of martyr savior complex, activist competition, call out culture, poor boundaries, and unchecked privilege contribute to low morale, burnout and reduce resiliency.
- Complete personal assessments of our resiliency and skills to deal with stress and also identify our current levels of burnout and secondary trauma symptoms.

Addressing the issues:

Participants will:

- Explore the brain science behind how work and personal stressors impact us and learn and practice simple life-changing mindfulness-based solutions to 'not be stressed out by our stressors'
- Identify our personal health and wellness priorities and gauge how consistently our personal choices and work culture do and do not nurture these priorities
- Learn how to recognize when our own and our coworkers' mental health or ethics may be compromised by stress or personal trauma
- Learn healthier coping strategies and professional boundaries when our personal trauma and intersectional oppression fatigue symptoms are activated at work

Making the Changes:

Participants will:

- Learn what administrators and staff can do to prioritize a wellness-based workplace culture
- Review *14 Sustainable No-Cost Socially Conscious Self-Care Tips*
- Identify and challenge our own blocks to self-compassionate self-care
- Develop "My Personal and Professional Self-Care Plan for the Socially Conscious"

About Irene Greene: Irene Greene MSED has 29+ years as a psychotherapist, positive psychology holistic wellness educator and coach, relationship coach and group facilitator. She is the Chair of the MN LGBTQ+ Therapists Network, a psychological first-aid street medic trainer and has certification trainings in conflict resolution, compassion fatigue and trauma. Irene was the first director of the University of MN's Sexual Violence Program (now Aroua), worked at the State of MN's Crime Victim Services Department, served as Chair of the MN Coalition Against Sexual Assault Services and on the board of MN Women in Psychology. Irene currently facilitates three support and skills coaching groups: a sexual abuse survivor group, a group for LGBTQ+ executive directors of non-profits, and a burnout and compassion fatigue coaching support group for helping and medical professionals. *Irene's workshops incorporate a fundamental context for how the layers of cultural and systematic oppression and trauma shape personal, inter-personal, inter-generational, professional, and community health and well-being and a conscious dedication towards an anti-racist, just, safe and inclusive social consciousness.*