ZONE OF FABULOUSNESS

RESISTING BURNOUT & SHOULDERING EACH OTHER UP

WHAT IS AT THE HEART OF YOUR WORK?

WHY ARE YOU HERE?
WHERE ARE YOU TODAY?

WORKERS USUALLY BURN OUT ONE OF TWO WAYS...

- DISCONNECTION
  - Negativity
  - Cynicism
  - Avoidance and Numbing
  - Staff Centered

- ENMESHMENT
  - Hopeless "Shovelling H2O"
  - The Hero
  - Boundary Transgress
  - Worker Centered

WHAT WAYS DO YOU GET CAUGHT UP THAT TAKE YOU TOO FAR AWAY FROM THE PERSON?

WHAT WAYS DO YOU GET CAUGHT UP THAT TAKE YOU TOO CLOSE TO THE PERSON?
The Zone of Fabulousness

Zone of Fabulousness

Connection

- Hope
- Collective Ethics

- Collective Care
- Person Centered

When are you fabulous?

How do you know you’re in the zone?

When is your team fabulous?

What do you think, feel, say & do that lets you know you’re fabulous?
HOW DO YOU SLIP OUT OF THE FABULOUS?

THINK?

ACT?

DO?

FEEL?
YOU CAN'T KEEP YOURSELF FABULOUS!
BEING FABULOUS REQUIRES CRITIQUE, FEEDBACK, ACCOUNTABILITY

CRITIQUE NEEDS TO BE DIRECT, SOON, NOT GOSSIP, PRIVATE IF IT CAN BE.
Getting Back in the Zone

Solidarity Teams

What shoulders you up in the work? (people, music, places)

How do you hold yourself accountable to your solidarity team?

What makes these folks so fabulous & useful?

Who can you ask to be a part of your solidarity team?

Who can you howl at the moon with that won’t tell you to leave the work?

What should you up in the work?
DISCERNING DEATH

DEATH AS A DIGNIFIED, MEANINGFUL LIFE TASK

WHAT HAS YOUR CULTURE, FAMILY OF CHOICE, SPIRITUALITY, LIFE EXPERIENCE TAUGHT YOU ABOUT DEATH AS MEANINGFUL AND DIGNIFIED?

TRAGIC DEATH

HOW IS TRAGIC DEATH DIFFERENT FROM DEATH AS A MEANINGFUL AND DIGNIFIED LIFE TASK?
THE PURPOSE OF THIS CONVERSATION IS TO HONOUR OUR RELATIONSHIPS WITH PEOPLE WE HAVE WORKED ALONGSIDE WHO HAVE DISAPPEARED, ARE MISSING OR HAVE DIED. OUR COLLECTIVE INTENTION IS TO HOLD ON TO THAT WHICH HAS BEEN MOST MEANINGFUL IN OUR RELATIONSHIPS WITH PEOPLE, NOT TO MOVE ON, GET OVER IT, OR IN SOME WAY SETTLE OURSELVES OR ACCOMMODATE OURSELVES TO SITUATIONS WHICH LACK SOCIAL JUSTICE AND ARE INTOLERABLE.

REMEMBER A PERSON YOU HAVE WORKED ALONGSIDE WHOM YOU HAVE LOST AND WITH WHOM YOU HAD A MEANINGFUL RELATIONSHIP. WHO IS THIS PERSON? WHAT DO YOU RESPECT, CELEBRATE, HOLD DEAR ABOUT THEM? WHAT IS AT THE HEART OF YOUR CARE FOR THIS PERSON?

HOW WERE YOU USEFUL TO THEM?

IF THIS PERSON WERE HERE NOW, WHAT WOULD THEY SAY ABOUT HOW YOU WERE MOST USEFUL TO THEM?

WHAT DID THIS PERSON TEACH YOU?

HOW HAS THIS PERSON BEEN HELPFUL FOR YOU IN TERMS OF BEING HELPFUL FOR OTHERS?

HOW HAS THIS PERSON BEEN HELPFUL FOR YOU IN TERMS OF BEING HELPFUL TO YOURSELF?

HOW WILL YOU KEEP THIS PERSON AND THEIR TEACHINGS ALIVE IN YOUR WORK/RESISTING THEIR DISAPPEARANCE OR JUST BEING A NUMBER?
Responding to the darkness in our work

Peaceful Quiet Reflective

Howling at the Moon

What gatherings, rituals, connections do you do to shoulder one another up?

Who do you do this with?
AFTER A CRITICAL INCIDENT...

**COMMITMENT TO EACH OTHER'S WELLNESS.**
Commit to making time immediately after the incident to check in with each other.

**CONNECTION IS KEY.**
Our aim is to connect in solidarity & not to go over grim details. Offer choices if your partner is struggling with containment. When folks are overwhelmed it’s not easy for them to say what they need, but having choices offered is useful.

**WHAT DID WE DO RIGHT?**
Share your knowledge, our responses are being developed by our peers, in the moment. We want to share the learning of what we did right.

**WHAT DO WE NEED TO DO DIFFERENTLY?**
We want to be cautious not to share the grim details, but also want to share things that everyone should know. Each time we respond we learn something new, it’s ok to acknowledge that we may do things differently next time.

**WHAT ARE SOME IMMEDIATE, USEFUL THINGS YOU CAN OFFER TO SOMEONE WHO IS OVERWHELMED AND STRUGGLING WITH CONTAINMENT?**

**HOW CAN YOU SHARE THE KNOWLEDGE GAINED FROM A RESPONSE TO STRENGTHEN & SUPPORT YOUR TEAM?**
"The dehumanization resulting from an unjust order is not a cause for despair, but for hope, leading to the incessant pursuit of humanity denied by the injustice."

-Paulo Freire

Why are you still here?

What keeps your hope alive?

What is your plan to be of use across your lifespan in all of your paid & unpaid work?


Articles chapters and talks available free on Vikki’s website:
www.vikkireynolds.ca

videos and articles responding to the opioid catastrophe:
https://vikkireynolds.ca/opioid-epidemic-responses/

Graphic Design by Chloé Gammon
www.chloegammon.com

Gratitude and heartfelt solidarity and respect to the fiercely dedicated and skilled community workers/activists who have contributed so much to this project, and who are shouldering up so many others in responding to this catastrophe of deaths by bad drug policy:

Videos from Jen Sung & David Ng (of Love Intersections)
Tara Danger Taylor
Lana Fox
Mena Beatch
Prairie Chiu
Stacy Leblanc
Cori Kelly
Allan Lindley
Sacha Médiné