

CAREGIVER WELLNESS WORKSHOP:

EXAMPLES OF EXERCISES AND RESOURCES



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INDEPENDENCE BLUE CROSS
FOUNDATION
Independence 

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EXAMPLES OF ACTIVITIES

Stress Activity 1: Differentiating Stress and Burnout Example

Instructions: Circle each sign of stress or burnout that you have experienced. Next to each circled item, rate how troubling the sign is on a scale of 1-10 (1 = not troubling and 10 = the most troubling).

My Signs of Stress vs Burnout	
Stress	Burnout
<u>5</u> Over-engaged: Putting too much effort into things	___ Disengaged: Putting in little to no effort
<u>7</u> Strong emotions and high emotional reactivity	___ Distant emotions
___ Hyperactivity	<u>7</u> Feeling helpless
<u>6</u> Fatigue or reduced energy	___ Reduced or lost motivation
___ Anxiety	<u>8</u> Depression
<u>3</u> Physically tolling	<u>7</u> Emotionally tolling

Stress Activity 2: Identifying Other Common Signs of Stress and Burnout Example

Instructions: Circle signs of stress or burnout that you have experienced. For each circled item, rate how troubling the sign is on a scale of 1-10 (1 = not troubling and 10 = the most troubling).

Common Signs of Stress and Burnout		
Physical	Emotional	Behavioral
<u>7</u> Fatigue	___ Loss of motivation	___ Unhealthy eating (under or over-eating)
<u>6</u> Sleep difficulties	<u>7</u> Increased irritability and anger	___ Drug or alcohol use
___ Stomachache	___ Anxiety	<u>4</u> Social withdrawal
___ Chest pain	___ Depression or sadness	<u>2</u> Nail biting
<u>8</u> Muscle pain and tension	___ Restlessness	___ Constant thoughts about stressors
___ Headaches and/or migraines	<u>5</u> Inability to focus	___ Other:
___ Indigestion	___ Mood instability	___ Other:
___ Nausea	___ Decreased sex drive	
<u>3</u> Increased sweating	___ Other:	
___ Weakened immune system	___ Other:	
___ Neck and back pain		
___ Other:		
___ Other:		

Stress Activity 3: Emergency Self-Care Example

Sometimes when we feel stressed or burned out, it can be difficult to think of what might help. By making this plan, you won't have to think about what might help, you'll already know! This plan can be changed at any point in time to best suit your needs.

1. What are some signs you should look out for that might indicate you are stressed or burned out? What are signs other people may notice? What are basic needs you neglect in times of high stress (ex: sleep, healthy diet, personal hygiene, social needs, medical adherence, etc.)?

I should look for: fatigue, less sleep, tension in shoulders, and difficulty focusing.

Other people may notice: I am biting my nails, withdrawing socially, or generally

more irritable. Needs I neglect: healthy diet, taking medication, personal hygiene.

2. What are some activities you can do when you're upset (think about activities at different places, like at home, work, or anywhere else):

- a. What will help you relax?

At home: Knitting, going for a walk, watching puppy videos online, drink tea,

write in my journal, listen to a podcast or my favorite playlist. At work: taking a

5-minute walk around the office, having a small snack, stretch, have a glass of

water. Anywhere: breathing exercises, going for a short walk, calling a friend,

stretch, write in my journal /take notes on my phone.

- b. What are some activities that you like to do when you're in a good mood?

Knitting, listening to music, cuddle with my dog, read a book, call a friend, take

pictures of nature, yoga, watching Netflix, drawing

c. What are some things that can help you throughout the day?

Prioritizing what needs to get done today and what can be done tomorrow or later

in the week, remember to breathe, avoid too much caffeine, and notice how I am

feeling

3. List people in your support system who you can reach out to when you're feeling stressed/burned out and you need support or a distraction:

My mom/dad, my best friend Caity, my partner/spouse, priest/rabbi/imam, my

brother/sister

4. List some positive things you can say to yourself when you are having a hard time:

I am strong, I am calm and relaxed, I am in control of my choices, I am confident

and competent, I live a healthy lifestyle, this too shall pass

Self-Care Activities 1 & 2: Self-Care Practice Example

Self-Care Domain	Current Self-Care Practice	New Self-Care Practice
<p>Emotional and Intellectual: Coping effectively with life and recognizing creative abilities or expanding knowledge and skills</p>	<p>Mindlessly Binge Netflix</p>	<p>Keep a daily journal Read a magazine</p>
<p>Physical and Environmental: Recognizing the need for physical care and occupying pleasant, stimulating environments</p>	<p>Over-sleep on weekends to catch up on missed sleep Skipping dinner to help others Have a glass of wine after work</p>	<p>Try to get at least 6 hours of sleep everyday Go for a walk on the weekend Declutter my bedroom</p>
<p>Social: Developing a sense of connection and a well-developed support system</p>	<p>Go to the bar with my friends Post/scroll through social media Calling a loved one</p>	<p>calling a loved one Making and eating dinner with my family</p>
<p>Spiritual: Expanding our sense of purpose and meaning in life</p>	<p>Go to [place of worship] once a month</p>	<p>Go to [place of worship] once every 2 weeks Practice mindfulness for 2 minutes every other day</p>
<p>Occupational: Personal satisfaction and enrichment derived from one's work</p>	<p>Checking my work email at home Staying late to finish my work assignments</p>	<p>Take a lunch break away from my work area Staying late to finish my work assignments</p>
<p>Financial: Satisfaction with current and future financial situation</p>	<p>Treat myself to ice cream after a long week Save \$20 from paycheck each month</p>	<p>Save \$20 from paycheck each month Make a budget for myself and track spending</p>

Self-Care Activities 3 & 4: Barriers to Self-Care Example

Self-Care Domain	Barriers to Self-Care Practice	Addressing Barriers to Self-Care
<p>Emotional and Intellectual: Coping effectively with life and recognizing creative abilities or expanding knowledge and skills</p>	<p><i>Feeling selfish taking time</i></p>	<p><i>Remind myself the importance of self-care; I can help my loved one more when I take care of myself</i></p>
<p>Physical and Environmental: Recognizing the need for physical care and occupying pleasant, stimulating environments</p>	<p><i>No energy at the end of the day</i></p>	<p><i>Go for a walk in the morning</i></p>
<p>Social: Developing a sense of connection and a well-developed support system</p>	<p><i>No money, time or energy to go out with friends</i></p>	<p><i>Call friends when too tired to go out</i> <i>Make a plan to meet once every 2 months to catch up</i></p>
<p>Spiritual: Expanding our sense of purpose and meaning in life</p>	<p><i>Hard to find time between work and doctor appointments to go to [place of worship]</i></p>	<p><i>I can worship from home most of the time, and go to [place of worship] when I can</i></p>
<p>Occupational: Personal satisfaction and enrichment derived from one's work</p>	<p><i>Feeling guilty about saying no when someone at work asks me for help</i></p>	<p><i>Remind myself of the importance of setting boundaries</i></p>
<p>Financial: Satisfaction with current and future financial situation</p>	<p><i>Limited income makes it difficult to save</i></p>	<p><i>Remind myself that any amount of money I save will help, even if it is \$5 in one month</i></p>

Self-Care Activity 5: Planning Weekly Self-Care

Instructions: Plan one small self-care activity for each day of the week and aim to address each wellness category at least once during the week.

Implementation of Self-Care: Week of February 19th

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Go for 10-minute walk during lunch break at work	Write in my mood journal Had nutritious dinner with the family	Track my spending from the past week	Read for 30 minutes before bed 2 minutes of mindful breathing	Express gratitude Got 7 hours of sleep last night	No electronics for 1 hour	Phone call with mom for 10 min. Go to [place of worship]

- Emotional and Intellectual:** Coping effectively with life and recognizing creative abilities or expanding knowledge and skills
- Physical and Environmental:** Recognizing the need for physical care and occupying pleasant, stimulating environments
- Social:** Developing a sense of connection and a well-developed support system
- Spiritual:** Expanding our sense of purpose and meaning in life
- Occupational:** Personal satisfaction and enrichment derived from one's work
- Financial:** Satisfaction with current and future financial situation

Note any observations, barriers or insights:

walking was my favorite self-care activity. I did not enjoy mindful breathing and should try to find an alternative. I forgot to turn off electronics for an hour, so next week I will set an alarm on my phone as a reminder! I couldn't track spending this week, but I will make sure to do financial self-care next week.

Self-Care: At-Home Reflection Example

Instructions: After a few weeks of engaging in self-care, use this chart to reflect on which activities you found the most helpful and which activities you found the least helpful. After the chart is complete, answer 4 questions on the next page.

Self-Care Domain	Top 2 Self-Care Activities	Unhelpful Self-Care Activities
Emotional and Intellectual: Coping effectively with life and recognizing creative abilities or expanding knowledge and skills	<ol style="list-style-type: none"> 1. Keeping a daily journal 2. Doing puzzles on my phone 	Reading a magazine or book
Physical and Environmental: Recognizing the need for physical care and occupying pleasant, stimulating environments	<ol style="list-style-type: none"> 1. Going for a walk in the morning 2. 30 minutes each week: No phone, TV, or computer 	Decluttering my living environment
Social: Developing a sense of connection and a well-developed support system	<ol style="list-style-type: none"> 1. Calling at least one friend or family member each week 2. Eating dinner with my family once each week 	Going for walks with my family after dinner
Spiritual: Expanding our sense of purpose and meaning in life	<ol style="list-style-type: none"> 1. Spending more time in nature 2. Practice religion at home 	Going to place of worship every 2 weeks
Occupational: Personal satisfaction and enrichment derived from one's work	<ol style="list-style-type: none"> 1. Saying "no" more often 2. Taking a lunch break away from workspace 	Not checking emails when I am not at work
Financial: Satisfaction with current and future financial situation	<ol style="list-style-type: none"> 1. Tracking my spending 2. Saving \$10 each month 	Treat myself to ice cream

Self-Care: At-Home Reflection Example

1. What changes do you notice now that you have been engaging in self-care more regularly?

I have been able to get more restful sleep and I generally feel less overwhelmed. I also have more energy to give to my family and my loved ones

2. What barriers did you experience and how did you deal with them?

The biggest barriers I faced were finding energy and time to do things. I dealt with this by doing more self-care in the morning, so by the end of the day I could relax instead of feeling like I have to drag myself to do something

3. What are some barriers to MAINTAINING self-care practice?

My biggest barriers to maintaining self-care are feeling guilty and making time for self-care.

4. What could you do differently going forward to continue engaging in self-care?

Once thing I can do is leave a reminder on my fridge that reminds me the importance of self-care and the benefits for doing self-care.

Managing Time Demands: Weekly Organization Example

Week of: Feb 17						
Monday: 2/17	Tuesday: 2/18	Wednesday: 2/19	Thursday: 2/20	Friday: 2/21	Saturday: 2/22	Sunday: 2/23
<p>Cardiologist at 5 pm</p> <p>Finish work presentation and talking points</p>	<p>Work Presentation meeting</p>	<p>Make and eat dinner with family</p>	<p>Rheumatology at 12 pm</p>	<p>Respond to emails</p> <p>Pick up prescriptions</p>	<p>Clean living space</p>	<p>Organize and prioritize upcoming week</p>

Color Coding: Caregiving, Work, Self, Other

Managing Time Demands: Monthly Organization Example

Month: February 2020

Appointments		
What Doctor	When	Where
Oncologist	2/13 at 3 pm	Main Line Oncology
Cardiologist	2/17 at 5 pm	Lankenau Medical Center
Rheumatologist	2/20 at 12 pm	Lankenau Medical Center
Bloodwork	2/24 at 2 pm	Main Line Oncology

What needs to be done this month:

- Organize medical bills
- Make follow-up doctor appointments
- Clean our living space
- Pick up prescriptions
- update list of prescriptions
- Finish work presentation
-
-

Managing Time Demands: Prioritizing Matrix Explanation

	Urgent	Not Urgent
Important	<p style="text-align: center;">Do these tasks <u>first</u>:</p> <p>These tasks are both important and urgent.</p> <p>This includes: Deadlines, crises or emergencies, appointments, etc.</p> <p>Examples:</p> <ul style="list-style-type: none"> • Making sure my loved one has taken his/her/their medication. • Taking my loved one to doctors' appointments. • Tomorrow is the deadline for a project at work. 	<p style="text-align: center;">Do these tasks <u>second</u>:</p> <p>These tasks are important, but not time sensitive.</p> <p>This includes: Planning, self-care, goal setting, relationships, recreation, etc.</p> <p>Examples:</p> <ul style="list-style-type: none"> • Engaging in some form of self-care. • Planning, organizing, and prioritizing tasks for the upcoming week. • Enhancing my relationships.
Not Important	<p style="text-align: center;"><u>Delegate</u> when possible:</p> <p>These are tasks are time sensitive but take time away from more important tasks. Do these tasks third if unable to delegate.</p> <p>This includes: Other people's unimportant demands, low-priority emails, unimportant meetings, etc.</p> <p>Examples:</p> <ul style="list-style-type: none"> • Some calls or emails. • Grocery shopping. • Couponing. • Doing dishes. 	<p style="text-align: center;">Try to <u>minimize</u> or <u>avoid</u>:</p> <p>These tasks are neither important nor urgent and therefore, not worth your time.</p> <p>This includes: Non-productive tasks that can waste time.</p> <p>Examples:</p> <ul style="list-style-type: none"> • Scrolling through social media. • Watching television. • Sorting through junk mail. • Playing games on your phone.

Managing Time Demands: Prioritizing Matrix Example

	Urgent	Not Urgent
Important	<ul style="list-style-type: none"> ● Take [loved one] to the cardiologist ● Presentation for work (due tomorrow) ● Prepare discussion points for work presentation (due tomorrow) 	<ul style="list-style-type: none"> ● Make and eat dinner with my family ● Organize and prioritize upcoming week ● 30 minutes of reading ● Call my best friend for 10 minutes ● Respond to emails
Not Important	<ul style="list-style-type: none"> ● Find coupons for groceries (ask [child/spouse/partner] to do this) ● Go grocery shopping (ask [child/spouse/partner] to do this) ● Doing the laundry (ask [child/spouse/partner] to do this) 	<ul style="list-style-type: none"> ● Sorting through junk mail ● Catching up on my favorite TV show ● Go through junk emails

Color Coding: Caregiving, Work, Self, Other

Managing Time and Energy Demands: Daily and Weekly Tasks Example

Instructions: Make a list of tasks you must complete every day or every week and next to each task, rate how much energy it will take you on a scale of 1-10 (1=little energy/10=a lot of energy). When prioritizing tasks, try to match energy level with energy demands. Tip: keep your list somewhere you will see every day (ex: front door, bathroom mirror, refrigerator, etc.)

Daily Tasks:

- Give loved one medication in the morning (2)
- Go for 15-minute walk (5)
- Pack school lunch for children (6)
- Drop off children at school (3)
- Pick up children from school (3)
- Review children's homework (5)
- Give loved one medication at night (2)

Weekly Tasks:

- Give loved one sponge bath (8)
- Organize loved one's medication into weekly container (6)
- Organize and prioritize upcoming week (7)
- Review spending from the week (6)
- 30 minutes of quality time with a loved one (4)

Managing Financial Demands: Track Income Example

Source of Income	How Often: Weekly, Monthly, Quarterly, Yearly	Amount	Average Monthly Income
Jessica's Salary	Bi-Weekly	\$790.52	\$1581.04
Mark's Salary	Bi-Weekly	\$713.82	\$1427.64
Pension	Monthly	\$1053.92	\$1053.92
Social Security	Monthly	\$854.62	\$854.62

TOTAL: \$4917.22

How to calculate Average Monthly Income: If income is

- Weekly: Multiply amount by 4
- Bi-Weekly: Multiply Amount by 2
- Quarterly: Divide amount by 3
- Yearly: Divide amount by 12

Tip: Include all income (ex: salaries/wages, tips, benefits, pensions, interest, etc.). Add your income together to find your Average Monthly Income.

Managing Financial Demands: Track Spending Example

Day/Date	What did I spend it on?	How much did I spend?	Category (end of month)
2/15	Dunkin Donuts: Coffee and Donut	\$7.93	Entertainment
2/15	Giant	\$75.58	Food
2/17	Electric bill	\$55.78	Utilities
2/18	Rent	\$1850.00	Housing
2/19	Dunkin Donuts: Coffee, donut and breakfast sandwich	\$15.77	Entertainment
2/20	Dunkin Donuts: Coffee, donut and breakfast sandwich	\$15.77	Entertainment
2/20	Netflix	\$12.99	Entertainment
2/21	Dunkin Donuts: Coffee and donut	\$7.93	Entertainment
2/23	Dunkin Donuts: Coffee and donut	\$7.93	Entertainment
2/23	Giant	\$27.50	Toiletries
2/23	Prescriptions	\$157.27	Health
2/23	New shirt	\$15.97	Clothing
2/23	Savings	\$10.00	Savings
Add together all of the money you spent this month to find your Average Monthly Spending		\$410.42	

Managing Financial Demands: Comparing Income and Spending

Total Average Monthly Income: \$4917.22

SUBTRACT

Total Average Monthly Spending: \$5265.23

=

TOTAL: -\$348.01

If your total is more than zero, that's awesome! This is money that can go into savings, be used to reduce debt, or whatever you would like!

If your total income is less than zero, re-evaluate your spending and prioritize what you *must* pay. Try to figure out what you do not need to spend money on. It can help to set spending limits or goals.

Total by Category	
Category	Average Monthly Spending
Clothing	\$15.97
Entertainment	\$68.32
Food	\$75.58
Health	\$57.27
Housing	\$1850.00
Savings	\$10.00
Toiletries	\$27.50
Utilities	\$55.78

Spending Goal(s) for March :

1. Less than \$30 on Dunkin Donuts for the month
2. Electric bill below \$50
3. Put \$20 into savings
- 4.
- 5.

Communication Activity 1: Communication Plan Example

Situation	Old Response	New Response
<p>My partner did not say thank you after I cooked dinner for them</p>	<p>"You never appreciate anything I do around here!"</p>	<p>"It would feel so good if we expressed gratitude to each other by saying thank you when we do things around the house."</p>

Communication Activity 2: At-Home Communication Log Example

Date	Situation	How you responded	Outcome of Situation	Thoughts about Situation
Feb 27th	The person I care for asked me to come over and take down their holiday decorations when I already had plans.	"I'm sorry, but that time doesn't work for me. I wonder if we could find another time that works for both of us. How about Saturday instead?"	We were able to find a time that worked for both of us and I was able to spend quality time with them without feeling resentful.	I am in control of my time. I am able to stand up for myself and prioritize my time.

Problem-Solving Step 1: Identify and Define Example



Part 1: Identify the Problem

1. What is my most pressing problem? Dealing with my loved one's anger and leaving their home crying.

2. How do I know this is a problem? I leave my loved one's house crying at least 2 times per week.

3. When and where does this problem happen? when I am caring for my loved one

4. What are the causes and consequences of the problem? Cause: my loved one's frustration with their situation causes them to lash out. My lack of sleep impacts my emotional response. Consequences: I am angry and frustrated with my loved one and I leave crying.

5. What do I have control of in this situation? working on getting more sleep and my reaction to my loved one.

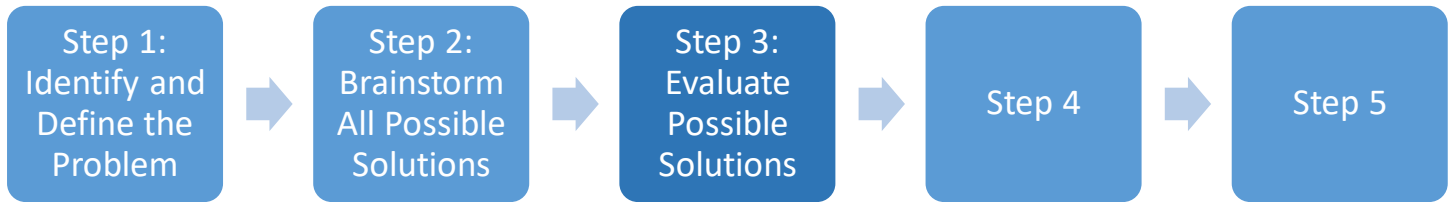
Problem-Solving Step 2: Brainstorm Example



1. Yell at my loved one that I am sick of them yelling at me and I won't keep caring for them anymore!
2. Telling my loved one how their anger negatively impacts me
3. Trying to improve my sleep habits so that I am more rested and less likely to react to their anger.
4. _____
5. _____
6. _____

Tip: Try to come up with at least 3 possible solutions and keep an open mind – there are no right answers!

Problem-Solving Step 3: Evaluate Example



Part 1: Cross off any solutions that seem improbable, ineffective, or impractical.

Part 2: Evaluate Possible Solutions:

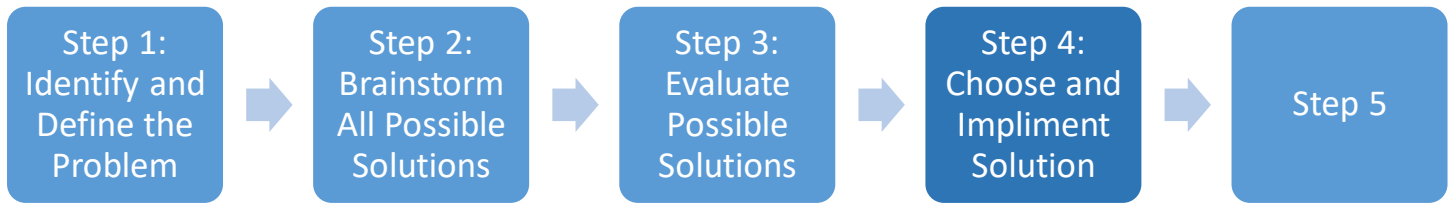
- Keep an open mind: You may think of more possible solutions or you may want to combine possible solutions.
- Think about what you hope to achieve.

Considerations:

- What are the strengths and weaknesses of each solution?
- What are possible consequences of each solution? Are they positive or negative?
- Is it a short-term or long-term solution?
- How likely is it that you will follow through with each solution?
- How will each solution affect other people?
- Will you need help from other people to implement each solution?
- Think about the steps involved in each solution.

	Pros	Cons
Solution 1: Yell and stop caring for them	<ul style="list-style-type: none"> • I can finally let them know how I am feeling • It will feel great to tell them off 	<ul style="list-style-type: none"> • I may lose my relationship with them • It may impact my children's relationship with their grandma
Solution 2: Tell my loved one how their anger impacts me	<ul style="list-style-type: none"> • They may realize they have been taking their anger out on me • They may stop acting so angry and yelling at me 	<ul style="list-style-type: none"> • They may not understand me when I tell them • They may not care that they're upsetting me
Solution 3: Try to improve my sleep habits	<ul style="list-style-type: none"> • Proper sleep will reduce my emotional reactions • Feeling more rested will allow me to be more productive 	<ul style="list-style-type: none"> • I will have less time to care for others or do work
Solution 4: Both Solution 2 and 3	<ul style="list-style-type: none"> • I will reduce my emotional reaction to my loved one's anger • My loved one will have a better idea of why 	<ul style="list-style-type: none"> • I cannot control their reaction; talking to them may not do anything
Solution 5:		

Problem-Solving Step 4: Choose and Implement Example



Part 1: Pick a solution that is realistic and achievable. *Solution 4: Talk to loved one and improve sleep*

Part 2: Plan HOW to implement your solution:

1. What steps will you need to take to implement your solution?

Speaking to loved one: Find a good time to speak to my loved one alone and plan what I need to say. Sleep: Drink less caffeine, start bedtime routine, no more TV in bed, and clean my bedroom

2. Consider problems you may come across and how can you deal with such potential problems?

My loved one may not understand my perspective and become even more frustrated; planning what I say in advance may help me be clearer in my explanation to my loved one. I may have trouble getting more sleep initially; remind myself the importance of sleep and sticking to a routine will help me improve my sleep.

Part 3: Plan WHEN to implement the solution

1. If your solution *can* be scheduled, pick a time and place to implement the solution. Also, think of a way to remind yourself to implement the solution.

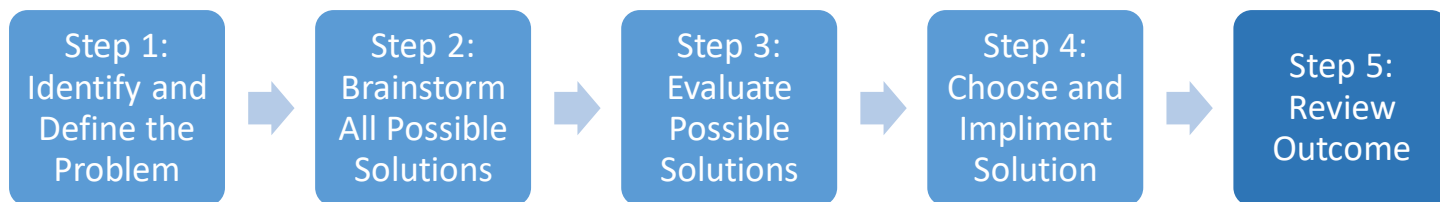
I can schedule my conversation with my loved one for this upcoming Monday at her house. I will set a reminder on my phone to go off at 10 am, which is when I usually get there.

2. If your solution *cannot* be scheduled, how will you know when to use it?

For the sleep part, I will leave a reminder of my nightly routine on my bathroom mirror so I will see it when I am brushing my teeth before bed. I will set bedtime reminders on my phone

Part 4: Implement the solution!

Problem-Solving Step 5: Review Example



Part 1: Evaluate Effectiveness

1. Was the solution effective or ineffective? Were some parts effective and other parts not?

The sleep routine was effective, although it took longer for me to see the results of changing my sleep. Speaking with my loved one was mostly effective. She was able to understand my point of view and has, for the most part, been able to stop directing her anger at me, although it still happens every once in a while.

2. Did you achieve what you hoped or expected?

Yes! I am getting more sleep and my relationship with my mother is better

Part 2: Think about future problems

1. Would you change anything about how you handled this problem?

The only thing I would change would be to wait until I have a sleep routine down to talk to my mother. It was a very emotionally draining conversation that could have waited until I was more rested

2. If this problem were to come up in the future, would you handle it differently?

I would do the same thing! Communicating with my loved one has changed all of our interactions for the better.

Part 3: Learning

1. What did you learn from this experience?

I learned that communication is so important, whether or not you are a caregiver! I was also reminded of the importance of sleep

2. What advice would you give others with the same or similar problem?

I would advise others to communicate and make sure they are taking time for themselves, including sleep!

Part 4: Moving Forward

1. If you solved your problem: AWESOME! Think about some other problems you may have that you want to work through.
2. If you did not solve your problem: Restart the problem-solving process with knowledge you gained from this experience.

OTHER RESOURCES AND SOURCES OF INSPIRATION

CLICK THE LINKS AND THEY WILL OPEN A BROWSER WINDOW

<https://store.samhsa.gov/system/files/sma16-4955.pdf>

<https://psychcentral.com/blog/7-damaging-myths-about-self-care/>

<http://socialwork.buffalo.edu/resources/self-care-starter-kit/introduction-to-self-care.html>

<https://feelinggood.com/2016/12/12/014-the-five-secrets-of-effective-communication-part-1/>

<https://psychcentral.com/blog/5-more-obstacles-that-prevent-you-from-being-assertive/>

<https://psychcentral.com/blog/3-obstacles-that-stop-you-from-being-assertive-what-you-can-do/>

<https://www.mayoclinic.org/healthy-lifestyle/stress-management/in-depth/assertive/art-20044644>

<https://www.therapistaid.com/worksheets/symptoms-of-stress.pdf>

https://favpng.com/png_view/yerkes-dodson-law-psychological-stress-anxiety-cortisol-png/ZaWgt1zT

<https://blog.doctorondemand.com/stress-vs-burnout-whats-the-difference-429547f5d82a>

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