

Welcome to

Protecting Your Peace: Supporting Well-Being & Resilience During Turbulent Times

THE TRAINING WILL BEGIN SHORTLY! WHILE YOU'RE WAITING...

Icebreaker Question
(answer in the chat)

What's something that made you smile recently?

Survey & Certificate of Completion

Available following the training.

CEUs available for LCSWs, LMFTs, LPCCs, and LEPs

Connect with us!

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VISIT [CALTRIN.ORG](https://caltrin.org) & SCAN TO LEARN MORE





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Hi, We're CalTrin!

Who we are

- The California Training Institute
- Funded by the State of California, Dept. of Social Services, Office of Child Abuse Prevention (OCAP) to support child abuse prevention through professional development and extended learning opportunities.
- Designed for staff of family strengthening and child abuse prevention organizations in California, including Family Resource Centers, Child Abuse Prevention Councils, community-based organizations, and other child and family serving systems.

What we offer

- Live webinars & small group training
- Virtual, self-paced courses
- Job aids & other resources

This training was made possible with funding from the California Department of Social Services, Office of Child Abuse Prevention. Any opinions, findings, conclusions, and/or recommendations expressed are those of the CEBC, CalTrin and do not necessarily reflect the views of the California Department of Social Services.

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UPCOMING TRAININGS

mark your calendars!

Visit caltrin.org to view and register for upcoming webinars or workshops

 **September 16** | Protective Factor of the Month: Social Connections

 **September 17** | Setting & Maintaining Healthy Boundaries

 **September 23** | Beyond Orientation: Designing Onboarding that Connects, Inspires, and Builds Culture

 **September 30** | Expanding Social Supports to Achieve Better Outcomes







 **October 1** | Trauma-Informed Care Foundations

 **October 9** | Resolve to Evolve With EQ: How the Soft Skills Can Help You Tackle Hard Situations



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Before We Begin...

DURING	AFTER
 <p>Access your notetaking slides now! The link can be found in the chat.</p>	 <p>Complete the survey to receive your Certificate of Attendance. CEUs available for LCSWs, LMFTs, LPCCs, and LEPs.</p>
 <p>This presentation is being recorded.</p>	 <p>A follow-up email will be sent to all participants within two days.</p>
 <p>Review interactive features for today's session. Locate the controls on the toolbar at the bottom of your screen.</p>	
 <p>External AI assistants are not allowed in CalTrin trainings due to California privacy laws.</p>	

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Protecting Your Peace: Supporting Well-Being & Resilience During Turbulent Times

Presented by Lisa Conradi, PsyD



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Speaker SPOTLIGHT



Lisa Conradi, PsyD
President & Founder,
Lisa Conradi, LLC

- Former Executive Director of the Chadwick Center, a children's advocacy center which houses one of the largest trauma treatment centers in the nation
- Partners with individuals and organizations to cultivate leadership practices rooted in resilience, compassion, and nervous system awareness
- Licensed clinical psychologist with training in multiple evidence-based, trauma-focused treatment practices and a sought-after speaker and consultant on trauma-informed leadership and systems transformation

RICHD is not responsible for the content of content and any views expressed in its materials and programming.

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Protecting Your Peace: Supporting Well-Being and Resilience During Turbulent Times

Lisa Conradi
President and Founder, Lisa Conradi, LLC
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September 11, 2025

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OVERVIEW AND OBJECTIVES

In our time together today, learners will be able to:

 <p>Describe the concept of moral distress and recognize how it may show up in diverse work settings during times of stress and uncertainty.</p>	 <p>Identify five signs and symptoms of moral distress that impact personal and professional well-being.</p>	 <p>Apply four practical strategies to manage moral distress and build individual and collective resilience.</p>	 <p>Explore five self-care and grounding practices that promote emotional regulation and protect personal peace.</p>
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PEACE CHECK-IN

In one word, what does *peace* look or feel like for you today?

Type it in the chat.

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TODAY WE'LL EXPLORE HOW PROTECTING PEACE BECOMES A SOURCE OF POWER:

- Moral distress and how it shows up in our work – noticing how disruption to our values drains our inner strength.
- Grief-informed frameworks for understanding our reactions – honoring loss as part of reclaiming our resilience.
- Resilience strategies rooted in purpose, boundaries, and self-compassion – cultivating practices that restore energy and agency.
- Organizational responses to moral distress – building cultures where collective peace fuels collective power.



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The 5Gs of Protecting Your Peace



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WHY THIS MATTERS TO ME



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GROUP AGREEMENTS FOR TODAY'S SESSION

- Be prepared to reflect.** Have a pen and paper nearby for journaling or note-taking. You are welcome to capture anything meaningful to you.
- Participate in a way that feels right for you.** You are invited—but never required—to share your insights after reflection sessions. You can share in the chat, out loud, or in a private chat to me that I can share with the group. If you don't feel like sharing, that's 100% fine. Listening is participating, too.
- Honor personal boundaries.** Everyone gets to decide what to share (or not share). Let's respect each other's limits without judgment or pressure.
- Practice confidentiality.** What's shared in this space stays here. Please don't repeat personal stories or experiences outside the group.
- Remember: we're impacted differently.** There's no "right" way to feel. Let's honor the diversity of responses in the room—with curiosity, not assumptions.
- Take space, make space.** Notice if you're speaking a lot—or holding back. Our goal is shared dialogue, not perfection.
- Care for your nervous system.** It's okay to step away, stretch, or pause if you feel overwhelmed. Your well-being comes first.

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MORAL DISTRESS DEFINED

*Moral distress is an umbrella concept that describes the psychological, emotional and physiological suffering that may be experienced when we act in ways that are inconsistent with deeply held ethical values, principles or moral commitments.**

We are in a tug-of-war with our values and our actions.



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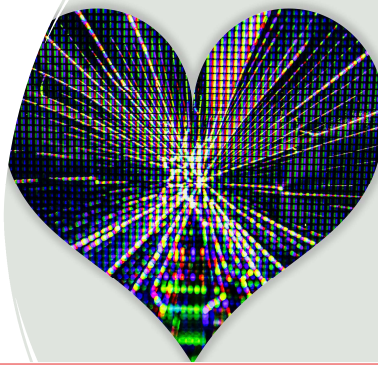
WHAT CAUSES MORAL DISTRESS

- **Types of Pressures:**
 - Systems-level pressures
 - The emotional toll of supporting others in distress
 - Feeling complicit in systemic harm despite good intentions
 - Wondering about own future and how this work will be valued by the larger systems.
- **Examples Include:**
 - Navigating misinformation and fear
 - Enforcing scarcity and burnout culture
 - Holding space for providers' own experiences of secondary traumatic stress
 - Witnessing politicized arguments on Diversity, Equity, and Inclusion initiatives
 - Limited resources for high-need sites

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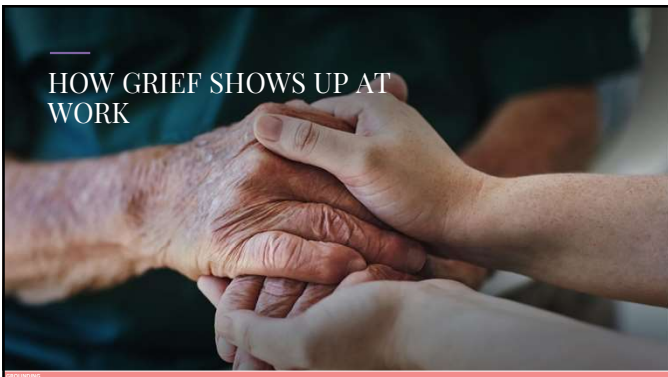
SIGNS OF MORAL DISTRESS

- Burnout and Emotional Exhaustion
- Increased Turnover and Absenteeism
- Decreased Job Satisfaction and Productivity
- Dysfunctional Team Dynamics
- Decreased Quality of Service or Care

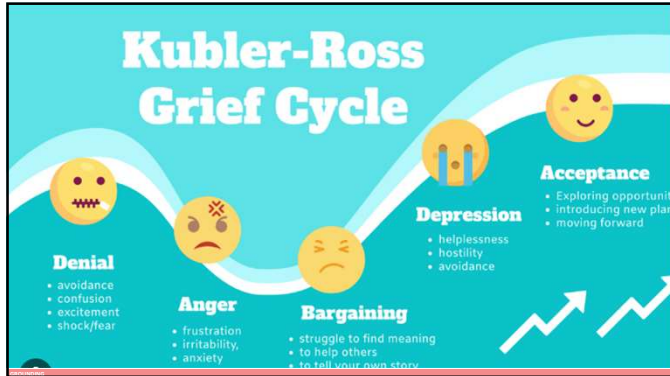


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HOW GRIEF SHOWS UP AT WORK



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DENIAL » DISORIENTATION

- Classic:** "This isn't happening."
- Modern Adaptation:** "This can't be real." "It's too much to process."
- Today's Signs:** Doomscrolling, detachment, numbing, avoidance of news or community conversations.
- Invitation:** Offer grounding practices. Normalize overwhelm as a survival response, not failure.



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ANGER » MORAL CLARITY

- Classic:** "Why is this happening to me?"
- Modern Adaptation:** "This is unjust." "I'm furious at the system, the leaders, the silence."
- Today's Signs:** Rage at political decisions, organizational injustice, helplessness turned outward.
- Invitation:** Frame anger as a sign of care. Help folks channel it toward aligned action or healthy release, like storytelling, movement, or art.



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BARGAINING » OVER-FUNCTIONING OR OVER- ACCOMMODATION

- **Classic:** "If I do this, maybe things will go back to normal."
- **Modern Adaptation:** "Maybe if I say the right thing/post the right thing/help more, I can fix this."
- **Today's Signs:** Trying to fix systemic issues alone, toxic positivity, people-pleasing to maintain relationships.
- **Invitation:** Encourage discernment. What's yours to carry? What's a collective responsibility?



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DEPRESSION » DESPAIR AND MORAL EXHAUSTION

- **Classic:** "I can't go on."
- **Modern Adaptation:** "Nothing I do matters." "It's all too broken."
- **Today's Signs:** Numbness, withdrawal, cynicism, hopelessness about change.
- **Invitation:** Offer community. Remind people they're not alone. Introduce tiny anchors of hope or connection, even if full belief isn't there yet.

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ACCEPTANCE » ACTIVE ENGAGEMENT WITH BOUNDARIES AND PURPOSE

- **Classic:** "I'm at peace with what happened."
- **Modern Adaptation:** "This is hard—and here's how I choose to show up."
- **Today's Signs:** Choosing values-aligned action, setting boundaries, accepting limitations, recommitting to purpose.
- **Invitation:** Frame acceptance as empowered realism. Not giving up—*getting clear*.



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BONUS STAGE: MEANING- MAKING


- Modern grief often includes a sixth stage (per David Kessler): FINDING MEANING.
- In today's climate, that might look like:
 - Reclaiming joy as resistance
 - Building mutual aid or community care networks
 - Honoring ancestral or intergenerational resilience
 - Taking small actions that align with larger values



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REFLECTION PROMPT: WHERE DOES MEANING LIVE FOR YOU?

- What does peace or purpose look like through the lens of your community, your culture, or your ancestors?
 - What practices or traditions help you feel rooted in something larger than yourself?
 - How do you carry forward the wisdom of those who came before you?
 - What is one story or resilience you've inherited?



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PEACE PAUSE


 1 min




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What shifted for you in that short pause?

Type it in the chat




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 Guiding:
Your
Internal
Compass
(Identify
Purpose)



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FIVE STEPS TO PURPOSE


1. Notice what feels alive
2. Identify your unique contribution
3. Find your purpose in community
4. Differentiate pressure from purpose
5. Recommit regularly

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STEP ONE: REFLECT ON WHAT FEELS MOST ALIVE

Some questions to explore:

- When do I feel most aligned with my values?
- What conversations leave me energized instead of depleted?
- What kind of problem-solving comes naturally to me?
- When in the last month did I feel proud of how I showed up?
- What do people consistently come to me for (and I get a lot of energy from it)?

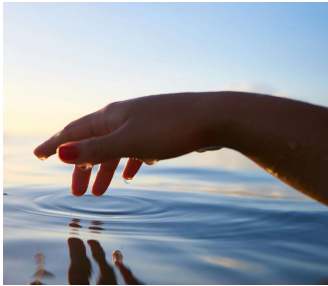


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STEP TWO: IDENTIFY YOUR ZONE OF UNIQUE CONTRIBUTION

Questions to Consider:

- What am I especially skilled at (not just technically, but relationally)?
- What part of the mission or work resonates most with me personally?
- What lived experiences shape my insight or empathy?
- What do I understand on a soul level that others might not?



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STEP 3: LOCATE YOUR PURPOSE IN COMMUNITY

- Who are you in relationship with?
- What are you co-creating?
- How does your work ripple outward?

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STEP FOUR: DIFFERENTIATE BETWEEN PRESSURE AND PURPOSE

- Before saying yes to a new task or responsibility, ask:
 - Does this align with my zone of contribution?
 - Will this energize or deplete me?
 - Is this the work I'm uniquely called to do—or am I stepping in from habit or fear?




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STEP FIVE: RECOMMIT REGULARLY— PURPOSE EVOLVES

Instead of resisting that change, we check in with our purpose regularly:

- What's emerging in me now?
- Where is my energy being called?
- What old identities or habits am I ready to release?
- What new stories am I ready to live?




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REFLECTION PROMPT


🕒 3 min timed reflection:

*When did I feel most alive at work in the last month?
What was I doing and with whom?*


Opportunity to share with the group



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Guarding: Create Boundaries



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ZONES OF CONTROL FRAMEWORK

- Helps us sort
 - What we can control
 - What we can influence
 - What we need to accept and release

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GUARDING: SORTING WHAT'S YOURS TO CARRY



Zone of Control – Areas You Have Power Over "Anchor in the Storm"	<ul style="list-style-type: none"> • How you hold space in team meetings. • How you communicate with others (including important information and updates). • How you regulate your nervous system when you experience a difficult situation. • What you choose to model—especially around boundaries and values.
Zone of Influence – Areas You Can Provide Input "Where Advocacy Lives"	<ul style="list-style-type: none"> • Partnering with others for policy shifts. • Written letters and offered testimony in larger groups. • Shared impact stories that highlight the human cost of inaction.
Zone of Acceptance – Areas You Cannot Change "Zone of Grief"	<ul style="list-style-type: none"> • Laws we're required to follow. • Institutional decisions made far above your pay grade. • Cultural changes or resistance you can't change overnight.

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PERSONAL SELF- REFLECTION

Take ⌚ 2 minutes to reflect on the following prompts:

- What's one action that is within my Zone of Control right now?
- What is one action within my Zone of Influence right now?
- What action am I focusing on, but is actually in my Zone of Acceptance?



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NEXT TIME YOU FEEL OVERWHELMED, I INVITE YOU TO PAUSE AND ASK:

- What's mine to carry?
- What's mine to influence?
- What do I need to release—with intention, grief, and grace?



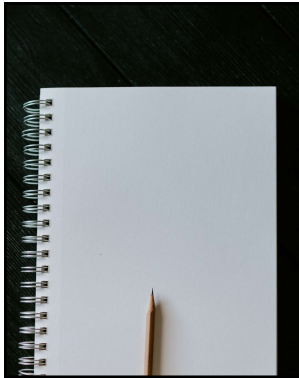
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BOUNDARIES AND BURNOUT

- Knowing your purpose helps clarify what's yours to carry.
- Boundaries protect that purpose—so you can stay aligned, energized, and well.



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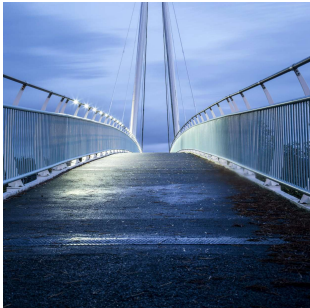
POLL: WHICH
BOUNDARY IS HARDEST
RIGHT NOW?

- Time
- Role
- Emotional
- Digital
- Other?

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WITHOUT
BOUNDARIES, WE
OFTEN
EXPERIENCE:


- Emotional exhaustion
- Resentment or frustration
- Feeling "used up" by the end of the day
- Difficulty saying no, even when over capacity
- Disconnect from our purpose and values



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WITH HEALTHY
BOUNDARIES,
WE GAIN:

- Greater clarity about what's ours to carry
- Increased connection with others, "space vs. spaciousness"
- More consistent emotional regulation
- Increased energy and presence
- Stronger alignment with our values
- Protection from compassion fatigue



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Myths and Truths About Boundaries	
Myths	Truths
✓ "Setting boundaries is selfish."	Boundaries honor both your needs and others' by creating clear expectations and healthier relationships.
✓ "If I set boundaries, people will be upset with me."	Healthy relationships can tolerate and even grow from clear boundaries. Discomfort is normal but not a sign you're doing something wrong.
✓ "Good leaders are always available to their teams."	Good leaders model sustainable work by setting limits on their availability—this encourages others to do the same.
✓ "Boundaries mean saying "no" to everything."	Boundaries are about discernment—deciding what to say "yes" to and where "no" protects your time, energy, and values.
✓ "Once I set a boundary, it will always hold."	Leaders with strong boundaries are more resilient, effective, and better able to support their teams long term.
✓ "Boundaries push people away."	

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BOUNDARIES
CAN SOUND
LIKE

"I can't take that on; here's what I can do by Friday."

"Given capacity, I can offer A or B—what helps more?"

"That's outside my role; who's the right owner?"

"I'll need X to do that well."

"I'm pausing to regulate and will reply at 3pm."

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SHARING:
BOUNDARIES


- What is one small boundary you could set this week to protect your peace?

Individual journaling
If you'd like, type it in the chat


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Peace Pause


 1 min



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Growing: Self-Care and Renewal



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GROWING KINDNESS FUELS STAMINA

- Self-compassion means treating ourselves with the same kindness and care we'd offer a friend. According to Dr. Kristin Neff, it has three key elements:
 - Self-Kindness – Gentle, not judgmental
 - Common Humanity – I'm not alone in this
 - Mindfulness – Notice, don't overidentify



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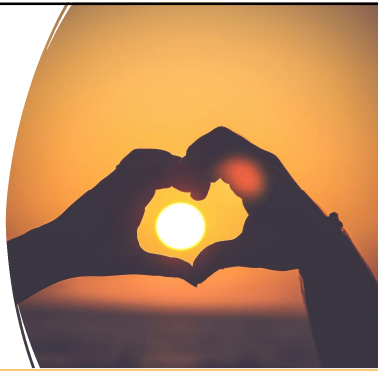
LOVING-KINDNESS MEDITATION



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DAILY RENEWAL MENU

- Breathe
- Movement
- Sensory
- Creative Expression
- Limit Exposure to Distress



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REFLECTION PROMPT

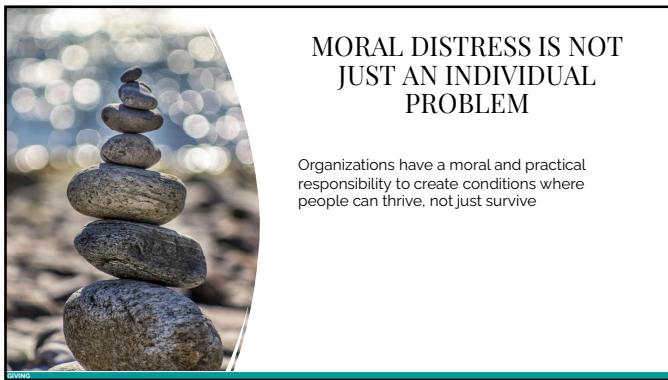
- Think of a recent moment when you were hard on yourself.
- What would it have sounded like to respond with self-kindness instead?
- ⌚ 2 min



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THE RIPPLE EFFECT

- When organizations normalize distress, staff feel seen and less isolated.
- When values align with action, trust increases.
- When resilience is collective, people stay longer, burnout decreases, and quality of service improves.



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CALL TO ACTION REFLECTION

🕒 2 min

Think about your own team or organization. Which of these commitments feels most urgent right now?

- Normalize distress
- Align values with action
- Build resilience practices

What's one small shift your organization could make to better protect peace — for you and your colleagues?

Type your thoughts in the chat



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CLOSING MESSAGE

- You are needed—not for everything, but for something specific.
- You matter.
- What you are doing matters.



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ONE THING I'M TAKING WITH ME

- Write down one value, boundary, or practice you're committed to holding. You can take it home or share it aloud.
- ⌚ 1 min



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Resources for Protecting Your Peace






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ABOUT LISA CONRADI, LLC

We help individuals and organizations reclaim peace as a source of power—building compassionate, resilient cultures through writing, speaking, training, and coaching.



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UPCOMING OFFERINGS

Peace as Power Community (NEW!)

- Weekly Micro-Practices • Monthly Peace Circle (live + replays) • Supportive community • Member-only training discounts
- Community is FREE until December 31st. After that, there are free and paid tiers. For more information, see: <https://www.lisaconradi.com/peace-as-power-membership>

Peace as Power: Virtual Training Series

- 3-part live series beginning **September 23, 2025**
- Topics: **Energy & Well-Being • Boundaries & Purpose • Resilient Leadership**
- Interactive, trauma-informed, practical strategies for sustaining peace in turbulent times

There are deep discounts for PAP community members on each individual training (\$30 each) or the bundle (\$75)


#MyPeaceingo Weekly Blog

Gentle, science-informed practices and reflections you can use in 10 minutes or less

Free Resources


Calm Calendar • Boundaries Self-Assessment • 7 Steps to Becoming a Trauma-Informed Leader

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