

Improving
**Work-Life
Harmony**
*Through
Fierce Self-Compassion
and Empowered Refusal*

Melissa Glaser

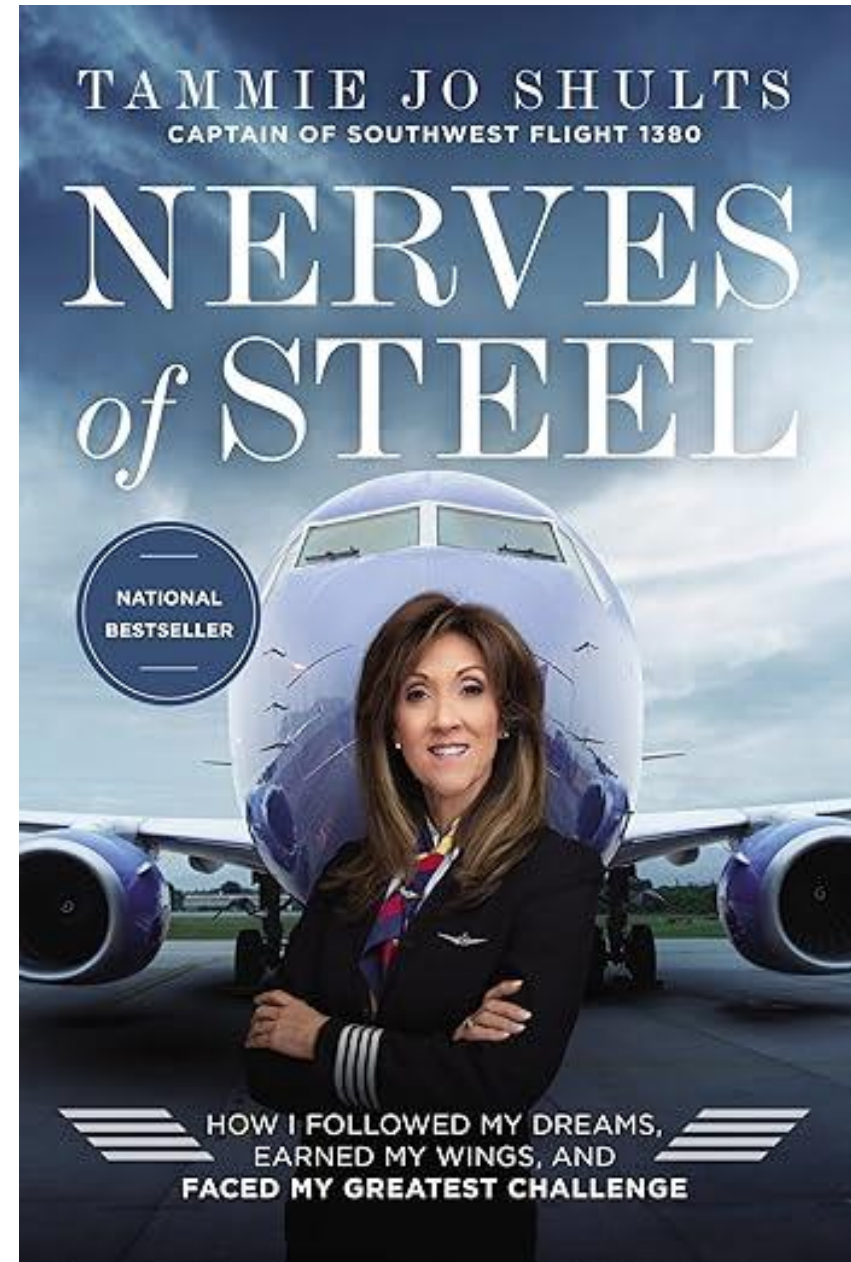




Tammie Jo Schults

*“We are not going down.
We are going to Philadelphia.”*

captainshultz.com

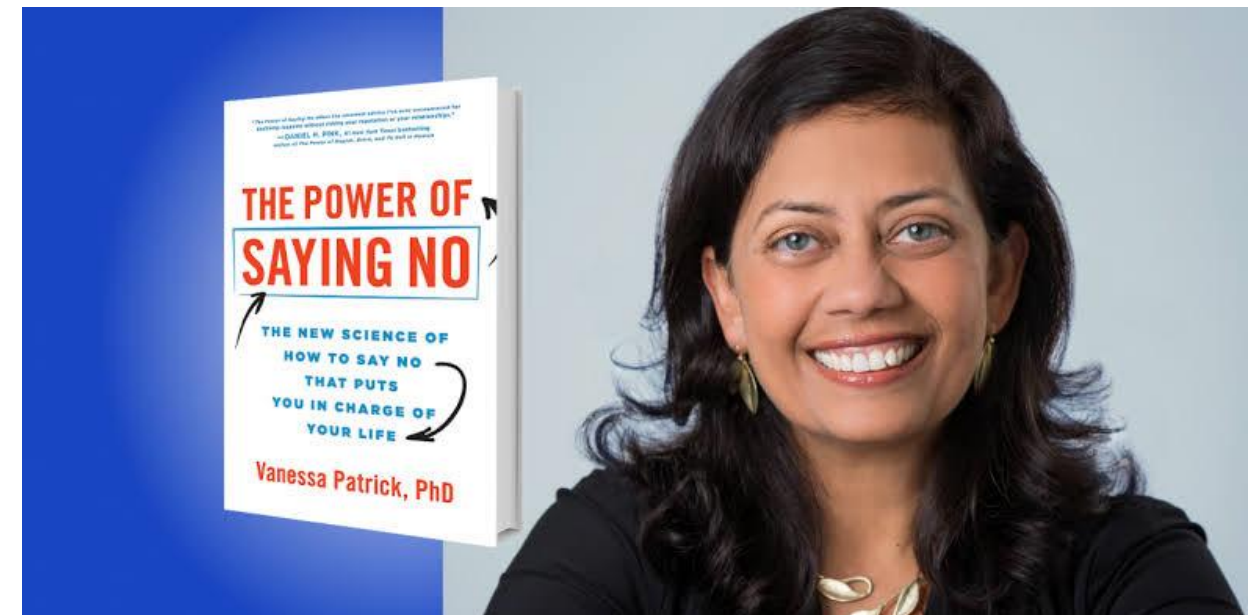
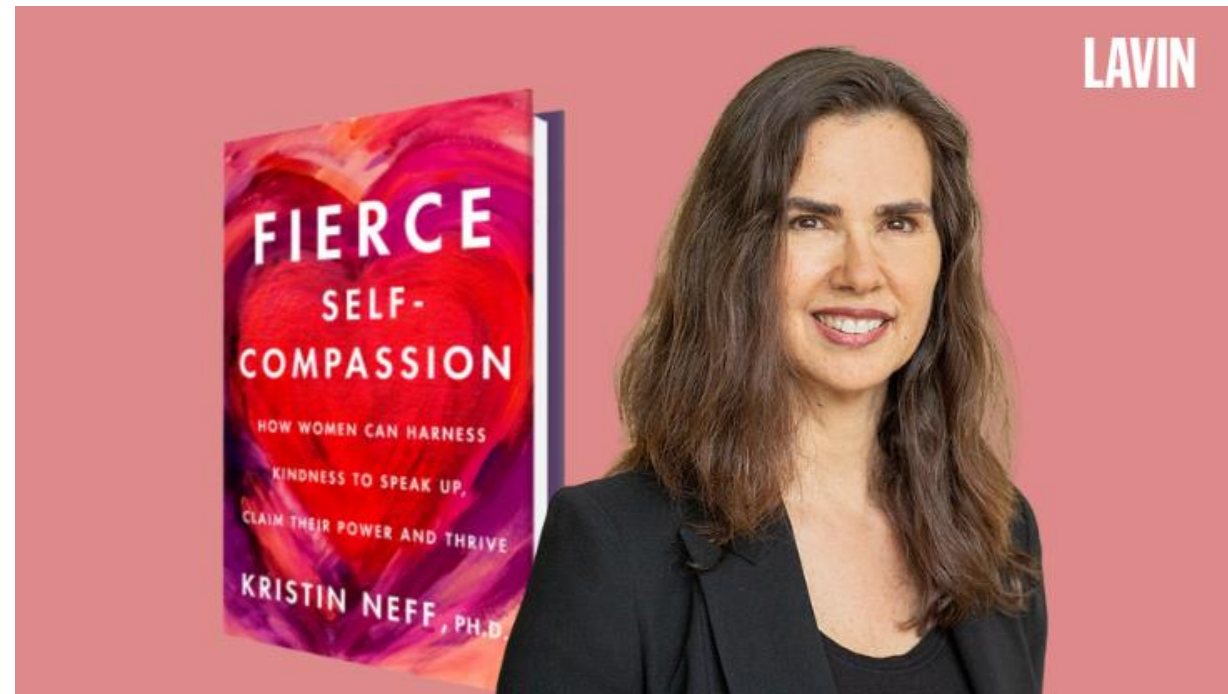


Today's Goals

Identify Our Values

Define "Fierce Self
Compassion" and
"Empowered Refusal"

Apply Concepts to Our Own
Lives and Choices Through
Reflection and Discussion





Identifying Values

(Brené Brown)

REMEMBER:

NOT EVERYTHING IS A PRIORITY.

CHOOSE WHAT DEFINES YOU.

BRENEBROWN.COM/RESOURCES/DARE-TO-LEAD-LIST-OF-VALUES/



Accountability
Achievement
Adaptability
Adventure
Altruism
Ambition
Authenticity
Balance
Beauty
Being the best
Belonging
Career
Caring
Collaboration
Commitment
Community
Compassion
Competence
Confidence
Connection
Contentment
Contribution
Cooperation
Courage
Creativity
Curiosity
Dignity
Diversity
Environment
Efficiency
Equality

Ethics
Excellence
Fairness
Faith
Family
Financial stability
Forgiveness
Freedom
Friendship
Fun
Future generations
Generosity
Giving back
Grace
Gratitude
Growth
Harmony
Health
Home
Honesty
Hope
Humility
Humor
Inclusion
Independence
Initiative
Integrity
Intuition
Job security
Joy
Justice

Kindness
Knowledge
Leadership
Learning
Legacy
Leisure
Love
Loyalty
Making a difference
Nature
Openness
Optimism
Order
Parenting
Patience
Patriotism
Peace
Perseverance
Personal fulfillment
Power
Pride
Recognition
Reliability
Resourcefulness
Respect
Responsibility
Risk-taking
Safety
Security
Self-discipline
Self-expression

Self-respect
Serenity
Service
Simplicity
Spirituality
Sportsmanship
Stewardship
Success
Teamwork
Thrift
Time
Tradition
Travel
Trust
Truth
Understanding
Uniqueness
Usefulness
Vision
Vulnerability
Wealth
Well-being
Wholeheartedness
Wisdom

Write your own:

Discussion

1. Which values did you choose as your top two, and most importantly, *why* did you choose them?
2. Which values did you have the most difficulty ruling out, and most importantly, *why* did you rule them out?
3. What is one way that you already live by these values?
4. What is one way that you struggle to prioritize these values?
5. Reflect on a difficult choice you are making now or will need to make in the near future. How might these top two values influence your decision? What other values might complicate your decision?



The page features decorative white line-art illustrations of leaves and branches in the corners. The top-left and top-right corners show clusters of several pointed leaves on a stem. The bottom-left and bottom-right corners show a single leaf and a small branch. The central text is framed by these elements.

Intersections Between Fierce Self-Compassion and Empowered Refusal

AS WE DISCUSS THESE TWO TERMS, TAKE NOTE OF
POSSIBLE CONNECTIONS BETWEEN IDEAS



Defining “Fierce Self-Compassion” (Kristin Neff)

What is “self-compassion”?

- *Mindfulness (awareness and acknowledgement of difficulties)*
- *Common humanity (recognizing we all have difficulties)*
- *Kindness (warmth, friendliness, support, and desire to help)*

What is “fierce self-compassion?”

- *Inner strength and determination*
- *Force and refusal to accept harm or injustice*
- *Assertiveness and confidence*

How does self-compassion benefit us?

- *Higher emotional intelligence and stronger relationships*
- *Improved physical health and overall happiness*
- *More resilience, grit, and effective stress management*





Defining “Empowered Refusal” (Vanessa Patrick)

What is “empowered refusal”?

- *Focuses on us (rather than on the person asking us)*
- *Requires us to make decisions centered on our identity*
- *Is based on our own values and what matters most to us*

What can empowered refusal sound like?

- *Say: I don’t... I never/always... I will not...*
- *Instead of saying: I can’t... I’d really like to but...*

Why do we sometimes say yes when we want to say no?

- *We underestimate or dismiss the cost to ourselves*
- *We overestimate or prioritize the benefit to others*



Discussion

1. How might you define these terms in your own words?
 - *“fierce self-compassion” (FSC)*
 - *“empowered refusal” (ER)*
2. Which connections did you notice between these two concepts? How do these skills complement one another?
3. Reflect on an experience in which you applied these concepts in your own life. What was difficult about being fiercely self-compassionate and/or acting with empowered refusal? How did you feel before, during, and after the experience?



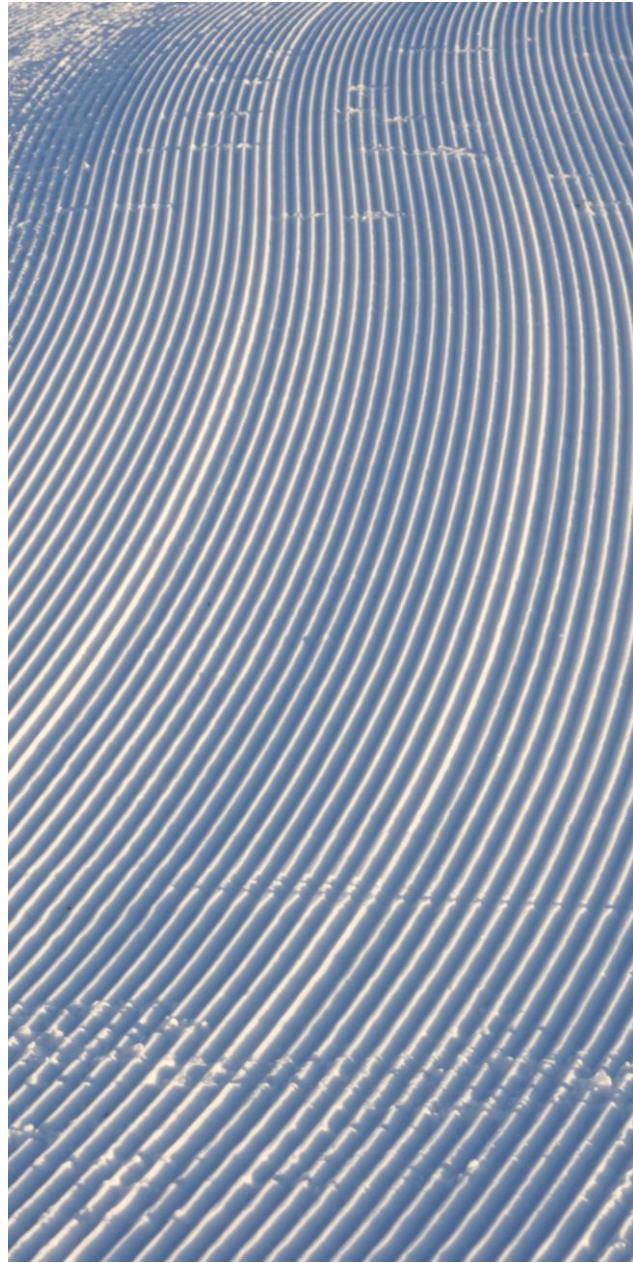


High-Benefit/High-Cost Requests

Questions to ask yourself when facing a tough choice:

- *Do I want to do this?*
- *Do I have the time, energy, and money at the moment?*
- *Is this aligned with my values and purpose?*
- *Is this a priority right now?*
- *Will this add value to my life?*
- *Will this be enjoyable and rewarding?*
- *Am I saying yes because I am scared to say no or don't know how to refuse?*
- *What will I have to give up if I say yes to this?*





Final Thoughts

- ❖ Continue revisiting your values over time and ensure that your choices align with what you value most.
- ❖ Remember that when we say “yes,” we often underestimate the cost to ourselves and/or overestimate the benefit to others. Recognize human nature sometimes leads to unrealistic heroic tendencies.
- ❖ Continue to learn about fierce self-compassion and empowered refusal. We only scratched the surface today.
- ❖ Talk with others in your department about these ideas, and share what systemic changes and support are needed.



Thank you!

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