

Radical Sabbatical:

Designing a Break That Sustains You – AND Your Mission



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About Your Presenter

Connect For More is dedicated to helping you achieve your mission and maximize your profits through customized coaching, consulting and connection solutions.



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Consultant, Coach, Floridian
Mom, Wife, Yogi

- ✓ Leadership Coaching
- ✓ Organizational Development
- ✓ Team Facilitation & Training

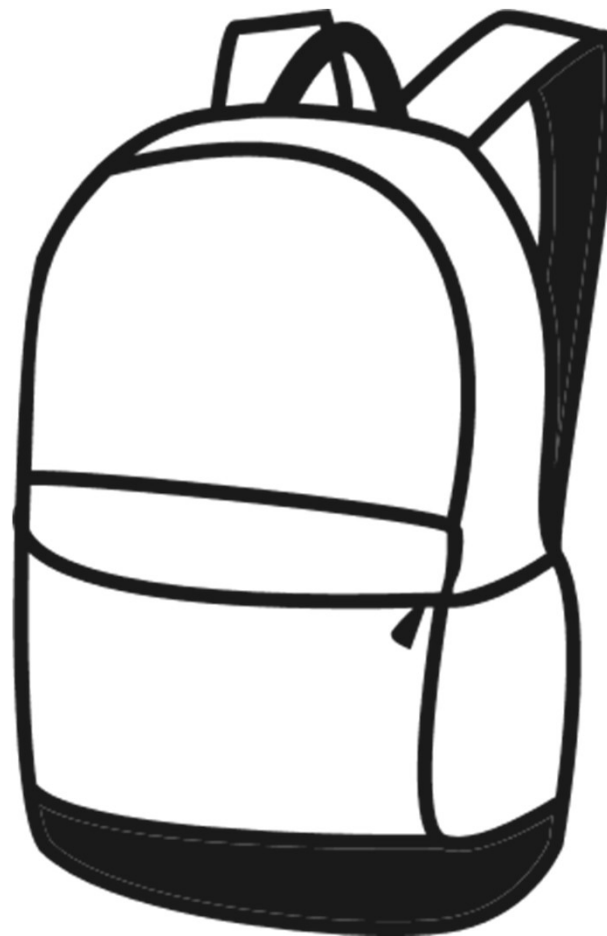
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Framing Our Session



- ✓ Disclaimer
- ✓ Creating Space for Dialogue
- ✓ Ensuring Choice of Voice
- ✓ Alignment with Your Role, Values & Authority
- ✓ Time & Energy

What questions do you want answered today?



PERMISSION SLIP POST-IT NOTE

I give myself permission to feel...
I give myself permission to do...
I give myself permission to not...



Connection Capital

- * Your Name, Organization, Position
- * What do you want your “legacy of service” to be? (i.e. by the time you leave your nonprofit, what do you want to have accomplished)
- * If you could take a 3-month paid sabbatical, what would you do and what would you hope to gain from it?



Burnout: Quick Self-Assessment

Fist to Five:

Rate the following statements from fist (0 – lowest) to five (highest).



Neff's Self-Compassion Assessment

- ☐ I feel physically or emotionally exhausted often.
- ☐ I struggle to focus or keep up with my responsibilities.
- ☐ I feel irritable, cynical or disconnected from others.
- ☐ My sleep, eating or other daily habits have been impacted by stress.
- ☐ I feel overwhelmed, hopeless, or like my work doesn't make a difference.
- ☐ I feel the need to adjust the way I look, talk or behave between professional and personal life.

Making the Business Case: Top 5 for Fundraisers

1. Prevent burnout and retain mission-driven talent
2. Build donor confidence through strong governance & multi-layered leadership
3. Develop future leaders and succession readiness
4. Spark innovation and strategic philanthropy
5. Protect long-term mission sustainability



Making the Business Case: Chief Executives

- **Strategic Clarity & Next-Chapter Leadership:** What is my highest and best use now?
- **Reducing Over-Dependence:** What if I didn't show up to work tomorrow?
- **Rebuilding Individual Confidence & Identity:** Who am I beyond this work?
- **Shifting from Crisis-Response to Sustainable Leadership:** How can I heal, reconnect, restore and rest without guilt?
- **Protect Mission Sustainability:** What boundaries, systems, structure and pace do we need to continue this work?

Supporting Your Sabbatical



- * Consensus on Working Definition(s)
- * Scaling: purpose, length, availability
- * Setting Your Intention: Rest & Rejuvenation, Free Exploration, Quests, Working Holiday
- * Test Driving Your Succession Planning
- * Cultures of Care: Self-Care, Community Care, Vacations, Mental Health Days
- * Identity Based Habits

Designing Your Sabbatical

- * Dream radically, plan methodically.
- * Set your intention with & attention on tech.
- * Get (un)comfortable with the situation.
- * Commit & maintain boundaries
- * Find your fit & evaluate it.

FREE SABBATICAL GUIDE

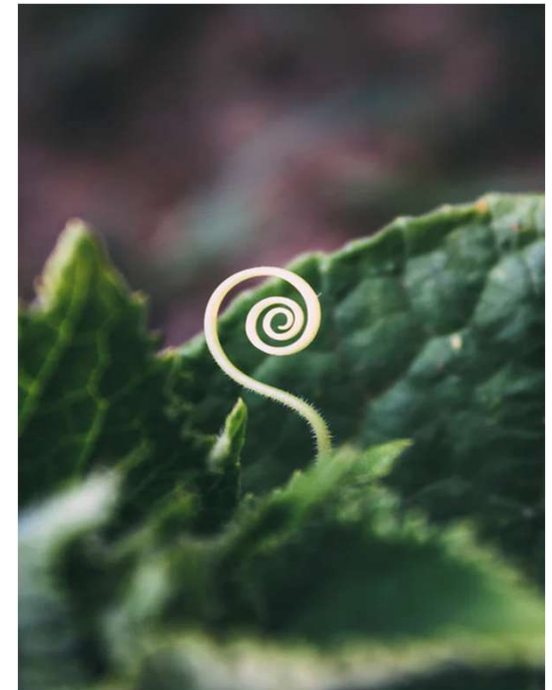


Spiral Planning

Step 1: Create your Spiral

Step 2: Create Four Quadrants

Step 3: Answer Four Questions



Sabbatical Possibilities: Visioning

- Q1: What feelings arise when you think about taking a sabbatical?
- Q2: What would a reenergized version of you look & feel like upon return?
- Q3: What permissions do you want to give yourself to imagine a period of rest?
- Q4: How could your leadership evolve as a result of it?



Sabbatical Program Sneak Peak: Key Themes So Far

- ✓ Sustainable leadership development must prioritize wellness, identity, and the whole person.

- ✓ Sabbatical readiness is just as important as the sabbatical itself.

- ✓ Sabbatical design is key.

A sabbatical isn't a break from leadership—it's an investment in leadership sustainability and organizational resilience.

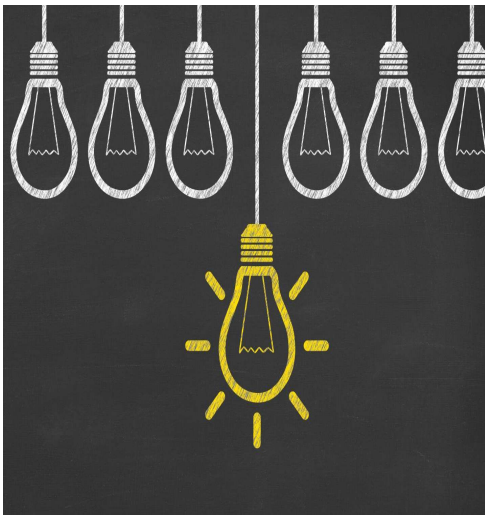
Stronger leaders lead stronger organizations.

- ✓ There is no "perfect" time to schedule one.

- ✓ Communities of practice strengthen the sabbatical experience.

- ✓ Effective sabbatical design accounts for real-life complexities, inequity, and individualized needs.

Explain It to The Colleague Who Missed It



- For the next 60 seconds consider a one-sentence summary you'd give to someone who wasn't here today about this session.
- Volunteers share aloud their sentences.
- LISTEN FOR: similarities, differences or action items.



Thank You!!!

❑ **Got a minute?** Connect with me on LinkedIn: **@lizwooten**

❑ **Have 5 minutes?**

Visit my website for FREE self-care resources.

For Resources



❑ **Have 30 minutes?** Schedule a free strategy session to plan your sabbatical or explore executive coaching

For Scheduling



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