

Values Card Sort

Instructions:

While waiting for the session to start, you may choose to complete a values card sort, which we will discuss later in the presentation. Paper copies are available as well.

Apple App Store



tinyurl.com/38ff5jy3

Google Play Store



tinyurl.com/4kajfra8

Beyond the Burnout: Using Acceptance and Commitment Therapy to Find Meaning in Every Student Story

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Are you as tired as I am?

Burnout, emotional labor, and value-based tension

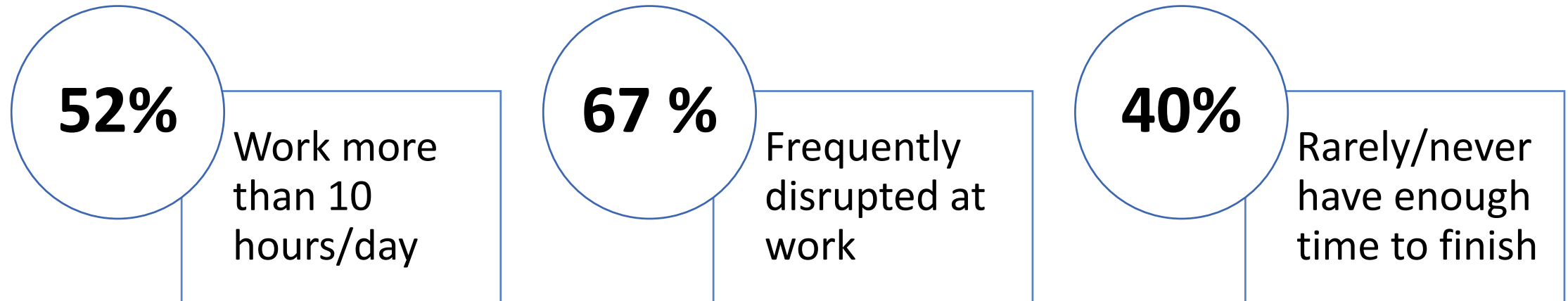


Career Burnout ¹

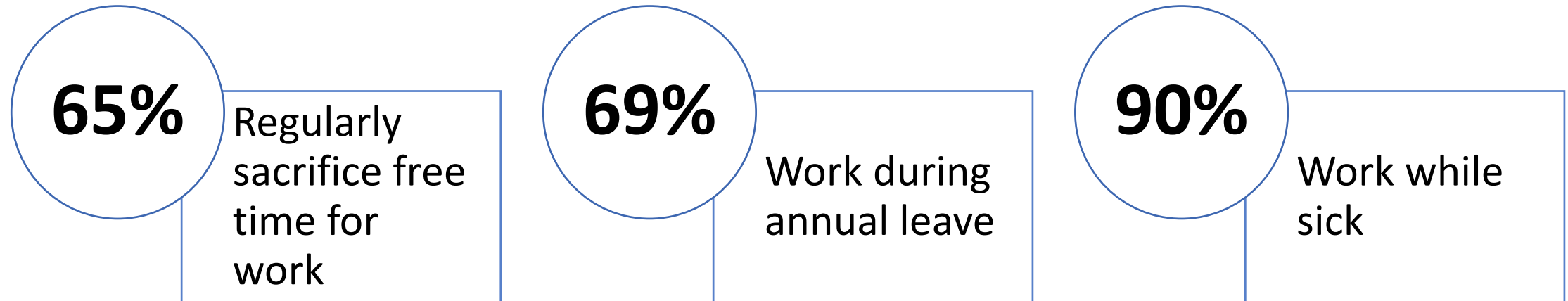
52%

Feel burned
out in the
past year

Burnout in Higher Education ²



Burnout in Higher Education (cont.) ²



Intersectionality complexity

Identity, cultural context, trauma, and systemic oppression

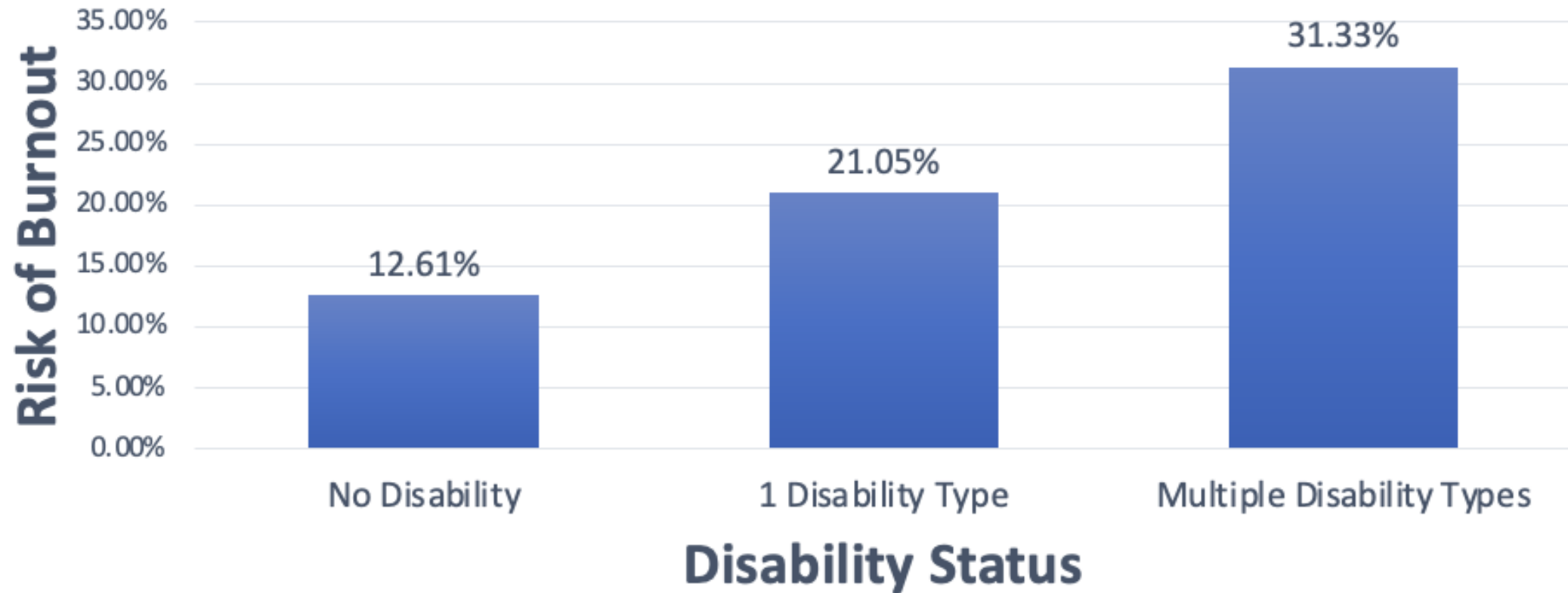
Marginalized Identities ³

- As the number of marginalized identities increased from 0 to 3, the average exhaustion score also increased, with individuals holding all three reporting the highest burnout levels

Race and Burnout ⁴

- In nursing, Asian (75.7), Black (67.8), and Hispanic (66.7) participants showed higher mean burnout scores compared to white participants (62.6)

Disability and Burnout ⁵



Disability and Burnout (cont.) ⁵

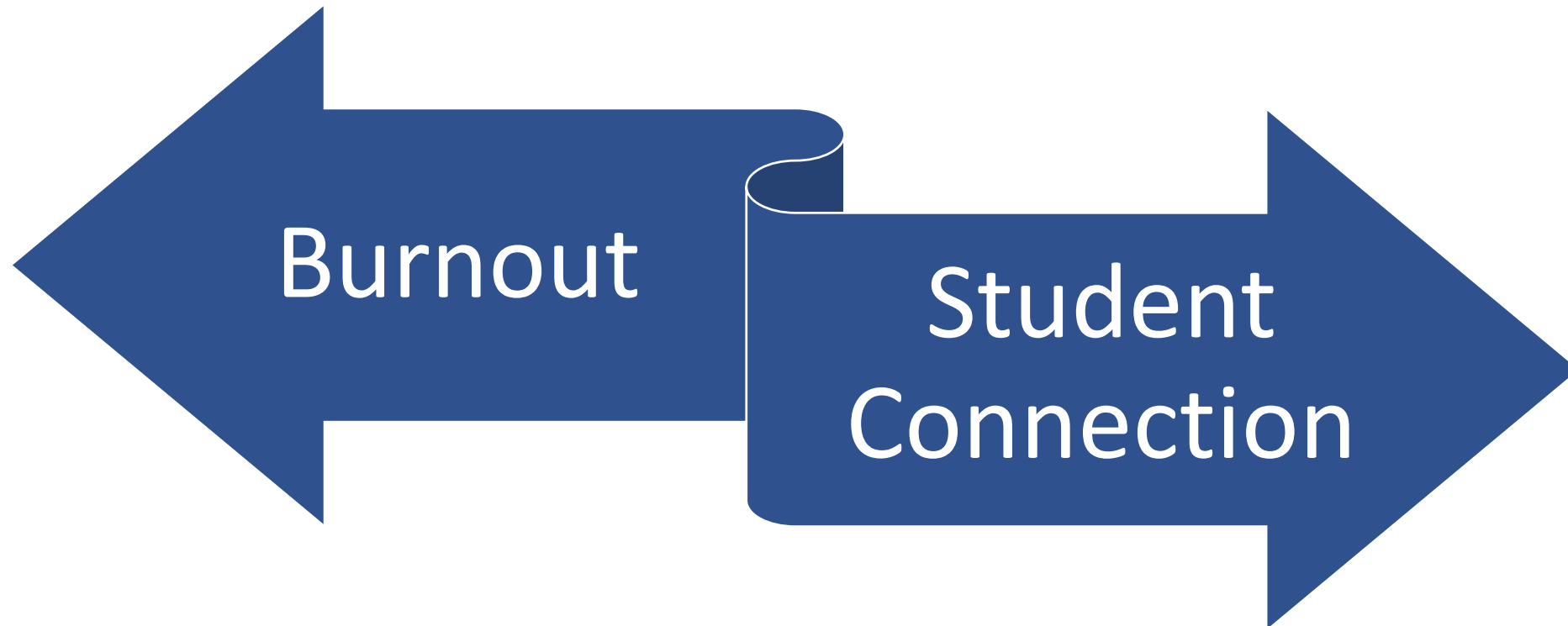
70%

Greater risk of
burnout with 1
disability type

254%

Greater risk of
burnout with
multiple
disability types

Effects on Our Work



Acceptance and Commitment Therapy (ACT)

Psychological flexibility and professional wellbeing

Psychological Flexibility ^{6,8}

Staying connected to what matters even when thoughts, feelings, and circumstances are difficult.

Acceptance and Commitment Therapy (ACT) at a Glance ⁷

Acceptance

Cognitive Defusion

Present Moment Awareness

Self as Context

Values

Committed Action

Defining Your Values

- Review the values list
- Narrow to 10
- Narrow to 5
- Identify your top 2-3

Defining Your Values (cont.)

- Share:
 - What is one value that stood out?
 - Why does this matter to you?
 - Where did it come from?
 - What gets in the way of living it?

What Hooks You? ⁹

Common hooks:

- Guilt
- Fear
- Perfectionism
- Self-doubt
- Urgency
- Exhaustion
- Cynicism



Creating Distance

“This is too overwhelming.”

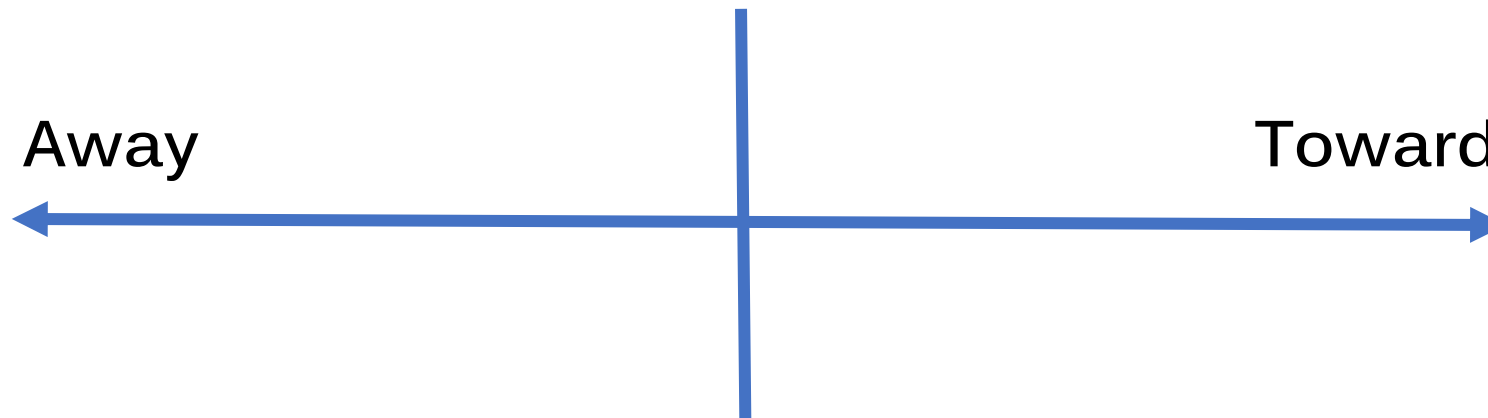
“I'm having the thought that this is too overwhelming.”

“I'm noticing I'm having the thought that this is too overwhelming.”

A Brief Experiment ¹⁰



Moving Toward Our Values ⁹



One Small Toward Move

- What is one thing you could do this week that leans you toward one of your values?

Takeaways

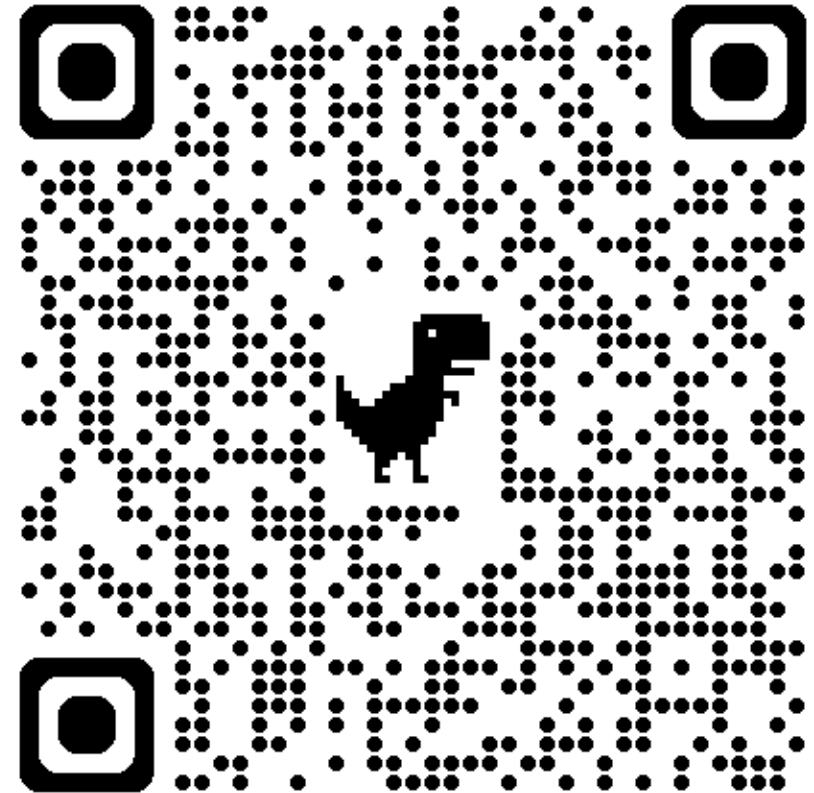
- What matters?
- What pulls me away?
- What's one toward move I can make?

Session Evaluation

tiny.cc/8zu1101

Thank you for attending!

Your feedback helps shape future programming.



References (1)

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2. Wolfe, K. (2025). The impact of high-performance work practices on employee burnout experience in UK higher education: A professional services perspective. *Perspectives: Policy and Practice in Higher Education*, 29(1), 3-13. <https://doi.org/10.1080/13603108.2024.2392165>
3. Teshome, B. G., Desai, M. M., Gross, C. P., Hill, K. A., Li, F., Samuels, E. A., Wong, A. H., Xu, Y. & Boatright, D. H. (2022). Marginalized identities, mistreatment, discrimination, and burnout among US medical students: cross sectional survey and retrospective cohort study. *BMJ*, 376, 1-9. <https://doi.org/10.1136/bmj-2021-065984>
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References (2)

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9. Harris, R. (2019). *ACT made simple: An easy-to-read primer on acceptance and commitment therapy*. New Harbinger Publications.
10. Hayes, S. C., Strosahl, K. D., & Wilson, K. G. (2011). *Acceptance and commitment therapy: The process and practice of mindful change*. Guilford press.