



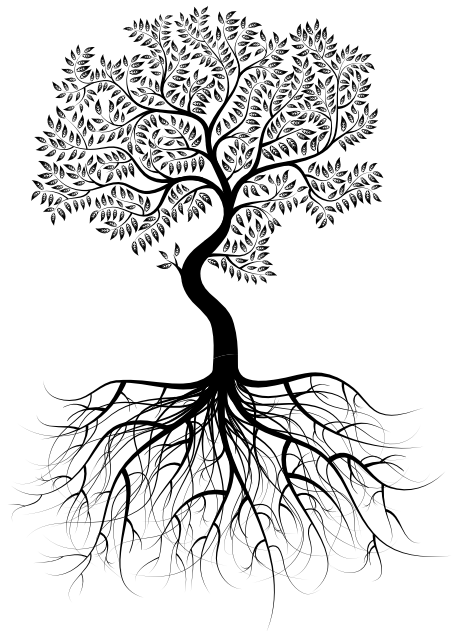
Eat. Pray. Grow.

Done Just Surviving

A Presentation for Sun Cloud Health

Jen Spencer, PhD

How many houseplants have you personally killed this year?



Why This Matters to Me

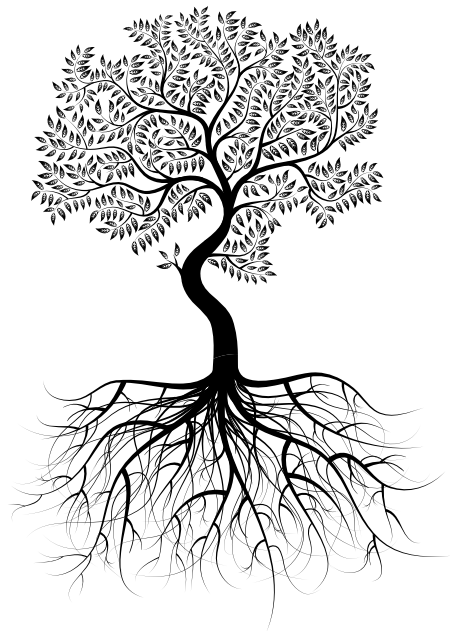
PhD Educational Leadership

Studied burnout, stress, and moral injury in mission driven work

Experience in education (8 years), healthcare (10 years) & social work (3 years)

Lived experience in complex environments

Devoted to promoting wellness to eliminate Calling Collpase in the healers & helpers– just like you.



Why This Matters Now

Working Alone



No Autonomy



No Time for Self
Care



Reactive



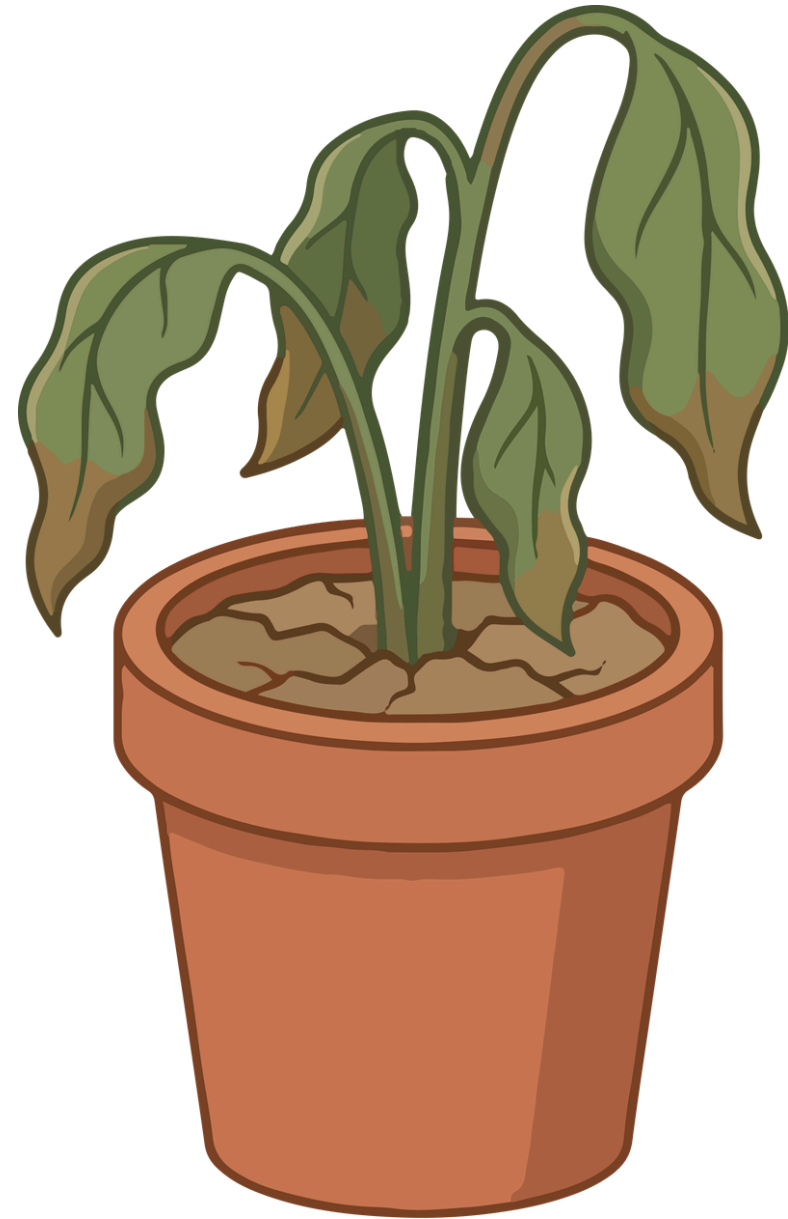
No Capacity



Surviving



Burnout



Depersonalization

Exhaustion



Reduced Sense of Accomplishment

Calling Collapse™

the condition where a person's calling comes into direct conflict with their own morals and values, eroding their identity and stripping away their sense of psychological safety.

Calling Collapse™

Moral Injury & Calling



Identity Fracture

Loss of Vocational Agency

Existential Violation

Burnout vs Calling Collapse™



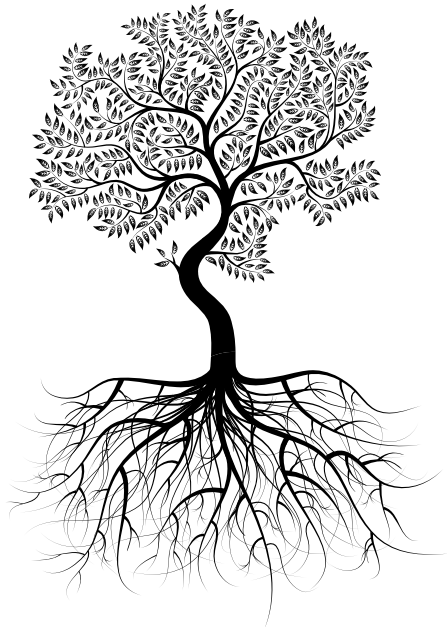
Killing a plant just means you had nothing left to give it.

Calling Collapse™ is what happens when the same thing happens:

- to your identity
- your sense of psychological safety
- conflict with your own morals and values.

What It Sounds Like

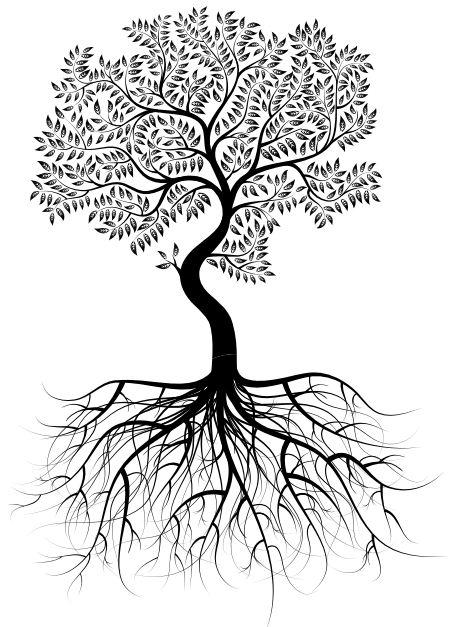
I think to have boundaries that your job is a job and it may be very worthwhile but it is a job and it can't be your life...Some assistance with people on boundaries [would be helpful].



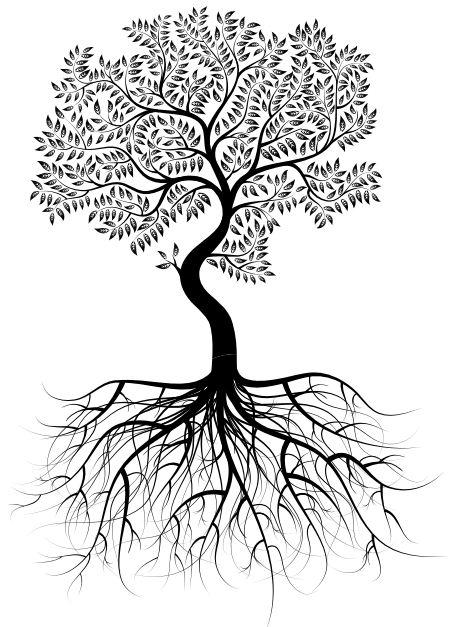
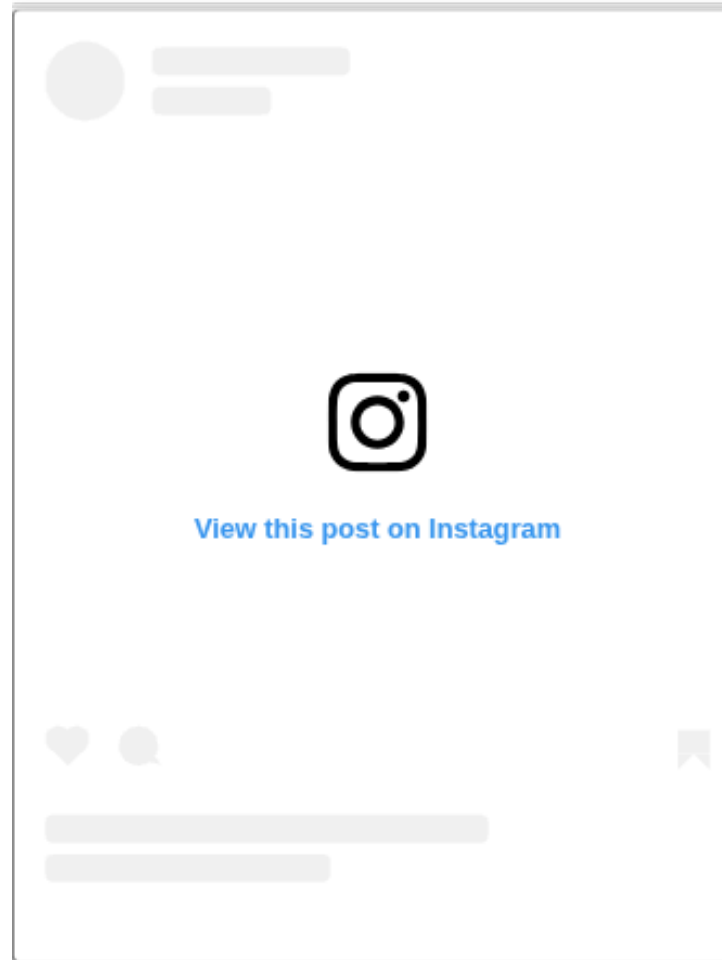
Rollins AL, Eliacin J, Russ-Jara AL, Monroe-Devita M, Wasmuth S, Flanagan ME, Morse GA, Leiter M, Salyers MP. Organizational conditions that influence work engagement and burnout: A qualitative study of mental health workers. *Psychiatr Rehabil J*. 2021 Sep;44(3):229-237. doi: 10.1037/prj0000472. Epub 2021 Apr 1. PMID: 33793289; PMCID: PMC8440452.

ROOTED

Relationships
Ownership
Ongoing Self-Care
Trust
Efficacy
Durability



Why a Tree



“Patterns of exchange not competition.”

Relationships

Mentor

Professional Organizations

Volunteer

Clubs

Classes

Snacks

Coffee

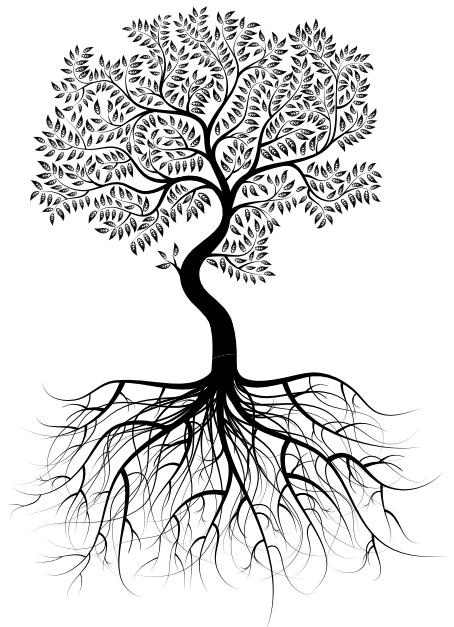


“Patterns of exchange not competition.”



Relationships

Who is your thought partner?



“Patterns of exchange not competition.”

Ownership

Boundaries Autonomy Practioner Professional

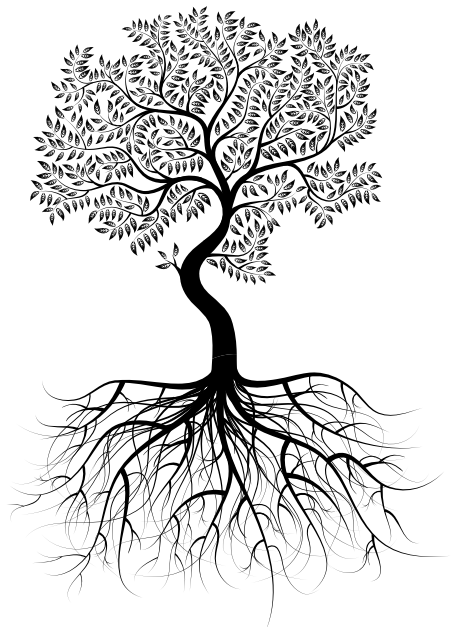
Grey Areas Control Authority SME



“Patterns of exchange not competition.”

Ownership

Why is it hard to set boundaries at work?



“Patterns of exchange not competition.”

Ongoing Self-Care

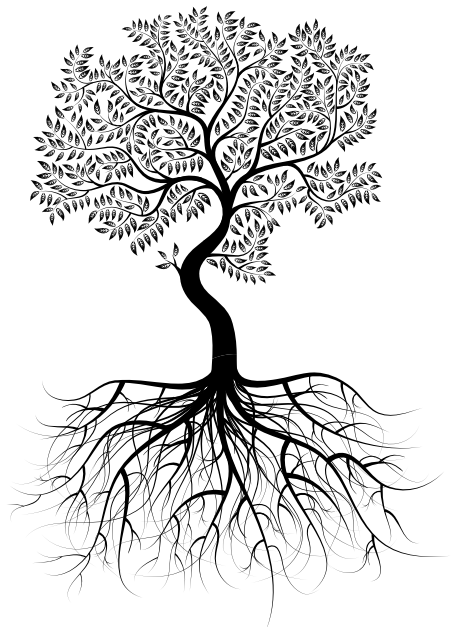
Not Performative Do the things Time not serving Protect Time Off
Schedule if you must Mow your lawn DND



“Patterns of exchange not competition.”

Ongoing Self-Care

What are you doing to relax?



“Patterns of exchange not competition.”

Trust

Pushing Back Concerns Mistakes Asking Questions

Psychological Safety Decison Making Relationships

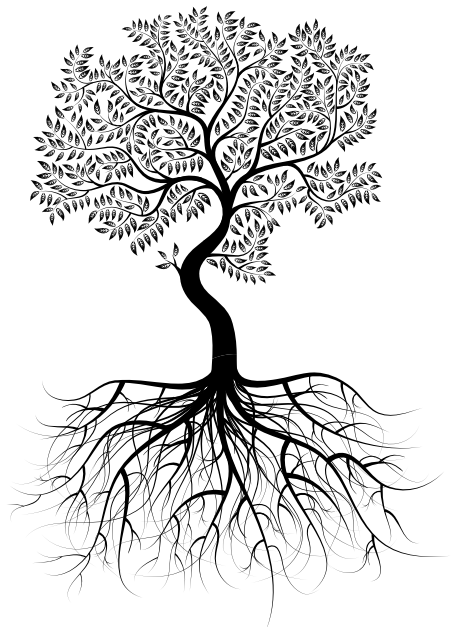
Vulnerable



“Patterns of exchange not competition.”

Trust

How do you know if you can trust your boss?

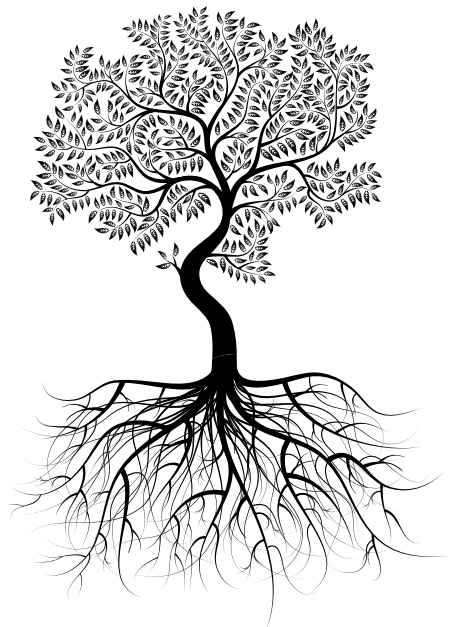


“Patterns of exchange not competition.”

Self Efficacy

"People with high assurance in their capabilities approach difficult tasks as challenges to be mastered rather than as threats to be avoided."

— Albert Bandura, *Self-Efficacy: The Exercise of Control*
(1997)



“Patterns of exchange not competition.”



Scenario

A patient disputes a medication or treatment protocol

“Patterns of exchange not competition.”



Scenario

Without Self-Efficacy

A patient disputes a medication or treatment protocol

Staff second-guesses their own training mid-conversation, either over-explaining anxiously or shutting the conversation down abruptly just to end it

“Patterns of exchange not competition.”



Scenario

With Self-Efficacy

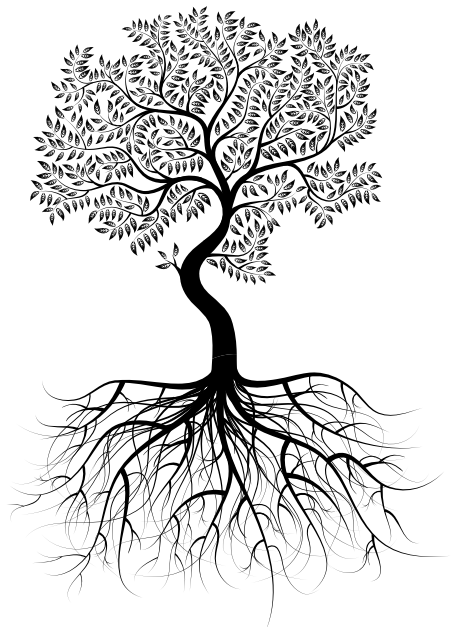
A patient disputes a medication or treatment protocol

Staff grounds their response in clear clinical rationale, stays open to questions, and doesn't take the pushback personally

“Patterns of exchange not competition.”

Durability

Thrive instead of survive



“Patterns of exchange not competition.”

ROOTED

Relationships

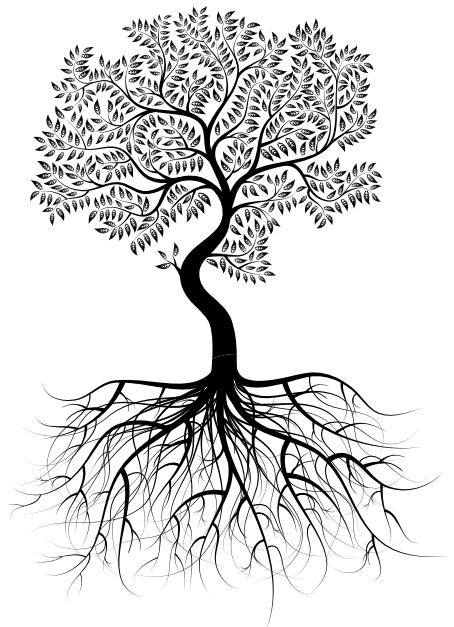
Ownership

Ongoing Self-Care

Trust

Efficacy

Durability



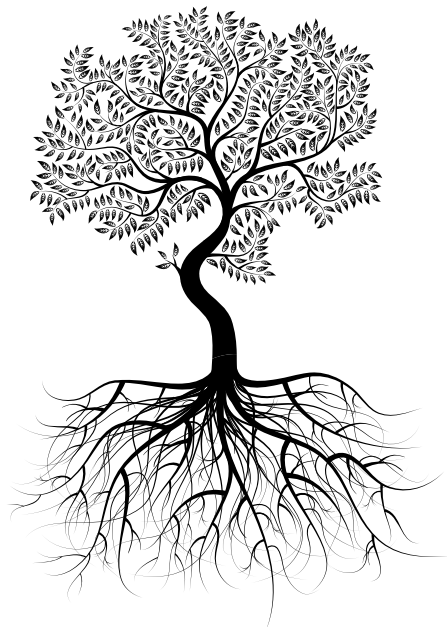
The Call Collective

A free monthly email for leaders who give everything at work

- 📧 Monthly theme from the Calling Collapse Recovery Framework
- 🔍 Research on self efficacy, made simple
- ✅ Practical strategies & checklists
- 📖 Curated book & resource picks
- 💬 Updates from the field

Send me an email or share yours here....

jenspencerphd@gmail.com



“Patterns of exchange not competition.”



JEN SPENCER, PHD

You're still showing up every day, but something feels off, like the work that once lit you up is slowly dimming your light. You're not broken. You're not burned out. You're morally injured. And I want to help you find your way back to yourself.



TESTIMONIALS

Lezlie Winter, Ed.D —
Former K-12
Superintendent

"Dr. Spencer leads with heart, clarity, and conviction. I highly recommend her — she makes every space she's in better."

Dr. Charity Flores —
Former Chief Academic
Officer, IDOE

"She has deep content expertise, problem-solving skills, and a steadfast commitment to ensuring high-quality educational outcomes."

- Transformational speaker
- Author
- Thought Leader
- Educator

Get in touch!

CONTACT ME

EMAIL: JENSPENCERPHD@GMAIL.COM

PHONE: 765-667-2861

LOCATION: INDIANA

“Patterns of exchange not competition.”

