

Applying 12 Step Principles to Succeed, Stay Sane & Save Lives

2021 Best Friends National Conference

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About Me

- ❖ 12-Step Background
- ❖ More than 15 years in Animal Welfare
- ❖ My first job interview in Animal Welfare
- ❖ What I Know Now



This Sounds Like Therapy! Is Emotional Intelligence Really Relevant in a Professional Setting?

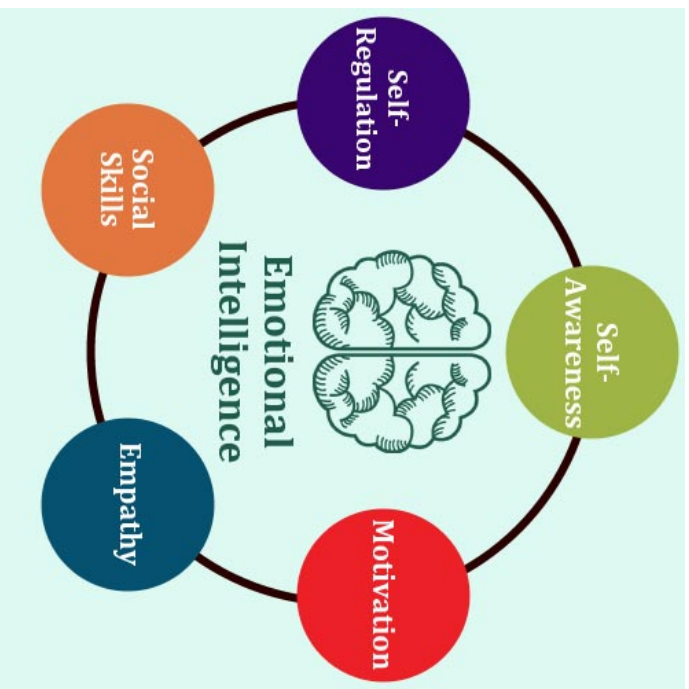


100% ! There is an expression- how we do anything is how we do everything.

We see the world not as It is, but as We are.

Our past experiences & beliefs determine our perceptions & inform our behaviors.

Emotional Intelligence



EI helps us identify our emotions, clarify our perceptions, & manage our emotions & behaviors effectively.

Cultivating emotional intelligence & applying it in the workplace will give us the ability to create better relationships with our coworkers and community & create a positive work environment for the entire team.

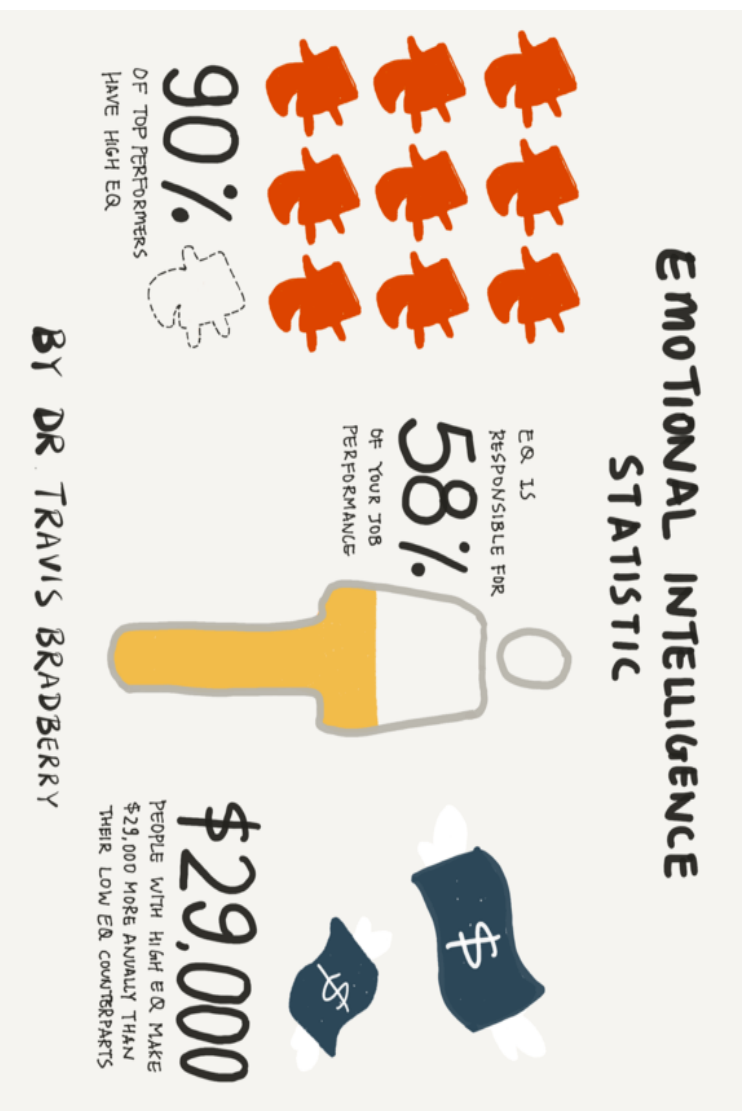
The Non-Profit Environment

Non-profits are notorious for attracting sensitive, caretaking personalities to their cause.

Animal welfare professionals are committed compassionate employees but we can be hindered by interpersonal obstacles.

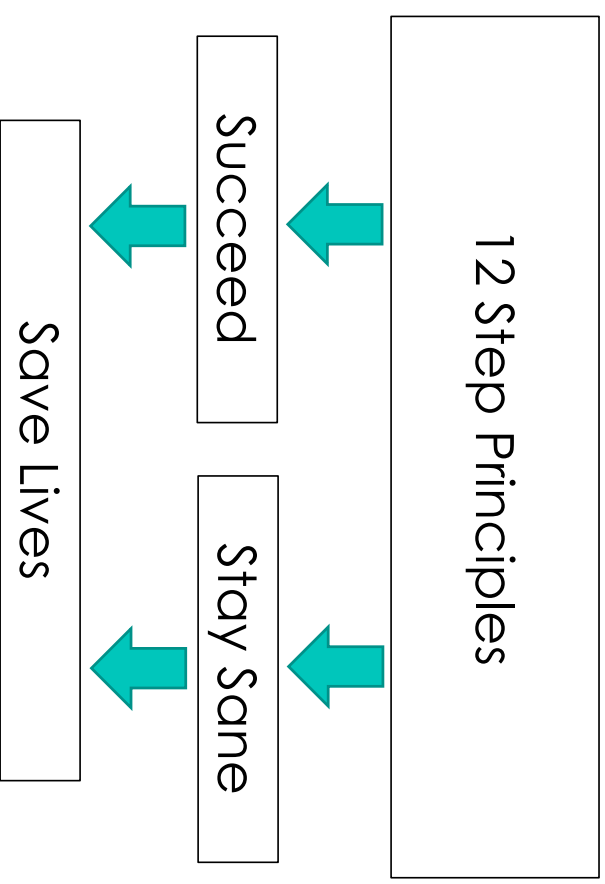


Does Emotional Intelligence Drive Professional Success?



- ❖ 90% of top performers have high EQ.
- ❖ EQ is responsible for 58% of your job performance.
- ❖ People with high EQ make almost \$30,000 more annually than their low EQ counterparts.

How can we learn to be more emotionally intelligent?



Using 12 Step Principles to Succeed

How Important Is It?

- ❖ Learn to distinguish between a minor inconvenience & a major crisis.
- ❖ Does this need to be said? Does this need to be said by me? Does this need to be said by me now?
- ❖ Detach from the small stuff & focus on what's really important.



Using 12 Step Principles to Succeed

Take the **Action** & Let Go of the **Result**

- ❖ Act with integrity & intention & then let go of your attachment to the outcome.
- ❖ Recognize your input & actions as doing service for your team & the organization.
- ❖ Don't obsess about doing it perfectly, or what others will think.



Using 12 Step Principles to Succeed



The Power of Making Amends

We're human, we make mistakes.

When we stay calm, own up to our mistakes immediately, & address how we're going to rectify the situation moving forward, we become the kind of people who others respect & trust, mistakes and all.

Using 12 Step Principles to Stay Sane



Relationships can be challenging & relationships in the office are no exception.

Most workplace conflict stems from poor communication, a lack of boundaries, & a tendency to assume the worst, but the following tools and principles can help!

Using 12 Step Principles to Stay Sane

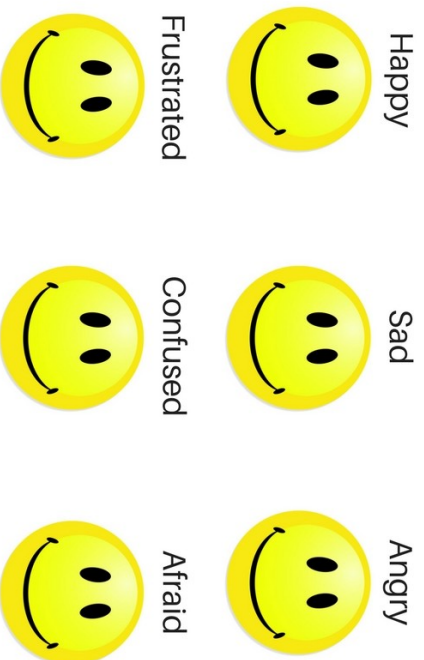
Feelings Aren't Facts

**Feelings
aren't
facts.**

- ❖ They aren't doing it TO you; they're just doing it.
- ❖ If it's hysterical, it's historical.
- ❖ Feelings are like kids in the car: you don't stuff them in the trunk, but you don't let them drive either.

Using 12 Step Principles to Stay Sane

How to Know How a People Pleaser is Feeling



Jesse Lyn Stoner
SeapointCenter.com

The Perils of People Pleasing

We're not responsible for someone else's feelings or behaviors.

When we stop trying to get inside another person's head, we can shift our focus back to our own actions & make sure we're operating from a place of integrity, which will ultimately benefit us, our colleagues, & the organization.

Using 12 Step Principles to Stay Sane

Resentment is Like Peeing in Your Pants, Nobody Feels it But You



Resentment thrives on toxic thoughts that are trapped in our minds so open the door and let those thoughts out.

If you need to have a conversation with your manager or colleague, set up a meeting with the goal of clarifying, connecting & asking questions and then be honest, open, and willing to listen and learn.

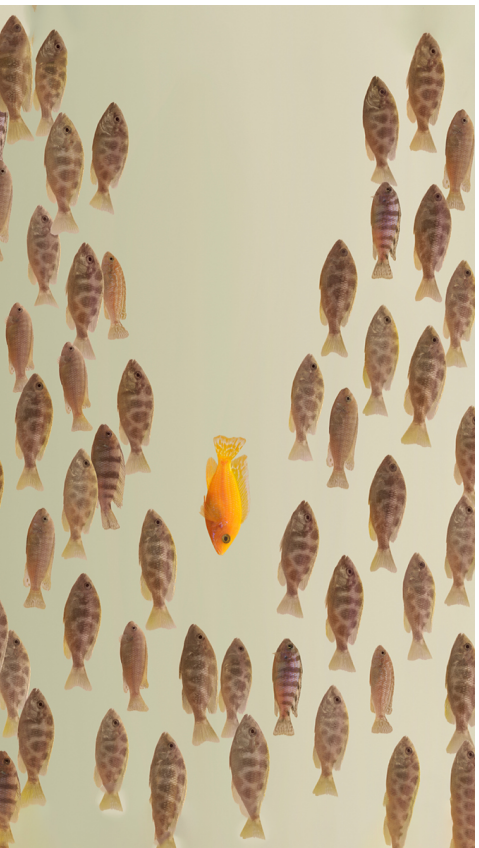
Using 12 Step Principles to Save Lives



These next three principles will illustrate how we can use 12 step principles to manage our workloads, inspire innovation, help us acknowledge & celebrate our achievements, and yes, save even more lives.

Using 12 Step Principles to Save Lives

If You Do What You've Always Done, You'll Get What You've Always Gotten



- ❖ Organizations are only as good as the people within them.
- ❖ Ask yourself if there is a better way.
- ❖ Don't be afraid to bring new ideas to the table.

Using 12 Step Principles to Save Lives

Just Take the Next Right Action

We don't have to plan out the rest of our life.

We don't even need to figure out the rest of our day.

We just need to determine the next action.



Using 12 Step Principles to Save Lives



Progress Not Perfection

Working in animal welfare can be all-consuming & it's critical to celebrate our wins!

- ❖ More than 45% of animal shelters today are no kill.
- ❖ Pet euthanasia rates have plummeted in big cities in recent years, falling more than 75% since 2009.
- ❖ The National Save Rate is over 79% & has increased every year since 2014 (50%).

Using 12 Step Principles to Save Lives



Thank You!!!

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