


...

Time Well Spent: Living and Working Intentionally

Caitlyn Stypa (she/her)
Dylan McGlothlin (he/they)



Tell me, what is it
you plan to do
with your one wild
and precious life?

Mary Oliver, The Summer Day

Presenter's Needs



Dylan is neurospicy!

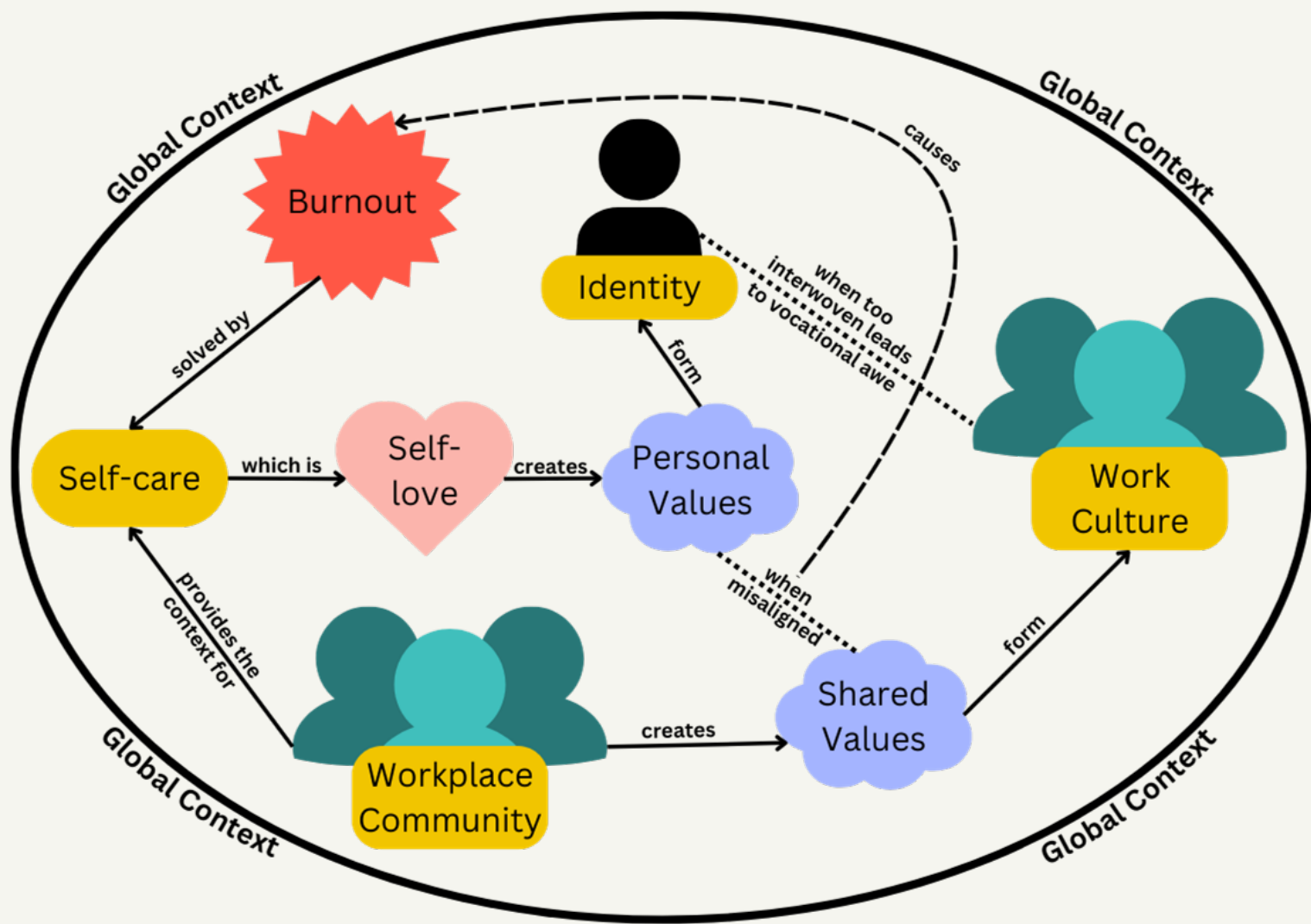
He will fidget, read from their notes, have poor recollection, and lose his train of thought.

They may also need to have questions repeated and extra time to think through responses.



Where It Started

- Caitlyn recognized her excellent work boundaries, despite feeling like she has few, at a Community College IG casual conversation.
- Dylan was planning a casual conversation on Selfcare for the Instruction & Information Literacy IG
- Caitlyn wanted to help others see how they could improve their work-life balance, but was mainly propelled by feelings and poetry.
- Dylan brilliantly diagramed how burnout in the workplace forms and how we can avoid it.
- In this session we will discuss selfcare in the context of library work, and we will identify techniques to help you build habits that contribute to work -life balance.



Some Contextual Statistics

- In a 2018 Gallup survey, 44% of respondents said they work more than 45 hours per week. (p.77)
That could be working through a lunch break each day. Plus, productivity declines after the forty - hour limit. (p.82)
- Researchers have found that people in office jobs are capable of productivity for an average of three hours per day.
Other work hours are spent chatting, “cyberloafing,” making food or drinks, and even staring into space. (p.82-83)
- Due to technological advances, it now takes a worker 11 hours to complete what would have taken 40 hours in 1950.
Meanwhile, pay and benefits have not kept pace, and many organizations rely on PT workers to evade the cost of benefits. (p.77)

Burnout



“The MBI (Maslach Burnout Inventory) describes burnout as consisting of three things: emotional exhaustion, depersonalization (loss of identity) and a lost sense of personal accomplishment" (Price, 2021, p.90).

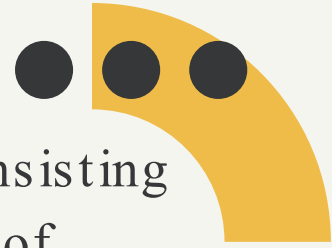
What does it look like? A noticeable reduction of resilience.



Shutdown: Inactive.
Withdraw, lack of
response, autopilot.

Meltdown: Active.
Negativity, aggression, could
increase to physical harm
(Engelbrecht, 2024).

Burnout Continued



“The MBI (Maslach Burnout Inventory) describes burnout as consisting of three things: emotional exhaustion, depersonalization (loss of identity) and a lost sense of personal accomplishment" (Price, 2021, p.90).

Demoralization

- Misalignment between personal values and shared values leads to demoralization.
- Beliefs or goals in our profession that are impossible to achieve (Berlant, 2011; Seale & Nicholson, 2024).

Recognize that these feelings are a product of the system, not solely the responsibility of the individual

”

And that mindset? That frantic need to feel and look productive, to work all the time, to allow work to swallow all parts of your life? It's a burnout trap. But it's also a means of trapping us within our organizations: we become so yoked to our work identities—in your case, as a librarian—and so deeply immersed in the work, that it becomes impossible to even conceive of doing anything other than what you're doing.

Peterson, 2022



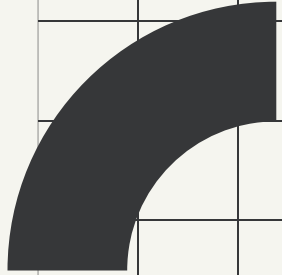
”

Overextending myself is
not stretching myself. I
had to accept how
difficult it is to monitor
the difference.

Audre Lorde, 1988




A Glass of Water



A Timeline of Self-care

(AFROPUNK, 2018)
(Aujla &
Narasimhan, 2023)
(Columbia, 2016)
(McKinsey &
Company, 2024)



Self-care existed in ancient times. Before medicine was professionalized, maintenance of health was undertaken at home and within one's community. Multiple ancient texts from across the globe connect self-healing to relationships with others and nature.

Self-care became a term used in Western medicine to label actions individuals could take to heal their diseases.

During the Civil Rights movement, the Black Panthers promoted public health through their community programs, and some Panther members promoted self-care to prevent burnout from their advocacy work.

In 1988, author, activist, and philosopher Audre Lorde wrote, "Caring for myself is not self-indulgence, it is self-preservation, and that is an act of political warfare."

Today, there is a 1.8 trillion dollar global (\$480B in the US) industry focused on self-care; additionally, responsibility for and the outcomes of self-care are often placed on the individual.

Self-care

“Self-care means taking the time to do things that help you live well and improve both your physical health and mental health.”

(National Institute of Mental Health, 2025)

Self-care for the sake of your community

- Self-care is not always a solo act. For some, it is a radical act.
- Caring for yourself so you have the capacity to continue caring for others.
- “Anyone who is interested in making change in the world also has to learn how to take care of [themselves].” -Angela Davis



Self-care for the sake of yourself



Identity & Personal Values



Your judgement of what is important in life.

Created through self-love and influenced by community.

Identity

Is expressed in how you spend your time...

- Habits
- Hobbies (No side hustles necessary!)
- Relationships

Personal Values

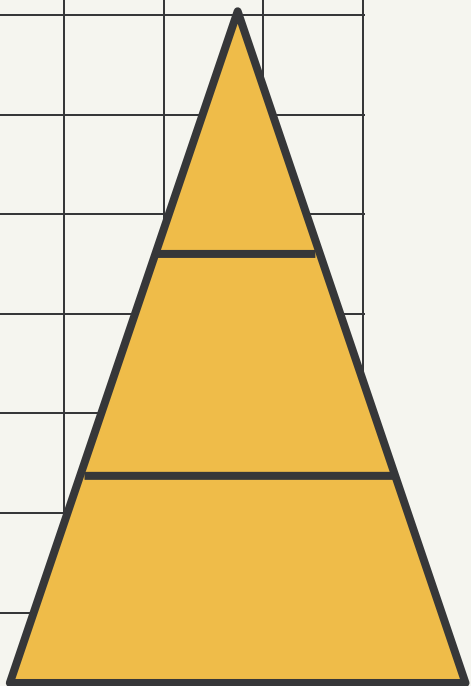
- What is important to you?
- How do you spend your time?
- Do your actions align with your values?
- If your actions do not align with your values, what habits could you practice to align them?

Time Tracking

"168 Hours" Time Sheet

| LAURA VANDERKAM 168 HOURS TIME MANAGEMENT WORKSHEET | | | | | | | |
|---|--------|---------|-----------|------------|--------|----------|--------|
| Project _____ | | | | Date _____ | | | |
| | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY | SUNDAY |
| 5AM | | | | | | | |
| 5:30 | | | | | | | |
| 6:00 | | | | | | | |
| 6:30 | | | | | | | |
| 7:00 | | | | | | | |
| 7:30 | | | | | | | |
| 8:00 | | | | | | | |
| 8:30 | | | | | | | |
| 9:00 | | | | | | | |
| 9:30 | | | | | | | |
| 10:00 | | | | | | | |
| 10:30 | | | | | | | |
| 11:00 | | | | | | | |
| 11:30 | | | | | | | |
| 12PM | | | | | | | |
| 12:30 | | | | | | | |
| 1:00 | | | | | | | |
| 1:30 | | | | | | | |
| 2:00 | | | | | | | |
| 2:30 | | | | | | | |
| 3:00 | | | | | | | |
| 3:30 | | | | | | | |
| 4:00 | | | | | | | |

Personal Identity Pyramid

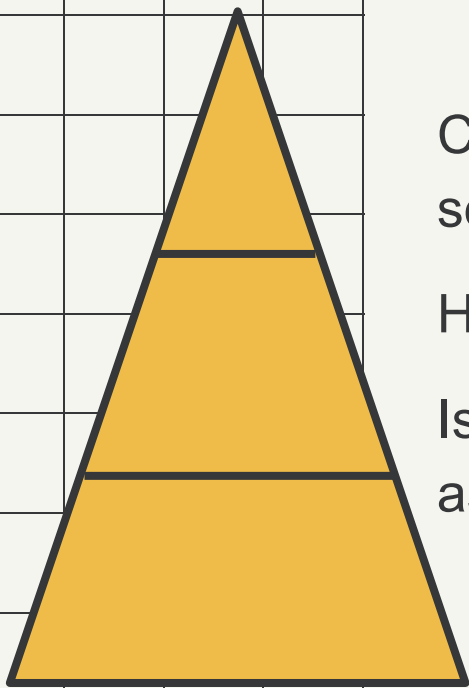


Think about different aspects of your identity that define who you are.

Place each of the aspects into the three sections of the pyramid in order of most important (top), situation, and least important (bottom).

Use the words provided or more specific terms. You may also think of aspects that are not on the list.

Personal Identity Pyramid Continued



Complete the pyramid again but in terms of how others see you.

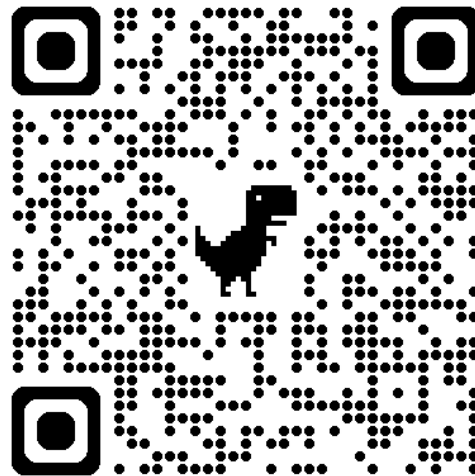
How does it change?

Is there a personal value that you associate with an aspect of your identity?

Personal Values Exercise ● ● ●



Think of four things that make up your identity or things that are big priorities in your life. If you had to eliminate one, which would you pick?



Padlet

Shared Values & Work Culture

“Work culture is a collection of attitudes, beliefs and behaviors that make up the regular atmosphere in a work environment.”

(Indeed, 2025)



Explicit

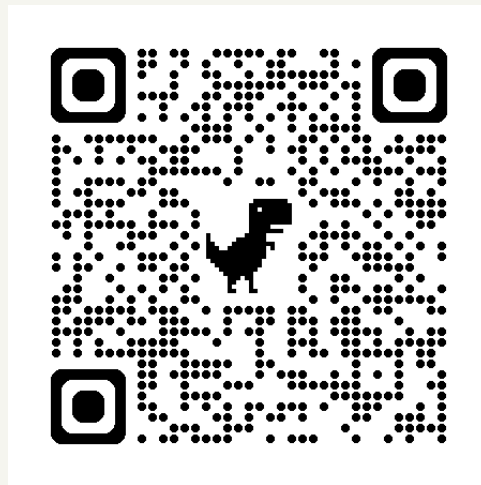
- Job Descriptions & Workloads
- Policies
- Strategic Plans
- Professional Ethics
 - ALA Code of Ethics
 - Library Bill of Rights

Implicit

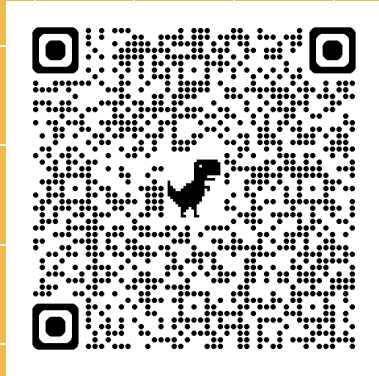
How do your coworkers and supervisors act?

- Do they take breaks during the day and use vacation time?
- Do they reply to emails in off hours or while on vacation?
- Do they talk about their personal lives?
- What do they wear?
- Is there a sense of trust among colleagues?

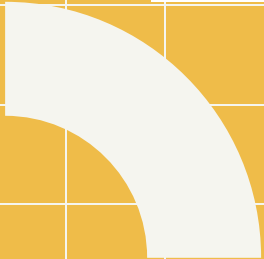
Building New Habits



Padlet



Slides



Thank you!

Dylan McGlothlin

Humanities Librarian

Western Michigan University
dylan.mcglathlin@wmich.edu

<https://linktr.ee/dylan.mcg>

Caitlyn Stypa

Reference and Instruction Librarian

Lansing Community College

stypac@lcc.edu

References

- Aujla, M. & Narasimhan, M. (2023). The cycling of self-care through history. *The Lancet (British Edition)*, 402(10417). [https://doi.org/10.1016/S0140-6736\(23\)02645-4](https://doi.org/10.1016/S0140-6736(23)02645-4)
- AFROPUNK. (2018, Dec. 17). *Radical self care: Angela Davis* [Video]. YouTube. <https://youtu.be/Q1cHoL4vaBs?si=c6ZnyDYPmww9zXB8>
- Berlant, L. G. (2011). *Cruel optimism*. Duke University Press.
- Columbia Mailman School of Public Health. (2016, Feb. 26). *The Black Panther Party stands for health*. <https://www.publichealth.columbia.edu/news/black-panther-party-stands-health>
- Engelbrecht, N. (2024, September 1). *Meltdowns and shutdowns*. Embrace Autism. <https://embrace-autism.com/meltdowns-and-shutdowns/>
- Indeed Editorial Team. (2025, January 28). *What is work culture?* Indeed. <https://www.indeed.com/career-advice/career-development/work-culture>
- Lorde, A. (1988). *A burst of light*. Firebrand Books.
- Maslach, C., & Jackson, S. E. (1981). The measurement of experienced burnout. *Journal of Organizational Behavior*, 2(2), 99–113. <https://doi.org/10.1002/job.4030020205>
- McKinsey & Company. (2024, Nov. 20). *What is the future of wellness?* <https://www.mckinsey.com/featured-insights/mckinsey-explainers/what-is-the-future-of-wellness>
- National Institute of Mental Health. (2024, December). *Caring for your mental health*. National Institute of Mental Health. <https://www.nimh.nih.gov/health/topics/caring-for-your-mental-health>
- Petersen, A. H. (2022, May 1). *The Librarians Are Not Okay*. Culture Study. <https://annehelen.substack.com/p/the-librarians-are-not-okay>
- Price, D. (2021). *Laziness does not exist*. Atria Books.
- Seale, M., & Nicholson, K. (2024). Cruel optimism, or, this time will be different! *Journal of Information Literacy*, 18(1), 130–135. <https://doi.org/10.11645/18.1.594>

Resources

Link to PDF of handouts: <https://drive.google.com/file/d/163-0ZyY6PlxMzva8RvVKiYnEsebOzj9s/view?usp=sharing>

[Urgent Work vs. Important Work](#)

[The Eight Dimensions of Wellness](#)

[List of Value Words, by Brene Brown/Dare to Lead](#)

[Personal Values Inventory](#)

[Time Tracking Spreadsheet \(additional info from Laura Vanderkam\)](#)

[@poeticpuppets post of Lyndsay Rush's poem](#)

[Lyndsay Rush's poem, I Cry on My Birthday; I Cry on Yours Too](#)

[Mary Oliver's poem, The Summer Day](#)