



ACBS World Conference
SAN FRANCISCO
— June 14-19, 2022 —

Doing More But Never Feeling Like You Do Enough

Help your clients unhook from productivity anxiety and strive skillfully with ACT and Compassion

Who am I?

DIANA HILL, PH.D.

Psychologist

Psychological flexibility guide. I care about helping people live true to themselves and lead values-rich lives

Human

Mom, partner, homesteader, friend, daughter, striver



Today's Journey

Arrive With Care

Inflexible Striving

- Creative Hopelessness
- Stuck Loops

Skillful Striving

- Values
- Compassion
- Wise Effort



note: no stock photos were used for this presentation

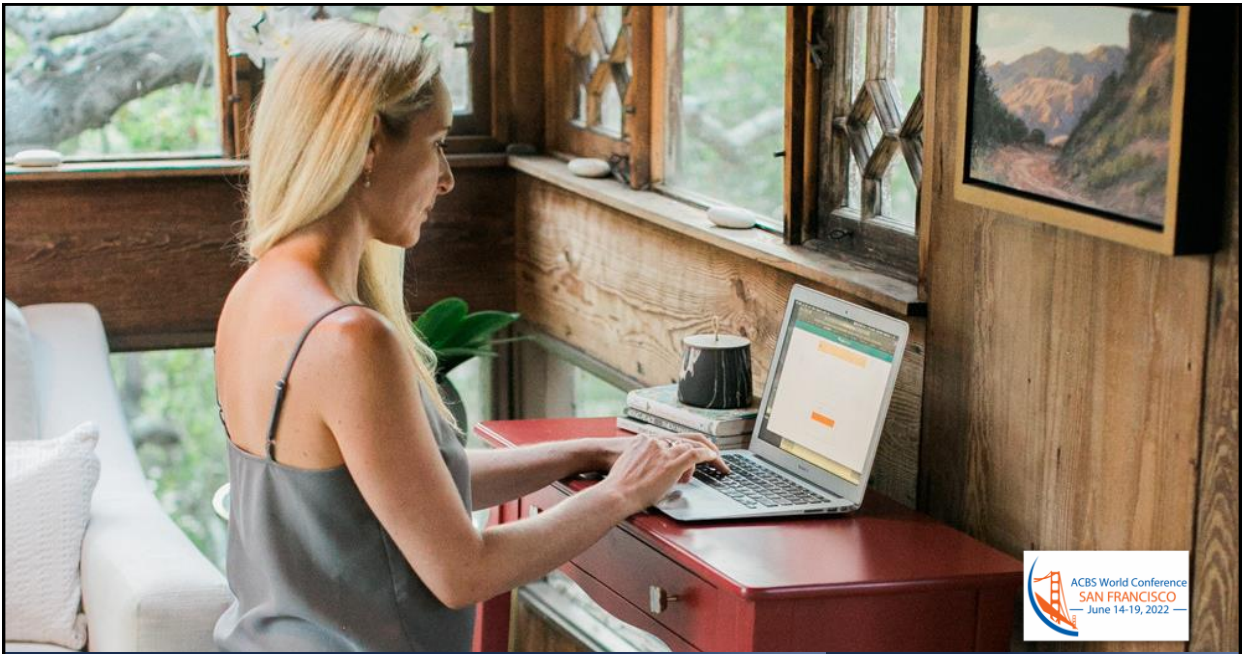


Intake:

What is it you
care about that
brought you
here?



Creative Hopelessness



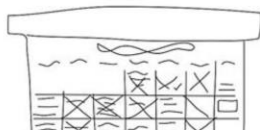
Inflexible Striving

- ✔ Do more but never feel like you are doing enough
- ✔ Use work to avoid feeling you aren't good enough
- ✔ Start so many projects you can't stay focused. Or overfocused and neglect important domains of your life.
- ✔ Believe your inner judge as true
- ✔ Avoid taking risks out fear you will fail?
- ✔ Compete with people who don't have the same goals as you
- ✔ Avoid taking time off, enjoying your life, or resting because you feel guilty
- ✔ Reach a big achievement only to quickly move on to the next one



i measure my self-worth
by how productive i've been
but no matter how hard i work
i still feel inadequate

productivity guilt - rupi kaur



Email or phone

Password

Log In

Forgot Account?



Rupi Kaur

August 3, 2020 · 🌐

i don't know where this productivity guilt comes from. it's probably many places. no amount of work feels like it's enough. the more i do - the more the inadequacy increases. i think: "okay i'll just do this one thing and then i'll take a break. okay. maybe this too—and that—and this". and boom. years went by with me too scared to slow down. scared that if i did - i would disappear into the abyss and everything i know would turn to dust. this insecurity meant a heart filled with constant anxiety. it took me getting sick to realize i could not allow my output to define me. what i made was not my only value. i've been working hard to undo this productivity guilt. as you all know - this is a forever journey. i wanted to share this new piece with you as a little peak of some of the new themes i explore in book 3. i can't wait for you to read the rest. **See less**

👍❤️👏 8.1K

210 Comments 1.8K Shares



Functional Contextualism



It's not your fault...

It makes sense...

You are doing everything
society has told you to
do to survive and be
happy...



What's Your Striving Origin Story?



Striving

HOW HAS THIS STORY SERVED YOU?

SELF-AS-SHIELD



Joseph Ciarrochi, ACBS World Con 2021

SELF-AS-PRIZE



Striving As Experiential Avoidance



DOING

Do you multitask, over-work, over-schedule, add tasks without pausing to think about their purpose or value?



BRACING

Do you tense up, clench your jaw, tighten your belly, hold your breath?



RUSHING THROUGH

Do you stay constantly busy, talk quickly, move quickly, rush conversations?



OVERTHINKING

Do you intellectualize, problem solve, ruminate, worry, or overanalyze?



NUMBING

Do you ignore hunger/fullness, use substances, over-caffeinate, over-exercise, over-ride your body's signals for rest?



Striving As Experiential Attachment



SELF PROMOTION

Do you spend a lot of time and energy curating and promoting your image?



FOCUS ON INDIVIDUAL PURSUITS

Do you see your successes as personal, discounting context, privilege or others contributions?



OVER IDENTIFICATION

Do you base your worth on your work, your performance, your appearance or your finances?



REASSURANCE SEEKING

Do you people please, ask for reassurance, feel addicted to likes and approval ratings?



ATTACHMENT TO THINGS

Do you work to gain more material goods, status, followers on a platform, citations, degrees, certifications, promotions, trophies?



Process Based Dimensions

Attention

scattered/rigid focus on productivity vs. **flexible attention**

Cognition

shoulds, rules, and high expectations vs. **cognitive defusion**

Affective

Experiential avoidance vs. **openness to discomfort** with rest, stillness and guilt

Self

Self-worth dependent on doing vs. **unconditional self-worth**

Motivation

extrinsic motivation vs. intrinsic **motivation based on values**

Behavior

impulsive or driven behavior vs. **values-based action**



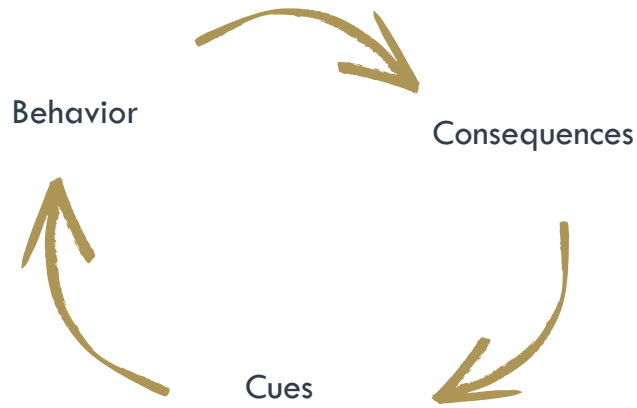
Case Study

Physician

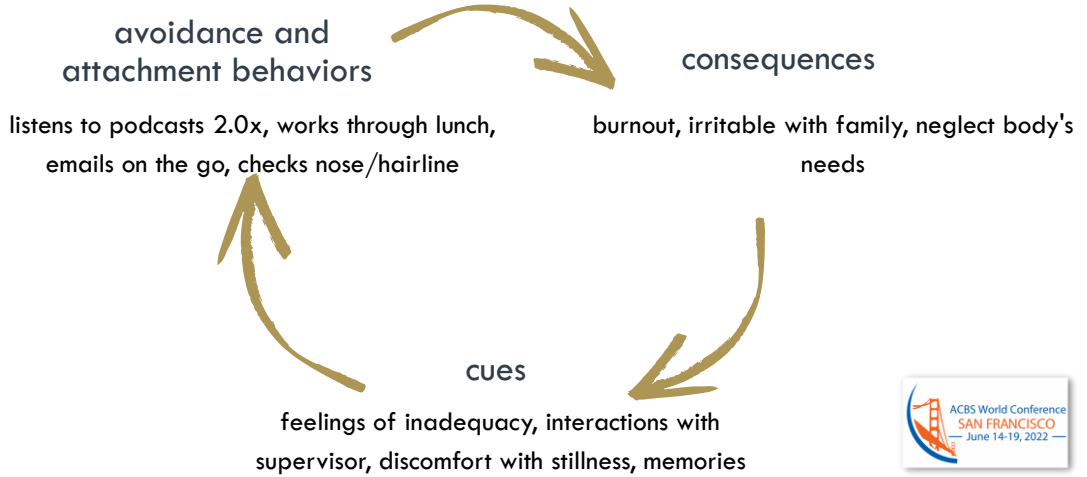
Married, gay, mid 40s. dissatisfied at work. compares accomplishments. panic attacks. negative body image. works 70-90 hours per week. values being a compassionate and present father, creativity, meaningful connection with patients.



BEHAVIOR LOOPS



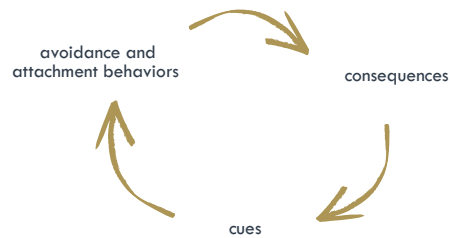
INFLEXIBLE STRIVING LOOP





Inflexible Striving

WHAT'S YOUR STUCK LOOP?



"Don't work so hard"

"Take a break"

"Don't be such a perfectionist"



APA TASK FORCE ON RACE AND ETHNICITY GUIDELINES IN PSYCHOLOGY

APPROVED BY APA COUNCIL OF REPRESENTATIVES
AUGUST 2019

APA Task Force on Race and Ethnicity Guidelines in Psychology

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Fundamental Guidelines

GUIDELINE 1

Psychologists **strive** to recognize and engage in the influence of race and ethnicity in all aspects of professional activities as an ongoing process

GUIDELINE 2

Psychologists are encouraged to maintain **updated knowledge** of the scholarship pertaining to race and ethnicity including interdisciplinary and global perspectives

GUIDELINE 3

Psychologists **strive** for awareness of their own positionality in relation to ethnicity and race

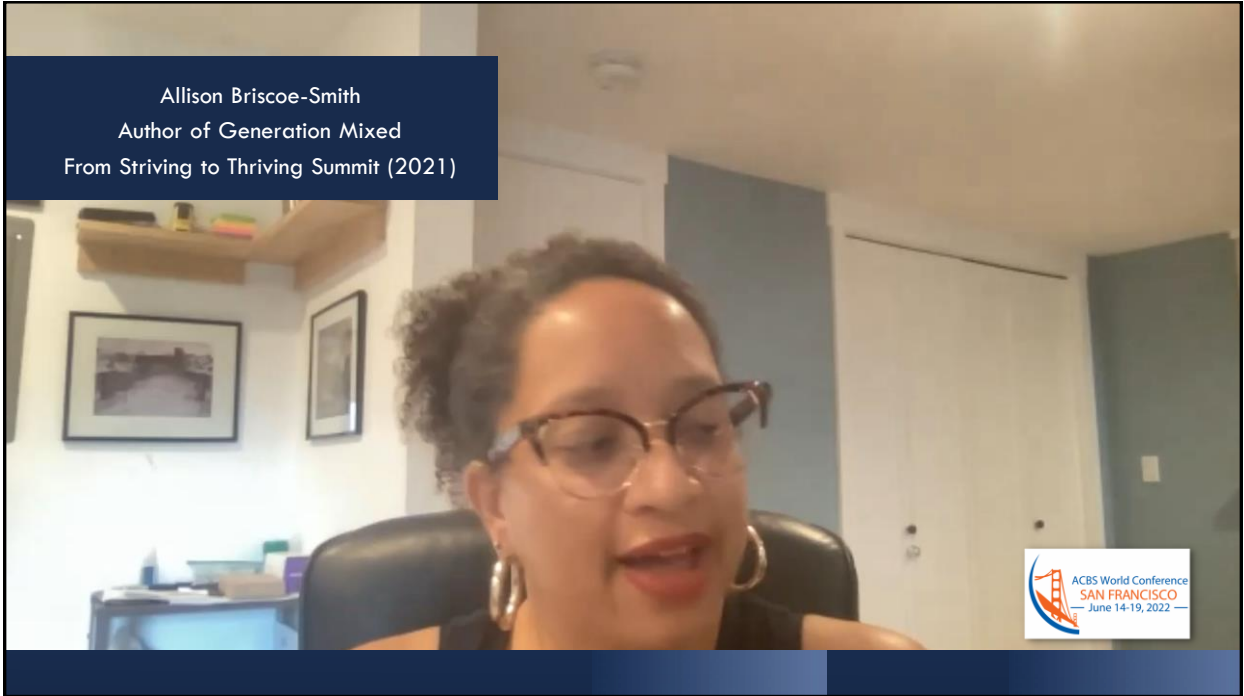
GUIDELINE 4

Psychologists **strive** to address organizational and social inequities and injustices related to race and ethnicity in organizational structures within and outside of psychology



APA Task Force on Race and Ethnicity Guidelines for Psychology (2019)

Allison Briscoe-Smith
Author of *Generation Mixed*
From *Striving to Thriving Summit* (2021)



What if...

You could strive, but do it more skillfully?

Aim high, without burning out?



Skillful Striving

- ✓ Being present and engaged in your work
- ✓ Setting goals based on your values
- ✓ Flexibly attending to the important domains of your life
- ✓ Pausing to take in the good of your achievements
- ✓ Being encouraging, kind, and motivating when you make mistakes
- ✓ Courageously taking risks outside your comfort zone
- ✓ Feeling meaning, purpose and belonging in your work
- ✓ Setting boundaries and taking time off, even if you feel guilty



Skillful Striving

VALUES

tune in to what brings you meaning and psychological richness

COMPASSION

cultivate a compassionate, caring mind

WISE EFFORT

set boundaries, take action, values-rich living





Skillful
Striving

Values

qualities of how you live your life
that demonstrate what you care most
about



My Thighs Carry Me Up the Mountain





What If...

You were to take the energy you put toward inflexible striving, and put it towards something you care about?

What mountain would you climb?
How would you climb differently?



VALUES

Tuning in to what is important to you.

Acting in ways that feel consistent with the person you want to be in the world





VALUES

The seed and the
fruit



WHAT ARE VALUES?

This not That

ABOUT MEANING

COMFORT AND PLEASURE



A GOOD LIFE

happy

comfort, joy, security

meaningful

significance, purpose,
coherence

psychologically rich

variety, interest,
perspective change

Source: Olsho and Westgate, 2021



A MEANINGFUL LIFE

deeper form of satisfaction

positive moods

feeling enriched

sense of being part of something

greater

longevity



Smith (2017); Huta Ryan (2020); Tedeschi and Calhoun (2004); Buettner (2008)



A PSYCHOLOGICALLY RICH LIFE

interest curiosity
vitality
openness to experience
wisdom

Oishi and Westgate (2021); Brewer (2020)



WHAT ARE VALUES?

This not That

ABOUT MEANING

COMFORT AND PLEASURE

MAKE YOU VULNERABLE

PROTECT YOU FROM PAIN



WHAT ARE YOUR VALUES?

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____



VALUES

"The aim is not for the client to simply name the value ... rather, it is to engage the client in a conversation that helps her make experiential contact with what living in accordance with that particular value would mean to her (most deeply)."

-Merwin, Zucker & Wilson (2020)





What do you regret?



What do you regret?

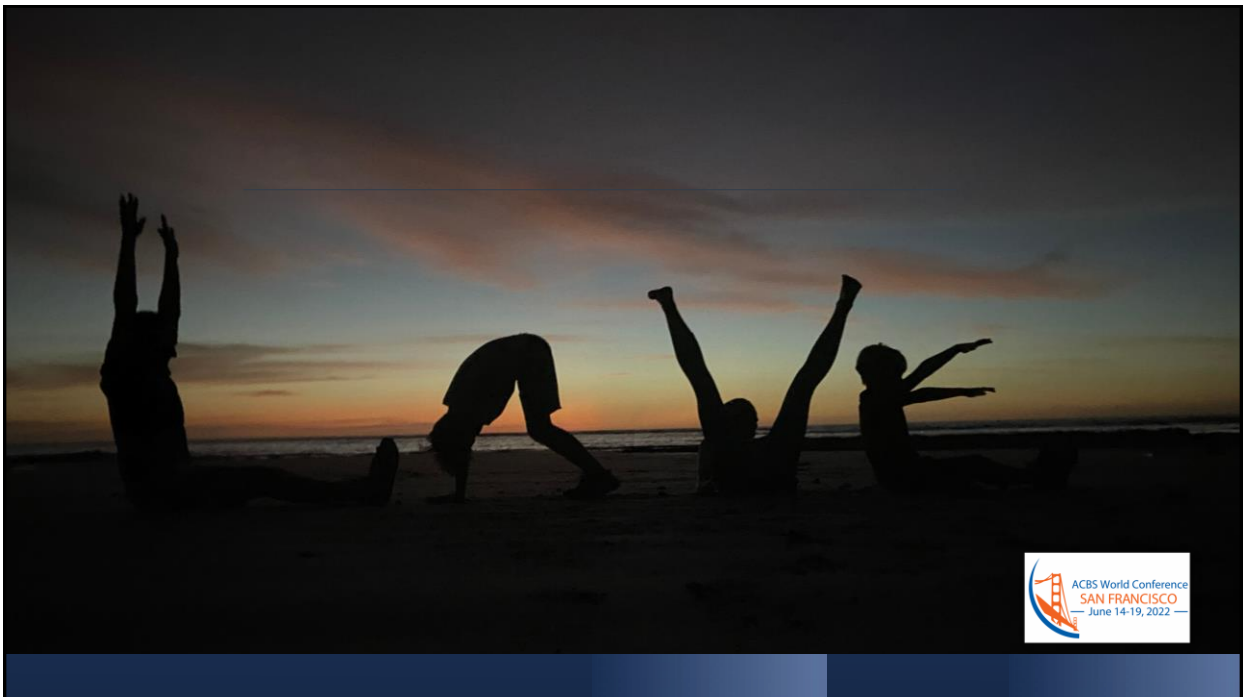
Foundation Regrets
Connection Regrets
Boldness Regrets
Moral Regrets

From: The Power of Regret by Daniel Pink



“There is not one single living human being who does not...secretly harbor an unrest, an inner strife, a disharmony, an anxiety about an unknown something”

-Sören Kierkegaard, Danish Philosopher



WHAT ARE VALUES?

This not That

ABOUT MEANING

COMFORT AND PLEASURE

MAKE YOU VULNERABLE

PROTECT YOU FROM PAIN

A PROCESS

A PRODUCT

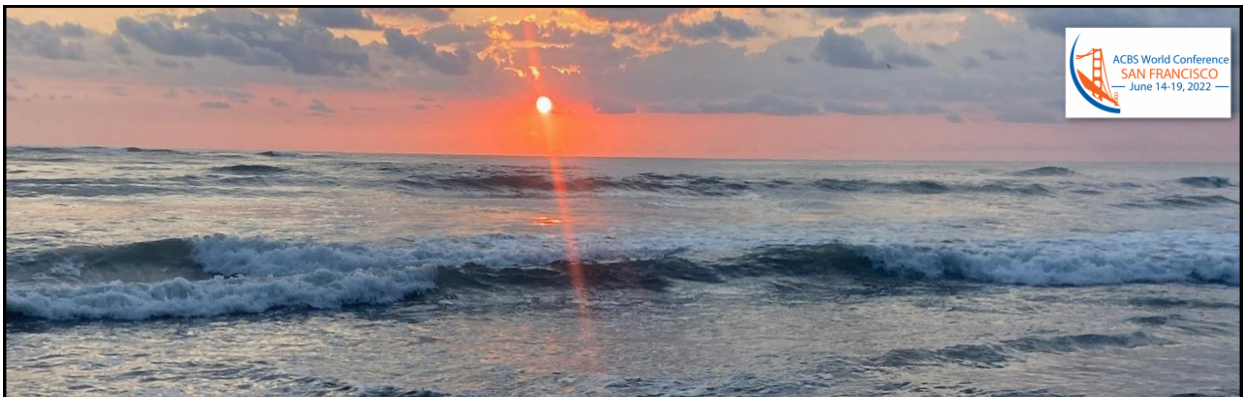




Skillful
Striving

Compassion

turning toward suffering and taking
action to alleviate it



COMPASSION FLOWS THREE WAYS

GIVE COMPASSION TO
YOURSELF

TAKE IN COMPASSION
FROM ANOTHER

GIVE COMPASSION TO
ANOTHER

FEARS OF COMPASSION SCALE

Compassion Toward Self:

"I fear if I am kinder or compassionate toward myself my standards will drop"

Giving Compassion:

"People will take advantage of me if they see me as too compassionate"

Taking In Compassion:

"If I think someone is being kind and caring towards me I put up a barrier"

Gilbert, McEwan, Matos and Ravis (2010)



FEARS OF COMPASSION

Fears of Compassion (Gilbert et al., 2010)

self-coldness

self-criticism

adult attachment

psychopathology

Fears of Compassion During COVID (Matos et al., 2021)

anxiety

depression

stress

social safeness



FIERCE COMPASSION

Tender
Comforting
Present
Reassuring

Fierce
Protecting
Motivating
Taking Action



Kristin Neff, 2021

Kristin Neff
Fierce Self-Compassion
From Striving to Thriving Summit (2021)

A video frame showing Kristin Neff speaking. She is wearing glasses and a white top, gesturing with her right hand. The background includes a bookshelf, a plant, and a framed picture. A dark blue banner at the top left of the video frame contains her name and the title of her presentation. An ACBS World Conference logo is visible in the bottom right corner of the video frame.The logo for the ACBS World Conference in San Francisco, held from June 14-19, 2022. It features a stylized orange and blue bridge graphic on the left and the text 'ACBS World Conference SAN FRANCISCO June 14-19, 2022' on the right.



COMPASSION FOR STRIVERS

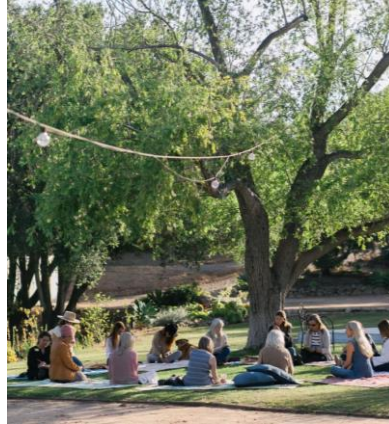
One-Eye-In and One-Eye-Out
Deliberate Rest
Nutritious Movement



ONE-EYE-IN ONE-EYE-OUT



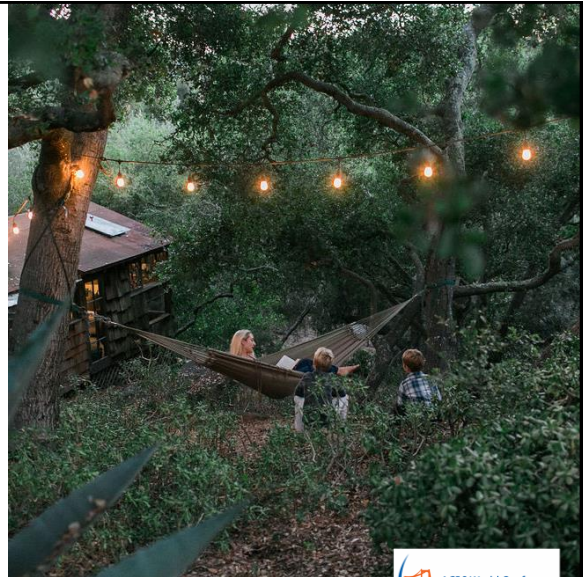
What do I need?
What do you need?
What do we need?



DELIBERATE REST



Attentional restoration
Physical restoration
Emotional restoration
Social restoration



“

Rest and sleep
are a social justice issue.

Tricia Hershey, The Nap Ministry

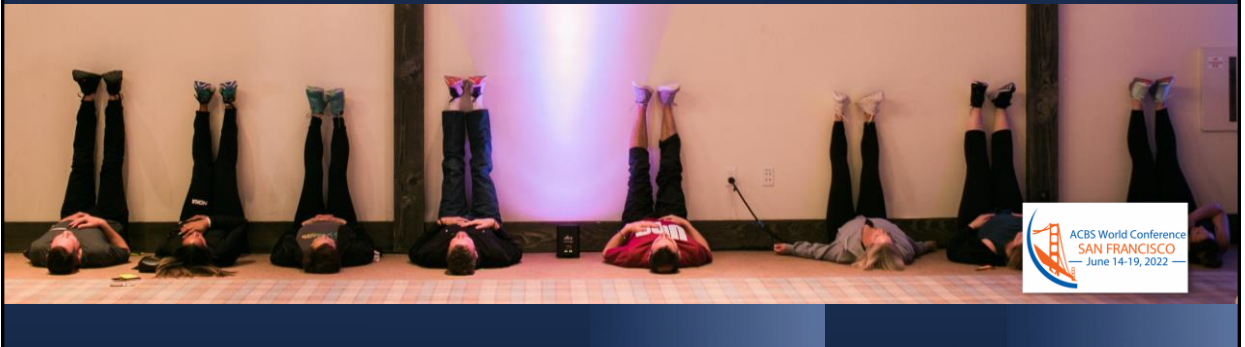


MICRO RESTS

breathing
lying down
eye breaks
nature breaks (fractals)
feeling breaks
naps
lunch breaks

MACRO RESTS

mental health days
yoga nidra
alarm free sleep
tech free time
evening rituals
sensory deprivation
retreats



Favorite Micro Rests?

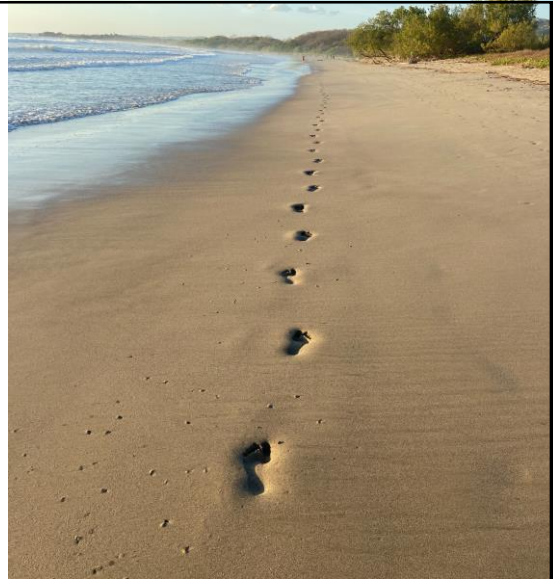
Favorite Macro Rests?



NUTRITIOUS MOVEMENT



Meets many needs at once (stack your life)
Steps outside of exercise rules
Moves many body parts in many directions
Variety, selection and retention



Jud Brewer
Unwinding Anxiety
From Striving to Thriving Summit (2021)



Wise Effort

taking deliberate action toward your values



“Right Diligence or Right Effort is the practice of choosing the right seeds, planting them, and watering them. If you want those around you to be happy, choose the correct seeds and nourish them. Make this a habit. “

-Thich Nhat Hanh, transcribed by Helena Hill



“

Action in the direction of what you care about even in the presence of obstacles.

DJ Moran, Committed Action



Committed Action

FEELS LIKE THIS



Committed Action



Committed Action

LOOKS LIKE THIS



Committed Action

PICK A DOMAIN WHERE
YOU STRIVE INFLEXIBLY

Family

Friends

Spirituality

Health

Leisure

Work/Education

Environment/Community

Creative Expression

Physical Self-Care

Romantic Relationships





What are your values
in this domain?
How do you want to be?





Steps To Wise Effort

FLEXIBLE PERFECTIONISM

STRATEGIC UNDERACHIEVEMENT

ROCKS IN A JAR

BOUNDARIES

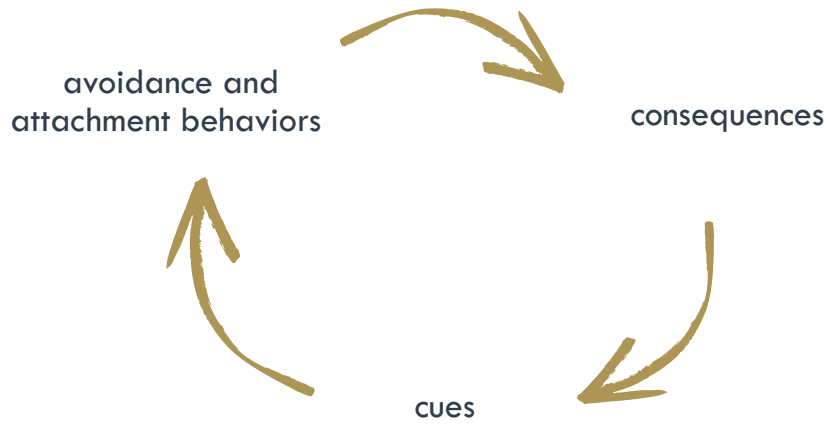


Nedra Tawwab

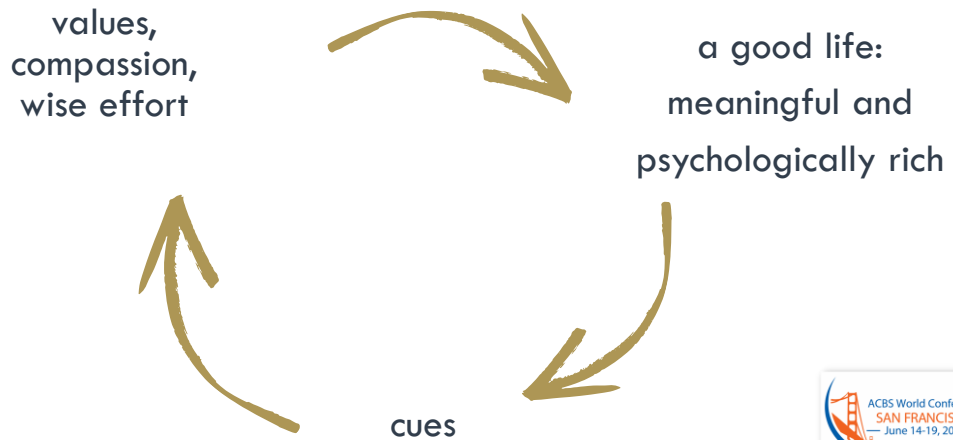
Set Boundaries, Find Peace
Your Life in Process Podcast (2022)



INFLEXIBLE STRIVING LOOP



SKILLFUL STRIVING LOOP



WISE EFFORT

VALUES-RICH DAILY HABITS

compassionate
action



intrinsic reward



CU



WISE EFFORT

VALUES-RICH DAILY HABITS

Values-based
action



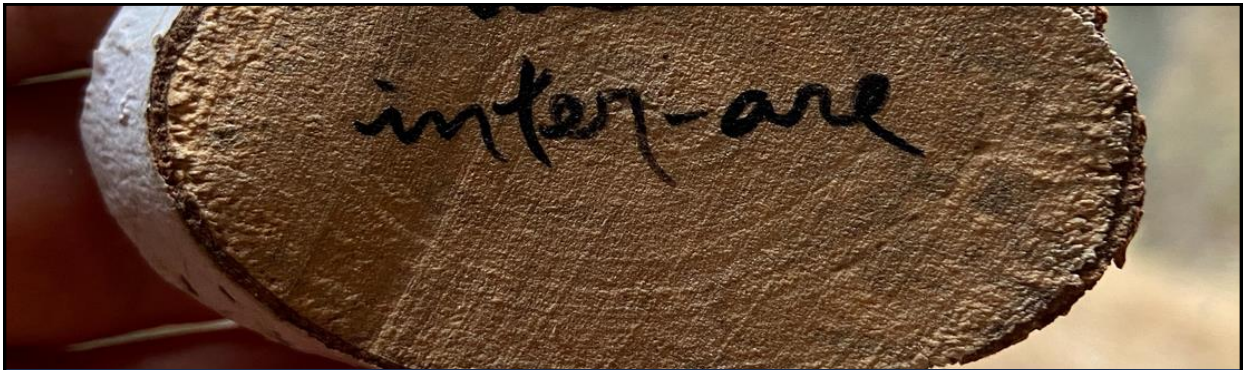
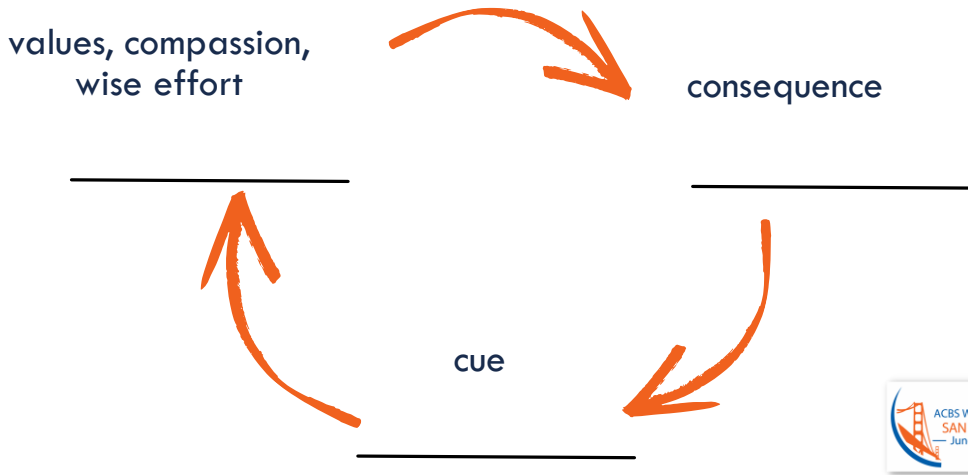
intrinsic reward



cue



YOUR SKILLFUL STRIVING LOOP

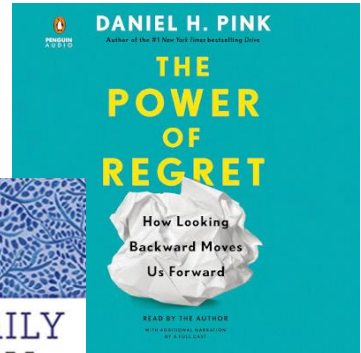
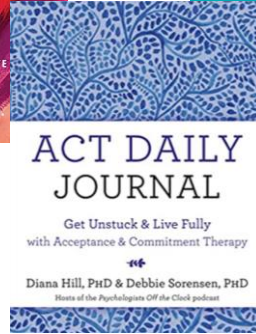
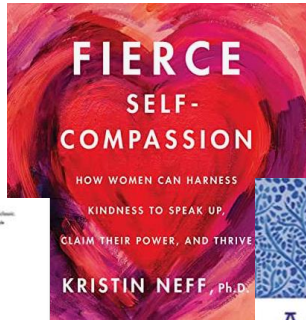


Me + We = Mwe

Yo + Nosotros = Yosotros



Recommended Reading



Let's Connect: DrDianaHill.com

IG: @DRDIANA HILL

YOUR LIFE IN PROCESS PODCAST

INSIGHT TIMER MEDITATIONS

FROMSTRIVINGTOTHIVING.COM

Your Life
in *Process*
PODCAST

Psychological Flexibility
From the Inside Out



DrDianaHill.com/gifts



EBOOK: 21 ACT DAILY PRACTICES

YOUR COMMITTED ACTION PLAN

20% OFF ONLINE COURSE:
FOUNDATIONS OF ACT

