

Micro-Stress: Why it's a big deal for protecting your mental health

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Wisconsin Elections Commission
Clerks Conference – September 2025

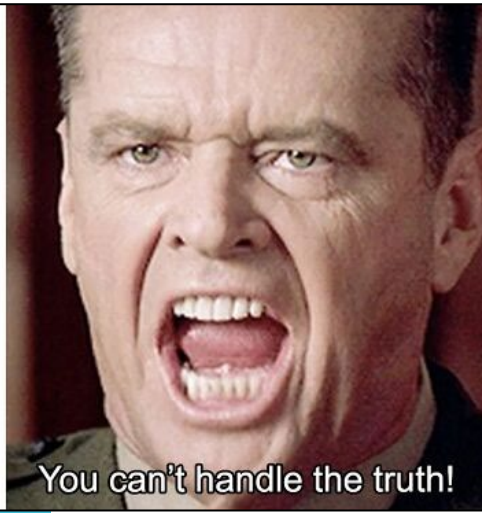
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Recent Burnout Survey

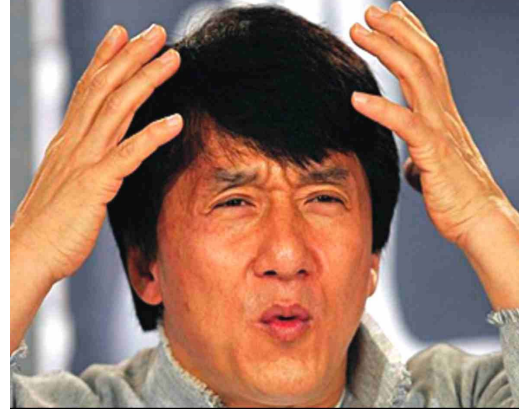
- 1,500 respondents in 46 countries, across sectors and seniority levels
 - 67% in supervisory or managerial positions
- 89% report that work life is getting worse
- 85% report that well-being has declined
- 56% report that job demands have increased
- 55% report problems with work/life balance

When your job asks for 'honest feedback' on any workplace issues



You can't handle the truth!

TRYING TO UNDERSTAND HOW SOME



OF MY COWORKERS WERE EVER HIRED

When you have only been at work for 3 minutes and you've already been asked 12 stupid questions...



So it begins

Close to Home

The key to look busy at work is basically just acting annoyed while walking around fast



YOUR REWARD FOR GOOD WORK



IS EXTRA WORK

THIS MEETING HAD EVERYTHING

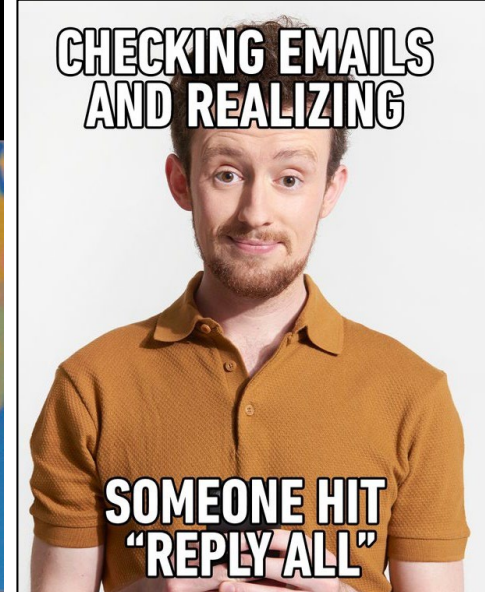


SOMEONE KEPT THEIR MIC ON

THE PRESENTER'S INTERNET CONNECTION WAS LAGGY

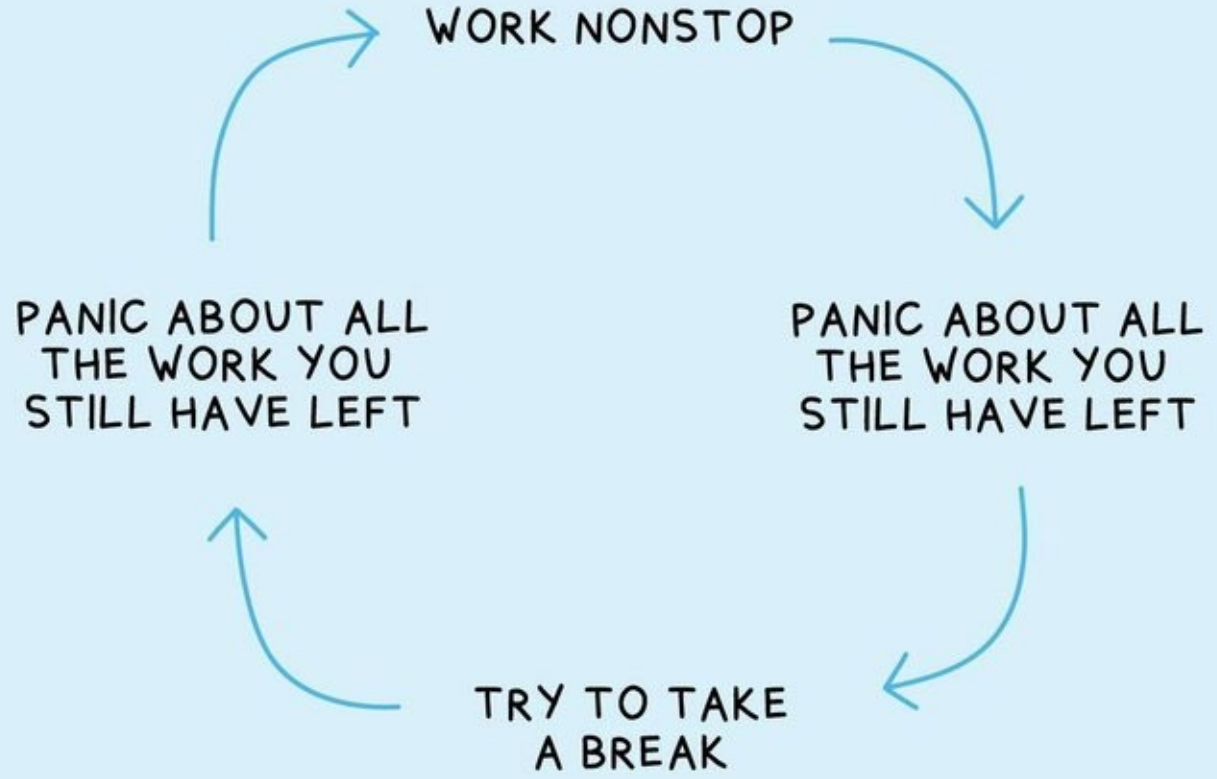
SOMEONE SHOWED UP 20 MINUTES LATE

CHECKING EMAILS AND REALIZING



SOMEONE HIT "REPLY-ALL"

WHAT BURNOUT FEELS LIKE



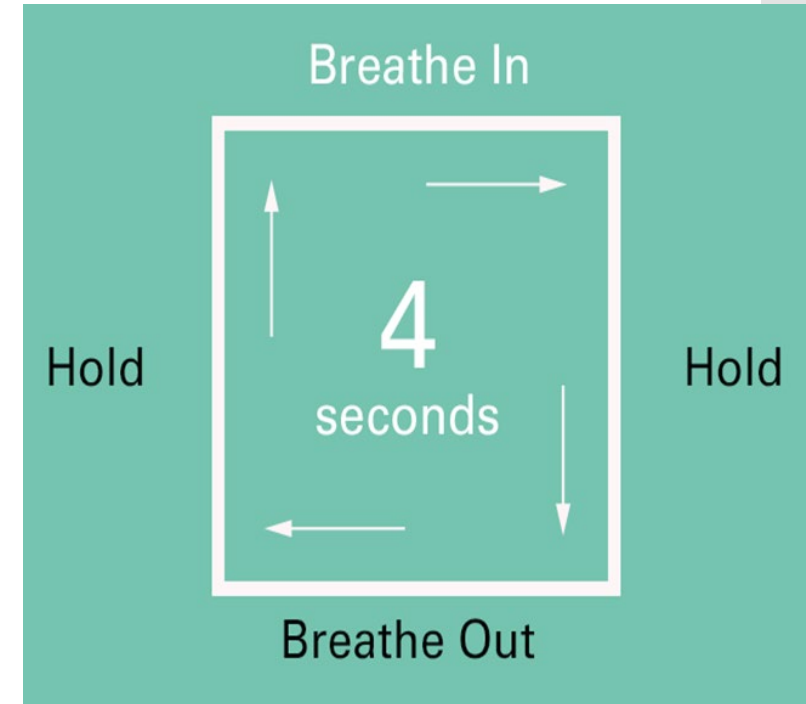
Quick Tip 1: Box Breathing

(or Tactical
Breathing)

- Breathe slowly and deeply
- Use abdominal muscles (your belly!), not chest
- It can be helpful to focus on calming thoughts and releasing tension

Steps:

1. Inflate your belly and slowly inhale, count to 4
2. Hold breath, count to 4
3. Exhale slowly, count to 4
4. Pause, count to 4
5. Repeat!



Signs of Burnout

- Emotional Exhaustion: feeling tired or drained, blunted emotions, hopelessness
- Depersonalization: cynicism, isolating from others, detachment, taking out frustration on others
- Reduced Personal Accomplishment: inefficacy, procrastinating, self-doubt, loss of motivation
- Caused by chronic occupational stress
- Individuals experiencing burnout endorse as many psychological symptoms as depressed patients
- Each of these burnout factors can worsen when facing a potentially difficult life event (or a busy election season)

Two-Pronged Approach to Burnout and Mental Health

- **Individual**
- **Organizational**

Part I:

Managing Microstress

“Just let me survive this one
week, then I’ll be okay”

- Mantra of the stressed-out workaholic

Can we admit that (maybe) we are struggling to
keep up with both work and our personal lives?

Is there a path out of “barely holding it together”?

How do high performers experience stress?

- High performers sometimes are “powder kegs of stress”
- We are goal-driven but our workaholic lifestyle can jeopardize our mental and physical health
- High achievers are often vulnerable to burnout because their identity can be one-dimensionally anchored to their jobs
- Usually not “one big thing” that results in being overwhelmed, but the relentless accumulation of small *microstresses*

Examples of *microstress*

- Management suddenly changing a project after you called in favors to get it done, resulting in wasted time
- Protecting a good employee who isn't getting recognized for their work
- Extra time on a joint project when a teammate falls short
- Rework focused on minutiae rather than substance
- Missing your weekly pickleball game with a friend
 - Feeling that you've let them down
 - Knowing that your skills might be declining

Sources of *microstress*

- Usually not the “demanding client” or the “toxic boss”
- More often concern for the well-being of friends, family members, employees, or colleagues
- Emotional connections (positive or negative) can result in additional strain when *microstress* arises
- Easy to justify in the moment (just 15 minutes here and there): might not be noticed, but accumulate
- You are usually managing several of them ***every day***
- One *microstress* moment can have lingering ripple effects for several days or weeks



Microstress

Rita receives a late-day email request from a new manager

Immediate ripple

Rita's commute turns stressful because of the email

Rita spends two hours of her early evening alerting her team and working on the request

Secondary ripple

Rita's team must coordinate with one another to respond to the request

Rita's team logs 20 hours after work to have materials ready for the next morning

Rita fields complaints from her team about the new boss

Tertiary ripple

Rita is short with her husband after her stressful commute

To fulfill the request, Rita skips dinner with her son

Worried about neglecting her family and pressuring her team, Rita doesn't sleep well

Other team members endure similar microstresses

Source: Rob Cross and Karen Dillon

Microstresses
that
drain your
capacity to get
things done

- Misalignment between collaborators on their roles or priorities
- Uncertainty about others' reliability
- Unpredictable behavior from a person in a position of authority
- Collaborative demands that are diverse and high in volume
- Surges in responsibilities at work or at home

Microstresses
that
deplete your
emotional
reserves

- Managing and feeling responsible for the success and well-being of others
- Confrontational conversations
- Lack of trust in your network
- People who spread stress
- Political maneuvering

Microstresses
that
challenge your
identity

- Pressure to pursue goals out of synch with your personal values
- Attacks on your sense of self-confidence, self-worth, or self-control
- Draining or otherwise negative interactions with family or friends
- Disruptions to your network

How to reduce microstress

- **Reducing microstress doesn't require overhauling your life**
- Reducing microstress requires 3 steps:
 - Identifying where it's coming from (sources may not be obvious)
 - Tracking and understanding the ripple effects
 - Devising effective ways to push back

Worksheet: Where is your Microstress Coming From?

Microstresses That Drain Your Capacity to Get Things Done

- Misalignment between collaborators on their roles or priorities
- Uncertainty about others' reliability
- Unpredictable behavior from a person in a position of authority
- Collaborative demands that are diverse and high in volume
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Microstresses That Deplete Your Emotional Reserves

- Managing and feeling responsible for the success and well-being of others
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Microstresses That Challenge Your Identity

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- Attacks on your sense of self-confidence, worth, or control
- Draining or otherwise negative interactions with family or friends
- Disruptions to your network

Initial Steps to Decreasing Microstress

- **Push back on microstress in concrete, practical ways:**
 - It's okay to say no to small tasks
 - Manage technology interruptions and notifications
 - Adjust relationships to prevent others from causing you microstress
- **Realize when you are causing microstress for others:**
 - Usually boomerangs back (e.g., snapping at your partner leads to anger and resentment that swing back on you)
 - Be deliberate about acknowledging when you might cause microstress
- **Rise above:**
 - Put the microstress in perspective
 - Recognize when "small stuff" really is "small stuff"
 - Don't get caught in the "thick of thin things" (e.g., perfect email)
 - Don't let yourself become unidimensional

Example: Potato Chip News



(from Gretchen Rubin)

- **The Risk:** Our jobs require us to be aware of current events
- **The Hook:** Sensationalized news takes us down a lot of rabbit holes, and becomes an unrecognized drain on time and energy
- **Second-order effect:** We may get activated by a low-impact news story that pulls us away from more important things or activates negative emotions
- How to prevent “potato chip news” as a time suck:
 - Be deliberate about scheduling your media exposure or news time
 - Don’t schedule this time during your most productive part of the day
 - Set a time limit or article limit
 - Avoid clicking on the sequence of additional “you might be interested” links

Values-Based Decisions



- Covey wisdom:
The Compass is more important than the Clock
 - Make sure you are going in the right direction first
 - Then decide how to best use your time
- In the context of your agency's priorities,
 - What strengths do you want to employ in your work?
 - What values do you want to embody?
 - What are the areas of genuine emphasis?

Saying “no”

- **The risk:** You might end up disappointing colleagues, your manager, friends, family, or yourself
- We want to say “yes” to things that we are passionate about
 - Passionate employees are more likely to do be asked to do unpaid work, weekend work, or unrelated tasks
 - “Passionate employees would have volunteered anyway”
 - “Extra work is its own reward if you love your job”

How to say “no” effectively

- **Change your mindset**
 - Is work the most important thing? (now, and in the long term)
 - **If no**, then be deliberate about scheduling the things that you are passionate about, and defending those parts of your life
 - **If yes**, then you will need to have occasional breaks to broaden your perspective and be most effective at your job
- **Identify the opportunity costs of saying “yes”**
 - Pause long enough to consider “How will this benefit me?”
 - Is it an opportunity that I shouldn’t pass up?
 - Do I *really* have the bandwidth?
 - What will I have to give up to take this on?
 - Am I the only person who can do this?
 - Will this project move me closer to my long-term goals?
 - If I don’t do this, will it matter in a week/month/year?

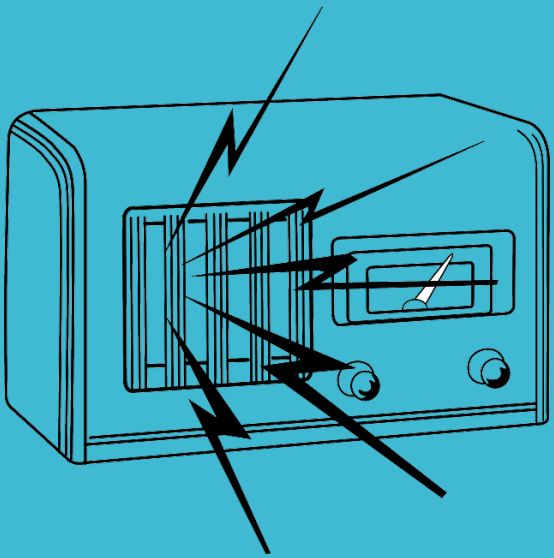
Say the right “no”

- Practice saying “no”
- Rehearse in situations that aren’t deal-breakers
 - Grocery store petitions
 - Unexciting social invitations
- Someone other than your boss:
 - “Thank you for thinking of me for this interesting project, but unfortunately I’m at capacity right now”
- Your boss:
 - “I am happy to help, but given my other work commitments, I won’t be able to look at this until next week. Does that work for you? If not, how can we juggle my other priorities?”
- Find an accountability buddy to support your efforts in saying “no”

Limit Your Involvement

- “I have a hard stop at 2pm” (real or constructed) so you aren’t stuck when others run over time
- Are we avoiding the anxiety of ceding control, or not appearing knowledgeable / influential?
- At what point in a project has your role ended?
 - Can you hand off to the experts in the next phase?
 - Can you delegate the next part of the project?
- Empower subordinates to similarly make decisions to align time with priorities

Decrease the Noise



- Thought time is important for decreasing microstress
- Are there times when you can allow some quiet?
 - Radio/podcast the moment we get into the car
 - Earphones while we exercise
 - TV is on in the background while we prepare dinner
- Background noise is not necessarily bad, but we might be forfeiting our thought time
- Be aware of phone notifications.
 - Which things could be scheduled instead of random?
 - Which apps could you mute entirely or delete?

Microstress Prevention Plan (1 of 2)

- **Create Scaffolding:** Establish your schedule, and stick to it
- **Regular schedule for de-clutter:** keep, trash, recycle, or donate
- **OHIO Rule:** Only Handle It Once – make the decision, follow through
- **Break Tasks into Microsteps:** Small progress each day
- **Set Boundaries:** Be deliberate about commitments (and say “no”)

Microstress Prevention Plan (2 of 2)

- **Define Your Workspace:** Only work from one location when teleworking
- **Mindful Productivity:** Focus on the current task. Have a parking lot or “scheduled worry time” for anything else.
- **Unplug:** Plan times for not being desk-bound
- **Share the Load:** It’s okay to delegate, ask for help, and request an extension
- **Teflon, not Velcro:** Even if it causes stress, let it slide off

The Power of Other People



People are the cause, but also the solution

- Research suggests that a variety of relationships (not only close friends) are needed to mitigate microstress
- The most significant effects come from being connected to people who unite around some interest (e.g., poetry, religion, singing, tennis, activism), **but who come from different backgrounds**
- The shared interests tend to create authentic and trusted interactions, and our lives become multidimensional
- Work cannot be the only anchor in your life

Setting Anchors Outside of the Office



Examples:

- Meeting friends for a weekly basketball game
- Maintain a group chat to share silly memes that only your closest friends from college will understand
- Volunteer work, civic groups, book clubs
- Anything that allows shared interests, informal conversations, and new perspectives

Enlisting a Team to Reduce Microstress

Personal BOARD of Directors

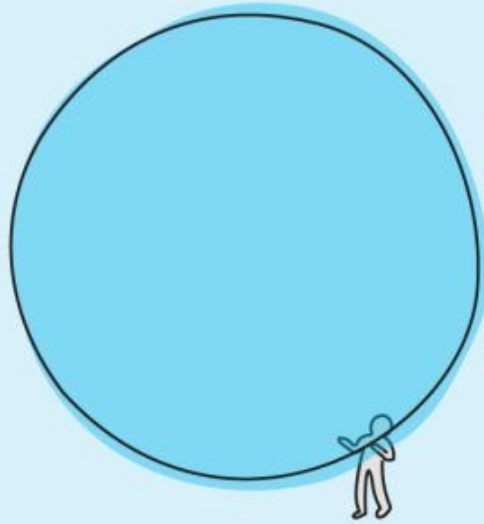
As part of your network, someone who...

validates my feelings	has good...	will celebrate me	reminds me of my good qualities	will give me honest feedback
has a strong career identity	will be an advocate for me	is a sounding board for me	has more experience than me	will help me develop my skills
navigates workplace politics well	fosters psychological safety		is a great coach	makes me feel heard
challenges me to go bigger	is a leader I admire	knows the unwritten rules of a company	has organizational power	is a great connector
is good at finishing tasks	will mentor me	will encourage me with challenges	shares knowledge	holds me accountable

- Broaden your support outside the office:
 - Mentors
 - Peers / Colleagues
 - Family members
 - Religious Leaders
 - Therapist
 - Friend
 - Spouse
- The same person does not have to play every role (e.g., spouse)
- Include anyone that you can reach out to for advice, guidance, and feedback

Visualization and Perspective

A REALLY HARD THING



HOW IT FEELS
RIGHT NOW



HOW IT WILL FEEL
IN A FEW MONTHS



HOW IT WILL FEEL
IN A FEW YEARS

LIZ FOSSLIEN

Quick Tip 2: 5-5-5 Technique

- When facing a stressful or potentially traumatic situation, visualize to keep things in perspective
- **5 – 5 – 5 Technique**
- Take the perspective of your future self by imagining how you will feel:
 - 5 weeks from now
 - 5 months from now
 - 5 years from now

PART II:

How to Lead an Exhausted Workforce When You are Burned Out

**Beyond
Burned Out**
(HBR, Spring 2024)

Six Causes of Burnout (at least):

- 1** Unsustainable workload
- 2** Perceived lack of control
- 3** Insufficient rewards for effort
- 4** Lack of a supportive community
- 5** Lack of fairness
- 6** Mismatched values and skills

Addressing Burnout from an Organizational Perspective

- **Rewarding Work** – make work fulfilling; share positive feedback with the rest of the team; regularly highlight the small wins
- **Reasonable Workload** – can't always assume max productivity; Talk with team about collective capacity, don't let assignments or deadlines exceed capacity
- **Sense of Community** – find ways to continually engage with team members, even when remote; overcome “impersonal” feeling left over from the pandemic; talk about progress toward shared goals
- **Consistent Values** – does “taking care of people” lose out to “mission first”?
- **Encourage and enable time away from work** – Routine time off will prevent collapse later (whether physically or mentally); set the example and make a leave plan for everyone; set aside time to ask about what they did during leave

Not solutions
for burnout:

- ~~More yoga~~
- ~~Wellness tech~~
- ~~Meditation apps~~
- ~~Subsidized gym memberships~~
- ~~Office pizza day~~

- These and other self-care programs may improve well-being, but won't specifically prevent burnout

How to help the team when you are burned out

- Make your own health a priority
- Tackle the problem as a group
- Set a good example
- Advocate for your team
- Be a source of optimism
- Encourage “sustainable passion”
 - Prioritize Olympic-style recovery after an intense week

Managing Your Energy

(and your team's energy)

- The risk: You have an initial burst of energy when starting a project, but it drops off or you burn out
 - How do you keep pushing through burnout?
 - Do you vacillate between hyper-productivity and getting nothing done?
- 4 steps to managing energy (personal and team):
 - **Set reasonable upper and lower boundaries**
 - **Understand your own tendencies:**
 - High drive: Permission to rest and be human
 - Low drive: Stay above your minimum before chilling out
 - “Don’t do more today than you can recover from by tomorrow”
 - **Build in rest and recovery cycles**
 - **Give yourself breathing room in the schedule / plan**

The Human Stress Shield



- As leaders, we must often be the buffer between the stress imposed by higher-level and political leadership
- “After you plant a seed in the ground, you don’t dig it up every week to see how it’s doing.”
 - William Coyne, former Senior Vice President for R&D at 3M
- Establish a routine update in order to avoid “drive-by management”

The Human Stress Shield: Creating the Routine



- **Know the Terrain:** Have awareness of which tasks require a cursory effort and which ones need full attention
- **Orchestrate Constructive Battles:** Enable people to speak their minds at the appropriate time, even to the leader
- **Combat False Urgency:** Most things can wait
 - Identify unreasonable demands or time pressure
 - Have a rock-solid process in place to prioritize activities
 - Empower the team to say “no” to external requests
 - Engage in strategic procrastination
 - Have a clear process for genuine urgency, including time expectation

Address the Root Causes of Burnout in the Organization


- Promote a sense of purpose
 - Tell your team what motivates you to do this
 - Listen to the stories of why they do this
- Shape workplace culture so that it is okay to talk about mental health and burnout
 - Check in frequently
 - Get beyond “I’m fine”
- Be very realistic about workload
 - You are not the standard
 - Largest piece of workload is often meetings

Be the role model for self-care and positive workplace behavior


- **Mental Flexibility**
 - Ask for regular input from team members
 - Admit when you don't know
- **Emotional Openness**
 - Acknowledge when you're having a hard time or you aren't at the top of your game
- **Promote Healthy Habits (even if you're still struggling)**
 - Work against the "work hard / play hard" culture
- **Encourage Suggestions**
 - What can be done to conserve people's valuable cognitive and emotional energy for the most crucial tasks, at work and at home?
- **Mitigate Mistakes: The Cognitive Safety Net**
 - Checklists
 - Backup plans
 - Cross-check protocols
- **Destigmatize Failures and Establish Learning as a Goal**

Leading With Empathy

- *Emotional empathy* involves taking on someone else's feelings
 - Too much can lead to greater burnout
- *Empathic concern* involves wanting to improve someone else's well-being
 - Create space for employee emotions
 - Pay close attention to concerns
 - Express concern and offer assistance while also maintaining boundaries
- In a given interaction, write down how you'd like someone's well-being to improve and what you can do to help.
- Empathy connects people and helps us lead more effectively, and is a skill that we can develop
- Everyone comes to work with some extra baggage



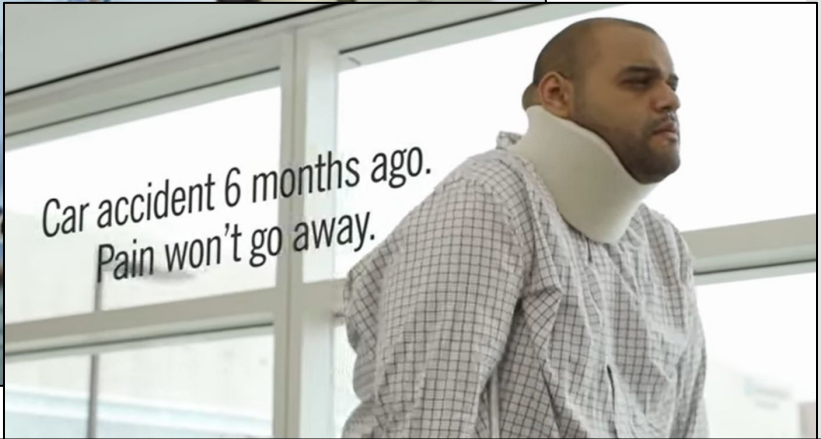
Wife's surgery went well.
Going home to rest.



Tumor was malignant



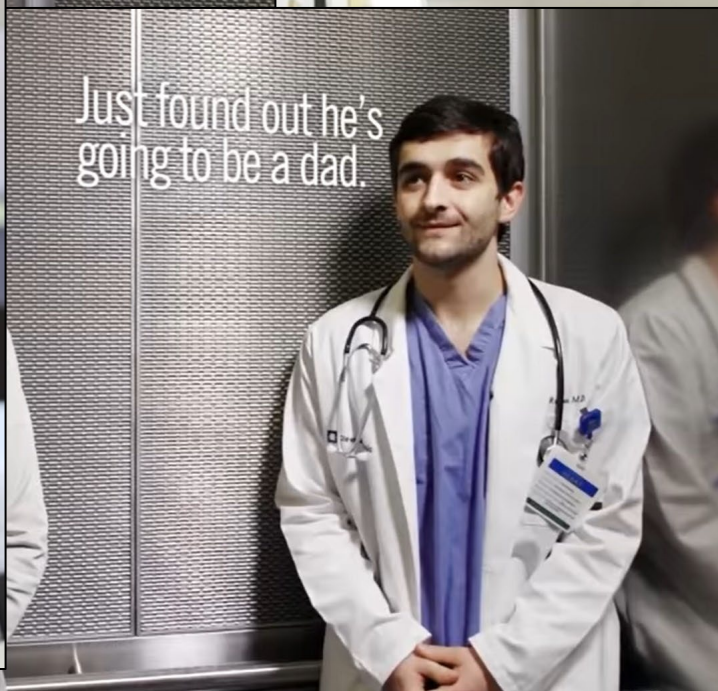
Wife had stroke.
Worried how he will
take care of her.




Car accident 6 months ago.
Pain won't go away.



19 year-old son
on life support.



Just found out he's
going to be a dad.



Tomorrow,
first vacation in years.

Taking Care of Each Other

- Recognize that the symptoms (physical, emotional, etc.) are the result of stress reactions and buildup
- Normalize the symptoms
 - Experiencing a stress reaction is not a sign of weakness
 - Experiencing stress is not a character flaw
 - Someone experiencing these symptoms is not “damaged”
 - Someone experiencing these symptoms is not “going crazy”
- Provide a supportive ear that promotes hope
 - Not alone
 - Not at fault
 - Recovery is possible
- Build Community and Facilitate Belonging

This Quick Guide highlights how Leaders can support team members during exceptional times and keep focused on the mission while maintaining Warfighter lethality and optimizing military performance.

REMEMBER STRESS FUNDAMENTALS

Stressful experiences are characterized by uncertainty, ambiguity, and unpredictability. Stress takes a toll physically, emotionally and cognitively.

Physical	Stress can disrupt sleep and contribute to physical problems like stomachaches, muscle tension, and headaches.
Emotional	Stress can lead to emotional ups and downs, being easily upset, anxious, and angry.
Cognitive	Stress can interfere with attention and working memory so that even simple tasks take more cognitive effort.

ACKNOWLEDGE THE SITUATION

Leaders are in a unique role because they can help teams navigate challenges and get through difficulties at work together

Stay Up-to-date	<ul style="list-style-type: none"> Track information actively to make sure to have the most up-to-date information Share specific information as soon as you can Be clear about what you don't know Encourage communication flow <u>up</u> the chain in case information goes directly to team members
Communicate	<ul style="list-style-type: none"> Meet with subordinate leaders and others about organizational changes on a routine basis Consider over-communicating during intense periods of uncertainty Repeat information and be patient: anxiety can make it hard for team members to process information
Be Proactive	<ul style="list-style-type: none"> Dedicate meeting time for topics related to stress linked to the situation Use walkabouts to ensure you are visible and available as a way of supplementing a traditional open-door policy



BE DELIBERATE IN YOUR ROLE AS A LEADER

How Leaders decide to respond will influence the team's resilience and ability to remain effective in an uncertain, complex, and ambiguous environment.

Set the Tone	<ul style="list-style-type: none"> Encourage a team culture of compassion, strength, and mutual support Consider that the entire team may need to be informed (including those not directly affected) Anticipate your steps as a leader in the event that the organization is directly impacted Reinforce a message of gratitude for the professionalism and dedication of the entire team
Expect Emotions	<ul style="list-style-type: none"> Consider that there may be strong reactions, including tears (have a box of tissues handy!) Reflect that for some there may be an array of emotions associated with stress and fear Remember you can't necessarily fix the situation <ul style="list-style-type: none"> <input type="checkbox"/> Be present: simply being there can make a difference <input type="checkbox"/> Avoid unrealistic reassurance – it doesn't help and will hurt credibility
Support Life Perspective	<ul style="list-style-type: none"> After validating their experience, you can check in and offer genuine concern <ul style="list-style-type: none"> <input type="checkbox"/> "How can I help right now?" <input type="checkbox"/> "Would you like to call anyone?" <input type="checkbox"/> "We are all more than our jobs" <input type="checkbox"/> "It's not a reflection of you and your contributions to the mission" <input type="checkbox"/> "You are not alone" Consider that for some employees, it will be critical for them to know that you <ul style="list-style-type: none"> <input type="checkbox"/> Are also feeling the uncertainty keenly <input type="checkbox"/> Want to support them in their next steps as much as you can
Engage in Self-Care	<ul style="list-style-type: none"> Remember that stress at work during exceptional times can impact everyone <ul style="list-style-type: none"> <input type="checkbox"/> Lead by example when it comes to the fundamentals of sleep, exercise and nutrition <input type="checkbox"/> Connect with your counterparts and invest in your own social support <input type="checkbox"/> Be patient with yourself, remembering to "control the controllables"
Use Real-time Stress Reduction	<ul style="list-style-type: none"> For rapid stress relief, try the following techniques <ul style="list-style-type: none"> <input type="checkbox"/> "Box" breathing (breathe in for a count of 4; hold for a count of 4; breathe out for a count of 4; hold for a count of 4 – repeat 2-3 times) <input type="checkbox"/> 3x3 grounding (name 3 things you can see, hear, and feel physically) <input type="checkbox"/> Self-talk (talk yourself through the next steps or use motivational phrases like "I've been through tough times before" and "this is something we can get through") <input type="checkbox"/> 5,5,5 (ask yourself how will you feel 5 weeks, 5 months, and 5 years from now to help gain perspective that this experience will eventually be less difficult than it is now)

Leading during exceptional times provides an opportunity to

- ❖ Meet team members where they are
- ❖ Tailor your response to their individual differences
- ❖ Maintain focus on Warfighter readiness

When Formal Help is Needed

- Be aware of local support resources
- Regularly talk about available resources during team huddles or other meetings
- Treat mental health as you would physical health
- Make sure proper benefits (mental health coverage) and policies are in place

Wisconsin Resources

- Wellness Programs:
 - <https://dpm.wi.gov/Pages/Employees/BnWellness.aspx>
- EAP services for state employees are administered by Acentra Health (formerly Kepro). Phone: 833-539-7285
- Website: <https://sowi.mylifeexpert.com>
 - To receive the company code please contact doaeaprogram@wisconsin.gov

Taking Care of Your Mental Health			
The State of Wisconsin offers several benefits to support state employees' and family members' mental wellbeing. Review the guide to learn more about these benefits to help you choose the resource that is right for you.			
	STATE GROUP HEALTH INSURANCE	STATE EMPLOYEE ASSISTANCE PROGRAM (EAP)	WELL WISCONSIN PROGRAM
What is it? When do I use it?	Confidential mental health services are provided directly by your primary care physician or specialist. Services treat mild to severe symptoms for various mental health and well-being concerns.	The EAP offers short-term counseling – up to 6 visits per issue per year. Services provided are intended to help with mild to moderate symptoms for various mental health and well-being concerns.	Well Wisconsin offers support to employees through certified health coaches and online support tools. These confidential conversations support mild symptoms for various mental health and well-being concerns.
Who is eligible?	Employees enrolled in State Group Health Insurance, their covered spouse, and dependents.	State of Wisconsin employees and their household family members are eligible for the State Employee Assistance program, regardless of coverage through the state health plan.	State of Wisconsin employees and their covered spouses enrolled in State Group Health Insurance.
What do the benefits offer?	You can find a summary of benefits for your selected health plan on the Summary of Benefits and Coverage page of the ETF website.	Six no-cost counseling visits per issue per year. Employees can also access additional work-life support such as legal, financial, and childcare/eldercare	Well Wisconsin health coaches are available for scheduled health coaching sessions to help support employees' physical and mental well-being.

Treatment Resources

- National Alliance on Mental Illness (NAMI)
 - HelpLine 800-950-6264
 - Text “helpline” to 62640
 - <https://www.nami.org/Your-Journey>
- Find a Therapist directory:
<https://www.psychologytoday.com/us/therapists>
- International Society for Traumatic Stress Studies:
<https://istss.org/public-resources/find-a-clinician.aspx>
- National Register of Health Service Psychologists:
<https://www.findapsychologist.org/>

Treatment Resources: Crisis

- National Suicide Prevention Lifeline: 988
- Crisis Text Line: Text HOME to 741741
 - <https://www.crisistextline.org>
- Disaster Distress Helpline: 800-985-5990
 - Distress related to any natural or human-caused disaster, including Tornadoes, Hurricanes, Floods, Wildfires, Earthquakes, Drought, Incidents of Mass Violence, and Incidents of Community Unrest
 - <https://www.samhsa.gov/find-help/disaster-distress-helpline>

Treatment Resources:

Addiction Behavior

- SAMHSA National Hotline: 1-800-662-HELP (4357)
- SAMHSA Treatment Locator: <https://findtreatment.gov/>
- SMART Recovery: <https://smartrecovery.org/contact-us>
- Alcoholics Anonymous: <https://www.aa.org/new-to-aa>
- Narcotics Anonymous: <https://www.na.org/meetingsearch>

Treatment Resources:

Sexual Assault and Domestic Violence

- Rape, Abuse, and Incest National Network (RAINN)
 - Hotline 800-656-4673
 - <https://rainn.org>
- National Domestic Violence Hotline
 - 800-799-7233
 - <https://www.thehotline.org>

Commitment





Discussion and Questions?

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