

WHY YOUR ROLE  
&  
YOUR WELL-BEING  
MATTER MORE THAN EVER

# THE PSYCHOLOGY OF BELONGING

Dr. Kasi Lacey



# REFLECTION

- ✓ What do you love about your job?
- ✓ What is the hardest part of your job?
- ✓ What title would you give yourself if it reflected what you actually do each day? (Chaos coordinator, Queen of Questions, Keeper of all the things important)
- ✓ What do you want to feel more of this school year: peace, purpose, joy, connection, rest...?





# *Dr. Kasi Lacey*

## *Introduction*

**CEO/FOUNDER  
H & L LEGACY CONSULTING, LLC.**

### **Psychologist & Former VP Higher Education**

- I am passionate about speaking to leaders, teams, and organizations because I believe confident, emotionally intelligent, and authentic leadership is the key to transforming workplaces for the better.
- Mom of two girls (7 & 2), originally from Texas, and perfectionist/people pleaser in recovery.



BELONGING

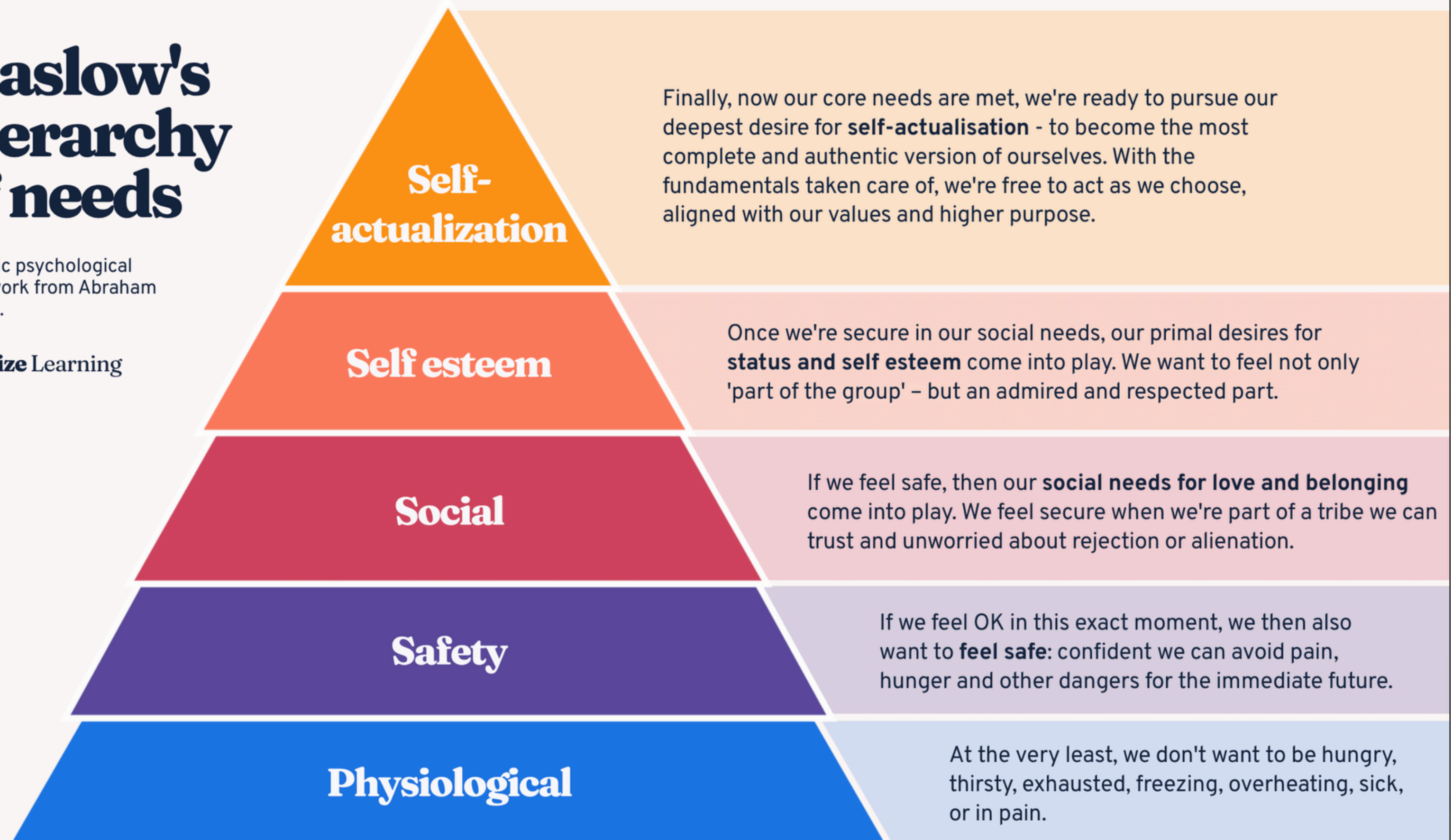
&

APPRECIATION

# Maslow's hierarchy of needs

A classic psychological framework from Abraham Maslow.

**BiteSize** Learning





Extrinsic/External  
Performance reviews,  
salary, bonuses, and  
promotions.

# *Motivation*



Intrinsic/Internal  
Personal Growth,  
Sense of Purpose,  
and Passion.

# *Generational Impact on the Workplace*

## **Baby Boomers (1946-1964)**

Value loyalty, hard work, hierarchy, and stability. Formal communication (thank you note).

## **Generation X (1965-1980)**

Pragmatic, adaptable, and independent. Direct email or phone, respectful.

## **Millennials (1981-1996)**

Value flexibility, continuous learning, collaboration, and purpose-driven work. Motivated by impact, texting, emails with emojis, collaborative.

## **Generation Z (1997-Present)**

Value diversity/inclusion, authenticity, tech-first, and sense of belonging in workplace. Prefer fast, visual communication.

# *Potential Struggles of Administrative Professionals*

ISOLATION +  
INVISIBILITY

COMPASSION &  
DECISION FATIGUE

IMPOSTER  
SYNDROME

CHRONIC  
OVERWHELM

EMOTIONAL LABOR +  
PERFECTIONISM

BURNOUT

A photograph of eight light-colored wooden blocks arranged in a single row on a light blue surface. Each block has a black capital letter on its front face, spelling out the word 'IMPOSTER'. The background is a solid, light blue color. The entire image is framed by a light gray border.

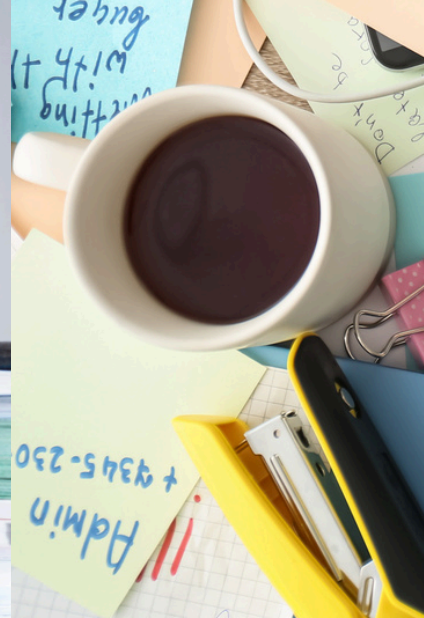
**I M P O S T E R**

# *What is Imposter Syndrome?*

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Persistent feeling of self-  
doubt or inadequacy,  
DESPITE  
evident success and  
achievement

# Chronic Overwhelm



# Isolation & Invisibility



# Emotional Labor + Perfectionism



# COMPASSION FATIGUE

Empathy Overload





# DECISION FATIGUE

Too Many Choices, Too Little Energy



# BURNOUT

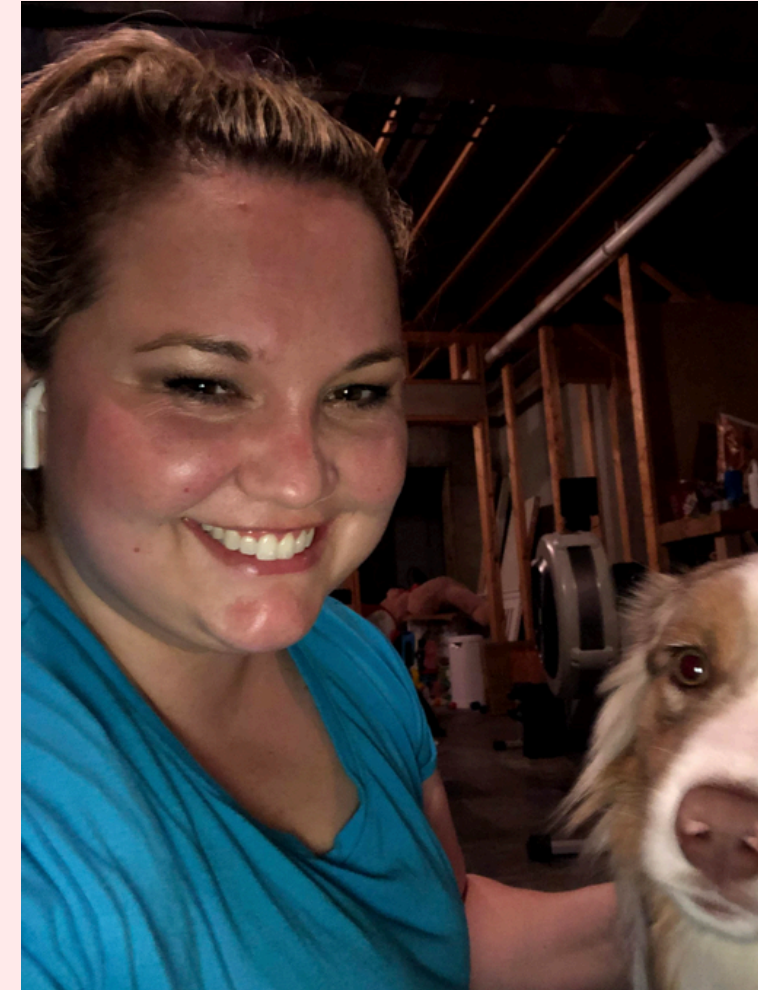
Chronic physical and emotional exhaustion, often caused by prolonged stress and workplace demands



# Activity Time

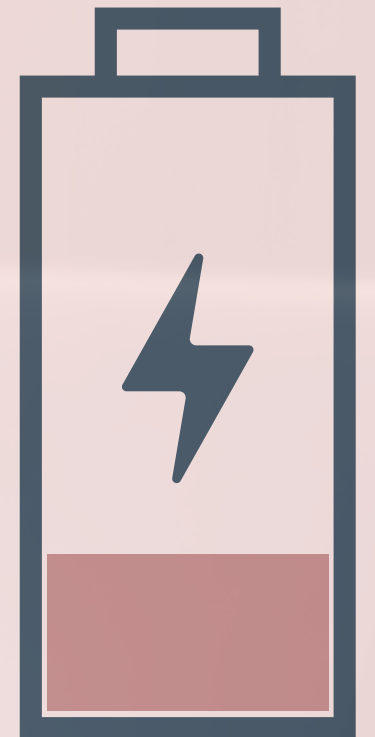
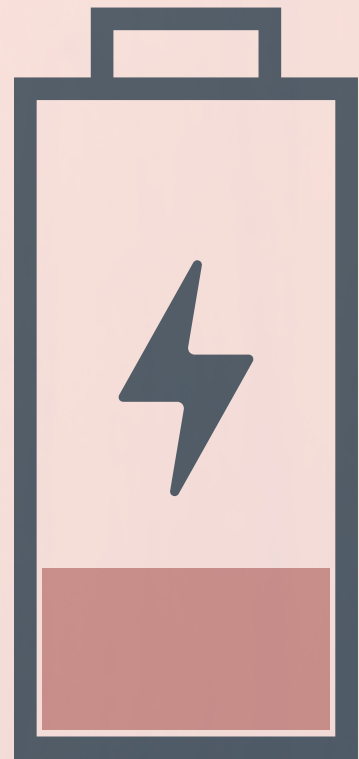
Stand up





# EXHAUSTION

(physical, emotional, and mental depletion)



## REDUCED EFFICACY

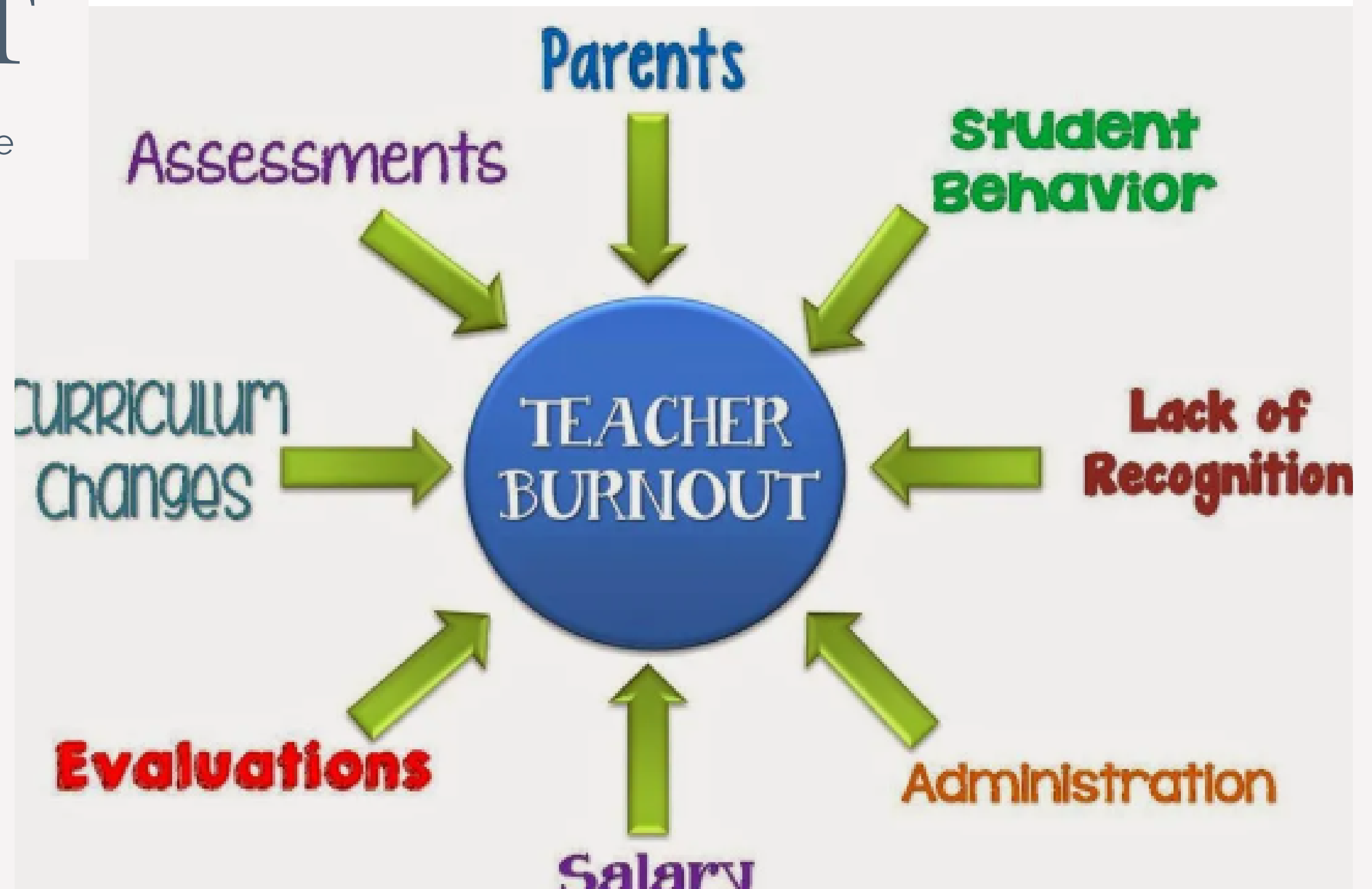
(feel ineffective, helpless, doubt impact)

## CYNICISM

(dissociation, detachment, negativity)

# BURNOUT

Chronic, unmanaged workplace stress





GOOD  
NEWS

# The Confidence Comeback: Tools to Stay, Thrive, and Lead





COMPARISON IS THE  
THIEF OF JOY  
& CONFIDENCE

RUN YOUR OWN RACE

# *Psychological Safety*

**“IT IS A SHARED BELIEF AMONG A TEAM OR ORGANIZATION THAT PEOPLE ARE SAFE TO SHARE THEIR IDEAS, CONCERNS, AND QUESTIONS”**





9000,

# *Tools to Combat Compassion Fatigue and Build Psychological Safety & Resilience*



**Model Appropriate  
Vulnerability &  
Self-Awareness**



**Create Space for  
Disagreement &  
Mistakes**



**Validate Emotions,  
Celebrate Effort &  
Not Just Outcomes**

# *Tools to Combat Compassion Fatigue and Build Psychological Safety & Resilience*



**Normalize the Messy  
Middle**



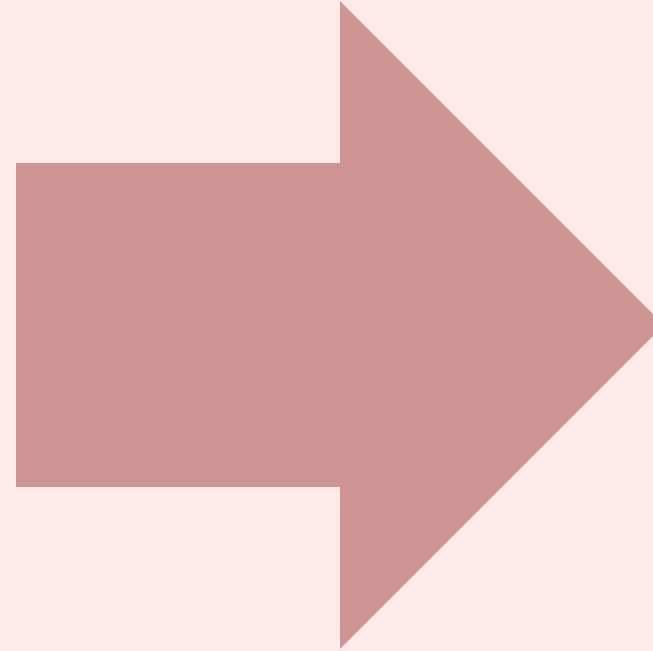
**Use Reflective  
Practices/Rituals**



**Build a Support  
Squad**



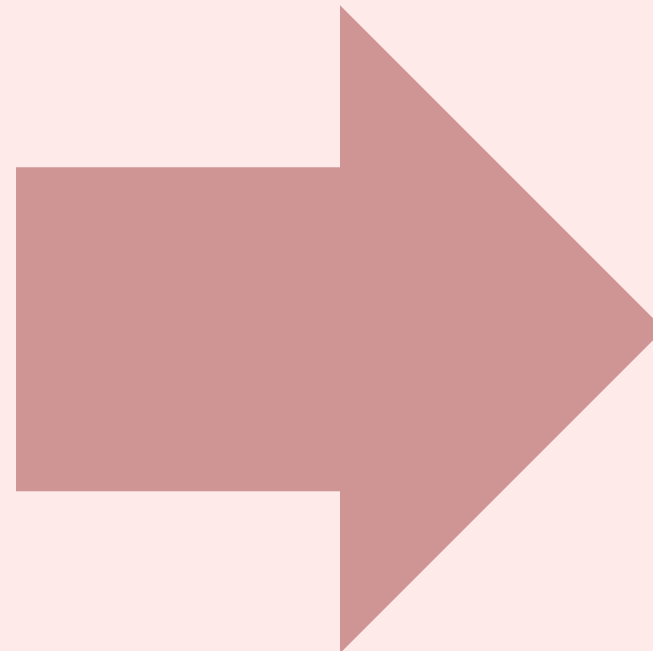
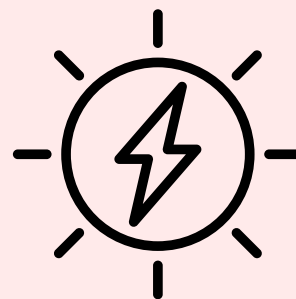
Time  
Management



Not Scalable

Burnout

Energy  
Management



Personal

Renewable

# Master the “Ates”



# *Mastering the “ATES” Burnout Prevention*

1

Eliminate what drains

2

Automate what repeats

3

Delegate what can be shared

4

Negotiate what needs adjusting

5

Appreciate what's working

# *Overcoming Imposter Syndrome*



## **Name It to Tame It**

You can't address a problem if you do not recognize or acknowledge it.



## **Challenge Negative Self-Talk**

Practice positive self-talk and/or start with neutral statements to reduce feelings imposter syndrome.

# *Overcoming Imposter Syndrome*



## **Stop Comparing Yourself to Others**

Minimize upward social comparison and focus on your own journey.



## **Own Your Expertise**

Engage in regular self-assessment and celebrate/keep list of your strengths and unique skills.



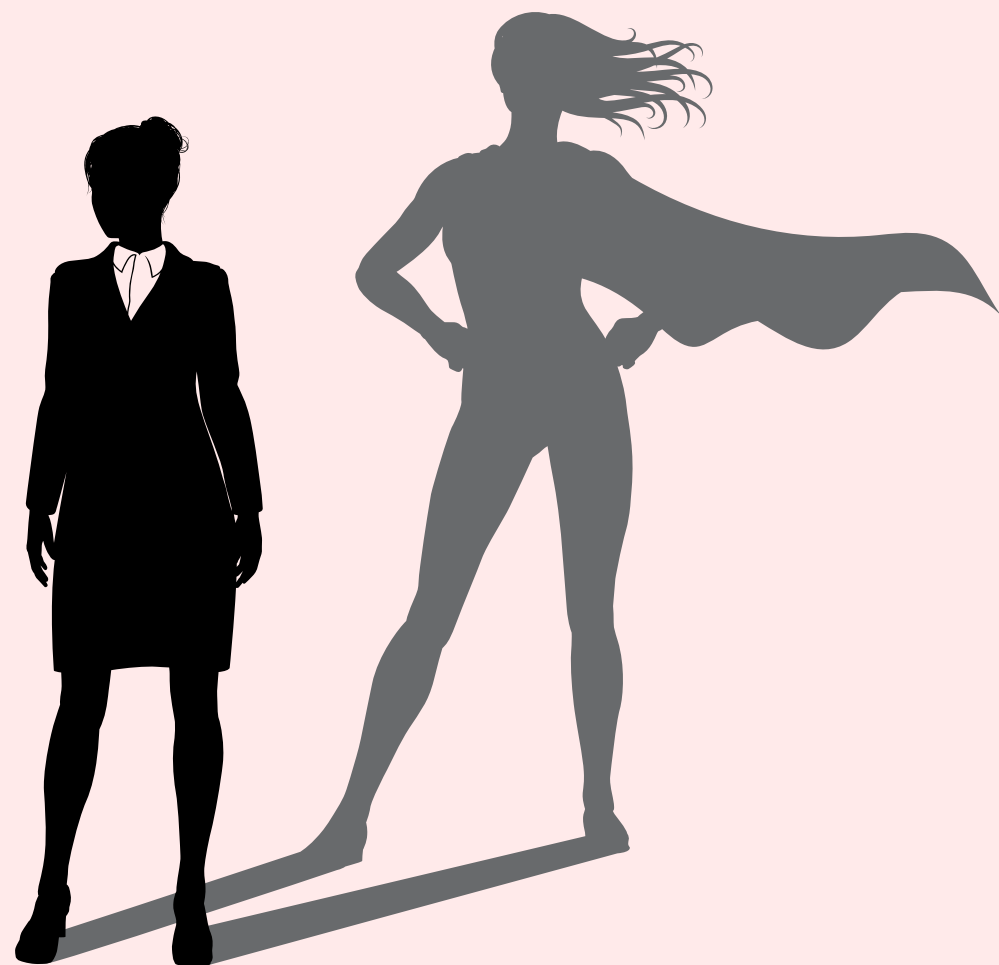
## **Embrace Imperfection**

Learn to see mistakes as opportunities for growth, and not evidence of incompetence.

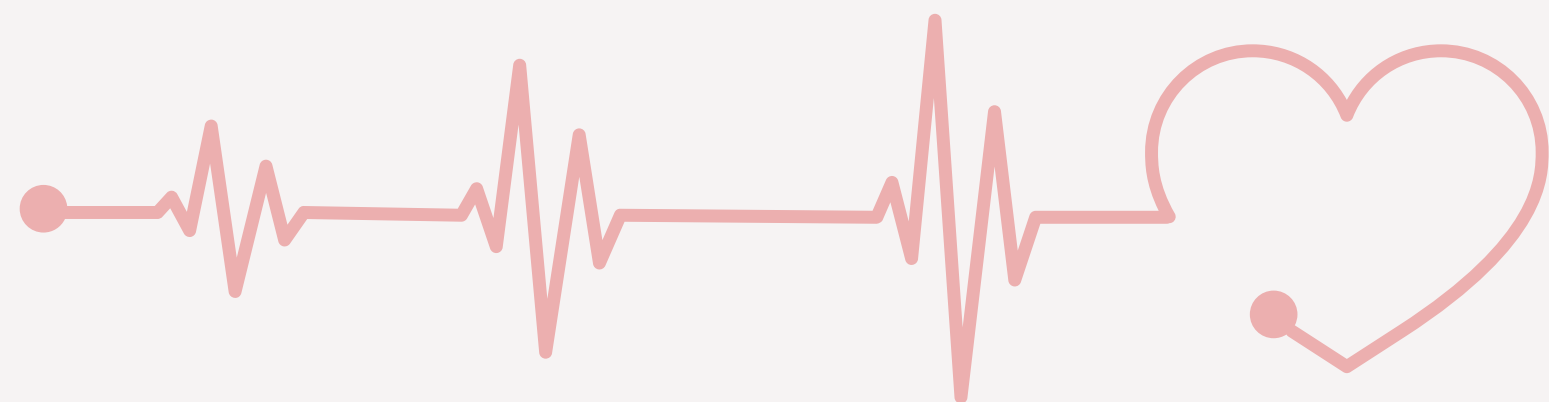


## DOWNPLAYING YOUR SUPERPOWERS

- Acknowledge your Strengths
- Step Into your Power
- Practice Confidence & Courage
- Advocate for yourself and other professionals



*Thank you all for what you do  
for Missouri's Schools.*





H & L Legacy Consulting, LLC

*Dr. Kasi* LACEY



## Psychologist Leadership & Confidence Coach

### SERVICES



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### CONTACT



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