



WORKSHOP SERIES CURRICULUM

Endurance Redefined: The Three R's of Resilient Caregiving

In Between Seasons Coaching

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Overview:

This 3-part interactive workshop series is designed for employees who are balancing the responsibilities of caregiving with their work and personal lives. Through personal storytelling, endurance sports metaphors, and research-backed strategies, employees will gain tools to manage stress, prevent burnout, and build sustainable support systems.

Ideal Audience:

Employees navigating caregiving roles for aging parents, spouses, children with health needs, or other loved ones.

Format Options:

- 3 one-hour virtual or in-person sessions
- Includes reflection guides, interactive activities, and digital follow-up resources

SESSION 1: RECOGNIZE

Theme: Understanding Your Caregiver Identity

Objectives:

- Redefine what it means to be a caregiver
- Identify personal caregiving archetypes and habits
- Recognize early signs of burnout and emotional fatigue

Key Concepts:

- The "Caregiving Wetsuit" metaphor
- The impact of hidden caregiving
- Caregiver Archetypes: Fixer, Enabler, Detached Observer, Deflector, etc.

Activities:

- Caregiver identity chat poll
- Personal storytelling in breakout groups
- Archetype self-assessment and journaling

SESSION 2: RESET

Theme: Shifting from Reaction to Intention

Objectives:

- Move from burnout-driven patterns to values-based caregiving

- Develop self-awareness in high-stress moments
- Practice setting healthy boundaries while staying emotionally present

Key Concepts:

- Head vs. Watch vs. Heart caregiving responses
- Building a mission-based mindset
- Emotional regulation & mindful caregiving

Activities:

- Game-show scenario group exercise
- Caregiving reaction role-play
- Mission statement drafting workshop

SESSION 3: REPLENISH

Theme: Building Sustainable Support Systems

Objectives:

- Identify and activate a personal support crew
- Define your "Why" as a caregiver
- Celebrate small wins and create space for rest and reflection

Key Concepts:

- Endurance race roles: Pacers, Crew, Fans
- Encouragement mapping: The Course & The Crew Exercise
- Creating a finish line culture for caregivers

Activities:

- Support circle mapping worksheet
- Mission statement sharing and encouragement partner reflections
- Celebration activity and final reflections

Key Benefits for Employers:

- Improved employee well-being and resilience
- Reduced absenteeism and presentee-ism
- Increased workplace satisfaction and team connection
- Proactive support for the often-overlooked caregiver demographic

What Participants Receive:

- Digital workbook and activity guides
- Optional 1:1 coaching follow-up
- Caregiver Mission Statement template