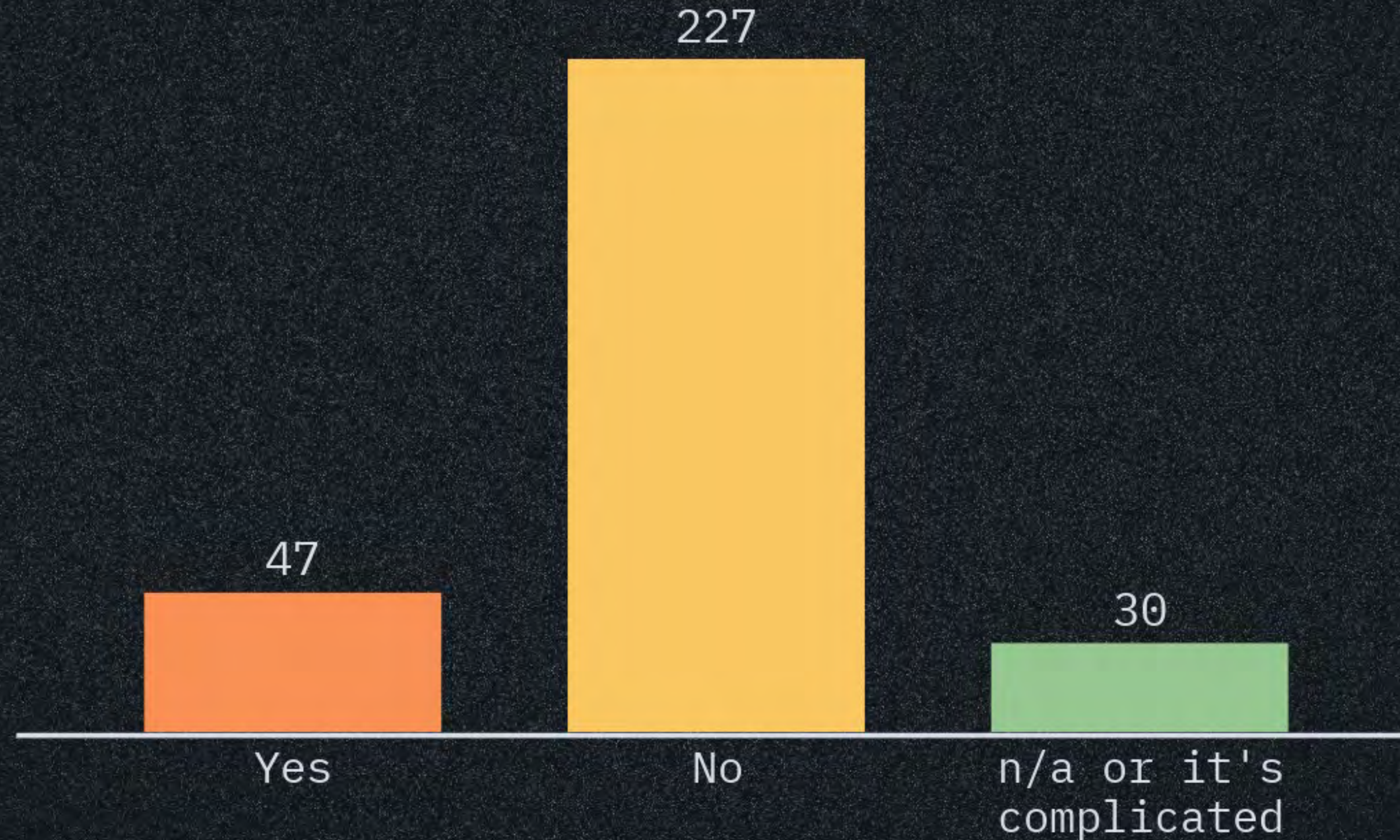


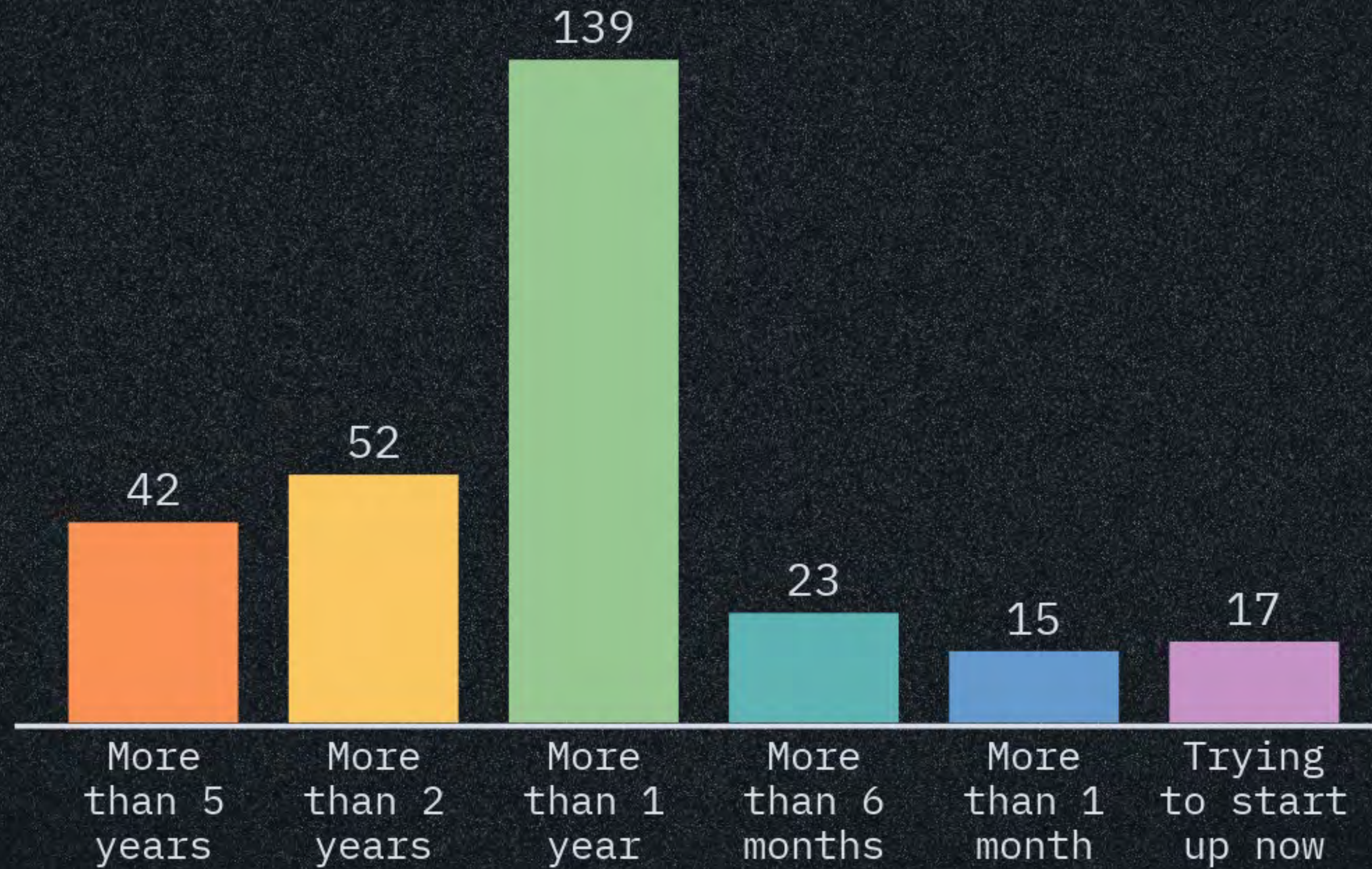
What does your mutual aid group provide?



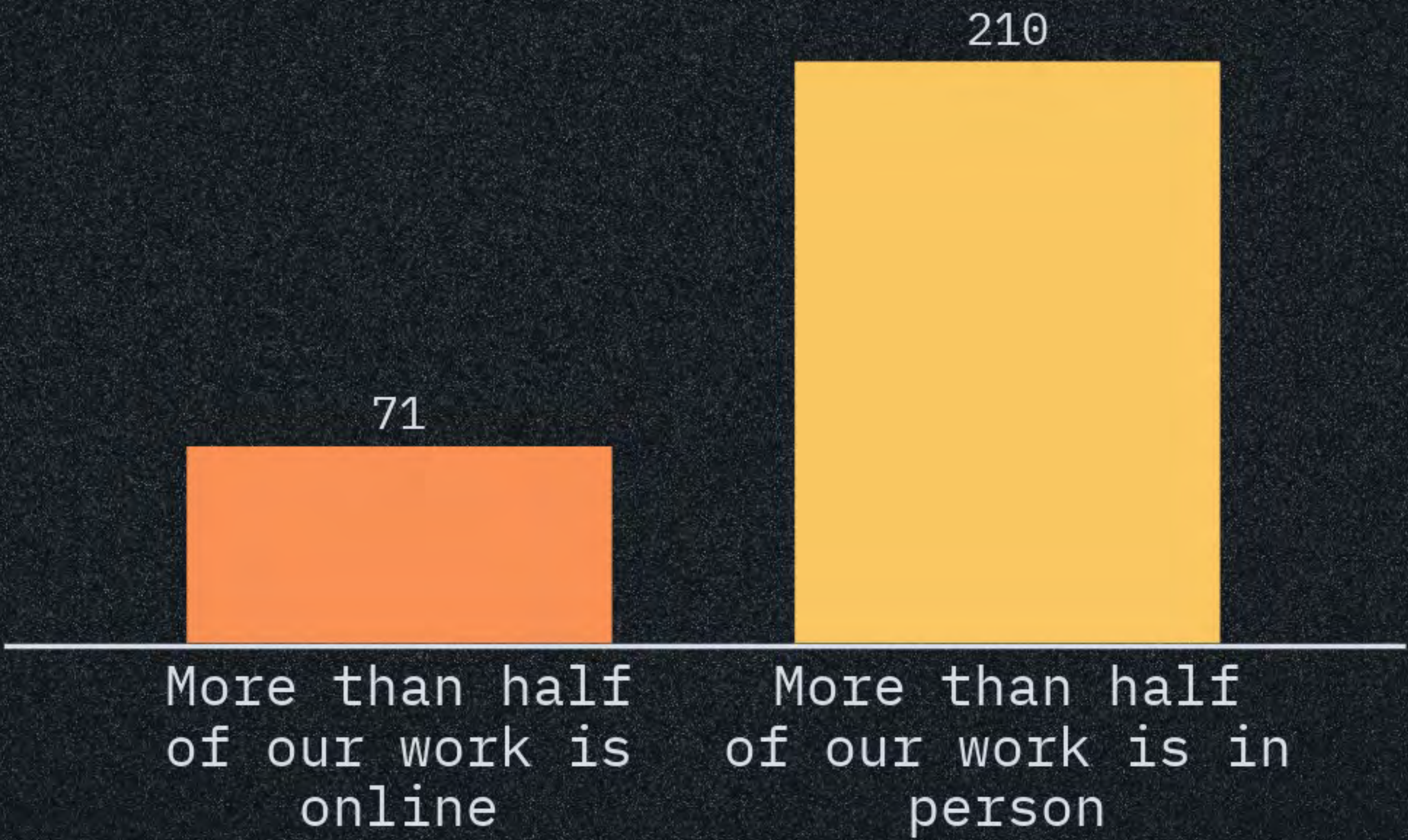
Is anyone in your group being paid to do the work?



How long has your group existed?



How much does your group provide things online (like \$) versus in person (like food, childcare, etc.)?





What is one strength you have experienced in an organizational culture you have been in?



How do you want to your group to talk about capacity?

Humanely

5 months

organizing to get EVERYONE involved in the work paid so this work is open to more people & doesn't cause burnout – tapping the non-profit industrial complex to steal that money for organizing work! <3

We try to have a system of backup people in place so that people do not feel bad if they don't have the capacity to complete a task

honestly

of Active participants

I want people to feel safe and secure in their ability to change their level of participation at any time.

Acknowledging the strength in the room and in the community, as well as sensing Emerging innovation

Sensing our edges and not going over, staying with tolerable discomfort and not trying to be stronger than weare

How do you want to your group to talk about capacity?

To work to our edges and not going over, but always stretching. Being strong but not heroic making sacrifices beyond keeping in balance.

Direct and Clear

I want our group to be open about their limitations and be comfortable taking a step back when they are overwhelmed.

Staying with our edges without being heroic.

Firm and soft boundaries

Talk about it specifically, allow space for folks to say they need a break without blame or shame. (To be clear, my group does this already)

I want my group to talk about capacity openly and transparently. We all have maxed ones

As an evolving concept, but I simultaneously want people to follow through.

acknowledge it and be able to step back and address it & work on ways to reduce it from happening again

How do you want to your group to talk about capacity?

State concerns when they arise

how to encourage volunteers to jump in

Actually knowing what it is, we don't have a sense of amount of need in the community.

How can we bring more people into our group? How can we share the decision making? How can we be more welcoming?

"How's your heart"

I wish people were more willing to organize, rather just pulling things together without cooperative planning

normalizing summarizing long group chat convos for folks who cant read them all

I get exhausted doing more than I can do as an isolated poor aging disabled queer orphan while young people with access to enormous privilege claim low capacity and its pulling teeth to get any mutual aid so resentment builds and it's unsustainable

open forum

How do you want to your group to talk about capacity?

I wish we had an onboarding process

candidly

I want them to be fearless to share and be vulnerable but the regional culture is all about passivity and not rocking the boat. This pervades even resistance spaces.

non judgmentally

honestly. with compassion for ourselves and each other.

honesty

i want members to be honest about their individual capacity

as honestly as possible

I wish we had willing to have facilitation, consensus, and conflict resolution training

How do you want to your group to talk about capacity?

Direct

Honestly, with compassion and frequently!

honestly and with compassion

vulnerability and honesty

Be honest and transparent

Direct, using transformative justice

holding themselves accountable

Talking openly and honestly with one another and listening to one another

collectively

How do you want to your group to talk about capacity?

Solutions not complaints

more slowly

with compassion and honesty

Honest

Reassurance

Openly and honestly.

With the understanding that we all have limits and there is no shame in that

In the moment

I want them to work collectively

How do you want to your group to talk about capacity?

Without Fear of Judgement

non-defensive

with empathy

short and sweet - be direct

Being mindful of ableist tendencies

with honesty and compassion

Direct and honest

Honesty and compassion

Be direct and set community agreements!

How do you want to your group to talk about capacity?

Straight up without filters

not valorizing overworking yourself

frequently, unprompted, before they reach burnout

honestly and collaboratively

Acknowledgment of intersectionality-
understanding that internalized ableism can
play a huge part with disabled participants

Clearly, honestly, straightforward

Using NVC

With vulnerability and bravery.

With honesty, but with understanding of
group dynamics

How do you want to your group to talk about capacity?

Honestly, and ensuring we hear from everyone in the group

Just honestly.

i want to track what we don't have capacity for now, so we can come back to it when we do. feeling disorganized drains capacity.

Honestly, with vulnerability, and having timelines around capacity

Direct, honest, written and audio, non-violently

Directly and clearly. Comfortably

to have psychological safety

Honest self-assessment, transparent communication, understanding, trust, and grace

with compassion and understanding

How do you want to your group to talk about capacity?

Acknowledging our limitations

needs, strengths, & boundaries

Authentically, honestly, without fear of judgment.

bluntly, can use emojis to signify level of energy

Soon after they realize their capacity has changed

encouraging each other to only do what we feel joyful to do

Valuing people over the work; there will always be more work.

no judgement when folx need to step back

without fear to change their minds

How do you want to your group to talk about capacity?

directness and being able to sit with tension

Without shame.

Asking others for help

I want to feel comfortable naming it and allowing others to do the same (thanks capitalism)

Direct and honest without taking things personally but interpersonally

Honestly, and with enough time to shift expectations so we don't drop the ball on important stuff and lose trust

Honest with self and others

I want everyone to feel safe and like they can assert boundaries

with radical love

How do you want to your group to talk about capacity?

being clear, honest and open

recognize not just intention but impact

honest and up front about needs and abilities

Honestly and in space created intentionally to talk about capacity

I want us to not overcommit, focus on not burning out or leaning too hard on one or two individuals.

Making space for people to share their expertise

Honestly and directly. Bluntly. Don't make people guess at your meaning or intentions. (I'm autistic so this is rooted in my own support needs.)

Openly with accountability to community needs. Recognizing our growth edges and finding ways to grow.

directly and with kindness

How do you want to your group to talk about capacity?

It's ok to talk about boundaries

work towards sustainable engagement

Honestly, with folks feeling comfortable having their voice heard

Be honest about capacity (without fear of judgment)

honestly and without urgency

With humility and transparency. As soon as they come up so there's time to react without sacrificing end goals

I want people to be very direct about their capacity, feel comfortable letting each other know when something isn't done

being aware of overpromising.

Feeling safe in welcoming others sharing their mental/emotional/physical limits at any/all the time

How do you want to your group to talk about capacity?

As a fluid conversation where there's allowance for honesty around capacities changing over time

Honor folks' access needs

Accountable- not shaming

people coming in and out as needed, and being understanding

Space for folks to share about where they're at and also to pass along projects before burnout leads to dropping things.

Being honest about where we are and asking for help. Having each person jump in and out and change their capacity.

saying no rather than just staying silent

Want people to feel comfortable exercising their muscles when they need

Feeling grounded in ability to communicate how they want to engage at a time- understanding that our capacity is a fluid fluid thing

How do you want to your group to talk about capacity?

If something changes, tell the group.
practice saying no and yes and
collaborating to reduce the load

People knowing their own boundaries and
offering within them from love, for others
and themselves.

Honestly and directly with flexibility and
anti-ableist frameworks

knowing where we've overpromised and being
able to walk it back -- knowing what
commitments we cant keep so we can move
forward

frequently and in multiple ways.

Be clear and not take on too much.

In container

openly and with forgiveness and
understanding

Take on projects that excite them/
recognize that all projects are important.

How do you want to your group to talk about capacity?

Communicate openly without fear of judgement about what you can and cannot do.

Circle keeping in organizations to address issues like this. A habit of circle keeping helps build trust + safety.

stop gossiping about people who do less and offer support when people need help

Consensually

with intention, direct,

Hold both individual and group boundaries around yes/no

i would like for us to be able get to a place where we all honestly feel like we are in a good place

with grace and compassion

Grace for everyone's changing needs while making sure if people need to take a break, someone else will take over and it won't mean the worl doesn't get done

How do you want to your group to talk about capacity?

Being realistic, sometimes undercommitting in order to not burn out, and constantly checking in with one another about capacity

Be brave enough to say no when you can't AND generous enough to say yes if you can!

not assuming that a nebulous "someone" will step up if you don't see it happening

Sit and listen without judging

Honestly. Directly. No judgement. Openly. Honored for whatever is said.

Want everyone to check in every time we meet, that it's part of our ongoing discussions so that it's normalized.

Expanding beyond the "usual suspects"

Direct, clear and with acceptance.

Taking breaks are good for everyone-- working until burnout achieves less in the long-run

How do you want to your group to talk about capacity?

transparency about personal bandwidth
without fear of judgement

Ask each other where our capacity is
explicitly when making task requests

open & ongoing, honestly & promptly

I want to talk about it honestly while
building trust

not gunna lie, stepping up if someone can

With creativity

To be inclusive and "big tent" so we can
capture all the strengths of our community

Get more creative with what people can give
and receive - sometimes relationships are
enough

I want honesty! And others asking about
capacity if we feel innately they may be
taking on more than they can handle.
Offering to help when we sense others have
a lot on their plate

How do you want to your group to talk about capacity?

Be more welcoming

Allowing space support vulnerability away from shame

communication with participants on either side of prison walls

Why we can't recruit

Being empathetic to other's capacity and stepping up to support one another.

Making space for people to take breaks explicitly. Succession planning, or vacation planning, or something.

transformative justice & healing processes when we go beyond capacity & harm each other

intentionally, make space for it in meetings and communication channels

Holding space for each other. Tending to our boundaries. Truly loving each other. Talking directly with each other in the moment if there is tension, rather than letting things fester and ganging up on people.

How do you want to your group to talk about capacity?

constantly holding that we are humans but also want/need to get the thing done

I want people to follow up when they're not able to complete tasks or fill role. Just need communication.

With a willingness to change and without pressure to try to do everything

To have space for disagreements without people feeling like they are in open conflict.

Early, often, and honestly.

forgiving

Actively check in with each other; give and receive care with each other

direct communication with respect. supporting boundaries. be accountable for what we say we'll do. and believe in ourselves and our work.

find how people want to connect more and help more

How do you want to your group to talk about capacity?

dean we luv u

honestly

Reassurance on the work we have been doing

I want folks to not feel shame and to be open about where they are and how they can show up

Find and see the difference between accountability and shame/blame/accusation of abuse

in a focused and open space - giving time to capacities - seeing the creative designs we can generate to support each other

Normalize communicating personal boundaries and respect them without shaming others for doing less

"normalizing" taking breaks and space

encouraged but not pressured

How do you want to your group to talk about capacity?

Be able to be honest about capacity often, no pressure to do more. Find ways to bring it up often often often, so can pivot when necessary, before necessary really

Use capacity check-ins as an opportunity to see if people's needs aren't being met, and if there's a way we can step up to support

Speak only for one's self and listen open and earnestly to others speaking for themselves.

Need to notice resentment building and take a break

Participatory action research

How to rotate to combat burnout

with awareness that capacity looks different for marginalized people than relatively privileged people

I want us to build more cushion into our work, so that people can step forward and back more often

Take time to think about what are our strengths and to envision different futures

How do you want to your group to talk about capacity?

Acknowledging shame directly (for not showing up/ for not being able to show up) and working through that shame.

Broaden the circle of those who can share the burden, not demanding from people who are already there to give more than they can

supporting folks to be accountable!

have accountbilibuddy systems so that when someone is too shy to speak, they know they can always go to that one person within the group to help support them naming their needs-- until they can build up more vulnerability as they see fit

Someone is very good at gently calling people on their shit, I want to be more like them.

Making it clear that perfection isn't the goal

teaching others to do what you know how to do- stop essentializing yourself to feel important!

talk about it in terms of sustainability, not always individually

Allowing people to just back away without us giving up on them until they can return to the work.

How do you want to your group to talk about capacity?

nonviolently with empathy and compassion

reminders, revisit, & review often

how growing capacity is also related to how we communicate and share information, welcome people etc. i feel like theres a lot of untapped capacity and wisdom and energy, like the larger circles in that diagram

How do we engage all these people on our "general" slack channel? Aka generally interested people but how can we bring them in?!

The opposite of passive aggression

yes/no exercised regularly and openly.

under promise and over deliver

Resist creating "hierarchies of the burned out" where people working over capacity exercise power over those who are trying to maintain boundaries

admitting the pressure i/we put *on ourselves* to do a lot

How do you want to your group to talk about capacity?

build capacity, have the work be fulfilling. direct communication .

approaching it as a cultural issue instead of a personal one

BLAME and SHAME

how to improve communication between neurodivergent people and neurotypical people without putting unequal emotional labor on one end or the other or furthering stigma

talk about capacity as neutral-- everyone is giving what they can. i want a space where radical honesty is welcomed

we lov u

That is can be fluid and the door is always open for people to come back

with judgement

With judgement or resentment

How do you want to your group to talk about capacity?

defensively

passive aggressively

ableism, hostility, capitalist ways

Blame shame gossip

timidly. side conversations.

With shame or judgement

Being passive aggressive

Gossip, defensive, shaming, rigid

I don't want people to have a holier than thou attitude.

How do you want to your group to talk about capacity?

Gossip, dropping out/disappearing

as if it's something concrete. we are fluid!! so is our capacity

Relying on the "regulars" in the group

Steamrolling. With resistance to change.

Spiraling

passive agressiveness

urgency, scarcity, judgmental

avoidance. immediate anger, shame, or blame.

blaming

How do you want to your group to talk about capacity?

I'd love to see less anger when someone says they don't have capacity.

Shaming, lack of empathy for exactly where everyone is right now

Being sorry

just ghosting us

No hierarchies of the burned out!

Oppression olympics

I want for folks to feel like they can rest and rest and rest and still be part of the work, I want to encourage each others' well being and our own paces

Impossibly long emails

Shutting others down or pushing folks to do more without consent

How do you want to your group to talk about capacity?

"The same people are always the ones who show up"

By ghosting each other, or talking in circles.

Guiltig people into taking on work

Guilt, innocence, attack, defense, criminal justice binary punitive bullshit

Exaggerating how urgent the work is

martyrdom

as an excuse for flakiness

Competitiveness, stealing

avoiding conflict

How do you want to your group to talk about capacity?

Behind each others backs. Accusatorily? (making up that word). Or not talking about it at all.

Blaming, attacking, harmful language, shaming, martyrdom

long emails or one person taking up a large percent of the meeting

Stop being excited about firefighting - that means you need more things on FIRE to keep people happy!

I think we are experiencing collective burn out and so we are silent! No communication doesn't make space for transparency.

passive aggressively

being defeatist - believing capacity problems can never get better

No passive aggression, please.

people with more capacity are seen as more dedicated

How do you NOT want your group to talk about capacity?

shaming

stop valorizing overworking yourself!

fearfully

with resentment

judgmentally

stop overpromising

avoiding the discussion

shame & blame

violent 🖊

How do you NOT want your group to talk about capacity?

With yelling

silence - lack of response

Last minute

Apologizing for our capacity.

Irritation

No blame

guilt filed

stop essentializing yourself! teach others
how to do the things you know how to do

No more assumptions

How do you NOT want your group to talk about capacity?

Complaining for the sake of it- not actively looking for solutions

judgement, silence, sweeping under rug, a few people picking up all the slack and not talking about it openly

we luv u

blaming

telling something to everyone BUT the person it concerns

presumptively

No gossip. No self demeaning talk. No shaming others.

Bitterness, attacking, shaming, secrecy, lying to self and others

shame. blame.

How do you NOT want your group to talk about capacity?

ghosting

with judgement

Ableism

with judgement and shaming

disorganized! letting things we don't have capacity for slip through the cracks

Resentfulness

To shame or to trigger insecurities

blaming

Discuss solutions to burnout not that you're burnt out

How do you NOT want your group to talk about capacity?

conflict avoidance

Implicitly

Passive aggressively!

Judgmental

talking behind each other's backs

I'm tired of ableism and gossip. Shaming of those who people perceive as doing less

savior & martyr

with guilt

Don't be a hero

How do you NOT want your group to talk about capacity?

humblebragging

Inserting urgency to create pressure

Overcommitting and then apologizing a lot

passive aggressively

With a sense of urgency and in a way that produces guilt/shame

Ignoring our humanity

stop flexing

complaining/shaming in email threads

shaming

How do you NOT want your group to talk about capacity?

Blame, shame, burnout, but also avoiding
'noone has to do anything and thats ok'

judging,

not seeing each other as full people

shaming, blaming, with resent, comparing,
etc

Judgmentally or leveraging guilt

With ultimatums or "if you don'ts"

no news is good news. Don't assume everyone
is alright. Do consistent check ins to
normalize giving yourself space.

By feeling shame, or noping out because of
that shame.

Argumentative and taking points personally
when there is disagreement

How do you NOT want your group to talk about capacity?

competition "who's working the hardest"

Being sorry

just passively letting people say they are at their limit/overwhelmed without taking it seriously and making changes soon

By making capacity or trauma a competition. Everyone has needs and limits.

Mostly silence, with those with soft power dominating the conversation and making the decisions

At last minute or in unhealthy capitalist ways that value productivity above all else

not practicing transformative justice

"The Grind"

ghosting

How do you NOT want your group to talk about capacity?

resentfulness or silence

Taking over and not letting people in

stop overpromising!!!! internalized capitalist shame!!!!

thinking that we can't find solutions or change the scope or scale of the project

feeling isolated and not talking about it

ableism, shaming, capitalist ways, wanting to move to nonprofit instead of resolving capacity issues in a horizontal format

Stoicism serves nobody in a group project

taking things personally or centering ourselves within issues and losing sight of the purpose

"only i can do this"

How do you NOT want your group to talk about capacity?

assuming specific priorities

as though small capacity isn't enough

o

that if you're not martyring yourself then you're not really "down" for the cause

avoiding conflict

Apologizing and then not changing any behavior – continuing to overpromise, not communicate, etc

Judgmentally and shamefully.

Do not expect gender minorities and BIPOC to pick up all slack

passive aggressive language

How do you NOT want your group to talk about capacity?

punitively

Pushing blame on others

Not raising the topic of limited capacity until people have already taken on too much

Judging other peoples capacity "They CLAIM low capacity but I think they have more". Remembering we don't know peoples full story.

conflict avoidant

Not being inclusive of people at different places in their social justice learning

expecting others to have capacity when you do not

silence/lack of response

Infantilizing

How do you NOT want your group to talk about capacity?

over apologizing for not having capacity

radical honesty and acceptance of limits society creates

Stop privileging action items and deliverables.

Immediate agreement only to back out later, delay of communicating that you cannot do something, make a process for saying no so the discord msgs have comms on them!

seeing yourself as the always first option rather than thinking about delegation or what might be leading to others not participating

Comparing capacity between people. You never know what someone has going on, so never make assumptions about what someone can handle

Don't keep quiet when you can't show up-- let someone know.

With blame and resentment towards people for taking the space they need

Reactive and generalised conversations about capacity...

How do you NOT want your group to talk about capacity?

Avoid discussions rooted in capitalism and "hustle" culture. People can only do what they can do.

silence + absence - so the work is left unspoken / forgotten

Tired of this hierarchy of those who do too much and never say no, versus the rest of us who are trying to have boundaries

100% stop romanticizing overworking

At last minute or in capitalist ways that value productivity above all else

ableist

continuing at exactly the same pace, not slowing down

Being shy about it - ok to just say, hey we can't do this

Not to resent people who pull away for long breaks

How do you NOT want your group to talk about capacity?

not ghosting us

oppression olympics

Interrogating / Requiring explanations

stop cutting off your communications with people you don't like

Defensively, passive aggressively, comparatively, ghosting or being non-responsive because of shame

ghosting us

being super vocally supportive of folks taking breaks without having honest conversations about the burden that puts on everyone else

by avoiding confrontation

Inundating people with so many ideas that we feel unable to really make even the slightest difference.

How do you NOT want your group to talk about capacity?

ok to take a break and come back

stop assuming other peoples capacity

being shady or passive aggressive

with blame and backbiting -- or conversely
with charging ahead without group consent

Elitism. The parent-child dynamic. It's so
problematic.

ableism

You can't be the hero to everyone

having a structure in which a lot of
responsibilities + power naturally fall to
a few people (hierarchical structure)

disingenuously

How do you NOT want your group to talk about capacity?

belittling someone else's priorities, if they are not the same

with a sense of unrelenting urgency

keeping capacity discussions to a small group and not the whole group

Ignoring the call for more engagement for things that are hard work, especially when only one or few folks repeatedly taking on because just needs to be done

passive aggressively!

Pretending everything is fine when it is not,

No idea how to not do this: when someone is so good at doing thing, it's intimidating to others that might pick up that thing

Shame, blame, resorting to identity politics to shut people down, no matter who they are.

weakness-centered

How do you NOT want your group to talk about capacity?

I do NOT want people to validate why they can't contribute or participate using the virtue of what they are doing (I'm doing a very virtuous thing instead of being at the meeting)

passive aggressively

Ignoring

NA

gossip

With bitterness from burn out

no assuming, don't be afraid to clarify

guilting out, confusing

fear of vulnerability, judgement, playing our cultural roles

How do you NOT want your group to talk about capacity?

avoiding

stop not showing up

I do NOT want my group to signal its capacity by silence, or not answering. Especially in quantized forms of communication (I could use a better word but don't know it), forms like texting or email

No one else can do it as well as me

It'll all work out

No one else can get this done

Avoidance

--

I can't let her down

How do you NOT want your group to talk about capacity?

I don't want us to encourage firefighters, as they require FIRES.

If I don't do it, who will?

I will feel guilty

q

suck it up!

a

no one else will do it if I don't

who else is going to do this

It needs to get done and you are the one who knows how to do it

How do you NOT want your group to talk about capacity?

we all are busy

other people do way more than i do

I gotta carry us through this week!

I gotta take the weight off the people who are burning out who carry us all the time

It's exciting for me to explore my edges

Guilt from privilege - I don't deserve all the good I have

Yeah I'm in a position of more privilege and ability, so it's hard to ask others to take stuff on when we are all maxed out, yet the work still needs to happen.

dismissive

What messages do I hear in my head when I am deciding to overcommit?

z

Just this one more time!

I need to do more

I can do this

if i don't do it the group will fall apart

I can help! (Savior)

No one else volunteered. This has to get done.

this is important

i'm the only one who will do it.

What messages do I hear in my head when I am deciding to overcommit?

It needs to get done

If I don't do it, no one else will

Everyone else is more system-impacted than me

it must get done and i'm the only one who can

I wasn't able to help as much as I wanted to last time and now I need to make up for it

I'm the only one that has the relationships / access to information that can do this

It's important that it be a Black person there and everyone other BIPOC person is over capacity

don't let them down!

i'm the only one

What messages do I hear in my head when I am deciding to overcommit?

other people can do this, what is the matter with you

I can do it!

No one else will do it I don't volunteer

People will like me more

I will feel guilty - I have so much privilege, I need to use it for good

I want to do it right

"It's my fault I didn't delegate, and now there's urgent need and it's too late so i have to suck it up" -Redwoods

urgency

I hope this makes people like/respect me

What messages do I hear in my head when I am deciding to overcommit?

Someone should do this; I know I'm capable

You have to do it for the revolution, if I don't do it no one does

No one else is doing it

I'm lazy if I don't use all my time and energy

perfectionism

No one else cares enough to take this on

i don't trust other people in the group to get it done.

Someone needs to step up, and it's urgent.

You've done it before you can do it one more time.

What messages do I hear in my head when I am deciding to overcommit?

Others are going through worse. I'm hiding behind my privilege if I don't step up.

I over do it to avoid myself

I haven't done enough for a while. I have to make up for not doing on the ground work, so I have to do more online work than is feasible.

If I don't, I will be punished.

That if I don't do it it won't get done, for sure.

I am responsible for all this

silence from the group is uncomfortable so i should do it

Everyone else has low capacity, too

I'm scared of the silence when no one else commits

What messages do I hear in my head when I am deciding to overcommit?

It has to get done and I will do it best

This work is important and someone has to to get it done

I need to be useful

The task is more important than my free time

Need to be needed

i'm not doing enough.

"i'll let people down if i dont do this"

I need to do this because I'm not doing enough or because I'm bad person if I don't.

I've had so much privilege -- it is my duty now to give back

What messages do I hear in my head when I am deciding to overcommit?

Worried that our participants will suffer if I don't

I want to make up for my privilege

Our group needs it and I am able.

need to be perfect

Making up for lost time

Anxiety - no one is stepping up, I'll do it.

I am not enough/I am not doing enough

I need to please the group and have the group think I'm valuable

There are people depending on us and no one else is going to step up

What messages do I hear in my head when I am deciding to overcommit?

Right, don't do this critical work and go home and relax and enjoy your relatively easy life.

If I want it done right...

If I do it, then I have no one to blame but me - I like the control

what's my worth if not

Eh, who needs sleep anyway

This is urgent, this is too important to say no

I should do this because I have privilege and could

this is how I can be worthy. I have privilege so I should

People will forget about me if I stop

What messages do I hear in my head when I am deciding to overcommit?

It's easier to step up than ask for someone else to help.

have no time to train someone new

Everyone else is doing stuff

I'll be treated as not having a right to be in & benefit from the space if I don't

What right do I have to ask for someone to do what I won't/can't?

I'm lazy and need to work hard against that tendency.

Privilege guilt

i live a very priveleged life and there are people suffering who are counting on me.
it's the least i can do

someone will suffer if no one does it, and I am one of the few who has capacity

What messages do I hear in my head when I am deciding to overcommit?

if i don't do this then i'm not down

I want to contribute to change

Hard not to help others when you have an open heart

If I don't do it, it won't get done. I'm letting down the org. The other person who knows how to do this has done it the last two weeks, it's my turn to pick up the slack.

People don't respond (in time)

this will fail if I let it wait

I need to show up more or I want to show them that I can do a good job

no one else is volunteering and it has to get done

It's my trauma response to want to do more work because it's necessary and good work, and it helps my existential dread.

What messages do I hear in my head when I am deciding to overcommit?

I can deal with this over commitment in the short term (yet, then, the exit point keeps getting pushed back)

I'm one of few people who can do this (in groups where white members delegate racial diversity tasks to BIPoC folks)

I need to do things for people so they like and accept me.

I'm white and have enough money to help, and if I say no, I'm not contributing to my community or living out my anti-racist/anti-capitalist values

Im wasting my life if i don't

It'll take more time to explain to someone else how to do it and I'm already burned out

I'm grifting because I'm a white person working at a predominantly BIPOC org, I don't belong here, etc. It's complicated.

"You're not doing enough, and that's selfish"

I have more privilege than others in the group

What messages do I hear in my head when I am deciding to overcommit?

People's literal lives depend on it, so if I don't do it....

It will be faster and easier if I just do it

no one else will do it otherwise and I'd rather sacrifice than have someone who needs it miss their food delivery, etc

being the only one to offer to do something leads to overcommitting --> it won't get done if I don't do it

If I can help get work off someone else's plate, that's how I can be most helpful

People pleasing

I have more time available

Need to make up for the time my job has me doing "nothing"

as always, my father

What messages do I hear in my head when I am deciding to overcommit?

Everyone is doing more rn I should try to match them

if i see something that needs to be done, i have to do it or i'm telling others they hav to

No real reason to say no (not doing anything "better" with my time, just watching tv)

I have to live up to my "potential"

Neighbors are counting on us and we need to follow through

No time for messages!!! I'm overcommitting!!!

i often deprioritize my own needs and to do lists by minimizing their importance or telling myself i'll do it later. this is more important. get it done

This will be personally fulfilling and I need it (even if it's not and I don't)

Earning my keep in the group

What messages do I hear in my head when I am deciding to overcommit?

someone has to do this

I can't let this person down

I want to be loved and valued (breaks my heart to say this)

im a bad person if I don't push myself or do as much as I possible (unfortunately, I know this is a trauma response, specifically "fawning", in combination w/ internalized ableism)

No one else is stepping up, guess I have to.

I need to prove I deserve to be here

This is the most important work I could be doing.

It's my responsibility because of my privilege.

I want to show up because I don't want to be seen like I don't care. Even if it means showing up for multiple things/people/needs at once.

What messages do I hear in my head when I am deciding to overcommit?

Nothing can do it better than me

I should do this because I have privilege and I can

As a privileged person, I have the obligation to work myself to the bone -- I'm still suffering less than xyz

"prove yourself, be exceptional"

I have free time, I should be able to do it. Everyone else is doing so much.

That I have more privilege than others and need to use it

There aren't enough hours in the day to do all the things (esp. when having to work to survive, too) but I want to do them!

even though i regularly feel overcommitted, i'm sure i can do it better this time....

It's exciting for me to explore my edges

What messages do I hear in my head when I am deciding to overcommit?

The need for reparations and that I need to give till it hurts

It must be done.

This is urgent! (Not taking the time to think through alternatives, let others speak up)

Rest is something hard to learn

Things will fall apart if no one does this work.

It's my role to serve

what will this comrade in need think of me if I say I can't / let them down

People will disappoint me so I better step in

It will take too long to train the new person.

What messages do I hear in my head when I am deciding to overcommit?

i *should* be able to do more than I'm currently doing

why are you here if you're not doing the work

"Someone has to do it" "I don't want *so and so* taking this on"

If I don't work, no one even knows I exist and then I can't get support when I need it

I want to be helpful

If I ask too much of my small overworked team, they may want to leave the group? (Thinking about abandonment)

If I don't actively, visibly participate, I have no value to others.

People will be mad at me if I can't help more. I have to prove I'm valuable in this work and it has to be done. Urgency

i want to do it!! even though i know it's really likely that i'll procrastinate/not follow through, but i somehow believe every time that i sign up that "this time will be different"

What messages do I hear in my head when I am deciding to overcommit?

i want to do everything, each toe dipped in a different pond

I have to prove my dedication, worth and value of community by overcommitting

my self concept needs me to be The One Doing The Most

All the work we've done so far will be for nothing if I don't overcommit.

it's easier to do the "tasks" than spend time on building a strong group culture and decision making process

Everyone else seems really overwhelmed

Saying no is being "lazy"

sometimes it feels more stressful to find someone to help out than to do it myself

I am worried if I don't then I will be letting people down

What messages do I hear in my head when I am deciding to overcommit?

I haven't had a positive result from my work, so I must add more opportunities to add something productive.

Don't want to let the people down we help

I'll have to spend more time fixing it later if someone else does it, so I should just do it myself now.

i was there at its origin and feel accountability for how we are falling short

service/care work is some of the most important work I can do (and my value comes from it)

I want the control of knowing whatever happens, it's on me

you are wallowing in the rewards of your family's blood money and you need to answer to the people suffering around you

No one else has the expertise/experience to do this particular project

I want people to like me. I want to feel needed

What messages do I hear in my head when I am deciding to overcommit?

I can do this. But I maybe don't think about whether or not it's healthy.

I'm only worthy if I'm productive.

There's not enough of us (for me to not commit)

I think [other person] has enough on their plate so I should take this on

Worry that it won't be done well, that I wouldn't be happy with the product or want to put my name on it

As the elder in the group, I need to step up and do this

the need is so great, it needs to get done, my time isn't that important

I have more time than everyone else

I don't recognize my own capacity until I'm way over it

What messages do I hear in my head when I am deciding to overcommit?

If not me, who?

unscheduled time is wasted

you are a social parasite and this is the only way people will see any value in you. but don't expect anyone to express that.

no one else will do as good of a job on it as I will

This is the only space I don't feel like something is wrong with me and I need to make sure it doesn't fall apart.

gendered ideas of who should be doing all the admin type work

urgency

I gotta carry us through this week and then we'll build capacity

I gotta carry the people who have been carrying us and burning out so they can rest.

What messages do I hear in my head when I am deciding to overcommit?

I failed at recruiting someone else to do this task so now it's mine to do

I resent having to do this work. Why doesn't so and so step up?

I am crazy because I can't do this.

Show up for myself and others

prove my worth to the group

not enough time

They really need me. I'm valuable. There is nobody else to do it. They've asked four times and nobody else responded. I have more energy/privilege than those who need this service. I can get my stuff done later. This is the work.