

RECLAIM YOUR TIME

A Guide to Dismantle Hustle Culture Geared for QPOC

Step 1: Let's Name the Systems

If you haven't already, read my blog on "Where Does My Burnout Come From?" to help you sort through this.

- Colonial time norms: Why is it that we engage in 'productivity' knowing we are conforming to white supremacy?
- Racialized labor: How has your work place (unpaid/paid) been exploited? (e.g., emotional labor).
- Survival guilt: Who was it that engrained into you that rest was a luxury or that your worth is only measured by your hustle?

Step 2: Practices to Help You Detox

1. Audit your "shoulds".
 - Eliminate out any tasks rooted in respectability politics (e.g., 'over prepare to be taken seriously').
2. Rest is Radical
 - Start off slow - 10 mins of doing nothing. Yes, that means no screens, no chores, no "let me just to this real quick".
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Affirmation: "My ancestors fought for my right to rest."

3. Rework 'Productive'

- What if 'enough' looked like surviving our capitalistic society with our joy intact?

Prompt: What might your grandparents consider a 'good day'? (Ahem, it probably wasn't "yay my inbox is at zero").

4. Trade Collective Care over Hustle Culture

- Reach out to friends and colleagues to set up a 1:1 skill share/trade instead of unpaid labor (e.g., "could you edit this for me and I'll show you how to use those new water colors you bought?").

Step 3: Find A Sustainable Rhythm

- Energy Mapping: Keep track of when you feel pumped, clear minded - protect this time for YOU, not for work.
- Boundary Scripts:
 - "I don't have the capacity right now".
 - "I understand this is important to get done, but I clock out at 5pm so it will need to wait".

Step 4: Resources Geared for QBIPOC

These are just some starting points. Keep an eye out for my recommended resources in a future blog!