



REGENERATION FOR CHANGEMAKERS

A guide for those
carrying the weight of the world

Dr. Tina Fischbach
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Introduction

If you've chosen to work in sustainability or related fields, chances are your heart is wide open - to the beauty of this planet and to the weight of what's at stake. You're not alone in feeling tired, frustrated or unsure. This guide is here to hold space for the hard parts - and to remind you that your care is not a burden. It's a strength.

This work is urgent. But you don't have to burn out to prove your care. The climate and ecological crisis ask a lot of us - but not everything. You are allowed to rest, to laugh, to care imperfectly, and to keep showing up.

I have created this guide, which covers potential struggles across 4 topics, to help you reclaim your balance and agency.

I hope you find the examples and suggested practices useful.

Do you want to deepen your practice and are you considering working with a Nature Coach to engage with your struggles from a place of strength, trust and resilience, rather than exhaustion, despair, or burnout?

Or are you looking to engage your team in regenerative practices as part of their wellbeing?

Then visit my website for information about the Regeneration for Changemakers program, and what I have to offer to support you.





Struggling emotionally

“I feel like I’m carrying the emotional weight of the planet.”

“I feel overwhelmed by the scale of the climate crisis.”

“I doubt whether I’m doing enough.”

“I have difficulty balancing hope and realism.”

“I feel guilt when taking time for myself.”

You are not alone!

These feelings are a natural response to an unnatural situation. The climate crisis is huge - and it’s okay to feel small or hopeless sometimes.

Suggested practice:

- **Take emotional breaks without guilt** - even 10 minutes outside, away from screens, can help reset your nervous system.
- **Practice "enoughness"** - remind yourself that your role is not to solve it all, but to show up with care and consistency.
- **Find “pockets of joy”** - celebrate the small wins, the quiet beauty, the people showing up beside you.

 *“You are not failing. You are feeling.”*



Social struggles

“I feel isolated because few people around me share my concerns.”

“I constantly have to justify the importance of my work.”

“I get frustrated with slow systemic change.”

“I face resistance or apathy from decision-makers.”

“I’m unsure how to communicate effectively without scaring or alienating people.”

You deserve community!

It’s hard when the people around you seem indifferent, or when the urgency you feel isn’t reflected by others. But you’re not the only one who cares - truly.

Suggested practice:

- **Seek out climate communities** (online or local) where your care is mirrored and normalized.
- **Use “inviting” language** when sharing your work - curiosity connects better than confrontation.
- **Don’t carry the emotional labor alone** - it’s okay to say “I can’t hold this right now.”

 *“You don’t have to shout to be heard. You just need the right listeners.”*



Work-related and impact struggles

“I struggle to see the impact of my work.”

“I worry that my work isn’t truly sustainable or ethical.”

“I feel conflicted working within flawed institutions.”

“I feel disheartened by greenwashing and performative actions.”

“I worry that funding or support will dry up.”

Every action has echoes!

It’s easy to lose sight of your impact, especially when change feels painfully slow. But systems change often starts invisibly — inside conversations, relationships, and persistence.

Suggested practice:

- **Reflect on the “why” that brought you here.** Keep it somewhere visible.
- **Celebrate progress, not perfection.** Impact builds over time.
- **Work with integrity, not intensity.** Doing less, more mindfully, can be more sustainable long-term.
- **Beware of the “savior” mindset.** You are part of a movement, not the whole solution.

 *“You are not ineffective. You are planting seeds.”*



Struggles related to lifestyle and personal integrity

“I feel pressure to be perfect in my personal choices.”

“I have trouble switching off and disconnecting from work.”

You are not a machine!

Living in alignment with your values is admirable - but perfection is a myth. You're allowed to rest. You're allowed to be human.

Suggested practice:

- **Release the “perfect sustainability” trap.** Systemic change doesn't hinge on your compost.
- **Schedule “do nothing” time like it's a meeting.** Disconnecting is part of the work.
- **Let go of guilt.** Taking care of yourself strengthens your ability to care for the world.

 *“Your worth is not measured in carbon offsets.”*



Contact



With over 20 years of experience in corporate leadership and organizational transformation, I bring a unique blend of scientific insight, strategic acumen, and deep human-centered wisdom to my work. With a PhD in Biology and certified as a Mindfulness Mentor and Nature Coach, I support changemakers in the climate and ecology sectors to lead with resilience, clarity, and purpose.

My approach is grounded in both science and soul - drawing on systems thinking, embodiment practices, and regenerative principles.

The program **Regeneration for Changemakers** is born from my commitment to inner and outer sustainability—supporting those who care for the planet to also care for themselves.

Are you interested in the program, and would you like to get in touch? Here is how you can reach me:

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