



Roadside Reflection - Thriving on Tight Budgets Working Smart When Resources Are Limited

Acknowledging Reality

We know this year comes with challenges—including the difficult news that salary increases won't be possible due to budget constraints. But even in tough times, your work matters—and there are ways to stay focused, resilient, and impactful. Here's how:

1. Take Inventory

Look at your current programs, tools, and tasks. Ask:

- What's taking significant time or energy with limited results?
- What could be simplified, paused, or retired?
- Clearing space can sharpen your impact.

2. Collaborate with Purpose

Team up with colleagues to co-host, co-create, or cross-promote. Shared efforts = shared energy.

- Consider pooling outreach, splitting roles, or rotating event duties.
- Collaboration multiplies your capacity without multiplying your hours.

3. Repurpose and Reuse

Let great content work harder for you:

- Turn a workshop into a newsletter series.
- Adapt a webinar into a handout or video clip.
- Reuse templates or visuals across programs

4. Focus on Meaningful Touches

Not every high-impact effort requires high dollars.

- A thank-you card, a personal call, or a thoughtful follow-up can go a long way in building trust and connection.

5. Ask for What You Need

Even without financial raises, support still matters.

- Let leadership know what resources, training, or tools would help.
- Advocate for time to plan, tech that saves effort, or peer learning opportunities.

Perspective Matters

When budgets are tight, clarity is power. You don't need to do more—just what matters most.

"Do what you can, with what you have, where you are." – Theodore Roosevelt