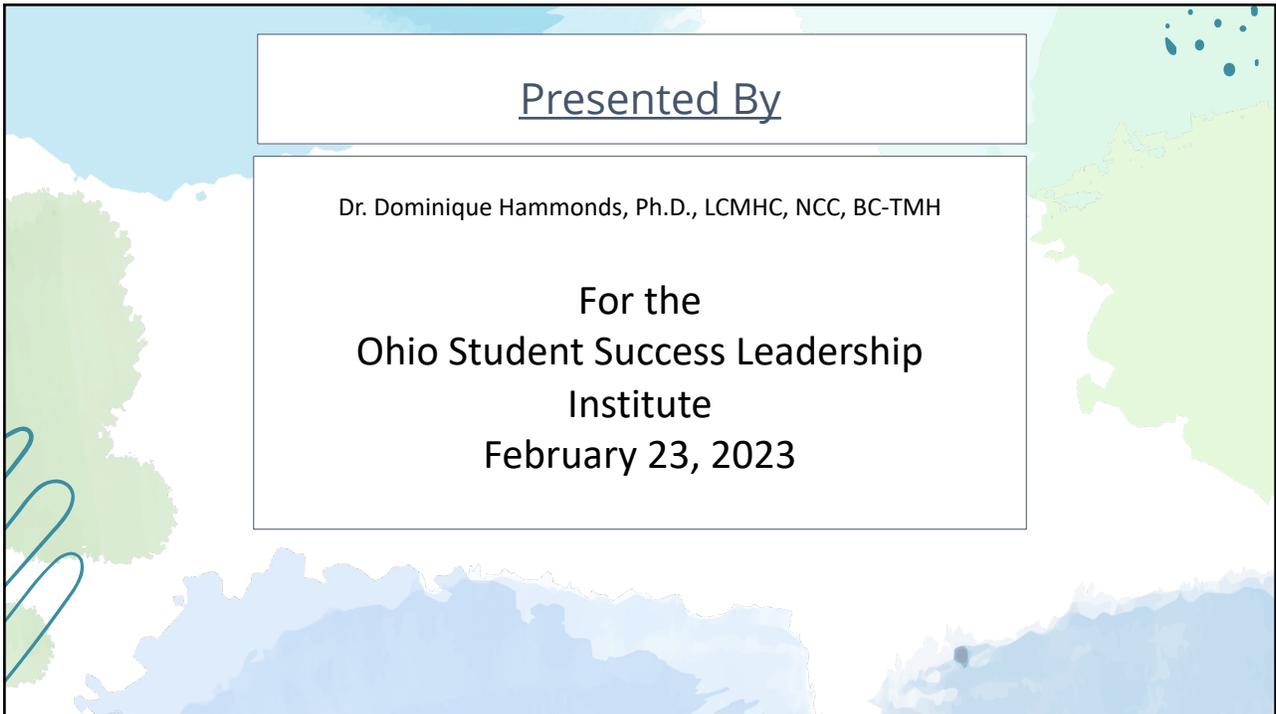


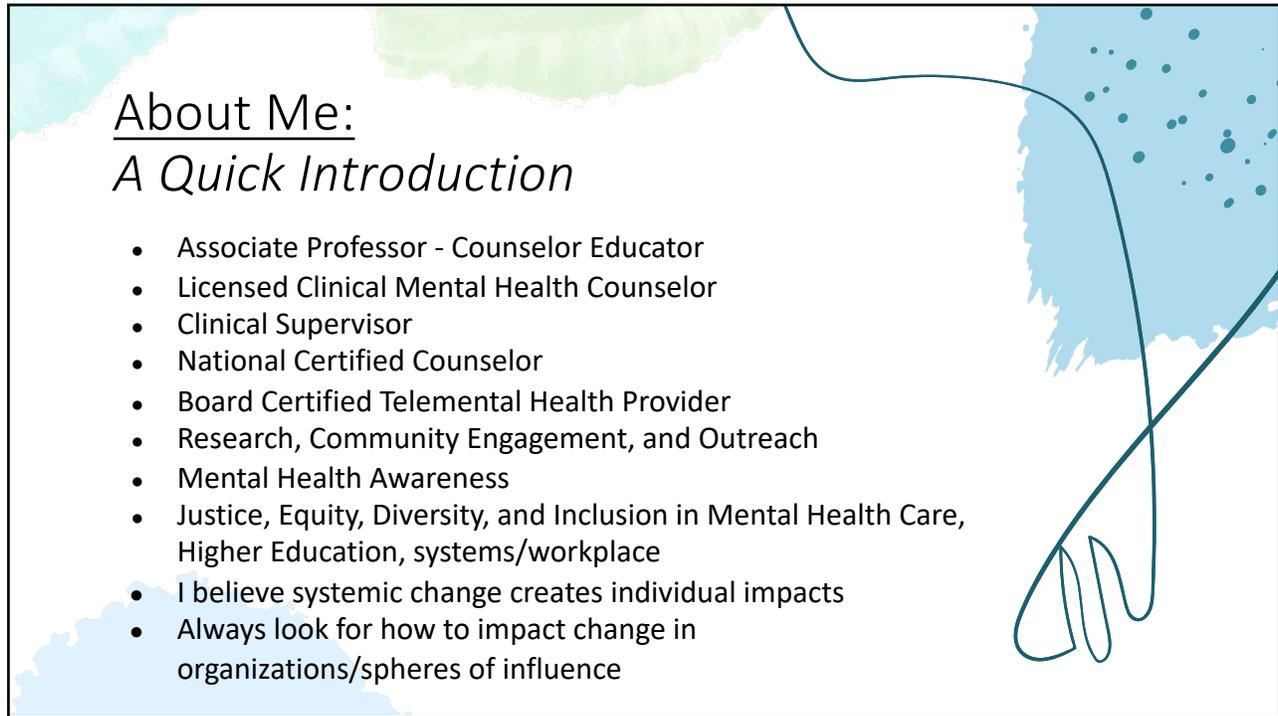
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About Me:
A Quick Introduction

- Associate Professor - Counselor Educator
- Licensed Clinical Mental Health Counselor
- Clinical Supervisor
- National Certified Counselor
- Board Certified Telemental Health Provider
- Research, Community Engagement, and Outreach
- Mental Health Awareness
- Justice, Equity, Diversity, and Inclusion in Mental Health Care, Higher Education, systems/workplace
- I believe systemic change creates individual impacts
- Always look for how to impact change in organizations/spheres of influence



3

Pleasantries
vs.
Active Investment
in Employee
Wellbeing and
Healthy
Organizational
Culture

“How are you doing today?”
“I hope this email finds you well.”
“Happy Friday”
“Be well”
“Enjoy your weekend”
“Warm regards”



4

Feeling it at Work: Staying Afloat

- Lack of control
- A sense of overwhelm
- Too many competing responsibilities
- Confusion due to inconsistent expectations
- Changing policies and procedures
- Anger/Frustration
- Hopelessness (lack of confidence that things will change)
- Uncertainty (about it all)
- A sense of helplessness/powerlessness (“I can’t do anything”)

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The World Around Us

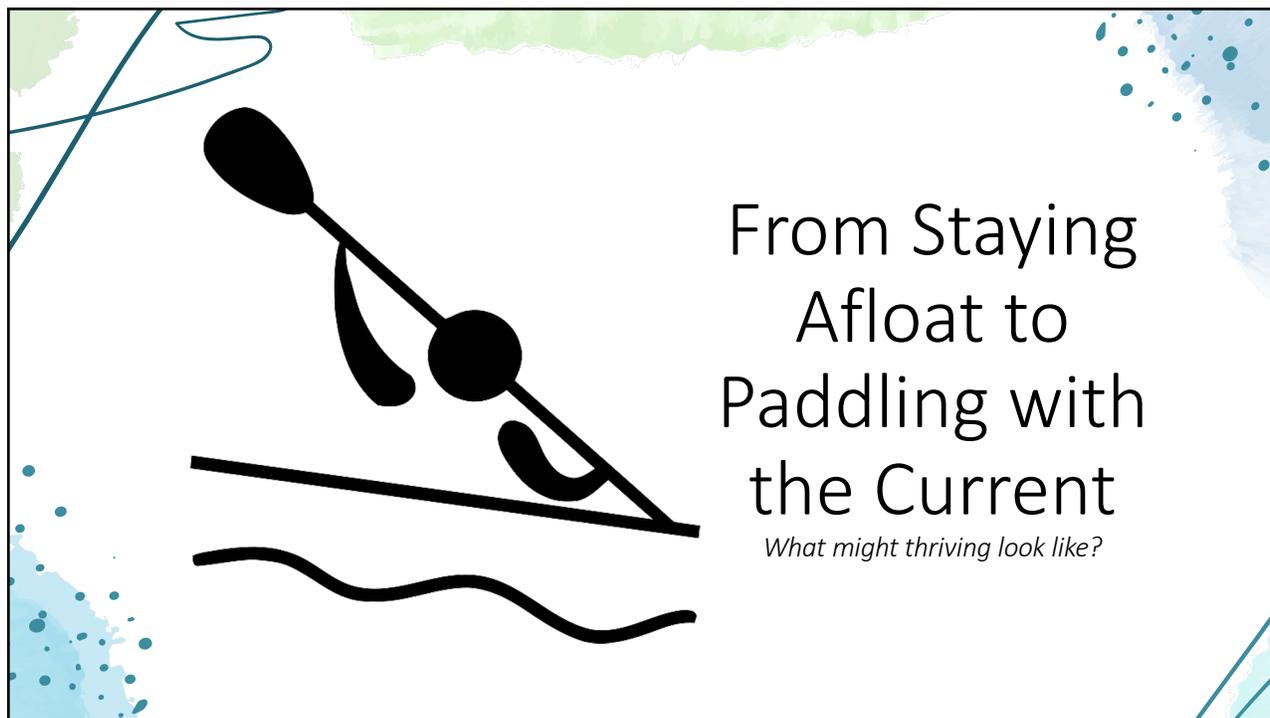
- 21% of Americans still report experiencing **mental health difficulties related to impact of pandemic** (Pew, 2022)
- Record high levels of **violence, sadness, and suicide risk** (CDC, 2023)
- (57%) U.S. teen girls felt **persistently sad or hopeless** (CDC, 2023)
- Nearly 1 in 3 (30%) **seriously considered attempting suicide**—up nearly 60% from a decade ago (CDC, 2023)
- For the first time since 1996, **life expectancy** fell (CDC, 2021)
- **Depression ranks among the top 3 workplace issues** in the U.S., along with family crisis and stress (NNDC, 2023)

People are struggling emotionally and financially, trying to support family members, and balance multiple roles/expectations with less time, energy and resources.

We cannot give all of our energy and focus to everything at the same time - AND WE SHOULDN'T BE EXPECTED TO...

We're all just HUMAN!

6



7



10

Characteristics of Healthy Leaders

Healthy People

- Developed self identity/Self awareness
- Self-care
- Boundaries
- Meaningful connections/ community



Healthy Leaders

- Oar 1: Prioritize boundaries and personal wellness
- Oar 2: De-center self
- Oar 3: Leverage unique identities, assets, strengths of team members in service of organization

How can you prioritize your wellbeing and help to foster an environment that supports the wellbeing of others?

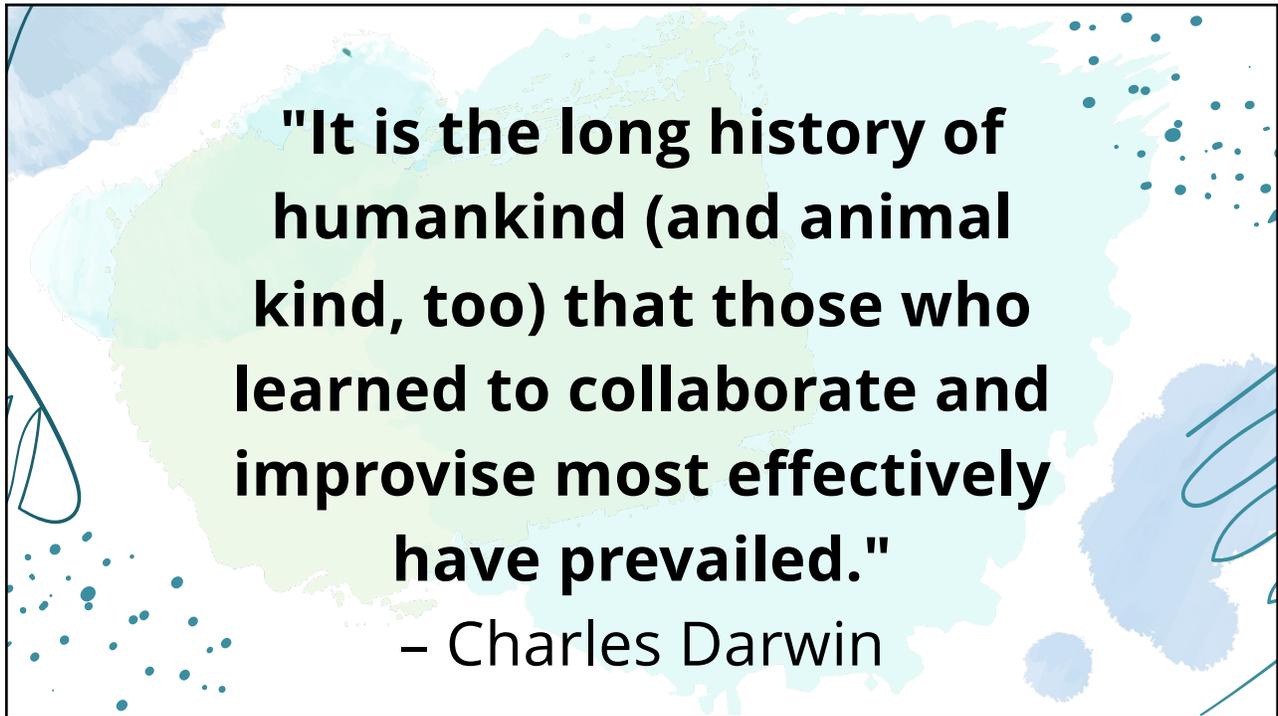
Healthier YOU = Healthier WE

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“It’s not about you. It’s about them.”

— Clint Eastwood

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Oar 1: Personal Wellness

Wellness - the active pursuit of activities, choices and lifestyles that lead to a state of holistic health

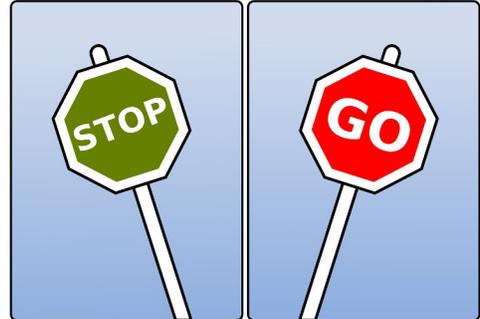
Happiness - Subjective state of being including health, family (connection), purpose

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Redefining The Term “Self-Care”

- Pop culture distortions
 - The belief that self-care must be lavish, beautiful, and impressive (social-class implications) (ex. Posh professional pedicure)
 - The belief that engaging in these lavish activities will be the “fix”
- Implies “one off”/ isolated behaviors
- Represents an aspirational goal instead of an imperative (ethical, personal)
- Persist belief that self-care is selfish
- Definition should incorporate self-compassion



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Hallmarks of Self-Care

- Self-care involves
 - Managing life to make room for what your brain, body, and soul needs
 - A set of healthy practices
 - Acknowledgment of tangible benefits
 - Active decision making
 - Consistent engagement/choices
 - Necessity - Not luxury (buffers burnout, compassion fatigue, stress/overwhelm)



Checking-in: Can you list choices/practices that fit these criteria that aren't examples of “luxury activities” or “treating yo self”?

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Self-Care Tips for Healthy Leaders

Take a Daily Assessment

- Ask yourself:
 - What are the things outside of my control that cause me stress and anxiety?
 - Explore what IS within my control
 - Helps to minimize feelings of hopelessness

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Self-Care Tips for Healthy Leaders

Engage in Wellness Planning

- Communicate your needs and check in regularly with your support system
 - *Heart* - Motivational needs, spiritual needs, and how you stay grounded
 - *Body* - Biological needs and physical needs
 - *Mind* - Emotional needs; thought process
 - *Community* - Interpersonal needs; need from social relationships
- Reflect on who can meet these needs/how

The Audre Lorde Project

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Self-Care Tips for Healthy Leaders

Step Away If You Need Too

- Self-reflection and self-awareness
 - How do you know when you're stressed/overwhelmed?
 - Is it a feeling/ emotion?
 - Is it an embodied sensation?
 - Is it a thought?
 - Can you tell by your behaviors?
- Is it possible to take a break?
 - Weekend, personal day, vacation
 - Limit intake of news and social media

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Self-Care Tips for Healthy Leaders

Take Care of Your Physical Body

- Mindfulness and Meditation
 - Body scan
 - Guided meditation
 - Progressive muscle relaxation
 - Mindful walking, eating
- Adequate Sleep
 - Attend to sleep hygiene
- Eat Nourishing Foods
- Move Your Body
 - Walking
 - Yoga
 - No "right way" Whatever makes your body feel good
- Stay Hydrated

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Self-Care Tips for Healthy Leaders

Find a Community of Support

- Student success is a communal effort (regardless of your role)
- Remember you are not alone in the work
- You're in it for the long haul, so take pressure off of yourself to get it all done now. Waves of change move mountains
- Process your experiences with colleagues, supporters
 - Don't be afraid to ask for what you need
- Join groups and attend conferences to connect with professionals outside of your immediate network
- See a professional counselor
 - It's ok to feel how you feel

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Self-Care Tips for Healthy Leaders

Do Things That Bring You Joy

- You are a person outside of your work and you have the right to a full life
- Resist the urge to allow the work of supporting others to zap your energy and joy
- Engage in behaviors/ activities that “fill your cup” and are rejuvenating

THE BIG LIST OF PLEASURABLE ACTIVITIES

is (*) the ones you're willing to do, and then add any activities that you can think of:

<ul style="list-style-type: none"> Talk to a friend on the telephone. Go out and visit a friend. Invite a friend to come to your home. Text message your friends. Organize a party. Exercise. Life weights. Do yoga, tai chi, or Pilates, or take classes to learn. Stretch your muscles. Go for a long walk in a park or someplace else that's peaceful. Go outside and watch the clouds. Go jog. Ride your bike. Go for a swim. Go hiking. Do something exciting, like surfing, rock climbing, skiing, skydiving, motorcycle riding, or kayaking, or go learn how to do one of these things. Go to your local playground and join a game being played or watch a game. Go play something you can do by yourself if no one else is around, like basketball, bowling, baseball, miniature golf, billiards, or hitting a tennis ball against the wall. Get a massage; this can also help soothe your emotions. Get out of your house, even if you just sit outside. Go for a drive in your car or go for a ride on public transportation. Plan a trip to a place you've never been before. Sleep or take a nap. Eat chocolate (it's good for you!) or eat something else you really like. Eat your favorite ice cream. 	<ul style="list-style-type: none"> ___ Cook your favorite dish or meal. ___ Cook a recipe that you've never tried before. ___ Take a cooking class. ___ Go out for something to eat. ___ Go outside and play with your pet. ___ Go borrow a friend's dog and take it to the park. ___ Give your pet a bath. ___ Go outside and watch the birds and other animals. ___ Find something funny to do, like reading the Sunday comics. ___ Watch a funny movie (start collecting funny movies to watch when you're feeling overwhelmed with pain). ___ Go to the movie theater and watch whatever's playing. ___ Watch television. ___ Listen to the radio. ___ Go to a sporting event, like a baseball or football game. ___ Play a game with a friend. ___ Play solitaire. ___ Play video games. ___ Go online to chat. ___ Visit your favorite Web sites. ___ Visit crazy Web sites and start keeping a list of them. ___ Create your own Web site. ___ Create your own online blog. ___ Join an Internet dating service. ___ Sell something you don't want on the Internet. ___ Buy something on the Internet. ___ Do a puzzle with a lot of pieces. ___ Call a crisis or suicide hotline and talk to someone. ___ Go shopping. ___ Go get a haircut.
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Self-Care Tips for Healthy Leaders

Set Boundaries

- Explore feeling of “advocate guilt”
 - Feelings related to not acting, not completing, not achieving the preferred outcome, etc
- Schedule “action hours” on your calendar
- Determine what is “protected time”
 - Time to focus on professional development
 - Time for wellness
 - 8 wellness areas
- Practice saying no to things requests that infringe on your “protected time”
 - “No” is a full sentence.

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Oar 2: Self-Awareness & De-centering Self

Emotional intelligence - the ability to understand, use, and manage your own emotions in positive ways to relieve stress, communicate effectively, empathize with others, overcome challenges and defuse conflict

Characteristics of Strong EQ

- *Interest in the experiences of others*
- Self-awareness (personal strengths and weaknesses)
- Operating With integrity
- Self-Awareness of feelings of self and others/empathy
- Present-focused
- Self-motivated
- Well placed boundaries



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Oar 2: Self-Awareness & De-centering Self

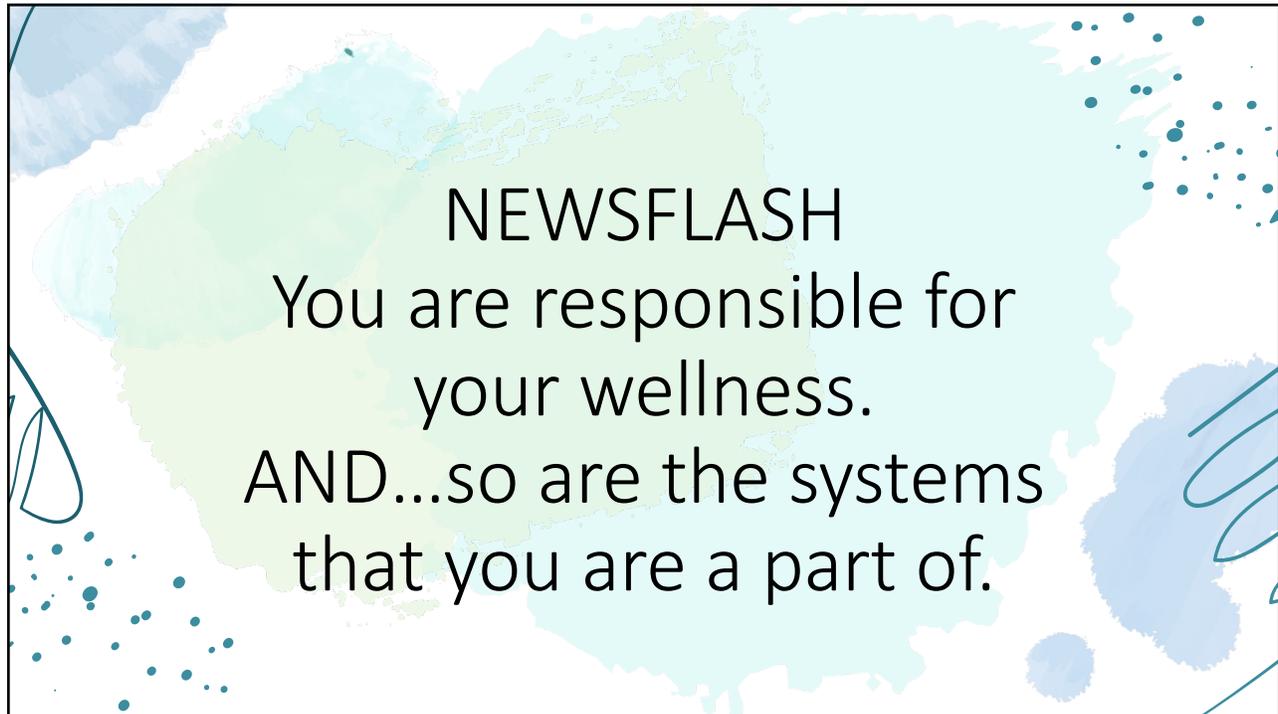
- Cultural competence (*toward more welcoming workspaces*)
 - Awareness of the lived experiences of other who are different than self
 - Respect for different ways of being, thought, presentation, value systems
 - Non-judgmental acknowledgment of how differences show-up in practices, behavior, styles of work, needs, expectations, interactions, etc
- Moving from I/It to I/Thou communication
 - Tips and tricks

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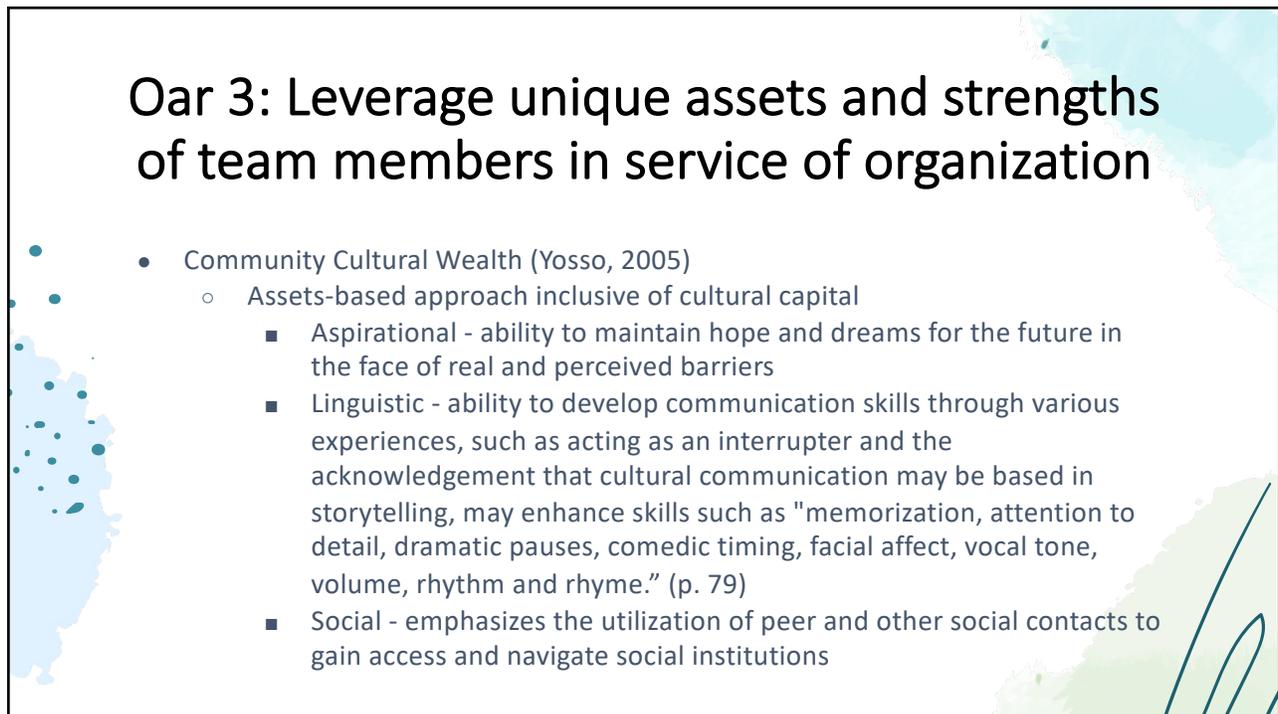
Oar 2: Self-Awareness & De-centering Self

- Moving from I/It to I/Thou communication - relating to the whole person, rather than only parts of them
 - See the person as a whole person, as fully human as we see ourselves (thou)
 - Not a means to achieving a goal for you. Ex.- Cashier (It) exists to check your items out. Not interested in cashier as whole person. Someone who gives you what you need
 - Be in the moment, present to the interaction in front of you
 - Slow down and invest time in rapport, trust, and safety
 - Consider how the other person might “hear” your statement (not just the words you say)
 - Speak to the person rather than your need or your preferred outcome

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Oar 3: Leverage unique assets and strengths of team members in service of organization

- Community Cultural Wealth (Yosso, 2005)
 - Assets-based approach inclusive of cultural capital
 - Familial - social and personal human resources drawn from extended familial and community networks
 - Resistance - experiences of communities of color in securing equal rights and collective freedom, sources of this form of capital come from parents, community members and an historical legacy of engaging in social justice
 - Navigational - skills and abilities to navigate “social institutions,” including educational spaces, empowerment to maneuver within unsupportive or hostile environments

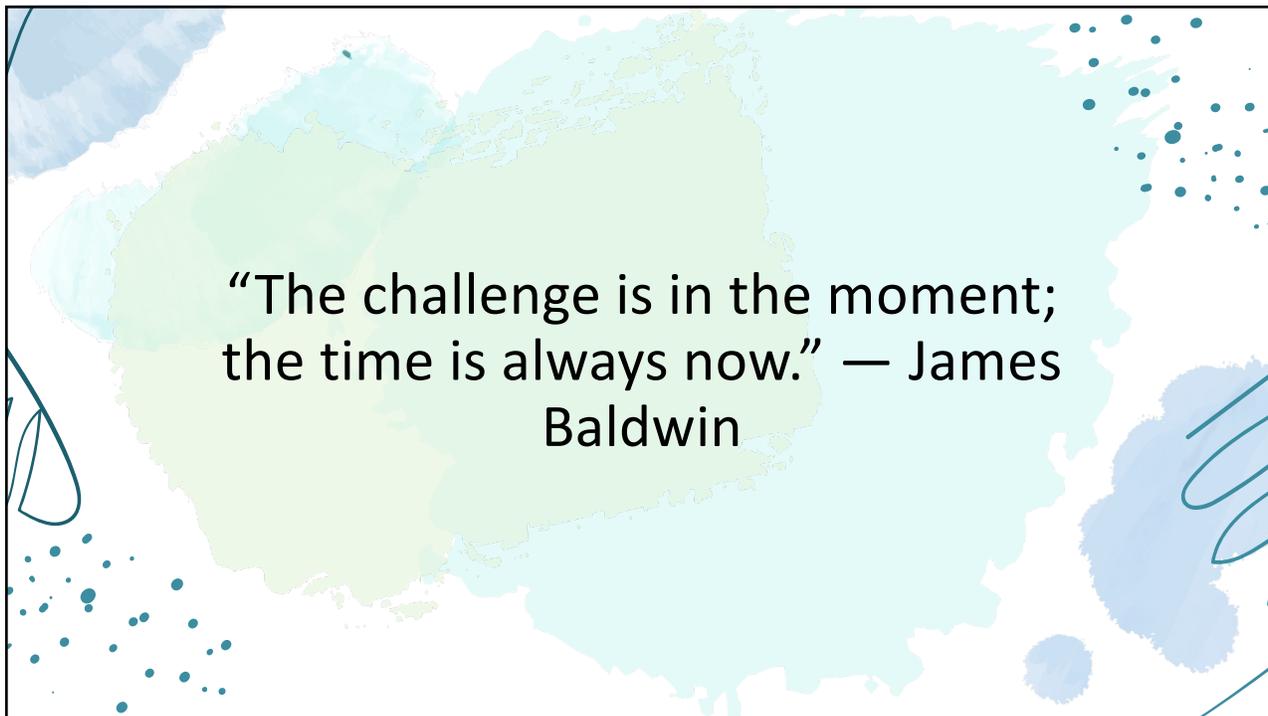
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Exploring YOUR Three Oars

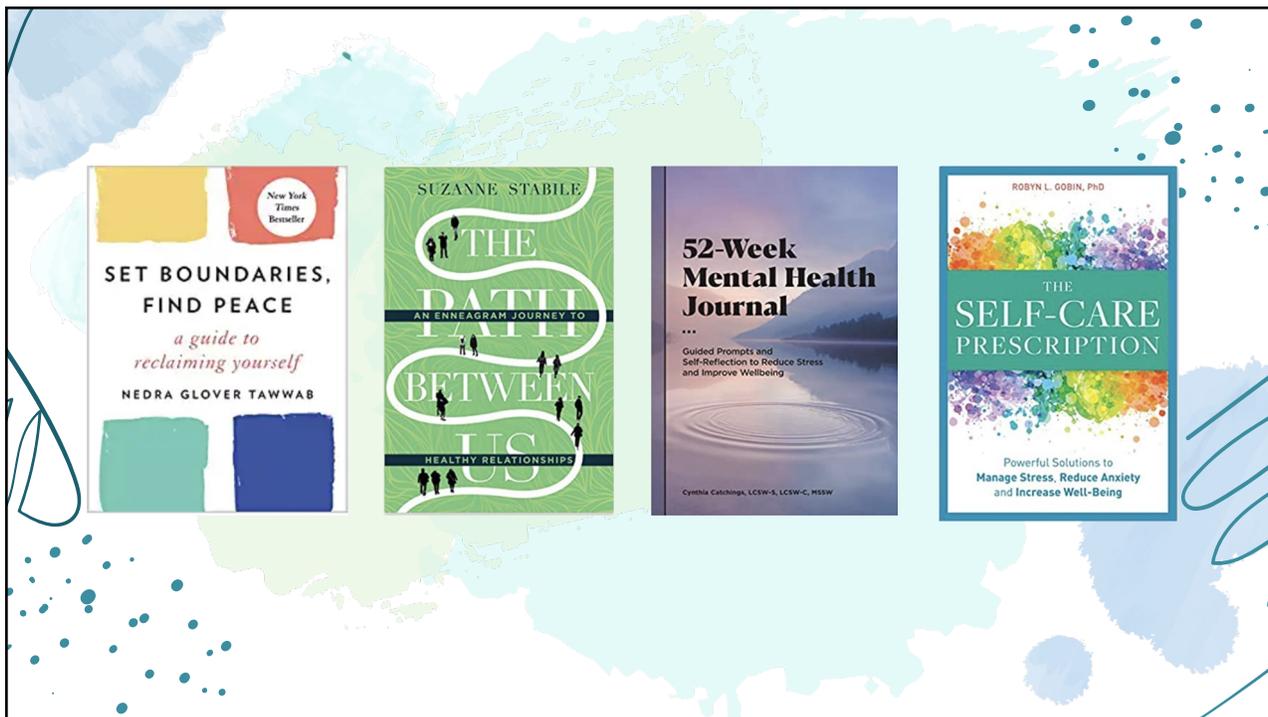
- Looking Forward
 - Examine three oars (resources) of healthy leaders
 - Develop an individualized self-care & wellness action plan
 - Post-session reflection on personal and organizational needs
- Join me for a workshop, February 24, 2023



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