



**Consortium for Advancing
and Supporting Employment**

Maintaining Staff Wellness

Gina Oswald

NYS APSE 2023

Learning Objectives

In this session, we will:

- recognize the impact of self-care and wellness on personal and professional roles;
- assess their own levels of wellness and adherence to ethical standards of self-care;
- explore strategies for initiating a sustainable self-care practice.

Why this focus on self-care?

- What do you think the purpose was in CRCC explicitly requiring self-care practices in professionals?
- What were their concerns?
- What was their intention?



What do we mean by
Self-Care?

What is Self-Care?



Self-care means **taking the time to DO** things that help you **live well** and improve your **physical** and **mental** health.

We practice self-care to promote wellness

What does physical and
mental health look like?

What does it look like
for you?

The Benefits of Physical and Mental Wellness or Health



- brain health
- weight management
- risk of disease reduction
- strengthen bones and muscles
- improve ability to do everyday activities

- realize your full potential
- cope with everyday stressors
- work productively
- make meaningful contributions to their communities

The Costs are infinite...

- limited ability to work
- inhibited educational attainment
- increased medical debt and bankruptcy
- chronic illness and other health problems
- stress and weight gain
- fatigue and lack of concentration
- depression and anxiety

The Wellness Wheel



Close your eyes and imagine



- How do you know when you aren't optimally well or taking care of yourself?
- If you were optimally well, what would that look like for you?
 - When you are your ideal self, you are _____ ?
 - Wellness Vision: **I am** _____ (e.g., feeling healthy, sleeping well, eating more fruits and vegetables, spending time with friends, laughing)



Food for Thought



- Have you ever noticed the impact of not taking care of yourself on other areas of your life (e.g., home, work, non-familial relationships, etc.)?
- Which wellness dimensions are you currently prioritizing?
- What self-care/wellness practices work well for you?
- Which wellness dimensions would you like to prioritize?

What is your favorite wellness activity?



How often do you practice self-care?

Many
times a day

Daily

Weekly

Monthly

Never

How often do you encourage self-care in your staff?

Many
times a day

Daily

Weekly

Monthly

Never

What is your role?



10 Tips to Improve Staff Wellness (tips 1 to 5)

1. Encourage Movement! Offer “walking” meetings.
2. Don’t set meeting invites outside of office hours or during lunch.
3. Role model work/life balance by scheduling emails that are not time sensitive to be delivered during office hours.
4. Be intentional in encouraging self-care with visual cues around the office, written communications, and verbal cues in meetings.
5. Offer manageable office-friendly strategies such as 10 deep breaths for emotional regulation during difficult situations.



10 Tips to Improve Staff Wellness (tips 6-10)

6. Turn airplane mode on phones during lunch, when socializing, and at meetings to create connection.
7. Support a staff-led group focused on self-care and wellness.
8. Cultivate oxytocin through a “secret” non-romantic admirer system.
9. Create opportunities for health-themed potlucks and recipe sharing.
10. Practice gratitude whenever possible, without being over the top.

What activity will you initiate this week to add to your wellness stockpile?



Questions



NYS CASE

Contact Us

K. Lisa Yang and Hock E. Tan
Institute on Employment and Disability
Cornell University
201 Dolgen Hall, Ithaca NY 14853

nyscase@cornell.edu





**Consortium for Advancing
and Supporting Employment**



Cornell University

K. Lisa Yang and Hock E. Tan
Institute on Employment and Disability



NYS CASE is sponsored by the New York State Education Department, ACCES-VR