

#### 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?

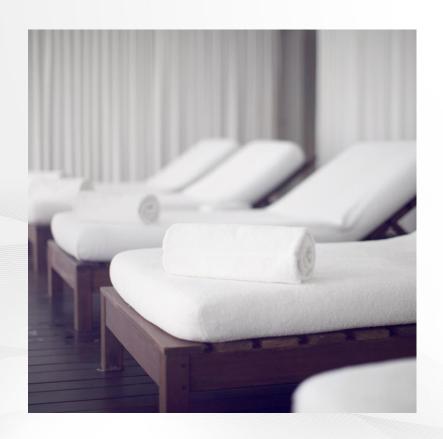


- What do you think the purpose was in CRCC explicitly requiring self-care practices in professionals?
- What were their concerns?
- What was their intention?



# 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





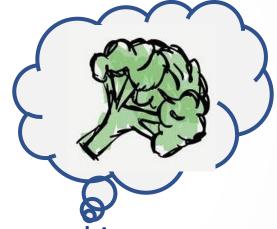
#### Close your eyes and imagine



- 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







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