HR Community Meeting

CU Denver | CU Anschutz

HR Community Meeting

- Tuesday, April 13, 2021
- from 9:30 to 11:00
- Via Zoom Webinar
AGENDA

Carolyn Brownawell, Associate Vice Chancellor and Chief Human Resources
  • Welcome / Introductions
  • Chat & Ground Rules

Alex Yannacone, Director of Employee Relations and Performance, Helen and Arthur E. Johnson Depression Center
  • Self Care Training

Human Resources Q&A
  • Open Forum for Questions to the HR Team
Self Care Training

Alex Yannacone, Director of Education and Community Programs
Helen and Arthur E. Johnson Depression Center
SELF-CARE

Alex Yannacone, MA
Director of Education and Community Programs
Why do I need Self-Care?

- Job/Career/School
- Relationships
- Family/Friends
- Covid
- New endeavors
- Finances
- Future
- Past
- Loss
- Self
What is Self-Care?

A holistic approach to ensuring personal well-being:

- Physical
- Psychological
- Emotional
- Spiritual
- Relationship
- Workplace/Academics
What are the Benefits?

Personal Life
- Overall health
- Energy
- Positive relationships
- Self-worth
- Positive outlook

Workplace/Academics
- Reduced absenteeism
- Reduced staff turnover
- Reduced healthcare costs
- Happier employees
- Increased productivity (even during stressful events)
<table>
<thead>
<tr>
<th>Stress</th>
<th>Burnout</th>
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<tbody>
<tr>
<td>Over-engagement</td>
<td>Disengagement</td>
</tr>
<tr>
<td>Emotions are over-reactive</td>
<td>Emotions are blunted</td>
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<tr>
<td>Produces Urgency/hyperactivity</td>
<td>Produces helplessness/hopelessness</td>
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<tr>
<td>Loss of energy</td>
<td>Loss of motivation/hope</td>
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<tr>
<td>Damage is physical</td>
<td>Damage is emotional</td>
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Self-Care Tools

1. Be Preventive
   - My Self Care Reflection and Preventive Plan

2. Identify Areas of Improvement
   - Self Care Assessment

3. Create Habits
   - Self-Care Worksheet
SELF REFLECTION

• Have you ever experienced overwhelming stress or burnout?
  • What are your warning signs?
  • What did you do well?
  • What didn’t you do well?

• What gets in the way of your self-care during these times?
  • How could you overcome these barriers?
Self Care Assessment

- Complete using your present self care habits
- Identify area you are doing well
- Identify area you need improvement
Self-Care Assessment

Rate the following areas according to how well you think you are doing:
5 = I do this well (e.g., frequently)
4 = I do this ok (e.g., occasionally)
3 = I rarely or never do this

Physical Self-Care
- Eat regularly (e.g., breakfast, lunch, and dinner)
- Eat healthy
- Exercise or move your body through some activity everyday
- Get medical care when needed
- Take time off from school/activities when sick
- Get enough sleep
- Wear clothes I like
- Get massages, acupuncture, manic/pedic
- Other:

Psychological Self-Care
- Engage in activities that take your mind off of things, e.g., go on walks, funny videos, hobbies/family
- Make time away from phones, email, social media/internet
- Listen to my thoughts, beliefs, feelings
- Write in a journal
- Read books that are unrelated to work
- Minimize stressors in my life
- Engage my intelligence in a new area, e.g., go to an art show, sports event, theater
- Say no to extra responsibilities sometimes
- Other:

Emotional Self-Care
- Spend time with others whose company I enjoy
- Stay in contact with important people in my life
- Clive myself affirmations, praise myself, love myself
- Re-read favorite books, re-view favorite movies
- Identify comforting activities, objects, people, places and seek them out
- Allow myself to cry
- Find things that make me laugh
- Express my outrage in social action, letters, donations, marches, protests
- Other:

Spiritual Self-Care
- Listen to inspirational talks, music, podcasts or read inspirational books
- Spend time in nature
- Find a spiritual connection or community
- Be aware of non-material aspects of life
- Try at times not to be in charge or the expert
- Be open to not knowing and inspiration
- Contribute to causes I believe in
- Identify what is meaningful to me
- Pray
- Sing
- Other:

Relationship Self-Care
- Schedule regular dates with my partner
- Schedule regular activities with my children
- Spend time with family I enjoy
- Call, check on, or see my relatives
- Spend time with my animals
- Stay in contact with faraway friends
- Make time to reply to personal emails, texts, and letters
- Enlarge (or decrease) my social circle
- Ask for help when I need it
- Share a fear, hope, or secret with someone I trust
- Other:

Workplace Self-Care
- Take time to talk with coworkers
- Take a break during the workday
- Make quiet time to complete projects
- Identify projects or tasks that are exciting and rewarding
- Set limits with clients and colleagues
- Balance my workload so that no one day or part of a day is "too much"
- Arrange work space so it is quiet and comforting
- Get regular supervision or consultation
- Negotiate for my needs (benefits/pay)
- Have peer support group
- Develop a new area of professional interest
- Other:
Self Care Worksheet

Now
• Current self-care strategies and activities you use to manage stress and stay healthy

Future
• Strategies and activities that you would like to use but are not currently utilizing to enhance self-care

Obstacles
• Identify the obstacles keeping you from practicing the habits you listed previously

Solutions
• What solutions can you come up with to address the obstacles you listed?
"Self-care is not about self-indulgence, it's about self-preservation."

- Audrey Lorde
QUESTIONS

Alexandra.yannacone@cuanschutz.edu
www.coloradodepressioncenter.org
Human Resources Q&As

Human Resource Team:

- Deb Lammers, Learning & Development
- Doug Kasyon, Employee Relations & Performance
- Florie Montoya, Talent Acquisition & Compensation
- Kaylene McCrum, Operations
Thank You for Joining Us

Closing Comments