

Advancing Self-Care for Staff to Support Student Success

Portia Jackson Preston, DrPH, MPH

California State University, Fullerton

Department of Public Health

Agenda

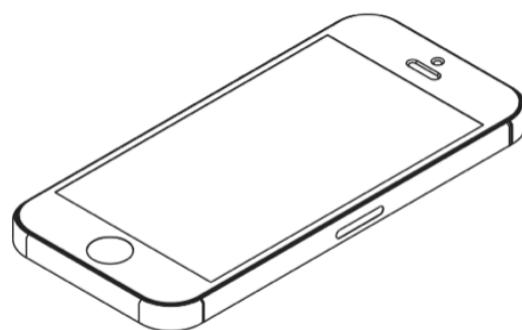
- 0-5 • Introduction
- 5-15 • Stress & Burnout
- 15-30 • Defining self-care through the lens of your lived experience
- 30-45 • Discussion: How does self-care inform your work with student populations?
- 45-55 • Models for assessing and promoting self-care
- 55-70 • Identify current or desired self-care practices
- 70-80 • Feedback: Best practices at the individual and organizational level
- 80-90 • Q&A

Best Practices for Self-Care

Participate using your smartphone

Tip: Come up with a pseudonym (aka Jazz23)

Go to www.menti.com and use the code (to be provided)



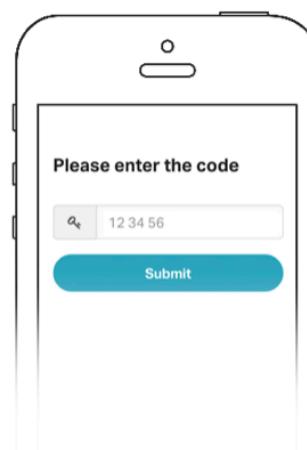
1

Grab your phone

www.menti.com

2

Go to www.menti.com



3

Enter the code (to be provided)

Everything we want to change in the world around us also exists right here in our bodies. We carry the histories of our people's trauma and our individual struggles. They are here, both strengthening us with what they have taught us and also holding us back as our fears, anxieties and survival strategies keep us away from the things that could most support our liberation.

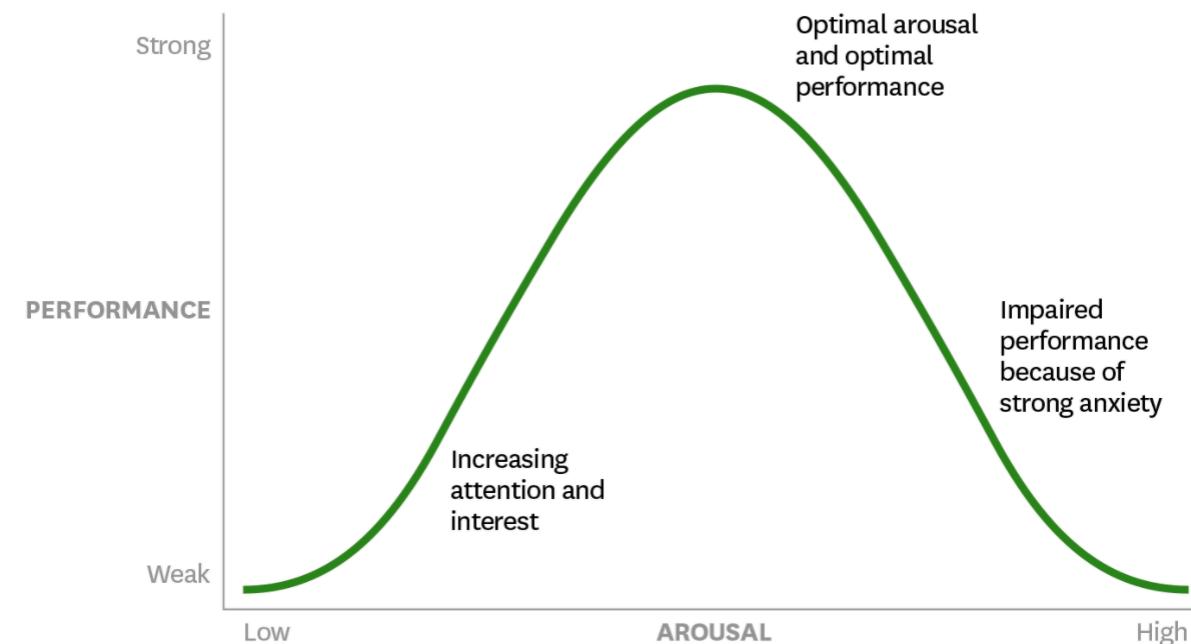
--Kimberlé Williams Crenshaw

What is stress?

The physical, mental, or emotional strain that is felt in response to a demand that is placed upon you

The Yerkes-Dodson Law

How anxiety affects performance.



What is burnout?

Emotional exhaustion

Individual level: Work demands exceed one's physical or emotional ability to fulfill them

Depersonalization

Interpersonal level: Sense of cynicism, negativity, or disdain towards components of one's work, including the clients they serve

Reduced personal accomplishment

How an individual assesses his or her own work:
Captures feelings of incompetence or a lack of fulfillment from one's role

Signs of burnout

Fatigue

Insomnia

Forgetfulness

Impaired concentration and attention

Physical symptoms

Increased illness

Loss of appetite

Anxiety

Depression

Anger

Physical/ Emotional Exhaustion

Loss of enjoyment

Pessimism

Isolation

Detachment

Cynicism/ Detachment

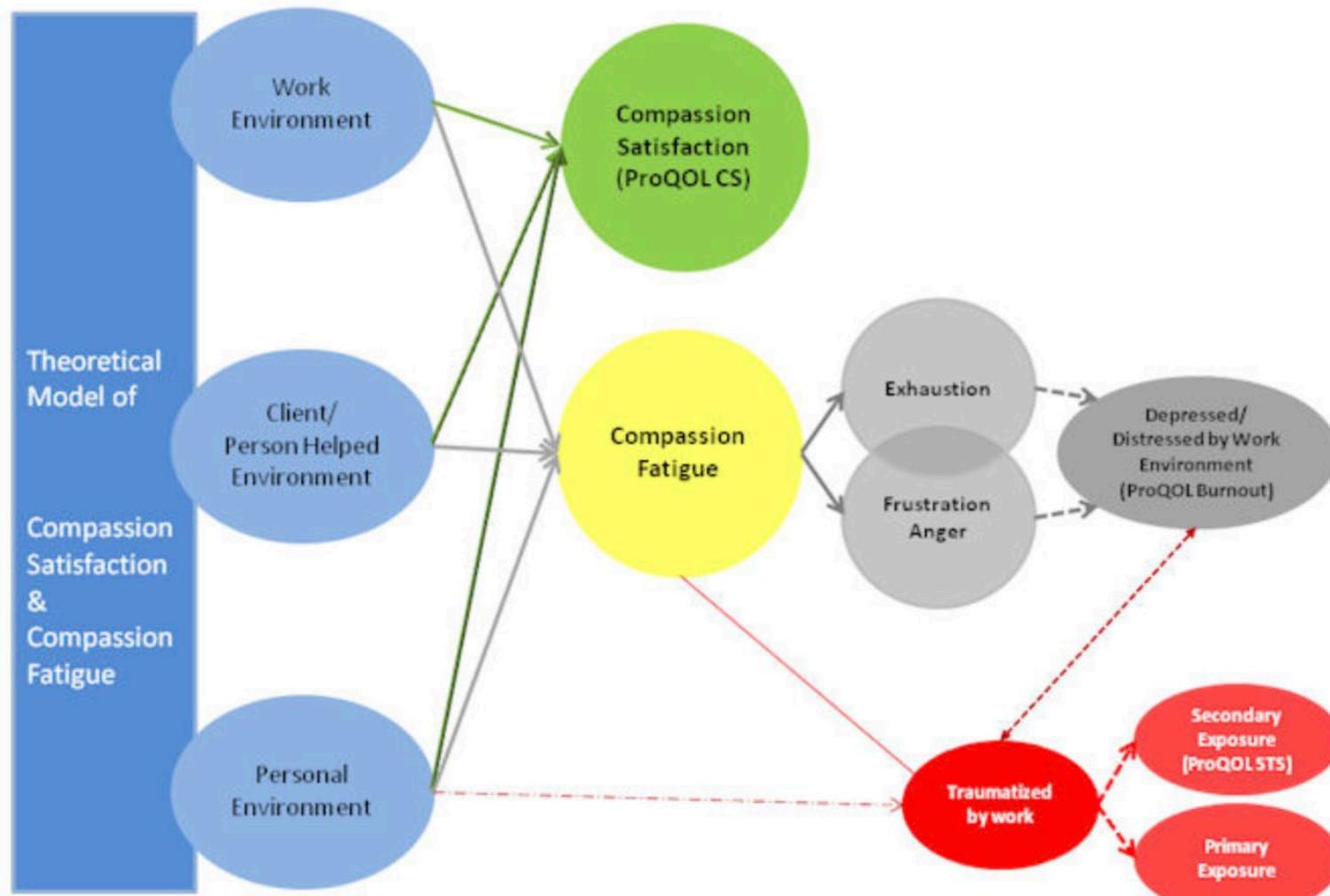
Feelings of apathy and hopelessness

Increased irritability

Lack of productivity and poor performance

Ineffectiveness/ Lack of Accomplishment

Compassion Satisfaction-Compassion Fatigue Model



© Beth Hudnall Stamm, 2009

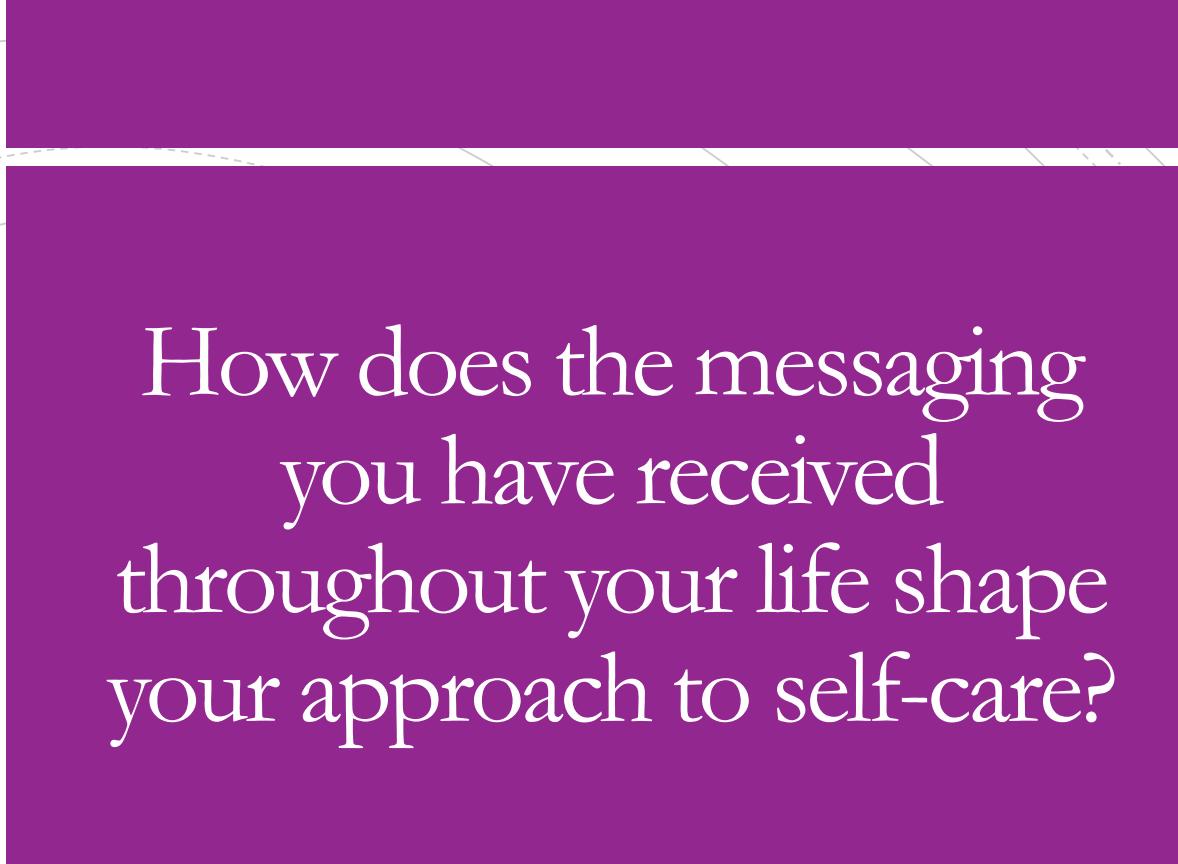
This graphic may be used freely as long as copyright notation is included



Psychological Health Center of Excellence (2018). Vicarious Traumatization, Compassion Fatigue and Burnout: The Hazards of Compassion in Military Mental Health [Infographic]. Accessed online 2/1/2020 at: <https://www.pdhealth.mil/news/blog/vicarious-traumatization-compassion-fatigue-and-burnout-hazards-compassion-military-mental-health>



How do you define
self-care?



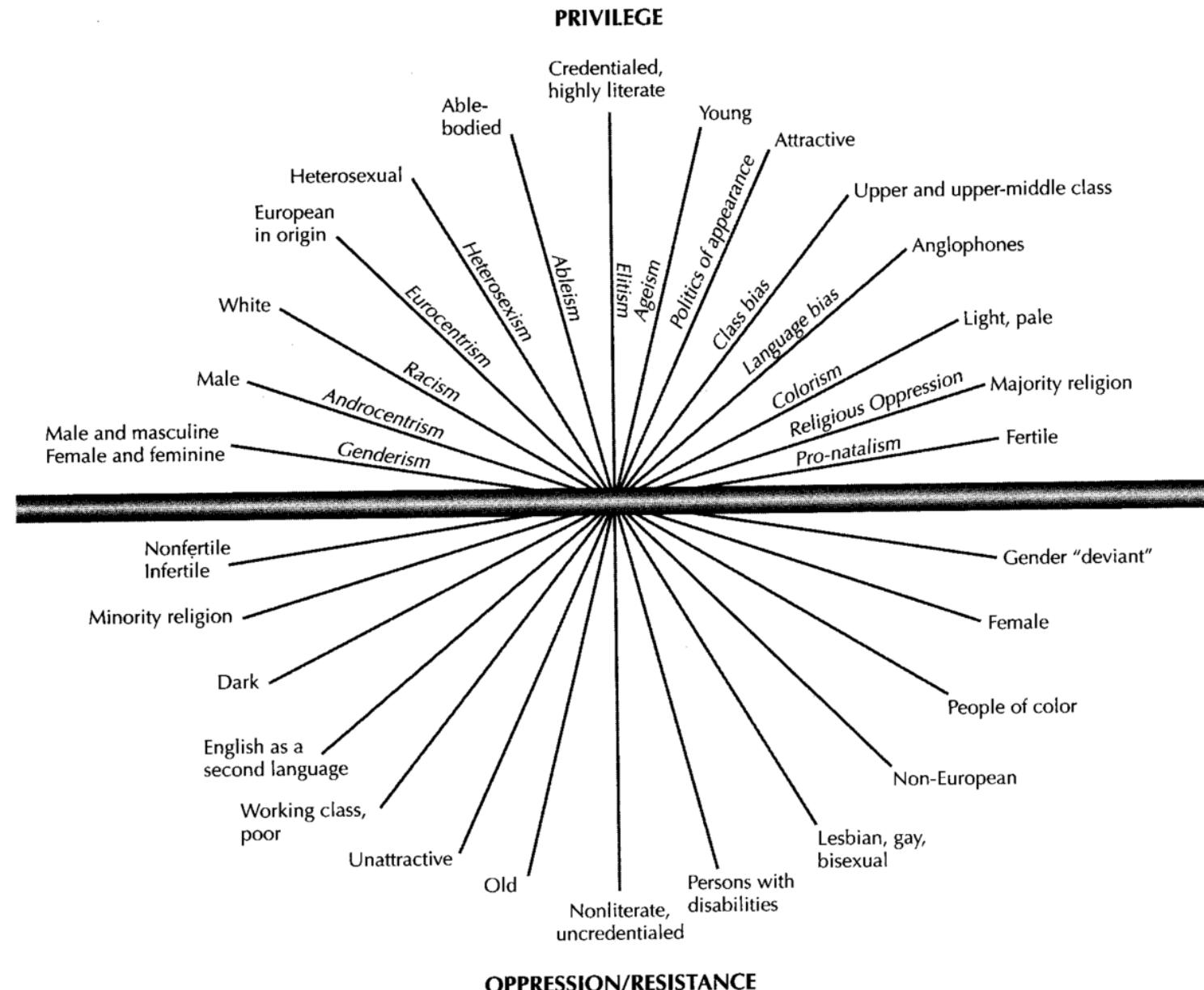
How does the messaging
you have received
throughout your life shape
your approach to self-care?

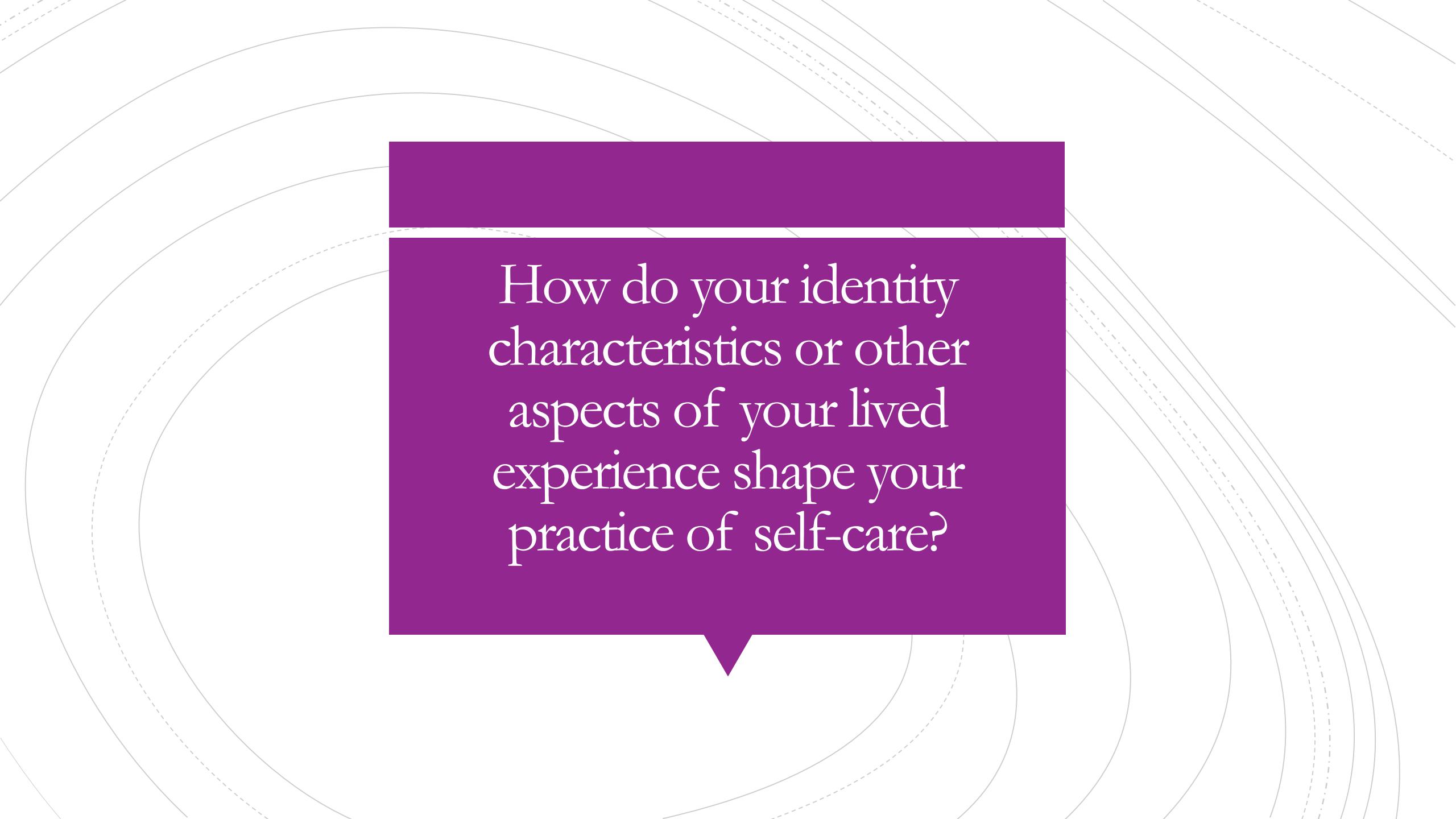


Diversity Wheel

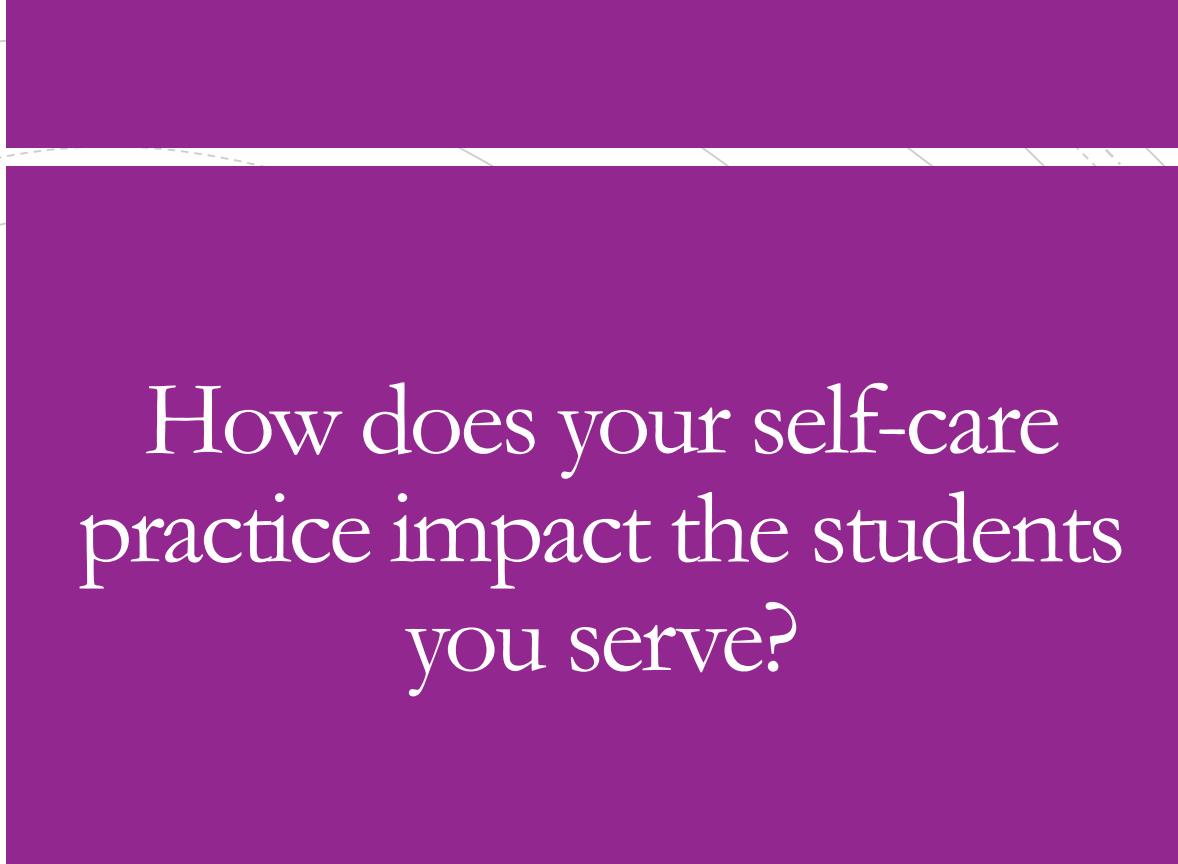


Intersecting axes of privilege, domination, and oppression/resistance





How do your identity characteristics or other aspects of your lived experience shape your practice of self-care?



How does your self-care
practice impact the students
you serve?

UC Berkeley “Lead Big” Online Toolkit

The screenshot shows the top navigation bar of the website. It features the UC Berkeley logo and the text "Division of Student Affairs". On the right side, there are links for "Wellness", "Navigation", and "Community Learning Organization". A search bar is located at the top right.

Categories

Home

Skillbuilder 1:
Using Your Time
Wisely

Skillbuilder 2:
Turning Negative
Thinking into
Positive Thinking

Skillbuilder 3:
Signs of Burnout

Skillbuilder 4:
Growth Mindset

Assess Your Skills

Promoting Self-Care and Resiliency

Home

About

Blog



Why is Self-Care and Resiliency Important?

Resilience is the subject of many books, much research, and has lately become a topic of particular interest in the workplace. Between an unstable economy, budget cuts, mergers and reorganizations, one thing you can say about today's workplace is that it is constantly changing. In many cases, people are being asked to do higher quality work, with fewer resources, in less time, with less money.

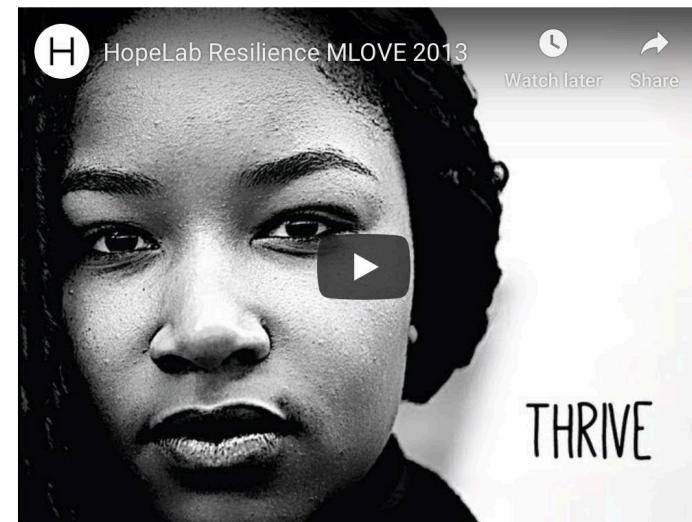
CULTURE TIPS

Here are 3 actions that you can do **starting today** to practice self-care and resiliency:

1. If you are feeling challenged with circumstances and stress in the workplace, reflect on one thing that is actually within a) your control and b) your influence. Write this down.
2. Check in with another colleague about their stress level and offer any help that you may be able to provide. Share the item that you have control over from question #1. Make a commitment to check in with each other weekly.
3. Take a 5-10 minute walk around campus where you take deep breaths and focus on the environment around you.

For further resources, check out the articles and video below:

- a. [Blog: Renewing Our Energy](#)
- b. [Blog: Checking Our Blind Spots](#)





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 [HOME](#) | [ACADEMICS](#) | [ADMINISTRATION](#) | [FACILITIES](#) | [CAMPUS LIFE](#) | [STUDENT SERVICES](#) | [COMMUNITY AND GIVING](#)

TEAM RESOURCES

- [Peer Coach Notice of Absence](#)
- [Take our survey](#)
- [Student Success Team Main Page](#)
- [Become a Peer Success Coach](#)
- [MySuccessCoach](#)
- [Life Management](#)
- [Self Care](#)
- [Time Management](#)
- [Career Education \(Coming soon\)](#)
- [Coaching Action Plan](#)



LOCATION:

CALL 690 - STUDENT SUCCESS
CENTER

PHONE: 707-778-3616

SELF CARE: THE STUDENT SUCCESS WAY



INTRODUCTION: WHAT DOES SELF CARE MEAN TO STUDENT SUCCESS?

San Francisco State Self-Care Questionnaire

Self-Care Questionnaire (Part 1)

■ 5 = Frequently ■ 4 = Occasionally ■ 3 = Rarely ■ 2 = Never ■ 1 = It never occurred to me

❖ Physical Self-Care

- ___ Eat regularly (breakfast, lunch and dinner)
- ___ Eat healthy
- ___ Exercise
- ___ Get regular medical care for prevention
- ___ Get medical care when needed
- ___ Take time off when sick
- ___ Get massages or do self massages
- ___ Dance, swim, walk, run, play sports, sing, or do some other physical activity that is fun
- ___ Take time to be sexual- with yourself, with a partner
- ___ Get enough sleep
- ___ Wear clothes you like
- ___ Take vacation
- ___ Take day trips or mini- vacations
- ___ Make time away from telephones
- ___ Other:

❖ Psychological Self-Care

- ___ Make time for self-reflection
- ___ Have your own personal psychotherapy
- ___ Write in a journal
- ___ Read literature that is unrelated to school or work
- ___ Do something at which you are not expert or in charge
- ___ Talk to someone you trust about issues
- ___ Notice your inner experience - listen to your thoughts, judgments, beliefs attitudes and feelings
- ___ Let others know different aspects of you
- ___ Engage your intelligence in a new area, i.e., go to an art museum, history exhibit, sports event, auction, theatre performance
- ___ Practice receiving from others
- ___ Be curious
- ___ Say no to extra responsibilities sometimes
- ___ Other:

❖ Emotional Self-Care

- ___ Spend time with others whose company you enjoy
- ___ Stay in contacts with important people in your life
- ___ Give yourself affirmations, praise yourself
- ___ Love yourself
- ___ Reread favorite books, re-review favorite movies

- ___ Identify comforting activities, objects, people, relationships, places and seek them out
- ___ Allow yourself to cry
- ___ Find things that make you laugh
- ___ Express your outrage in social action, letters, donations, marches, protests
- ___ Play with children
- ___ Other:

❖ Spiritual Self-Care

- ___ Make time for reflection or meditation
- ___ Spend time with nature
- ___ Find time with nature
- ___ Find spiritual connection or community
- ___ Be open to inspiration
- ___ Cherish your optimism and hope
- ___ Be aware of nonmaterial aspects of life
- ___ Try at times not to be in charge or the expert
- ___ Be open to not knowing
- ___ Identify what is meaningful to you and notice its place in your life
- ___ Pray
- ___ Have experiences of awe
- ___ Contribute to causes in which you believe
- ___ Read inspirational literature (talks, music, etc)
- ___ Other:

❖ Academic Self-Care

- ___ Take short breaks when you study time
- ___ Take time to chat with friends
- ___ Make quiet time to complete tasks
- ___ Identify projects or tasks that are exciting and rewarding
- ___ Set limits with friends
- ___ Balance your studying so no one day or part of a day is "too much"
- ___ Arrange your work space so it is comfortable and comforting
- ___ Get regular support from peers and mentors
- ___ Negotiate for your needs with your instructors
- ___ Have a peer support groups
- ___ Other:

❖ Balance

- ___ Strive for balance among school, family, relationships, play and rest
- ___ Time management
- ___ Stress management

Self-Care Contract (Part 2)

As an individual becomes mindful of one's mental health and overall well-being, it is important to highlight the positive impacts of **self-care** practices. Throughout the semester, you will be faced with challenges and stressors that are associated with the human experience. This contract is aimed for you to be mindful of the potential stressors that could occur during this semester, as well as barriers that may prevent you from practicing self-care. Also, this contract is an opportunity to brainstorm your own healthy coping and stress management solutions.

● SELF-CARE STRATEGIES: The ways I plan to take care of myself for the rest of this semester.

1. _____
2. _____
3. _____

● INDICATE BARRIERS: The stressors most likely to get in the way of me taking care of myself.

1. _____
2. _____
3. _____

● ADDRESS BARRIERS: The plan I have for preventing these stressors from getting in the way of taking care of myself.

1. _____
2. _____
3. _____

● COPING: My plan for coping if I begin to feel overwhelmed or stressed

1. _____
2. _____
3. _____

● SUPPORT: List [2] individuals or services on or off campus who can support and help me when I'm stressed or overwhelmed.

1. _____
2. _____

● CONTACT INFO: The people I can contact to help support me when I feel stressed or overwhelmed.

Name: _____
Phone #: _____
Email: _____

Name: _____
Phone #: _____
Email: _____

● CONTRACT AGREEMENT ●

I, _____, do hereby agree to focus on my health and to take better care of myself as of _____ [Date].

I acknowledge the importance of being mindful of my health and that is it is an on-going life process. As it is indicated in this contract, I am committed to practicing self care and promoting overall wellness in my life.

Signature

Witness

Self-Care Questionnaire: Adapted from Transforming the Pain: A Workbook on Vicarious Traumatization, Saakvitne, Pearlman, & Staff of TSI/ CAAP (Norton, 1996)

Source: <https://wellness.sfsu.edu/sites/default/files/pdf/Self-Care%20Questionnaire%20and%20Contract%20%281%29%28Accessible%29.pdf>

equality

I speak not for myself but for those without a voice... those who have
fought for their right to equality of opportunity, their right to be educated.

— Malala Yousafzai

An academic environment that embraces educational equity provides a solid foundation for a fair, just and vibrant society.



CSBS Self-Care Program

[CSBS Self-Care Program Home](#)

[Schedule of Events](#)

[Self-Care Survey Results \(.ppt\)](#)

[CSBS Climate Committee](#)

Self-Care Program

Welcome to our College of Social & Behavioral Sciences (CSBS) Faculty and Staff Self-Care Initiative called the INSPIRE Program

The **CSBS SELF-CARE PROGRAM INSPIRE** is all about personal health maintenance, promoting activities for individual and community with the intention of improving or restoring health and wellbeing.

INSPIRE stands for Insight into Nutrition, Stress Management, Physical Exercise & Mindfulness to Intentionally Restore and Enable Physical and Mental Fitness

Insight into

Nutrition

Stress Management

Physical Exercise & Mindfulness to

Intentionally

Restore and/or

Enable Physical & Mental Fitness



College of Social and Behavioral Sciences
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Self-Care Tips for Staff and Faculty

Stressful times call for more purposeful focus on self-care. You may want to implement these tips to try to alleviate some of your stress.*

Make connections. This will take time to develop. Create and maintain contact with a small group of people you can call on for emotional support. Take turns talking and listening. Isolating yourself can make things worse.

Create joy and satisfaction and LAUGH. Especially at yourself. Spend time with those who make you laugh. Watch a comedy or read a funny book. There is evidence that smiling changes your emotions to pleasant and your thoughts to optimism. Do something you loved to do as a kid, e.g. walk barefoot through mud puddles.

Nurture a positive view of self. Catch yourself when you start to think negatively or are putting yourself down. Actively replace these negative thoughts with a positive view. Create a list of affirmations for yourself (e.g., I grow and change; I am open-minded, etc.). Even if you aren't convinced, fake it until you make it!

Find activities that sooth and relax you. Relaxation improves the mind and helps the body recover from stress. Even 10 minutes a day would be helpful! Use deep breathing techniques--take a deep breath slowly and all the way down to your stomach, hold your breath for a few seconds, and slowly breath out by emptying your stomach of your breath. Tell yourself to "let go of any tension" as you breath out. Do this for at least 5 or 6 times in each sitting. Practice yoga, listen to some relaxation tapes, etc.

Do some kind of physical activity, even if you only have 10 minutes. Find a routine that creates a sweat and that fits your style (e.g., walk, swim, tennis). This will help with your stress, anxiety, and depression symptoms.

Help others. Those who consistently help other people experience less depression, greater calm, fewer pains and better health. They may even live longer. Doesn't have to require a great deal of time -- you can call a friend to see how she's doing, serve your spouse breakfast in bed, let a car in front of you on the highway, smile at a stranger in the street, hold the elevator door for your co-worker.

Pay attention to your body. Nourish your body with nutritious food. Skipping meals robs you of the energy to cope. Sleep and rest when you are tired.

Nurture your mind and spirit. Pray, meditate, practice whatever feeds you spiritually. Keep a journal - write down your thoughts and feelings in various situations. Note any patterns or questions you'd like to discuss with people in your support circle.

In addition, here is a brief list of on and off campus resources where you can obtain support, guidance, and assistance:

- Check out the Counseling Services website at <http://sa.sjsu.edu/counseling>. Our website contains links to information on a variety of self-help strategies and emotional health topics.
- Check out the SJSU Human Resources website for links to the Employee Assistance Program called CONCERN. There is free help available in lots of areas, e.g. mental health, financial health, legal issues, elder care, etc.
- Local Reduced Fee Mental Health Agencies:
 - Alum Rock Counseling, 1245 E. Santa Clara Street, San Jose, CA 95116. 408-294-0500 office, 408-294-0579-24 hour crisis line.
 - Community Counseling and Education Services, 2625 Zanker Road, San Jose, CA. 408-944-0469
 - John F. Kennedy University Clinic, 572 Dunholm Way, Sunnyvale, CA 94087. 408-524-4900
 - SJSU Psychology Clinic. Call Brenda Gummesson at 408-924-5670 and leave a message.

*This is for informational purposes only, and is not intended to treat any conditions. These tips are not meant to be substitutes for mental or physical health counseling.

Adapted from Azusa Pacific University; 7/09

Source: http://www.sjsu.edu/hr/docs/risk/info/self_care_staff_faculty.pdf

Identify current and
desired self-care practices

Physical

Psychological

Emotional

Spiritual

Relationship

Workplace or
Professional

Other

Example: Self-care Action Plan (two dimensions)

Frequency	Physical	Psychological
Daily	<ul style="list-style-type: none">• Walk for 30 minutes• Sleep 7+ hours	<ul style="list-style-type: none">• Write in my journal: gratitude, wellness and fun, priority tasks
Weekly	<ul style="list-style-type: none">• Meal prep	<ul style="list-style-type: none">• Review my journal and plan for the next week
Monthly	<ul style="list-style-type: none">• Go on a nature walk	<ul style="list-style-type: none">• Read a book related to my personal interests
Occasionally (Several times per year)	<ul style="list-style-type: none">• Massage	<ul style="list-style-type: none">• Explore a local destination that is new to me
As needed	<ul style="list-style-type: none">• Take a 5 minute walk• Dance to one of my favorite songs	<ul style="list-style-type: none">• Put my phone in airplane mode for a few hours• Meet with a therapist

Example: Self-care Action Plan for the Year

	Personal and/or Professional Stressors	Seasonal activities that nurture your vitality	Self-care practices that might help to sustain your energy
January	Preparing for classes	Celebrations: New Year, Anniversary	Do an at-home retreat
May	Grading	Family birthday celebrations	Attend dance classes
August	Preparing for classes	Hollywood Bowl	Walk at the beach
November	Midterm exams	Birthday brunch	Go on a hike at a nature trail
December	Grading, visiting family, holiday shopping	Christmas Boat Parade	Walk to view holiday lights, take one week off from all work

Emergency self-care plan

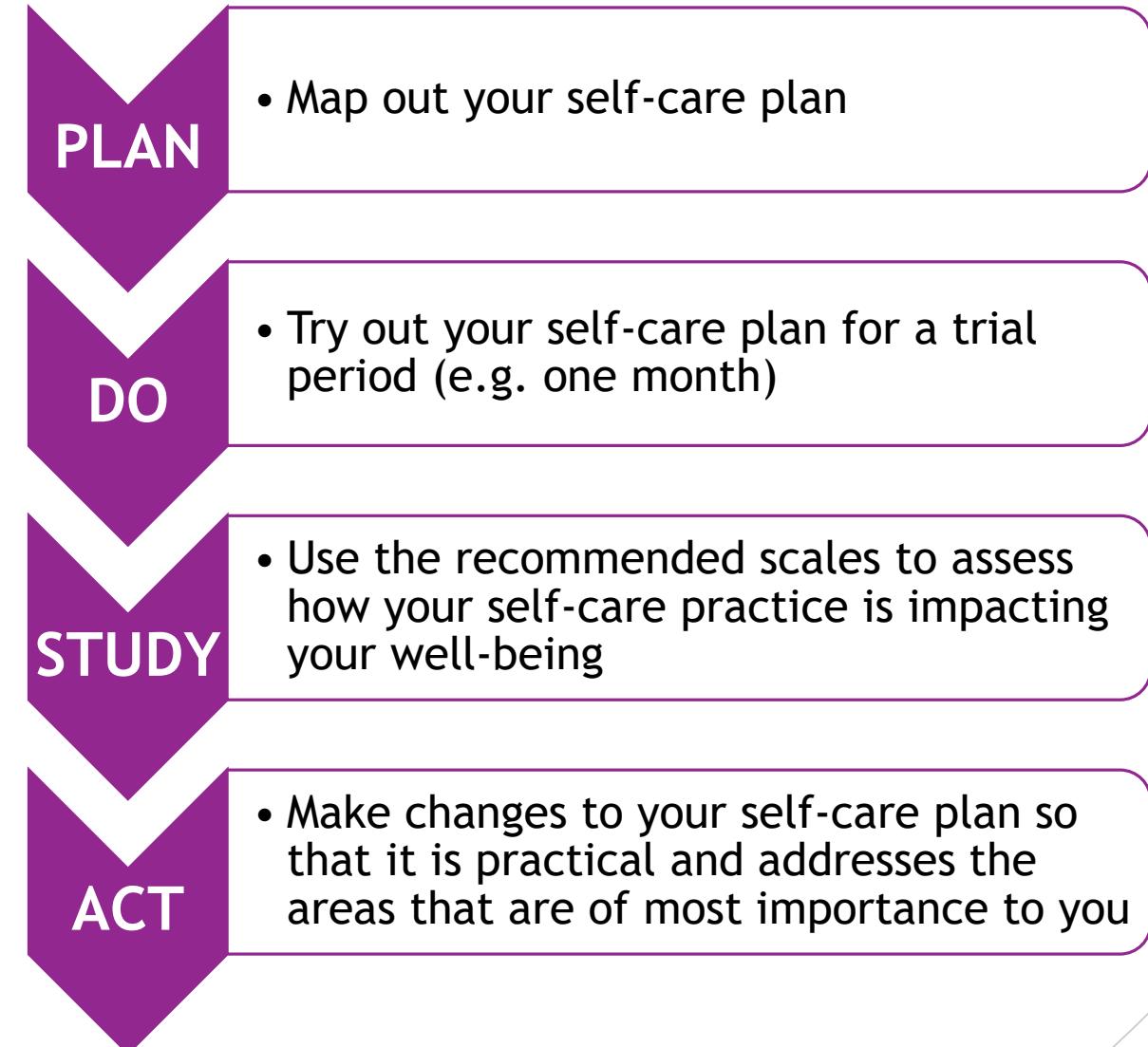
“If...then” statements
help you to:

- Recover when you fall off track
- Plan for the unexpected

Accountability

- Identify at least one person in your personal or professional life who you will share your self-care plan with

Self-care: Maintaining your practice



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“Rest and self-care are so important. When you take time to replenish your spirit, it allows you to serve others from the overflow. You cannot serve from an empty vessel.”

Eleanor Brownn

Questions/feedback:

Portia Jackson Preston, DrPH, MPH
pjacksonpreston@Fullerton.edu



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