Advancing Self-Care for Staff to Support Student Success

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<td>Defining self-care through the lens of your lived experience</td>
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<td>Discussion: How does self-care inform your work with student populations?</td>
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<td>Identify current or desired self-care practices</td>
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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)
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.

- Optimal arousal and optimal performance
- Impaired performance because of strong anxiety
- Increasing attention and interest

Benson & Allen (1980)
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

Maslach & Jackson (1981)
Signs of burnout

Fatigue
Insomnia
Forgetfulness
Impaired concentration and attention
Physical symptoms
Increased illness
Loss of appetite
Anxiety
Depression
Anger

Loss of enjoyment
Pessimism
Isolation
Detachment

Feelings of apathy and hopelessness
Increased irritability
Lack of productivity and poor performance

Bourg Carter (2013)
Compassion Satisfaction-Compassion Fatigue Model

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

Johns Hopkins University Diversity Leadership Council (n.d.)
Intersecting axes of privilege, domination, and oppression/resistance

Crawford, Mary (2006)
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

Promoting Self-Care and Resiliency

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 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
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)

Physical Self-Care
- Eat regularly (breakfast, lunch and dinner)
- Get enough sleep
- Take time off when sick
- Get regular medical care for prevention
- Get medical care when needed
- Have someone to listen when you need
- Exercise
- Dance, mis, walk, run, play sports, sing, or do some other physical activity that is fun
- Take time to be social with yourself, with a partner
- Wear clothes you like
- Take vacations
- Take short breaks or mini vacations
- Make time away from telephones

Spiritual Self-Care
- Make time for reflection or meditation
- Spend 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 to control
- Be open to not knowing
- Identify what is meaningful to you and notice its place in your life
- Feel hear
- Experience new ways
- Contribute to causes in which you believe
- Read inspirational literature (books, music, etc.)

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
- Make your studies day by day and stay positive
- Balance your work space so it is comfortable and not too much
- Get regular support from peers and mentors
- Work on your mood and relationships
- Have a peer support groups

Emotional Self-Care
- Spend time with others who make you happy
- Stay in contacts with important people in your life
- Care for yourself and praise yourself
- Always love yourself
- Read favorite books, re-visit favorite movies

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 and coping strategies 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. 

Signature: 
Witness: 

Self-Care Questionnaire: Adapted from Transforming the Pain: A Workshop on Caring and Coping with Pain, Psycho-Biomedical Symposium, San Francisco, CA (1989).

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

CSBS Self-Care Program

CSBS Self-Care Program Home

Schedule of Events

Self-Care Survey Results (.ppt)

CSBS Climate Committee

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.

~ Mahatma Gandhi

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

Source: http://www.sjsu.edu/hr/docs/risk/info/self_care_staff_faculty.pdf
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](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 Dunholn Way, Sunnyvale, CA 94087. 408-524-4900
  - SJSU Psychology Clinic. Call Brenda Gummesan 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.*
Identify current and desired self-care practices

- Physical
- Psychological
- Emotional
- Spiritual
- Relationship
- Workplace or Professional
- Other

Butler, LD (2010)
## Example: Self-care Action Plan (two dimensions)

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Physical</th>
<th>Psychological</th>
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<tbody>
<tr>
<td>Daily</td>
<td>- Walk for 30 minutes</td>
<td>- Write in my journal: gratitude, wellness and fun, priority tasks</td>
</tr>
<tr>
<td></td>
<td>- Sleep 7+ hours</td>
<td></td>
</tr>
<tr>
<td>Weekly</td>
<td>- Meal prep</td>
<td>- Review my journal and plan for the next week</td>
</tr>
<tr>
<td>Monthly</td>
<td>- Go on a nature walk</td>
<td>- Read a book related to my personal interests</td>
</tr>
<tr>
<td>Occasionally</td>
<td>- Massage</td>
<td>- Explore a local destination that is new to me</td>
</tr>
<tr>
<td>(Several times per year)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>As needed</td>
<td>- Take a 5 minute walk</td>
<td>- Put my phone in airplane mode for a few hours</td>
</tr>
<tr>
<td></td>
<td>- Dance to one of my favorite songs</td>
<td>- Meet with a therapist</td>
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## Example: Self-care Action Plan for the Year

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

**PLAN**
- Map out your self-care plan

**DO**
- Try out your self-care plan for a trial period (e.g. one month)

**STUDY**
- Use the recommended scales to assess how your self-care practice is impacting your well-being

**ACT**
- Make changes to your self-care plan so that it is practical and addresses the areas that are of most importance to you
References


“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:

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We Value Your Feedback!
Please take 5 minutes to complete your feedback form in your mobile app.