

An Integrated Approach to Fostering Workplace Well-Being

February 27, 2024



WELL-BEING
IN HIGHER
EDUCATION

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Presented by

Mikel LaPorte, MS, MBA
Laura Gottlieb, MEd



Agenda & Expected Outcomes

The Case for Workplace Well-Being

Our Mental Health Awareness Journey

Three-Pronged Mental Health & Well-Being Strategy

- Awareness
- Alignment
- Engagement

Key Learning & Call to Action

By the end of this session, you will be able to...

- Make a case for workplace well-being
- Implement your own three-pronged workplace well-being strategy
- Promote a culture of wellness by normalizing conversations about mental health and well-being



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The Case for Workplace Well-Being



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The Case for Workplace Well-Being



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https://www.youtube.com/watch?v=2_ifFuTGDk&ab_channel=U.S.DepartmentofHealthandHumanServices

According to the Workforce Institute, most employees...

- Would take a pay cut for a job that better supports their mental health (64%)
- Say stress negatively impacts their work performance (78%)
- Feel work stress negatively impacts their home life (71%)
- Say their manager has the biggest impact on their mental health (69%)

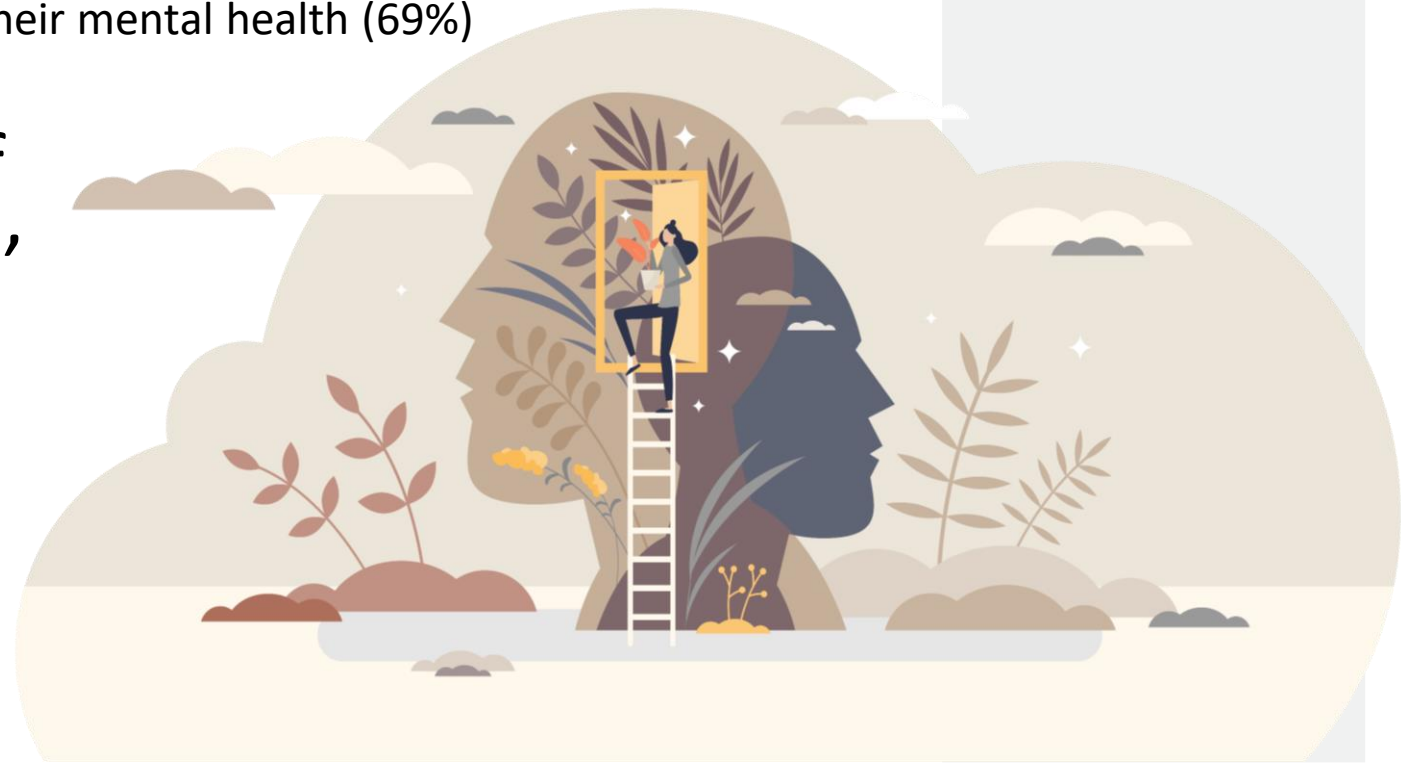
Employers have a TON of influence over employees' success & well-being...

Whether they realize it or not.



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Our Mental Health Awareness Journey



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Mental Health Awareness Timeline



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April 2021

Launched First Ever Mental Health Awareness Campaign



March 2022

Launched Mental Health Topics Survey



November 2023

Launched FY 23 Mental Health Awareness Campaign



Mental Health Topics Survey



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601 People

87 Faculty
432 Staff
21 Residents/Fellows/Postdocs
7 Graduate Research Assistants
54 Students



Top 5 Topics

Anxiety
Burnout
Depression (not in top 5 for staff)
Stress Management
Work/Life Balance



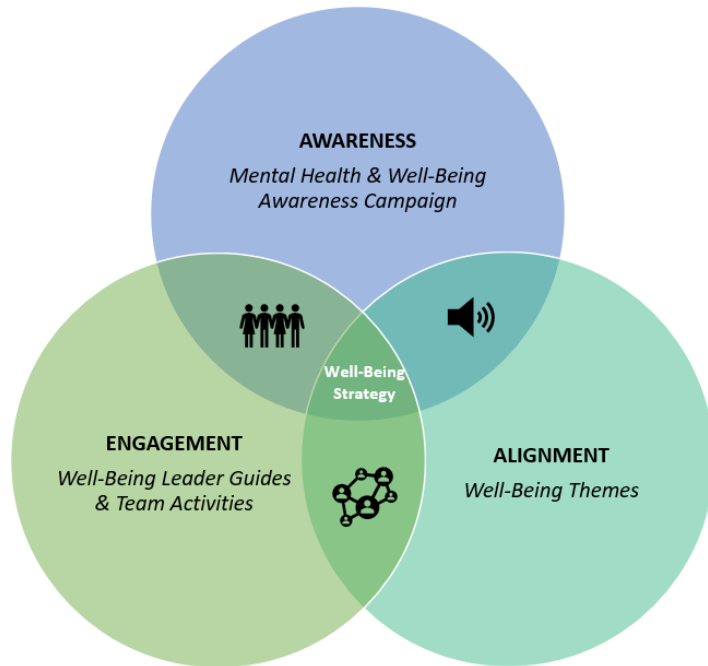
Top 3 Barriers

Unaware
No time to use them
Did not need them



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Three-Pronged Mental Health & Well-Being Strategy

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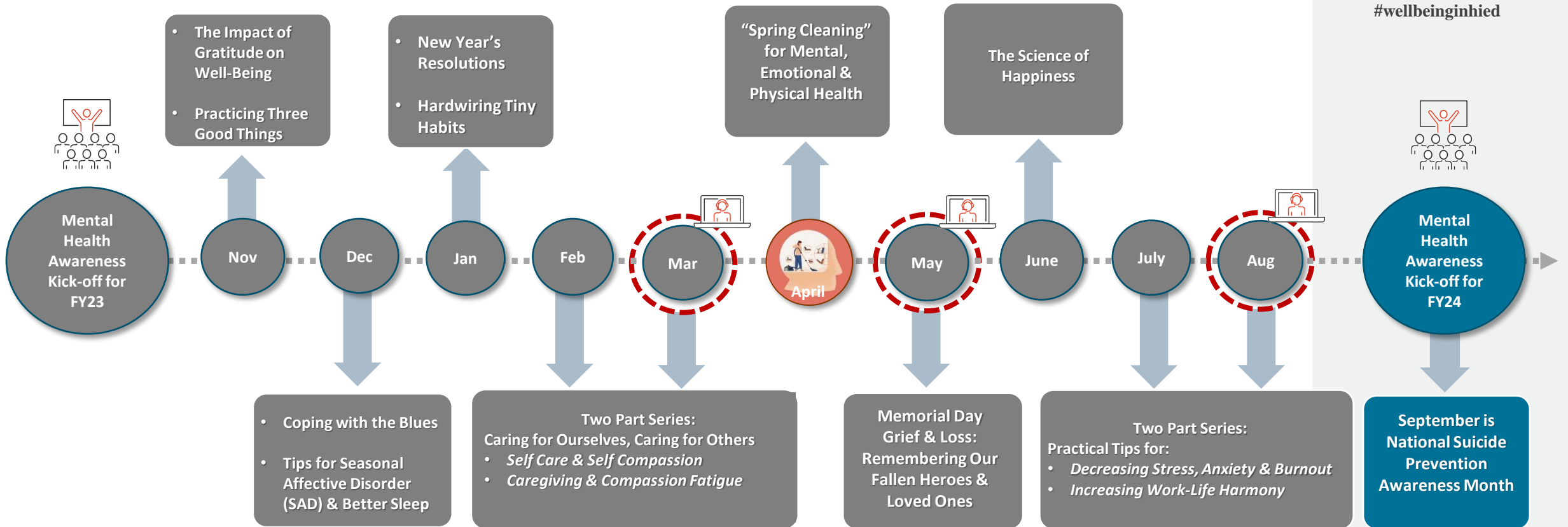
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FY23 Awareness Campaign – A Retrospective



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Monthly Well-Being Themes – featuring articles, Leader Guides, team activities & curated content



Podcasts:

- March – *Caregiving & Compassion Fatigue*
- May – *Grief & Loss: Remembering Our Fallen Heroes & Loved Ones*
- Aug – *Practical Tips for Increasing Work-Life Harmony*

Awareness Campaign Comms Channels



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UT HEALTH SAN ANTONIO
Mental Health & Well-Being

A Message from Human Resources | UT Health San Antonio
February 14, 2023

This Week

News From UT Health San Antonio

UT Health San Antonio plans new MS in Imaging Sciences program

Well-Being Wisdom Podcast

A Dose of Learning for Healthier Happier Lives

Stacy Ogbeide, PsyD, ABPP, CSOWM
Delphi Medina, LCSW-S, LCDC, CSAT-S, CPTT-S, CDWF

Caring for ourselves:
Human beings thrive on relations around us, we experience deeper value to our families, organization

The key to living intentionally sta committing to a path toward pers care and self-compassion during t

Learn more about these and other **Being** website and/or participating

Thursday, Feb. 16, 2023 at 2 p.m.

- **Hearing and Trusting**

Previously recorded:

- **Becoming Your Own l**
- **Making Time for Me**
- **Ready, Set, Relax**
- **Unplug to Recharge**

Deepening our awareness of ourse it requires time to be quiet and re beginning this month, we invite y questions: What were my success

Leader Guide

UT Health San Antonio Human Resources

TOPIC: FY23 Mental Health Awareness Campaign	DATE: March 1, 2023
March Well-Being Theme: <i>Caregiving and Compassion Fatigue</i>	Practice Challenge: Raise awareness about compassion fatigue & where to go for help

Why Focus on Caregiving and Compassion Fatigue?

For many of us, working at UT Health San Antonio gives us the opportunity to *make lives better*, providing us with a deep sense of meaning and purpose. As social creatures, it makes sense that caring for others is among our highest callings – yet like most things, care has a balance point. When care crosses the line into *overcare*, we become vulnerable to compassion fatigue and our mental and physical health bear the consequences.

For March, we've refreshed the [Mental Health & Well-Being](#) site with new material on caregiving and compassion fatigue, including our spring edition of the UT Health SA *Well-Being Wisdom Podcast*, *A Dose of Learning for Healthier Happier Lives* with special guests Clinical Associate Professor Dr. Stacy Ogbeide and UTEAP mental health expert Delphi Medina [\[insert link here\]](#).

Practice Challenge: Raise Awareness about Compassion Fatigue & Where to Go for Help

First, explain what compassion fatigue is: the emotional and physical distress caused by treating and helping others that are deeply in need. This may be a consequence of caring for children, parents, loved ones and/or patients. Here are ~~some~~ common symptoms (Negash & Sahin, 2011) –

- Chronic physical & emotional exhaustion
- Depersonalization
- Loss of empathy & respect
- Irritability, headaches, weight loss

Second, point the way to mental health support: via our confidential UT Employee Assistance Program available 24/7 at (800)346-3549.

Third, foster healthy mutually supportive social connections among team members: during the opening or closing of your next team meeting/huddle, invite team members to complete one of the statements below –

- "I made a difference yesterday when I..."
- "I show up every day because..."
- "Compassion is hardest when..."

Resources

- [How to respond when an employee shares a mental health challenge](#)
- Questions? Please contact Laura Gottlieb gottlieb@uthcsa.edu

We make lives better

Alignment – Monthly Well-Being Themes



UT HEALTH SAN ANTONIO
Mental Health & Well-Being

Caring for ourselves, caring for others
How to find time for yourself
Making space for you
How self-compassion is different than self-care

Mental Health & Well-Being Site
*refreshed monthly; includes curated content
aligned with monthly Well-Being theme*

Monthly planning materials

- Year Happiness Calendar Feb. 2023
- Monthly campaign April
- UT Employee Assistance Program (EAP) | Urges, L2EAP Password, L2EAP
- UT Calendars

Explore more: self-care and self-compassion

- Postcards to ourselves Feb. 2023
- Messages & stories Feb. 2023
- Stories Feb. 2023
- Articles & stories Feb. 2023

Mental health & well-being resources

- Talk To Someone Now: 988 Lifeline
- UT Employee Assistance Program (EAP) | Urges ahead | Password ahead
- MDLIVE | Virtual Care. Anywhere. | Health Benefits 562/218 Healthcare
- Mental Health Support | 988 | Call, Text, or Chat

Alignment – Monthly Message, Leader Guide & Team Activity



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Feb

A Message from Human Resources | UT Health San Antonio
February 14, 2023

Caring for ourselves, caring for others

Human beings thrive around us, we experience value to our families

The key to living intentionally is committing to a path of care and self-compassion

Learn more about the Well-Being website and/or

Thursday, Feb. 16, 2023

- Hearing

Previously recorded

- Becoming
- Making
- Ready, Set, Go!
- Unplug

Deepening our awareness requires time to be present. Beginning this month, we have questions: What we

UT Health San Antonio Human Resources | Leader Guide

TOPIC: FY23 Mental Health Awareness Campaign	DATE: February 1, 2023
February & March Two-Part Well-Being Series: Caring for Ourselves, Caring for Others	Practice Challenge: Model and Encourage Self-Care and Self-Compassion

Why Focus on Caring for Ourselves, Caring for Others?

Human beings thrive on relationship, interaction, and connection. By intentionally focusing on taking care of ourselves and those around us, we experience deeper meaning and greater satisfaction in our lives – and contribute the most value to our families, organizations, the community, and the world!

To support you and your team members on your path toward personal growth, we have refreshed the [Mental Health & Well-Being](#) site this month with new material focused on self-care and self-compassion.

Next month, we will explore our upcoming spring podcast with health expert Delphi Medina.

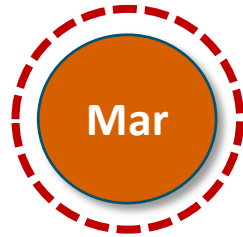
Practice Challenge: Model and Encourage Self-Care and Self-Compassion

Leaders send strong social messages during the month of February, caring for ourselves and others. Here are some ways to model self-care and self-compassion:

- Take time off and recharge
- Protect time on your calendar
- Share with each other
- Ask, who needs help?
- Regularly check-in with yourself
- Make it safe to ask for help

Resources

- [How to respond to someone who is struggling?](#)
- [Questions? Please contact us!](#)



Plus
Quarterly
Podcast

Two Part Series: Caring for Ourselves, Caring for Others

Engagement – Sample Activity

Music is the space between notes.
—Claude Debussy & Miles Davis

Making Space for You
Consider what you want to make space for in your life in this 6-minute contemplation guided by Alex Ele.

Alex Ele is a NYT Bestselling Author of *How to Break Through Your Power & Set Yourself Free*

A Message from Human Resources | UT Health San Antonio
March 08, 2023

Caregiving and compassion fatigue

For many of us, we are providing us with a dose of learning for caregivers who cross the line into health bear the cost

What is compassion fatigue? It refers to the caregivers over time who help others into this world

To learn more about this topic, we have tuned into our Well-Being Podcast with Stacy Ogbeide, PsyD, and Delphi Medina, LCSW-S, Employee Assistance Specialist

UT Health San Antonio Human Resources | Leader Guide

TOPIC: FY23 Mental Health Awareness Campaign	DATE: March 1, 2023
Well-Being Theme: Caregiving & Compassion Fatigue	Practice Challenge: Raise awareness about compassion fatigue & where to go for help

Why Focus on Caregiving and Compassion Fatigue?

For many of us, working at UT Health San Antonio gives us the opportunity to make lives better, providing us with a dose of learning for caregivers who cross the line into health bear the cost. For March, we're releasing a new podcast, *Dose of Learning for Clinical Health Psychology*.

[March Well-Being Podcast](#)

Practice Challenge: Raise awareness about compassion fatigue & where to go for help

First, explain what compassion fatigue is and how it affects caregivers and/or patients.

- Chronic physical health issues
- Depersonalization
- Loss of empathy
- Irritability, anger

Second, point the viewer to resources available 24/7.

Third, foster healthy boundaries by opening or closing our eyes to the statements below –

- "I made a difference"
- "I show up every day"
- "Compassion is my strength"

Resources

- [How to respond to someone who is struggling?](#)
- [Questions? Please contact us!](#)

Well-Being Wisdom Podcast A Dose of Learning for Healthier Happier Lives

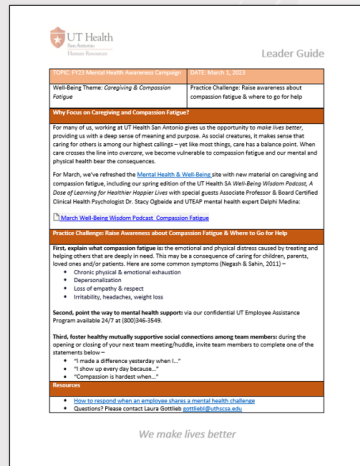


Stacy Ogbeide, PsyD, ABPP, CSOWM

Delphi Medina, LCSW-S, LCDC, CSAT-S, CPTT-S, CDWF

Engagement – Leader Guides & Team Activities

Leader Guide



March Well-Being Theme & Practice Challenge Caring for Compassion Fatigue

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Third, foster healthy mutually supportive social connections among team members: the opening or closing of your next team meeting/huddle, invite team members to do one of the statements below –

- “I made a difference yesterday when I...”
- “I show up every day because...”
- “Compassion is hardest when...”



Learn more about compassion fatigue with Associate Professor & Board-Certified Clinical Health Psychologist Dr. Stacy Ogbeide and UTEAP mental health expert Delphi Medina
[March Well-Being Wisdom Podcast: Compassion Fatigue](#)

Leader Toolkit Part 2:

Monthly Well-Being Plug & Play Team Activity & Podcast Promo Slide, including activity prompts, links to Mental Health Awareness site and Well-Being Wisdom Podcast

Caring for Ourselves, Caring for Others

- I made a difference yesterday when I...
- I show up every day because...
- Compassion is hardest when...

Leader Toolkit Part 1:
Monthly Well-Being Leader Guide with Team Activity, including “words that work” with plug & play guided activity

Well-Being Wisdom Podcast

A Dose of Learning for Healthier, Happier Lives

Engagement – Sample Activity

Music is the space between notes.
~Claude Debussy & Miles Davis

Making Space for You

Consider what you want to make space for
in your life in this 6-minute contemplation
guided by Alex Elle



Alex Elle is a NYT Bestselling Author of *How We Heal: Uncover Your Power & Set Yourself Free*

Engagement – Intact Team Well-Being Sessions



QUICK OVERVIEW

Well-Being in the Workplace Part 1

- Living in the Age of Distraction
- Multitasking is a Myth
- Neuroscience from the Happiest Man on Earth
- Introduction to Heartmath
- The Science of Happiness 21-Day Challenge



JOURNALING THREE GOOD THINGS



J. Bryan Sexton, PhD
Workplace Well-Being Expert
Dept of Psychiatry at Duke University

How to Do It

Each day for at least one week, write down three things that went well for you today, and provide an explanation for why they went well. It is important to create a physical record of your items by writing them down; this can be more helpful than simply doing this exercise in your head. The items can be small, everyday events or more important milestones (e.g., "my partner made the coffee today," "My grandparents were happy when I brought them groceries," or "I earned a big promotion"). To make this exercise part of your daily routine, some find that writing before bed is helpful.

As you write, follow these instructions:

- 1 Give the event a title (e.g., "I received a compliment on something I've been working hard on").
- 2 Write down exactly what happened in as much detail as possible, including where you were, what you did or said, and, if others were involved, what they did or said.
- 3 Include how this event made you feel at the time and how this event made you feel later (including now, as you remember it).
- 4 Explain what you think caused this event—why it happened.
- 5 Use whatever writing style you please, and don't worry about grammar or spelling. Use as much detail as you'd like.
- 6 If you find yourself focusing on negative feelings, try to refocus your mind on the good event and the positive feelings that came with it. This can take effort but gets easier with practice and can make a real difference in how you feel.



Key Learning & Call to Action



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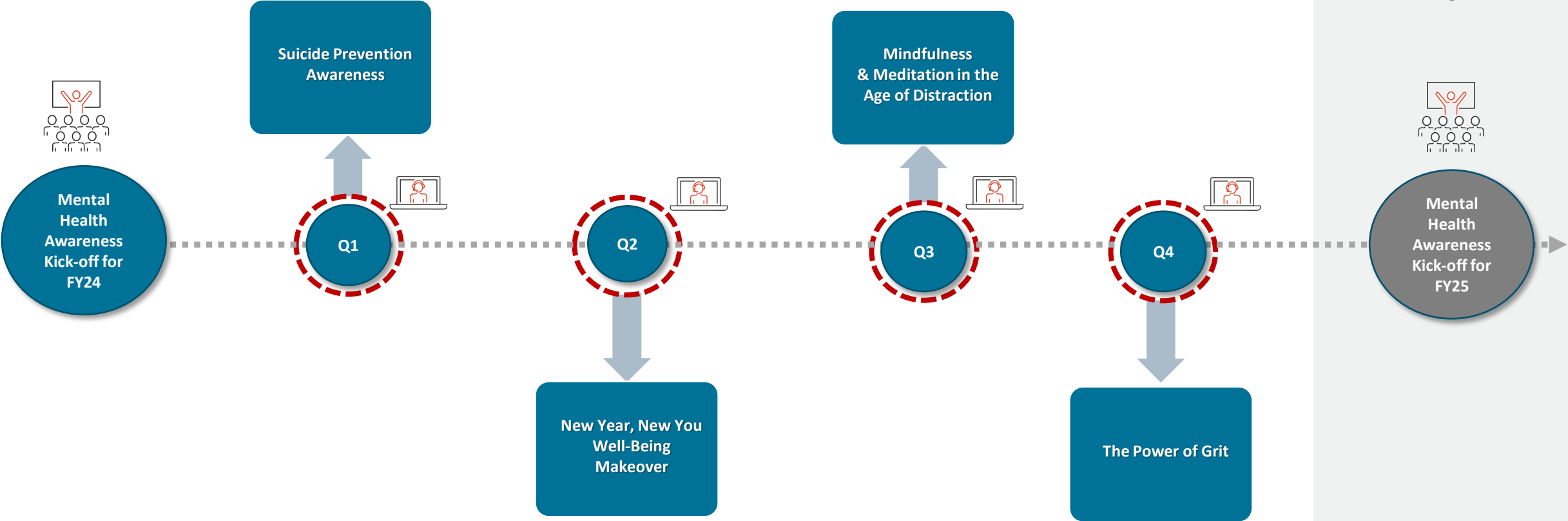
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Key Learning for FY24 – “Less is More”



Quarterly Well-Being Themes – featuring articles, Well-Being Activity Guides, curated content



- Quarterly Podcasts:
- Nov – *Suicide Prevention Awareness*
 - Feb – *New Year, New You Well-Being Makeover*
 - May – *Mindfulness & Meditation in the Age of Distraction*
 - Aug – *The Power of Grit*

FY24 Changes

What's Changing?

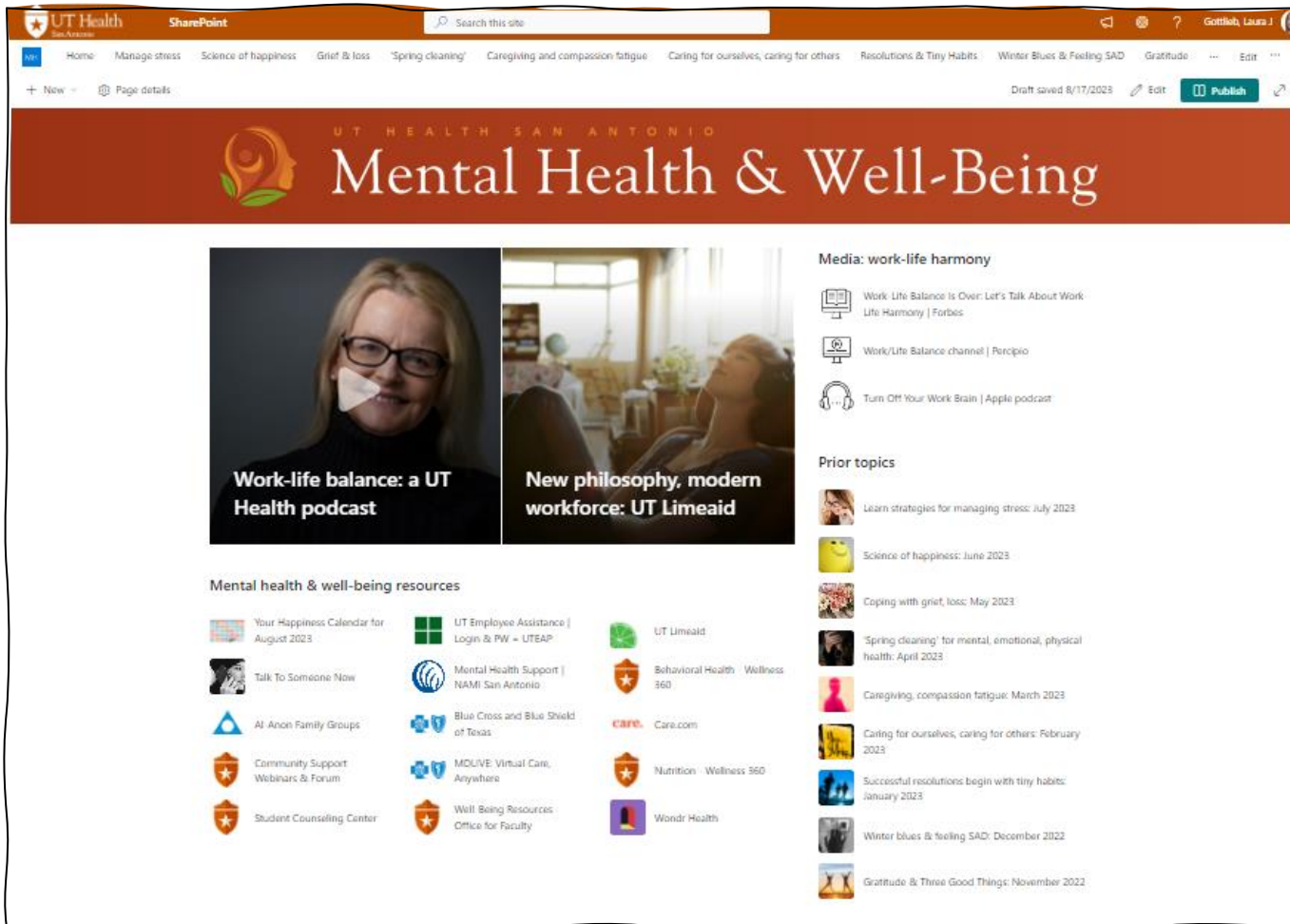
- ✓ **Monthly Themes → Quarterly Themes**
(to favor quality/depth over quantity/breadth)
 - Resulting in 4 emails/FY for leaders *instead of 24*
 - Resulting in 4 emails/FY for employees *instead of 12*
- ✓ **Quarterly Articles Written by SMEs**
(rebrand emails to highlight faculty expertise)
- ✓ **Rebrand Leader Guide to “Activity” Guide**
(to promote inclusivity, so everyone may access)
 - Resulting in 4 Activity Guides/FY *instead of 12 Leader Guides*

What's Not Changing?

- ❖ **Quarterly Podcasts**
(to highlight faculty expertise)

FY24 Refresh

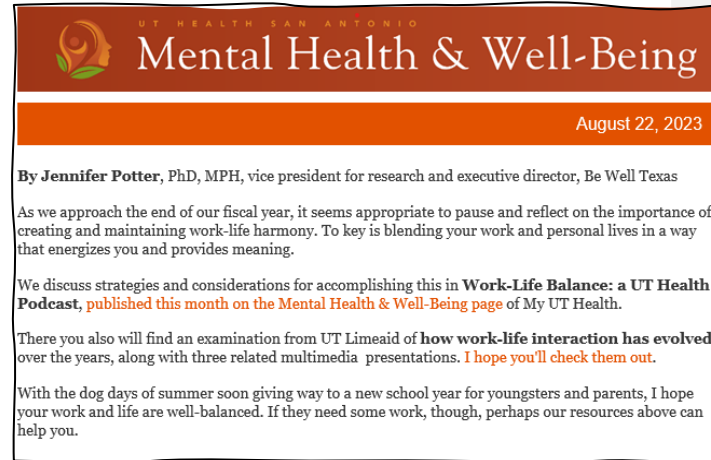
Site Refresh - Reformatted & Improved Access to Prior Topics



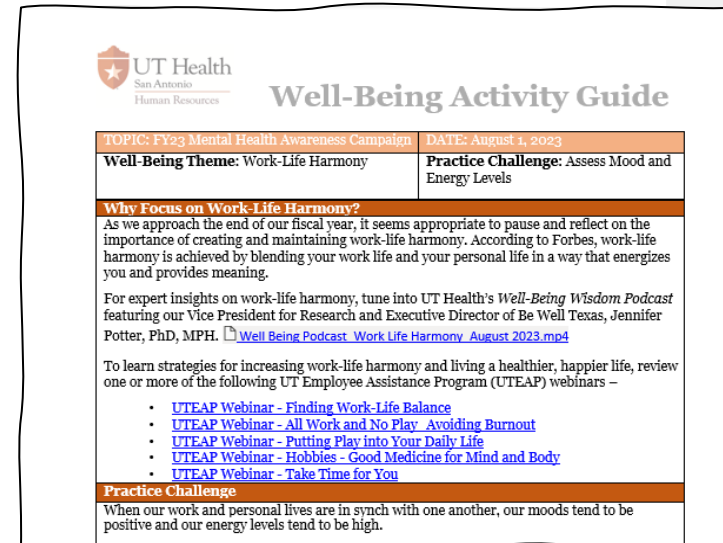
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Quarterly Message from Guest Expert

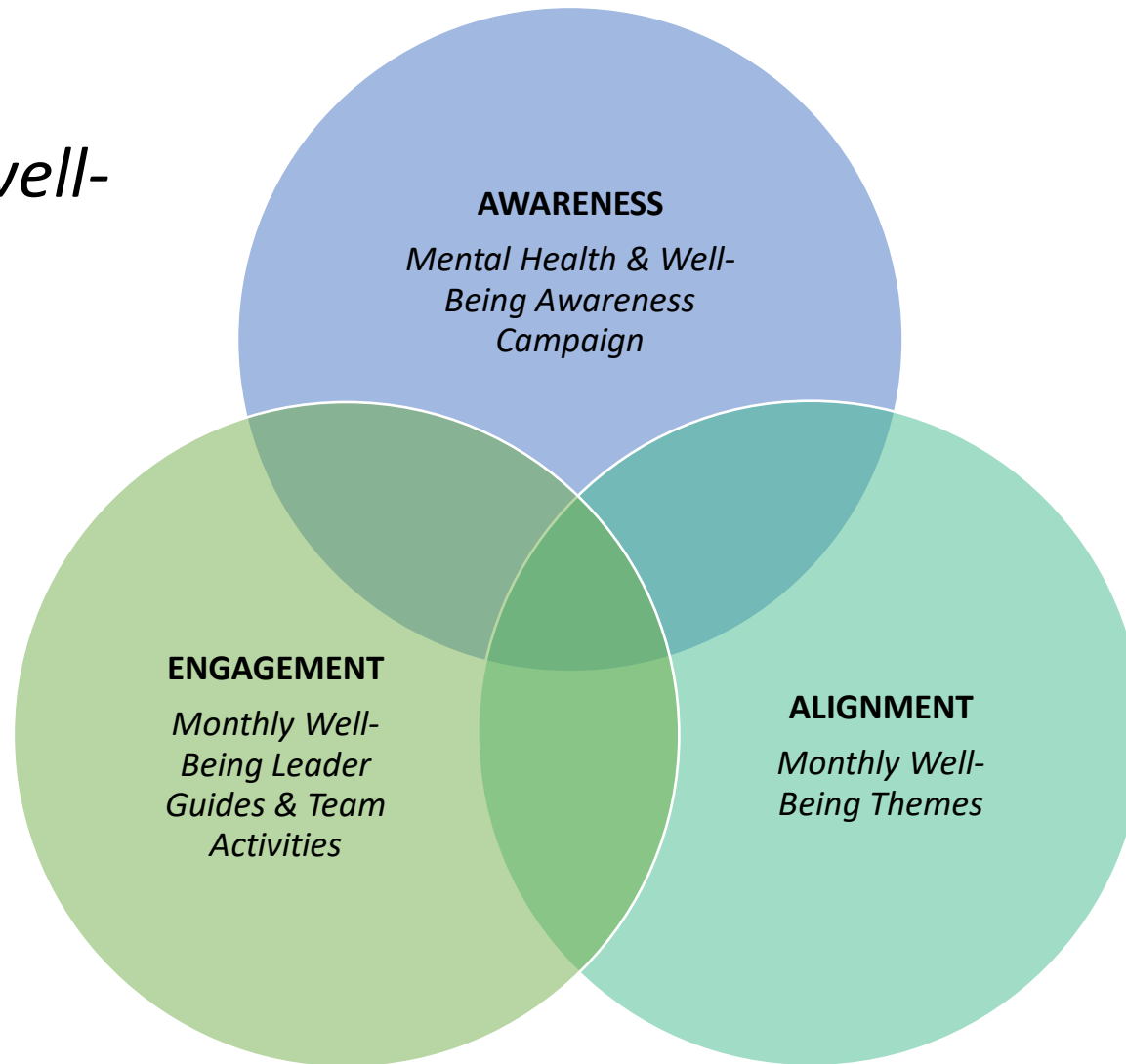


Rebranded Well-Being "Activity" Guide



Call to Action

What is your workplace well-being strategy...?



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Thank You!



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