An Integrated Approach to Fostering Workplace Well-Being
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
The Case for Workplace Well-Being

Presented by
Mikel LaPorte, MS, MBA
Laura Gottlieb, MEd
The Case for Workplace Well-Being

https://www.youtube.com/watch?v=2_iftFuTGDK&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.*
Our Mental Health
Awareness Journey

Presented by
Mikel LaPorte, MS, MBA
Laura Gottlieb, MEd
Mental Health Awareness Timeline

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

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

601 People
- 87 Faculty
- 432 Staff
- 21 Residents/Fellows/Postdocs
- 7 Graduate Research Assistants
- 54 Students
Three-Pronged Mental Health & Well-Being Strategy

Presented by
Mikel LaPorte, MS, MBA
Laura Gottlieb, MEd
FY23 Awareness Campaign – A Retrospective

Mental Health Awareness Kick-off for FY23

- The Impact of Gratitude on Well-Being
- Practicing Three Good Things

Nov

- Coping with the Blues
- Tips for Seasonal Affective Disorder (SAD) & Better Sleep

Dec

- New Year’s Resolutions
- Hardwiring Tiny Habits

Jan

Mar

- “Spring Cleaning” for Mental, Emotional & Physical Health

- The Science of Happiness

Apr

May

- Memorial Day Grief & Loss: Remembering Our Fallen Heroes & Loved Ones

June

- Two Part Series: Practical Tips for:
  - Decreasing Stress, Anxiety & Burnout
  - Increasing Work-Life Harmony

July

Aug

- September is National Suicide Prevention Awareness Month

- Two Part Series: Caring for Ourselves, Caring for Others
  - Self Care & Self Compassion
  - Caregiving & Compassion Fatigue

- 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

- WELL-BEING IN HIGHER EDUCATION

#wellbeinginhied
Awareness Campaign Comms Channels

This Week
News From UT Health San Antonio

UT Health San Antonio plans new $5 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 relationships around us, we experience deeper value to our families, organizations, and communities by committing to a path toward personal growth and self-compassion during this time.

The key to living intentionally starts with learning more about these and other wellbeing websites and/or participating in the event.

Learning how to cope and handle times of stress and challenges can be overwhelming.

Recently recorded:

- Lending Your Own Support
- Making Time for Me
- Ready, Set, Relax
- Upgrading to Recharge

Deepening our awareness of ourselves requires time to be quiet and reflective.

Prevention Challenge: Raise Awareness about Compassion Fatigue & What to do for Help

For March, we’ve partnered with the UT Health San Antonio’s new employee wellbeing program and compassion fatigue.

A Dose of Learning for Healthier Happier Lives with special guests: Claude Lauro Clinical Associate Professor Dr. Stacy Ogbeide and UT Health San Antonio’s new employee wellbeing program.

Why Focus on Compassion Fatigue?

For many of us, working at UT Health San Antonio gives us the opportunity to make two lives better, working with up to a community of health professionals. It’s important that caring for others is a rewarding and fulfilling experience, and for that reason, we have a leave policy.

When you work with compassion fatigue, you may become vulnerable to compassion fatigue and our mental and physical health, but also by the consequences.

For March, we’ve partnered with the UT Health San Antonio’s new employee wellbeing program.

Practicing the art of self-care:

- Caring for the body
- Caring for the mind
- Caring for the spirit
- Caring for the environment
- Caring for the relationships

Second, put your focus on mental health and support your own and the team members.

Third, foster healthy community supportive social connections among team members.

Tackling compassion fatigue is about recognizing it before it becomes overwhelming.

Practice Challenge: Raise Awareness about Compassion Fatigue & What to do for Help

First, explain what compassion fatigue is as the emotional and physical distress caused by finding and helping others who are suffering is the need. This may be a consequence of caring too much, parents, loved ones and/or patients, and other common symptoms (Chapman & Jaffee, 2011):

- Chronic physical & emotional exhaustion
- Disorganization
- Loss of empathy & impact
- Instruction, headaches, weight loss

When it comes to compassion fatigue, it’s not something that can be fixed with a quick fix. It’s a process and requires time to work through. This can be overwhelming for family, friends, loved ones, and even colleagues.

References

- How to respond when someone shares a personal challenge
- [Link to resource for additional support]

We make lives better.
Alignment – Monthly Well-Being Themes

Mental Health & Well-Being Site refreshed monthly; includes curated content aligned with monthly Well-Being theme
Alignment – Monthly Message, Leader Guide & Team Activity

February 14, 2023

Message from Human Resources

UT Health San Antonio

Caring for ourselves, caring for others

Human beings are social creatures. We care for one another. The key to doing this is to be kind, compassionate, and understanding. Let’s learn more about caring for ourselves and others.

Previously received:
- February
- March
- April
- May
- June
- July
- August
- September
- October
- November
- December

We value your feedback and ask that you please share your thoughts and comments about this newsletter.

Two Part Series: Caring for Ourselves, Caring for Others

DATE: February 1, 2023

February & March Two Part Well-Being Series:
Caring for Ourselves, Caring for Others

What is compassion fatigue and how can we prevent it? Join us for a series on caring for ourselves and others.

Practice Challenge:
- Mindful and courageous self-care and self-compassion

To support you and your team members on your path toward personal growth, we have refreshed the Well-Being Wellness Guide. This month’s issue contains updates on self-care and self-compassion.

Next month, we will explore the importance of maintaining healthy relationships. Join us as we look at the role of social support and the impact of positive relationships on our mental health.

Engagement – Sample Activity

Making Space for You

Stacy Ogbide, PsyD, ABPP, CSOWM

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

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

Leaders need strong roots, a healthy core, and compassion. Here are some tips to strengthen your roots.
- Take time off work
- Protect time on your calendar
- Share with others
- Ask, who needs help?
- Don’t rely on others to change
- Make it safe to speak

Recruitment:
- Help to support
- Team members

Podcast:
- Join us for the next episode
- Learn more about well-being in higher education

Mar

Quarterly Podcast

March 08, 2023

Message from Human Resources

UT Health San Antonio

Caregiving and compassion fatigue

For many of us, caregiving and compassion can be emotionally draining. The team at UT Health San Antonio offers a series on caregiving and compassion fatigue.

What is compassion fatigue? How can we prevent it? Join us for a series on caring for ourselves and others.

Practice Challenge:
- Mindful and courageous self-care and self-compassion

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Recruitment:
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- Team members

Podcast:
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Engagement – Leader Guides & Team Activities

March Well-Being Theme & Practice Challenge
Caregiving & Compassion Fatigue

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, 2013) –
- 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:
the opening or closing of your next team meeting/huddle, invite team members to co-
one of the statements below –
- "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

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
Engagement – Sample Activity

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

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

Alex Elle is a NYT Bestselling Author of How We Heal: Uncover Your Power & Set Yourself Free
Engagement – Intact Team Well-Being Sessions

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

Quick Overview

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

How to Do It:
1. Once the event is over, 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 when you were, what you did, or said, and if others were involved.
3. Include how this event made you feel at the time and how this event made you feel later (if any).
4. Reflect on what you learn from 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 possible.
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.

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Key Learning & Call to Action

Presented by
Mikel LaPorte, MS, MBA
Laura Gottlieb, MEd

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Key Learning for FY24 – “Less is More”

Mental Health Awareness Kick-off for FY24

Q1
Suicide Prevention Awareness

Q2
New Year, New You Well-Being Makeover

Q3
Mindfulness & Meditation in the Age of Distraction

Q4
The Power of Grit

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

#wellbeinginhied
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

Rebranded Well-Being “Activity” Guide

Quarterly Message from Guest Expert

By Jennifer Potter, PhD, MPH, vice president for research and associate dean, Be Well Texas as we approach the end of our fiscal year, it seems appropriate to pause and reflect on the importance of creating and maintaining work-life harmony. To help balance your work and personal lives in a way that energizes you and provides meaning.

We discuss strategies and considerations for accomplishing this in Work-Life Balance: A UT Health Podcast, published this month on the Mental Health & Well-Being page of My UT Health.

There you also will find an examination from UT Line of how work-life intersection has evolved over the years, along with these related multimedia presentations. I hope you’ll check them out.

With the dog days of summer soon giving way to a new school year for youngsters and parents, I hope your work and life are well balanced. If they need some work, though, perhaps our resources above can help you.
Call to Action

What is your workplace well-being strategy...?
Thank You!

Mikel LaPorte & Laura Gottlieb
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UT Health
San Antonio
Human Resources