A Conversation About Wellness in the Workplace

Dr. Angela Koivula, Ph.D., Licensed Psychologist
UF Employee Assistance Program
Today’s Agenda

- Define Wellness and Self-Care
- Barriers to Self-Care
- Risks of not attending to your own wellness
- Discussion and Questions
- Resources
How do you define wellness?

How do you define self-care?
What is Wellness?

- Wellness is a conscious, self-directed and evolving process of achieving full potential.
- Wellness is a multidimensional and holistic, encompassing lifestyle, mental and spiritual being, and the environment.
- Wellness is positive and affirming.

National Wellness Institute
https://www.nationalwellness.org/page/Six_Dimensions
Eight Dimensions of Wellness
Physical Wellness

- Regular physical activity
- Emphasis on diet and nutrition and discouraging use of tobacco, drugs and alcohol consumption
- Encourages personal responsibility and care for minor illnesses and also knowing when professional medical attention is needed
Occupational Wellness

- Recognizes personal satisfaction and enrichment in one’s life through work
- Contributing your unique gifts, skills, and talents to work that is both personally meaningful and rewarding
- Establishing balance between work and leisure time
Emotional Wellness

- Awareness and acceptance of a wide range of feelings in yourself and others
- Capacity to manage one’s feelings and related behaviors
- Ability to express feelings freely and manage feelings effectively
- Our capacity for coping with life’s challenges
Intellectual Wellness

- Recognizes one’s creative, stimulating mental activities
- Cherishes intellectual growth and stimulation
- Explore issues related to problem solving, creativity and learning
Social Wellness

- Relationships, community interaction, respect
- Connecting to a positive community
- Helps you perform social roles appropriately
Spiritual

- Search for meaning and purpose in human existence
- Peaceful harmony between internal personal feelings and emotions
- Range of feelings including doubt, despair, fear, disappointment, joy, happiness, pleasure and discovery
- Moving toward your actions becoming more consistent with your beliefs and values, resulting in a "world view."
Environmental Wellness

- Recognizing your responsibility to preserve, protect and improve your surroundings
- Recognize influence environment has on your health and wellness
- What else?
Financial Wellness

- Living within your means
- Successfully managing short term and long term financial goals
- What else?
Thoughts? Reflections on Wellness as a holistic approach? How “Well” are you?
Survey Results

- I view self-care as an ongoing part of my professional work

n=141

Strongly agree: 37.59%
Agree: 34.75%
Neutral: 14.18%
Disagree: 8.51%
Strongly Disagree: 4.96%
Survey Results

- There are different ways that I can relax and get away from stress (examples include Watching TV, meditating, reading for fun, watching sports)  n=141

  Strongly agree: 43.97%  Disagree: 2.13%
  Agree: 46.1%  Strongly Disagree: 1.42%
  Neutral: 6.38%

- I engage in at least one of these activities every day

  Strongly agree: 31.91%  Disagree: 11.35%
  Agree: 41.84%  Strongly Disagree: 5.67%
  Neutral: 9.22%
Barriers to Self-Care?

- Time
- Money
- Family Demands
- Work Demands
- Culture (workplace and/or home)
- Others?
Risks of ignoring self-care?

- Burnout
- Negative impact on your work
- Negative impact on your personal relationships
- Mental health concerns
- Physical health concerns
- What else?
Self-Care Survey Discussion

- What was it like to reflect on your own self-care?
- Any surprises?
- In which area of self-care do you feel like you are excelling?
- In which area of self-care do you need to put more energy and time?
Discussion

- What sort of support do you need to improve on your self-care?

- How could you better support your colleagues in their own self-care?

- As a department, how do you think you all are doing in your overall wellness?
Survey Results

- I have at least one very positive relationship with a supervisor/mentor/teacher

  n=141

  Strongly agree: 34%
  Agree: 30.5%
  Neutral: 15.6%
  Disagree: 9.9%
  Strongly Disagree: 9.9%
Resources

Websites
- GatorCare: http://gatorcare.org
- UF at Work: https://news.hr.ufl.edu
- UF Mindfulness: https://mindfulness.ufl.edu/index.php/clubsgroups/
- U Well at work email listserv: hrs-wellness@ufl.edu
- Sleeping in the swamp: http://gatorwell.ufsa.ufl.edu/gallery/sleeping_in_the_swamp

Apps for Wellness
- Headspace
- Calm
- Sleep Cycle
THANK YOU!

UF Employee Assistance Program
Room 242 Infirmary (second floor)
Phone: 352-392-5787
Email: eaphelp@shcc.ufl.edu

Free parking or schedule a Campus Cab!