

Maximizing Your Performance Professionally and Personally by Focusing on Resiliency

Micky M. Sharma, Psy.D.

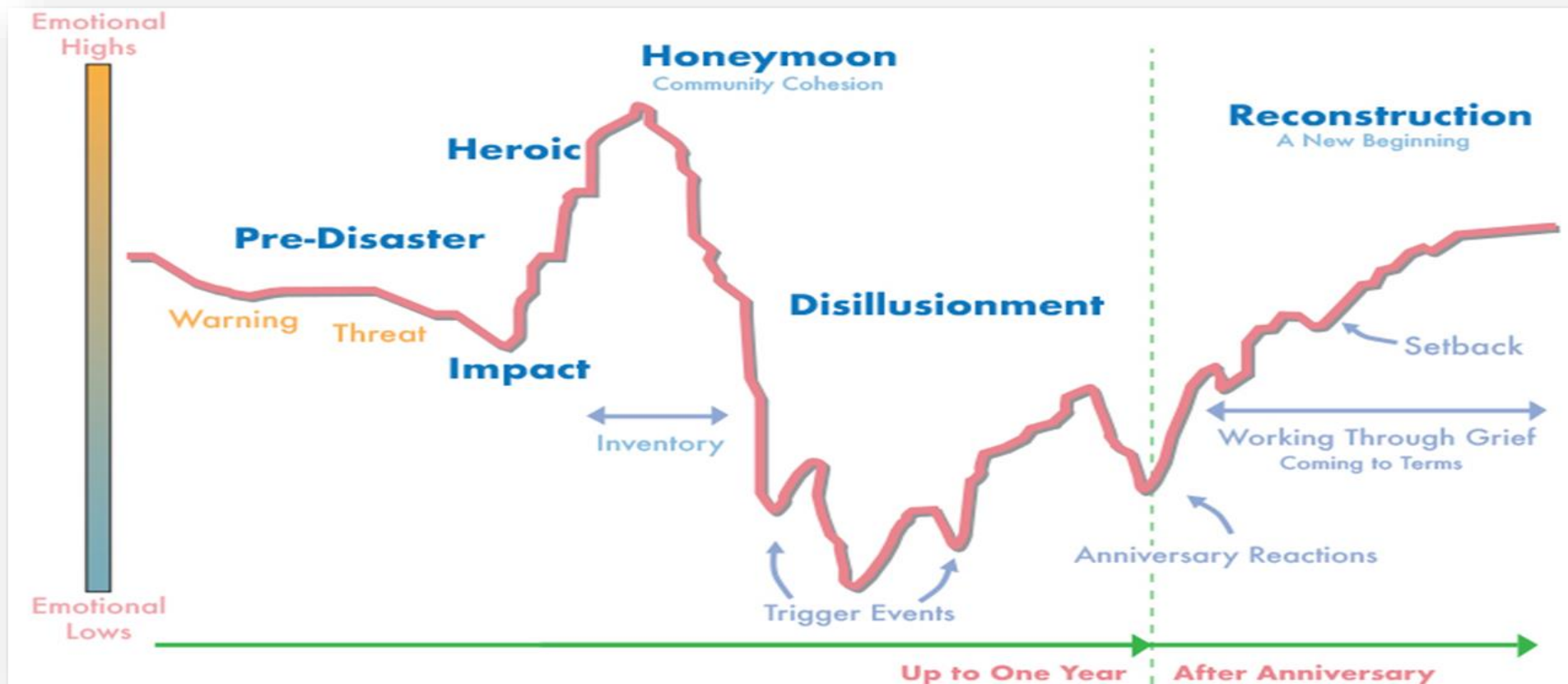
To Start

- Little about me
- Today's topic

Importance of This Work

- Supporting students in higher education and in crisis
- Highlights importance of student support services
- In person support and experience

Emotional Phases of Disaster Response



Creating the New Normal

- Continuing telehealth and work from home
- Recruitment and retention
- Staff cohesion
- Reconstructing professions

Individual Impacts

- Supporting students impacted by the pandemic, while managing own reactions
- Challenges of the job reached a 'tipping point'
- Existential stressors became practical realities
- Meaning, purpose, 'Why am I doing this?'
- Values shift
- Staff departures

Higher Education Work Environment

- Increase in student anxiety and need
- Pandemic: crisis to chronicity
- Impact on staff and faculty
- Boundaries even more diffuse
- Addressing zoom and other behaviors

Burnout

- Exhaustion
- Increased irritation/ annoyance
- Work is more draining
- Negative perspective
- Feel lack of control
- Feel ineffective at your job

Compassion Fatigue

- Emotional and physical exhaustion leading to decreased ability to feel empathy or compassion
- Often found in health care professions
- Unable to refuel
- Working with students in crisis and traumatic situations

Anxiety or Depression

- No “immunity”
- Impacts your professional work
- Impacts your personal relationships
- Harder to maximize your potential
- Less enjoyment of life

Resiliency

“Resilience is the process of adapting well in the face of adversity, trauma, tragedy, threats or significant sources of stress — such as family and relationship problems, serious health problems or workplace and financial stressors. It means "bouncing back" from difficult experiences. Research has shown that resilience is ordinary, not extraordinary. People commonly demonstrate resilience.”

- American Psychological Association

Resiliency

- Self care vs. resiliency vs grit vs treatment
- “The work has changed”
- Continuum
- Importance
- Thriving not just surviving

Model of Resiliency

- SAVES
- Social connection
- Attitude
- Values
- Emotions
- Silliness (Humor)

- Adapted from Greg Eells, Cornell University

Strategies and Tips

- Sleep, exercise and nutrition
- Boundaries
- Reasonable acceptance
- Emotional acceptance
- What can you control?
- Zoom fatigue!
 - “Using all the minutes”

Strategies and Tips

- Bear in mind your professional and personal context
- *Accept* current reality
- Remember *how* to say 'no'
- Learn to do nothing
- Know your limits!
- Perspective is the key

Self Care and Resiliency Plan

- 3 items on each

Questions and Engaged Discussion