

# **Keeping Your Team's Wellness in Mind as we Transition**

Professional Development Session  
Human Resources Community of Practice

Friday, June 25, 2021



# HRCP Subcommittee Members

Melissa Bowers, Business Manager, English Department

Cory Farragher-Gnadt, Classification and Compensation Analyst

Tiffany Lundy, Learning and Development Manager

Jen Mirabile, Sr. HR Programs Coordinator

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Danielle Parmenter, Executive Asst., Office of Research and Innovation

Kate Stoyrich, Health Promotions Specialist, University Health Services



# Session Objectives

- Understand the importance wellness for your teams
- Review the phases of change and a strategy for a new beginning
- Discuss ideas for supporting employees during this transition
- Highlight employee and supervisor resources





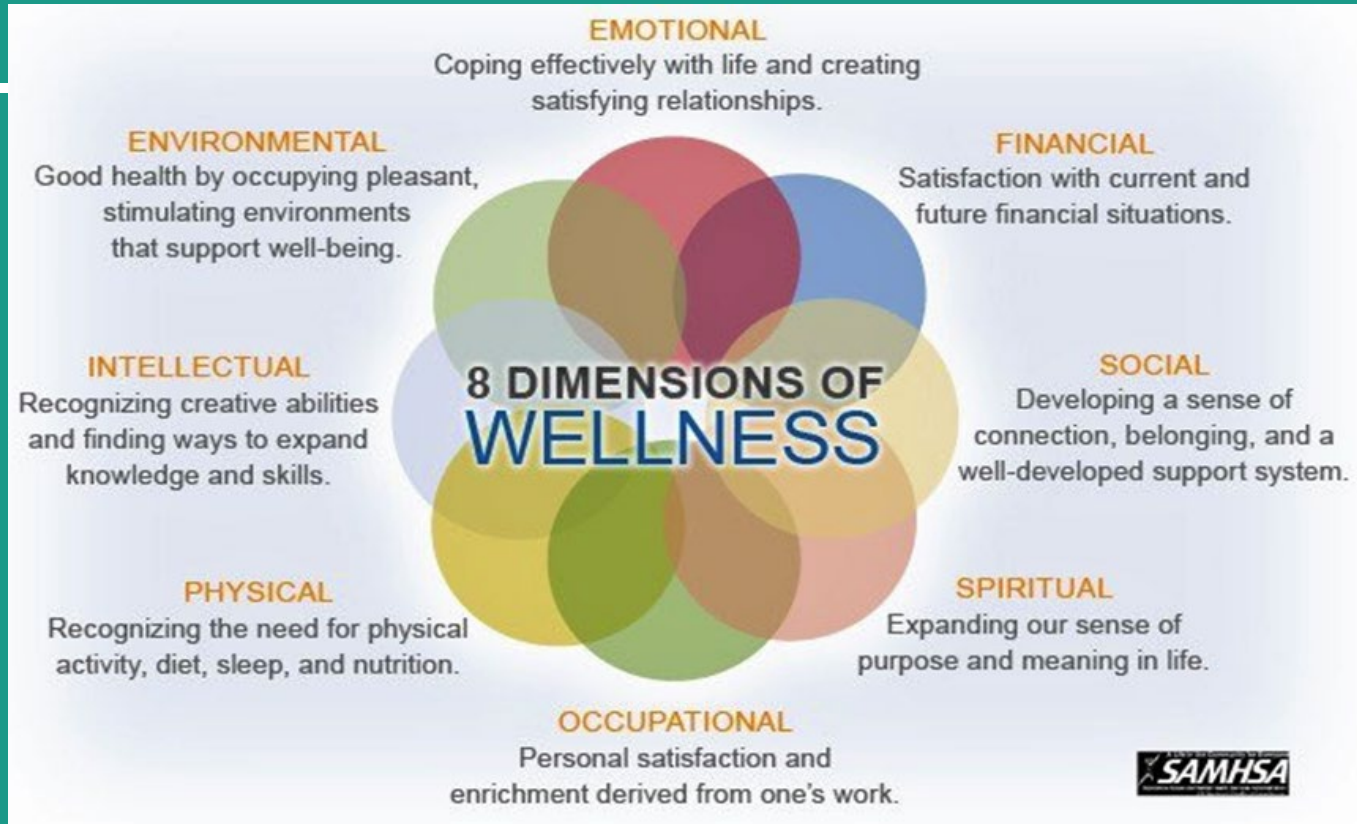
# **Wellness for Your Teams**

Kate Stoysich, Health Promotions Specialist,  
University Health Services

Wellness is an active process through which people become aware of, and make choices toward, a more successful existence  
- *National Wellness Institute*

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# Eight Dimensions of Wellness





## Important aspects of self-care and wellness

- Self-care looks different for everyone
- We need self-care in multiple dimensions of our lives
- Self-care is serving our basic needs in a sustainable way
- All forms of self-care are valid
- Boundaries are part of self-care

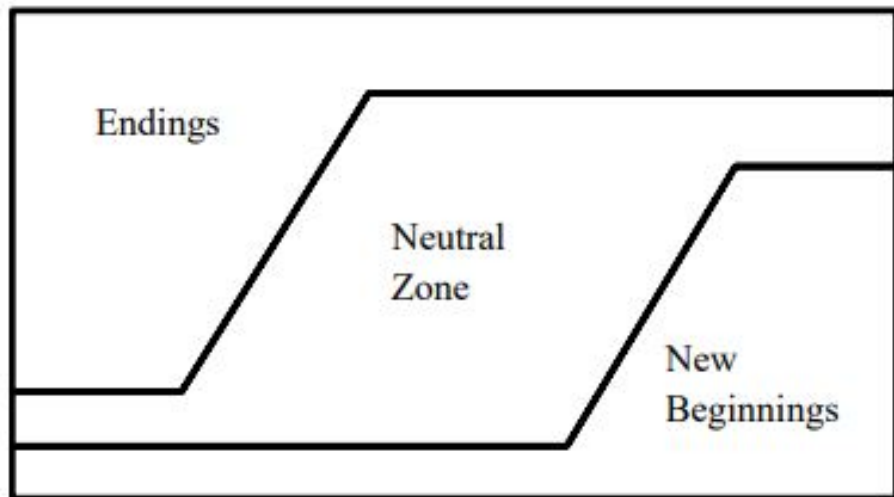
# Wellness Routine Reflection and Planning







## The Transition Model



**It isn't that change is HARD, it's  
the TRANSITION that's hard.**

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# Phases of Change

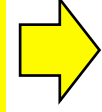
## ***Endings are about losses - Time of letting go***

- A time of leaving the old ways
- A time of ending
- 7 types of losses
- Acknowledge the losses



## ***The Neutral Zone***

- The old is gone, but the new isn't fully functional
- A phase of realignment and repatterning
- Testing and discovery
- Care and concern needed



## ***The New Beginning***

- Coming out of transition
- Review and adjust
- Discovering a new identity
- Support and encouragement needed



# The New Beginning

Focus on releasing energy into a new direction and towards a new identity

## Ambivalence

- Anxieties
- Sense of riskiness
- Desire to stay in neutral zone

## Timing

- Cannot be forced
- Must be encouraged, supported, and reinforced



# Strategy for the New Beginning

## Purpose

- Focuses on what change is and why it's needed
- Connection to interests is important
- Real, addresses problems, home-grown

## Picture

- How the outcome will look and people will participate in this
- Create a visual of what this looks like: how work is done, feeling of new reality, etc.



# Strategy for the New Beginning (cont.)

## Plan

- Step by step plan that is detailed and at personal level
- Oriented to processes

## Participation

- Having a part to play is critical to helping people feel included
- People see themselves in their new roles
- Ideally also play a role in the actual transition
- Gives people a deeper understanding of the goals



# Supporting Employees During the Transition

- Reentry/transition is hard
- Deep listening, empathy and support needed for each employee
- Communication is key at all levels
- Keep wellness on your radar





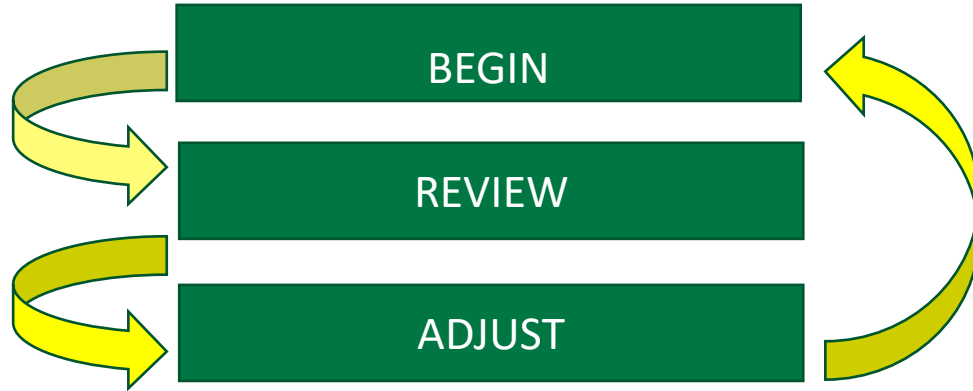
# Supervisor Considerations

- Acknowledge the emotions
- Stay up to date on UO rules and policies
- Discuss each employee's return to work plan
- Be familiar with the resources on campus to support managers and supervisors with difficult conversations



# Be Reflective and Flexible

- Evaluate what is working and what is not
- Be prepared to adjust your course – iterative process



# Break-Out Room Activity

## 10 minutes

In your break-out room HR Partners will discuss the employee situations below to document ideas about how to support different employee transitions. Feel free to work on all situations or just a few.

- How do we support employees **who never left campus/returned earlier than fall 2021?**
- How do we support employees **New to campus?**
- How do we support employees **returning to an on-campus work schedule this fall?**
- How do we support employees **who are returning to work on a hybrid work schedule?**
- How do we support employees **who will continue to work remotely?**

Using the shared document highlight your ideas for supporting each type of employee by your break-out room number.

Link: [https://uoregon-my.sharepoint.com/:w:/g/personal/mirabile\\_uoregon\\_edu/EdTor7GLkNIOhpwqeZGOxVsBb9u-TyjC4\\_9B7myPguYCLQ?e=uRI1Ld](https://uoregon-my.sharepoint.com/:w:/g/personal/mirabile_uoregon_edu/EdTor7GLkNIOhpwqeZGOxVsBb9u-TyjC4_9B7myPguYCLQ?e=uRI1Ld)



# **Ideas from the Break-Out Room Share Document**



# Break-Out Room Activity

5 minutes

In your break-out room please share the wellness strategies that specifically worked for you over the last year that you plan to continue and where there are still areas of growth for you or your team?



# Employee and Supervisor Resources

## [Path to Fall -Employee Support](#)

*Resources to help employees get started in thinking about the fall transition*

## [Path to Fall Supervisor Support](#)

*Priority resources including [talking points](#) for return to work, [Guide to Leading Teams in a COVID-19 World](#) and MyTrack [Supervisor Discussion Sessions](#)*

## [Employee and Labor Relations Department](#)

*The ELR team partners with supervisors to administer employment strategies to support the department and the University's mission and strategic initiatives.*

*Martin Stanberry, ADA Coordinator - [WorkplaceADA@uoregon.edu](mailto:WorkplaceADA@uoregon.edu)*

## [EAP Consultation and Support for Supervisors](#)

*Cascade Centers, Inc. supports managers with employee related concerns. Contact them for assistance.*



# Employee and Supervisor Resources

## [Ombuds Office](#)

*The Ombuds Program offers all members of the campus community a central, safe, and easy place to gain access to support and problem-solving resources.*

## [EAP Services for Eligible Employees](#)

*The EAP is a FREE and CONFIDENTIAL benefit that assists eligible employees and their family members with any personal problems, large or small*

## [Employee Engagement](#)

*University HR has assembled a guide for supervisors/employees to reinforce strategies already used or to help generate new ideas. This guide reinforces the ideals of our UO Connection: engagement, experience and excellence.*

## [LinkedIn Learning](#)

*LinkedIn Learning gives UO employees unlimited access to its comprehensive resources and expert instructors. It offers personalized learning recommendations based on experience and individual utilization.*



# Employee and Supervisor Resources

## [Wellness Newsletter](#)

*Subscribe to the UO Wellness Listserv managed by the UO Wellness Ambassador Program to receive monthly emails*

## [Work-Life Resources](#)

*The UO recognizes the importance of wellness and is committed to helping employees balance their work, educational and personal responsibilities.*

## [University Wellness Programs](#)

*A variety of wellness programs, including WW and LifeBalance, are available and intended to compliment the insurance protection provided in the University's employee benefit package*

## [You @ UO](#) (new employee orientation and webpage)

*Employees have access to opportunities unique to members of the university community. Being an employee at the University of Oregon has its perks*





# Reference Materials

- [The 8 Dimensions of Wellness](#) created by the Substance Abuse and Mental Health Services Administration ([SAMHSA](#))
- Change and Ambiguity in the Workplace presentation, UO Wellness Ambassador Program, University of Oregon
- [The Transition Model](#), The Table Group/Transition Management Notes
- [Ways to Transition Staff Smoothly During Periods of Change](#), University of Michigan Medical School
- [Handling Change Gracefully –Tips for Weathering Times of Transition in the Workplace](#), Crisp, Kaycee, American Bar Association, June 2019
- [5 Tips on checking in with employees during the pandemic](#), Studenroth, Jamie, Understood webpage covering disability inclusion work



Thank you for attending today's session.

We will make the shared document available on our HRCP highlights webpage along with the presentation slides.

If you have questions about this presentation, please contact Jen Mirabile, [mirabile@uoregon.edu](mailto:mirabile@uoregon.edu).

