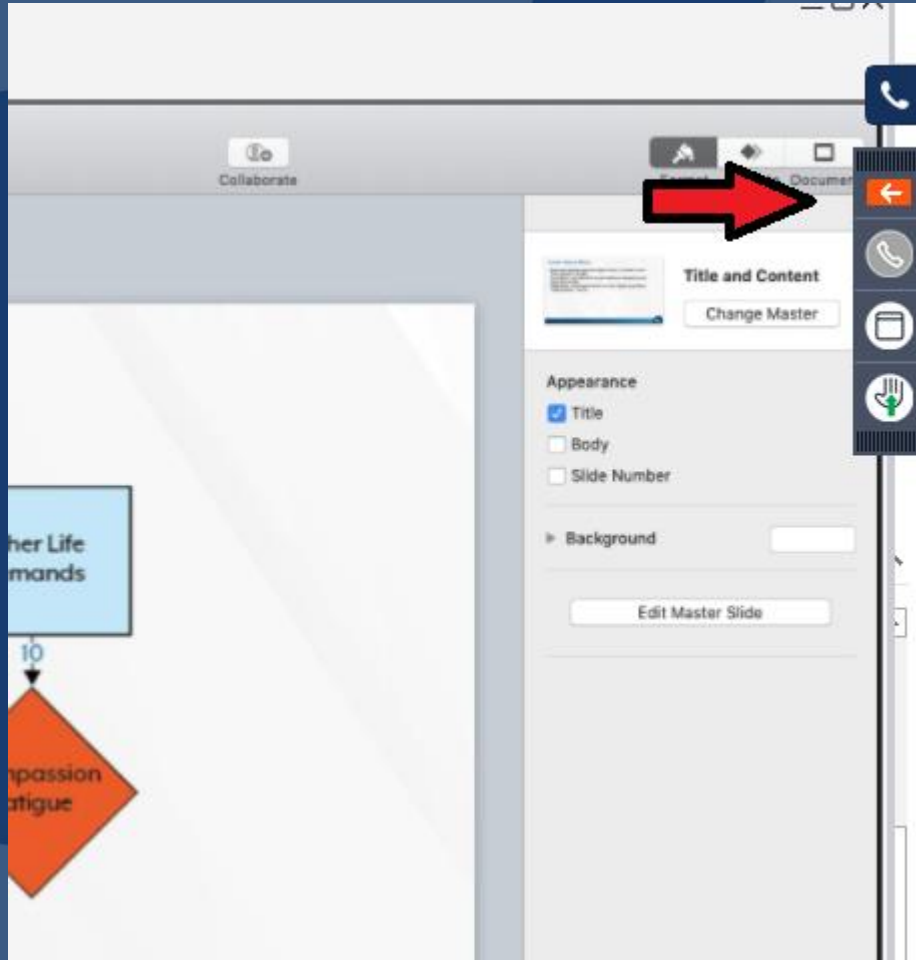


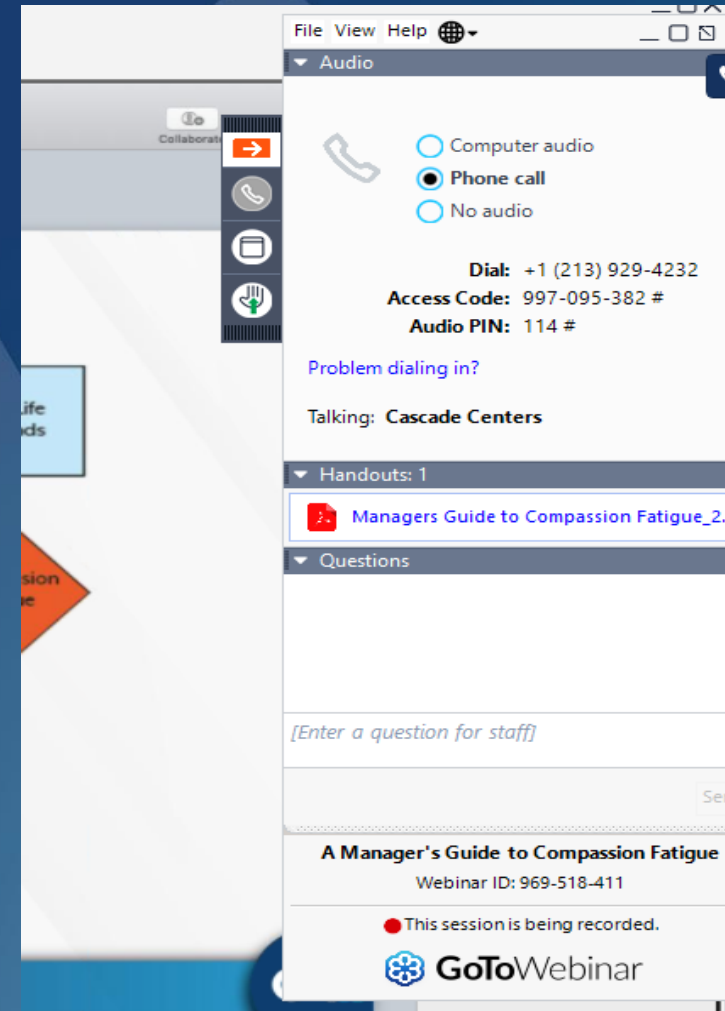
# Path to Fall Starts Now

Presented by Caitlin Plato, MA, CADC I

Use the small white arrow inside of the red box to maximize the control panel



Use the “Questions” tab to submit a question. Questions are anonymous.





# Possible reintegration concerns

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- **Physical safety.**
- **How to regain a sense of community with faculty and staff.**
- **Increased audio/visual stimuli.**
- **Each person will cope differently with the transition.**

# Addressing logistics

- **Part of anxiety is experiencing a loss of control.**
- **Needs that lead to a sense of control:**
  - Certainty.
  - Completion of tasks.
  - Understanding how things work.
  - Predictability.
  - Consistency.
- **Have you ever said to yourself “I won’t feel ok until...”?**



# Locus of control

 Cascade Centers	Important	Not important
CONTROL	<p><b>These events require action.</b></p>	<p><b>These are priorities that don't deserve attention.</b></p>
NO CONTROL	<p><b>These events are beyond your control and require acceptance.</b></p>	<p><b>Why waste time and energy here?</b></p>





# Utilizing resilience

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- Resilience is the capacity to effectively cope with, adjust, or recover from stress or adversity.
- It is a learned skill and developed over time.
- How would you notice that you were more resilient?

# Components of resilience

## Mental Agility

The ability to look at situations from multiple perspectives and to think creatively and flexibly.

## Optimism

The ability to notice and expect the positive, to focus on what you can control, and to take purposeful action.

## Self-Awareness

The ability to pay attention to your thoughts, emotions, behaviors and physiological reactions.

## Strength of Character

The ability to use one's top strengths to engage authentically, overcome challenges, and create a life aligned with one's values.

## Self-Regulation

The ability to change one's thoughts, emotions, behaviors, and physiology in the service of a desired outcome.

## Connection

The ability to build and maintain strong, trusting relationships.

# Coping with change

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- **Expect disruption.**
- **Remember “dialectics” and “radical acceptance”.**
- **Identify your own patterns:**
  - How do you move through change?
  - What sorts of feelings/reactions tend to consistently reoccur?
  - What has been helpful and unhelpful for you in the past?
- **Ask yourself *why* you want to cope with change more effectively.**



**FLEXIBLE MIND**



# Improving resilience – cognitive flexibility

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## Core components:

- **Updating beliefs & cognition:** the ability to change our perspective on something after receiving new information about it. Basically, the opposite of being “stuck in our ways.”
- **Deconstructing thoughts:** seeing both small components of a situation as well as the big picture.
- **Expanded awareness:** seeing all possible choices and alternatives in a specific scenario.



# Self-advocacy

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- **Remember that resilience does not mean handling everything alone.**
- **Statements vs. solutions.**
- **Practice how to effectively communicate your needs:**
  - “Here is one thing that would help me feel less anxious during this time of transition.”
  - “How would you like me to prioritize my tasks?”
  - “If I’m concerned about my or others’ safety, who should I talk to?”



# Stress management techniques

- **Boundaries.**
- **Square breathing.**
- **Guided imagery:**
  - [www.youtube.com/watch?v=-9eSQNbbeeZl](https://www.youtube.com/watch?v=-9eSQNbbeeZl)
- **Tapping:**
  - [www.thetappingsolution.com](http://www.thetappingsolution.com)
- **Spatial distress tolerance:**
  - Stand up, move around, power pose, jumping jacks.
- **Cognitive reframing:**
  - [www.therapistaid.com/worksheets/socratic-questioning.pdf](http://www.therapistaid.com/worksheets/socratic-questioning.pdf)
- **Strive for balance.**
- **Slow down.**
- **If you commute via car, consider turning off music or the radio.**

**Remember:** avoid the trap of perfectionist coping.



# Rekindling your relationship with work

- **Reconnect with your work:**
  - Think about what you like and appreciate about your work. Focusing on these things can help re-energize you.
- **Pursue meaningful connections:**
  - Human connection is critical for a balanced, fulfilling life. We spend most of our waking hours at work, so be proactive about establishing connections and healthy support systems with faculty and staff (Go for a walk around the UO's beautiful campus with a coworker or colleague, meet for coffee/lunch or enjoy the two museums on campus).
- **Develop your passions:**
  - Think about what you're passionate about and why. Remember that this can change over time, so regularly check-in about it.
- **Be self-motivated:**
  - Consider your intrinsic and extrinsic motivations.
- **Continue your education:**
  - Whether it's enrolling in school or just attending a seminar, always continue learning.
- **Proactively plan your career:**
  - We sometimes wake up after 1, 5 or 10 years and wonder how we got there. Always stay focused on your career goals and consider where you're currently at in meeting those goals.







# Final thoughts

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- **It's normal to feel anxious, and you may find it difficult to be as productive during times of change so practice self-care.**
- **Pay attention to your triggers.**
- **Work on balancing routine with flexibility.**
- **Focus on SMART goals:**
  - Specific, measurable, attainable, realistic and time-sensitive.



# Summary of EAP Services:

- **Counseling**  
Up to five (5) sessions per incident/per year
- **Crisis counseling 24/7/365**
- **Work / Family / Life**  
Childcare, eldercare, resource retrieval, identity theft services
- **Financial Coaching**
- **Legal**  
Consultations/mediation, will questionnaire, online legal tools
- **Home Ownership Program**
- **EAP Tools**  
Life coaching, gym membership discounts, pet parent resources
- **Member Website:**  
Cascade Personal Advantage



# WholeLife Directions

Feeling depressed? Anxious?

Having relationship issues?

Difficulty sleeping?

Post-traumatic stress?

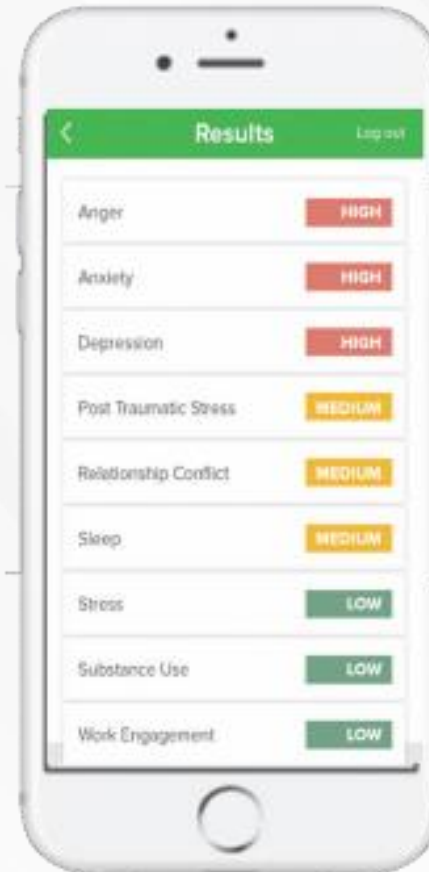
Disengaged at work?

Struggling with substance use?

Stressed?

**There's an app for that!**

## 1 Confidential Survey



## 2 Select a goal



## 3 Interactive Tools



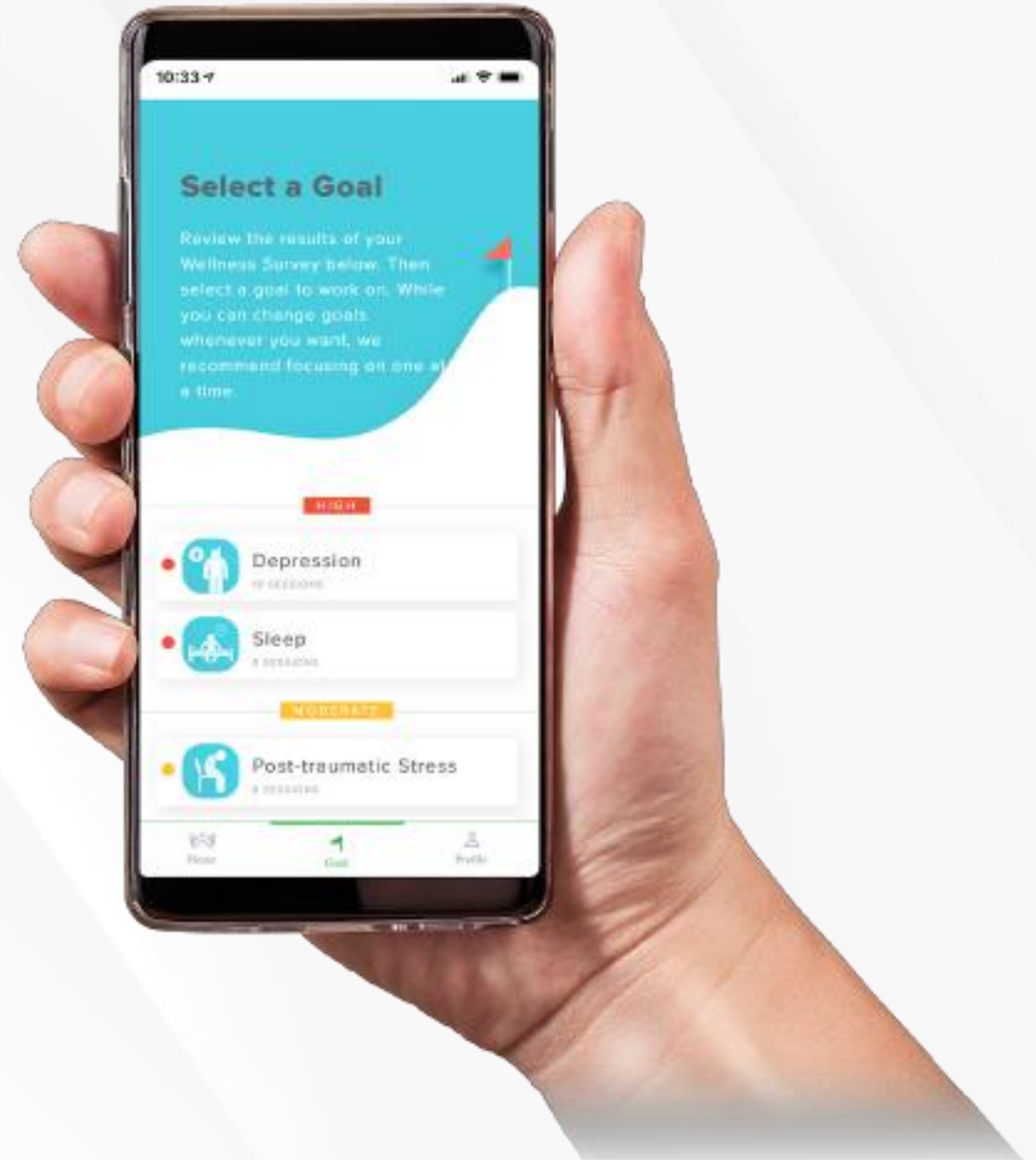
# WholeLife Directions

- Confidential.
- Takes 5-10 minutes to complete.
- Receive personalized results immediately.
- Self-paced, interactive programs.
- Breathing, mindfulness and relaxation techniques.

Search WholeLife Directions in the



Log into the app with your company access code:  
'State of Oregon' or 'PEBB'



# University Resources



# Employee and Supervisor Resources

## [Summer 2021 –COVID-19 Guidance](#)

*Regulation Statement serving the UO's goal to reduce the risk and spread of COVID-19*

## [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*



# Questions?



**Thank you for attending!**

**If you have any questions or would like additional  
information regarding services through your  
Employee Assistance Program please contact us at:**

**Phone: 800-433-2320**

**Text: 503-850-7721**

**[www.cascadecenters.com](http://www.cascadecenters.com)**