

WELLNESS

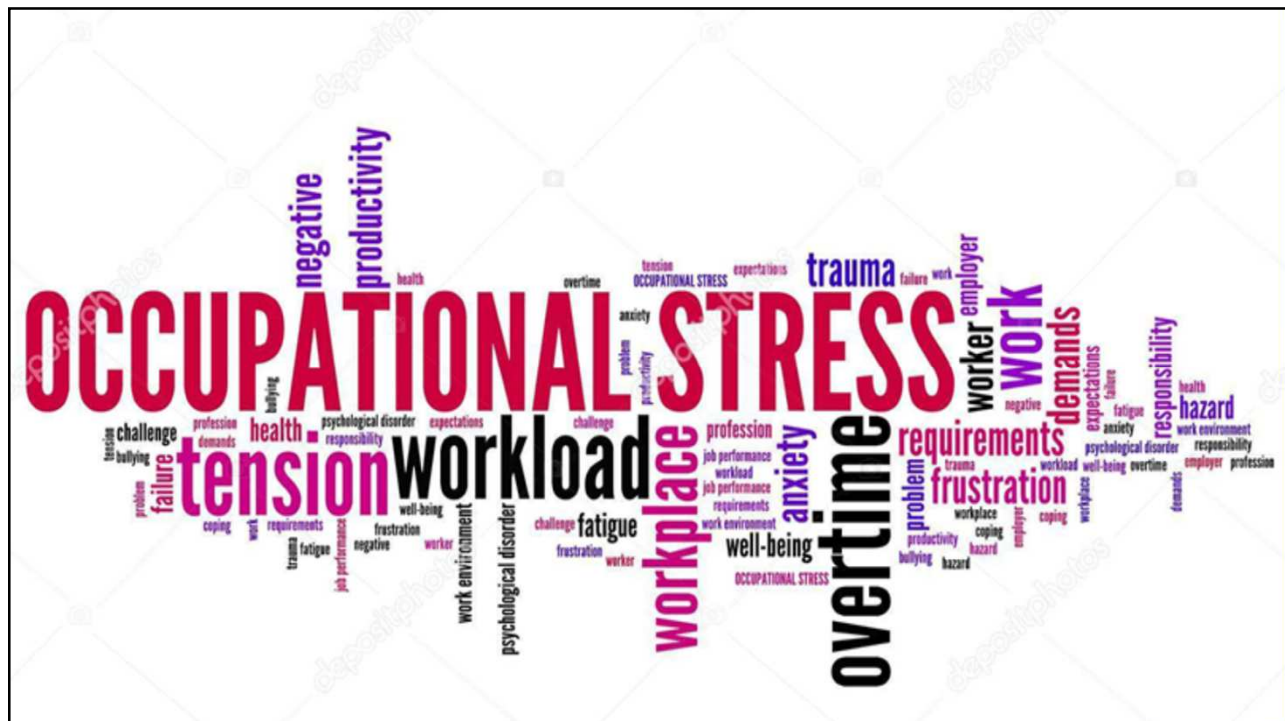
Staying Healthy

CHALLENGING CONVERSATIONS

CHALLENGING TIMES

UNIVERSITY OF VERMONT
Student Financial Services

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Donna Stevens





AGENDA

- Challenging Conversations - What Are You Doing To Manage Your Stress Levels
- What Is Your Leadership Team Doing To Help Manage A Stress Free Work Place
- Group Discussion

OBJECTIVES

- Identify A List Of New Self Help Tools
- Demonstrate How You Will Employ These New Self Help Tools

HIGH COSTS OF STRESS



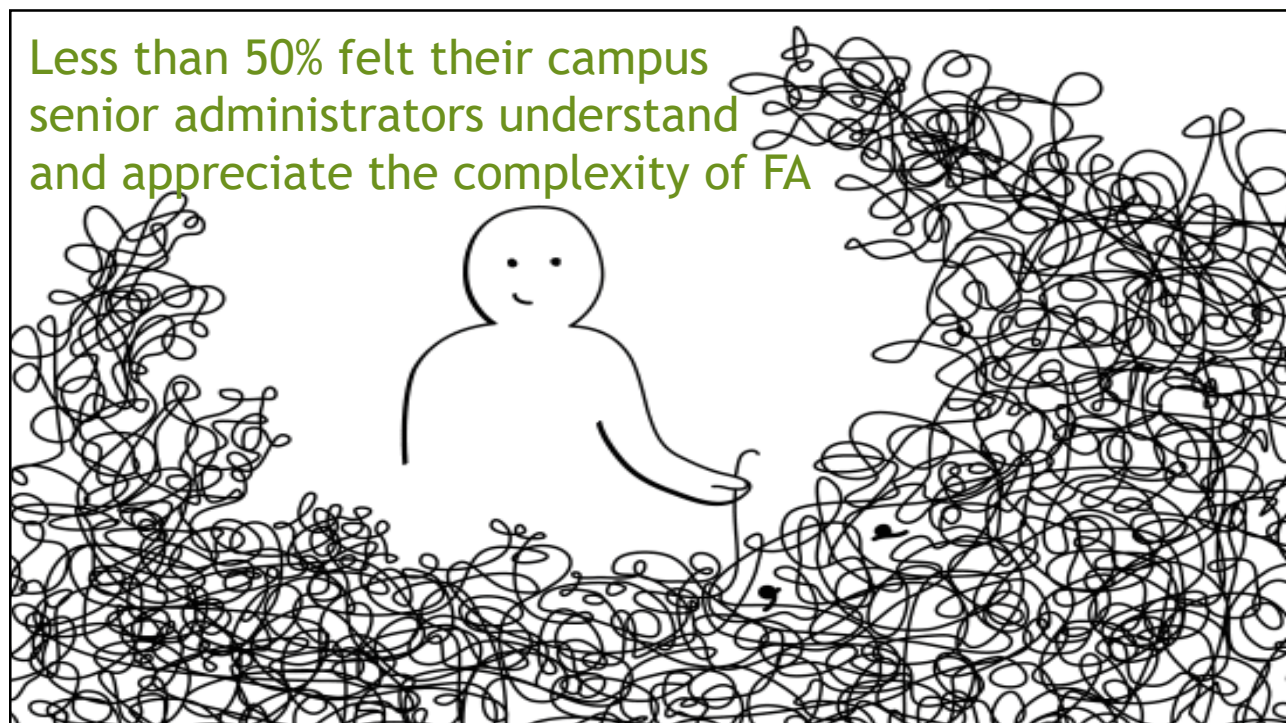
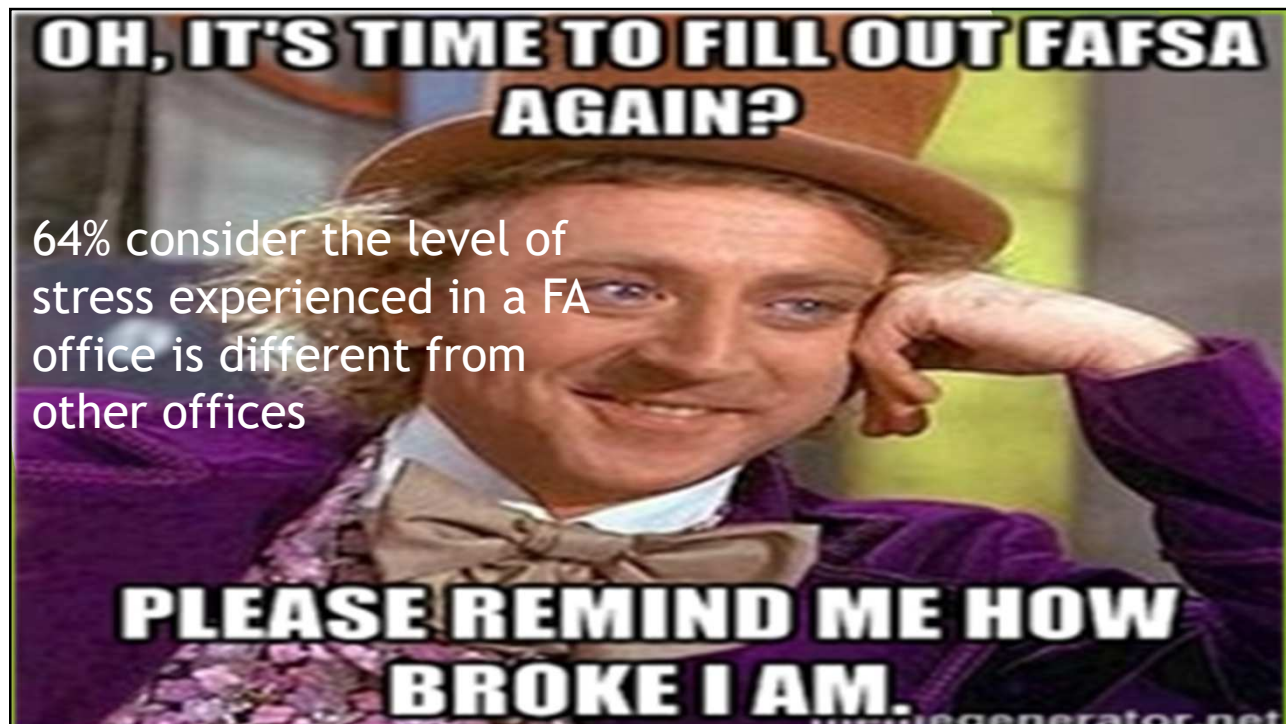
Job Related Stress Costs American Industry An estimated \$300 Billion A Year

- Absenteeism
- Turnover
- Diminished productivity
- On-the-job accidents
- Health care expenditures are nearly 50 percent greater for workers who report high levels of stress

Stress In America: The Causes And Costs ; Forbes 10 - 9 - 2014

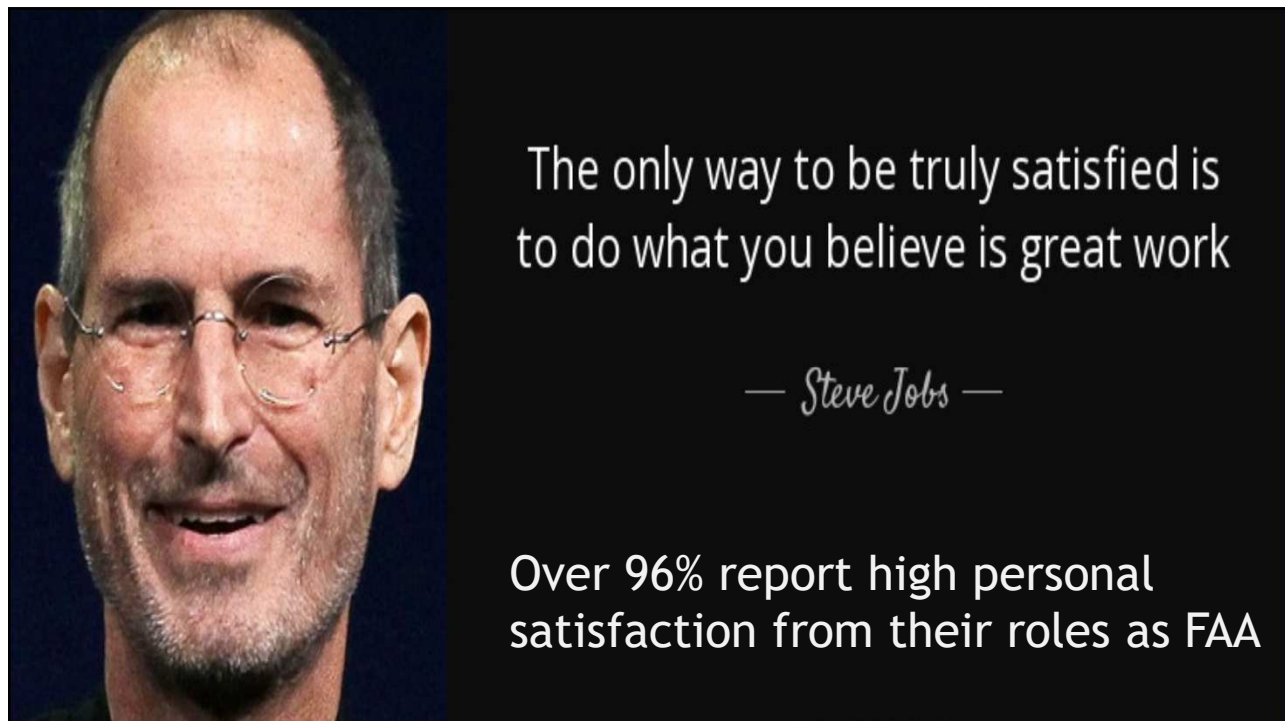
Stressors by Job Responsibility







About 60% report that their offices are not adequately staffed



The only way to be truly satisfied is to do what you believe is great work

— Steve Jobs —

Over 96% report high personal satisfaction from their roles as FAA

MANAGING STRESS WHAT DOES UVM DO ON A INSTITUTIONAL LEVEL?

RESOURCES:

- Invest EAP
- CAPS
- Employee Wellness Program
- Dean of Student's Office



MANAGING STRESS
WHAT DOES YOUR SCHOOL DO ON AN INSTITUTIONAL
LEVEL?



MANAGING STRESS WHAT DOES SFS at UVM DO?

Positivity Committee

Lengthening Down Time Between Calls and In Person Visits

Ensuring Staff Are Taking Breaks

Receives Support And Trust From Leadership Team

Ability To Move The Situation Up the Chain Of Command

WHAT DO YOU DO FOR YOURSELF?

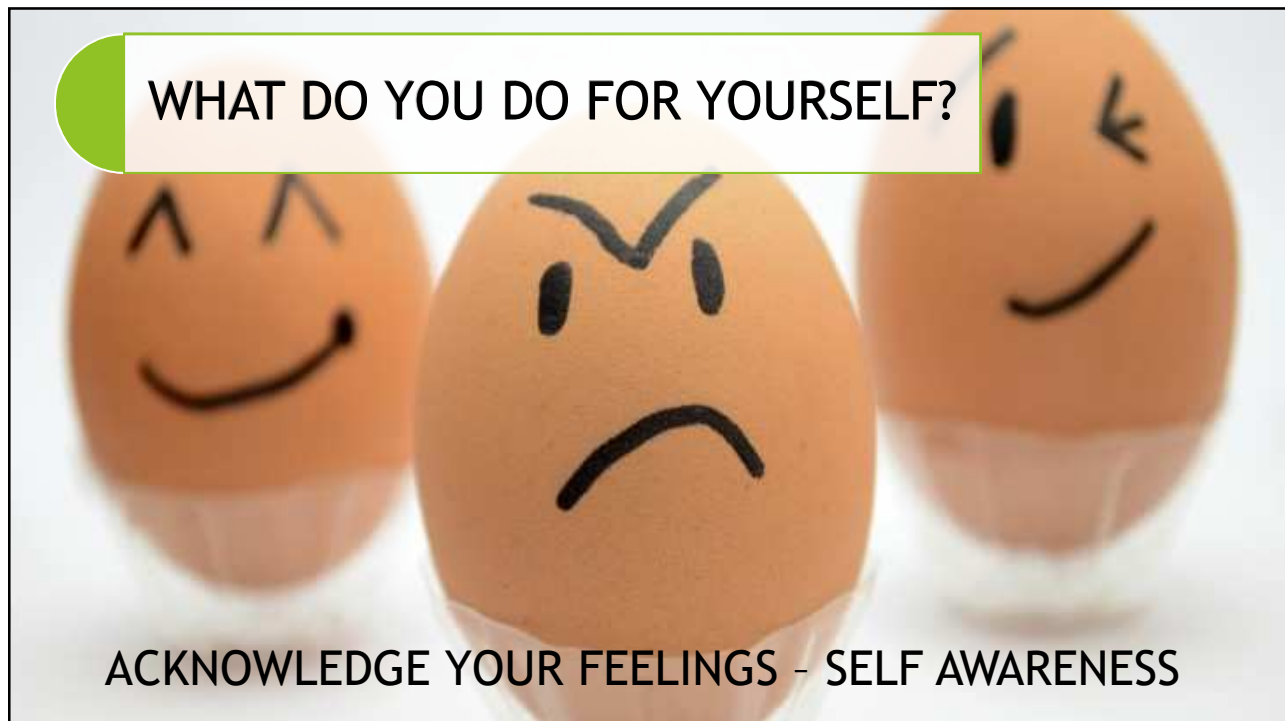
RELAX





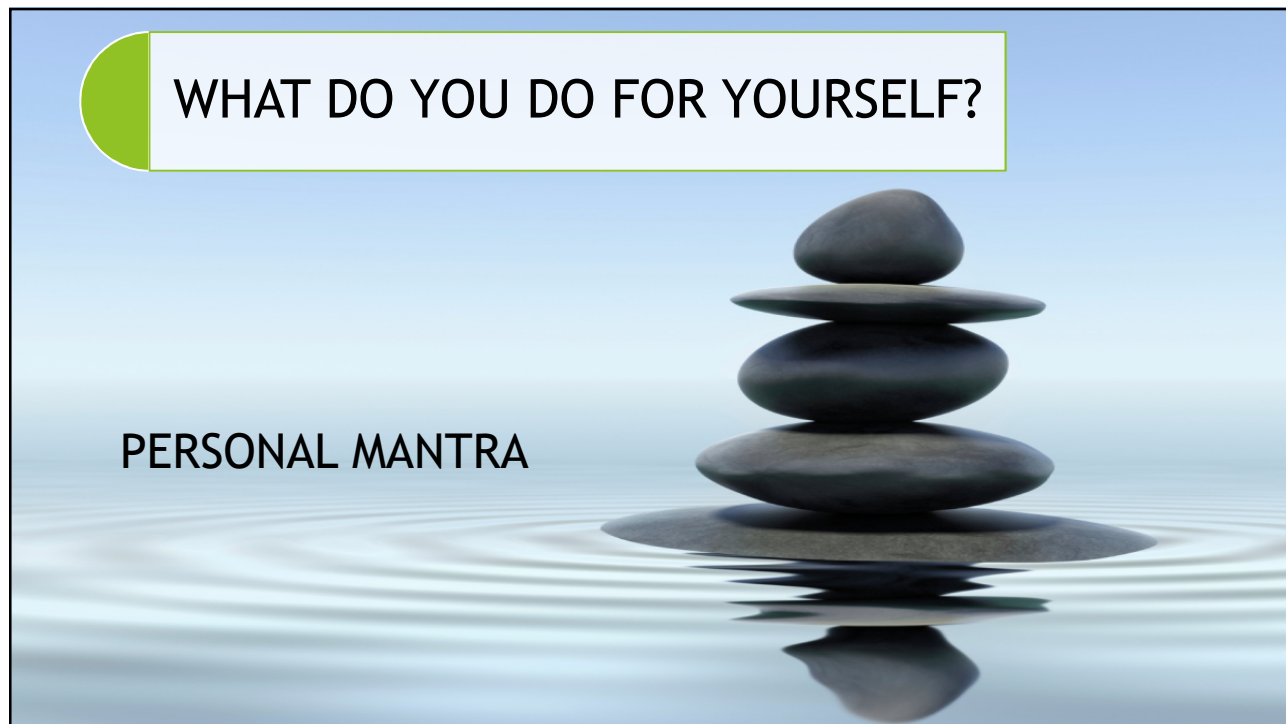
WHAT DO YOU DO FOR YOURSELF?

STOP AND BREATHE



WHAT DO YOU DO FOR YOURSELF?

ACKNOWLEDGE YOUR FEELINGS - SELF AWARENESS



WHAT DO YOU DO FOR YOURSELF?

- Seek Support within the Workplace
- You are not alone. Most of your colleagues experience similar difficulties
- Focus on what went right instead of what may have gone wrong

Case studies

- ▶ What is the scenario?
- ▶ What is unique about it?
- ▶ How did students circumstances make you feel?
- ▶ What are some of the tools we discussed today to help you and the student alleviate stress?
- ▶ How might you evaluate the solution's impact?

Your Scenario



GROUP DISCUSSION - SCENARIOS

► Scenario #1

- A returning student, Daniel, comes into the office because he is unable to get his FAFSA completed. He finally admits that his younger brother had committed suicide during the fall semester, his mother committed suicide at the beginning of the spring semester and his father is so distraught that he is unable to help Daniel complete the FAFSA.

If none of these works for you.....
you could try one of these.....



THANK YOU!

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