

Maintaining Advisor Wellbeing through Tumultuous Times

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Wellness vs. Wellbeing

- Wellness—Physical health
- Wellbeing—More holistic perspective
 - Lifestyle
 - Support system
 - Attitudes, beliefs, and values

Research

- Wellbeing isn't just about happiness.
- Wellbeing is multifaceted; there are several commonly accepted and publicized models for wellbeing.
- Equal attention does not have to be given to each aspect of wellbeing, but they do need to “co-exist.”

Importance of Wellbeing for Advisors

- CAS Standards
 - Its required. We cannot support others if we ourselves are not taken care of.
- Prevents Burnout
- Prevents the “spillover effect”
- Personalized and Intentional work/life balance
- Purposeful wellbeing reduces stress related illnesses
- Those in Higher Ed trend towards higher rates of poor wellbeing.

Burnout of the Best Employees

- Some of the most engaged employees are the highest risk of burnout.
- Sustained stress and constant workplace challenges causes loss of great employees.
- Higher resources and re-distribution on workloads are optimal in avoiding burnout.

Traits Predictive of Wellbeing

- **Enthusiasm** – friendly, sociable, emotionally expressive, tend to have lots of fun in life
- **Low Withdrawal** - lower levels of withdrawal usually equals greater autonomy, environmental mastery, personal growth, positive relationships, self-acceptance, meaning and purpose, relationships, and achievement
- **Industriousness** – achievement-oriented, self-disciplined, efficient, purposeful, and competent
- **Compassion** – feeling and caring about the emotions and wellbeing of others
- **Intellectual Curiosity** – open to new ideas, enjoy thinking deeply and complexly, and tend to reflect a lot on their experiences

WSU's Wellbeing Wheel (<http://wellbeingonline.wsu.edu/>)

- **Intellectual**—reflects our degree of openness to new ideas, our propensity to challenge ourselves to think critically, our inclination to nourish our creativity and curiosity, and our motivation to master new skills
- **Physical**—eating healthy foods, staying hydrated, building physical endurance, and respecting your body's need for rest
- **Social**—our ability to interact successfully within a community and throughout a variety of cultural contexts while showing respect for ourselves and others
- **Occupational**—expressed by the degree of personal satisfaction and enrichment in our life through our occupation

- **Emotional**—focuses on your ability to experience, recognize and express a full range of emotion, and channel these emotions in healthy and effective ways
- **Financial**—relates to the incorporation of financial resources into our vision of security and personal fulfillment
- **Environmental**—reflects our awareness and appreciation for the critical role the environment plays in our individual wellbeing and an understanding that humans are part of the environment, not separate from it
- **Spiritual**—finding meaning and purpose to our life and our place in the greater universe

Kyle's Tips and Tricks

- It's not always about the lunchbreaks, if you find fulfillment through what you do with that time instead.
- Healthy eating is not the same as dieting.
- Nod, smile, and look pretty!—Funny gimmicks to get you through the day
- Regression to the Mean philosophy—Everything goes back to the average eventually
- It's okay to find a new job if it means you makes you happy. Waiting out the misery is not always the best choice.
- Sometimes, there is a simple solution, like going to a game to reconnect with the community.

Anna's Tips and Tricks

- Your wheel may need periodic rebalancing depending on your unique situation.
- Sometimes, Occupational Wellbeing takes a back seat to other facets of your wheel.
- You are a professional; you know how to achieve financial stability. Don't let your fears of the unknown keep you from rebalancing your wheel/achieving your goals.
- It is ALL ABOUT YOU. It must be so that you can be the best you for others.

References and Resources

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Please rate all of the activities below based on how important they are to you and how often you engage in/experience those activities, on a scale of 1 (not important at all/never) through 5 (extremely important/always). Note that an activity can fall into multiple wellbeing components, and the presenters chose a component they believed was relevant.

Intellectual Wellbeing

Opportunities to learn new skills _____
Opportunities to solve problems at work _____
Reading for fun/education _____
Writing/solving puzzles/board games _____
Playing a musical instrument _____
Learning a foreign language _____
Engaging in debates with peers _____
Other: _____

Spiritual Wellbeing

Praying _____
Meditating _____
Religious practices _____
Moral reflection _____
Support groups _____
Other: _____

Occupational Wellbeing

Lunch breaks _____
Getting away from work station regularly _____
Opportunities for recognition _____
Managing workload within regular hours _____
Positive work and team dynamics _____
Fulfillment from work _____
Balancing work with personal life _____
Supportive supervision _____
Professional development _____
Other: _____

Emotional Wellbeing

Mindfulness techniques _____
Counseling/guidance _____
Entertainment (TV, video games, etc.) _____
Sexuality _____
Other: _____

Notes from this activity:

Write down 2-3 goals for this month.

- 1.
- 2.
- 3.

Social Wellbeing

Spending time with family/friends _____
Volunteer work _____
Group classes/workshops/activities _____
Travel _____
Random acts of kindness _____
Social media _____
Attending social events/conventions _____
Other: _____

Environmental Wellbeing

Recycling/composting/eco-friendliness _____
Clean, organized home/workspace _____
Interacting with nature, camping _____
Gardening _____
Disconnecting from technology _____
Other: _____

Physical Wellbeing

Exercise _____
Healthy eating _____
Daily movement _____
Body relaxation techniques/healing _____
Adequate rest and recovery _____
Outdoor recreation _____
Breathing techniques _____
Other: _____

Financial Wellbeing

Managing/planning budget _____
Managing investments _____
Planning for long-term financial support _____
Adequate insurance for all needs _____
Maintaining budget for crisis moments _____
Maintaining a "For fun!" budget _____
Other: _____

Partner's Goals:

- 1.
- 2.
- 3.

Partner's Contact Information: