



CHANGE WELLBEING AND YOU

FACULTY OF LAND AND FOOD SYSTEMS

TODAY'S SESSION WILL BEGIN SHORTLY



As you join, please take a moment to reflect.



 Close your eyes to reflect into how you are feeling

 Share one word in the chat which reflects how you are feeling

UBC VANCOUVER POINT GREY CAMPUS









10:00	Welcome - Ricky 5min
10:05	Land Acknowledgment and Online etiquette - Marianne
10:07	Poll Questions - Simon
10:10	Holistic Approach - Marianne
10:15	Mental Health Continuum - Crystal
10:20	Bridges' Transitions - Marianne
10:35-10:55	Breakout
10:55-11:20	Share back (5 mins each) (Type additional thoughts into chat)
11:20	Poll questions & Wellbeing Challenge - Marianne
11:27	Wrap up

INTRODUCTION & SESSION ETIQUETTE





Purpose:

To share and discuss the different journeys an individual may take and the stages of transition they can encounter as they navigate change, through the lens of well-being and mental health.

Today's change theme:

Change to your work environment

Ask a question any time:

Raise your virtual hand or type the question in the message box

Technical issues:

Please share in the chat if you are having issues with sound or seeing slides

POLL

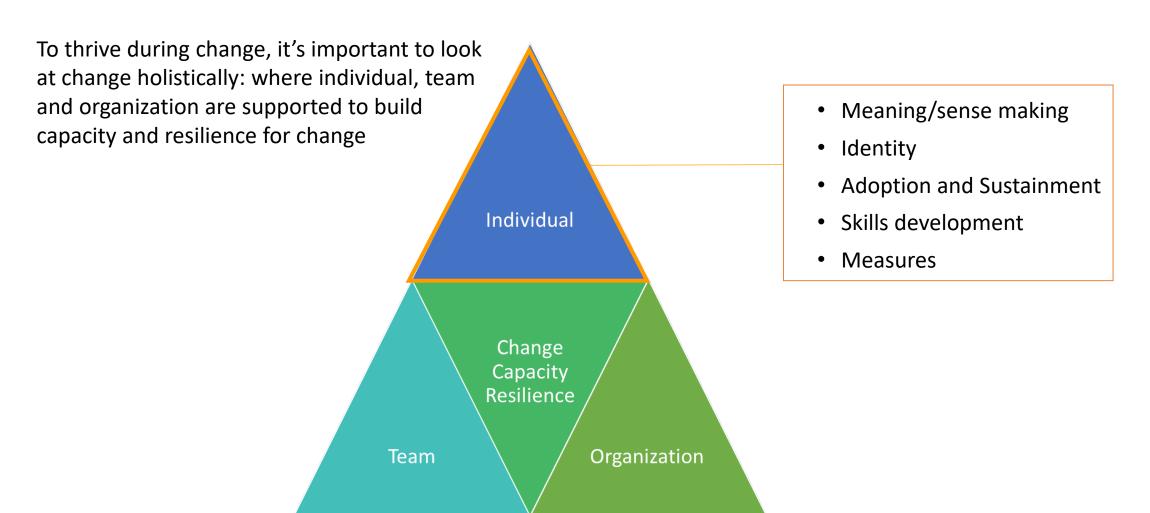


Working from home is:

- a. The best thing that has ever happened to me, I would love if this continued
- b. The worst thing that has ever happened to me, get me back to the office ASAP
- c. I'm on the fence, there are some good and bad parts
- d. I don't work from home

A HOLISTIC APPROACH TO CHANGE MANAGEMENT





MENTAL HEALTH CONTINUUM MODEL



HEALTHY REACTING INJURED ILL

- Normal fluctuations in mood
- · Normal sleep patterns
- · Physically well, full of energy
- Consistent performance
- Socially active

- Nervousness, irritability, sadness
- Trouble sleeping
- Tired/low energy, muscle tension, headaches
- Procrastination
- · Decreased social activity

- Anxiety, anger, pervasive sadness, hopelessness
- Restless or disturbed sleep
- · Fatigue, aches and pains
- Decreased performance, presenteeism
- Social avoidance or withdrawal

- Excessive anxiety, easily enraged, depressed mood
- · Unable to fall or stay asleep
- · Exhaustion, physical illness
- Unable to perform duties, absenteeism
- Isolation, avoiding social events

ACTIONS TO TAKE AT EACH PHASE OF THE CONTINUUM

- · Focus on task at hand
- Break problems into manageable chunks
- Identify and nurture support systems
- · Maintain healthy lifestyle

- Recognize limits
- Get adequate rest, food, and exercise
- Engage in healthy coping strategies
- Identify and minimize stressors

- Identify and understand own signs of distress
- · Talk with someone
- Seek help
- Seek social support instead of withdrawing

- · Seek consultation as needed
- Follow healthcare provider recommendations
- Regain physical and mental health

THE THREE PHASES OF INDIVIDUAL TRANSITION



Who do I want to be during this change?

PHASE 1: ENDINGS

- Process of disengaging
- Something is ending
- Feelings of loss
- Saying good-bye

PHASE 2: NEUTRAL ZONE

- Old way is gone
- New way is not comfortable yet
- Feelings of confusion
- Lack of clarity

PHASE 3: NEW BEGINNINGS

- New clarity
- Renewed energy
- More confidence
- Leave the past

BREAKOUT SESSION



In a zoom breakout room, each group will reflect on questions relating to one of the three phases of transition

- In your groups introduce yourselves (who you are, what you do)
- Nominate one person to take notes and to report back to the wider group
- Think about the recent change we have made to moving to remote working. Using that change as an example, think about the questions and reflect on your experience.
- In your group, take 15 minutes to answer the questions based on your experience
- Report back to the wider group
 - A couple of key themes/things that resonated with the group (1-2 min max)

WELLBEING POLL QUESTIONS



Am I able to balance the demands in my life.

My team actively invites diverse perspectives into meaningful conversations when change is occurring.

CHANGE AND WELLBEING 20-20 CHALLENGE



Small shifts in behavior can make a difference!

- Take a brisk physically distanced walk
- Journal about a positive experience
- Engage in a conscious act of kindness
- Meditate
- Write down five things you're grateful for



What small shifts in your behaviour can you make to improve your overall wellbeing and help you thrive during change?



Thank you

WEBSITE / http://www.hr.ubc.ca/organizational-change-transition/

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