

Workforce Wellness: Work-Life Integration and Balance



School
of Social Work
PORTLAND STATE UNIVERSITY



Grounding Moments

TAKE CARE OF YOU

Ground techniques are a way of connecting to the body, mind, and environment to help support a person in the present moment.

These techniques can be used to reduce stress or to help a person self-regulate



Question:

What's something "small" that makes you happy?



ENJOY THE
LITTLE
THINGS



UNITY IN WELL-BEING: BUILDING A SUPPORTIVE & WLL WORKPLACE COMMUNITY

Empathy and
Inclusivity in
Well-Being

Growth
Mindset and
Resilience

Work-Life
Technology
Balance

Employee
Wellbeing and
Feedback Loops

Group Agreements

Confidentiality

Active Listening

Respectful Communication

Non-judgement

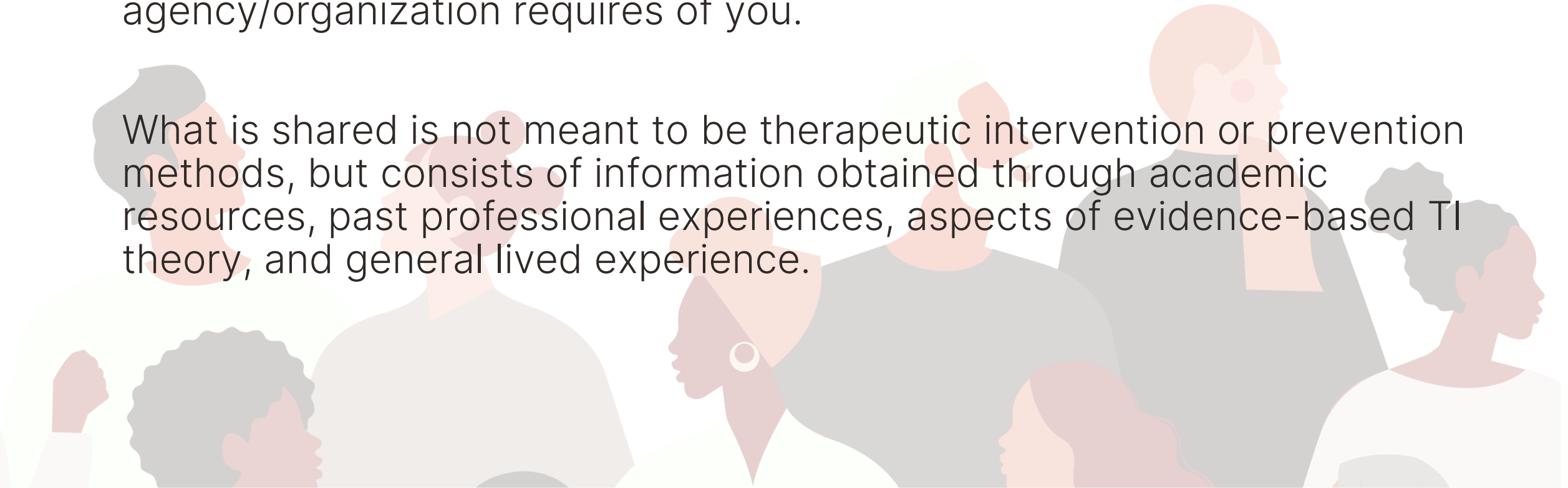
Safety



Disclaimer

People are dynamic and each person's life experience, individual and collective coping strategies are unique. What's shared during these training discussions is solely for informational purposes and not meant to change or supersede policies and procedures that your agency/organization requires of you.

What is shared is not meant to be therapeutic intervention or prevention methods, but consists of information obtained through academic resources, past professional experiences, aspects of evidence-based TI theory, and general lived experience.



Work-Life Integration and Balance

Objectives

Mindfulness & Technology for
Well-being

Digital Detox Strategies to
prevent burnout and maintain a
healthy work-life balance.

Flexible Work Arrangements &
Telecommuting for Well-being



Mindfulness & Technology for Well-being

Questions

How do I feel when I use technology?

What do I notice in my body when I use devices like my phone or computer?

How does technology affect the pace of problem-solving?



What is the Fourth Industrial Revolution?

How is it changing our relationship with technology?

These advances are merging the physical, digital, and biological worlds in ways that create both huge promise and potential peril. The speed, breadth and depth of this revolution is forcing us to rethink how countries develop, how organizations create value and even what it means to be human.

- Klaus Schwab the founder of the World Economic Forum



Mindfulness & Technology for Well-being



Mindful Technology

- Increased Awareness
- Reduced Stress and Anxiety
- Improved Focus and Productivity
- Enhanced Relationships
- Better Sleep Quality



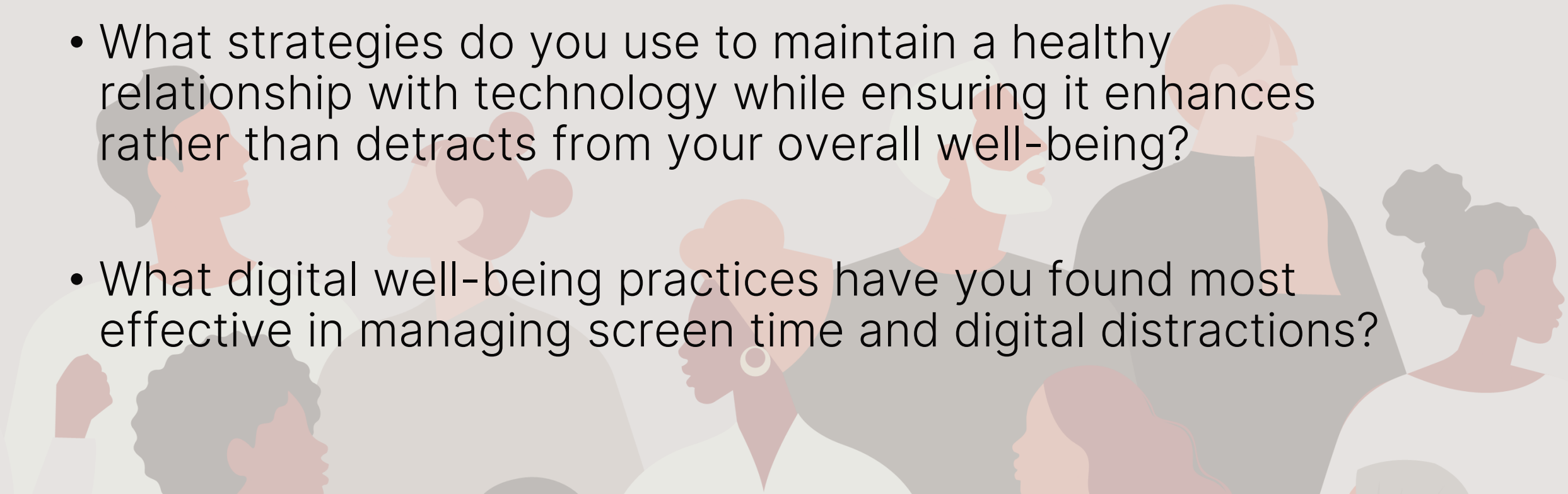
Digital Detox Strategies

Proactive digital detox strategies can safeguard against burnout and can promote a workplace culture that values our mental health & well-being.



Recognizing the Impact of Technology

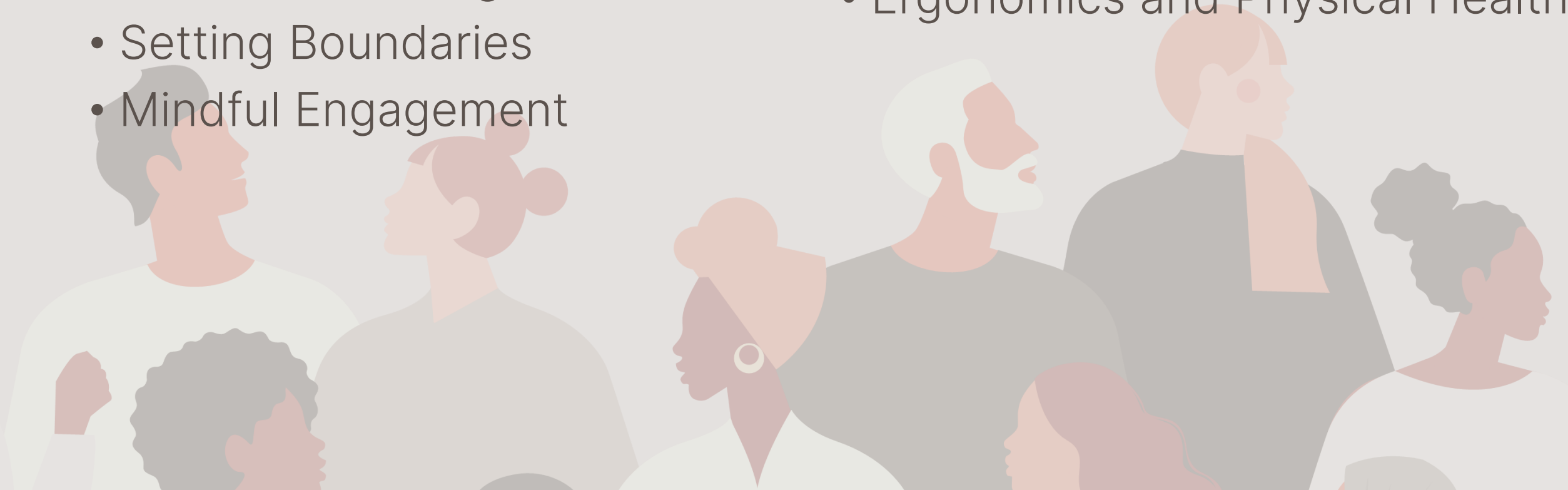
- What is digital/technological well-being?
- What strategies do you use to maintain a healthy relationship with technology while ensuring it enhances rather than detracts from your overall well-being?
- What digital well-being practices have you found most effective in managing screen time and digital distractions?



Examples of Resources

- Intentional Use of Technology
- Awareness of Digital Habits
- Setting Boundaries
- Mindful Engagement

- Tech Hygiene
- Reflective Downtime
- Ergonomics and Physical Health



Meditation Apps:

- Examples: Headspace, Calm, or Insight Timer

Digital Well-being Tools:

- Examples: Apple's Screen Time feature, Google's Digital Wellbeing Dashboard.
- :

Gratitude Journals and Reflection Apps:

- Examples: Diarium and Day One.

Digital Detox Tools:

- apps that block distracting websites or notifications, digital detox challenges, and retreats focused on unplugging from technology.

Examples of Applications – Ethical Considerations of using apps include Data Privacy, Informed Consent, User Autonomy, Potential for Overuse, Accessibility, Over Empathies on Technology, and whose Coding is Privileged

Flexible Work Arrangements & Telecommuting for Well-being



Flexible Work Arrangements & Telecommuting for Well-being

Flexible work arrangements and telecommuting options can have a positive impact on mental health and work-life balance:

- Flexibility & Control
- Work/Life Integration
- Job Satisfaction

What are some creative ways to create a more equitable system and opportunities for all employees?



Supportive Environments

Physical Spaces: Supportive physical environments are designed to promote comfort, safety, and collaboration. They include features such as comfortable seating areas, natural lighting, plants, and designated quiet spaces for relaxation or reflection. These spaces are intentionally curated to minimize stressors and encourage positive interactions among individuals.

Virtual Spaces: In today's digital age, virtual spaces play a significant role in fostering connection and support. Online communities, forums, and social media groups can serve as virtual environments where individuals can share experiences, seek advice, and offer encouragement. These spaces provide opportunities for collaboration, networking, and learning in a supportive online community.



Implementing Trauma- Informed Practices with Technology



Why/how this aligns with a trauma informed approach



What are the key considerations for developing a trauma informed approach?

When you create an open environment, when you create a space where everybody can feel safe, feel like they can share who they are, without judgment, you can't help but be touched by it and change in some kind of way.



Thank You!

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traumainformedoregon.org

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Please complete the Exit Ticket

We welcome your feedback!

