

Dealing with the Weight: Resources and Strategies for Employee Wellness.

Briana Rojas, PsyD, CCTP-II

Agenda



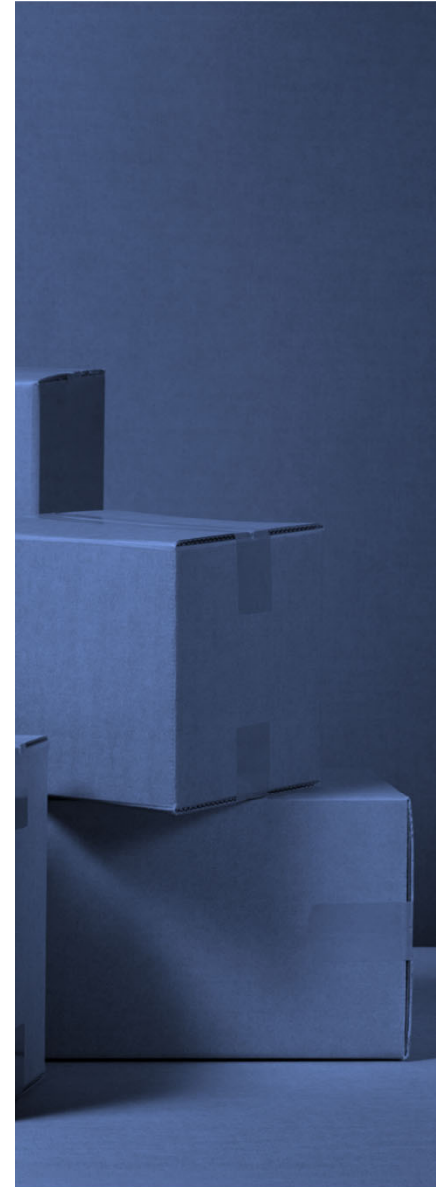
- What's Heavy?
- Why is it Heavy?
- Preparation
- "Weight Training"

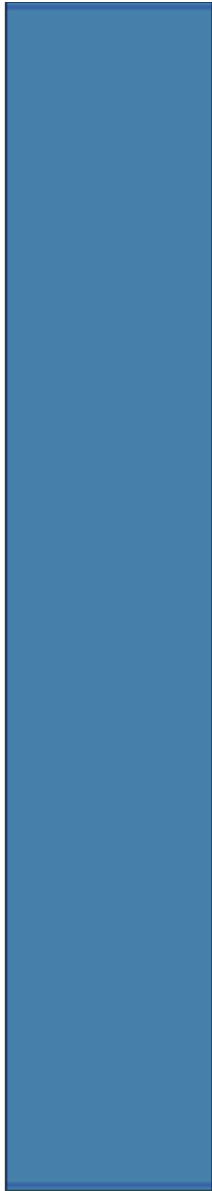


What's Heavy?

"It was a hard job... there were a lot of hard parts and stressors... I don't think I realized the real hard parts until I left."

- Previous CDCR Deputy Commissioner





What's Heavy?

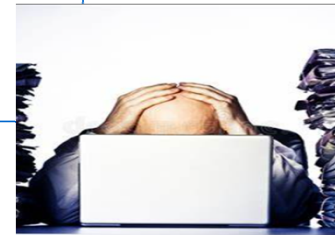
Subject Matter

- Incarcerated Persons
- Files
- Details



Logistics

- Workload
- Deadlines
- Long Days
- Changing Priorities



What's Heavy?

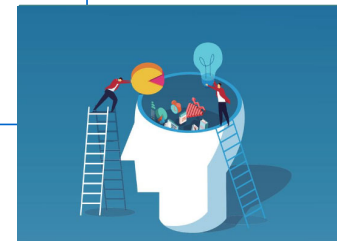
Gravity

- Decisions
- Thoroughness
- Preparation
- Being “on stage”



“Politics”

- Feelings & Beliefs
- Cognitive Dissonance



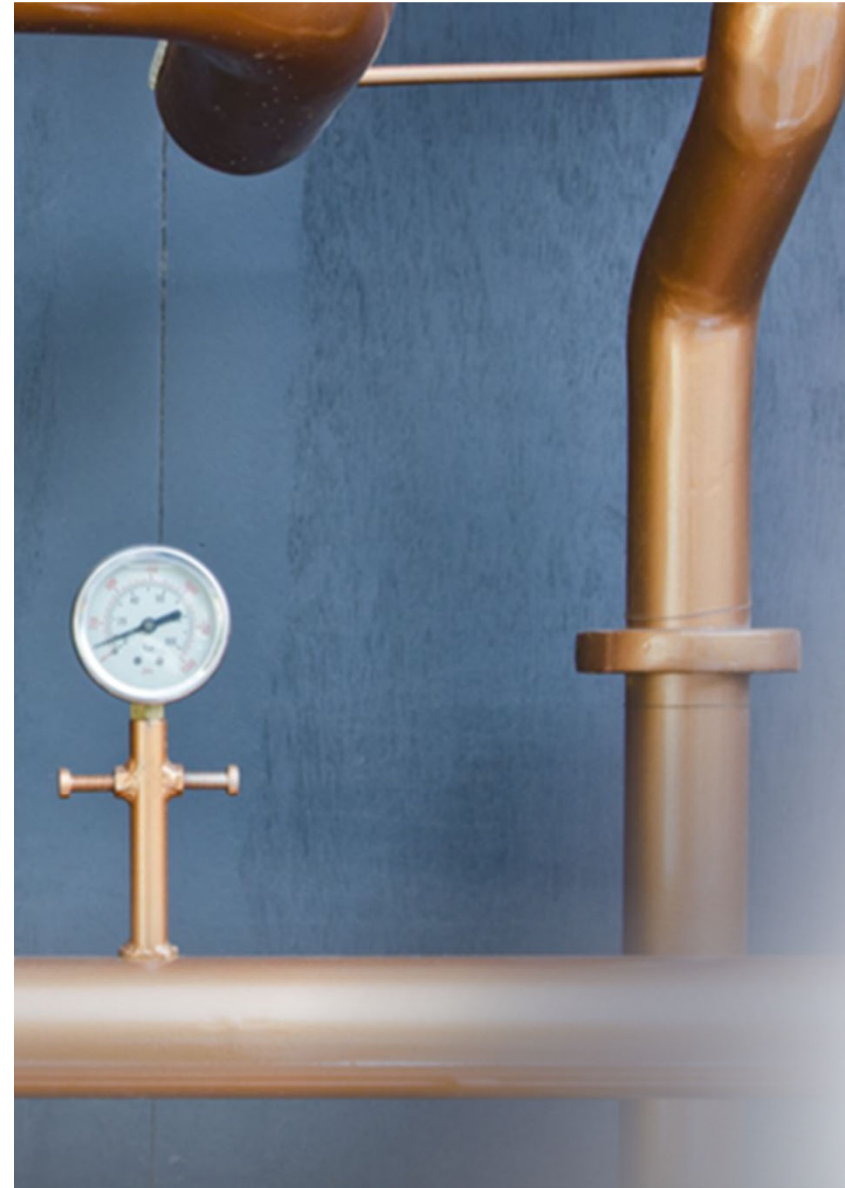
Teleworking

- Schedules
- Balance
- Work & Home Life Separation
- Focus



Pressure

- Pressure to make the right decision.
- Pressure to meet the deadlines.
- Pressure to avoid mistakes.
- Pressure to do the “right” thing.
- Pressure to have it all figured out.





Why is it Heavy?

*“Just Because Someone Carries it
Well, Doesn't Mean It Isn't Heavy.”*

-Unknown

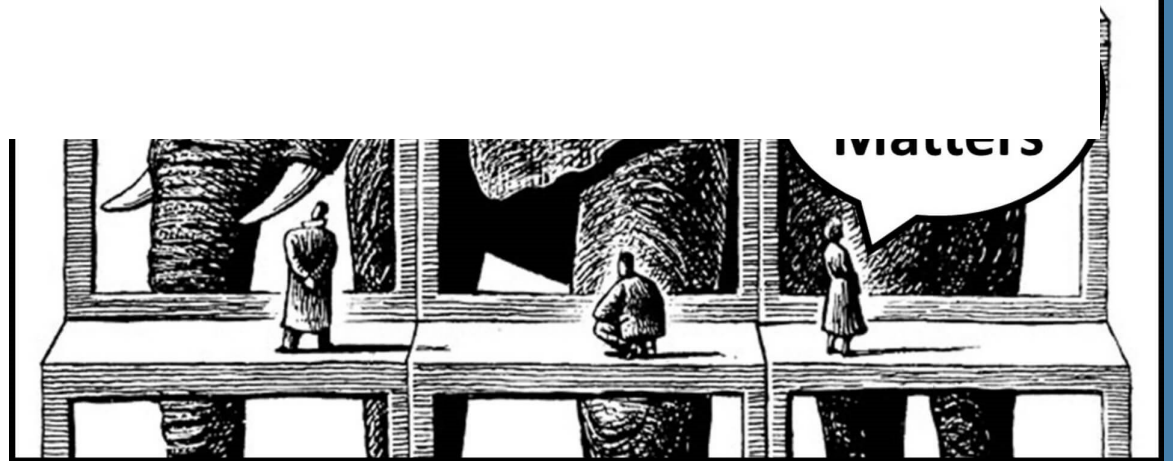


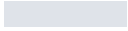


Why is it Heavy?

- Because you care.
- Because you appreciate the gravity.
- Because you take your role and job seriously.
- Because you know what your opinion and authority mean.

Why is it Heavy?

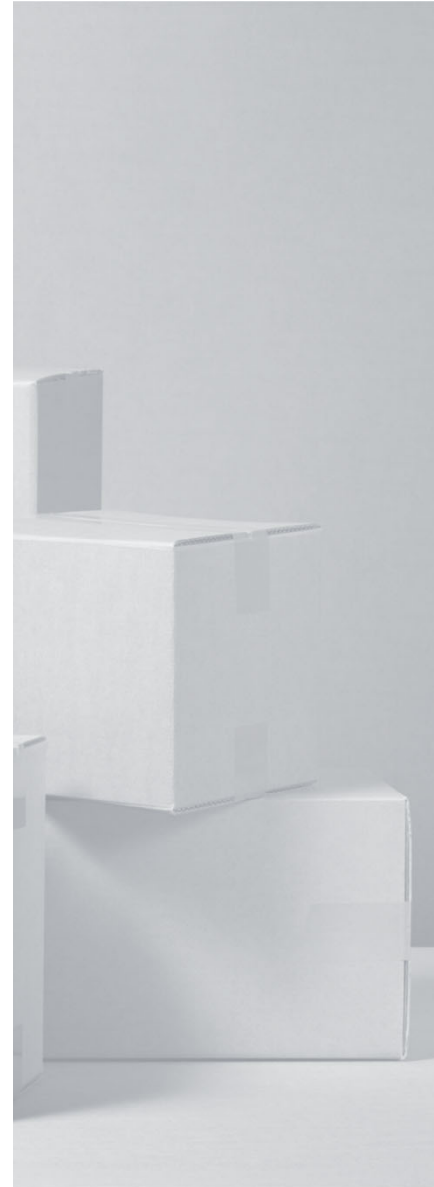




Preparation

“What Can Be Predicted Can Be Prevented.”

-Unknown



Preparation

- Name and Recognize
- Be Real
- Plan Ahead
- Communicate



~~Preparation~~

Plan B

- Thoughtful
- Consider all the pieces





“Weight Training”

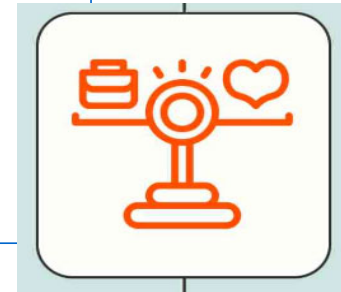
*“What helps you persevere is your
resilience and commitment.”*

— Roy T. Bennett

“Weight Training”

Invest in Yourself

- Remember
- Examine
- Role Confusion



Relationships

- Prioritize
- Invest
- Check-in



“Weight Training”

Mindset

- Gratitude
- Hopeful & Optimistic
- Reframe



Move

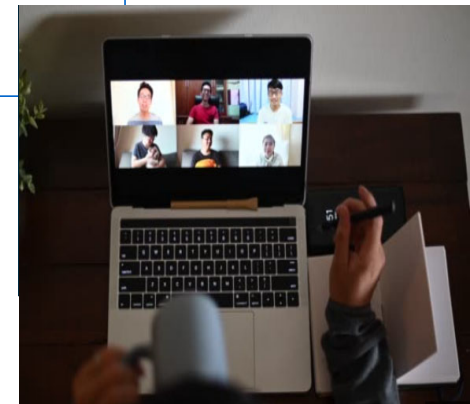
- Exercise
- Do
- Enjoy



“Weight Training”

Telework

- Recognize
- Create a Routine
- Reduce Distractions
- Set Boundaries



Presence

- The state of being aware by paying attention on purpose to what's going on right now without getting carried away by our judgments or opinions.
- Inherent in presence is being patient with and kind to ourselves.



Bring all of yourself to each encounter.



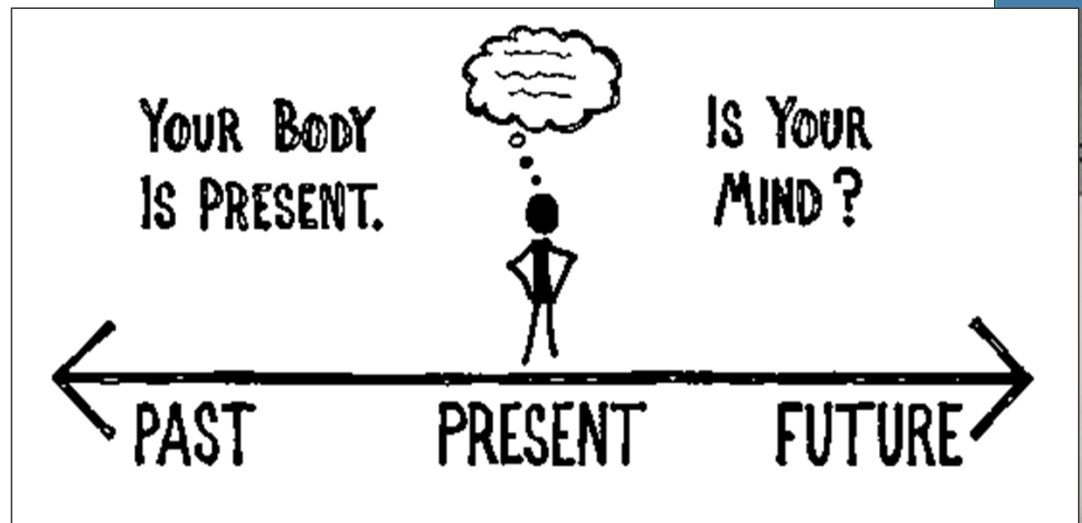
Be with whatever is inside of you and in front of you.

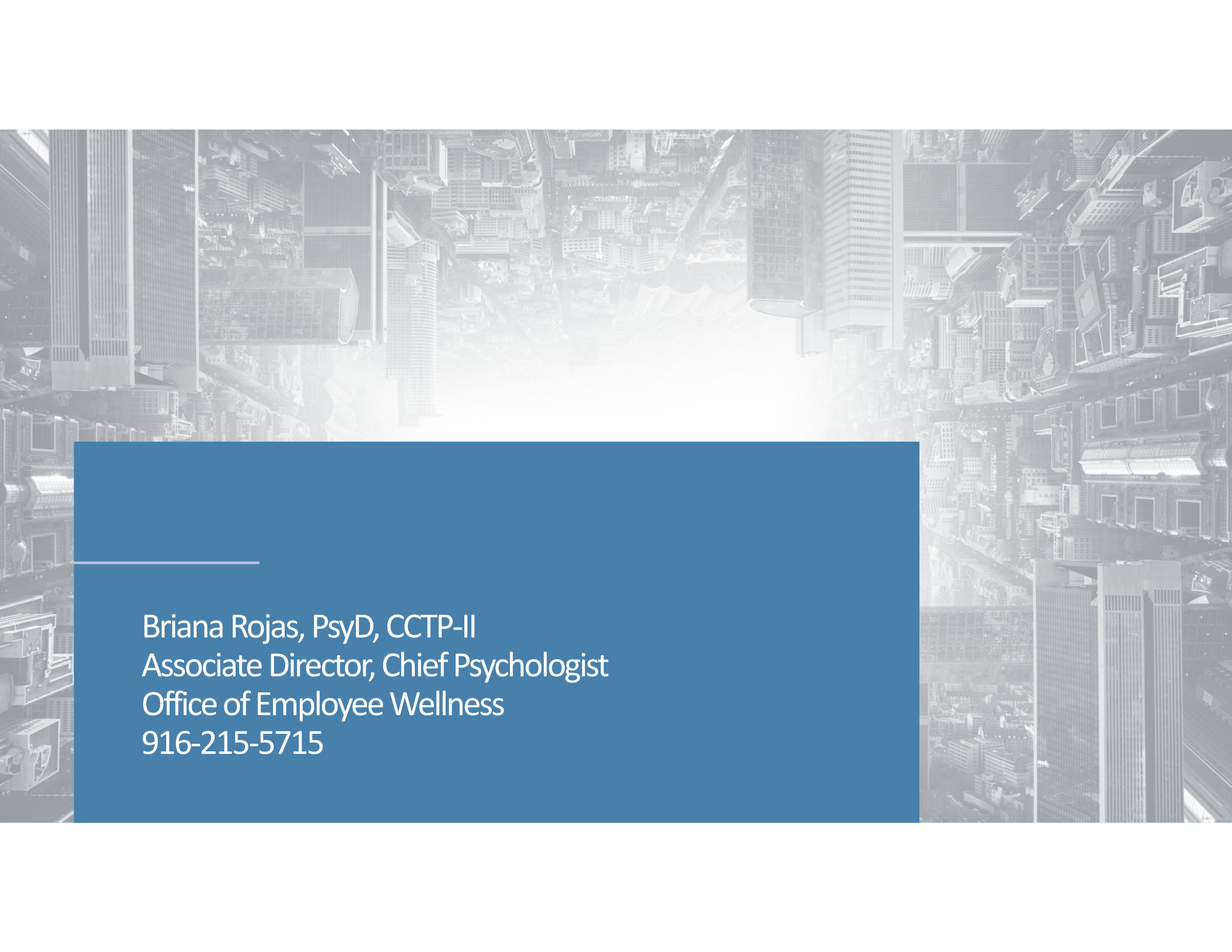


Feel emotions deeply.

Presence

- Act wholeheartedly
- Focus
- Monotask
- Limit Distractions
- Spend time in nature
- Listen and resist





Briana Rojas, PsyD, CCTP-II
Associate Director, Chief Psychologist
Office of Employee Wellness
916-215-5715