

VISTA LEADER WEBINAR
Supporting VISTA Member Wellbeing
 December 10, 2020

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Dial: 833-568-8864
 Webinar ID: 160 032 4149



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Today's Presenters

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 Tulane University

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Outcomes

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- Identify the dimensions of VISTA member wellbeing
- Identify how trusting relationships with appropriate boundaries are essential
- Identify resources leaders can use to address common challenges for VISTAs



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Defining the Challenge

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Chat Activity

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What are some of the most common reasons VISTA members burn out or check out?



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Why VISTAs leave early

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- Take a job (30%)
- Health issues (10%)
- Financial hardship (7%)
- Dissatisfaction with program (6%)



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Maslow's Hierarchy

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Source: www.simplypsychology.org/maslow.html

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Holistic Approach

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holistic
adjective
relating to or concerned with wholes or with complete systems rather than with the analysis of, treatment of, or dissection into parts.

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Six Dimensions of Wellness

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Personal wellbeing can suffer when any one area is *threatened*, even if it is not ultimately impacted directly.

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1. Do you know what is expected of you at work?
2. Do you have the tools and equipment you need to do your job every day?
3. At work, do you have a supervisor or someone who cares about you as a person?
4. In the last seven days, have you received recognition or praise for doing good work?
5. Does your supervisor, or someone at work, seem to care about you as a person?
6. Is there someone at work who encourages your development?
7. At work, do your opinions seem to count?
8. Does the mission or purpose of the organization that you work for inspire and motivate you to do the best work of your life?
9. Are your associates on your team and do they help you get your work done?
10. Do you have a clear manager for your work?
11. In the last six months, have you had opportunities to learn and grow?
12. In the last year, have you had opportunities to learn and grow?

4. In the last seven days, have you received recognition or praise for doing good work?
5. Does your supervisor, or someone at work, seem to care about you as a person?
6. Is there someone at work who encourages your development?
7. At work, do your opinions seem to count?

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4. In the last seven days, have you received recognition or praise for doing good work?
5. Does your supervisor, or someone at work, seem to care about you as a person?
6. Is there someone at work who encourages your development?
7. At work, do your opinions seem to count?



What are some common themes among these four questions?

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Collective Care ≥ Self-Care Dial: 833-568-8864
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- Center relationships and communication
- Build humanistic culture and community
- Create a web of support that draws out collective wisdom



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Developing supportive relationships with your VISTAs

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Principles of Restorative Approaches

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1. Relationships are central to building community
2. All voices are valued, everyone is heard
3. Culture of high expectations with high support
4. Collaborative problem solving
5. Space for *affective* communication (feelings/needs).

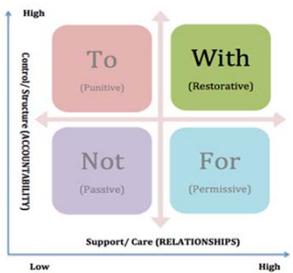


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Social Discipline Window

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Adapted from Ted Wachtel, *Social Discipline Window: Instructional Tools for Restorative Practices*, and the Center for Restorative Approaches www.craa.us

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Sample Note Taking Worksheet Dial: 833-568-8864
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VISTA Site: Work/Career	Wellness: Social/Emotional/Physical
Home: Finances, Housing, Food, etc.	Other: Personal, Relational, etc.

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VISTA Site: Work/Career Dial: 833-568-8864
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- Relationships with co-workers/supervisors
- Clarity of role, mission, etc.
- Connection to future career goals
- Challenges at work
- Successes at work
- Hopes, expectations, concerns
- ▲ Goals for the next week/month at work



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Wellness: Social/Emotional/Physical Dial: 833-568-8864
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- Relationships with friends, VISTA community
- Access to VISTA benefits; dental, medical, counseling, childcare
- Adjusting to changes (homesick, anxiety about life after VISTA)
- What brings them joy, comfort, stability
- ▲ Wellness goals for the next week/month



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Home: Finances, Housing, Food etc. Dial: 833-568-8864
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- Relationships with roommates/ landlord
- Living conditions, safety/security
- Access to affordable food (EBT, free/cheap food, nearby grocery stores, etc.)
- Transportation, extra jobs, etc.
- ▲ Goals for the next week/ month at home



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Other: Personal, Relational, etc. Dial: 833-568-8864
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- Explore/ acknowledge their gifts, strengths, talents, etc.
- Explore values, dreams, long term goals
- Learn more about who they are
- Ask what types of supports and follow-up would be most beneficial



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Maintaining Boundaries Dial: 833-568-8864
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- Clearly state the limits of your own expertise and role.
- Practice radical consent/ check in about comfort level.
- Create space for members to share but do not push them to disclose.
- Avoid "rescuing" behaviors; support members in solving their own challenges.



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Building a Culture of Care

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Dominant Culture in Many Nonprofits Dial: 833-568-8864
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Quantity Over Quality	Perfectionism	Paternalism
Only One "Right Way"	Either/Or Thinking	Objectivity
Defensiveness	Individualism/ Competition	Power Hoarding
Sense of Urgency	Worship of the Written Word	Fear of Open Conflict

Source: Soma Okun and Kenneth Jones, "White Supremacy Culture" 2001, http://www.thc.brown.edu/sites/default/files/museum/files/White_Supremacy_Culture.pdf

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Chat Activity: Antidotes Dial: 833-568-8864
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What are some possible antidotes to dehumanizing work culture?



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Co-Creating a Culture of Care

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- Culture sharing activities
- Community agreements
- Resource sharing
- Story circles
- Accountability buddies



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Culture of Care

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- Prioritize each member's humanity first and foremost
- Honor every person's 'whole self' and strengthen relationships within the community
- Foster connection, inclusion and a sense of belonging.



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Collectives

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- We work to build communities that reflect the world we want to live in.
- It's a practice of giving and receiving in solidarity, rather than from a place of charity.
- As we work to meet each other's material needs, we can also help develop our critical consciousness together.



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Crowdsourcing

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Create a "Google Sheet" or resource guide that your VISTA members can add resources to.

- a. Food, housing, low-cost things to do, or services
- b. Mental and physical health
- c. National resources

Use group meetings to offer community support: problem solving, emotional support, VISTA "life hacks," etc.

- a. Build culture of care/"A giving culture"
- b. Make space for all voices
- c. Honor mutual aid or resource pooling

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Recap

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- ✓ The dimensions of wellbeing and member retention
- ✓ Building supportive relationships with VISTAs
- ✓ Culture of care



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Resources

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- Six Dimensions of Wellness Handout (National Wellness Institute)
- Circle Keeper's Handbook (Kay Pranis)
- International Institute for Restorative Practices (Bethlehem, PA)
- Culture in the Workplace (Tema Okun and Kenneth Jones)
- Collective Care is Our Best Weapon Against Covid-19 (Mutual Aid Disaster Relief)

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What Do You Think?

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Please take 3 minutes to share your thoughts on our evaluation survey.

The link is in the chat.



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What questions do you have?



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Upcoming Webinar

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Designing Effective Surveys
January 14, 2021
2-3:00 p.m. ET

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