

Welcome to today's lunch and learn!

Learning, growing, and fellowshiping together

Presented By:

Briana Clarke, ORU Human Resources





Beyond the Desk: Identity, Wellness, and Community Care in Higher Ed

Exploring how personal identity, holistic wellness, and mutual support shape thriving workplaces in higher education.



Why Employee Wellness Matters

Wellness is the foundation for professional success, mental health, and community

Higher education employees face unique challenges: heavy workloads, emotional labor, and competing demands. This presentation explores three pillars: Identity → Mind → Community.





Reshaping Professional Success

Identity


UNDERSTANDING IDENTITY AT WORK

The connection between personal identity, wellness, and professional effectiveness is vital. When we feel seen, supported, and balanced, we bring our best selves to our work and colleagues.





Reshaping Professional Success

Understanding Identity at Work



When personal values align with professional roles, we experience authenticity and fulfillment. Identity Theory shows that integrating these aspects leads to greater well-being.

Key Concepts

- **Personal Identity:** Your core values, beliefs, and authentic self that you bring to every role.
 - **Role-Based Identity:** The professional responsibilities and expectations that shape how you function at work.
- 
- 

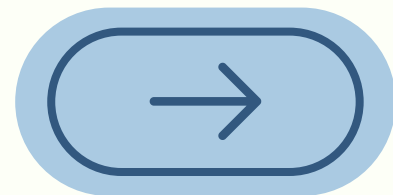
SEPARATING PROFESSIONAL ROLE FROM PERSONAL IDENTITY

Your value is not determined by your productivity, position, or institutional recognition. Embrace your whole identity beyond the desk — your relationships, passions, cultural background, and personal values all matter.



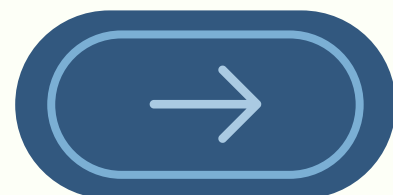
Tools for Identity Alignment

Identity alignment at work is essential for professionals as it enhances authenticity and belonging. This alignment promotes well-being and fosters a supportive workplace where diverse perspectives are valued, ultimately building a focused community with a shared purpose.



Values Clarification

Identify core values that guide your work.
Rank priorities to align daily actions with beliefs.



Identity Mapping

Visualize roles and how they connect to purpose.
Explore intersections of personal and professional identity.





Stewardship of the Mind

Daily Wellness



Prioritizing Mental Wellness

Higher education employees face unique pressures: heavy workloads, competing demands, and emotional labor that require intentional mental health care.

Why Daily Care Matters

Daily practices build resilience against workplace stressors and prevent burnout.

PRIORITIZING WELLNESS AS AN INDIVIDUAL

Taking ownership of your well-being empowers you to thrive both professionally and personally in higher education.



Set healthy boundaries

Establish clear limits between work responsibilities and personal time to protect your energy and well-being.



Build supportive peer networks

Cultivate relationships with colleagues who understand your experiences and can offer mutual encouragement and support.



Practice self-care and mindfulness

Incorporate regular moments of rest, reflection, and mindful practices into your daily routine.



Seek resources proactively

Take initiative to access campus wellness programs, counseling services, and professional development opportunities.



Rest & Stillness

In the fast-paced environment of modern workplaces, it can be challenging to balance productivity with the need for rest. However, integrating intentional rest into daily routines is crucial to maintaining both mental and physical well-being.



Strategies for Integrating Rest Into Your Work Rhythm

Rest is not merely the absence of work; it is an essential component of a sustainable and fulfilling career. It allows individuals to recharge, enhances creativity, and improves overall job satisfaction.

01 Micro-breaks

02 Mindful Moments

03 Structured Downtime



Daily Centering Practices Checklist

Morning Practices

Mindful Breathing

Take 5 minutes for intentional breathing.
Try box breathing or 4-7-8 technique.

Grounding Techniques

Use 5-4-3-2-1 sensory exercise during stress.
Connect with your physical environment.

Throughout the Day

Movement Breaks

Schedule short movement breaks every hour.
Stretch, walk, or practice desk exercises.

Boundaries & Gratitude

Set clear work boundaries and honor them.
Practice gratitude or prayer pauses daily.





The Compassionate Compass

Community



Building Cultures of Care

Mutual support and genuine care among colleagues form the foundation of a thriving workplace community.

Creating Safe Spaces

- Psychological safety enables open dialogue, risk-taking, and authentic connection.
- Compassionate communities reduce burnout and increase job satisfaction.

CREATING SAFE SPACES FOR COMMUNITY CARE



Building environments where mutual support and trust can flourish.

Psychological safety and trust form the foundation of effective community care. When colleagues feel secure enough to be vulnerable, authentic

Encouraging open dialogue without judgment requires intentional cultivation.

Bearing one another's burdens through empathy transforms workplace culture. When we practice active listening and genuine compassion, we create resilient communities where no one carries weight alone.

THE INTERSECTION OF IDENTITY, WELLNESS, AND COMMUNITY CARE



"When we care for each other, we affirm each other's identity"

"In inclusive communities, we don't just tolerate difference—we celebrate it. When colleagues feel seen and valued for their whole selves, wellness flourishes naturally. Community care isn't charity; it's mutual recognition that we all belong."



How these elements reinforce one another

Identity shapes how we experience wellness challenges. Wellness determines our capacity to show up for community. Community care validates our identities and supports our wellness. This interconnected cycle means investing in one area strengthens all three—creating resilient individuals and thriving workplaces.

Tools for Building Community Support

Interpersonal Tools

Peer Support Networks

Establish mentorship pairs and support groups.
Create safe spaces for sharing challenges and successes.

Check-In Protocols

Regular one-on-one wellness conversations.
Team meetings that include emotional check-ins.

Collaborative Tools

Active Listening & Empathy

Practice reflective listening techniques.
Host empathy circles for deeper connection.

Resource Sharing Systems

Centralized wellness resource libraries.
Collaborative wellness initiatives across departments.

Identity

Values clarification exercises help align personal beliefs with professional roles.

Tools:

Identity mapping activities, reflective journaling prompts, and role integration assessments.

Daily Wellness

Daily centering checklist keeps mental wellness at the forefront of each workday.

Tools:

Mindfulness exercises, breathing techniques, grounding practices, and scheduled micro-breaks.

Community

Community care action plans foster supportive environments across teams and departments.

Tools:

Peer support networks, check-in protocols, empathy circles, and collaborative wellness initiatives.

KEY TAKEAWAYS

Summarizing core messages from our exploration of identity, wellness, and community care in higher education.



Identity is multifaceted

Your identity encompasses cultural, social, personal, and professional dimensions—distinct from your job title.

Wellness is foundational

Personal well-being is essential for effective work performance and overall life satisfaction.

Community care builds resilience

Mutual support and collective responsibility foster belonging, shared burden-bearing, and workplace resilience.

Shared responsibility

Both individuals and organizations play vital roles in creating and sustaining a culture of wellness.

Identity

Values clarification exercises help align personal beliefs with professional roles.

Tools:

Identity mapping activities, reflective journaling prompts, and role integration assessments.

Daily Wellness

Daily centering checklist keeps mental wellness at the forefront of each workday.

Tools:

Mindfulness exercises, breathing techniques, grounding practices, and scheduled micro-breaks.

Community

Community care action plans foster supportive environments across teams and departments.

Tools:

Peer support networks, check-in protocols, empathy circles, and collaborative wellness initiatives.

CONTACT

Have a message or question? Contact our team.

HUMAN RESOURCES

E: hr@oru.edu

P: 918.495.7163

W: hr.oru.edu

ORU | HUMAN
RESOURCES

