DEPENDENT CARE AND FAMILY RESOURCES

*Takeaway:* You are not alone.

Lourdes Rodríguez  
Senior coordinator of childcare and family resource

Eileen Lawless  
Dependent care advisor

Resources shared in chat:
- Childcare and parenting consultations
- Adult and elder care consultations
- Building a Resilient Family in Uncertain Times workshop series
- It’s Time to Talk: Quality of Life and Caregiving workshop

Lourdes and Eileen engaged participants with a word cloud exercise and polling, which showed that many supervisors have caregiving responsibilities. For instance, more than half of participants reported that they provide care for children, parents, siblings, spouses, or others.

It is important for supervisors to recognize what it means to be a caregiver, how prevalent caregiving is among University faculty and staff, and how employees can benefit from support and guidance.

89% of attendees said they would like to learn more about supporting caregivers in the workplace.

Life & Work Connections provides confidential wellness services to benefits-eligible University of Arizona employees. The unit provides faculty and staff members with support for dependent care, mental wellness, physical health and nutrition, and financial literacy. Services include individual consultations, workshops and training sessions, and articles and videos on a wide spectrum of health and well-being topics.
EMPLOYEE ENGAGEMENT

*Takeaway:* The opposite of burnout is engagement.

Resources shared in chat:

- The Trauma-Informed Workplace: Transformation Through Awareness workshop

James R. Naughton
Employee assistance counselor

James discussed how burnout and stress can affect you and your teams, and how their impact affects work culture.

To help support you as supervisors moving forward, James invited participants to vote on their preferred topic for a future supervisor workshop. While “Building Collaborative Relationships” was the top choice, supervisors made clear that the other two options would be valuable as well.

James’ poll for future supervisor workshops offered three options:

1. **Interpersonal Boundaries in the Workplace**: Using a positive, structured format to clarify where one person’s reality ends and another’s begins, with the aim of fostering clarity and trust.

2. **Compassion Fatigue**: Recognizing the impact of secondary traumatic stress in the workplace in the time of COVID-19.

3. **Building Collaborative Relationships Between Supervisor and Staff**: Exploring the motivating connector between worker and workplace by clarifying the values, goals, and needs of team members to foster a supportive work environment.
FINANCIAL LITERACY AND SUICIDE PREVENTION

*Takeaway:* You have support for difficult topics.

**Resources shared in chat:**
- Financial literacy webinars
- Financial planning consultations
- QPR Gatekeeper suicide prevention training
- Email Chad for a department QPR session at cmyler@arizona.edu

Chad first highlighted a hot-off-the-press agreement that the University has with Fidelity and TIAA to provide financial education to employees. You may not think of financial wellness when looking to support your team, but it’s an important part of holistic well-being.

Chad also explored the QPR suicide prevention class and how the skills it teaches can help strengthen our teams and communities.

The 90-minute QPR session can be brought directly to your team.

“Chad’s training, and message, is very helpful and powerful. Highly recommend.”

—Comment in chat about QPR training
SPECIAL INVITATION TO SUPERVISORS

*Takeaway:* Act soon to book Life & Work Connections for your meetings and retreats.

**Resources shared in chat:**

- For available presentations and dates, please email Christina Fisch at cfisch@arizona.edu
- Reach out to the Life & Work Connections team with any questions at lifework@arizona.edu

Whether it’s a 15-minute session to start off your team meeting or a 90-minute workshop for a team retreat or development day, Life & Work Connections can deliver holistic support for your staff. Reach out today.