



Scarlett Lopez

Training B - Wellness



WELCOME TO SPEAR TRAINING!



Intro



Wellness Training



Stress Management



Sexual Harassment



HIV Awareness



Assertiveness

Intro

SL Scarlett Lopez

Hello Scholars! Before you begin, please keep in mind that...

This training is compatible with any device- computer, laptop, tablet or phone. The following topics will help you refresh content from Level 1- Regular Certification, Level 2- Advanced Certification and touch on the requirements for Level 3 - Master Certification. If you have any questions, please feel free to email any of your training facilitators Dr. Lorie Kittendorf, Anayah Walker, or Scarlett Lopez.

Click to flip each image.

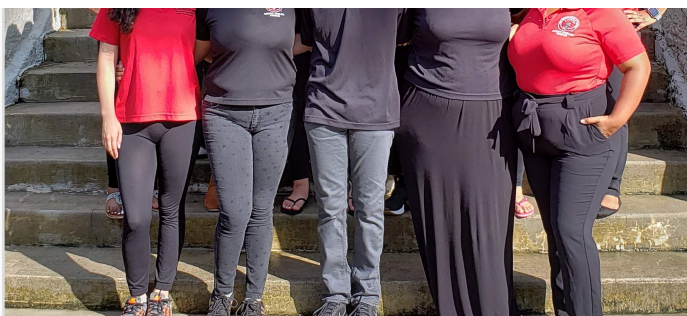


SUCCESS SCHOLARS PROGRAM

Support program for first-generation and/or underrepresented college students* at The University of Tampa. Grew out of the grant-funded Helios Scholars Program.



Student Transition and Persistence was created to provide leadership and support to students, faculty and staff in the quest for student success and



persistence.



CRESCENT SCHOLARS PROGRAM

Program launched in Fall 2018, funded by TD Bank. It has a different Cohort Model, semester requirements, Faculty Mentors and tuition funding than Success Scholars.

What will you learn during this training module?

By the end of this module on various topics, you will...

- ☐ Define stress management & explain its importance
 - ☐ Apply the types of stress relievers within their academic and personal lives
 - ☐ Define wellness & understand its importance
 - ☐ Identify & apply the different wellness aspects
 - ☐ Identify sexual harassment or other inappropriate behaviors
 - ☐ Understand The University of Tampa's Title IX
-

☐

Explain the importance of awareness and education on HIV

☐

Define cultural awareness & understand importance

☐

Explain the benefits of assertiveness

Happy training SPEARS!

CONTINUE

Wellness Training

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What is Wellness?

Wellness is an active process of becoming aware of and making choices towards a healthy and fulfilling life. It is more than being free from illness, it is a dynamic process of change and growth. A good or satisfactory condition of existence; a state characterized by health, happiness, and prosperity; welfare.

Wellness is the conscious development of the whole self. Embarking on a wellness journey is a process of searching for the appropriate “tools” to make you a healthier and happier human being, plus discovering your own effective methods to use these “tools” for continued growth and development. As there is a great variety on all aspects of life, there are also countless ways to cultivate yourself on an ever-changing path of wellness.

“Wellness is a state of complete physical, mental, and social well-being, and not merely the absence of disease or infirmity.”

- The World Health Organization.



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It is important to see that all of the various concepts of wellness should include at least the following precepts:

1

Holism – your health and well-being are the outcomes of the constant interaction between the several natural dimensions of life and wellness. Each dimension is interrelated with the others. The aim is to be conscious of your self as a whole and complete person, living life as fully as possible.

2

Balance – while acknowledging the constantly changing nature of your life, you look to balance it by giving significant attention to each of the dimensions. Lack of sufficient attention to any one dimension will result in less-than-optimal development as a person, and may possibly lead to chronic unhappiness.

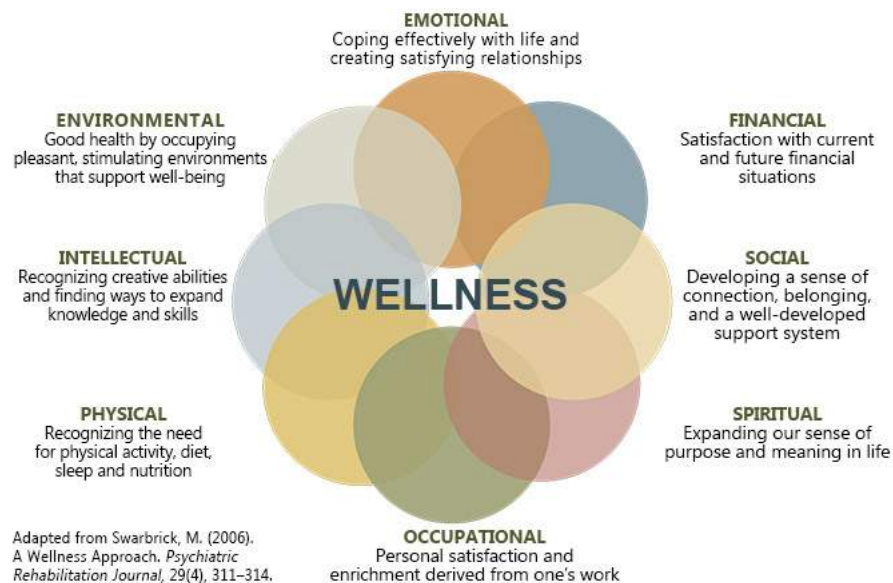
3

Self-Responsibility – a well person owns up to his or her responsibility for health and happiness and does not allow others to take control over decisions he/she needs to make for him/herself. Self-responsibility presupposes self-awareness, including the process by which one becomes increasingly more aware of both the causes and consequences of his/her behavior.

4

Positive and Proactive – wellness requires primarily positive perspectives and values by which to live. It also requires a strong sense of purpose and conscious, deliberate action. These are our starting assumptions, and they have stood well through time. However, they provide merely a simple framework. What you put inside that framework is totally up to you.

Source: <https://www.globalwellnessday.org/about/what-is-wellness/>



What are the eight dimensions of wellness?

Wellness is being in good physical and mental health. Because mental health and physical health are linked, problems in one area can impact the other. At the same time, improving your physical health can also benefit your mental health, and vice versa.

Wellness is...

☐

Being free from illness

- ☐ Not expressing emotions
- ☐ Dynamic process of change and growth
- ☐ Conscious development of the whole self
- ☐ Easily influenced by other people
- ☐ Process of searching for the appropriate “tools” to make you a healthier and happier

SUBMIT

Match the following concepts associated with wellness:

≡ Positive & proactive

Requires a strong sense of purpose and conscious, deliberate action

≡ Holism

Health and well-being are the results of the interrelated dimensions of life and w

≡ Self-Responsibility

Does not allow others to take control over decisions he/she needs to

≡ Balance

Give attention to each dimension that is constantly changing in your life

SUBMIT

Example of Corporate Wellness:

1

Google offers a whole host of unique corporate wellness perks. Staff can swim in a lap pool on campus, play ping pong, take fitness classes like kickboxing, or even take a nap in a nap pod. Google's approach to wellness is very holistic. They encourage employees to teach classes to other Google employees, allowing them to tap into their strengths. These classes include fitness classes, among many other subjects.

2

Zappos is an innovator in bringing their customers shoes and other goods but they are also innovators when it comes to corporate wellness. They offer some of the usual corporate wellness perks like gym memberships, race reimbursements, and nap rooms. But they also want people to organically decide they want to be active. Wellness coordinator Kelly Maher sees that as a key to success of any corporate wellness program.

Maher takes groups of employees to do different activities like a golf lesson or to an indoor trampoline park—things they may want to try but probably wouldn't go on their own. And perhaps the most fun wellness idea at Zappos is "Recess Tuesdays." On Tuesdays, employees are welcome to go outside whenever they want and use recess equipment, like playing some basketball, four square, volleyball, or whatever else they can come up with.

3

Welcome diversions. The most rewarding adventures often start with an unexpected detour. Perhaps that distraction will guide you onward.

CONTINUE

Stress Management

SL Scarlett Lopez

We all feel overwhelmed from time to time; that's normal. While it's virtually impossible to eliminate times when events conspire and the body's stress response is triggered, there are ways that you can quickly reverse your body's reaction to stress, buffering the damage to your health and keeping your thinking clear, so you can more effectively deal with what's going on in the moment.

Why does it happen?

Stress can come from many sources, which are known as "stressors." Because our experience of what is considered "stressful" is created by our unique perceptions of what we encounter in life (based on our own mix of personality traits, available resources, habitual thought patterns), a situation may be perceived as "stressful" by one person and merely "challenging" by someone else.

Stress can be effectively managed in many different ways. The best stress management plans usually include a mix of stress relievers that address stress physically and psychologically and help to develop resilience and coping skills.

- Use quick stress relievers. Some stress relief techniques can work in just a few minutes to calm the body's stress response. These techniques offer a "quick fix" that helps you feel calmer at the moment, and this can help in several ways. When your stress response is not triggered, you may approach problems more thoughtfully and proactively. Quick stress relievers like breathing exercises, for example, may not build your resilience to future stress or minimize the stressors that you face, but they can help calm the body's physiology once the stress response is triggered.
- Develop stress-relieving habits. Some techniques are less convenient to use when you are in the middle of a stressful situation. But if you practice them regularly, they can help you manage stress in general by being less reactive to it and more able to reverse your stress response quickly and easily. Long-term healthy habits, like exercise or regular meditation, can help to promote resilience toward stressors if you make them a regular part of your life. Communication skills and other lifestyle skills can be helpful in managing stressors and changing how we feel from "overwhelmed" to "challenged" or even "stimulated."
- Eliminate stressors when you can. You may not be able to completely eliminate stress from your life or even the biggest stressors, but there are areas where you can minimize it and get it to a manageable level. Any stress that you can cut out can minimize your overall stress load. For example, ending even one toxic relationship can help you more effectively deal with other stress you experience because you may feel less overwhelmed.



Source: <https://www.verywellmind.com/stress-management-4157211>

Everyone has the same type of "stressors." We all perceive the same stressful situations in our daily lives.

- ☐ True
- ☐ False

SUBMIT

Having exercise and meditation as _____ healthy habits, can help to promote resilience toward stressors.

- ☐ Long-Term
- ☐ Sporadic
- ☐ Short-Term

SUBMIT

Read the following case study:

Louise Palmer, 36, is co-founder of *7days*, a management consultancy business. She earns \$200,000 a year and lives with her husband Adrian, 42, who works part-time, and their seven-month-old son Archie, in Buckinghamshire.

There are several factors that make her feel stressed: being the family's principal breadwinner; making sure her employees are paid; the constant pressure to win new business; and worrying about whether she spends enough time with her son. But she thrives on the pressure of her job and, because she feels largely in control of her life, says that her stress levels are manageable.

'Of course, I feel stressed because running your own business is a 24/7 commitment. It is very difficult to walk away and switch off or to wind down. However, when I think about my mother, who had to worry about whether she had enough money to put food on the table, I think she would have encountered far greater levels of stress than me. Having had a childhood without much money, I think that would be the biggest source of stress anyone could have.' - Louise Palmer



How can Louise manage her stress level? Managing her stress can not only have a positive impact on her mental health, but physical health as well.

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Sexual Harassment



Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when either:

- ☐ The conduct is made as a term or condition of an individual's employment, education, living environment or participation in a University community.
- ☐ The acceptance or refusal of such conduct is used as the basis or a factor in decisions affecting an individual's employment, education, living environment, or participation in a University community.
- ☐ The conduct unreasonably impacts an individual's employment or academic performance or creates an intimidating, hostile or offensive environment for that individual's employment, education, living environment, or participation in a University community.

Sexual harassment is defined by law and includes requests for sexual favors, sexual advances or other sexual conduct when (1) submission is either explicitly or implicitly a condition affecting academic or employment decisions; (2) the behavior is sufficiently severe or pervasive as to create an intimidating, hostile or repugnant environment; or (3) the behavior persists despite objection by the person to whom the conduct is directed. The University considers such behavior, whether physical or verbal, to be a breach of its standards of conduct and will seek to prevent such incidents and take corrective action when sexual harassment occurs (Office of Institutional Equity, University of Michigan).

Source: <https://sapac.umich.edu/article/what-sexual-harassment>

Examples of Sexual and Non-Sexual Harassment

Sexual harassment in the workplace

- Sharing sexually inappropriate images or videos
- Sending suggestive letters, notes, or e-mails
- Making inappropriate sexual gestures
- Inappropriate touching



Non-Sexual Harassment in the workplace

- Using racist slang, phrases, or nicknames
- Making negative comments about an employee's personal religious beliefs
- Sharing inappropriate images, videos, emails, letters, or notes
- Wearing clothing that could be offensive to a particular ethnic group



The examples above are ALL inappropriate behaviors in and out of the workplace, but are not all considered as "Sexual Harassment." Sexual Harassment victims can be from any gender and age.

The University of Tampa

Title IX Compliance and Sexual Misconduct and Relationship Violence Investigative Procedures for Students:

The University of Tampa is committed to providing an environment free from discrimination based on sex and provides a number of resources and services to assist students, faculty and staff in addressing all aspects of discrimination including issues involving gender discrimination, sexual harassment, sexual misconduct and relationship violence, including sexual assault, dating violence, domestic violence and stalking. The University of Tampa will provide written notification to students and employees about existing counseling, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services available for victims, both within the institution and in the community. Students are prohibited from conduct that violates Title IX under the Sexual Misconduct and Relationship Violence Policy.

Source: <https://www.ut.edu/campus-life/student-services/office-of-student-conduct/title-ix-and-sexual-misconduct-procedures>

Sexual harassment is defined by law and includes requests for sexual favors, sexual advances or other sexual conduct when:

- ☐ Submission is either explicitly or implicitly a condition affecting academic or employment decisions
- ☐ The behavior is sufficiently severe or pervasive as to create an intimidating
- ☐ Hostile or repugnant environment
- ☐ The behavior persists despite objection by the person to whom the conduct is directed
- ☐ All of the Above

SUBMIT

Which of the following are not considered "sexual harassment" behaviors?

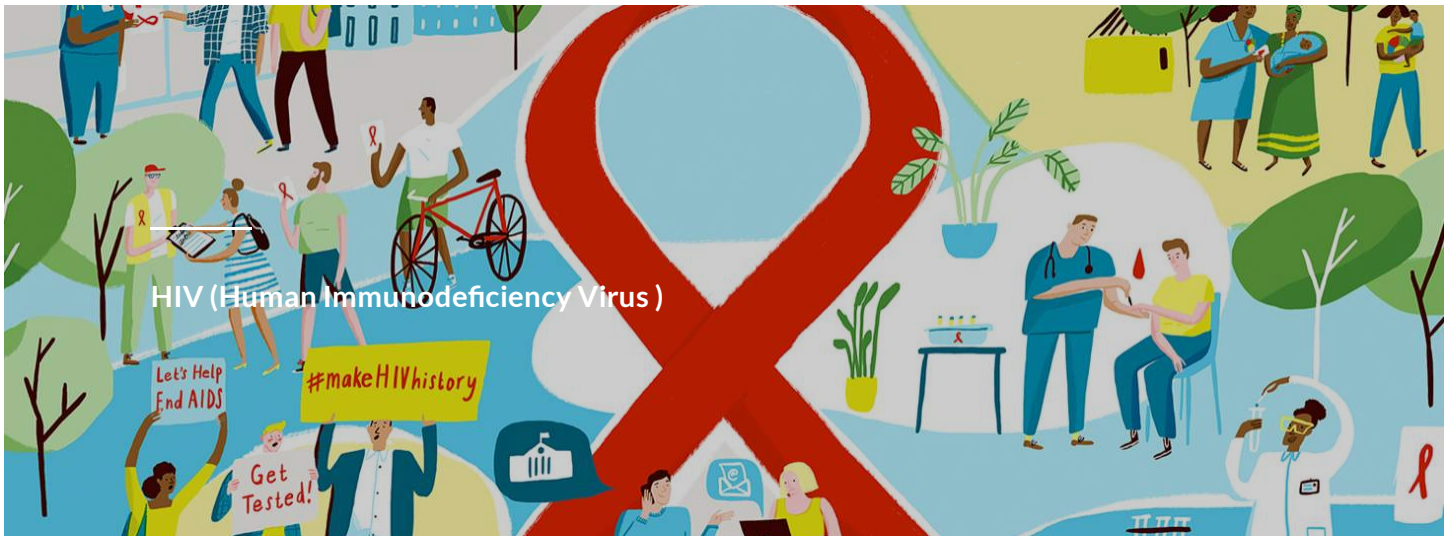
- ☐ Sending suggestive letters, notes, or e-mails
- ☐ Sharing sexually inappropriate images or videos
- ☐ Using racist slang, phrases & nicknames
- ☐ Making inappropriate sexual gestures
- ☐ Wearing clothing that would be offensive for a particular ethnic group

SUBMIT

CONTINUE

HIV Awareness

SL Scarlett Lopez



Thousands of people are infected and children are being orphaned because of HIV/AIDS. Not everyone knows the impact AIDS has in every community and every business or organisation. There is really NO cure for HIV/AIDS. The best we can do to prevent this disease from spreading and taking more lives, is to educate and create awareness. Knowledge is power.

Because over 90% of HIV/AIDS infected people are in their working years, this is a serious problem all businesses face. “HIV/AIDS is hampering human resource development, undermining the skills base and driving away foreign investment. The benefits of a proactive approach far outweigh the costs of doing nothing”; this is stated on the SA Business Coalition on Health and AIDS website. So why should all companies’ present HIV/AIDS awareness courses? Why is it so important especially in the work environment?

- 1 These courses encourage your workforce to get tested and know their status. The more your company and the individual employee know about their status, the more help and better assistance businesses can offer.
- 2 Increased awareness of safe practices to prevent HIV infection results in people being more careful and ultimately decreases infection rates.
- 3 HIV/AIDS Awareness programs help people become aware of the levels of care and treatment, whether they are living with HIV or caring for someone with this disease.
- 4 These courses give organisations the chance to invest in the communities by creating awareness and educating the workforce who pass down the knowledge to their community members. These courses also help infected employees understanding how to live with HIV/AIDS and make a positive contribution towards society.
- 5 They help co-workers understand how to work together with HIV infected people, as a unit and not to stereo type or discriminate against those. These programs help everyone to understand the disease, to boost staff morale and create

better employer/employee relationships.



What does "HIV" stand for?

- ☐ Human Invasive Virus
- ☐ Human Immunodeficiency Virus
- ☐ High Infectious Vitals

SUBMIT

Source: <https://www.skillsportal.co.za/content/5-reasons-why-hiv-aids-awareness-important>

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Assertiveness

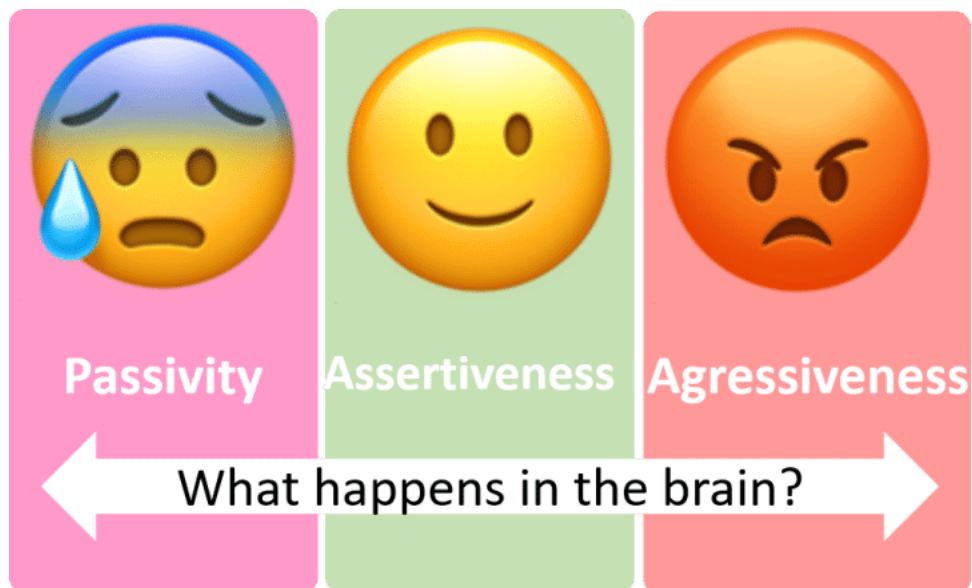
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Assertiveness means being firm to stand up for your own rights and that of others in a calm, direct and positive way without being overly aggressive.

This skill helps us communicate or vent our feelings and displeasures in the most effective way while maintaining harmony. It is treated as a topic in some communication and social skills training courses.

Assertiveness does not mean or guarantee that you will win at all times. While demonstrating assertiveness, the rights and authority of others are taken into consideration too. A person with great assertive skills is somebody who can balance his/her own wants as well as the wants and rights of opposing parties.

Being assertive means being able to stand up for your own or other people's rights in a calm and positive way, without being either aggressive, or passively accepting 'wrong'. Assertive individuals are able to get their point across without upsetting others, or becoming upset themselves.



Assertiveness comes along with tremendous benefits. In the course of your career, there will be times when managers, government officials, the media, etc. may deal treacherously with you. In such moments, assertiveness is more than just a necessary skill. Some benefits of assertiveness include:

1

Increased self-confidence. There is a direct relationship between assertiveness and self-confidence. Exercising assertive skills boosts your confidence levels naturally.

2

Stress reduction. Assertiveness helps you vent your feelings, get your voice heard, and your problem sorted out while maintaining harmony. This eliminates unvented feelings and inner grief which result in stress and frustrations.

3

Prevents or reduces strife. You don't want to have a bad reputation do you? Great assertive skills eliminate or reduce the probability of being a trouble maker within your organization.

Assertiveness is more than just a necessary _____. You might use it both in your personal & professional life.

Type your answer here

SUBMIT

Watch the following video:

<https://www.youtube.com/watch?v=n-lfXVpliUI>

Source: Read more at: <https://www.skillsyouneed.com/ps/assertiveness.html>

CONTINUE



Carolina
BÚZIO

You have completed
this training!