



# Team Wellness through Self-Care

*Creating a Culture of Self-Care to help combat burnout and encourage team building. Practical ways to practice self-care, while improving team dynamics, and promoting wellness in the workplace.*

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**University of Maryland Faculty**  
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# Faculty and Staff Assistance Program



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## Who We Are:

The Faculty and Staff Assistance Program (FSAP) is an assessment, referral, coaching, consultation and short-term counseling service available to all full and part-time employees of the University of Maryland. Since 1988, we have worked with thousands of employees to address a variety of work-related conflicts and personal issues.

## Services

- Assessment, referral and short term counseling (up to 10 visits) for mental health, substance use, work conflict, family issues, etc.
- These services are free and confidential
- Presentations on a variety of topics, including: Managing Difficult Conversations; Returning to Work after COVID 19; Managing Stress, etc.
- Debriefings following traumatic events;
- Fitness for Duty Evaluations/Management Consultations

# TODAYS Agenda

- What is self-care?
- What is team wellness?
- Why is team-wellness important?
- How do we create a Team Culture of self-care?
- Practicing and implementing tools.
- Q&A





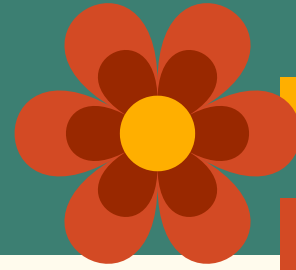
# What is self-care?

The World Health Organization defines Self-Care as “the ability of individuals, families and communities to promote

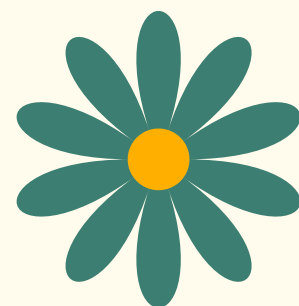
health, prevent disease, maintain health, and cope with illness and disability with or without a health care worker”



# Team Wellness



Team wellness refers to the holistic well-being of individuals within a team. It encompasses their physical, mental, and emotional health, as well as their happiness and engagement at while working together towards a common goal. It is very important factor in influencing teamwork, communication, productivity, creativity, problem-solving, and innovation.



21%

Studies have shown that teams with high employee engagement demonstrate 21 percent higher profitability. Employee wellness and engagement are closely linked and can directly impact the return on investment which includes reductions in turnover, recruitment, training, and sick day costs.



# How Leadership Can Cultivate a Culture of Self-Care

01

Create  
Psychologically  
Safe  
Environment

02

Set and  
Respect  
Boundaries

03

Create  
Channels For  
Employees To  
Share Feedback

04

Bring In  
Respected  
Outside  
Experts

05

Reassess  
workloads

06

Educate  
Management  
On Signs Of  
Burnout

# Creating a Culture of Team Wellness

1



2



3



**Check-Ins**



**Joint Wellness Challenges**



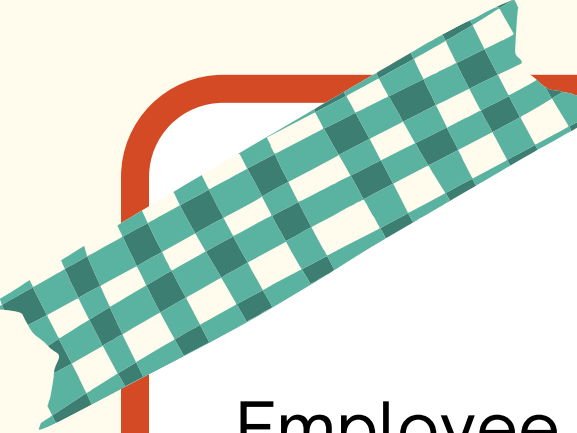
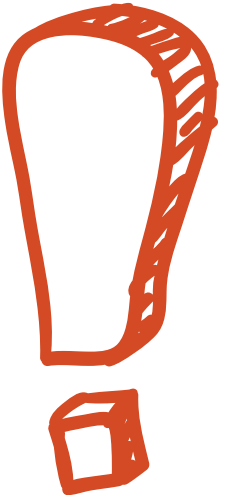
**Health and Wellness related team building exercises and activities.**





# Other Ways to improve collaboration/ team dynamic

Suggestion Boxes  
Morale Committees



Employee Satisfaction Surveys  
Being Clear about department Mission  
Systematic ways to praise team members

Conferences  
Staff Suggested Training Opportunities  
Ice Breakers in meetings



Let's  
Practice!



# team building exercise

**Write down 1 thing you do to  
practice self-care.**

**Write down 1 thing you do to stay  
healthy.**



**Break Up into Groups**



**Share with your group.  
Were there any similarities?  
Are you willing to try what  
someone shared?**

# Ways to Check-in

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# 2024

## JANUARY

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## NOVEMBER

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## DECEMBER

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Create a Self-Care  
Activities Calendar  
for your team!



# Resource Page

Available on Campus!

Meditation - <https://health.umd.edu/meditation>

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Nutrition - <https://health.umd.edu/nutrition-services>

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Mental Health - <https://health.umd.edu/fsap>

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Fitness- <https://recwell.umd.edu>

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Nature -<https://arboretum.umd.edu/>

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Body Work - <https://health.umd.edu/wellness-advocacy/acupuncture-and-massage>

# Questions



# Contact us:

- We are located in the University Health Center  
3983 Campus Drive
- Email [tphilli6@umd.edu](mailto:tphilli6@umd.edu) / [tdebarro@umd.edu](mailto:tdebarro@umd.edu) or  
301.314.8170 / 301-314-8099
- Confidential sessions are offered in person, virtual  
or telephonic
- Hours of availability 8:00a -4:30p Monday-Friday

