Public Health AmeriCorps Career Development Webinar Series

Webinar 14: Belonging in a New Workplace

Support for Public Health AmeriCorps: Education Award is supported by the Centers for Disease Control and Prevention (CDC) of the U.S. Department of Health and Human Services (HHS) as part of a financial assistance award totaling \$1,564,540 with 100 percent funded by CDC/HHS. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement by, CDC/HHS or the U.S. Government.



Agenda

- BigMarker Features
- ❖ Welcome!
- ❖ PHA Career Development Series: Where We've Been & What's Next
- ❖ Today's Topic: Belonging in a New Workplace

Mark your calendars! Final PHA Web Series Event: Free Career Coaching, Thursday, July 18th, 3-5pm EST



Today's Facilitators & AmeriCorps Alums



Kimberly Green-Warren (she/her), MPH

Co- Facilitator, SMART Health Education (SHE)



Nia Smart (she/her)

Co- Facilitator, Smart Public Health Consulting (SPHC)



Astride Gouba, MPH

Refugee Health Case Manager, HIAS PA



Meagan Jackson, MPH, CHES, CAHIMS, PMP

Doctor of Health
Sciences Candidate &
Program Coordinator



Brittany Mire, MS

Associate Portfolio Manager, CNCS



Promise Addy

Data Governance, CHS



PHA Career Development Webinar Series

PHA Career Development Webinar Series

Career Development

- Job Market and Transferable Skills
- Resume Prep
- Networking
- Career Fair Prep
- Job Offers and Salary Negotation
- Using Technology to Further Your Public Health Career

Career Pathways

- Certifications
- Internships and Fellowships
- Side-Hustles, Part-time Work, and Consulting

Personal Development

- Belonging in the Workplace
- Building Resilience for Career Growth
- Navigating Your Career with Intention
- Belonging in a New Workplace





PHA Career Development Webinar Series

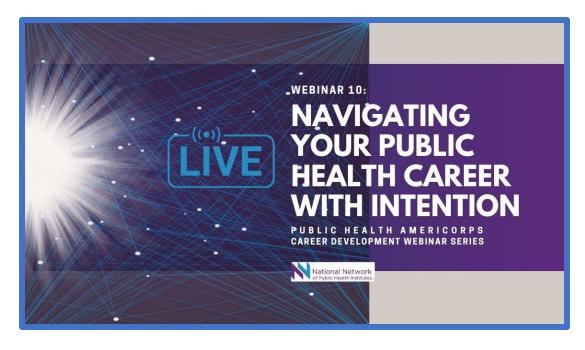




Today's Presenters









Belonging in a New Workplace

Andrew Padilla Johnson, MA (He/Any) Emma O'Rourke-Powell, MBA (She/Any)

Introduction

Andrew Padilla Johnson, MA (He/Any)



Emma O'Rourke-Powell, MBA (She/Any)



Previous webinar

In Webinar 10, we introduced ourselves, and reviewed the concept of belonging.

Given our abbreviated time, we are skipping those elements.

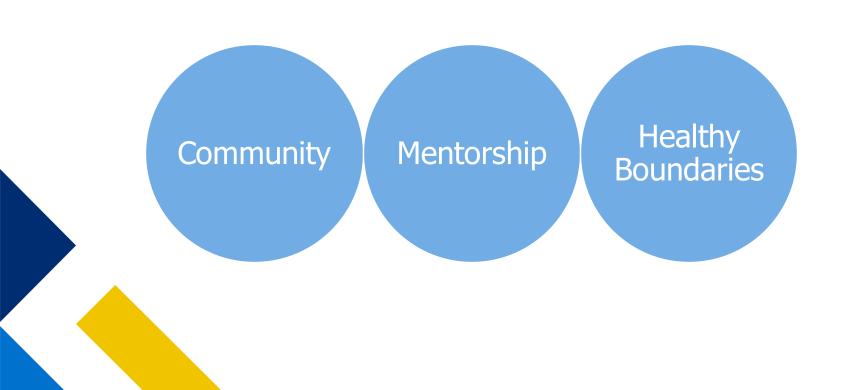
Webinar 10 is recorded and available!



Learning Objectives

- By the end of this session, participants will...
 - Consider what makes work positive and sustainable
 - Identify ways to find community in a new workplace environment
 - Learn how to find and establish mentoring relationships
 - Understand strategies for setting healthy boundaries
 - Set goals for when you start your next position
 - Enhance communication skills for community building and boundary setting

Finding belonging in a new position



"The key to designing for belonging is to make a habit of it. Small actions lead to deeper understanding and the opportunity to see things anew."

(Wise 138)



Opening Activity

Healing Cards



Martinez, Charlene, et al. "Healing Cards." *Oregon State University Student Experiences & Engagement*, Dec. 2018, https://see.oregonstate.edu/file/healing-cards-2020.

Healing Cards Activity

- Open the link in chat.
- Select a random Healing Card.
- You'll use it in your breakout room.

Healing Cards: Break Out Rooms

- 1. Pick someone to go first.
- 2. Share your card with the group.
- 3. Answer the questions on the back.

For listeners, practice appreciative listening.

Reflecting on Healing Cards

1. What did it feel like to be listened to?

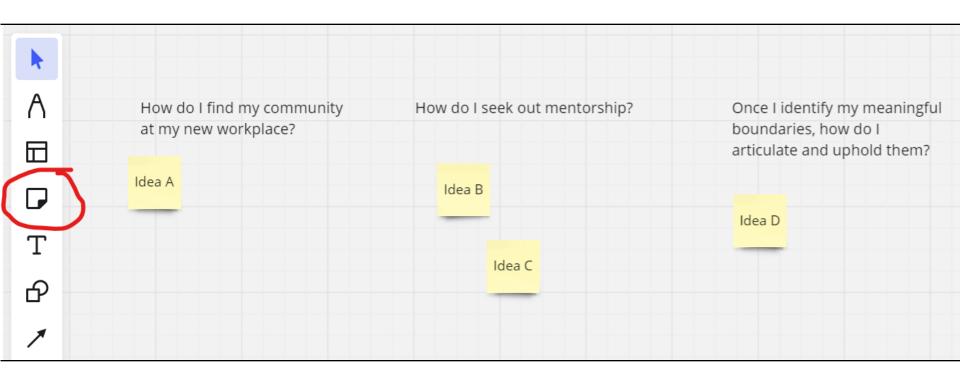
- 2. How might this activity apply to beginning a new job?
- 3. How might the concepts from the cards apply to beginning a new job?

Finding Belonging

Group Brainstorm Activity

- We will all join a virtual white board, which has 3 questions.
- Use the "sticky notes" to share ideas.
- Each new idea gets a new sticky!
- There's no bad ideas in brainstorming.

Group Brainstorm with Sticky Notes



Finding Belonging



Finding My Community







Affinity groups or employee resource groups

Pay attention and listen

Invite others to engage



Bring a small gift



Ask for advice



Use one connection to form another

Finding and Co-Creating My Community







Affinity groups or employee resource groups

Pay attention and listen

Invite others to engage



Bring a small gift



Ask for advice



Use one connection to form another

Seeking out Mentorship

Step One

Identify who might be a desirable mentor

Step Two

Find a time to talk with them

Step Three • Ask questions of the mentor

Step Four

 Follow up afterwards & keep the relationship going

Bryant, Adam. "How to Adopt Mentors Without Really Asking." *The New York Times*, 28 April, 2012

Identifying Meaningful Boundaries For My New Workplace



What are my boundaries in a vacuum?

- What's my preferred form of communication?
- What are my personal goals?

How do these boundaries overlap with my new job's needs?

Prioritizing boundaries when they may not work at the new job

- Prioritize and adapt
- Find moments of gratitude

Articulating & Upholding Boundaries

- Communication
 - Non-confrontational
 - Assume positive intent
 - Remain flexible
 - Be specific
- Share them verbally, the sooner the better.

Articulating & Upholding Boundaries

- If it's out of the norm of the workplace, make sure you have your supervisor's buy-in first.
- If appropriate, include it in an email signature.
- If your boundaries are slipping
 - Pick one or two to prioritize.
 - Consider a reset.
 - Take time to articulate what you've accomplished. Feeling like "I haven't done enough" can erode boundaries.

Let's hear from Public Health AmeriCorps Alumni!

Share one piece of advice you have for finding community and belonging in the first few weeks in public health.

Moving to Action

Open your email.

Schedule-send an email to yourself, for 3 months from now.

A feeling that is important to me in my next job is_____. I plan to find that feeling in my new job by____.



"The key to designing for belonging is to make a habit of it. Small actions lead to deeper understanding and the opportunity to see things anew."

(Wise 138)

Wise, Susie. *Design for Belonging: How to Build Inclusion and Collaboration in Your Communities.* Ten Speed Press, 2022.

"The key to designing for belonging is to make a habit of it. Small actions lead to deeper understanding and the opportunity to see things anew. As you take up the opportunities in your life to design for belonging you try and then you reflect. A positive impact can spur you on; a negative one is important data you can use to try again"

(Wise 138)

Wise, Susie. *Design for Belonging: How to Build Inclusion and Collaboration in Your Communities.* Ten Speed Press, 2022.

Invitation to Connect

- Andrew email: Andrew email: Andrew.Padilla.Johnson@gmail.com
- Andrew LinkedIn: www.linkedin.com/in/andrewpadillajohnson/
- Emma email: emma@orourke-powell.com
- Emma LinkedIn: www.linkedin.com/in/orourkepowell/



Please be sure to complete the session evaluation!



Mark your calendars! Final PHA Web Series Event:
Free Career Coaching,
Thursday, July 18th, 3-5pm EST