

# 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.*



National Network  
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# 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 Negotiation
- 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



WEBINAR 10:  
**NAVIGATING  
YOUR PUBLIC  
HEALTH CAREER  
WITH INTENTION**

PUBLIC HEALTH AMERICORPS  
CAREER DEVELOPMENT WEBINAR SERIES

 National Network  
of Public Health Institutes





# **Belonging in a New Workplace**

Andrew Padilla Johnson, MA (He/Any)

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



# Introduction

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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



Community

Mentorship

Healthy  
Boundaries



The background features several large, overlapping geometric shapes in shades of blue and yellow. In the top right, there is a dark blue triangle pointing down, a light blue triangle pointing up, and a yellow diamond. In the bottom left, there is a dark blue triangle pointing right, a light blue triangle pointing left, and a yellow triangle pointing right. The quote is centered on the page.

“

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.

# Opening Activity



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# 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**

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# 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

The image shows a digital brainstorming tool interface. On the left, there is a vertical toolbar with several icons: a blue mouse cursor icon, a black 'A' for text, a grid icon, a yellow sticky note icon (circled in red), a black 'T' for text, a link icon, and a black arrow icon. The main workspace is a light gray grid. Three questions are placed across the grid:

- Question 1: "How do I find my community at my new workplace?"
- Question 2: "How do I seek out mentorship?"
- Question 3: "Once I identify my meaningful boundaries, how do I articulate and uphold them?"

Four yellow sticky notes are placed on the grid:

- "Idea A" is positioned below the first question.
- "Idea B" is positioned below the second question.
- "Idea C" is positioned below the second question, further down than Idea B.
- "Idea D" is positioned below the third question.

# Finding Belonging



Community

Mentorship

Healthy  
Boundaries



# 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



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and listen



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# 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

# Identifying Meaningful Boundaries For My New Workplace

1

What are my boundaries in a vacuum?

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

2


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

3


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!**

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

# Moving to Action



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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 background features several overlapping geometric shapes in shades of blue and yellow. A large yellow diamond is prominent on the right side. Various blue triangles and trapezoids are scattered across the top and left edges. A white rectangular box is positioned behind the main text.

“

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.Padilla.Johnson@gmail.com](mailto:Andrew.Padilla.Johnson@gmail.com)
- Andrew LinkedIn: [www.linkedin.com/in/andrewpadillajohnson/](http://www.linkedin.com/in/andrewpadillajohnson/)
- Emma email: [emma@orourke-powell.com](mailto:emma@orourke-powell.com)
- Emma LinkedIn: [www.linkedin.com/in/orourkepowell/](http://www.linkedin.com/in/orourkepowell/)



**Please be sure to  
complete the  
session evaluation!**

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**THANK YOU**

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