



#### What Changes?

- Dependability
- Energy level
- Productivity
- Anxiety
- Performance - distractibility
- Hygiene
- Eating habits
- Appearance - height, swollen eyes, dark circles, tremors
- Communication - when, how, over - or - under - sharing, unclear speech patterns
- Judgment - quickness of decisions, predictability, boundaries, interfacing with coworkers
- Sleep - mood instability, too much, not enough
- Self-care - talk about constantly
- Substance use - smell, eyes, behavioral, dehydration
- Triggers - re: trauma - disengage, space out, avoid, response out of sync with events at work
- Handling termination process
- Busyness + work expectations
  - Communications issues related to
- Balancing being an ally with being a good supervisor
- Balance and accountability
- Remembering what it's like to be 17-22ish
- How work performance relates to future opportunities/obstacles
- Managing student employees who support a lot of other students (JAs, etc.)
- Managing students who have scheduling accommodations and helping to find a balance with equity

- Dealing with a student you have to report serious concerns with, and the impact on relationships
- A sudden change in students - how do we guide? Who do we call?
- Students who are placed elsewhere - time reporting/accountability, communicating about performance and expectations

#### How to Manage?

- Boundaries
  - care/compassion + accountability
  - Accommodations support accountability
  - Negotiable vs. non-negotiable responsibilities
  - What people are told and not told - what I need to know to manage you
- Early, consistent discussions
  - name/state what you see with compassion, earlier is better
- Resources
  - IWS - x2206 or x4444 outside office hours
  - Deans - x4171 or - SASS - x3000
  - Chaplains
  - DC
- Environmental supports
  - 5 minute walk breaks
  - Schedule with back-ups in place
  - A quiet space
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