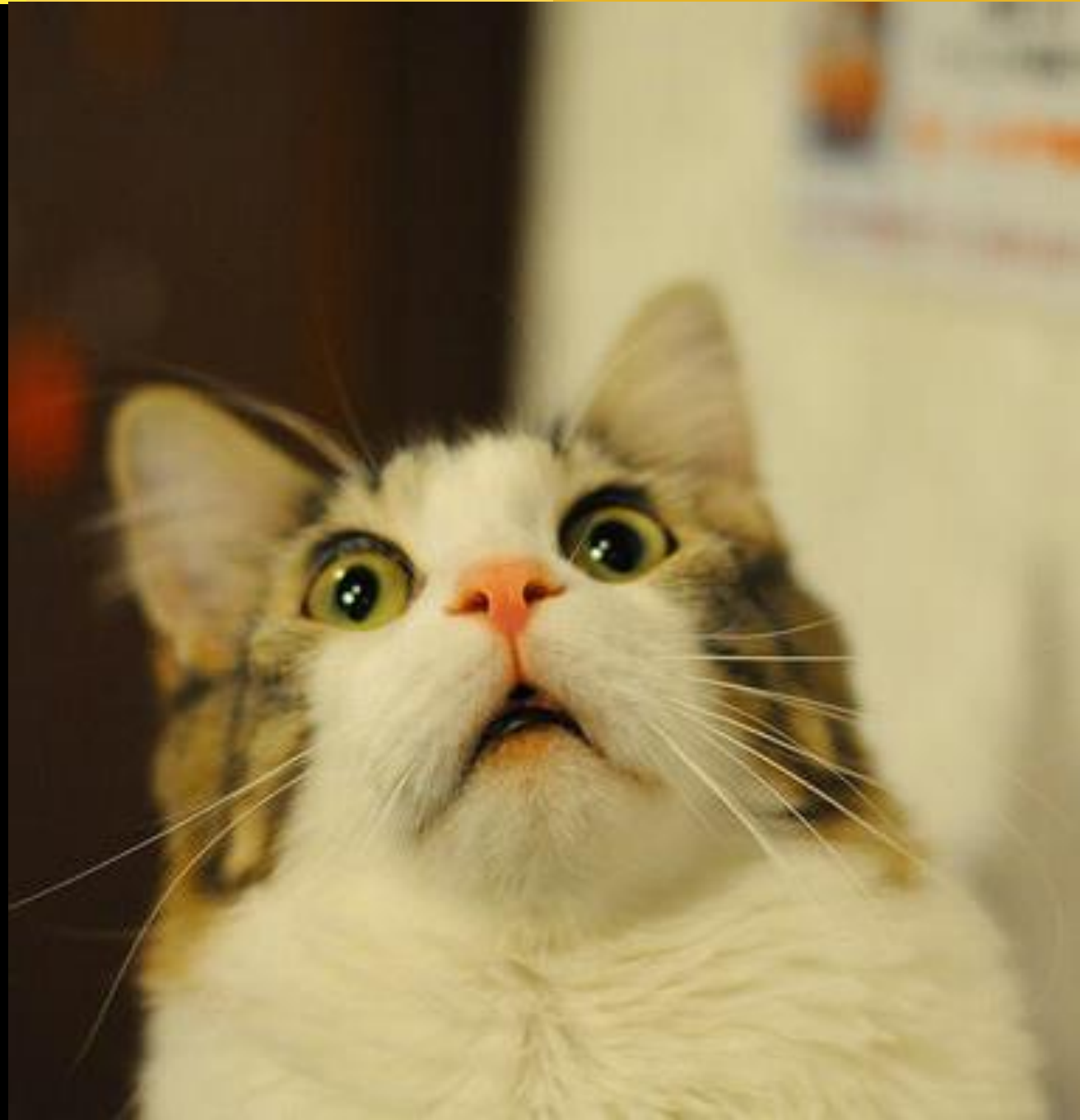


Careering While...Anxious

Graeme Beaton (he/him)
Career Advisor, Centre for Career Action
gdbarton@uwaterloo.ca



Whose Territory Are We On?

I respectfully acknowledge that we work on the traditional territory of the Neutral, Anishinaabeg, and Haudenosaunee peoples. The main campus of the University of Waterloo is situated on the Haldimand Tract, land granted to the Six Nations that includes six miles on each side of the Grand River.

Some incredible local community members on IG: Bangishimo Johnston @bangishimo, Amy Smoke @amysmoke, C. Elizabeth Best @lizbot5000

Support: O:se Kenhionhata:tie – Land Back Camp, @ose.kenhionhatatie on IG

Reports: TRC Calls to Action, National Inquiry Into MMIWG

Reading: The Inconvenient Indian, 21 Things You May Not Have Known About the Indian Act, This Place: 150 Year Retold

What land are you on? : native-land.ca

Support for Indigenous Students

- Waterloo Indigenous Student Centre (WISC)
 - Staffed Monday-Fridays 8:30 am – 4:30 pm; accessible 24/7 with fob access
 - Located at United College but accessible to all Indigenous students
 - Holistic supports: Elder services, tutoring, academic advocacy, peer mentorship, indigenous residency, food hampers, medicine garden, ceremonial fireground, cultural programming, feasts/gathering and more!
- Office of Indigenous Relations
 - Scholarships/bursaries, academic programming
- Indigenous Students Association
 - "student run collective that supports the needs and interests of Indigenous undergraduate and graduate students on campus"
- .caISES - Canadian branch of AISES American Indian Science and Engineering Society, UW chapter
 - Goal: to support and create community for Indigenous, Metis and Inuit students in STEM

Thank you to our colleagues at the Office of Indigenous Relations and WISC for providing this info!

A Safe(r) Space

Going into this workshop, the intention is to create as safe a space as possible.

A safe space means different things for everyone, but we'll do our best! Let's keep 3 things in mind:

- **Choice**
- **Respect**
- **Care**



How might we **co-create** this safe(r) space?

- Participate in the way that feels most comfortable for you!
- Please use the chat during presentation time! You can go mic on or mic off during the Q&A time.
 - Feel free to send Graeme a direct message if you have a question or comment you would like to share anonymously
- Ask questions whenever!
- If having tech issues then Amisha will be able to help with that!
- Take what works for you, leave what doesn't.

Roadmap for Today!



What is anxiety?



How does anxiety manifest?



Why are we talking about anxiety?



How to navigate anxiety?



How to use these strategies in a career setting?



When to cope & when to leave



Resources & disclosure conversations



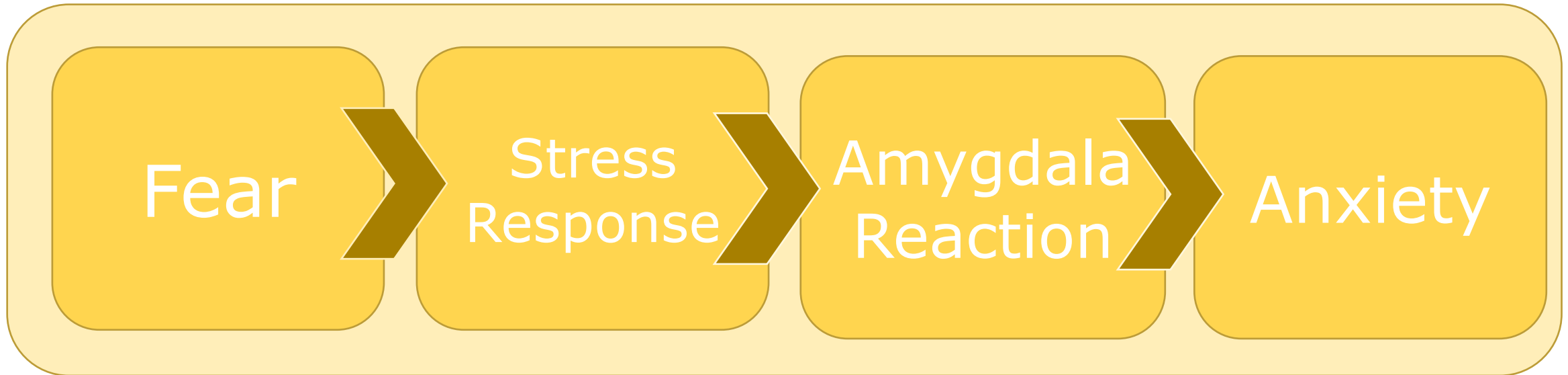
Q&A

Anxiety...

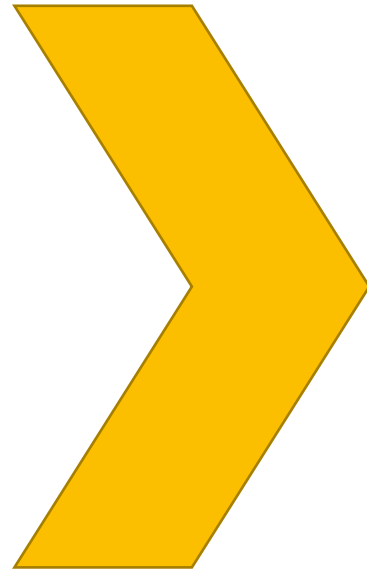
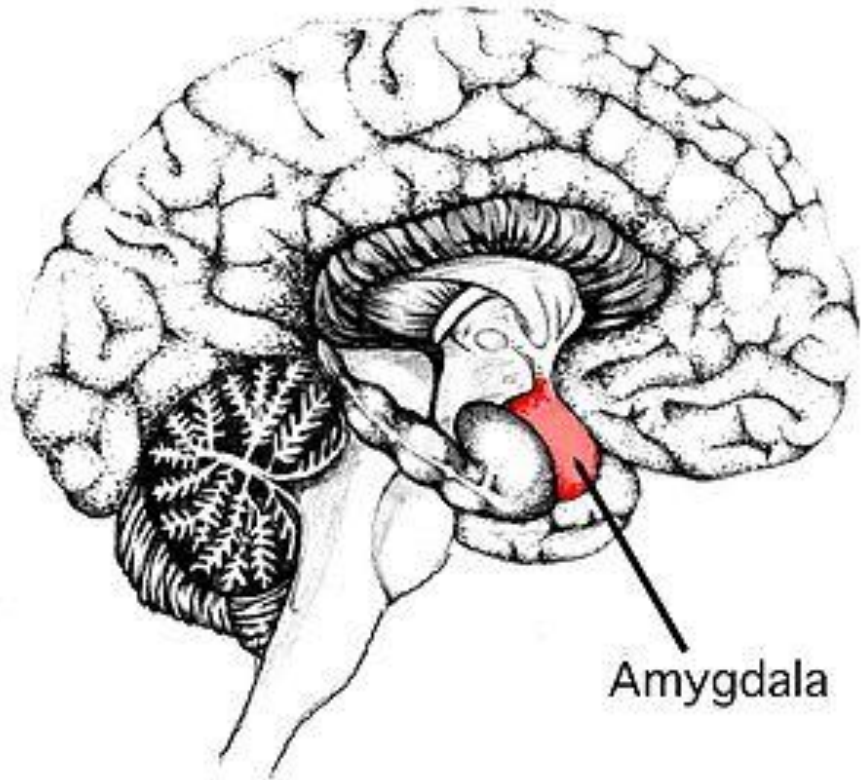
- ... is the body's reaction to stress
- ... is complex
- ... manifests in our emotions and our bodies
- ... can be acute & chronic



What Happens in Our Body?



A Little Bit of Brain Science



- Fight
- Flight
- Freeze
- Fawn/ Feign

How Does Anxiety Manifest?

- Imposter Phenomenon
- Perfectionism
- Not feeling good enough
- Obsessive thought
- Thoughts/feelings of impending doom
- Indecisiveness
- Overthinking
- Difficulty concentrating and relaxing



Thought Patterns- Habitual Thinking

- Anxiety can lead to thought patterns
- Thought patterns can hurt us, but could have made sense at a point in time
- Naming thought patterns can demystify them
- Everyone falls into thought patterns occasionally
- Be understanding with yourself if you notice hurtful thought patterns!



Thought Patterns- Give Yourself Grace!



- Catastrophizing
- Absolute thinking
- Black & White Thinking
- Filtering Information
- Downplaying the positive
- Personalization
- Should/ Shouldn't
- Overgeneralization
- Emotional Reasoning
- Labelling
- Mind- Reading

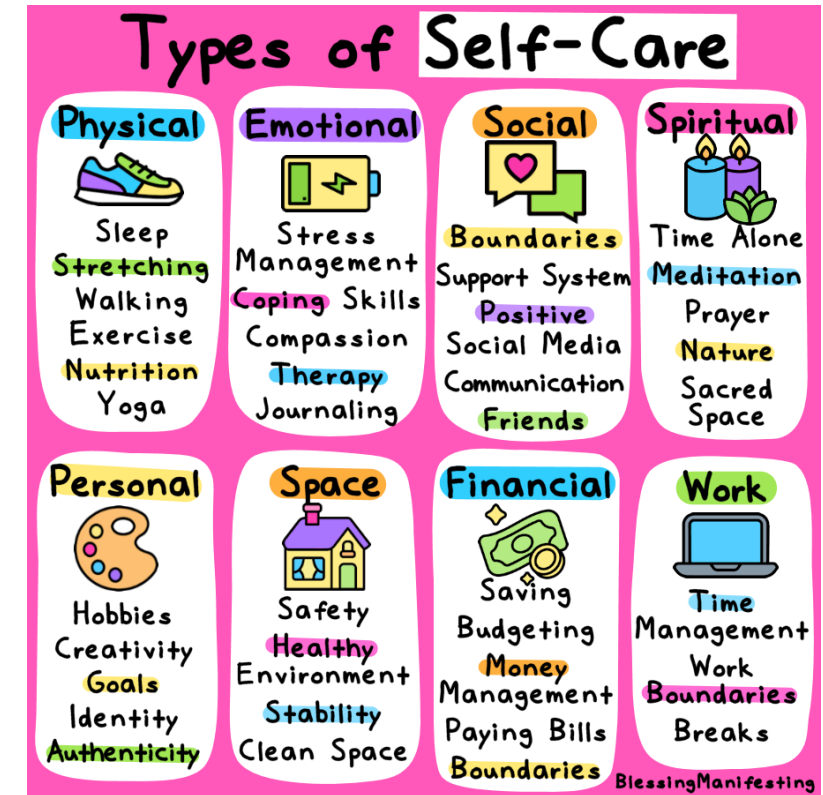
Why Are We Talking About This?

- Stigma and discrimination → rooted in systems and connects with other pieces of identity (e.g. microaggressions -> racial battle fatigue)
- Demystifying mental health and challenging stigma
- You are not meant to carry these challenges alone
- Different ways to get support (e.g. cultural or spiritual)
- Everyone struggles with mental health, albeit in different ways
- You are valuable. You are not a burden. Asking for support is not a weakness.



What Are Some Coping Tools You Can Use?

- Affirmations (e.g. "I am capable and deserve for good things to happen")
- Grounding (e.g. 5-4-3-2-1 senses grounding activity; holding a piece of ice, etc.)
- Deep breathing techniques (e.g. birthday cake breathing)
- Visualizing (Imagine - how might this go well?)
- Treat the anxiety as something external to yourself




The Self-Love Rainbow

What Are Some Coping Tools You Can Use?

- Journaling
- Reframing (e.g. how might I understand/navigate this feeling differently?)
- Do the "boring" self-care
- Set boundaries
- Apps: MindShift, Calm

Challenge Your Thoughts

When thinking this...	Try this instead...
I never do anything right.	That isn't true. I do get things right.
I feel like doing 'x' so I should go do it right now.	I can take time to process my thoughts without reacting first.
I have no control over my reactions.	I can learn to control how I react.
My emotions are who I am.	My emotions are my brain processing info.
Everything will end badly.	What if things work out?
All I do is mess up.	What would my friends tell me?

@BlessingManifesting 

The Self-Love Rainbow

How Do You Use These Strategies in Career Settings?

Interview: Interviews can be nerve-wracking! You are getting questioned by strangers that you have to impress, with the high stakes of getting a job!

Strategies: ?

Talking with your Boss: Approaching a supervisor can feel daunting, because sometimes we pressure on our selves to be the “perfect” employee, or are afraid to approach a touchy subject

Strategies: ?

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Strategies: Grounding Exercises, Affirmation, Visualizing

How Do You Use These Strategies in Career Settings?

Facing a complicated Customer: Some customers tend to release their anger and frustration on employees, either in real-life or through the phone

Strategies: ?

Fight with a co-worker: Sometimes we end up in escalating disagreements with someone we work with. Even worrying about the possibility of a fight can impact you!

Strategies: ?

How Do You Use These Strategies in Career Settings?

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Strategies: Remove yourself from the situation when you are in danger, Setting Boundaries, Reframing

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How Do You Use These Strategies in Career Settings?

Crappy Anxiety Day at Work: Sometimes our anxiety is just on high - it can be caused by a specific incident, or no clear reason at all. At that, it can then happen at work.

Strategies: ?

Unable to Find a Co-Op Job: Oftentimes we put a lot of pressure on ourselves and compare ourselves to our peers. This can result in thoughts like “What if I never get a co-op job?”, “What if this means I am a failure?”, “Why are they having more success than me?”

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Strategies: Setting Boundaries (e.g. choosing not to take video calls), Grounding, Affirmations, Deep Breathing

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Strategies: Reframing, Visualizing, Treating the anxiety as external

How Do You Use These Strategies in Career Settings?

Rejection: When we don't get a job we built up so much hope for, this can lead to us feeling really anxious and down. Sometimes our anxiety can tell us that this rejection means we're not worthy.

Strategies: ?

External Expectations: Sometimes we have folks in our lives who have certain expectations about what we will do with our careers and how we will navigate these spaces. That pressure can be stressful and so anxiety provoking!

Strategies: ?

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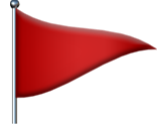
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Strategies: Setting Boundaries, Journaling, Affirmations, Visualizing

Cope or Leave?



Some workplace **green flags**

- Your boss is supportive and encourages you to set boundaries and take breaks
- Mental health and wellness is encouraged in practice not just in words
- Folks in your workplace respect your boundaries
- People bring their full self to work and are open about wellness
- Even through anxiety you feel like this is a good environment
- *And much more!*

Some workplace **red flags**

- Being belittled by your boss
- People at work not respecting your boundaries
- Lack of support for mental health/wellness
- Any form of harassment
- A workplace that you or others label as toxic
- Being tokenized or treated only based on assumptions about your identity
- *And much more!*

Talk with a trusted person!
You can also come in to talk with us!

Considering Safety, Boundaries and Wellness

- What does safety mean to me? What does it look like? Feel like?
- How do I know when I feel safe/unsafe?
- What boundaries are important to me?
- What resources are available to me if I feel unsafe?
- What are some coping tools/strategies that I can use if I am feeling overwhelmed?
- Who can I talk to if work is getting to be too much?
- What do I need to set myself up for success? (e.g. drinking water regularly, taking breaks throughout the day, etc.)
- What can I do to build myself up?

Disclosure

- Social safety: You can share, but you do not have to share
- Emotional safety: What is coming up when you think about disclosing?
- Accommodations: Can be requested through the companies Human Resources
- Connecting/ getting set-up with AccessAbility Services for more information/support with:
 - Disclosure conversations and/or developing an accommodation plan
 - Assistive technology



To schedule an appointment with AccessAbility, or to contact the Front Desk, please call: **519-888-4567, ext. 35082** and leave a voice message. These will be checked regularly and followed-up with accordingly. Alternatively, you may email the Front Desk at access@uwaterloo.ca.

Resources

- **There is support!**- Resources on and off Campus to navigate anxiety, disclosure and offer support
- **Where to find support-** List of campus and community resources will be sent to you after Workshop
- **Support for you-** Resources for different intersectionalities and identities
- **How to access services-** It can be stressful to contact support when you do not know what will happen, overview of ways of contact



What Did We Discuss?

- The meaning of anxiety, how it is connected to our brains and how they try to protect us
- How anxiety might show up in our lives (e.g. overthinking, perfectionism) and the thought patterns that influence that
- Challenging the stigma around mental health and seeking support
- Coping tools to navigate anxiety and how you might use them in career settings
- Determining when anxiety situation requires coping tools vs leaving a job, working relationship, etc.
- How to disclose experiences of anxiety and the supports to help you do it
- Resources where you can get further support



CHECK OUT CCA APPOINTMENTS AND WORKSHOPS!



Job Search Strategies

Résumé

Cover Letter

Interview Prep

Career Exploration

Further Education



Individual Appointments

Drop-ins

Workshops

Online Resources

uwaterloo.ca/career-action