

All of it for All of Us:

Building a Shared Wellness  
Vocabulary

# #LandBack

LandBack: <https://landback.org/>

NDN Collective: <https://ndncollective.org/>

Indian Land Tenure Foundation: <https://iltf.org/>



# HELLO THERE!

I'm **Amy Tureen**. Follow me at  
**@ATureen@digipres.club** on Mastodon  
for cat pics and hot takes on library  
leadership, wellness, and Star Wars.





## Selected Wellness-Related Scholarship

Alexander, C.J. & Tureen, A., Eds. (2022). *Leadership Wellness and Mental Health Concerns in Higher Education*. IGI Global.

Tureen, A. (2021). The role of the supervisor in creating and maintaining an emotionally healthy workplace. In I. Ruffin, & C. Powell (Eds.), *The Emotional Self at Work in Higher Education* (pp. 246-261). IGI Global.

Tureen, A. (2021, March 24). *Rocks roll downhill: The role of the supervisor in creating and maintaining a healthy workplace*. Invited lecture at Building Lifelong Opportunities for Strength, Self-Care, Outlook, Morale and Mindfulness (BLOSSOM) 2021, Virtual.

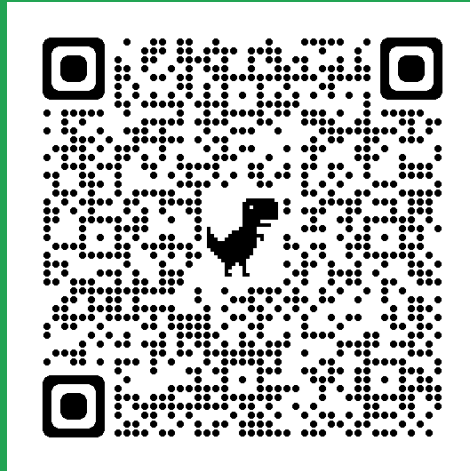


(P.S. This one is on YouTube!)



Submit chapter proposals for *Making Values-Based Decisions in the Academic Library* here:

<https://shorturl.at/bjrQ9>



# Common Questions about Wellness

Is the workplace an appropriate place to prioritize personal wellness?

Aren't individuals responsible for their own resilience?

Isn't self-care the same thing as wellness?

What is wellness & what am I supposed to do about it?

**BRACE YOURSELF**

**THE WELLNESS MEMES ARE  
COMING**

makeameme.org



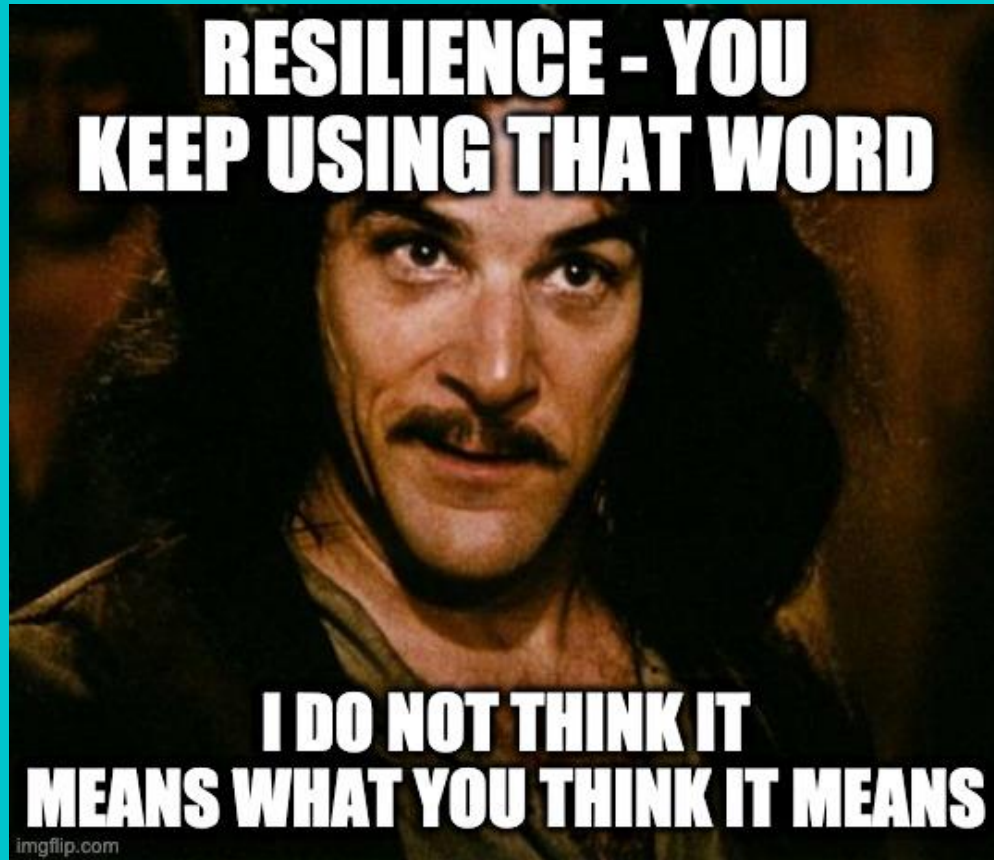
Is the workplace  
an appropriate  
place to prioritize  
Personal  
Wellness?



Adding that extra "cough" when I  
call in sick for work like



I swear im sick



Aren't individuals  
responsible for  
their own  
Resilience?

“Resilience is the process and outcome of successfully adapting to difficult or challenging life experiences, especially through mental, emotional, and behavioral flexibility and adjustment to external and internal demands.”



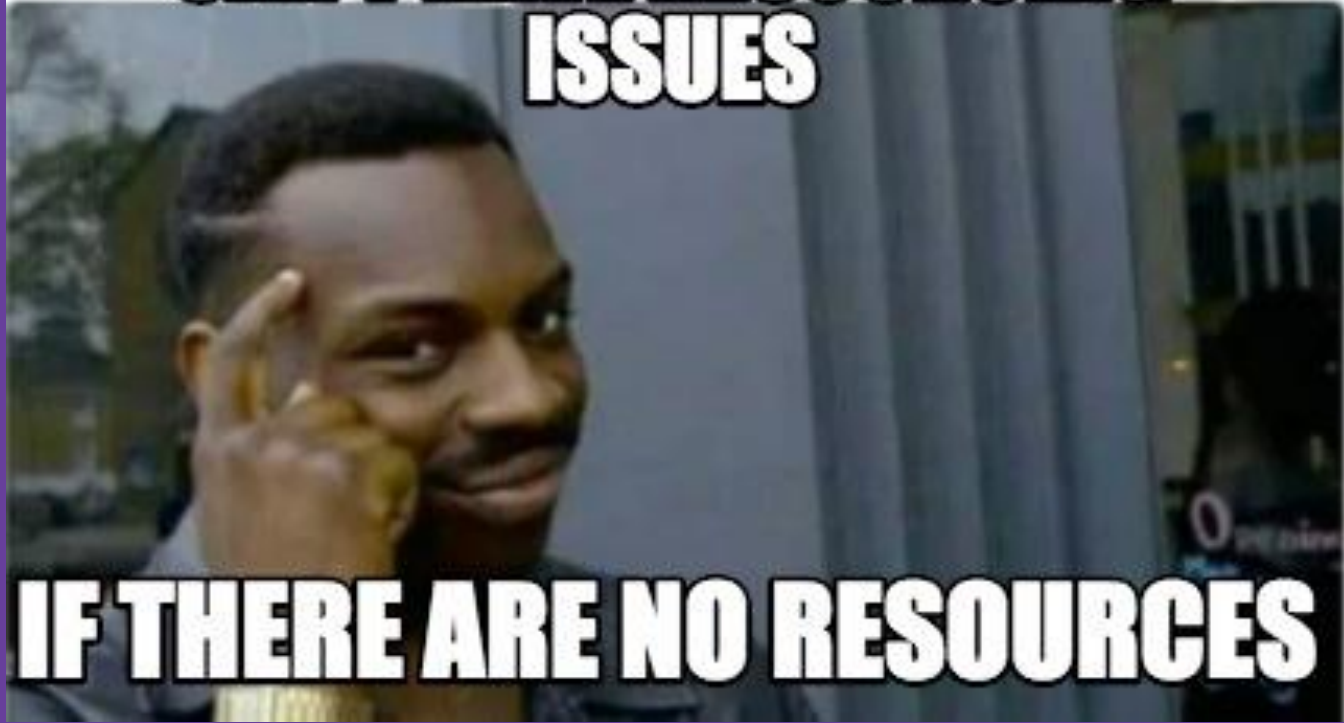
**NOT A WOLF**

@SICKOFWOLVES



PLEASE REMEMBER TO REMAIN AS  
CIVIL AS POSSIBLE AS YOU ARE  
BEING TORN LIMB FROM LIMB BY  
WILD DOGS

**CAN'T HAVE RESOURCING  
ISSUES**



**IF THERE ARE NO RESOURCES**







**Are you tired of the rat race?**

Are you sick of the daily grind in your go-nowhere job?

**Are you ready for a more fulfilling life?**

**Then Being Carried Away By  
Owls might be right for you!**

**Perks of Being Carried Away By Owls:**



**No stressful deadlines!  
No cramped cubicles!  
No exhausting commute!  
Soothing nature sounds!  
Team focused atmosphere!  
All the mouse bones you can eat!**

Millennial Memes for Existential Extremes



**Visit your local forest clearing today, to learn more about  
beginning an exciting career in Being Carried Away By Owls!**



That feeling when you've  
meditated, did your yoga flow  
and chosen your daily crystal

@balancebymeghan



Isn't Self  
Care the same  
as Wellness?

When everybody keeps telling you that a little self care will make you feel better but it's been 4 hours, 5 bath bombs and a whole jar of coconut oil later and you still in a mood



me: i'm sad i need a purpose

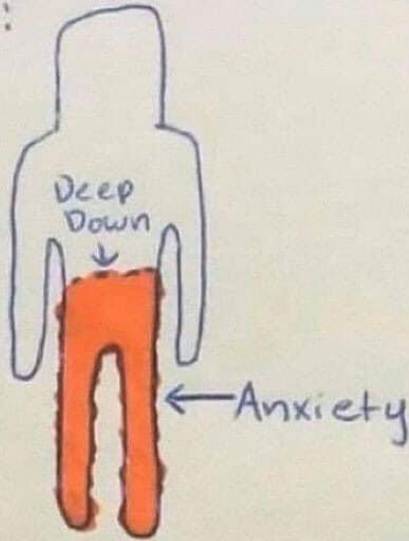
my brain: did u say a purchase





What Is  
Wellness and  
what am I  
supposed to do  
about it?

Awake:



Trying to Sleep:



# Emotional/Mental Wellness

Coping effectively with life & establishing satisfying relationships of many types.

## Workplace Supports

- Provide emotional intelligence & mindfulness training/resources in multiple modalities
- Provide mental comprehensive long term and short term mental health coverage as standard
- Include paid membership to subscription wellness apps as part of your benefits package
- Set and maintain expectations regarding how conflict will be handled in the workplace

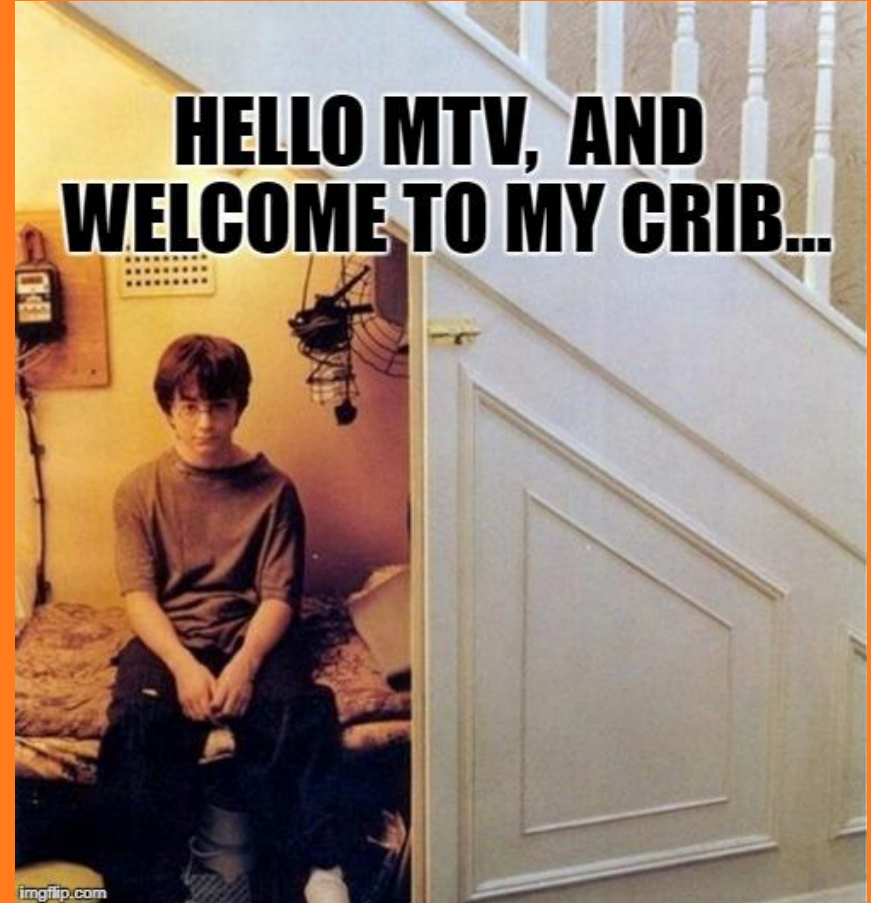
# Environmental Wellness

Access to a pleasant, safe environments & engaging in behaviors which sustain these spaces.

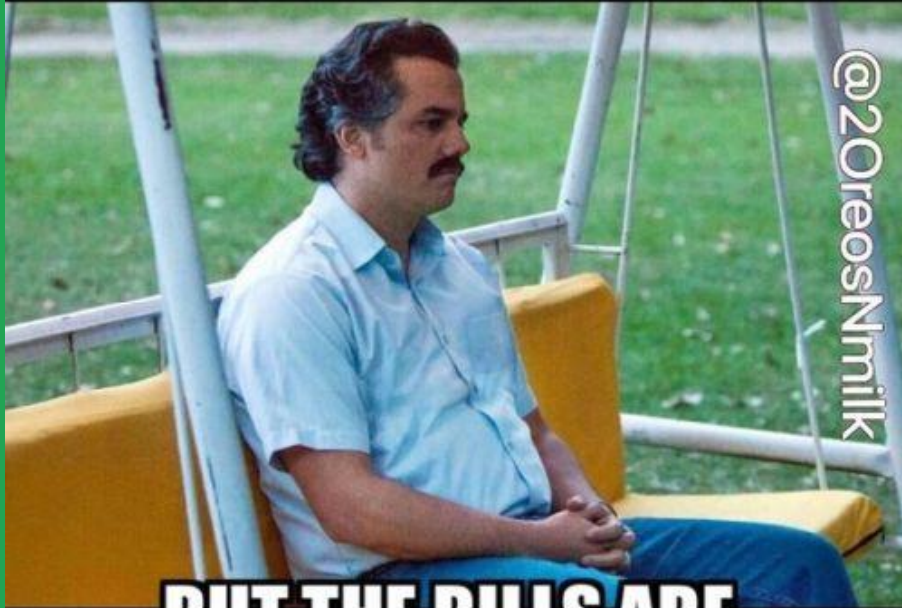


## Workplace Supports

- Robust recycling, upcycling, & reuse programs
- Equitably invest in pleasant work spaces
- Invest in adaptable furnishing
- Reduce waste



**WHEN YOU JUST GOT PAID**



@20reosNimilk

**BUT THE BILLS ARE  
ABOUT TO AUTO PAY**

# Financial Wellness

Having satisfaction with current financial situation & future fiscal outlook



## Workplace Supports

- Equitable living wages
- Annual COLA
- Student debt relief support
- Financial literacy programming
- Retirement savings support

# Intellectual Wellness

Having sufficient opportunities to engage intellectually & creatively in a meaningful manner

## Workplace Supports

- Skill sharing opportunities
- Support & reward community engagement
- Professional/Personal development funds
- Workloads and shift lengths that do not leave employees exhausted

**\*walks into a bookstore\***

**me, one second later:**





"I hope this email finds you well."

Me:



# Occupational Wellness

Finding personal satisfaction, meaning, and value in one's work.

## Workplace Supports

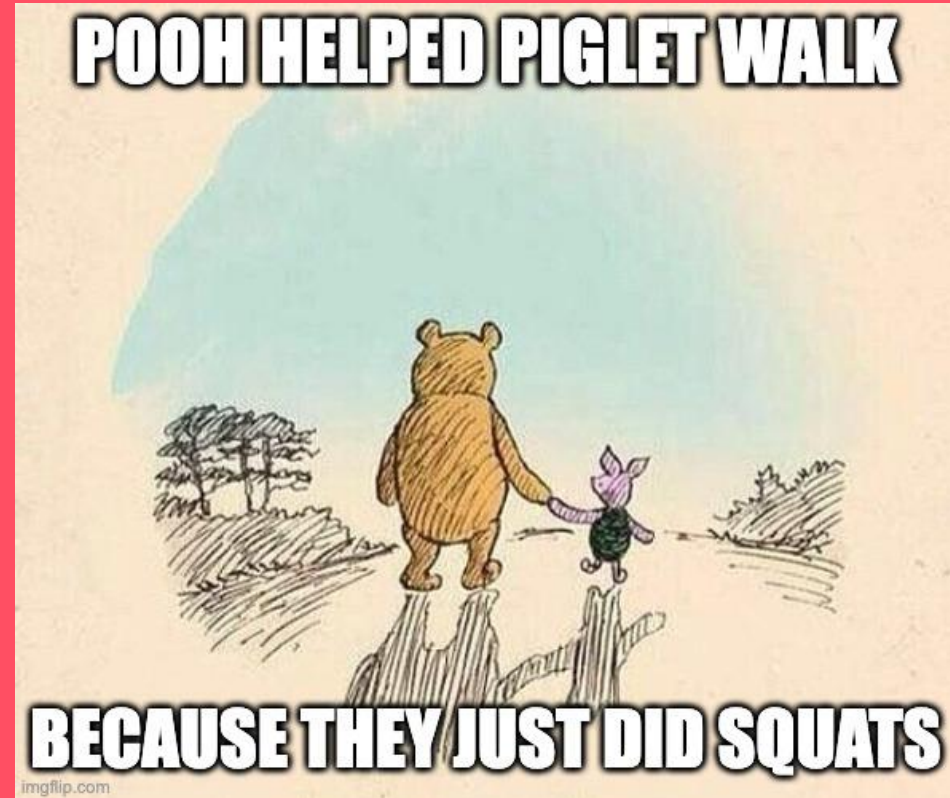
- Opportunities for growth & new skill development, regardless of promotion
- Clearly articulated expectations regarding off-the-clock work
- Open dialogue that allows everyone to contribute to discussions about process and change regardless of rank
- Acknowledge positive impact of labor

# Physical Wellness

Successfully managing physical activity, nutrition, and sleep needs.

## Workplace Supports

- Ergonomic workspaces
- Dismantling surveillance culture
- Multiple paid breaks, including lunch
- Gym-fee reimbursement
- Adaptive technology and furniture





# Social Wellness

Developing a sense of connection, belonging, and support with others.



## Workplace Supports

- Respectful, welcoming environment
- Relationship building opportunities
- Non-policing culture
- Liveable wages & hours that enable people to have a life outside of work, rather than be forced to maintain multiple jobs

# Spiritual Wellness

Discovering a sense of purpose and meaning in life.

## Workplace Supports

- Prayer/meditation rooms
- Flexible schedules
- Floating holidays
- Liveable wages & hours that enable people to have the energy, time, and other resources to explore their sense of purpose and meaning

Me: Ok, I will ask for a sign and once I receive it I will believe it and be at peace.

Also me: Ask for another sign. maybe it was just a coincidence. Just ask for ten more to be sure.



# In Summary

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\* How we talk about wellness matters. Be deliberate in your word choice and fight back against toxic-meaning creep.

\* Wellness is inherently a workplace issue. The diversity of wellness needs does not recuse workplaces from taking responsibility in this area.

\* Do not conflate wellness with self-care. You need both, commit resources to both.



# In Summary

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“In my dream, the angel shrugged and said, if we fail this time, it will be a failure of imagination. and then she placed the world gently in the palm of my hand.”

-Brian Andreas



LOVE!

# THANK YOU!



Any Questions?

