

Sit at a table based on your SDI/Core Strengths Color

We are motivated by concerns for...

PEOPLE

...wanting to help others

PERFORMANCE

...wanting to achieve results

PROCESS

...wanting to establish order

Are you a hub? Select the color you MOST identify with today.



YOU
belong

March 7, 2023

Student Affairs Forum: Supported

W E L C O M E

Committee Updates

Support: Leadership Team Highlights

Departmental Highlight: Counseling | SURS | CARE

Support Defined

What does support mean to me?

Announcements

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**STUDENT AFFAIRS LEADERSHIP TEAM
SUPPORT**

Adrian Andrews
Todd Boling

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Identifying and Providing Support...

STUDENT AFFAIRS FORUM

MARCH 7, 2023

Identifying Support

- ▶ As you navigate your professional career pay attention to your experiences and write them down.
 - Periodically process your professional experiences, paying attention to BOTH the ways you feel supported and the ways you do not.
- ▶ As you learn more about the ways you feel best supported (or not supported), share them with your supervisor and team.
 - Know when you need to ask for help, and don't be afraid to do it. Encourage others to do the same.

Ways I've learned to offer Support

- ▶ Take the time to get to know your colleagues apart from the work you do together.
- ▶ Know and maintain healthy boundaries in your relationships.
- ▶ Take the time to recognize their gifts or when they've done something well.
- ▶ Give others the freedom to fail and still be seen as good at their work.
- ▶ Empower your colleagues to name what they need from you. We're all different people and therefore have different needs.
- ▶ When possible, process things as a team in order to build consensus and buy-in.
- ▶ Prioritize your own self-care and encourage others to do the same.
- ▶ Be conscious of how your work load at times may be different from others, and offer help when you can.
- ▶ Recognize what others are capable of and help them pursue it.
- ▶ Look for moments where you can relax and have fun together!



So why do I think SUPPORT
is so important?





Providing Support is EVERYONE'S job.

Be mindful of how you want to receive it, but also know that it's YOUR job to provide it to others.

LET ME KNOW IF I CAN HELP: T.BOLING@TCU.EDU

SUPPORT: Departmental Highlight

Counseling & Mental Health Center

SURS: Substance Use & Recovery Services

CARE: Campus Advocacy, Resources, & Education

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SUPPORT: Departmental Highlight

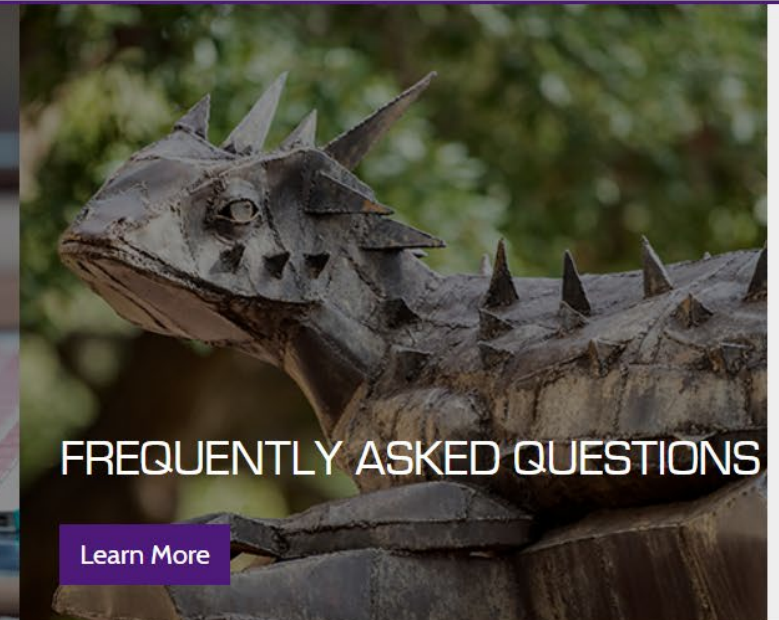
Counseling & Mental Health Center

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SUPPORT DEFINED

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Support Defined

- Supported— When you are supported at work, those around you give you what you need to get your work done and live a full life. These people may be peers and senior leaders.
- Professional vs Personal Support
- Why support is important to us?
 - Balance
 - Encouragement
 - Ability to deal with changes
 - Helps us feel cared for/appreciated

Support Defined

Types of Support

- Emotional
- Cognitive
- Political
- Self-Support

How do we determine the support we need?

- Take inventory & reflect-what is working/not working?
- What are your goals/priorities?
- Who can help you get there? What do you need to get there?

WHAT DOES SUPPORT MEAN TO ME

Kelcia Righton & Emily Tumilty

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My support path...

5 Tips

FOR THINKING ABOUT SUPPORT

Workplace

- What do I need at work to feel supported? (physically, emotionally)
- Who has the skills necessary to support me in my work?
- What support do I need from my supervisor?

Connection

- What resources are available in the workplace to provide me the support I need?
- How am I providing support for others?
- What do they need?
- What does my supervisor need from me?



Self

- What does support look like for me?
- What do I need to show up as my best self daily?
- What does my SDI/MBTI/Enneagram/Love language say about me?

Professional

- What skills do I need to be successful in the workplace?
- What opportunities are available for professional development?

Realistic

- How do all of these contribute to my overall sense of belonging and that of my colleagues?
- How does it allow me to serve my students well?

Pair & Share

- Find someone who is a different SDI Color (or someone sitting at another table)
- First, share briefly about what your color means to you.
- Discuss the following:
 - I feel supported when...
 - I am best at supporting others by...
 - In what areas do you currently feel most supported?
 - In what areas do you currently need support?

Pair & Share

- Were your responses different? How?
- Does your color play into the manner in which you feel supported?
- What steps can you take to increase the amount of support you feel?
 - This week? Month? Year?
- What steps can you take to increase the amount of support you can offer?
 - This week? Month? Year?

WAYS TCU SUPPORTS!

Employee Resource Groups: ERGs are employee-led groups comprising individuals with a common interest, issue or background

Employee Assistance Program: EAP provides valuable benefits that can help you identify and resolve many workplace, family, social, financial and mental health obstacles.

HR Signature Programs: Engagement and leadership programs designed to reduce barriers that may prevent employees from pursuing further educational goals.



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ANNOUNCEMENTS

- Final Spring Forum: April 4th | Proud & Celebrated
- New Staff Orientation: March 28
- Next Game Lunch: March 21 in Kelly Center
- Bagels & Belonging: coming soon!
- Professional Development workshops
 - LGBTQIA+ 101
 - CampusLabs/Baseline | March 23, 2–3:30 pm | Email Angie Taylor
- March Staff Spotlights
- Bingo! Get those cards going!

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Staff Spotlights

February: Natalie Boone, Terrence Hood, Caroline Sahba

- Prompts:
 - An app I have on my phone that would surprise people
 - Single best piece of professional advice I received
 - Something you are happy you did, but would never do again.
 - Three songs that represent your life and a sentence that describes the connection

March: Cristina Carpenter and Gaius George



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