

Coaching during challenging times

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Our Goals

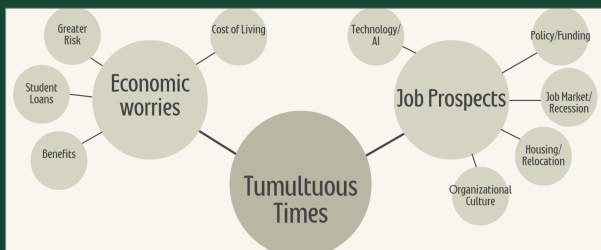
You'll leave with some concrete tips, but we're going to focus this time on exploring 3 approaches to help us meet students where they're at:

- 1. Holding space:** Grounding self & validating them
- 2. Hope Theory:** helping reframe hope as legit
- 3. Connection:** Good for mind, body, soul & career



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The Landscape (in brief)



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Finding space to breathe



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Introductions

- Share your name & pronouns (if you wish)
- Role / Title
- 1 thing that concerns you
- 1 thing that brings you hope



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Holding Space



Name the issue

Begin addressing a problem by identifying it. However, often the concrete concern for a student may lie beneath a murky feeling of general unease. Help students express how they feel.



Practice mindfulness

Notice how the student is 'showing up.' How does this sit with you? Simply being aware can open up a space to connect with empathy.



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Emotional Granularity

www.youtube.com/shorts/KNMMxVRaoM7?feature=share

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What might you do when a student opens up?

"Thank you for sharing"
Affirm agency

"Have you been able to express this with anyone else?"
Confirm community

Validate
"I hear you are feeling..."

Engage help as necessary
Refer to CAPS, use CARE form

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Dr. Charles "Rick" Snyder's Hope Theory

<https://youtu.be/Op4bp9hKV7Y>

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Hope ≠ toxic positivity

Hope is

- a cognitive state rooted in agency and planning
- optimism + direction/strategic plans
- grit + adaptability/problem solving
- the 3rd factor in a 3-body problem disrupting predictability

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In order to be Hope Heros

let's practice the facets of hope...

- What is a goal you choose for yourself this summer? (S.M.A.R.T.)
- What are some pathways you could take to get there?
What if Plan A doesn't work?
- Remembering that you've done hard things before —
what helped you then that might help you in the pursuit of this goal?

S M A R T

SPECIFIC MEASURABLE OBTAINABLE RELEVANT TIME-BASED

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Connection



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“Perhaps no other word in business is imbued with so much moral ambivalence, sense of futility, or even dread and distaste as ‘networking.’ To many people, the idea of networking to build instrumental ties and get ahead feels morally questionable —unfair, insincere, or simply dirty”

(Kawahara et al. 2018).

That's
Shady



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Helping Students Connect



Everyone has a network they can grow

Myth: “I don’t have a network.”



Possibility exists around every corner

Myth: “I should only bother talking to people in my field, who can get me a job.”



Curiosity at the heart of connections

Myth: “Networking is using others to get ahead.”



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Specific Tasks, for when they're ready...

1. **Know your value:** be prepared to articulate your strengths & tell your story
2. **Recognize your skills** as assets for jobs you've not yet thought about
3. **Cast a broad net:** revisit how you're defining success
4. **Use your network:** let folks know what you are looking
5. **Upskill/reskill/assess your skills** (but don't go in debt for this)
6. **Don't lose hope,** be kind to yourself
7. **Hold time/space** – on calendar and in heart for the search & self-care
8. **Not every job is a forever job,** right now jobs have real utility
9. **Career Center is available** to support your process (now & for life)



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GRAD PCD@UVM

- **Goal:** Provide all graduate students with the knowledge and opportunities they need to maximize their future career potential
- **Strategy:**
 - Integrate career preparation into degree completion from Day 1
 - Support and amplify the impact of existing PCD activities
 - Coordinate the development of new opportunities to equip students to meet employer demands

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Key Takeaways

What's something you are taking away from this session?

- Hold space for others (and yourself!) through validation
- Practice being a Hope Hero...
- Encourage/normalize connecting with purpose




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Up next...

10am Sessions

- **Global Learning**
(Chittenden)
- **AI and Student Writing**
(Williams)

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Feedback Survey

