

<p>How this competency could be demonstrated in your work</p>	<ul style="list-style-type: none"> • Developing an awareness of personal environmental impact in terms of waste, energy, and transportation • Embedding sustainability practices in program offerings (e.g. design, supplies, catering, printing) • Participating in one of several annual campus sustainability campaigns or events • Requesting sustainable options when making individual or departmental purchasing decisions • Connecting sustainability initiatives to Indigenous teachings that relate to caring for the land, air and water
<p>Sample coaching, reflection or interview questions</p>	<ul style="list-style-type: none"> • How have your attitudes and practices regarding sustainability been formed? • Who is a good role model for sustainability in your life? • How do you practice sustainability in the workplace? What ideas might you have to further your practice or impact? • What is one thing you can shift that would contribute positively to UVic achieving its sustainability goals? • What does the Indigenous teaching <i>etal n w l ÁTOL.NEUEL</i> Respecting the rights of one another and being in right relationship with all things mean to you? How does this connect to UVic's sustainability goals?
<p>Sample learning opportunities</p>	<ul style="list-style-type: none"> • Review the Climate and Sustainability Action Plan for connections to your work • Join the UVic Staff Sustainability Network • Access the campus sustainability fund to implement a project • Participate in campus-wide sustainability campaigns and events such as Bike to Work Week • Take a course or workshop (on or off campus) to learn a new sustainability behaviour such as bike maintenance or composting.
<p>Competency: FOCUS ON WELLNESS</p>	<p>I remain responsive and empathetic by prioritizing wellness, sense of belonging, and lifelong learning for myself, my colleagues, my team, our student population and the broader UVic community. I take care of myself and recognize my role in a community that sustains one another as we take on the important work ahead.</p>
<p>How this competency could be demonstrated in your work</p>	<ul style="list-style-type: none"> • Anticipating change, exploring alternative outcomes and developing contingency plans for yourself and to support others • Clarifying expectations and checking in regularly to confirm approaches, decisions and actions continue to be realistic and feasible • Monitoring your own reactions to change and considering how others' reactions may be different • Taking proactive steps to maintain your personal well-being and build resilience • Being aware of health and wellness related resources for students and employees and referring as appropriate
<p>Sample coaching, reflection or interview questions</p>	<ul style="list-style-type: none"> • What is your attitude towards change and how that has been shaped? • When did a work-related change not go well for you? What happened? How did it feel? What could have made it better? • How do you adapt to change? What do you need to do to let go of the old ways/patterns/beliefs and accept new ways of doing things? • How would others know when you are experiencing stress? What do you need from others when things get tough? • How do you look after yourself when experiencing stress and how do you know when you need to set boundaries or seek help?
<p>Sample learning opportunities</p>	<ul style="list-style-type: none"> • Use Learning Central to search for courses by filtering on the topic Health and Wellness • _____