



**ACTIVATE**  
2023 | NATIONAL WELLNESS CONFERENCE

# ACTIVATE the Future of our Field

A Reverse Panel Experience

Ashley Varol, PhD & Bridgette Stewart w/Student Guests



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## Overview of the Session

- In this unique session, you will hear from student panelists about their expectations and interests
  - You will have a chance to also be a panelist and share your experiences from the field for a collaborative learning opportunity
  - We hope we leave here with a collective understanding of the field - what it looks like now, what it could like with our emerging professionals, and how mentorship and engagement can help us ACTIVATE our field forward
- ***Our gameplan for the session:***
    - Introductions with the Panel
    - Participants (our audience) will share perspectives from the field
    - Multigenerational considerations & discussion about work expectations
      - From employer perspective
      - From student perspective
    - Mentor/mentee relationship



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## Introductions



### Moderators:

- Ashley Varol, PhD
  - Teaching faculty
  - Exercise Science program
- Bridgette Stewart
  - Chief Wellness Officer
  - Director of the Center for Integrative Wellness and the Wolf Wellness Lab
  - National Wellness Institute, Board of Directors

### Students:

- Haley Foreman
  - Undergraduate student
  - Exercise Science major
- **Students Names!!**



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## Now – *Reverse Panel* time!

- We need 3 guests to ‘come to the mic’ to share:
  - Your job title
  - What does a typical day look like in this role
  - Hard/soft skills you use regularly
  - Degree/certification pathway to get you there





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## Multigenerational work considerations

TRADITIONALISTS Pre-1945	BOOMERS 1946-1965	GEN X 1966-1977	MILLENNIAL 1978-1995	GEN 2020 After 1995
<b>Experienced:</b> Great Depression, WWI and II, GI Bill	<b>Experienced:</b> Television, Moon Landing, Watergate, Vietnam War	<b>Experienced:</b> MTV, Nintendo, PC's	<b>Experienced:</b> Natural disasters, diversity, mobile technology	<b>Experienced:</b> Economic downturn, Global Warming
<b>Work is:</b> An obligation	<b>Work is:</b> Expected	<b>Work is:</b> A difficult challenge	<b>Work is:</b> A means to an end	<b>Work is:</b> Constantly evolving
<b>Aspiration:</b> Home ownership	<b>Aspiration:</b> Job security	<b>Aspiration:</b> Work-life balance; independence	<b>Aspiration:</b> Freedom and flexibility	<b>Aspiration:</b> Structure and stability
<b>Changing Jobs:</b> Stay for life	<b>Changing Jobs:</b> Loyal to employer; connecting to values	<b>Changing Jobs:</b> If necessary for compensation	<b>Changing Jobs:</b> Is expected	<b>Changing Jobs:</b> Constantly
<b>Career Paths:</b> Slow and steady	<b>Career Paths:</b> Upward mobility	<b>Career Paths:</b> Need to know options now	<b>Career Paths:</b> Switch frequently and fast	<b>Career Paths:</b> Career "multitaskers"

<https://www.progressiveae.com/creating-multigenerational-spaces/>



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## Multigenerational work considerations

- “A World Economic Forum, AARP and the OECD study finds that investing in multi-generational workforces will raise GDP per capita by almost 19% in three decades.”



<https://www.weforum.org/agenda/2020/12/how-a-multi-generational-workplace-is-key-to-economic-growth/>



## Multigenerational work considerations

- The benefits:



<https://www.weforum.org/agenda/2020/12/how-a-multi-generational-workplace-is-key-to-economic-growth/>

- The challenges:

- Navigating communication issues, differences and preferences
- Stereotypes
- Varying employee expectations



<https://www.aihr.com/blog/multigenerational-workforce/>



## Now – *Reverse Panel* time!

- Employers – please share:

- Benefits you've seen when working in a multi-generational workforce
- Expectations in the workplace
- Differences you see in emerging vs. experienced professionals
- How best to blend our preferences in the workplace

- Students – please share:

- What you bring to the table as a new graduate/emerging professional
- Your expectations for an internship or a first job
- What support you'd like to see as an emerging professional
- Concerns you have about being the new person on the team





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## THE MENTORING SKILLS MODEL

SHARED CORE SKILLS



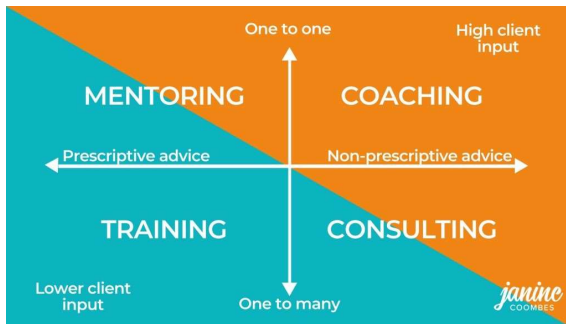
<https://www.ciol.org.uk/skills-of-a-mentor>



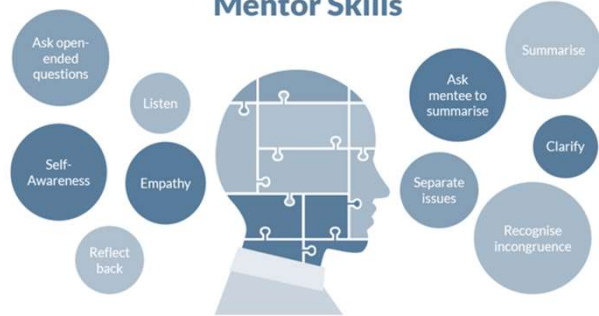
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## Mentor/mentee relationship



### Mentor Skills



<https://www.linkedin.com/pulse/5-key-skills-successful-mentor-mayur-gupta-he-him/>





## Now – *Reverse Panel* time!



- Employers – please share:
  - What you’re looking for in a mentee
  - How you’d like to be contacted if someone wanted to have you as a mentor
  - Experiences (positive or negative) with mentoring
- Students – please share:
  - What you bring to the table as a new graduate/emerging professional
  - Your expectations for an mentor
  - Your communication preferences if you were to work with a mentor



## Final Thoughts

- Things to share:
  - Summarizing our role to activate the future of the field?
  - Advice or tips for our emerging professionals?





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## Thank you!

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