




PLEASANT'S CONSULTING
Executive Coaching | Team Building | Leadership Development
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Black Faculty and Staff Association (BFASA) - Mental Health & Wellness Committee
presents:

TAKING CONTROL WHILE NAVIGATING UNIQUE ISSUES

LUNCH & LEARN EVENT – TUESDAY, APRIL 26TH

1

OBJECTIVES



To provide insights and strategies to assist you in successfully navigating the unique issues you encounter as a Black professional in higher education.

2

CONSIDERATIONS FOR SUCCESS





Mute when you are not speaking to minimize distractions. Use the Chat box for questions or just chime in.

Please respect differing opinions and maintain confidentiality!

3

LOCUS OF CONTROL

Locus of control refers to the extent to which you feel you have control over the events that influence your life. It influences how you respond to the events that happen in your life, and your motivation to take action.

A. INTERNAL

You believe you have control over what happens, and you hold the keys to your fate.

You are more likely to take action to change your situation when needed.

B. EXTERNAL

You believe you have no control over what happens and that external variables are to blame.

You are less likely to move towards action to change your situation when needed.

What is your Locus of Control?

4

“Don't complain
about what you tolerate,
escalate, acclimate, or vacate.”

Coach Benita

5

ESCALATE



- become or cause to become more intense or serious
- to pass (a transaction or case) on to a higher level in an organizational hierarchy

6

ACCLIMATE



- respond physiologically or behaviorally to a change in an environmental factor under controlled conditions
- to accustom or become accustomed to a new environment or situation; adapt

7

VACATE



- to give up the tenure, possession, or occupancy of (a place, post, etc.)
- to leave (a place that one previously occupied)

8

WELLBEING STRATEGIES

- Evaluate
- Educate
- Eliminate
- Explore



Well Being: The Five Essential Elements
 Tom Rath and Jim Harter
 Gallup Press New York, NY

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QUESTIONS – CLOSING COMMENTS
