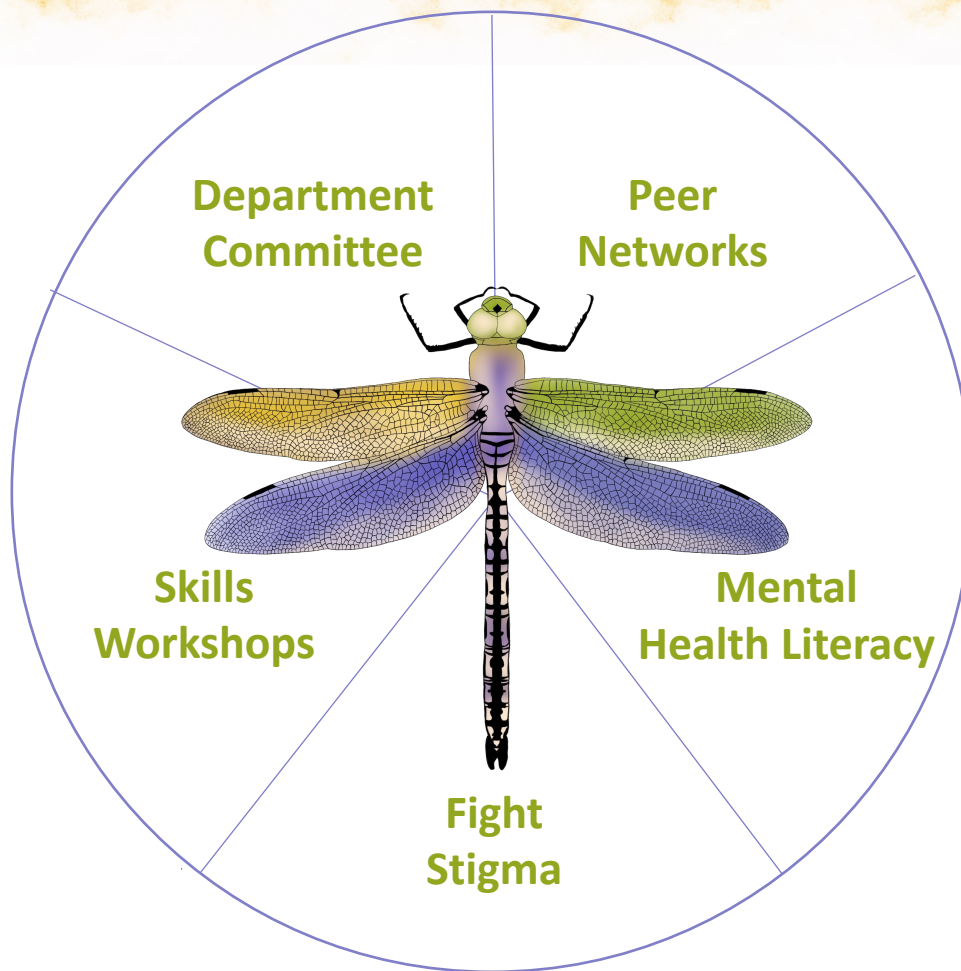


# Discrete Programs Brochure



## Dragonfly's Five Domains of Excellence



**We tailor our evidence-based interventions, grounded in universal principles, to the specific needs of the community at hand.**

**Discrete, or a la carte, programs are available in three domains: Mental Health Literacy, Skills Workshops, and Fighting Stigma.**

# Discrete Program Offerings

Mental Health Literacy Talks	One-hour or 90-minute Seminars with Discussion	Page
Intro to Mental Health Literacy	The basics of mental health including prevalence in academia, signs and symptoms, and the underlying science	2
A Scientist's Primer on Depression	The basics of the biology of depression and reasons for higher rates among academics	3
Mental Health in Isolation	Explains how our body and mind function during increased pandemic-induced isolation including tips and tricks to manage this novel stressor	4
Imposter Phenomenon	The basics of imposter phenomenon including the limited research, symptoms and potential management strategies	5
Basics of Burnout	Defines the core components of burnout including evidence-based strategies to treat symptoms and how to prevent work-related stress	6
Burnout: Practical Tools for Supervisors	Reviews burnout and provides concrete evidence-based strategies that supervisors can employ to support their team	7
Academia-Related Immigration	Promotes greater understanding and compassion of the unique challenges immigrants face with both context and solutions	8
Power Abuse in Academia	Defines power abuse, its prevalence and consequences, focusing on what specific actions can be taken to drive change in the group and institute	9
Mentoring as a Two-Way Street	Describes high-quality mentoring in academia and discusses approaches to maximize the quality of mentoring relationships	10
Skills Workshops	Two-hour Interactive Workshops	Page
Active Listening	Provides immediately usable knowledge and skills to improve faculty preparedness to recognize, speak with, and refer trainees and team members that may be struggling with mental health issues	11
Managing Upwards	Introduces established strategies and techniques that will improve students' ability to set expectations, establish and renegotiate healthy boundaries, and anticipate and address issues that arise	12
Managing Inwards	Introduces effective strategies and techniques to understand and interact with communication dynamics, personal triggers, limiting self-beliefs allowing for better communication with supervisors.	13
Custom Anti-Stigma Film	Respected Faculty and Students Sharing Lived Experiences	Page
"Breaking the Stigma"	Presentation and discussion involving the screening of a tailor-made film created to combat stigma around mental health struggles featuring interviews with community members	14



# Intro to Mental Health Literacy



## Motivation

There are many misconceptions about psychiatric disease: what causes it, who is at risk, and how it manifests. Increasingly, we are understanding how common these misconceptions are in academia. “A Scientist’s Primer on Mental Health” is a 1-hour seminar and facilitated discussion which delivers the basics of mental health at a level that academics appreciate.

## The seminar includes:

- ✓ Prevalence of mental health illness in general and academic populations
- ✓ An overview of signs and symptoms, highlighting those seen in academic settings
- ✓ The science underlying the causes and treatments of mental illnesses, with an emphasis on depression and anxiety (most common mental illness)

## Customized for your community

Each seminar includes a customized survey and analysis of attendees’ perceptions on mental health prevalence, impact and barriers in their community which is used to facilitate discussion and provide community specific insights for future mental health needs assessment and strategies. Objective mental health knowledge of attendees pre and post seminar will also be assessed.

## ***What People are Saying***

*“Fantastic talk and discussion, I’m really glad we had it!”*

*“This was great! I think that talking about this issue frequently helps to remove the stigma against seeking mental health treatment.”*

*“I really appreciated the opportunity to hear how many faculty members have our backs!”*

# A Scientist's Primer on Depression



## Motivation

There are many misconceptions about depression, the most common mental illness: what causes it, who is at risk, and how it manifests. Those with high IQ and higher educational attainment are at particularly high risk of developing depression but also less likely to seek treatment largely due to stigma. “A Scientist's Primer on Depression” is a 1-hour seminar and facilitated discussion which delivers the basics on depression at a biological level that academics will appreciate. This talk is particularly well suited for biologists, biochemists, and geneticists.

## The seminar includes:

- ✓ Prevalence of depression in general and academic populations
- ✓ An overview of signs and symptoms, highlighting those seen in academic settings
- ✓ The science underlying the causes and treatments of depression
- ✓ An expert led facilitated discussion

## Customized for your community

Each seminar includes an optional customized survey and analysis of attendees' perceptions on depression prevalence, impact and barriers in their community which is used to facilitate discussion and provide community specific insights for future mental health needs assessment and strategies. Objective mental health knowledge of attendees pre- and post-seminar may also be assessed.

## ***What People are Saying***

*“I feel better equipped to deal with it and to pay attention to the wellbeing of other people and encourage them to get help if they need it.”*

*“I really appreciated the talk and I think it started really good discussion (not just during but after the talk as well).”*

*“The talk was both moving and very informative.”*



# Mental Health in Isolation



## Motivation

In the times of a global pandemic and an overall insecurity of academic life, it can be challenging to maintain your mental health. “Mental Health in Isolation” is a 60-minute talk and facilitated discussion that explains how our body and mind function during global disease outbreak and subsequent isolation, pinpoints the main areas of everyday life which are affected by the pandemic, and provides suggestions, tips and tricks to gain the feeling of stability and sanity back.

## The workshop includes:

- ✓ An overview of chronic stress impact
- ✓ Evaluation of anxiety triggers
- ✓ Suggestions on managing stress stimuli
- ✓ Discussion on gaining the stability back

## Customized for your community

Each workshop includes customized services to tailor the workshop to the specific needs of the client. A pre-talk meeting with key stake holders ensures that the content of the talk itself and the production of take-home resources are maximally relevant to the audience. A pre-talk meeting also allows us to get familiar with the available local resources on campus and promote them during the talk. While we recommend the full 60-minute talk, we can also offer a reduced 30-minute talk covering the main topics in a lecture-only format.

## ***What People are Saying***

*“I value an explanation of what’s going on with my mind and my body – it made me feel that I am not alone in what I am going through, and that there are working ways to deal with it.”*

*“The discussion helped me to appreciate even more that in my division the pandemic precautions are taken seriously.”*

# Imposter Phenomenon



## Motivation

Imposter experience describes high-achieving individuals who, despite their objective successes, fail to internalize their accomplishments and have persistent self-doubt and fear of being exposed as a fraud or imposter. It may be accompanied by depression, anxiety, and self-sabotaging behaviors. “Imposter Syndrome” is a 1-hour seminar and facilitated discussion which delivers the basics of imposter syndrome symptoms, background, and managing options.

## The seminar includes:

- ✓ Prevalence of imposter syndrome in academic population
- ✓ An overview of experiences, highlighting those seen in academic settings
- ✓ The causes and possibilities to manage the imposter syndrome

## Customized for your community

Each seminar includes a customized survey and analysis of attendees’ perceptions on mental health prevalence, impact and barriers in their community which is used to facilitate discussion and provide community specific insights for future mental health needs assessment and strategies. Objective mental health knowledge of attendees pre and post seminar will also be assessed.

## ***What People are Saying***

*“I have always felt like I am the only overachiever in the world, and now I see that there are other people managing to live happy lives despite imposter syndrome.”*

*“It felt great to share my fears with the peers and see that the most experienced of them have the same imposter issues!”*

*“I can be sufficient to do my job. Some skills I will get, some I will lose, somewhere I will sink, and somewhere I may be better than others.”*



# Basics of Burnout



## Motivation

Burnout is work-related feelings of exhaustion, cynicism, and lack of accomplishment and is highly prevalent in chronically high-stress jobs such as those in academia. The “Basics of Burnout” is a 1-hour seminar and facilitated discussion which defines the core components of burnout, presents evidence-based strategies to address the symptoms, and discusses how to prevent work-related stress.

### The seminar includes:

- ✓ Prevalence and impact of burnout in academic and employee populations
- ✓ An overview of the burnout cycle and how to break it
- ✓ Emphasizes what contributes to burnout and how academics can address them

### Customized for your community

Each seminar includes a customized survey and analysis of attendees’ perceptions on mental health prevalence, impact and barriers in their community which is used to facilitate discussion and provide community specific insights for future mental health needs assessment and strategies.

## ***What People are Saying***

*“I had no idea that what I was experiencing was burnout. This presentation really helped me see what was causing it and what I could do about it.”*

*“With the additional stress from the pandemic, it now feels like we are BBO (Beyond Burn Out). Knowing the evidence of what helps makes me more confident in taking time off so I can come back fresh.”*

*”What a great resource! I’ll definitely be sharing this information with my colleagues and boss.”*

# Burnout: Practical Tools for Supervisors



## Motivation

Burnout is a work-related stress-induced syndrome that benefits tremendously from intuitional and supervisor support. The “Burnout: Practical Tools for Supervisors” is a specialized 1-hour seminar and facilitated discussion which briefly reviews the basics of burnout, presents evidence-based strategies that supervisors can employ to help their team address the symptoms, and discusses how to prevent and mediate work-related stress.

## The seminar includes:

- ✓ Review of the basics of burnout
- ✓ Intentional Culture Building
- ✓ Encouraging restorative breaks and vacation
- ✓ Active Listening
- ✓ Self-education on diverse experiences
- ✓ Advocating and following up

## Customized for your community

Each seminar includes an optional customized survey and analysis of attendees’ perceptions on mental health prevalence, impact and barriers in their community which is used to facilitate discussion and provide community specific insights for future mental health needs assessment and strategies.

## ***What People are Saying***

*“I appreciate how it was tailored to academia and the presenter was clearly knowledgeable about the nuances of burnout in this field.”*

*“The discussion after the talk was extremely useful. I will certainly use some of these strategies in my lab group.”*

*“The most useful thing was hearing an academic tell me I'm not broken and just burnt out. It was more informative than I have imagined and gave me hope.”*



# Academia-Related Immigration



## Motivation

This talk is made by immigrants for immigrants and people in their environment. With this talk we aim to promote greater understanding and compassion of the unique challenges immigrants face, provide the context and solutions for both, immigrants and people who are around them.

## The workshop includes:

- ✓ Definitions and prevalence of immigration in academia
- ✓ Phases of cultural adjustment and an effect of academic environment on it
- ✓ Tools to prepare for immigration
- ✓ Self-help tools for immigrants and support tools for their surrounding

## Customized for your community

Immigration is defined as the action of coming to live permanently in a foreign country, a course many academics take during the course of their careers. Utilizing peer reviewed publications, as well as the experiences of Dragonfly Mental Health volunteers, this talk was developed by immigrants for immigrants and is an excellent opportunity for the people in immigrants' lives to gain a better understanding of the difficulties they face in academia. "Mental Health and Academia-Related Immigration" is a 60-minute seminar and facilitated discussion which aims to promote greater understanding and compassion of the unique challenges immigrants face, and provide context and solutions for both immigrants and the people in their lives.

## ***What People are Saying***

*"I did not really understand what my international students were going through and that there are so many things that can be done to support them."*

# Power Abuse in Academia



## Motivation

The high interdependency between supervisor and supervised, combined with the pressure to succeed, make power abuse commonplace in Academia. “Power Abuse in Academia- what can we do?” is a 90-minute seminar and facilitated discussion which includes definitions and concrete examples. It offers insights and encourages discussion on why power abuse is so common and what can be done to drive change.

## The seminar includes:

- ✓ The definition, prevalence, and consequences of power abuse
- ✓ What victims can do
- ✓ Specific actions to drive change

## Customized for your community

Each 90-minute seminar (45-minute talk followed by a 45-minute expert facilitated open discussion) includes customized services and take-home materials which are tailored to the specific needs of the client. A pre-talk meeting with key stakeholders allows for identification of local resources on campus which will be promoted during the talk.

## ***What People are Saying***

*“Informative, engaging, and empowering. It offers very easy steps to take in difficult situations as well as provides resources.”*

*“Great to learn what is actually already harassment and how some of the things that already seem “normal” are not acceptable.”*

*“Great insights into good practices and measures that institutes can take to counter harassment - and tips on what junior researchers can do themselves to get help and to break the taboo and talk about mental health, power abuse, and discrimination.”*



# Mentoring as a Two-Way Street



## Motivation

Many potential mentors and mentees believe that mentoring is solely about the mentor providing advice about the mentee's professional development. High quality relational mentoring has the potential to be bidirectional (enhancing the development of both the mentor and mentee) and transformational (impacting how the mentor and mentee think about not just their current job, but their careers, their vocations, and their lives).

## The seminar includes:

- ✓ Description of high-quality mentoring and the potential for it to be a two-way street
- ✓ Approaches to maximize the probability of a high-quality relationship
- ✓ Steps in operationalizing mentoring relationships

## Customized for your community

A pre-discussion meeting to understand the community view and understanding of mentoring and the starting point for discussion will allow for appropriate configuration of what is emphasized, what is touched on briefly, and the structure of the Q&A at the conclusion of the discussion.

## ***What People are Saying***

*"We received such an overwhelmingly positive response following the session."*

*"Thank you so much for your wonderful presentation on how mentoring can go right or down the hill. I was pleased to attend and willing to spread the culture here."*

*"Passion comes across very vividly. And helps engage the audience."*

# Active Listening



## Motivation

Students, trainees, and team members want to be able to have frank conversations with their mentors and team leaders but are not empowered to initiate them. Faculty and team leaders care about their trainees and team but worry that they may say the wrong thing, exacerbate the situation, or risk being invasive. “Tools for Supporting Team Mental Health” is a 90-minute workshop that provides immediately usable knowledge and skills to improve leader preparedness to recognize, speak with, and refer trainees and team members that may be struggling with mental health issues.

## The workshop includes:

- ✓ Orientation and setting boundaries
- ✓ Active listening skills
- ✓ Review of resources
- ✓ Bespoke handouts and quick guide materials

## Customized for your community

A pre-workshop meeting with key stake holders ensures that the content of the workshop itself and the production of take-home resources are maximally relevant to the audience. A post-workshop meeting involves reviewing the analyzed participant survey feedback which will provide community-specific insights for future mental health needs and strategies. Subjectively reported differences between participant preparedness to recognize, speak with, and refer team members who may be struggling with mental health issues will also be assessed.

## ***What People are Saying***

*“The workshop was very enlightening. I liked that it provided concrete ideas on what to say.”*

*“I think these programs should be required for all incoming faculty as a part of mentorship training.”*



# Managing Upwards



## Motivation

Students, trainees, and team members want to be able to have frank conversations with their mentors and team leaders but are not empowered to initiate them. Dragonfly Mental Health's "Managing Upwards: Optimizing Student-Supervisor Communication to Support Wellbeing" is a two-hour, interactive workshop that will introduce you to tried and true strategies and techniques that will improve your ability to set expectations, establish and renegotiate healthy boundaries, and anticipate and address issues that arise. Small group practice sessions help you integrate these skills and make them immediately usable in the real world.

## The workshop includes:

- ✓ Introduction to Managing Up
- ✓ Practical Strategies
- ✓ Expectations and Boundaries
- ✓ How to say "No"
- ✓ Keeping your Supervisor Accountable
- ✓ Communication Skills

## Customized for your community

A pre-workshop meeting with key stakeholders ensures that the content of the workshop itself and the production of take-home resources are maximally relevant to the audience. Upon request, a pre-talk and/or post-talk survey can be included to assess the effectiveness of the workshop; in which case a post-workshop meeting involves reviewing the analyzed participant survey feedback which will provide community-specific insights for future mental health needs and strategies.

## ***What People are Saying***

*"Great workshop, really good instructors, please continue like this! I learned to be more confident with my own needs and how to communicate them."*

*"It was helpful to see that I am not alone with my issues and that there are techniques to improve communication with my supervisor."*

# Managing Inwards



## Motivation

Students, trainees, and team members want to be less affected by the demands, criticisms, expectations, and pressure from their supervisors and the academic environment in general. Dragonfly Mental Health's "Managing Inwards: Staying calm and confident within student-supervisor communication" is a two-hour, interactive workshop. It will introduce you to tried and true strategies and techniques such as internal reflection and management which will improve student-supervisor communication. Practice sessions in pairs or small groups will help you integrate these skills and make them immediately usable in the real world.

## The workshop includes:

- ✓ Introduction to Managing Inwards
- ✓ Communication Dynamics
- ✓ Identify Personal Triggers in Communication
- ✓ Evaluate Limiting Self-Beliefs
- ✓ Dealing with Tough Communication
- ✓ Step-by-step Roadmap for Managing Inwards

## Customized for your community

A pre-workshop meeting with key stakeholders ensures that the content of the workshop itself and the production of take-home resources are maximally relevant to the audience. Upon request, a pre-talk and/or post-talk survey can be included to assess the effectiveness of the workshop; in which case a post-workshop meeting involves reviewing the analyzed participant survey feedback which will provide community-specific insights for future mental health needs and strategies.

## ***What People are Saying***

*"It was helpful to better understand communication dynamics & why advisers may be acting in a particular manner. 'In irritation lies information' is so helpful as a concept!"*

*"The workshop helped me develop a better understanding of the position I take when I talk to my supervisors – it gave me tools to analyze difficult encounters with my supervisor."*



# “Breaking the Stigma” Custom Film



## Motivation

Many people in academia express fear that if they experience mental health struggles, they will never be successful in academia and it means that they “don’t have what it takes” to succeed. They also worry that their mentors and colleagues will judge them and not be supportive. “Breaking the Stigma” is a 1-hour multimedia presentation and discussion which involves the screening of a tailor-made film created to combat stigma around mental health struggles. Faculty and leaders within your community willing to discuss their own lived experience will be interviewed about their struggles, how they got through them and what advice they have for others. We create a safe space for respected members of the academic community to share what typically is left undiscussed yet is an integral part of what makes an academic successful and fulfilled. Scheduling, filming, and editing of the film are all included in this program as well as a 1-hour event during which a 10- to 20-minute film will be screened, followed by a facilitated discussion.

## ***What People are Saying***

*“As a senior scientist, with tenure, I have nothing to lose by anyone thinking less of me as one who was depressed, and plenty to gain by sharing my experience. In fact, I have only received positive feedback since I was featured in the movie. As one who survived and prospered despite periods of depression, I think it’s useful to share my experience, that it is not a permanent condition, that one can recognize depressive episodes, and seek effective treatment.”*

~ **Richard Harland PhD**, Film Participant,  
UC Berkeley, Dean of Biological Sciences

*“I learned a lot and got a chance to have meaningful discussions with my colleagues.”*

*“I think that showing how very successful scientists have struggled and continue to struggle with mental health issues is a powerful way to say that mental illness is not a sign of weakness, nor does it preclude success.”*