

**You Are More Than
You Realize**

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The Issue at Hand

- Classified staff often feel “less”
- Directly... or implicitly
- Appreciation vs. patronization
- Largely in our heads
- Be like Pippin
- Five Healthy Coping Mechanisms
- Who am I to talk?



I Married a College Professor



- Doesn't need to be “verses”
- Shift your POV
- All jobs have challenges
- 40 hours vs. 80 essays
- Summer vacay vs. vacay days
- Grass is greener...

1. Realize the Larger Whole

- Tribal nature: Us vs. Them
- Classified Staff vs. Professors
- Tenured Professors vs. Adjuncts
- Borders Music vs. Books
- Borders Goleta vs. Santa Barbara
- Braille Institute: SB vs. LA
- Wherever you go, there you are
- Enlarge your circle



2. Realize Your Role is Significant

- They're paying you
- Stop thinking "I'm just a..."
- Positions on a team
- Football and the Justice League
- Parts of a car
- Leadership is just another role
- Rethink the "hierarchy triangle"
- "All of us are different, none of us are less"



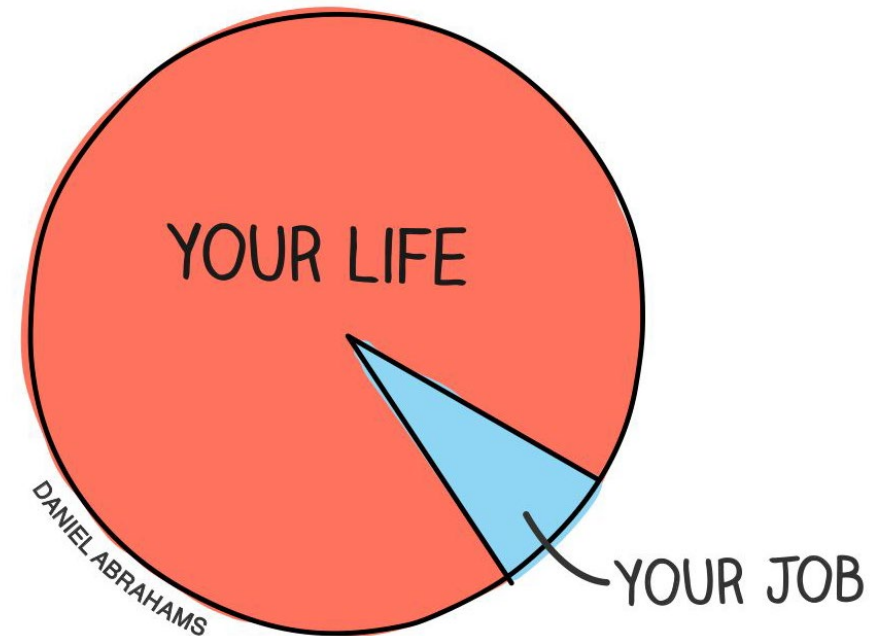
3. Realize Your Expertise



- Your skillset can sneak up on you
- 10 seconds and 36 years
- Learn what you know by teaching it
- Secret skills
- Professors and subject matter
- Accessibility specialists and alt text
- My dad the typist

4. Realize You Are More Than Your Job

- Value unassociated with career or income
- Roles we play beyond jobs
- Hobbies can define you
- Art can define you
- Family can define you
- Religion can define you
- Kindness can define you
- Give yourself priority



5. Realize Comparison is Pointless

- “Comparison is the thief of joy”
- Highlight reel, job, money, house, body
- “What you think of me is...”
- Only compare yourself with yourself
- Who were you five years ago?
- Acknowledge your accomplishments!
- Climbing the ladder may not be the answer
- Imposter syndrome higher among leadership



The Story of the Stone Cutter



- Taoism
- Peace with oneself
- Flow with nature
- Enjoy the ride
- Storytime