

# What's An Organization To Do?

Thinking more broadly about self care

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# Why This Topic?



# What is Self Care?

- What are some of the messages in your organization about self care?
- Is it talked about? If yes, in what contexts?
- Are there any organizational cultural norms around self care?

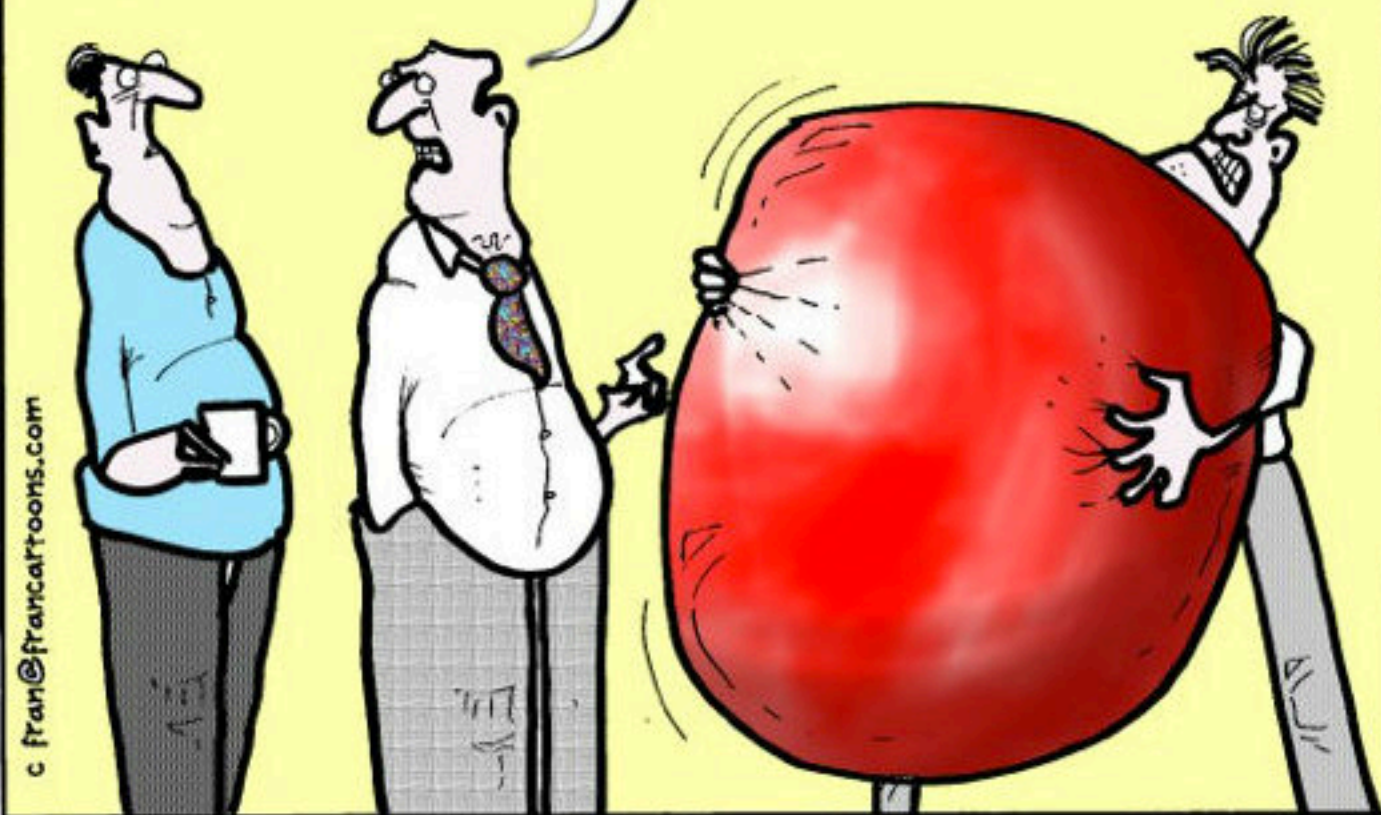
# Support?

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- What does support look like to you? What does support feel like?
- Do you feel that your organization supports your self care?



Social workers tend to need a  
larger than average 'stress ball'.



TO DO

When I said you should  
get more sleep I meant  
AT HOME!

SOCIAL  
SERVICES  
AREA D

URGENT

FRAN

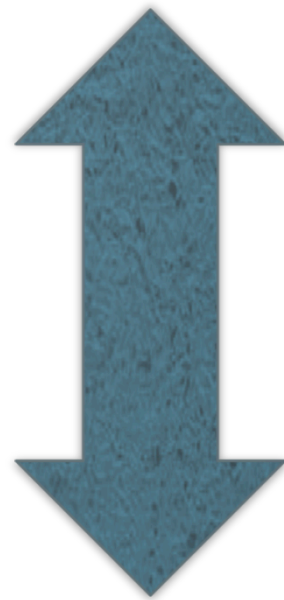


# Organizational Trauma

- Founding of the organization
- Single devastating event
- Ongoing wounding
- Nature of the work
- Policies and processes of the organization



**People**



**Trauma**

**Systems**

# Signs of Traumatized Systems

- Conflict avoidance
- Reluctance to make decisions
- Reactivity
- Demoralization
- Closed boundaries between the organization and external environment
- Centrality of insider relationships
- Stress and anxiety contagion
- Inadequate worldview and identity erosion
- Depression expressed through fear or anger
- Despair and loss of hope

## Professional Impacts

Job Performance	Moral	Behavioral	Interpersonal
<ul style="list-style-type: none"><li>-Obsession with detail</li><li>-Decreased productivity</li><li>-Avoidance of certain tasks</li><li>-Low motivation</li></ul>	<ul style="list-style-type: none"><li>-Loss of interest</li><li>-Apathy</li><li>-Dissatisfaction</li><li>-Decreased confidence</li></ul>	<ul style="list-style-type: none"><li>-Frequent job changes</li><li>-Overwork</li><li>-Tardiness</li><li>-Exhaustion</li></ul>	<ul style="list-style-type: none"><li>-Poor communication</li><li>-Staff conflicts</li><li>-Withdrawal from others</li><li>-Impatience</li></ul>

From: BC Provincial Mental Health and Substance Use Planning Council



# Clinical Vs. Organizational Perspective

Clinical Perspective	Organizational Perspective
Secondary traumatic stress results from caring for others who experience trauma	Cumulative trauma becomes embedded in organizational culture
Impacts increase with intensity and prolonged exposure	Impacts increase with intensity and prolonged exposure
Individuals feel anxious, fearful, and helpless	Organizational cultures become anxious and exhibits helplessness
Individuals become hypervigilance and limit exposure to others	Organizations strengthen protective boundaries to limit exposure to outsiders
Individuals become susceptible to depression and loss of hope	Organizations become susceptible to isolation and despair

Adapted from “Organizational Trauma and Healing”

# Whose Responsibility?

Personal	Organization
<ul style="list-style-type: none"><li>• Prioritize your wellbeing</li><li>• Listen to your needs</li><li>• Express your needs</li><li>• Be ready to say ‘No’</li><li>• Pay attention to what you say “Yes” to</li></ul> <p>“Courage is asking for what you need” –Brene Brown</p>	<ul style="list-style-type: none"><li>• Creating and sustaining a healthy work environment</li><li>• Providing people with reasonable workloads</li><li>• Provide support</li><li>• Create space- both physical and emotional</li><li>• Nurture Transparency and Trust</li></ul>
<b>Boundaries</b>	



# Supportive Connections

- ⇒ What does support look like?
- ⇒ When does feedback feel supportive?
- ⇒ How do you prefer to receive new assignments?
- ⇒ What level of direction on projects do you prefer?
- ⇒ How can supervision be most supportive to you? (an hour all together, shorter meetings throughout the week, etc)
- ⇒ What expectations do you have about our time in supervision together?
- ⇒ *Share your expectations of them*

- ⇒ Preferred way for others on the team to ask you questions? (sending an email, instant messaging, asking in person at any time, asking in person only when not at desk, etc)
- ⇒ Setting norms around music listening. Do we always use headphones? Is there any time where it would feel appropriate for quiet music over computer speakers?
- ⇒ What opportunities are there for us to connect as a team outside of meetings (morning stretch breaks, lunch together once a week, afternoon walks, etc)
- ⇒ What is 1 thing other members of the team can do to make you feel supported?

# Team Care

## **Self Reflection**

- What is important in my life?
- What gives me energy?
- What are the things that drive me?
- Where do I see myself growing? (Either in career or in personal areas)

# Team Care

## Barriers

- Are there things keeping me from focusing on what I think is important in life? What are they?
- What takes a disproportionate amount of energy from me?
- What are the first signs I notice when I am out of balance?
- What are the external signs someone might notice about me when I am out of balance?

# Team Care

## **Support**

- What does support feel like to me?
- What does support look like?
- When does feedback feel supportive?
- What is the supportive way I want my supervisor to show up for me when I am out of balance?
- What is the supportive way I want my co-workers to show up for me when I am out of balance?

# Team Care

## **Things in My Control**

- What do I need in my life, at work and outside of it, to feel good at work?
- What can I do during the workweek to feel good at work?

## **Things Others Control**

- What can my supervisor do during the workweek to help me feel good at work?
- What do I need from my organization to feel good at work?

# Questions?

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# Resources

- Trauma Stewardship An Everyday Guide to Caring for Self While Caring for Others -Laura van Dernoot Lipsky
- Restoring Sanctuary- Sandra Bloom & Brian Farragher
- Dare to Lead- Brene Brown
- Organizational Trauma and Healing- Pat Vivian & Shana Hormann

# Contact Info

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