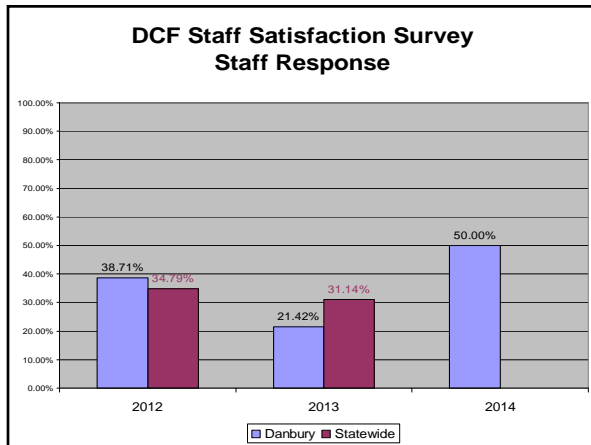


Wellness of Staff

Taking care of the Person...
and the Professional.

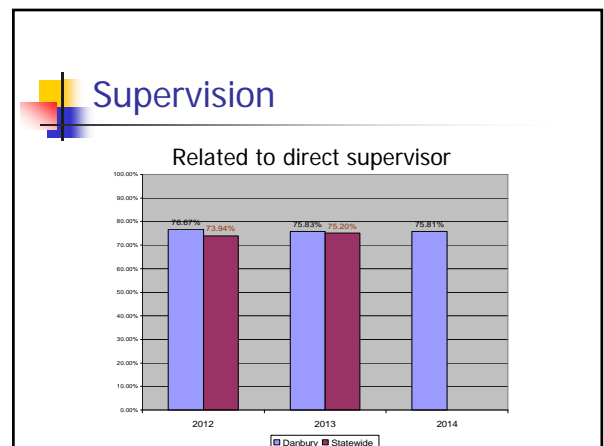
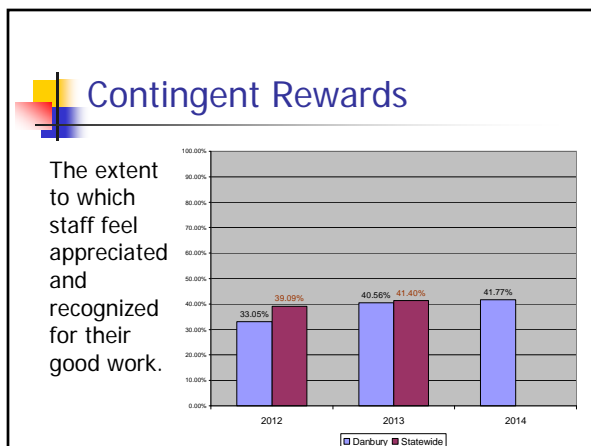
Why Wellness??

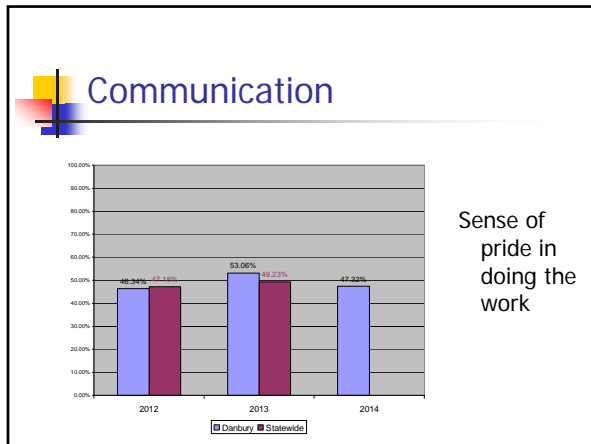
Research shows that it is common for professionals in the human services field to experience burn out, compassion fatigue, secondary trauma and emotional exhaustion and much more.



What did we look at?

- Contingent rewards
- Supervision
- Communication

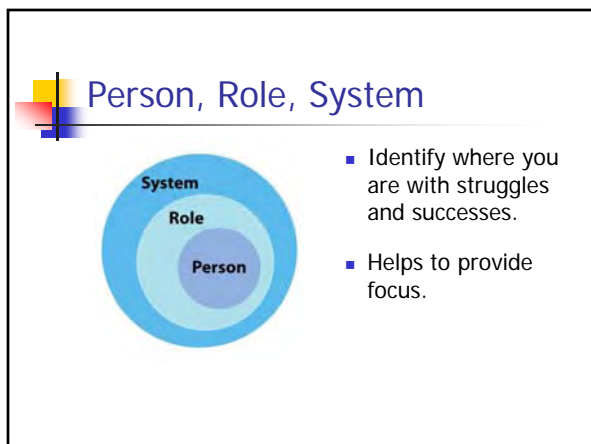




- ### Where do we go from here?
- Develop support systems that would allow staff to share common concerns and develop a solution focused response to concerns.
 - Celebrate successes and next steps to promote positive thinking on renewal, value, focus and purpose!!

- ### Some concrete ideas...
- Routine Surveys to assess staff needs.
 - Staff meetings
 - Group Supervision
 - Routine Wellness events to promote self care and professional development.
 - EAP
 - Plan events/activities that include partnership with outside providers.
 - Develop a response/solution to staff survey concerns that focus on Renewal, Value, Focus and Purpose.
- Institutionalize Wellness....**


- ### Two Promising Strategies
- Person, Role and System
 - The Pathway to Accountability



Pathway to Accountability

Where are you at and how to create success on your path

Unaccountable for commitments to action				Accountable for commitments to action			
Utilize blame others	"I can't do this"	Wait & Hope	Acknowledge reality	Own actions (emotional)	Find solutions	Make "it" happen	



Next Steps...

....The Challenge for us is to
Find out what we're made of...

- What tasks can we connect to person, role, system and track on our pathway to accountability?

Be counted on like one, two three!

