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 burnout, compassion fatigue, secondary trauma and emotional exhaustion and much more.

DCF Staff Satisfaction Survey

Staff Response

<table>
<thead>
<tr>
<th>Year</th>
<th>Danbury</th>
<th>Statewide</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>38.71%</td>
<td>34.79%</td>
</tr>
<tr>
<td>2013</td>
<td>31.42%</td>
<td>31.14%</td>
</tr>
<tr>
<td>2014</td>
<td>50.00%</td>
<td>38.71%</td>
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</tbody>
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What did we look at?

- Contingent rewards
- Supervision
- Communication

Contingent Rewards

The extent to which staff feel appreciated and recognized for their good work.

Supervision

Related to direct supervisor
Communication

Sense of pride in doing the work

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

Person, Role, System
- Identify where you are with struggles and successes.
- Helps to provide focus.

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