







Workshop Goals

- We hope that you will be able to recognize the signs of home visitor fatigue and burnout, and identify at least three ways to restore balance when they occur.
- We hope that you will experience the power of parallel process when cultivating joy into your work.
- We hope that you will be able to use a variety of self care strategies, including cultivation of joy, to prevent burnout and fatigue.

Introductions

- Using the pipe cleaner
- Chat around your table: one thing you did for self care this past week.
- Who we are and why we care so much about self care.
- We believe that we all have the potential to grow and change. That as home visitors we must put the oxygen mask on first before assisting others. We also know that in order to do the best possible work that we can we have to avoid burnout. We believe that one way to avoid burn-out is to practice with a strengths based non judgmental approach. We believe that we must be proactive about our own self care.
- What do you believe?

Putting it into Practice

- Breathing exercise, mindfulness and the Self Care tool box visualization
- Parallel process: in order to demonstrate self care we must do it. When we model self care it has a ripple effect.
- Writing exercise: why do we do this work?
- The Invisible String by Patrice Karat
- We are all connected...

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- No one is ever alone
- We are influential
- This gives us a heavy weight of responsibility
- Sometimes that weight is hard to carry
- We have the responsibility to be caring and genuine
- If we are caring and genuine, then we are not judgmental

Being Nonjudgmental

- What does it mean? How do we do it? Truly believing that people really can grow and change is not always easy.
- Trying not to make assumptions: (why the family isn't there, why the child is not in class, why the family is not following through on our advice).
- Trying to not think that what worked for you will work for them.
- Awareness of one's own biases and attitudes: Pictures of People activity
- Linking together believing you make a difference and being nonjudgmental is directly related to preventing burn-out.

Plan B

- Oh the Places You'll Go!
- What would you do if you didn't do this work?
- Why it is important to have a Plan B

The Cost of Caring Definitions

- Burnout is a "result of the general psychological stress of working with difficult clients" or in difficult situations and it progresses gradually.
- Vicarious trauma is "a traumatic reaction to specific client presented information" and has a sudden and abrupt onset.
- Compassion Fatigue is also known as secondary traumatic stress and also refers to the gradual decrease of compassion over time.

Preventing Vicarious Trauma: What Counselors Should Know (2004)

The Cost of Caring Symptoms

- Common examples of burnout are dragging to work, not wanting to go, avoiding supervisors.
- Feeling hopeless, not caring about the outcome of the work which leads to a decline in the quality of the work. Decrease in productivity can also lead to feelings of incompetence. Not believing that you do makes a difference.
- Compassion fatigue includes feeling a lack of joy both personally and professionally, and a constant feeling of stress and fatigue, as well as an inability to focus, difficulty sleeping, feeling incompetent
- Symptoms of vicarious trauma often includes the above as well as nightmares and at times intrusive thoughts and disassociating.

What to do!?!

- What you can do when you are experiencing burnout: stay and do nothing, stay and create change, leave and do nothing, leave and create change. These changes can be personal, professional, agency or community.
- Be aware of the dangers of toxicity from co-workers. Burn-out is contagious, but so is joy!
- What to do when you feel like you are experiencing vicarious trauma or compassion fatigue:
 - Notice when something is wrong and try not to pretend everything is fine.
 - Seek out supervision and consultation
 - "Acknowledge that your stresses are genuine and you are looking for a healthier way to deal with them" (Laura Van Dernoot Lipsky)
 - Developing a self care plan
 - Utilizing your resources
 - Employee Assistance Programs

Balance

- We don't want to tip the scale: intensity of work on one side and self care on the other.
- Exercise: PIE drawing
- "Step with great care and great fact and remember that life is a Great Balancing Act" Dr. Seuss

Self Care at Work

- Having a plan of practice
- Professional routines and resources
- Supervision
- Establishing boundaries
- What is your role? Being clear about your role helps to avoid confusion
- Self disclosure
- Ethical considerations
- Adhering to professional guidelines, agency guidelines, as well as your own personal guidelines

Utilizing supervision

- Who can you talk to? Invisible string diagram of support
- "Super vision" means that in order to be helpful the person supervising you needs to know enough details in order to see the situation clearly and accurately.
- There are many different types of supervision: Facilitative, Confrontive, Conceptual, Prescriptive, and Catalytic.
- Supervisors have many different roles: Teacher, Consultant, Counselor
- The important thing is to develop a relationship of trust, caring and support

Establishing Boundaries

- There will always be questions about when and how to intervene. It is important to understand our roles without being rigid.
- What we may think and feel may be different from what we actually act on : feeling like you want to take children home with you for example.
- There is nothing worse than feeling powerless. This powerlessness can have many different sources: it can come from within, the work environment, the agency setting, or society for example.
- Being an active bystander means addressing the situation through whatever means seems available and appropriate, but also comfortable to you at the time: Direct, Distract, Delegate
- These are skills that can be used in a variety of environments: home visits, classroom, grocery store, neighborhood picnics, etc.

Self Disclosure

- We all self disclose at work whenever we are talking about ourselves to someone else. This can be very helpful in our work environment but there are some precautions to consider.
- Self disclosure can imply "I did it this way so you should be able to as well". If you are disclosing for this reason then you already have preconceived ideas about how the client should respond. If they don't chose to take may find yourself judging them, which can lead to burnout.
- General rule of self disclosure: Think about why you want to disclose in the first place. If I talk about this with my client does it meet their need or mine?
- This type of self awareness also relates to burnout prevention.

Ethical considerations

- How to get consultation and support while maintaining confidentiality. Sometimes you just really need to talk about your bad day and you can't. What is your back up plan?
- There are ethical obligations to report as we all know (Oregon mandatory reporting laws)
- We also have "practice principles" to guide our behavior. Examples: Acceptance, Individualization, Participation, Self determination, Confidentiality, Self-awareness.
- Situational empathy and concerned detachment: an ideal blend of compassion and objectivity

Insights

- Listen
- Be present
- Be mindful
- Do not judge
- Do not rescue
- Be patient

(Sarah Meisinger, MSW)

Strengths Based

- Every individual, group, family and community has strengths
- Trauma, abuse, illness, and struggle may be injurious, but they may also be sources of challenge and opportunity
- Assume that you do not know the upper limits of the capacity to grow and change, and take individual, group and community aspirations seriously.
- We best serve people by collaborating with them.
- Every environment is full of resources.
- Caring, caretaking, and context are important.

John Poulin (2005) Strengths based Generalist Practice

- What are strengths you see in yourself? What are strengths you see in the families you work with? Think about the pictures of people we saw.

Activities

- Writing your own personal practice principles: Include ways to process an intense day, what specifically will you do if you have a stressful day? What principles do you need to keep in mind? Make a plan now. (ie: code word with family members, etc.)

- Example: Finding your smile Steps to self care
 - Positive Outlook
 - Self awareness
 - Healthy selfishness
 - Relinquish control
 - Playful attitude
 - Thoughtful choices

Self Care ideas

- The self care box
- Self care jar
- Happy cards

Wrap up

- Ten tried and true methods to achieve burnout!
 - 50 ways to take care of yourself
 - Have you filled your bucket today? By Carol McCloud
 - Water pitcher and tea cups activity
 - Write a letter/Note to self homework
- "Just remember that everyone carries an invisible bucket, what can you say or do to fill it?" Carol McCloud

We all make a difference! Thank you!
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