

## Bringing It Back to Work: Essential Element 9

---



### ESSENTIAL ELEMENT 9 Manage professional and personal stress.

**What can help?** (Of the following, mark an “X” in up to three boxes next to the ideas you think you would MOST like to emphasize in your daily child welfare practice.)

#### Line Staff, Supervisors, and Managers

*In the next three months, I will:*

- In 20-minute increments at least three times per week, I will practice one of the following stress management techniques: meditation, prayer, conscious relaxation, deep breathing, and/or exercise.
- At least once per week for an hour, I will meet with my supervisor for regularly scheduled consultation on cases.
- At least once every two weeks, I will meet with a peer CWW to discuss a difficult case in order to obtain support.
- If my child welfare work is activating my own unresolved trauma, I will meet with a therapist once per week to obtain support, deeper insight, and further strategies for managing the responses.

#### Supervisors and Managers

*In the next three months, I will:*

- At least once during unit meetings with my staff, I will provide a basic training (or arrange for someone else to train) on the topic of secondary traumatic stress (STS).
- At least once during unit meetings with my staff, I will verbally support the use of therapy/mental health services as an appropriate response in addressing STS. During this discussion, I will also describe at least two ways in which line staff can access mental health services, with the purpose of cultivating a workplace culture that normalizes (and does not stigmatize) getting help for mental health difficulties.

- ❑ At least once during unit meetings with my staff, I will provide a basic training (or arrange for someone else to train) on the topic of safety in the workplace. During this training, I will ask for feedback from line staff regarding whether or not they feel safe in their physical workspaces, and if not, obtain suggestions from them as to how to make their workspaces safer. Upon receiving suggestions for safety improvements, I will follow-up with respective management staff to implement safety improvements.
- ❑ At least once per month, I will review my staffs' caseloads to determine if they are balanced with respect to the number and severity of traumatized children/families. I will assign new trauma cases more evenly across my unit staff, in order to prevent staff burnout that can result from all or most trauma cases only being assigned to certain staff.