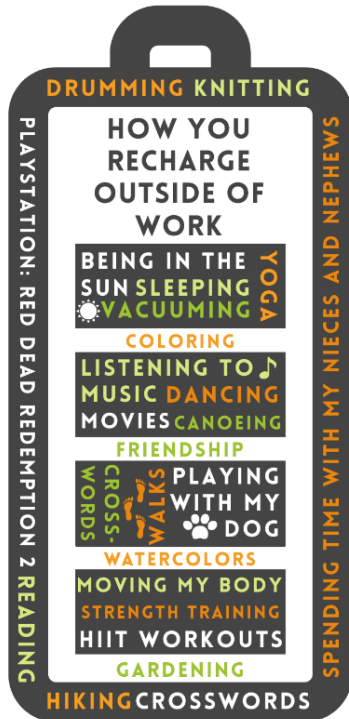




RC Webinar: New Perspectives on Sustaining Helping Professionals

Group Suggestions from Chat and Discussion



Narratives

- Narratives are definitely powerful - they create the work culture.
- It is freeing that I can change the story I tell myself.
- Noticing narratives/thoughts that increase suffering vs/ decrease suffering

Creating Rituals – Collectively

- We work "reduced hours" schedules (work 34 hours, paid for 40 hours) when possible - it's great but makes it more challenging to schedule meetings.
- Affinity groups
- Holding brave/safe spaces to vent.
- We have a virtual team and do an opening at the beginning of every meeting for 20-30 minutes. We take turns leading it/I start any meeting that I facilitate with the question, "What is making you smile or getting you excited right now?"/creating rituals in staff meeting
- All our staff make "introduction" posters. We display them mostly for the kids, but staff get to know each other better that way, too. Simple things like our likes, dislikes, favorite quote, etc.
- Our AVP uses the rose bud thorn model to give herself closure on the work day.
- I've used something similar called the "happy/crappies."
- We have team buildings outside of work.
- Connection with coworkers is hugely important/I have a core group of people I connect with - lots of sarcasm and compassion and talking about what we do outside of work.
- Finding out what's important to staff/clients.
- Crisis prevention plans - clients, staff, foster parents

- It helps to physically leave the site for a break - allows for self-regulation/recognizing when supervisees or coworkers need assistance with self-regulation and making it okay
- Every other month we have in-person all-staff meetings.

Creating Rituals – Individually

- Breath work on the commute to and from work
- If I have to work on the weekends, I set a timer to limit it.
- I shower and change into sweats or jammies when I get home, no matter how early it is (not when I actually go to bed)
- Listening to music on the drive home; I have a long ride home/music is a plus 😊 / listening and singing to music in my car
- In the mornings, I try to listen to a podcast that is related to ABA - the field I work in. It gets me excited and ready for the day.
- Question about getting back on track when a routine is interrupted by illness or personal depression symptoms. Suggestions:
 - Instead of "get back on track" change the question to, "What do I need to do to take care of myself right now?" We have to feel the feelings and give ourselves space and time to get back on track
 - Doing half of a routine is better than not doing it at all, so do an easy walk at the gym and don't break a sweat, rather than not going.
 - There can be very good reasons to be out of your routine - and perhaps you will need time to recover and "regroup" before you can get back into it. ("Depressed" = "deep rest")
 - Start with one tiny, attainable step.
 - Leave supportive notes to yourself when you're feeling good to remind your overwhelmed self what the other side feels like.
- Dog shaking off during the day. When dogs get stressed out they shake off to remove the tension. We can follow that example. Movement helps metabolize stress hormones.
- I love to keep a morning routine of prayer, walking, and journaling.
- I take a 15-minute nap most days at work; it substitutes for coffee.
- Recuperation as a part of work – so humane.
- I believe true self-care isn't something we do to treat ourselves when we are stressed, but rather something we do ritually in order to be prepared for the inevitable stress of life and work.