

DIGITAL DIALOGUE



Preventing and Healing from Secondary Traumatic Stress

Taking an Organizational Approach



Introducing Our Presenters



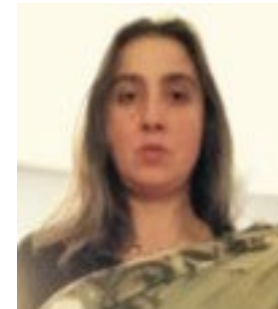
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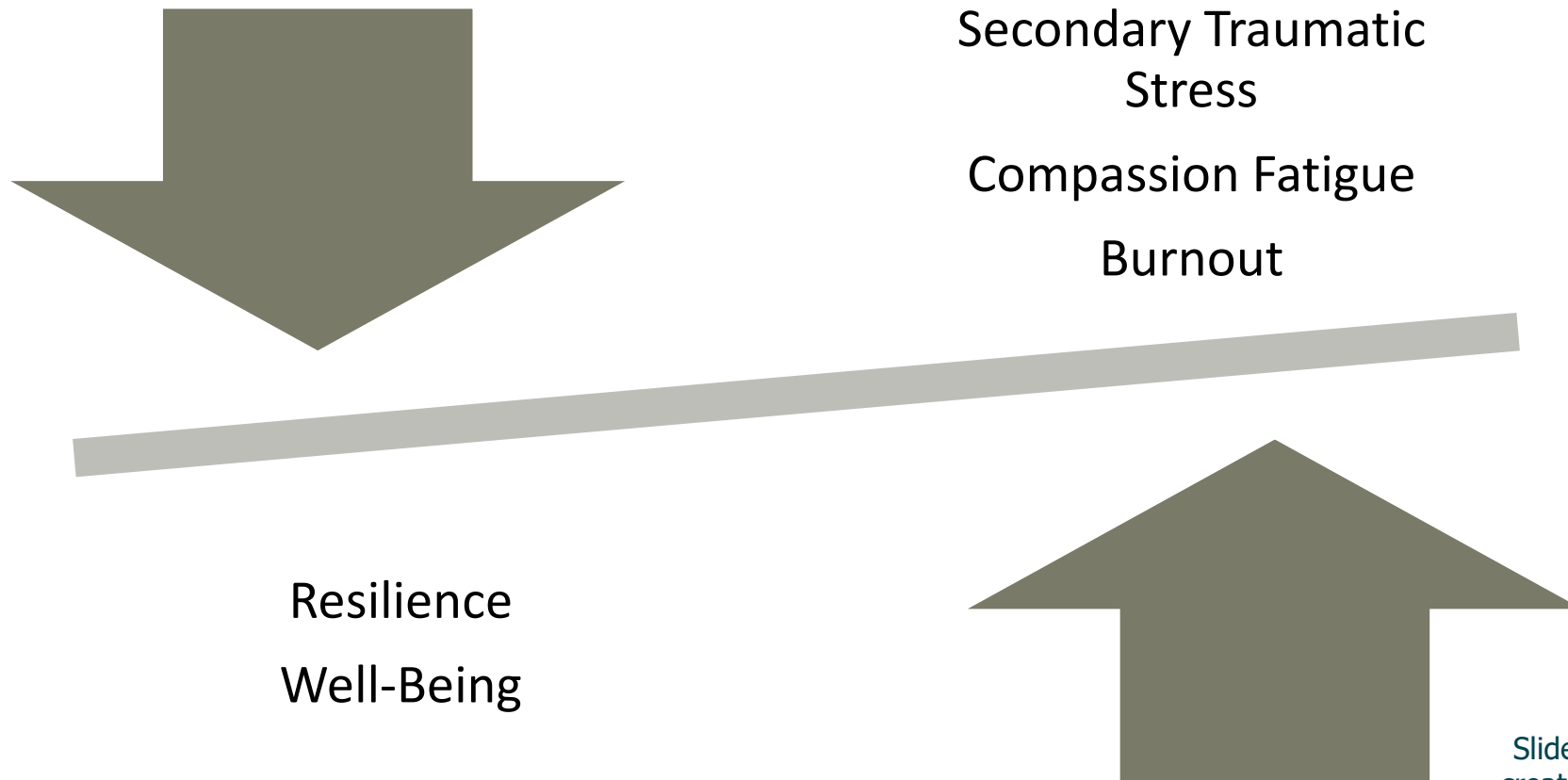


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Concepts and Definitions



Slide adapted from training content
created by Futures Without Violence

Risk Factors for Secondary Traumatic Stress

- Exposure to trauma
- Isolation
- High empathy levels
- Being Female
- Unresolved personal trauma history
- Lack of professional training and mitigation
- Large caseloads

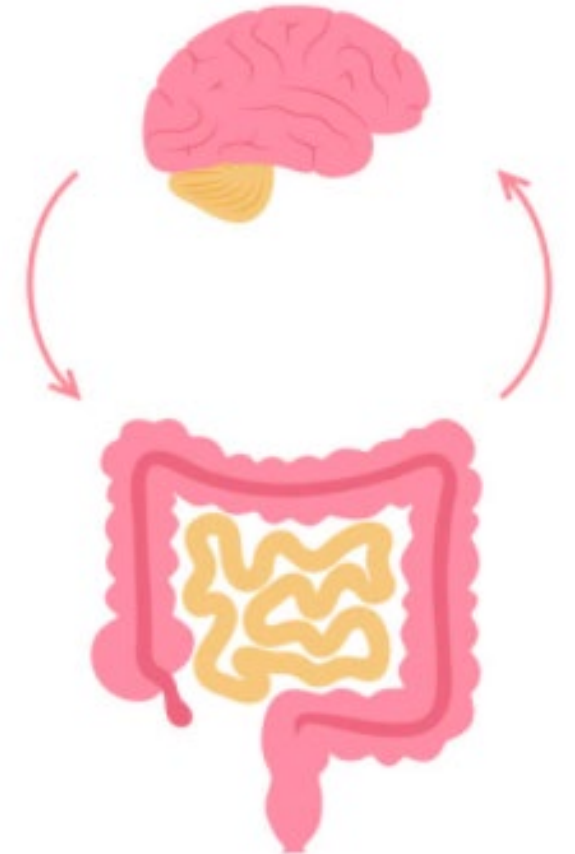
Impact of prolonged or severe stress

Personal

- Physical
- Emotional
- Behavioral
- Cognitive
- Relational
- Spiritual

Professional

- Job Tasks
- Decision Making
- Interpersonal/Professional Demeanor
- Morale/Frustration
- Black and White Thinking



Leadership Challenges

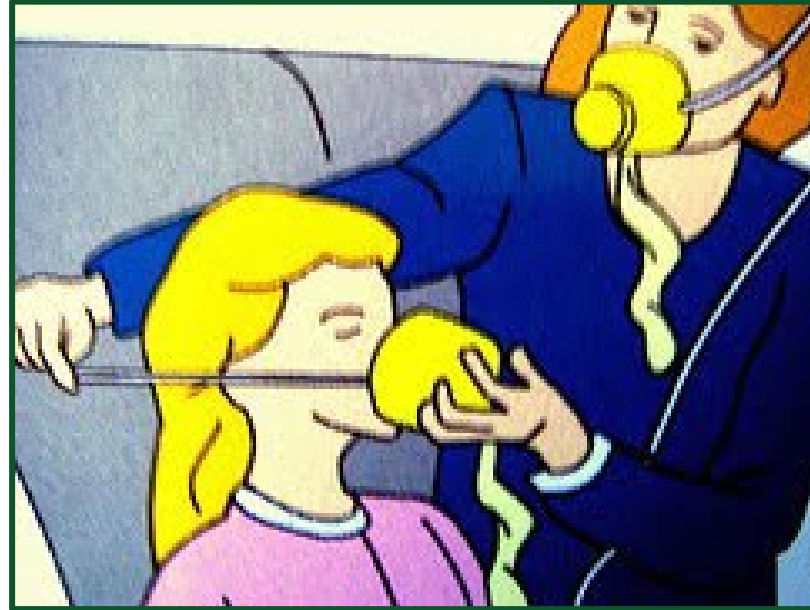
In a Good Year

- Accountability
- Constant changes/new roll-outs
- Personnel management
- Engagement

Current Times

- Anxiety, fear, worry
- Exhaustion, overwhelm
- Moral injury

Regulation and Co-regulation



“...We are stewards not just of those who allow us into their lives but of our own capacity to be helpful...”

~Trauma Stewardship

THE 5 PILLARS OF WELLBEING

1

CAREER

Do you like what you do and how you occupy your time?

2

SOCIAL

Do you have love and strong relationships?

3

FINANCIAL

Are you effectively managing your economic life?

4

PHYSICAL

Do you have enough health and energy to get things done every day?

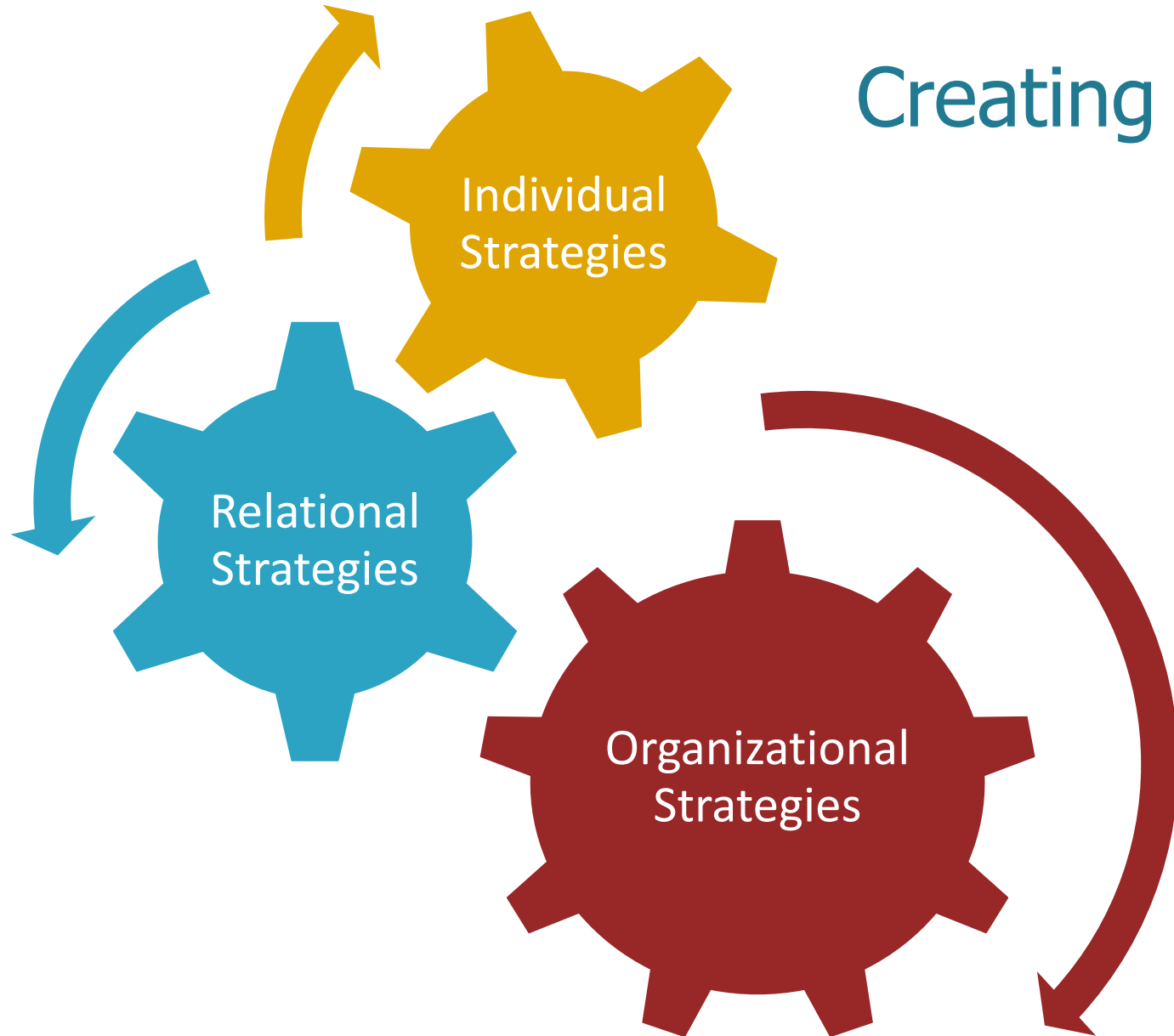
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COMMUNITY

Are you engaged with the area in which you live?

Source: SOCAP Global (2017)

Creating a Culture of Well-being



Individual Mitigation Strategies



Increase Awareness



Set Limits and Boundaries



Build and Maintain Connections



Know your “hot spots”



Practice Stress Management



Seek Support



Supporting Each Other

- Maintain consistent and respectful communications.
- Clarify roles and team-wide strategies for managing things.
- Develop team support plans & check-in with each other often.
- Promote a sense of belonging and unity.
- Take turns taking breaks and rotating workers.
- Focus on the ways the work you do makes a difference.
- Celebrate the wins, no matter how small.
- Make time to decompress and debrief--include elements of hope, strength, meaning & purpose.
- Find genuine opportunities for play and release.

Resilient Teams

- Creating a healthy work environment and culture.
- Providing supportive leadership and quality supervision.
- Encouraging formal and informal peer support.
- Providing training and education.
- Encouraging staff health and wellness.



Organizational Strategies to Address STS

Routine assessments of STS levels

Trainings on trauma, STS, strategies

Trainings on specific supervision techniques

Post-crisis debriefing protocol

Caseload management protocols

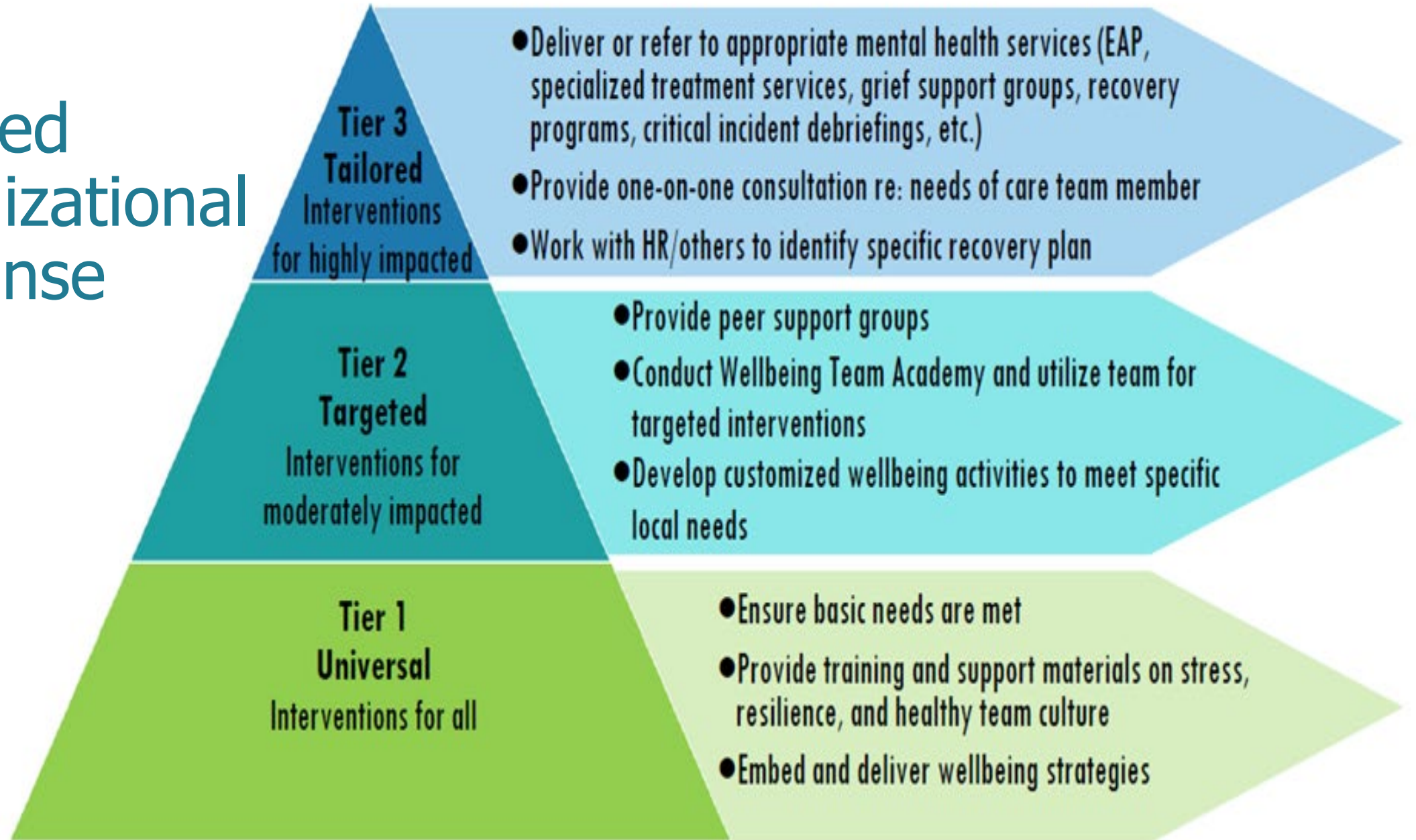
Provision of mental health services

Peer support groups

STS normalization

Sabbaticals

A Tiered Organizational Response





Discussion

Please type your questions into the chat box.

Resources

- Topical Webpages: [Well-Being of the Workforce](#) and its subsection on [Burnout, Compassion Fatigue, and Secondary Traumatic Stress](#)
- Podcasts: [Episode 4: Secondary Traumatic Stress](#) and [Episode 58: What Did Child Welfare Learn from 2020](#)
- Publication: [Issue Brief on The Importance of a Trauma-Informed Child Welfare System](#)
 - Note: This issue brief discusses Secondary Traumatic Stress
- July 2016 CBX Issue: [Spotlight on Secondary Trauma and Professionals' Well-Being](#)

Thank You!

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