



Recommendations for Selecting a Trauma Champions for a Secondary Traumatic Stress-Breakthrough Series Collaborative (STS-BSC)

1. Look for those who champion your mission but challenge your thinking?

A good STS-BSC engages people with different habits of the mind and diversity of perspectives. Be aware of those in your organization who can share these ideas in a helpful, solution focused manner. Encourage team members that apply innovative thinking to problem solving and those that represent different roles and units within an organization. A mark of a good champion is being open to using data to make decisions and the flexibility to abandon efforts that have a diminishing probability of success. Key questions to drive team selection: who on your team makes the best use of autonomous problem-solving? Who is demonstrating attitudes, skills and abilities that reflect the ideal qualities of a STS-informed workplace- collaborative, mindful, self-aware.

2. Look for early adopters and influencers

Your champions should demonstrate that they are flexible, tenacious and open to change, even seeking out new innovations without prompting. They are the ones people look to for mentorship or advice, they seem to positively influence the culture. Your champions aren't just the go-to problem solvers, they also encourage their direct reports and their peers to adapt to change. Facilitating the transfer of knowledge and skills to recognize and respond to STS is a key ingredient of a good champion, so the ideal team member will be those with the relationships to get attention and who are easy to follow. The early adopters that will grow and evolve with your organization are often those seeking to expand their own skills - either through personally sought or company-led training.

3. Identify who is delivering value

Good champions have a “can do” type of attitude and work efficient and effectively. While they work hard, they are not necessarily the ones coming in early and staying late. Their efforts are associated with results. An ideal STS-BSC champion understands the importance of work-life balance, and while they maintain good professional boundaries, they are professionally effective and stable. They understand the impact of STS on the workforce, and function at a high level at work. This is especially important because good problem

solving requires some energy, commitment to process (like small tests of change), and the capacity to stay with a potential solution until you get it right.

4. Look for those with professional maturity

Organizational conflicts are a common barrier, and navigating perceived threats can take a toll on productivity and morale. Take note of your employees that demonstrate professional maturity and display emotional contributions that add value. If you want to cultivate a thriving workforce, recognize and reward the associates that display a willingness to collaborate towards the success of an initiative and are not overly focused on personal gain. Participation in a STS-BSC will require collaboration, the ability to overcome disappointments, take a long-term perspective, and good frustration tolerance.

5. Those who take initiative and seeks professional development are good candidates for a champions team

Take note of those employees who are creative and care about the value of an effort (the outcomes) and not just personal gain or status? Look for potential champions who share credit where appropriate and congratulate peers when success is achieved. Observe who balances sharing praise and taking accountability? Lastly, those who readily seek may bring wisdom and discretion to the STS-BSC. Autonomous help seeking can be a more valuable use of time and resources than struggling independently with little to no progress. Those who are willing to acknowledge they don't have all the answers can be great team members.

6. Champions are comfortable with taking risks and persevere.

By this, we mean that champions can both regulate their own emotions surrounding risk, as well as empathizing with others engaging in a new initiative. Champions are comfortable leading with new ideas and efforts, tolerating the risk of coming up short or feeling ineffective as they seek to implement desired changes.

