

FourC Occupational Trauma
Change through Collaboration

Session 3 - Connections



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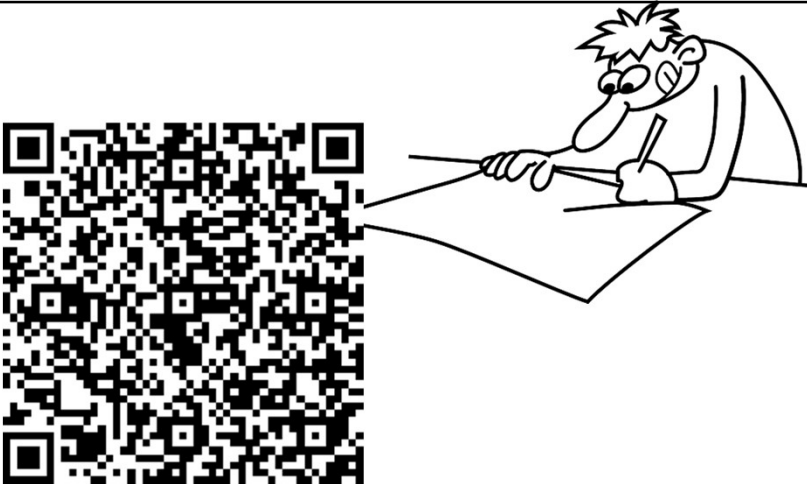

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FourC Occupational Trauma
Change through Collaboration


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Four C Assessment: Connections




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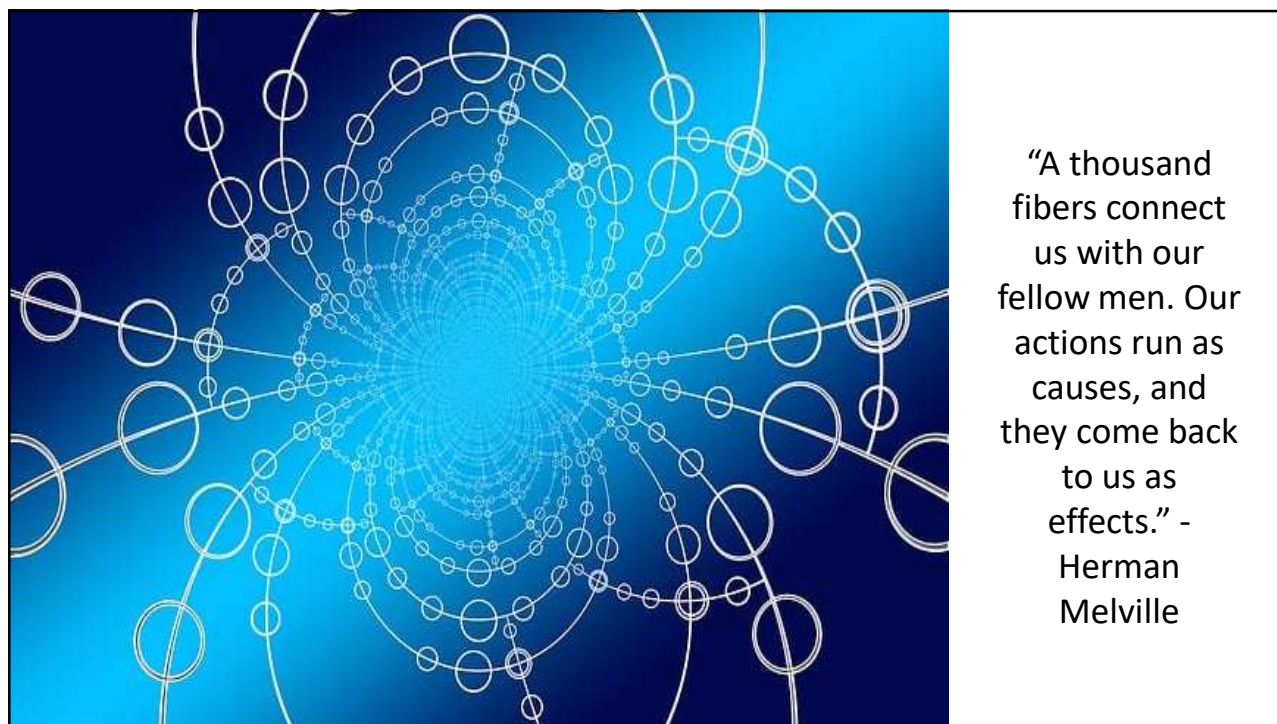
Check In: Follow Up on Practice Assignment



1. Sharing Symbols of Your Positive Work Moment or the process of choosing a symbol
2. How did the daily reflection with Resilience Buddies practice go?
3. Any opportunities to practice cognitive processing with a peer?



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Connections- Goals and Strategies

Connections	Builds Upon
Goal: To improve our relationship to our work, and to facilitate positive, energy enhancing supports in the workplace.	CALMING strategies COGNITIVE COPING

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Session 3 Overview

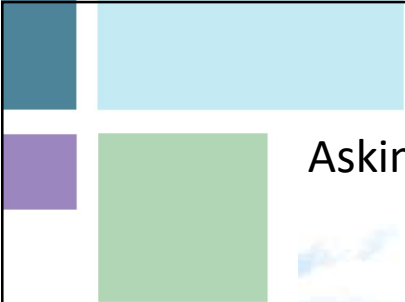
H- Healthy Help Seeking
E- Engage with Supervisors
L- Lower exposure while forming connections
PS- Promote Peer Support

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Help Seeking Attitudes



- Increase autonomous help-seeking
 - Asking How to Fish versus Asking for Fish
- Increase Sense of Belonging
 - Organizational Belonging

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Healthy Help-Seeking

Asking How to Fish vs. Asking for Fish



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Challenge Stressors

Stressors that are perceived as opportunities for learning, growth and accomplishment

Hindrance Stressors

Stressors that are seen as impediments to one's goals, such as role conflict and ambiguity, office politics, and bureaucracy

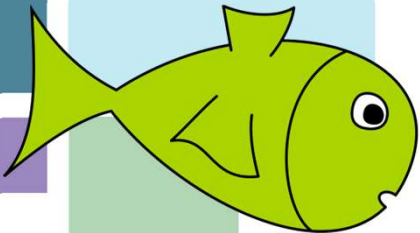


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“If I have the belief that I can do it, I shall surely acquire the capacity to do it even if I may not have it at the beginning.”

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How to Fish Exercises

- Think of two hindrance stressors that constrain the occurrence of autonomous help seeking.
- Then, turn them into opportunities.
- If I were in charge, what would I do to enhance autonomous help-seeking in others?

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Belonging

How we seek help matters


- Autonomous help seeking is positively related to self-efficacy and an increased sense of peer and organizational support

Who we ask for help from is key



- The cultivation of healthy and effective social support can facilitate protection to workers.

Belonging keeps connections in place

- Belonging is the basic fundamental drive to form and maintain lasting, positive, and significant relationships with others. At the workplace, these relationships can be extended to the organization and its values and to the work itself.




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Organizational Belonging Exercise

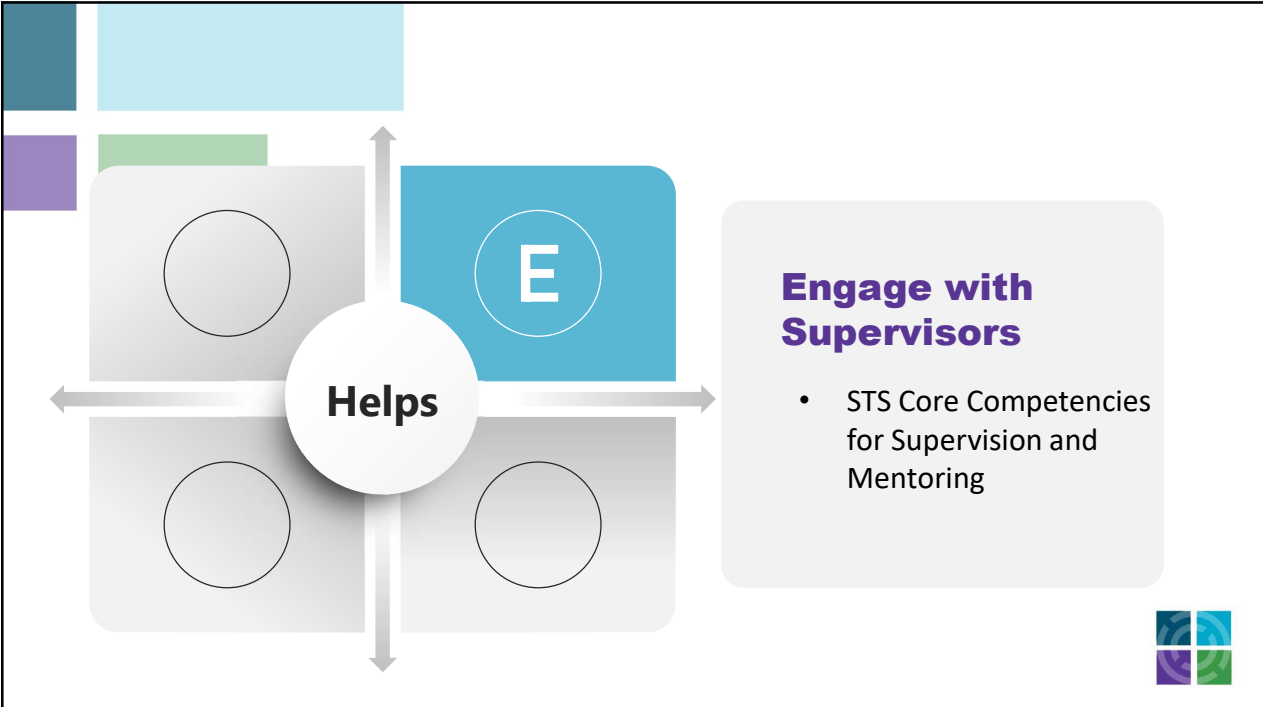


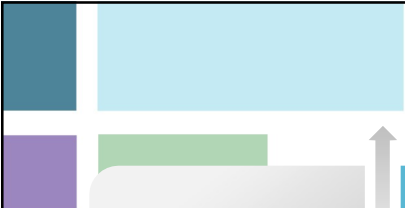
Learn what has shaped people

Confront stereotypes head on

- Write down 3 defining moments that impacted your professional life (could be in current or past job or personal life)
- Present one or more in discussion as you feel comfortable
- Discuss takeaways (what was something you learned about yourself or others from this discussion?)

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E

Helps


Engage with Supervisors

- STS Core Competencies for Supervision and Mentoring


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Uk Center on Trauma and Children

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The National Child
Traumatic Stress Network

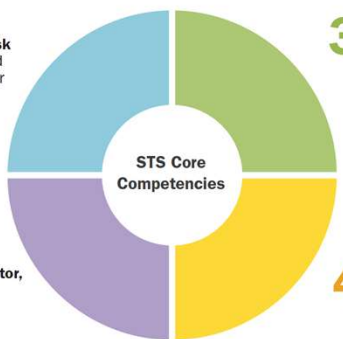


Secondary Traumatic Stress Core Competencies for Trauma-Informed Support and Supervision: Cross-Disciplinary Version

*Original/clinical version can be found at
<https://www.nctsn.org/resources/using-secondary-traumatic-stress-core-competencies-trauma-informed-supervision>

Secondary traumatic stress-informed supervisors in any discipline will:

1 Know the signs, symptoms, and risk factors of STS and support options for team members





3 Help team members safely share the emotional experience of working with people impacted by trauma


2 Self-assess, monitor, and address their own STS

4 Support the resilience of team members individually and collectively


STS Core Competencies for Trauma-Informed Support and Supervision: Cross-Disciplinary Version

Strategies and Resources to Support Implementation



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Scan the QR code or go to www.menti.com and use code 1224 5271

Engage with Supervisors: Reflection

- How often do you talk about secondary trauma in supervision?
- What do you do to monitor and address your own STS?
- Are you able to share the emotional experience of working with people impacted by trauma in group and/or individual supervision? Why or why not?
- **What does your team do to support your resilience?**

Discussion: How can you engage with your supervisor to enhance your ability to address STS?



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Lowering Exposure While Connecting

Do we always need to share the gory details?

- Step One: Self Awareness
- Step Two: Fair Warning
- Step Three: Get Consent
- Step Four: Low Impact Disclosure

Mathieu, F (2012) The Compassion Fatigue Workbook

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Session 3: Connections

HELPS

PS

Peer Support

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Exercise: Social Network Mapping to Expand Peer Support

- Who is in your social network?
- If the support is useful and growth producing, check the box above their name to denote them as so
- What might you need to add to your social network map? Who might fill that role for you?

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Social Connections Map Session 3

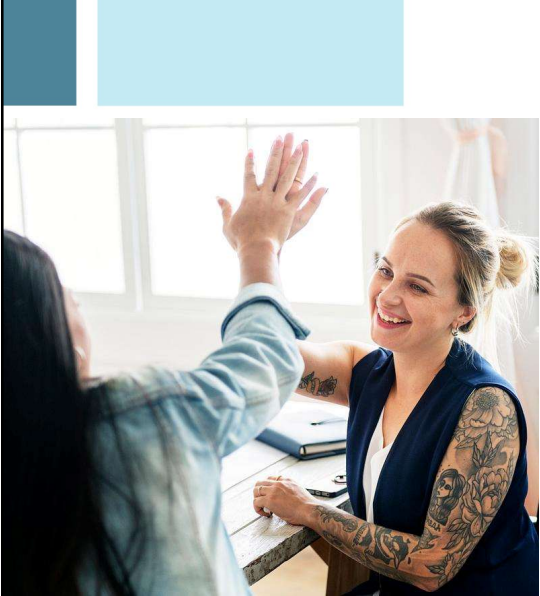
1. Gap analysis: Add circles for specific types of support you need, but don't have yet.
2. Identify a few options for who might fill this spot(s) in your social connection map.

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Practice Work- Part 1


Continue to fill in any gaps in your social connections map

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Practice Work- Part 2

A Challenge:
Use the Low Impact Processing Model with a Peer or Resilience Buddy next week



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The area where we are the greatest is the area in which we inspire, encourage and connect with another human being.

Maya Angelou

quotefancy



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