



Caring for Child Survivors Of Sexual Abuse (CCS) Training (Second Edition)



Staff Well-being

Module 8A

Objectives

- Participants understand the difference between functional stress and negative forms of stress.
- Participants understand the importance of self-care and collective care.

Types of Stress

Functional stress

Stress associated with everyday decision making and typical problem solving.

Cumulative stress

Stress resulting from prolonged and unrelieved exposure to stressors.

Critical incident stress

Stress that is caused by extraordinary events – almost everyone involved in the event will experience this stress.

Secondary traumatic stress

Sudden adverse reactions that may occur when working with those who have experienced adverse experiences or traumatic events.

Vicarious trauma

Stress resulting from witnessing or learning about others' experiences, which leads to changes to the worker's beliefs, frame of reference and world view. continuation of secondary traumatic stress and can lead to longer-term impacts

Strategies for Staff Well-being

Discuss in groups

- What do you need from your colleagues to feel a sense of collective care?
- What do you need from your supervisor? (Identify strategies that your supervisor can implement with you and/or your team so that you can feel comfortable discussing negative stress you are feeling. Identify practices that would help promote staff well-being).
- What do you need from your organization? (Think about policies and practices that can promote staff well-being. Are there also policies/ practices that discourage or undermine staff well-being)?

Key Messages

- Research shows us that staff working with child survivors of sexual abuse experience heightened risk of different types of stress.
- Understanding the difference between functional stress and negative forms of stress can help caseworkers recognize when they might be experiencing stress that can impact their own well-being.
- Good supervision can mitigate caseworker burn-out or over/under involving themselves which may cause harm to children and adolescent.
- An organizational culture and team culture of feedback, openness and care can facilitate a space in which the risks of higher levels of stress can be mitigated.

Questions?