



## Reflection Worksheet

### Restore, Refresh and Reenergize: Organizational Strategies to Address Secondary Traumatic Stress in the Workforce

This year's Child Welfare Virtual Expo is designed to be an interactive virtual learning experience where you can hear from experts, identify successful strategies to incorporate into your work, and make connections with others in the child welfare community. Providing services to vulnerable families is complex, demanding, and inherently exposes workers to traumatic situations. This exposure can result in secondary traumatic stress, which takes a toll on staff and has consequences for both the agency and the children and families being served. This skills seminar focuses on organizational strategies to provide ongoing support to staff working in a trauma-exposed environment. Based on the guide, *Secondary Traumatic Stress in Child Welfare Practice: Trauma-Informed Guidelines for Organizations*, we highlight concrete, trauma-informed steps agencies can take to assess secondary traumatic stress and build resiliency among staff. We also discuss organizational measures to address coverage and caseloads; empowerment and advocacy; support systems; and recognition, team building, and peer support.

During this session you will learn how to:

- Recognize the impact of secondary traumatic stress on the individual, the agency, and the services provided to children and families.
- Describe concrete, trauma-informed steps agencies can take to assess secondary traumatic stress and build resiliency among staff.
- Discuss strategies to address coverage and caseloads; empowerment and advocacy; support systems; and recognition, team building, and peer support.
- Use, from an implementation science perspective, *Secondary Traumatic Stress in Child Welfare Practice: Trauma-Informed Guidelines for Organizations* in your agencies.
- Implement trauma-informed policies and practices in your agencies and identify first steps for implementation.

Linking what you hear and see in this session to your everyday work will help you identify where you want to realize change in your agency and the techniques that can help you along the way. Use the table below to keep track of your thoughts during the virtual reflection session.



### Virtual Reflection Questions

1. How do you address the emotional impact that this work has had on you?	
2. Left unaddressed, how might STS impact your work with children and families?	
3. What new, healthy strategies can you use right away?	
4. What new strategies would you like to share with your peers, management, or people you supervise?	
5. Identify challenges to implementing these strategies in your agency. How can they be addressed?	
6. Who would be important to include on a team to implement strategies?	
Additional thoughts:	

