TRAUMA INFORMED SUPERVISION: PROVIDER RESILIENCY 2020

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THE PROBLEM:
WORKFORCE ISSUES,
SECONDARY TRAUMATIC STRESS
& CHRONIC TRAUMATIC STRESS
WELCOME!
WE'RE GLAD YOU'RE HERE. LET'S CHECK IN!

• How are you doing today?
• What would you like to get out of this Supervision workshop today?

SECONDARY TRAUMATIC STRESS

The emotional duress that results when an individual hears about the firsthand trauma experiences of another.
GLOBAL PANDEMIC

March 2020

STS & COVID-19

Fight
Flight
Freeze

Secondary & Chronic Traumatic Stress

Stress Response System

Survival Skills
TIC should apply to clinical supervision, so we should adhere to SAMHSA’s 4 R’s:

- Resist Re-traumatization
- Respond fully
- Recognize the signs
- Realize the widespread impact of trauma and understand potential paths for recovery.

FOUR RS OF TRAUMA-INFORMED CARE
CORE STS COMPETENCIES FOR SUPERVISORS

• Understand STS, the impact on staff and the agency support available
• Capacity to assess, monitor and address STS
• Encourage sharing the emotional experience of trauma work
• Skills to assist in emotional re-regulation
• Knowledge of Psychological First Aid (PFA) to assist after crisis
• Uses a trauma lens for case conceptualization and service delivery
• Structure resiliency building into individual and group supervision
• Distinguish between changes in perspectives and cognitive distortions
• Ability to use appropriate self-disclosure

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### Resiliency Consensus Statement

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### Resiliency Definition

**Resiliency** is an inner capacity that when nurtured, facilitated, and supported by others, empowers children, youth, and families to successfully meet life’s challenges with a sense of self-determination, mastery, hope, and well-being.
BUILDING BLOCKS OF RESILIENCY

WELL-BEING
Hope and Optimism, Sense of Meaning and Joy

CONNECTIONS
Accommodations, Expectations that Maximize Success, Opportunities for Participation and Contribution

MASTERY
Competencies, Self Wisdom, Courage & Confidence

SAFETY & SUPPORTS
Basic Needs, Validation, Sanctuary, Justice

COMMON SUPERVISORY GOAL:
PROMOTE A TRAUMA AND RESILIENCY PERSPECTIVE FOR SUPERVISEES

T & R conceptualization of client cases
Appreciative perspective of the family’s journey
Individualize interventions that target trauma
Promote foundational resilience
PARALLEL PROCESS OF PROMOTING RESILIENCE

HOW STAFF SUPPORT FAMILIES

• Build competencies
• Share resources
• Support
• Validation and valuing
• Achievable expectations
• Provide knowledge about cross-system dynamics
• Mentorship
• Help them problem solve

HOW SUPERVISORS SUPPORT STAFF

DEVELOPMENTAL PERSPECTIVE

Supervisees’ journeys are variable  Don’t assume  Provide success opportunities  Caveat: Balance support
VALIDATION AND VALUING

- They are doing the best they can given their training, life experience, family & work demands.
- Identify what they do right and what they excel at!
- Work with the highest needs youth/families in challenging environments.

Appreciative perspective
Strength focused
Reflect on the difficulty of the work

Competencies

Assess your supervisee
- What is in their tool kit?
- What is missing?

Skill mastery process
- Teach, Model, Observe

Focus your supervision
- Core competencies
SELF-WISDOM

- Reflective Supervision
- Increase Self-Knowledge
- Identify Blind Spots

SANCTUARY

- Your office
- Your team
- Policies and Practices
EXPECTATIONS: REALISTIC & ACHIEVABLE

- Decreases Morale
- Loss of Focus
- Turnover
- Burnout
- Poor Outcomes

Setting goals that the supervisee cannot reach is defeating in multiple ways:

SENSE OF MEANING

- Why choose this work?
- How have you been successful?
- How do you define helping/service to others?
- How does helping/service to others benefit the greater good?
- How does helping benefit yourself?
LET'S CHECK-IN:
EXPLORE YOUR SENSE OF MEANING

- Why choose this work?
- How have you been successful?

JUSTICE

Supervisees/employees have a strong sense of fairness

Translate administrative guidelines to increase buy-in

Reasonable expectations

Fair and equitable treatment of all your staff

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CONTRIBUTION & PARTICIPATION

- Professional development
- Professional presentations
- Meaningful recognition

HOLDING THE HOPE

- Discover and hold the hope, so that the supervisee can carry the hope and transfer it to the family
- Help the supervisee be a treasure hunter and talent scout of the family
- Help your staff focus on little victories, find the exceptions to the problems
Social Support Network Functioning

- Availability
- Dependability
- Responsiveness

- Size
- Diversity
- Work/Social

Intensity
Frequency
Duration

Connections

Perceived
Quality
of Support

Purpose of Support

- Problem Solving
- Boundary Setting
- Safety

- Validation
- Knowledge Building
- Co-Regulation
- Rest & Recovery
- Supervisee
OPPORTUNITIES: RESILIENCE PROMOTION

- Identify new strengths that are uncovered during an external crisis
- Validate creativity and adaptability
- Create and embrace new routines
- Open to new relationships
- Adapt new ways of providing service

THE DEEPEST WELL

NADINE BURKE HARRIS, MD

- SLEEP
- EXERCISE
- NUTRITION
- MINDFULNESS
- MENTAL HEALTH
- HEALTHY RELATIONSHIPS
SELF CARE, SELF COMPASSION

- **Get enough sleep!**
  - Turn off the screens, avoid social media, wind down and get 7-9 hours regularly.

- **Move your body!**
  - Stretch, yoga, workouts, walk daily.

- **Eat healthier!**
  - Add healthy choices; lots of fruits and veggies.

- **Practice Mindfulness!**
  - Make space to choose your responses.

- **Protect your mental health!**
  - Increase your resiliency and protective factors.

- **Healthy relationships!**
  - You deserve to love and be loved.

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**Personal Resilience Plan**

- **Self Care & Compassion**
- **Regulating Activities**
- **Safety & Resources**
- **Opportunities Skills & Assets**
- **Routines Schedules**
- **Supportive Connections**
BE CAREFUL OUT THERE, FOR ALL OF US.

Please direct questions or concerns to: Bobbi.Beale@case.edu
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