



# Utilizing Self Care in Our Work

NYS Coalition for Behavioral Health

November 29 & 30, 2022



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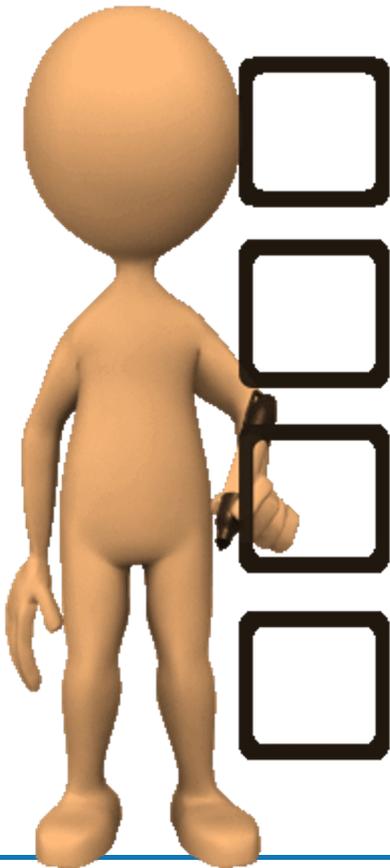




# Welcome!

Today we'll discuss...

- Trauma Responsive Culture & The Sanctuary Model
- Observations from Our Work
- Operationalizing Self Care as integral part of our work.





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## **What is The Sanctuary Model?**

- Founded by Dr. Sandra Bloom
  - The first TIC model to embed a whole-culture approach
  - Creates environments that provide support for service providers as well as those receiving services
  - We cannot hope to foster healing for our clients if we are providing services in emotionally toxic environments
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## The Sanctuary Model of Care

- Provides agencies with a roadmap of transitioning to a trauma responsive organizational culture for everyone in the organization.
  - Focused on trauma theory, values, language, and tools
  - Three-year implementation process.
  - Certification process at the end of the three years.
  - On-going support and recertification.
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## THE FOUR PILLARS OF SANCTUARY

TRAUMA THEORY



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# TRAUMA THEORY



What happens to human brains exposed to adversity and chronic stress

What happens to workers exposed to adversity and chronic stress

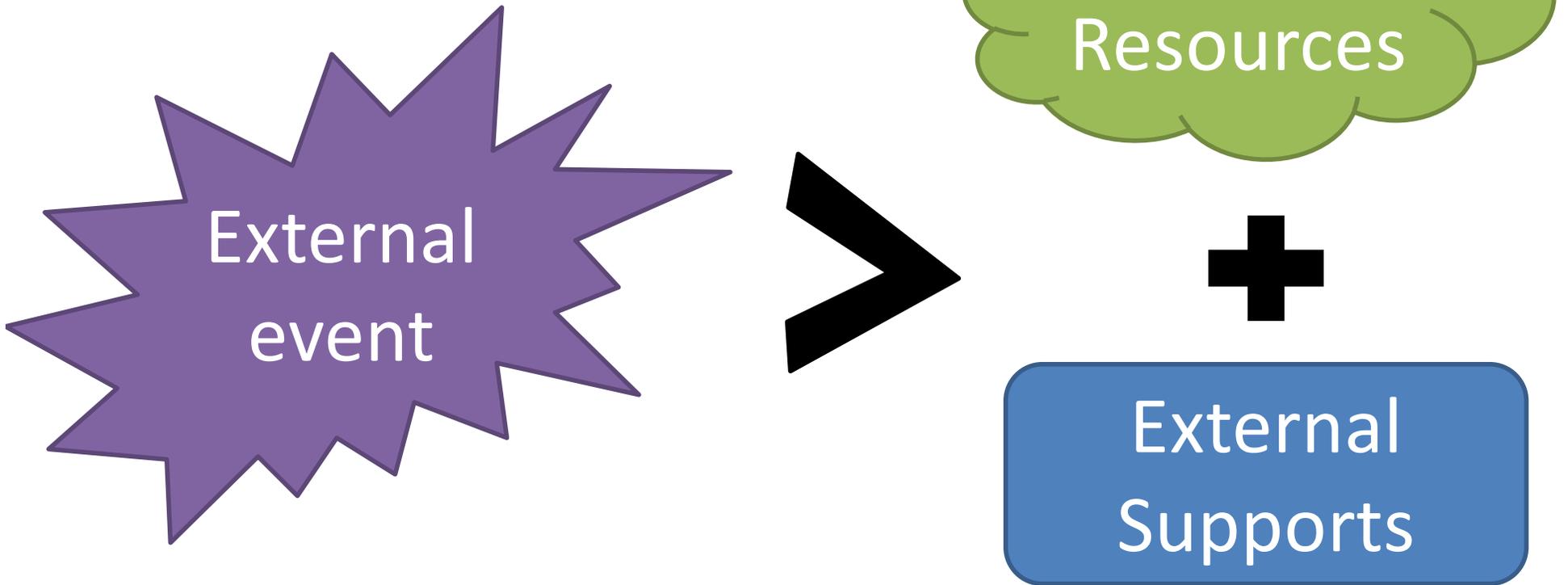
What happens to teams and organizations exposed to adversity and chronic stress

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# Understanding Trauma





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**What's  
wrong  
with  
you?**



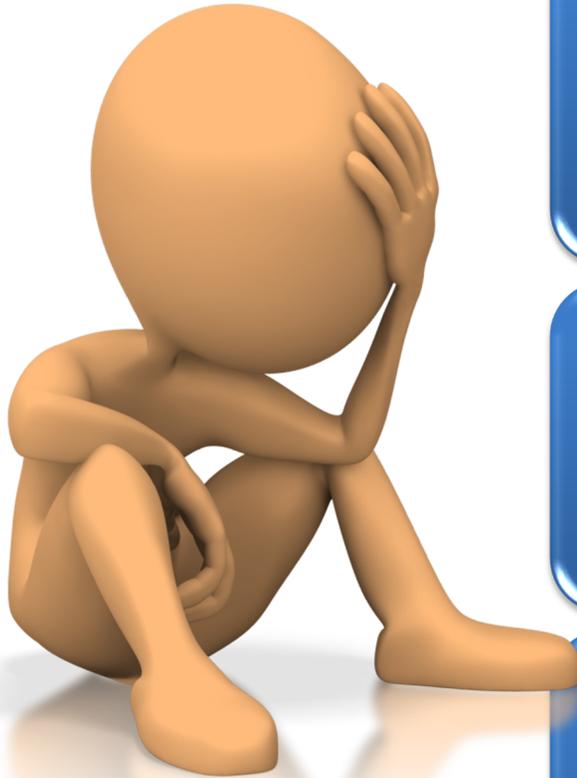
**What  
happened  
to you?**





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## EXPERIENCING A UNIVERSAL, COLLECTIVE TRAUMA



It impacts everyone negatively in varying degrees. Impacts of trauma are emotional AND biological.

It presents physical, psychological, social, and moral safety risks.

How we manage and recover will have an impact on the severity of long term impacts.



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## What Happened?



Under resourced and under staffed agencies were operating in stressful conditions as the status quo.

CoVid was a collective traumatic experience, that left leaders scrambling to adapt and keep people safe.

Racial justice issues further overwhelmed and stressed our clients, staff, and systems.



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## What Happened?

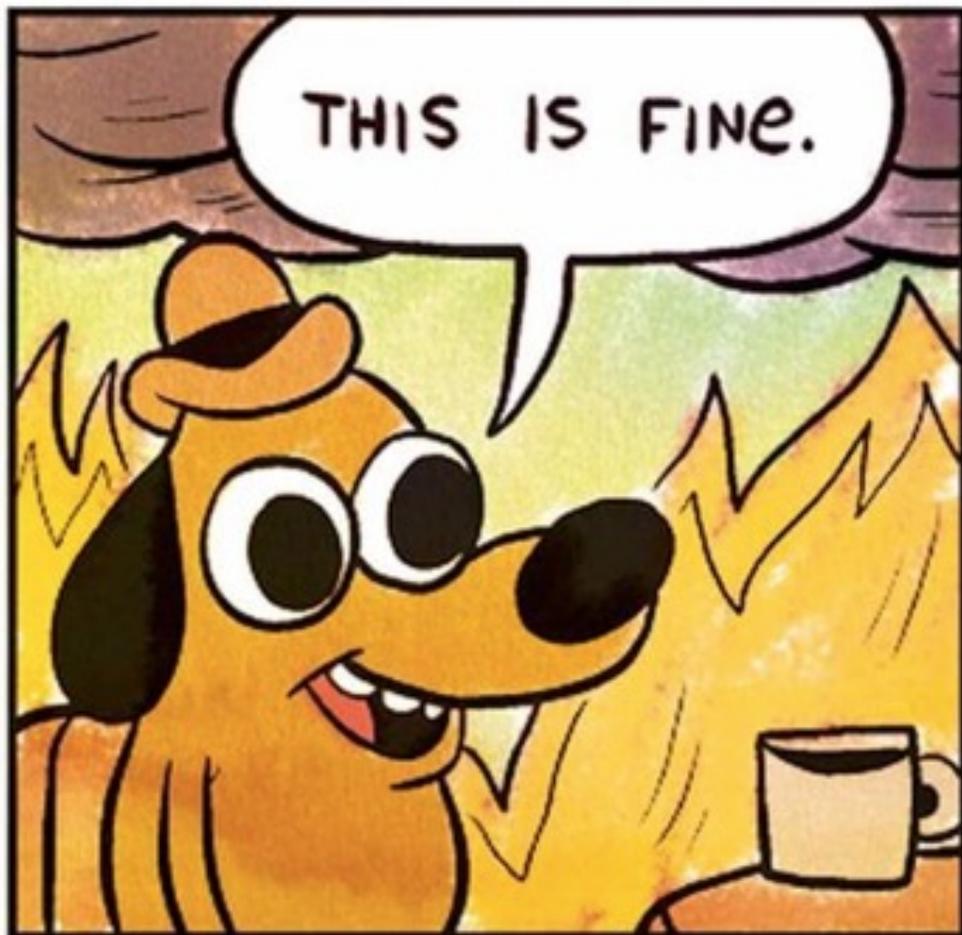


Direct Care staff carried the brunt of the burden of operations, while putting their health and families at risk.

Significant fragmentation between those who were providing services and those who could work from home went unaddressed.

A large percentage of the the overall workforce took early retirements or left the field, taking with them institutional knowledge and practice.

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## **OUR WORKPLACES MUST EVOLVE**

In order to recover, workplaces need to adapt by creating work environments that are safe, provide connection, and integrate Self Care and Wellness as an expectation of the work.

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# THE SANCTUARY MODEL TOOLKIT

Community meetings

Core Team

Training

Safety Plans

Psychoeducation

Service Planning

Team Meetings

Red Flag Meetings

**Self Care Plans**

Supervision and Coaching





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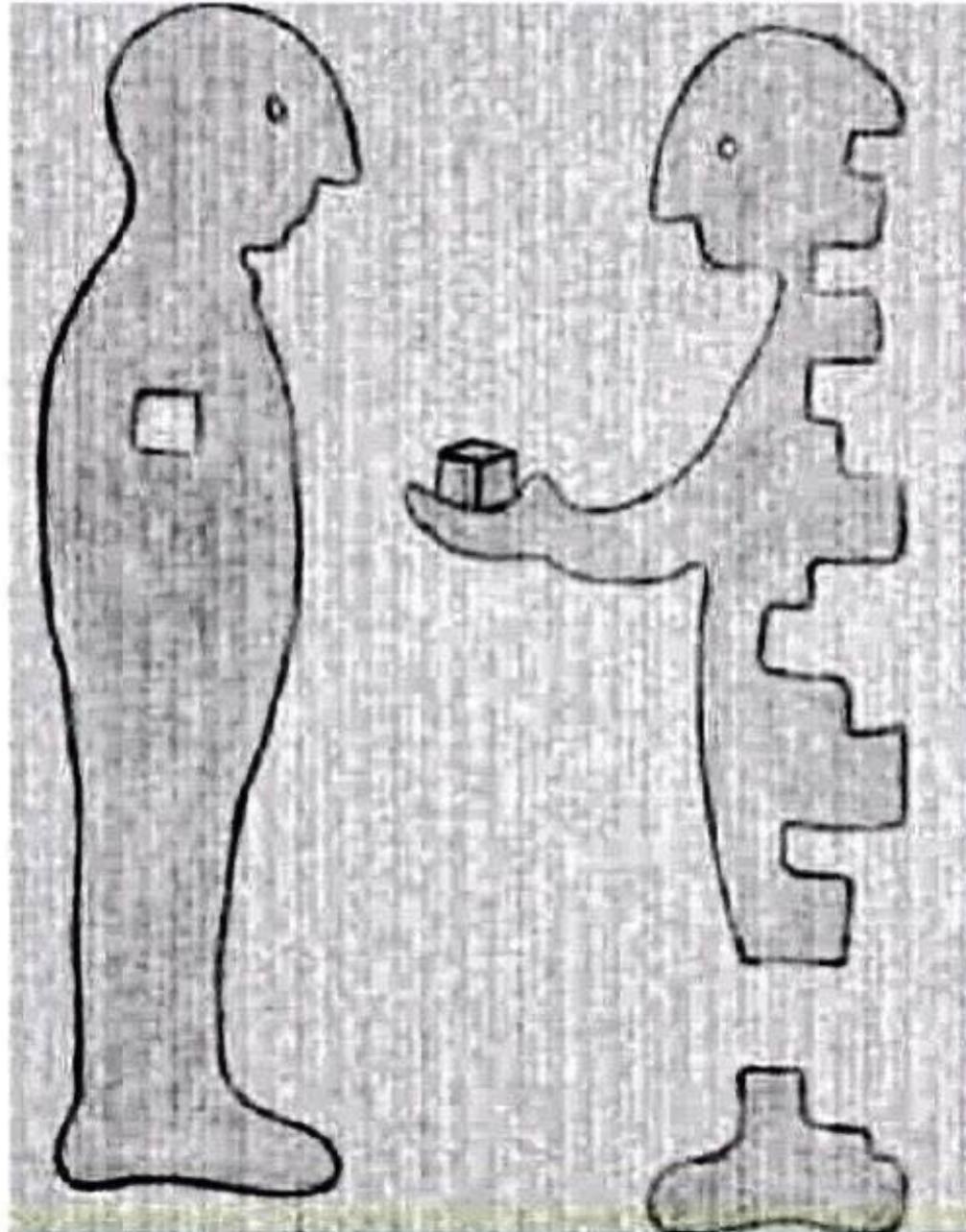
## **Self-Care is Essential**

- We are impacted by the work we do and the people we serve
  - Self Care has individual, team, and organizational considerations
  - Recovery happens in relationship, and relationship repair can happen when Self Care is prioritized.
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## **SELF CARE PLANS**

Self-Care Plans are practiced regularly and proactively rather than as an in the moment intervention. Self Care is proactively recovering from and mitigating against ongoing chronic toxic stress and traumatic stress.

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## What is a Self-Care Plan?

- Methodical way of encouraging helpers to take their own psychological and physical health seriously
  - Evaluating the multiple strategies for caring for ourselves that we are already using and that we want to develop further
  - Looks at physical, psychological, social, and spiritual strategies
  - Looks at strategies that are meant for personal life and in the workplace.
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# DOMAINS OF SAFETY





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# SELF CARE IS JUST AS MUCH ABOUT WHAT WE DON'T DO



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## THINGS TO AVOID

Too much social media and news

Reading too much information

Excessive alcohol

Dark/Violent/Tragic TV Programs

Negative self talk, not asking for help/support

Being the rescuer for everyone

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# DOMAINS OF SAFETY





## PHYSICAL

Nutrition, Exercise, hygiene

Meditation, Mindfulness

Time in Nature

Sleep

Yoga, Stretching

Drinking water

## PSYCHOLOGICAL

Stick to a routine

Take breaks from SM and news

Seek out support if needed

Music, reading, art, puzzles

Set goals

Do not overload on stories of tragedy



## SOCIAL

Stay connected with loved ones

Distance from socially destructive relationships

Connect with others who share interests/hobbies

Be open to others

Connect with colleagues outside of work

Know your boundaries

## MORAL

Be active in the values/practices that are your moral grounding

Keep a journal, practice gratitude

Getting involved in a productive way

Validate your feelings as real

Ask for help when you need it; give help when you have it

Rest and be kind to yourself



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# SELF CARE PYRAMID





Lean into the challenges; seek to find the gaps.

Policies are examined and enhanced with a focus on staff Self Care.

People are provided with protected time for Supervision and Team Meetings.

Opportunities for staff to speak about the difficulty of the work.

Asking what staff need to feel supported. A culture of inquiry.

Require boundaries and disconnection during off time and vacations.

Leaders role model healthy Self Care

Create visual and verbal feedback loops connected to Self Care

Examine on boarding and separation processes

Provide opportunities for Team Building



Remember it's not "What's wrong with you?" it's "What's happened/happening to you?". This is applied to everyone.

Self Care can feel very counterintuitive. You may feel so completely overwhelmed with emotions that it feels impossible to feel better. Taking small steps everyday will pay off over the long run.





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# Creating a Self-Care Plan





## What will it look like when...?

... people are committed to their own self-care?

... peers support one another's self care?

... organizations support workers' self care?





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## THE FOUR PILLARS OF SANCTUARY

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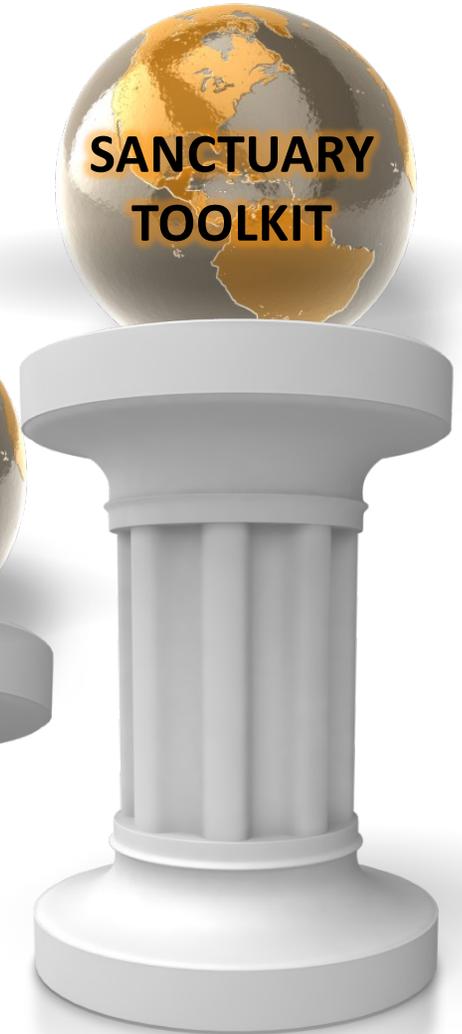
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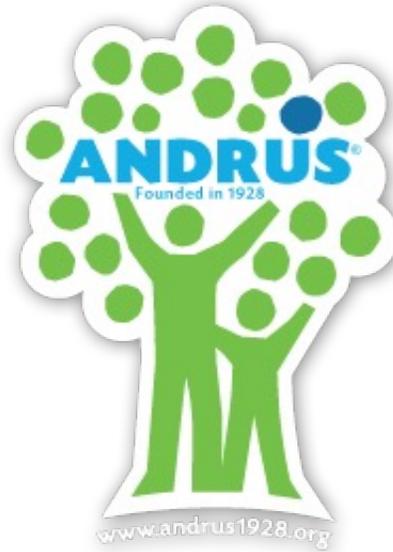




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# Questions?





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**Thanks for a great workshop!**

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or visit [www.thesanctuaryinstitute.org](http://www.thesanctuaryinstitute.org)