



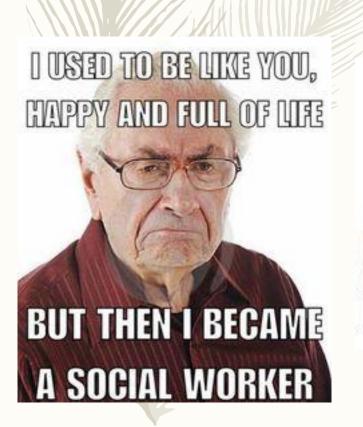
Introductions

- Who are we?
- Who are you?
- What makes us "qualified" to talk about this subject?



Objectives

- Participants will have a better understanding as to why social workers burn out at such a high rate
- Participants will walk away with at least 3 tangible ideas on how to reduce burn out for the social workers in their organization
- Participants will be given at least 3 ways to develop their staff in a way that reduces turnover and improves employee engagement





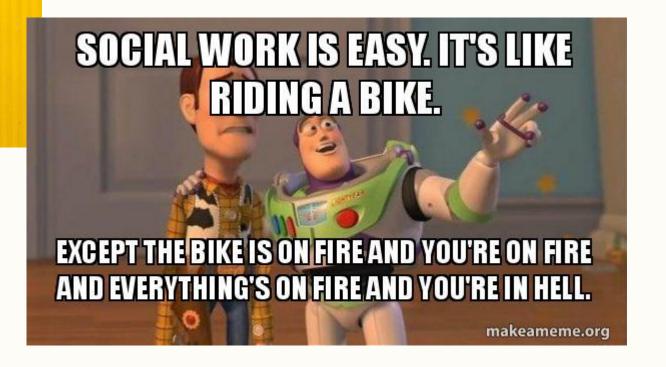




SELF-CARE FOR SOCIAL WORKERS

- 1) Follow a balanced diet
- 2) Exercise regularly
- 3) Use mindfulness techniques
- 4) Scream into a Pillow
- 5) Try crying while eating cake over the sink







Statistics

- Current turnover rates nationwide: 30%
- On Average, a social worker stays in a job for 2 years
 - Losing a worker costs an agency approximately \$54,000
- Our turnover rate in 2017: 7%
 - Our average stay: 2.5 years
 - Not including new programming: 3.8 years
 - Considerations: New Programs





So, why do social workers burn out?

- No time for time off
- Emotional exhaustion
- Bad supervisors
- Not enough PEEK Moments
- No relationship with peers
- Poor understanding of SELF CARE and focus on Life Balance



Peek Moments

- Don't fix potholes!
 - Build PEAKS
- "Great experiences hinge on PEAK Moments"
 - Not trained to build peek moments.
 - Fixing problems doesn't make people happy, it whelms people.
 - Great experiences are mostly forgettable, occasionally remarkable. Some moments that are special, but don't create themselves.
- How do we do this in social work?



Purposeful Relationships

- KEY- Social Connectedness to each other
 - What happens BETWEEN people really counts
- Helpfulness- what drives helpfulness is people getting to know each other
 - FIKA
- Social Capital COMPOUNDS with time



Work-Life Rhythm

- The illusion of Self-Care
 - Getting a pedicure or working out when you hit your "limit" is not going to cut it
 - Value yourself all the way through
- Balance:
 - If you are finding balance, you may always be searching for center
- Rhythm
 - "A strong, regular, repeated pattern of movement or sound"
 - Rhythm can change. Find what works in your life.
- MODEL Rhythm



Perseverance

- As we all know, some last in social work and some don't. But why?
 - Not social intelligence, not IQ
 - It was GRIT
 - Passion and perseverance- Able to make, and stick to, long term goals, having stamina and hard work. Seeing social work as a marathon, not a sprint.

Development

- Intentional Relationship Building.
- Create opportunities for professional development.
- Be flexible!
- Create good teams.



Take Aways

- Develop a way for people to purposely connect- REGULARLY.
- Build Peak Moments in your workplace.
- Stop focusing on the problems.
- Model the rhythm you want to see in your teams.



Questions/Comments? Resources

- Peak Moments: https://www.youtube.com/watch?v=syA8FyI6G-4
- The Power Of Moments- Chip and Dan Heath
- Forget the Pecking Order:

 https://www.ted.com/talks/margaret_heffernan_why_it_s_time_to_forget_the_pecking_order_at_work#t-507616
- GRIT: The Power of Passion and Perseverance- Angela Duckworth
- The 4 Disciplines of Execution: Achieving Your Wildly Important Goals- Chris
 McChesney and Sean Covey



Happy to help...we are all in this together!

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