

CARE FOR THE SELF AND THE TEAM

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SELF-CARE

Why should we care about self-care? Not engaging in good self-care causes burnout.

Burnout can result in:

Anxiety	Depression	Anger	Irritation	Health issues
Forgetfulness	Troubled relationships	Fatigue	Social withdrawal	Workplace absenteeism
Difficulty with co-workers	Poor productivity and performance	Decreased self-esteem		

SELF-CARE

Self-examination

Self-care plan

Team self-care

SELF-EXAMINATION

Utilize a standardized tool to check in with yourself on a regular basis.

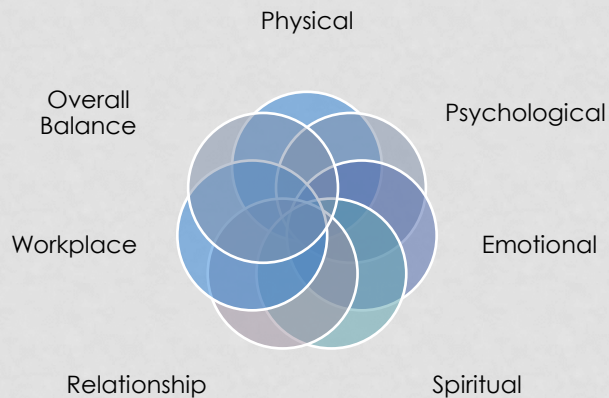
Know stressors and stress reactions.

If a leader doesn't live that self-care is important, neither will the staff.

SELF & TEAM EXAMINATION

- Should be done ongoing, regular basis.
- Incorporate self-care discussions into supervision and team meetings.
- All team members should engage in self-awareness.
- The team should reflect on team dynamics and health.

DIMENSIONS OF SELF-CARE



SELF-CARE PLAN

- Intention/goal
- Triggers and/or warning signs
- Daily self-care activities
- Negative self-talk → positive self talk
- Supports
- Barrier to good self-care
- Plan for when things go haywire

SELF-CARE PLAN

“Dig
where the
ground is
soft.”

TEAM SELF-CARE



TEAM SELF-CARE



TEAM DEVELOPMENT

Forming

- Team members are introduced to each other and the project/job.
- "Feeling each other out" and figuring out how they might work together.
- Important to be clear about team goals and provide clear direction.
- Leader involved all team members in determining roles, responsibilities, and team norms.

Storming

- Team members compete with each other for status and acceptance of their ideas.
- Different opinions on what should be done and how it should be done causes conflict.
- Leader guides team to listen and respect each other, solve problems together, and settle into roles.

Norming

- Team members begin to work more effectively together and are focused on the group goal.
- Value differences in opinion and increase trust.
- Leader functions as a coach and ensures team continues to function collaboratively.

Performing

- Team functions at a high level and focus is reaching goals as a group.
- Leader monitors progress and celebrates milestones, but doesn't need to be involved in the day-to-day work.

Adjourning

- Team members move off in different directions.
- Leader should ensure time for the team to celebrate successes and have closure with one another.

TEAM DEVELOPMENT

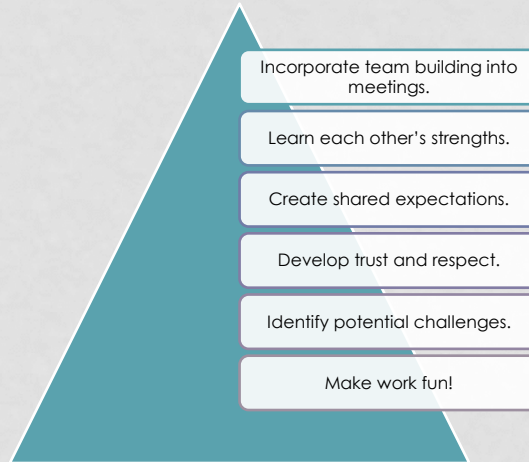
Characteristics of Effective Teams

- Clear communication among members
- Regular brainstorming sessions
- Consensus among team members
- Commitment to the project/work and to each other
- Regular team meetings are effective and inclusive
- Timely handoff from team members to ensure project is moving in the right direction
- Positive, supportive working relationships among all members

Characteristics of Ineffective Teams

- Lack of communication among members
- No clear roles and responsibilities
- Team members leave work for other members
- Lack of concern for timelines or quality
- Team members work alone, blame others, and do not support each other
- Team members are frequently absent

TEAM BUILDING



GEESE VIDEO

10 RULES FOR HIGHLY EFFECTIVE TEAMS

- 1 • Put the team first
- 2 • Communicate openly and candidly
- 3 • Be part of the solution, not the problem
- 4 • Respect diversity
- 5 • Ask and encourage the right questions
- 6 • Use a rational problem-solving process
- 7 • Build trust with integrity and example
- 8 • Commit to excellence
- 9 • Promote interdependent thinking
- 10 • Pull the weeds

STAFF MOTIVATION

"What employees seek — indeed, what we all seek in our work experience — is a blend of tangible and intangible elements that together create an environment of stimulation, contribution, recognition (monetary and otherwise), development, learning and support (from day-to-day management and senior leadership)." —Towers Perrin 2003

STAFF MOTIVATION

Know what drives
and motivates the
individual.

Find creative ways
to encourage
individuals and the
team.

Pay is a small
portion of
motivation, despite
what people say.

IDEAS?????

TEAM BUILDING, RECOGNITION, SELF-CARE