



Webinar Series:
*Self Care, Resiliency and Compassion Fatigue
in Student Support and Educational Services*

Webinar Nine: Working with Colleagues




Your Balance Map

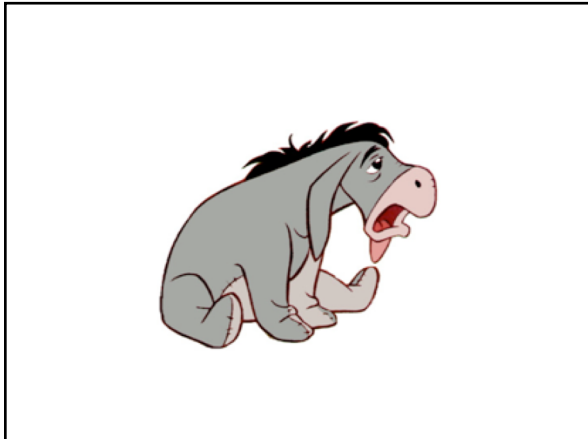
Simplifying	Physical Health	Stress Relief
Reactions to Change		
"Trauma stewardship"	Managing occupational stress/resentment	

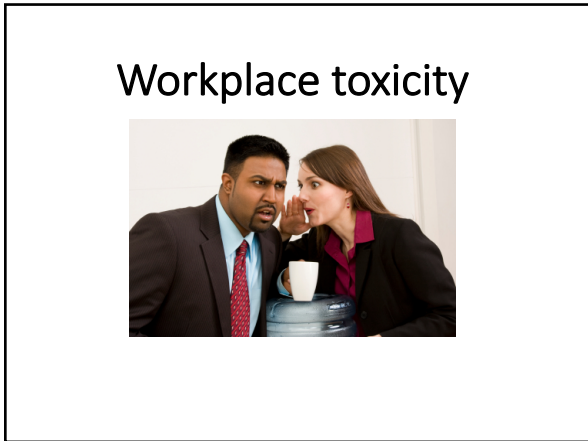
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Must be nice...



"Horizontal violence": a direct result of
Compassion fatigue and role overload





HOW IS STRESS AFFECTING ME AND MY TEAM?

- **Effects on individuals**
- **Effects on workplace**
- **Effects on organizations and society**

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WHAT STRESS EFFECTS DO YOU SEE?

For Yourself?	For Your Teams and Organization?

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RELATIONSHIP EFFECTS

Increased Risk For:


- Emotionally numbing & withdrawal
- Poor communication
- Anger & aggression
- Defensiveness
- Negative attitudes
- Conflict & breakdown

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EFFECTS IN THE WORKPLACE

Environment & Morale

- Reduced productivity & efficiency
- Poor staff relations
- Poor morale
- Poor staff communications
- Increased overwork & overtime
- Increased conflict and hostility
- Increased grievances
- Increased complaints from service recipients
- Toxic staff environment



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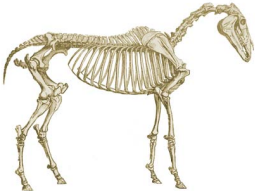
WHAT IS ORGANIZATIONAL HEALTH & WHY IS IT IMPORTANT?



- **Definition**
- **How it works**

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ORGANIZATIONAL STRUCTURE



The skeleton or architecture of the organization

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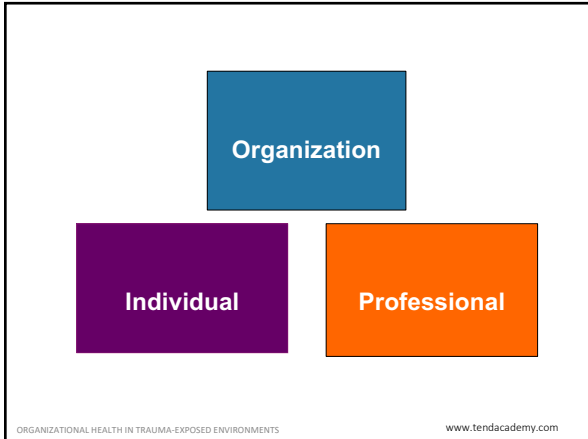
Organizational Health

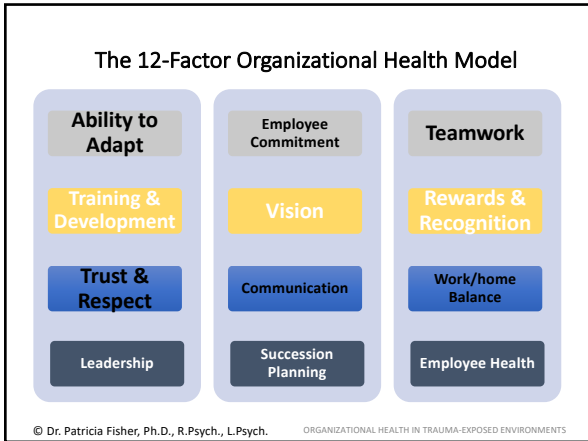
The complex living systems that animates the skeleton of the organization

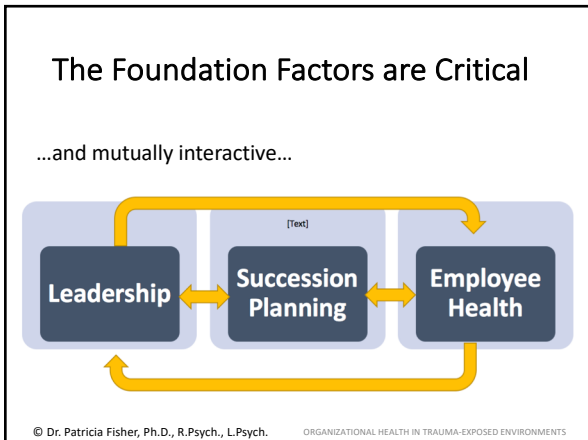


The Human Element
(psychology & physiology)

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Stress at Work
Develop Positive Alliances



"the most significant factor associated with compassion satisfaction" Killian (2008)

3 ways your colleagues have provided support to you?

What do you most appreciate about your colleagues?

What do you find supportive and helpful?

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How and when do you and your team spend time with each other?

	How Often?	How Long?	How Inclusive?	How helpful to you? 1-5
Formal Occasions				
Informal Occasions				

Reflection Activity:

- Can you think of one positive workplace alliance you could make?
- Other colleague you could connect to?

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