

PEER RECOVERY SUPPORT SERVICES COMMUNITY OF PRACTICE

Strategies for Identifying & Avoiding Burnout Among Staff Who Deliver Peer Recovery Support Services

October 23, 2019



WELCOME

Agenda

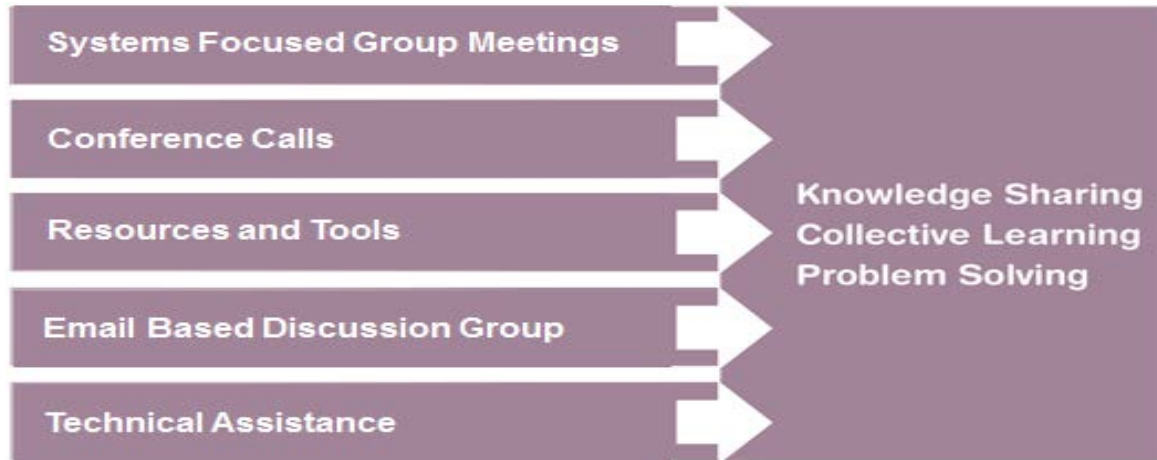
10:00 – 10:05	Welcome and Introductions
10:05 – 10:10	Breathing Exercise
10:10 – 10:35	Takeaways from July's Meeting
10:35 – 11:25	Small Group Discussions and Report Out
11:25 – 11:55	Large Group Report Out and Action Steps
11:55 – 12:00	Wrap Up and Evaluations

What is a Community of Practice ?

- A Community of Practice (CoP) refers to a group of people who share a common interest, passion or a concern for something they do and who interact regularly to learn how to do it better. (*Wenger, 2006*)
- A CoP is a group that is created with the goal of gaining knowledge and sharing information and experiences related to a specific topic.

Purpose of PRSS CoP

The purpose of this CoP is to connect those delivering peer recovery support services with the opportunity to gain knowledge and information and share experiences to develop quality PRSS services.



Objectives

1. Identify signs and symptoms of burnout.
2. Describe strategies that peer recovery support services staff and volunteers can use to address burnout.
3. Describe strategies at the administrative level to create a workplace culture that is responsive to staff burnout.

Let's Breathe



Begin with an invitation...

SET YOUR INTENTION

What is your intention?

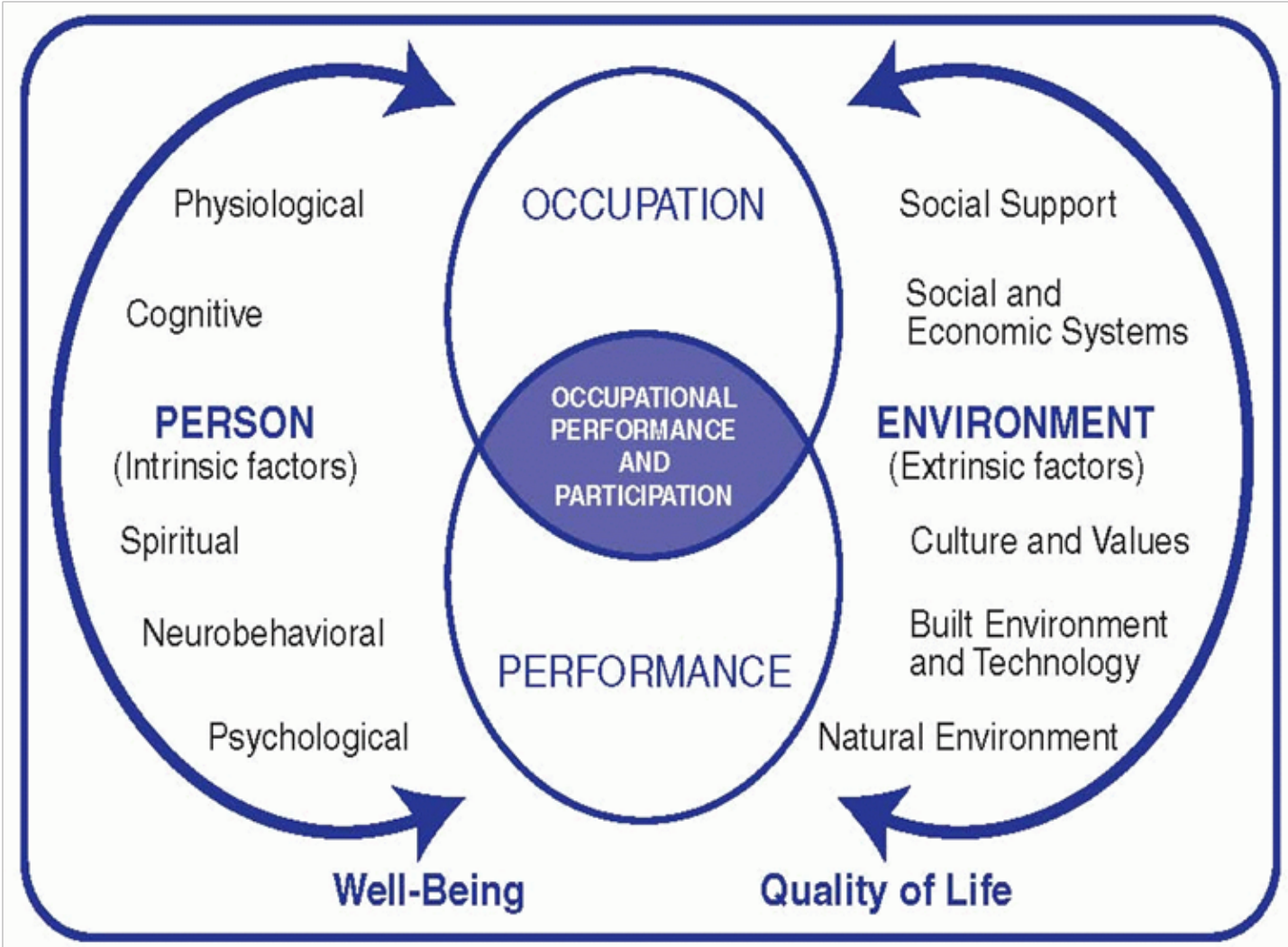
- Get through the next two hours?
- Learn something new?
- Try not to think about everything I have to do back at work?
- Spend some time focusing on yourself?

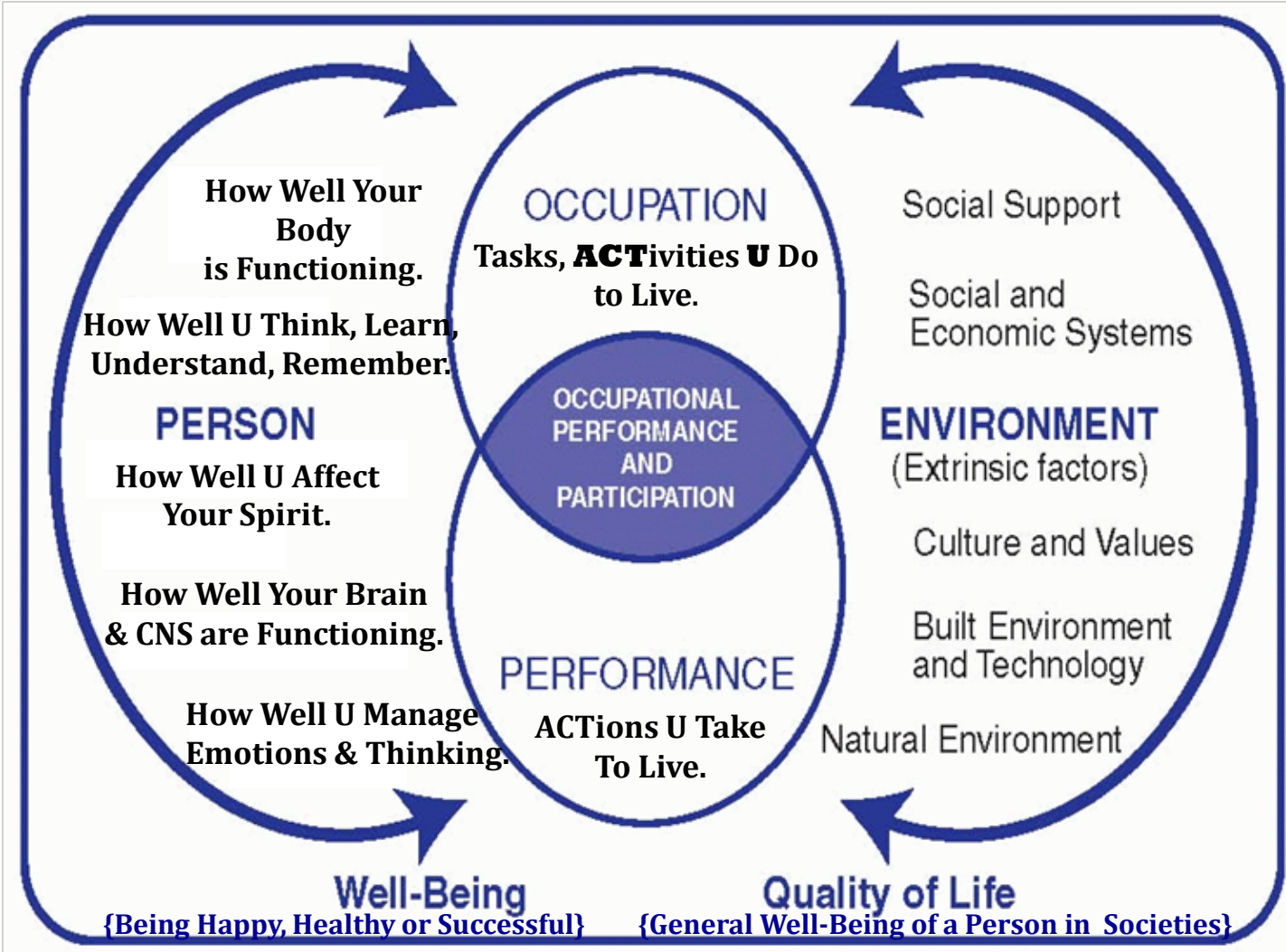
Give Yourself Permission


- To breath
- To learn something new
- To be open to new ideas
- To value the time you are spending here today

Valuing and Respecting Your Time...

- This is self care!
- An investment in self
- A lifestyle of wellness – requires an investment every day
- “Well-being of each is intimately bound to the well being of all” (NAADAC, 2016)





Relationship Destroying	Relationship Building
<p data-bbox="531 27 956 54"><i>Ego Thought System</i></p> <p data-bbox="531 54 956 81">“I can win if I attack or produce conflict.”</p> <p data-bbox="531 81 956 109"><i>FEAR</i>-based Way of Thinking</p> <p data-bbox="531 109 956 136">“I am the captain of the world.”</p> <p data-bbox="531 136 956 163">Attacking</p> <p data-bbox="531 163 956 191">Separating</p> <p data-bbox="531 191 956 218">Judging</p> <p data-bbox="531 218 956 245">Conflicting</p> <p data-bbox="531 245 956 273">Fault-finding</p> <p data-bbox="531 273 956 300">Always looking at what is wrong</p> <p data-bbox="531 300 956 327">Insane thinking</p> <p data-bbox="531 327 956 354">Winning/losing focus</p> <p data-bbox="531 354 956 382">Excuse-making</p> <p data-bbox="531 382 956 409">Withholding info/resources</p> <p data-bbox="531 409 956 436">Using Guilt as a control mechanism (Guilt throwers/catchers)</p> <p data-bbox="531 436 956 464">Using Shame as a control mechanism (Shame throwers/catchers)</p> <p data-bbox="531 464 956 491">Forgiving is conditional</p> <p data-bbox="531 491 956 518">Believing in lack/scarcity</p> <p data-bbox="531 518 956 546">Hoarding</p> <p data-bbox="531 546 956 573">Possessing</p> <p data-bbox="531 573 956 600">Protecting</p> <p data-bbox="531 600 956 627">Preventing Collaboration</p> <p data-bbox="531 627 956 655">Angering</p> <p data-bbox="531 655 956 682">Withholding information & ideas</p> <p data-bbox="531 682 956 709">Teasing</p> <p data-bbox="531 709 956 737">Belittling</p> <p data-bbox="531 737 956 764">Devaluing,</p> <p data-bbox="531 764 956 791">Invalidating</p> <p data-bbox="531 791 956 819">Gossiping</p> <p data-bbox="531 819 956 846">Putting others down acts a control mechanism that sabotages change</p> <p data-bbox="531 846 956 873">Bickering back & forth creates unhealthy organizations, families, tribes, relationships & creates Mental & Spiritual dis-ease</p>	<p data-bbox="956 27 1365 54"><i>Higher Power Thought System</i></p> <p data-bbox="956 54 1365 81">“We seek unity & peace of mind.”</p> <p data-bbox="956 81 1365 109"><i>LOVE</i>-based Way of Thinking</p> <p data-bbox="956 109 1365 136">“We need each other.”</p> <p data-bbox="956 136 1365 163">Harmony</p> <p data-bbox="956 163 1365 191">Balance</p> <p data-bbox="956 191 1365 218">Justice</p> <p data-bbox="956 218 1365 245">Integrity</p> <p data-bbox="956 245 1365 273">Focusing on Solutions</p> <p data-bbox="956 273 1365 300">Focusing on win/win</p> <p data-bbox="956 300 1365 327">Becoming a love seeker (vs. a fault-finder)</p> <p data-bbox="956 327 1365 354">Looking at what is right w/people, organizations, families, tribes, relationships (vs. predicting negative)</p> <p data-bbox="956 354 1365 382">Spiritual values</p> <p data-bbox="956 382 1365 409">Honest</p> <p data-bbox="956 409 1365 436">Open-minded</p> <p data-bbox="956 436 1365 464">Willing to Care</p> <p data-bbox="956 464 1365 491">Respecting</p> <p data-bbox="956 491 1365 518">Managing to Care</p> <p data-bbox="956 518 1365 546">Seeking out and putting Care into organizations, families, tribes, relationships</p> <p data-bbox="956 546 1365 573">Forgiving is unconditional</p> <p data-bbox="956 573 1365 600">A committed focus on others to see & discover the good in them</p>  <p data-bbox="956 873 1365 900">HELPing build collaborative & cooperative organizations, families, tribes, Partnerships.</p> <p data-bbox="956 900 1365 928">Promotes WELLNESS in individuals, families, and communities.</p>

Source: **Medicine Wheel Teachings for Healthy Communities & Organizations**. Coyhis Publishing
Dedicated to presenting the philosophy of the Medicine Wheel for a better world. www.whitebison.org

“We must become the change we want to see” -- Mahatma Gandhi

PEER PERSPECTIVES

Michelle Gagne, SOS Recovery Community Organization
Karen Collins, Hope for NH Recovery

GROUP DISCUSSION 1

Identify areas that cause burnout for yourself or your organization

GROUP DISCUSSION 2

Discuss strategies to address burnout within yourself or your organization

Identify short-term and long-term goals

**2020 SCHEDULE
COMING SOON!**

Final Thoughts

- Use the Google Group to ask questions and share resources
- 2 CEUs available
- Please return your nametag
- Please hand in your evaluation!

Thank you for coming!

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