

Investing In You

We value you and are committed to investing in you as you invest your talents in our organization and the children and families of our region



Well-being



Work-Life Balance



Health



Career



Future



INVESTING IN YOUR WELL-BEING

Working in a victim serving organization is incredibly rewarding and at the same time very challenging. The rewards keep us going and the challenges can wear us down. Exposure to trauma is part of everyday for those working in victim serving organizations, and unfortunately there is no magic immunity to the impact of the pain and suffering witnessed. Ultimately, working in high stress and trauma exposed environments impacts everyone at some point. Rachel Naomi Remen says,

“The expectation that we can be immersed in suffering and loss daily and not be touched by it is as unrealistic as expecting to be able to walk through water without getting wet.”

Therefore it is critical that we as an organization invest in your well-being and have policies and procedures that guard against vicarious trauma and build resiliency.



RST Program

EAP to address the impact of working with trauma

No Slime Zone

Encouragement to use Low Impact Debriefing

Low Impact Debriefing

Strategy to improve processing of cases and reduce trauma exposure



who

An employee assistance program specifically for victim service providers in North Dakota wanting to address the impact of working in high stress and trauma-exposed fields.

what

Individual sessions focused on building resilience for working in trauma-exposed fields, low-impact debriefing, vicarious trauma support, or evidence-based therapy for vicarious trauma.

where

RST has designated providers with specialty training and expertise in treatment of trauma and vicarious trauma. Select a RST provider and call to schedule your confidential session either in-person or via telehealth.

IT'S FREE!



Address the impact of working with high stress and exposure to trauma

For more information about scheduling a session, visit:

www.cacnd.org/building-resiliency/rst

NO SLIME ZONE

building resiliency
T O G E T H E R
cacnd.org/buildingresiliency

At our organization we are committed to using the process of Low Impact Debriefing to reduce employees' amount of trauma exposure.

Low Impact Debriefing

SELF AWARENESS



Have you ever shocked or horrified friends or family with a work story that you thought was benign or even funny? Helping Professionals can become desensitized to the trauma and loss that they are exposed to daily. Be aware of the stories you tell and the level of detail you provide when telling a story. Are all the details really necessary? Can you give an abbreviated version?

CONSENT



Once you have warned the listener, then ask for consent. This can be as simple as: “I would like to debrief something with you, is this a good time?” or “I heard something really hard today, could I talk to you about it?” The listener then has a chance to decline, or to qualify what they are able/ready to hear.

FAIR WARNING



If you had to call your sister to tell her that your grandfather has passed away, you would likely start the phone call with “I have some bad news” or “You better sit down”. This allows the listener to brace themselves to hear the story. Allow your listener to prepare and brace themselves by starting with “I would like to debrief a difficult situation with you and the story involves traumatic content.”

LIMITED DISCLOSURE



Once you have received consent from your colleague, decide how much to share, starting with the least traumatic information, and gradually progressing as needed. You may end up not needing to share the most graphic details.

building resiliency
T O G E T H E R

cacnd.org/buildingresiliency

Source: TEND Academy Ltd. • www.tendacademy.ca



INVESTING IN YOUR WORK-LIFE BALANCE

Chronic stress is one of the most common health issues in the workplace. Maintaining work-life balance helps reduce stress and helps prevent burnout in the workplace. To promote work-life balance we offer the following:

VACATION

Vacation Policy

SICK LEAVE

Sick Leave Policy

MATERNITY/PATERNITY LEAVE

Leave Policy



INVESTING IN YOUR WORK-LIFE BALANCE

COMPASSIONATE LEAVE

Compassionate Leave Policy

MILITARY LEAVE

Military Leave Policy

PAID HOLIDAYS

New Year's Day	Martin Luther King Day	President's Day	Good Friday
Memorial Day	Independence Day	Labor Day	Veteran's Day
Thanksgiving Day	Christmas Eve	Christmas Day	



INVESTING IN YOUR HEALTH

*As part of our commitment to building a healthy
and resilient workforce we offer:*

HEALTH

Health Insurance

DENTAL

Dental Insurance

VISION

Vision Insurance

How to Enroll:

**To enroll in benefits please contact your HR or
Administration...**



INVESTING IN YOUR CAREER

We are committed to making an investment in the careers of each employee to help them reach their full potential. By providing opportunities for professional development, we are ultimately strengthening the backbone of our organization. We also know that having adequate training for each position is a protective factor for secondary traumatic stress and we aim to build that resiliency.

TRAINING AND PROFESSIONAL DEVELOPEMENT

Our organization offers ample ongoing support/training for staff to build their skills and be effective in their job and to keep staff psychologically safe and physically safe. Training and Professional Development includes:

- In depth Orientation process, including training on Secondary Traumatic Stress
- Position specific training initially, and on-going as needed
- Supervision, peer review and consultation opportunities
- Multidisciplinary Training opportunities
- On-going training on Secondary Traumatic Stress and safety



INVESTING IN YOUR FUTURE

Helping our workforce attain a more financially sound future is a small way we can provide for one of our key assets – you.

RETIREMENT

Info about retirement plan





NEW EMPLOYEE PROFILE

TELL US ABOUT YOU

<input type="checkbox"/> Family	<input type="checkbox"/> Someone you admire
<input type="checkbox"/> Pets	<input type="checkbox"/> Most avoided foods
<input type="checkbox"/> Hobbies/Interests	<input type="checkbox"/> Music Types

FAVORITES

<input type="checkbox"/> Beverage	<input type="checkbox"/> Hobby
<input type="checkbox"/> Snacks	<input type="checkbox"/> Sports Team
<input type="checkbox"/> Restaurants	<input type="checkbox"/> Book or Movie



REFLECTION QUESTIONS

1. What is your reason for working in this field, why you do what you do?

2. What are your goals for your new position in terms of your professional development?

3. What work-life balance goals do you have over the next year?

4. What type of recognition or praise do you like best?

Public Private Written Verbal Formal Informal

5. What form of recognition motivates you the most?

Time off Chocolate Meaningful note Gift card
Coffee/Tea More flexibility New opportunities