

Opportunities for Growth

Assessment Section	Areas for Growth	Strategies	Sample Resources
Management & Supervision	Performance Evaluation: Discuss Organizational and Individual Strategies to Address Vicarious Trauma	Provide opportunity for staff to reflect on their use of strategies to minimize vicarious trauma and set goals for them to improve.	Human Resource Practices to Support TIC: Performance review protocols; STS Child Welfare: Performance Evaluation Form
Training & Professional Development	Training and Education on Work-Related Vicarious Trauma and Impact on Work Performance	Incorporate discussion of vicarious trauma into training sessions, staff meetings, or designate monthly peer support groups to discuss VT. Bring in speakers/researchers who could discuss VT and its impacts. Utilize resources like "Trauma Stewardship" or "The Compassion Fatigue Workbook."	Guidelines for a Vicarious Trauma-Informed Organization: Peer Support, Making the Business Case, Human Resources; 12 Tips for Self-Care; Warning Signs
	Training and Education to address Work-Related Stress and Vicarious Trauma	Incorporate a short training on one self-care strategy into each staff meeting. Could rotate staff members to present one of their strategies. Post "Daily Buster" exercises in the breakroom or other public places.	Daily Busters; 12 Tips for Self-Care
	Staff Support Services	Create an Employee Assistance Program (see handout for tips). Form links with allied or partner organizations that can provide VT-relevant services to staff and volunteers. Develop a list of resources for staff and	Guidelines for a Vicarious Trauma-Informed Agency: Employee & Volunteer Assistance Program

Staff Health & Wellness	Prove Staff Health & Wellness Activities	Consider building regularly scheduled staff wellness into the work day as paid activities. Examples may include walking, yoga, mindfulness, healthy cooking, etc. Consider accessing trainings for staff related to mindfulness therapies/skills, that also could be used to lead staff through these practices as well in staff meetings. Explore if local	A Gecko's Guide to Building Resiliency: Outreach Letter (pg. 64)
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