

Maria Tineo

April 8, 2020

SWK699: Professional Seminar II

Title of the program:

Us First

Mission Statement:

Promoting Intentional self-care for staff by decreasing the work week to allow professional support from our top rated counselors and clinicians.

Vision Statement:

Us First understands the importance of self-care and know that going about it is easier said than done. When organizations team up with Us First they are making it known that they support their staff and understand that providing a professional counseling session for one hour a week will not hinder the staff but strengthen them. Through Us First organizations will recognize that when the staff receives on-going mental health support they are more likely to avoid burn-out, compassion fatigue, and turn over.

Abstract:

In 2020 we have seen a surge in promoting self-care for staff through-out organizations. They have multiple trainings, they provide pamphlets, and remind us via email to eat well, take our breaks, and so on. However, staff is left with meeting deadlines and emergencies almost daily. Our case managers and direct staff almost certainly experience trauma or vicarious trauma in these hectic work environments and are asked to process how? Is taking a lunch directly helping them process? Are their supervisors available to them to discuss the events of the day on a regular basis? And if so who is supporting them? Us First partners with organizations to address the workers mental health needs in turn helping the organization decrease staff turn-over, burn out, and compassion fatigue. In order to assist the organization they must first commit to decreasing the work week to 34 hours with a designated hour of self-care to each of their case managers, case management supervisors, and direct care staff. This self-care / mental health hour provided will be a required session with Us First dedicated clinicians, social workers, and crisis management counselors trained in trauma-informed care as well as Cognitive Behavior Therapy (CBT) in order to help the staff process their work week. Staff is open to speak on professional or personal matters and able to do so with our team. When

organizations utilize US FIRST they show that they truly value their staff and believe in power of intentional self-care. .