Pandemic Impact and Workforce Wellbeing Strategies - Community of Practice Intimate Dialogue

**Chat Log**

**7-29-22**

14:02:45 From Dahene-Tech Support to Everyone:

To view closed captions, please click this link https://us.ai-live.com/CaptionViewer/Join/thirdparty?sessionId=USECCP2907A

14:02:51 From Hilda Alexander to Everyone:

Good morning! Happy Friday!

14:03:45 From Matt St. Pierre to Everyone:

any questions for our panelists? feel free to raise your hand or place them here in the chat

14:09:22 From Hilda Alexander to Everyone:

Do you any specific strategies for how to prepare staff for the work?

14:09:54 From Taryn LeGrand-Lovett to Everyone:

Just because someone is an excellent direct care provider does not mean they will be a great leader or supervisor.

14:10:24 From Ayla Colella to Everyone:

exactly Taryn

14:10:48 From Matt St. Pierre to Everyone:

workforce briefs from MHA and National Council Alicia is discussing: https://www.healthmanagement.com/insights/briefs-reports/hma-and-national-council-for-mental-wellbeing-release-issue-brief-on-diversity-in-the-behavioral-health-workforce/

14:14:18 From Hilda Alexander to Everyone:

Thank you - Oh my gosh, I love that! Starting early is imperative! I'm also thinking about the traditional training and orientation type of activities when people are bombarded with so much information that you can see (and feel) the overwhelm...

Awesome. Will let her know

14:26:48 From Jonathan Morgenstern to Everyone:

Supervisor making self available so that clinicians do not feel alone in making treatment decisions that can be intimidating; supervisor must actively mind their own self care to be able to continuously offer support to clinicians. Our view of self care needs reconsideration, life around us has changed.

14:28:06 From Jonathan Morgenstern to Everyone:

Converting a routine staff meeting into a replenishing activity.

14:33:19 From Elizabeth Cook to Everyone:

We are SO GOOD at "nothing about us without us" when it comes to getting CLIENT feedback on programmatic changes but we forget that CLINICIANS we supervise are also an "US" that needs to give feedback on self care!

14:34:42 From Pam Pietruszewski to Everyone:

Elizabeth - well said!

14:36:04 From Alicia Kirley to Everyone:

Another thing that orgs can do is talk to their states about the administrative burden-this is a crisis- what can we do to change-alleviate the paperwork burden that is reported to cause burnout in the Morning Consult study that Ayla shared. Propose some ideas, get that conversation started.

14:40:22 From Lisa Short to Everyone:

One of the barriers is not having enough positions to allow for the supervisors to have time do the coaching and support. One staff down leads to ongoing crisis mode, let alone being in the critical situation of multiple staff down.

14:41:43 From Hilda Alexander to Everyone:

Yes, Lisa - that is definitely a scenario I am familiar with!

14:42:15 From Lisa Short to Everyone:

We develop wellness toolboxes with clients but we should be building one for each ourselves and sharing with supervisor and co-workers.

14:44:14 From Jonathan Morgenstern to Everyone:

Given general fatigue there's also a temptation to lower standards, something to be mindful of.

14:44:31 From Ayla Colella to Everyone:

yes yes yes Jonathan

14:45:25 From Lisa Short to Everyone:

Yes! Agency resorts to warm body syndrome just to get staff in the door.

14:45:29 From Hilda Alexander to Everyone:

Yes, Jonathan!

14:47:49 From Kelle Masten to Everyone:

The recordings for Parts One and Two and the slides from yesterday's session will be emailed to you all by the end of next week. This information will also be available on NASMHPDs and the National Council's websites.

14:49:53 From Timberly Robinson to Everyone:

Triaging needs and focusing on strength building seems so important. I worry that sometimes traditional standards don't value the strengths that really shine in other, less traditional standards.

14:50:22 From Shaun Hill to Everyone:

i came in late, were there slides for todays presentation? Also will we get a copy of the powerpoint? Thanks again for all the work on this topic.

14:51:06 From Matt St. Pierre to Everyone:

resource from the National Council and HHRC on promoting self care and resilience can be found here: https://hhrctraining.org/knowledge-resources/fact-sheet/3992/promoting-resilience-infographic

14:54:19 From Alicia Kirley to Everyone:

https://hsc.unm.edu/echo/

14:57:11 From Timberly Robinson to Everyone:

Thanks for this! It's been insightful and helpful!

14:57:17 From Hilda Alexander to Everyone:

Thank you so much!

14:57:20 From Mary Allix to Everyone:

This was great! Thank you so much.

14:57:21 From Jonathan Morgenstern to Everyone:

A valuable presentation and conversation. Thank you. A good weekend to all.

14:57:26 From Tanja Larsen to Everyone:

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