



# CO-REGULATION & SELF-CARE

Integrating Innovative Employment & Economic  
Stability Strategies into TANF Programs





# PRESENTERS

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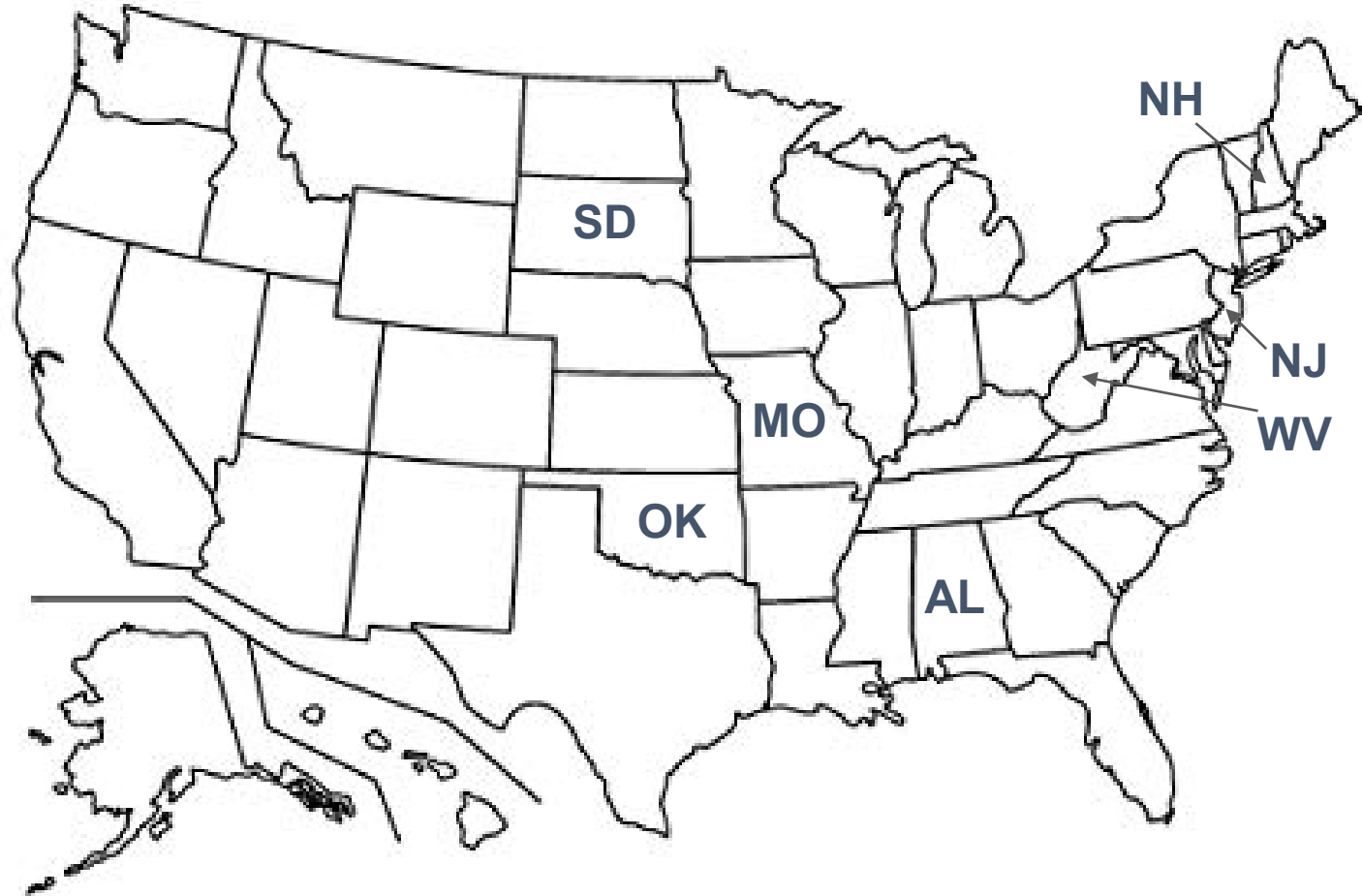
STEPS Coordinator

EMPath | Economic Mobility Pathways



# COACHING FOR SUCCESS LEADERS

- Alabama
- Missouri
- New Hampshire
- New Jersey
- Oklahoma
- South Dakota
- West Virginia



# PURPOSE

- Define self-care
- Describe stress responses to working in a TANF program
- Share and encourage participants and organizations to adopt self-care strategies







# WHAT EXACTLY IS SELF-CARE?





# SELF-CARE

- The practice of taking action to preserve or improve one's own health.
- The practice of taking an active role in protecting one's own well-being and happiness, in particular during periods of stress.

*There's only one corner of the universe you can be certain of improving, and that's your own self.*

~ Aldous Huxley









Much like poverty is cyclical, the act of not practicing self-care is cyclical!



# BURNOUT

“No Time” → More Stress → Need for self-care grows  
→ Lack of perceived time available decreases

**= BURNOUT**



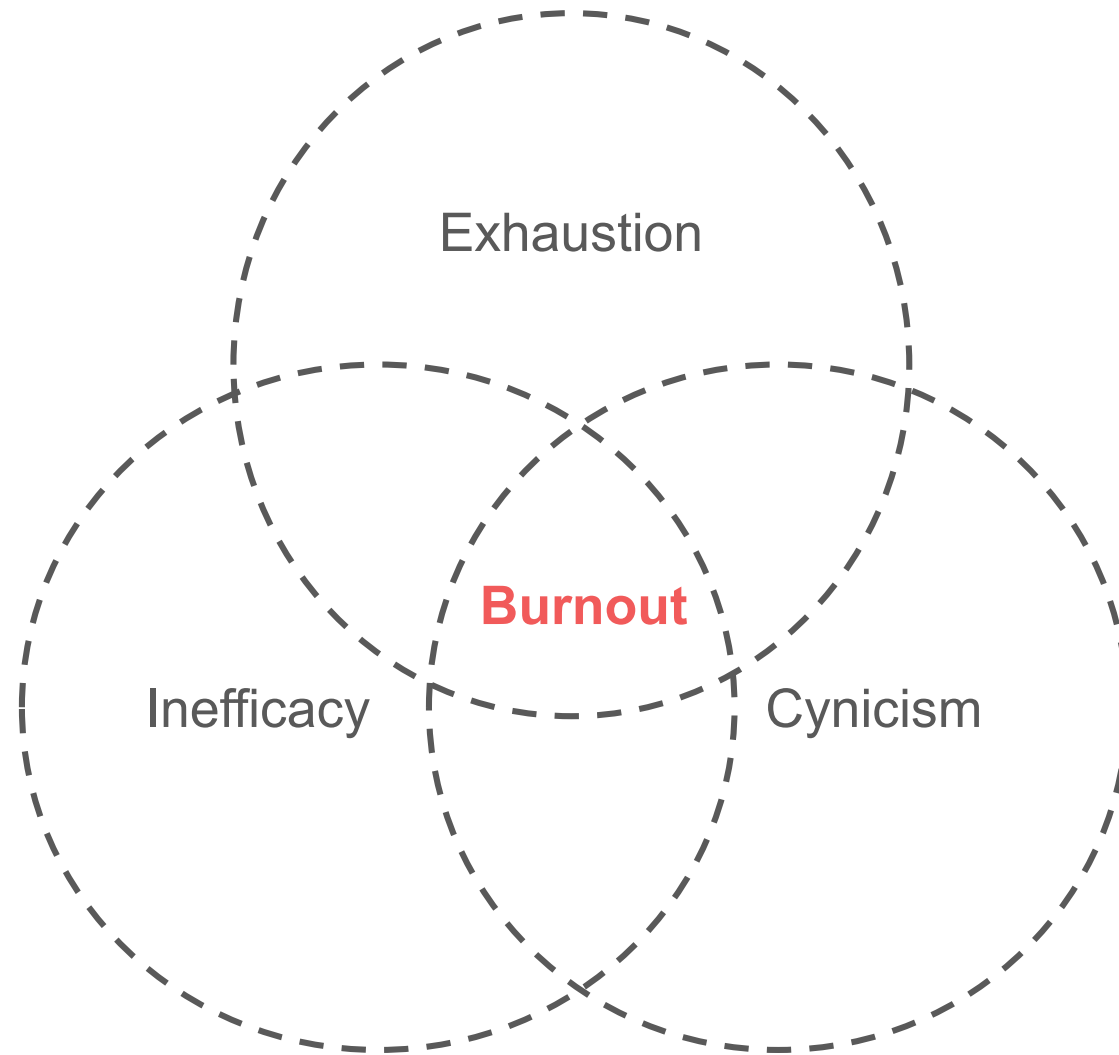




# BURNOUT

- *Burnout* was coined by psychologist Herbert Freudenberger in the 1970s to describe what happens when a practitioner becomes increasingly “inoperative.” (Smullens, 2013)





<https://onlinemsw.fsu.edu/blog/2016/10/04/nip-it-bud-signs-social-work-burnout-and-tips-self-care>

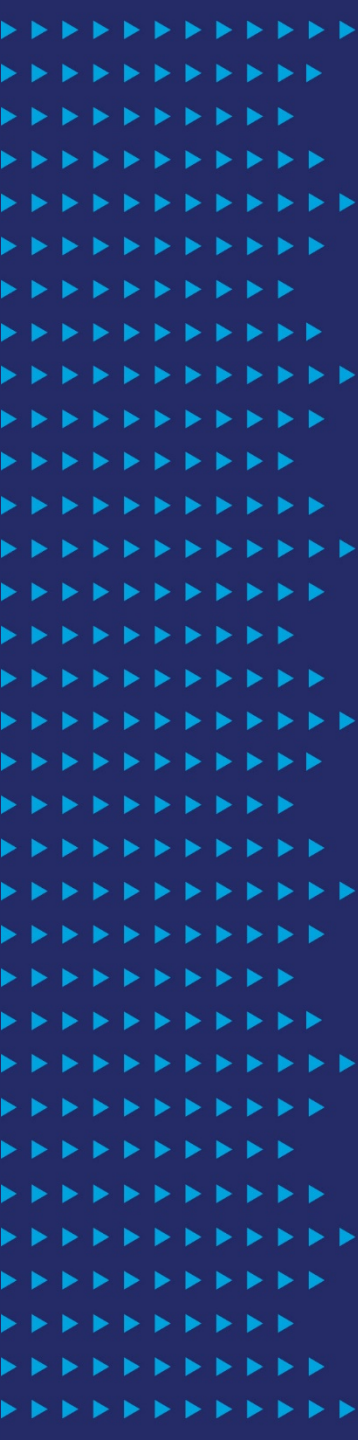
# VICARIOUS TRAUMA

- A change in world-view resulting from continuous exposure to the victims of trauma and violence.
- Can result in a range of negative consequences.



<https://vtt.ovc.ojp.gov/glossary>

<https://www.tendacademy.ca/what-is-compassion-fatigue/>



DISORDER  
TENSION  
AWARENESS  
NERVOUS  
DEPRESSION  
STRESS  
FEAR  
DESPAIR  
TEMPER  
DEPRESSION  
WORRY  
PTSD  
ANXIETY  
FRUSTRATION  
AGITATION  
INSOMNIA  
SCARED  
WITHDRAWAL  
FAILURE  
HEADACHE  
OVERWHELMED  
FATIGUE  
NEGATIVE  
MOOD  
LONLINESS  
NEGATIVE  
PANIC

# ASK THE AUDIENCE

- What elements of burnout do you see as most common in your work?





# ASK THE AUDIENCE

- Is recovery from burnout possible?





Training on self-regulation strategies  
+ intentional self-care

= fewer opportunities for burnout

# REGULATION

## Self-regulation

The ability to monitor and control our own behavior, emotions, and thoughts

- Responds to the demands of the situation
- Naturally occurs in tandem with executive function skills

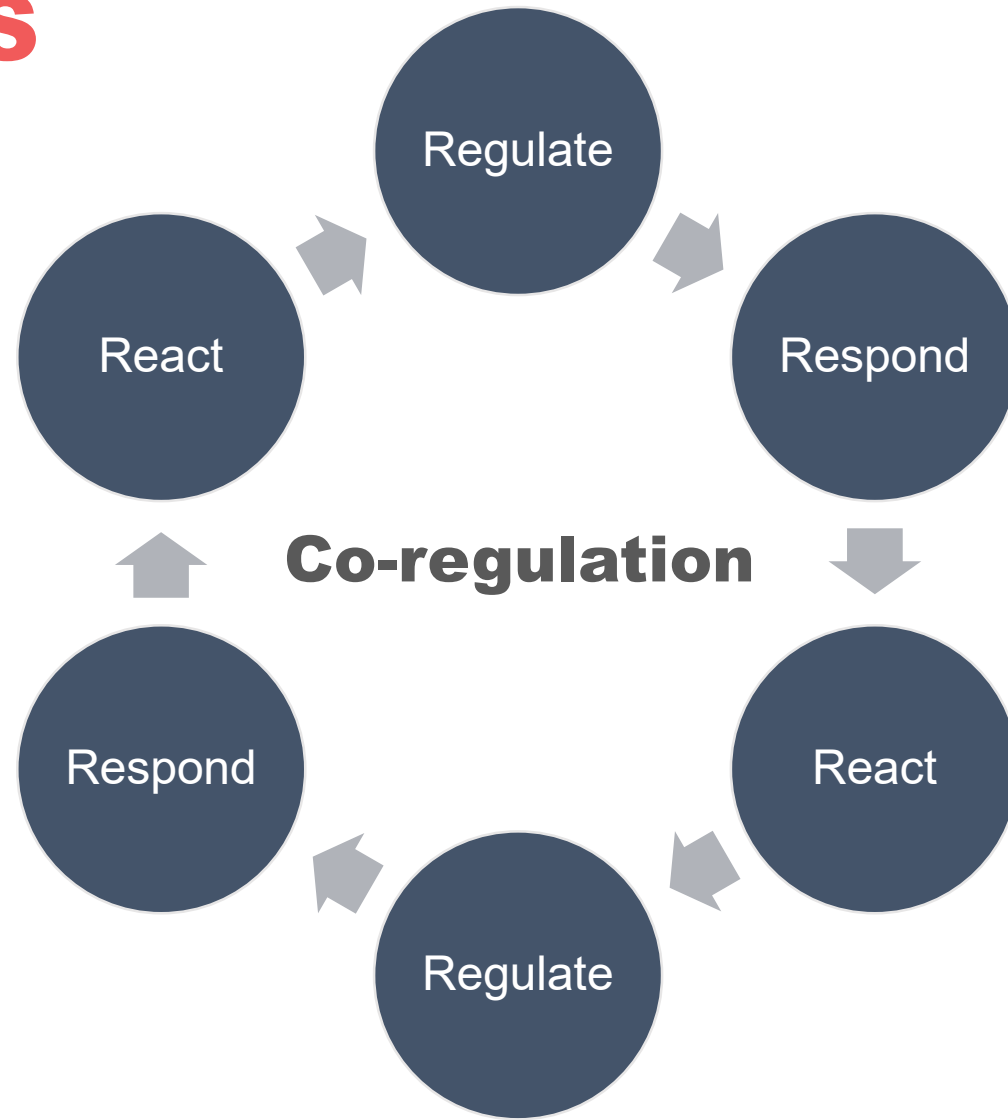
## Co-regulation

How we adjust our physical and emotional responses

- Occurs in the context of social relationships
- Maintains and encourages a regulated state



# THE PROCESS







# CO-REGULATION TECHNIQUES

- The Window Pane
- Question Reframe
- Inhale-Exhale Endurance
- Head To Toe Scan
- Boundaries Check & Mantra

# SELF-CARE PLAN

## My Self-Care Plan

WEBINAR OBSERVATION TOOL

Integrating Innovative Employment & Economic  
Stability Strategies into TANF Programs

**TANF**  
Works!

| React   |  |
|---|--|
| WHAT ARE MY TRIGGERS?   | 1<br>2<br>3  |
| HOW DO I USUALLY RESPOND?   | Body:<br>Brain:<br>Feelings:   |
| Regulate  |  |
| I WILL USE THESE STRATEGIES (CHECK THE MOST HELPFUL TO YOU):      | <input type="checkbox"/> WINDOW PANE <input type="checkbox"/> QUESTION REFRAME <input type="checkbox"/> OTHER<br><input type="checkbox"/> INHALE-EXHALE ENDURANCE <input type="checkbox"/> HEAD TO TOE SCAN<br><input type="checkbox"/> BOUNDARIES CHECK <input type="checkbox"/> MANTRA |
| Respond   |  |
| MAKE A LIST OF THREE THINGS YOU WILL DO TO TAKE CARE OF YOURSELF. | 1<br>2<br>3  |
| MAKE A COMMITMENT   | When will I do it?<br>What will motivate me to do it?<br>Where can I get support and encouragement?  |

COACHING FOR SUCCESS SERIES | 2019 - 20

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# BOUNDARIES





# BOUNDARIES

- What are some of the professional boundaries you hold?







# BOUNDARIES

- What are some of the professional boundaries you hold?
- Why do you hold them?

# RECHARGING YOUR BATTERY



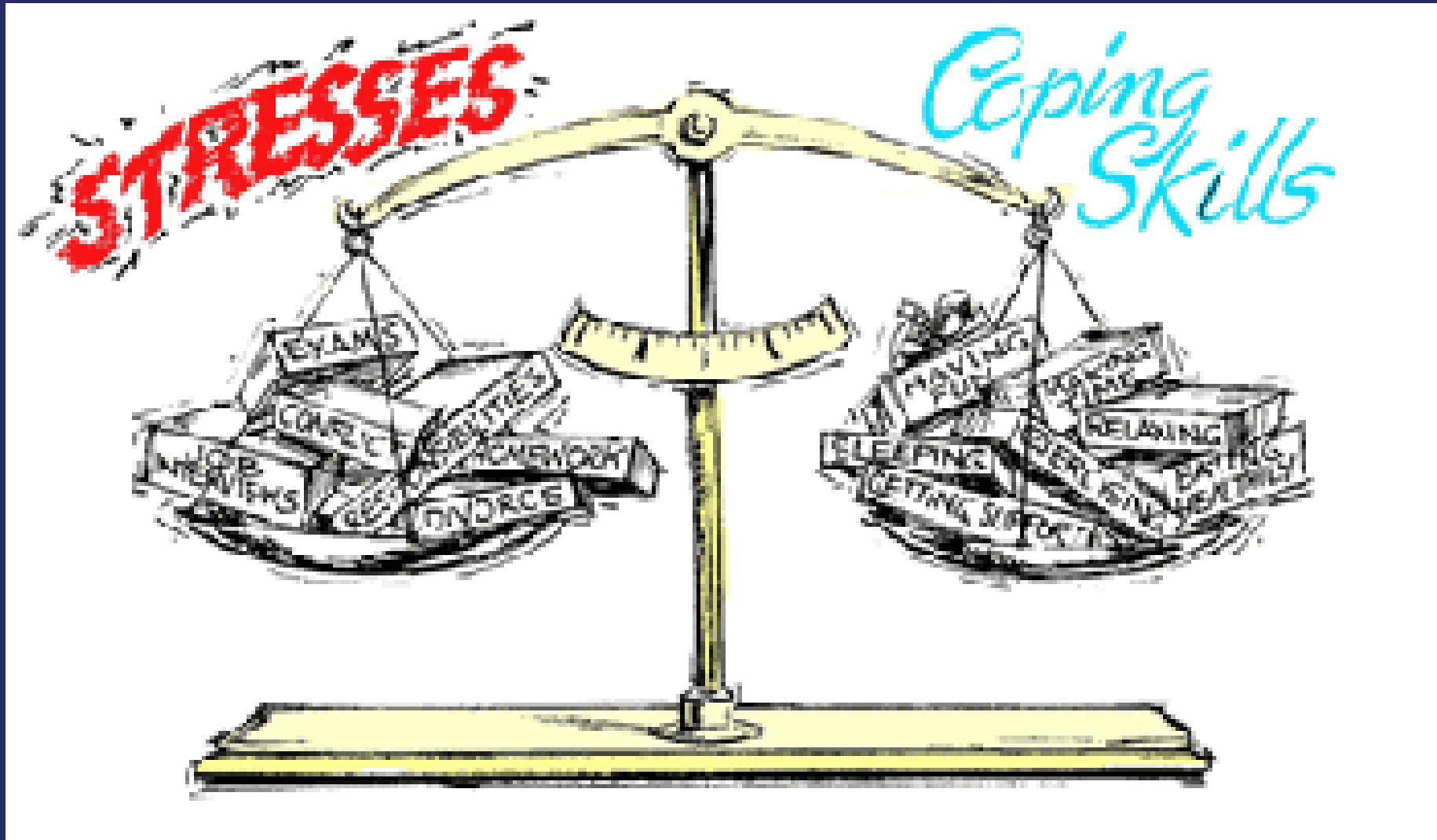
# UNCONDITIONAL POSITIVE REGARD



# UNCONDITIONAL POSITIVE REGARD

- Respecting clients as human beings with their own free will, and operating under the assumption that they are doing the best they can
- Meeting someone where they are
- Distinguishing between a person and his/her actions





# THINGS TO KEEP IN MIND



Note individual differences in regulatory responses



Know your limits and boundaries



Separate the individual from the crisis



Create a plan for self-care



Utilize supervision



You are NOT an afterthought



# WHO SHOULD BE INVESTED IN SELF-CARE?

Why? How?



# WHO SHOULD BE INVESTED IN SELF-CARE?

## Direct Service Staff

- Of course!

## Supervisors/Managers

- Coaching is a parallel process

## Organizations

- Total, ensured success!



# Q&A

- What are some ways an organization can best support staff and reduce overall burnout?



# MOVING TOWARD ORGANIZATION-WIDE SELF-CARE

## The Working on Wellness Committee

- Originally a grant from the state – now written into EMPath’s annual budget
- STEPS Challenge, Self-Care Challenge, Smoothie Days, Prizes, and more!

## Promoting Employee Positivity (PEP) Committee

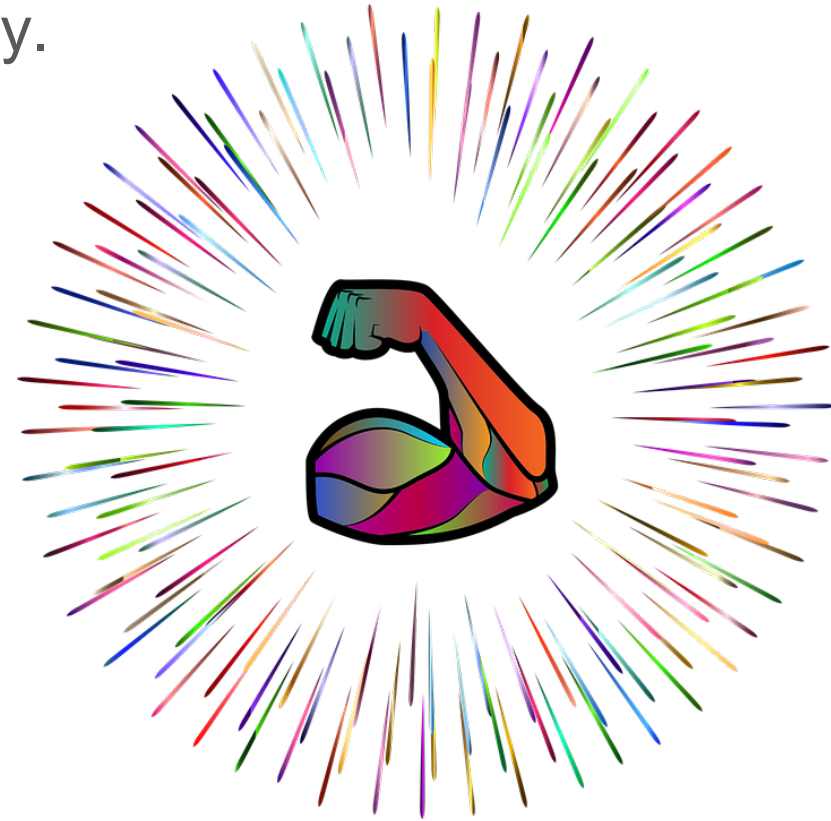
- Summer and holiday parties, and fun themed events

## Unity Block

- 30-minute incentivized learning sessions prior to weekly team meetings to be together without working. Topics include chakras, meditation, and yoga.

# VICARIOUS RESILIENCE

A process of learning about overcoming adversity from a trauma survivor and the resulting positive transformation and empowerment experienced through witnessing the survivor's empathy.



<https://vtt.ovc.ojp.gov/glossary>

*Caring for myself is not self-indulgence,  
it is self-preservation,  
and that is an act of political warfare.*

~ Audre Lorde







## Co-regulation & Burn Out

### Definitions

#### Self-regulation

Self-regulation is our ability to monitor and control our own behavior, emotions, or thoughts, altering them in accordance with the demands of the situation.<sup>1</sup>

#### Co-regulation

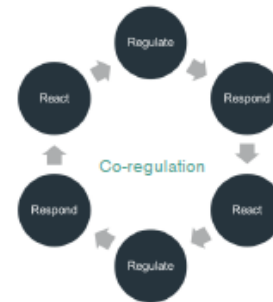
Co-regulation occurs in the context of social relationships and refers to how we adjust our physical and emotional response in order to maintain and encourage a regulated state.<sup>2</sup>

### The Process

Throughout the day we react to ongoing and incoming external stimuli. These reactions are driven by many factors including our past experiences, our biases, our mood, etc. Reactions can be quick and last a split second or they can linger.

In our role as coaches, we work to keep these reactions from lingering by regulating our emotional or physical responses. Over time, we learn how to do this in a way that works best for us.

Our response after we react and then regulate is a chance to model self-regulation in the coaching relationship and in turn support the regulation of the individual with whom we are working. This dual process is referred to as co-regulation.



### Co-regulation Techniques

#### The Window Pane

Imagine a glass pane, or window, is situated between you and your participant – you can still see, hear, and engage with your surroundings but that glass pane is there to absorb or reflect the feelings of stress you may be inclined to internalize. As a coach, our role is to co-regulate and effectively and compassionately respond in the moment. The “window” exists to protect you from over-exerting your emotional capacity.

#### Question Reframe

It can be tempting to ask questions that dig deeper into past trauma, but validation does not have to equal excavation. If you are not a clinician, or trained to navigate a trauma narrative, it can be helpful to reframe questions that have the potential to re-trigger or activate a participant’s stress response. Below are examples of questions that can be used to step outside the trauma narrative:



# QUESTIONS OR COMMENTS?



# REFERENCES

- Freudenberger, H. J. (1974). The Staff Burnout Syndrome in Alternative Institutions. *Psychotherapy: Theory, Research and Practice*, 12, 73-82.  
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- TED. (2015, April 23). *Beyond the Cliff: Laura van Dernoot Lipsky* [Video file]. Retrieved from <https://www.youtube.com/watch?v=uOzDGrcvmus>
- “Sympathetic vs. Parasympathetic.” *Soft Schools*,  
[www.softschools.com/difference/sympathetic\\_vs\\_parasympathetic/143/](http://www.softschools.com/difference/sympathetic_vs_parasympathetic/143/)
- Unconditional Positive Regard in Psychology: Definition 7 Examples and Techniques. (2018, August 29). Retrieved from <https://positivepsychologyprogram.com/unconditional-positive-regard/>



# NEXT STEPS WITH LEARNING COMMUNITY

- Upcoming webinars:
  - 7/11 Coaching Observation (Supervisors and Managers)
  - 8/8 Final Recap – highlights, lessons learned, and future goals
- Monthly calls
- Site visits





# SURVEY

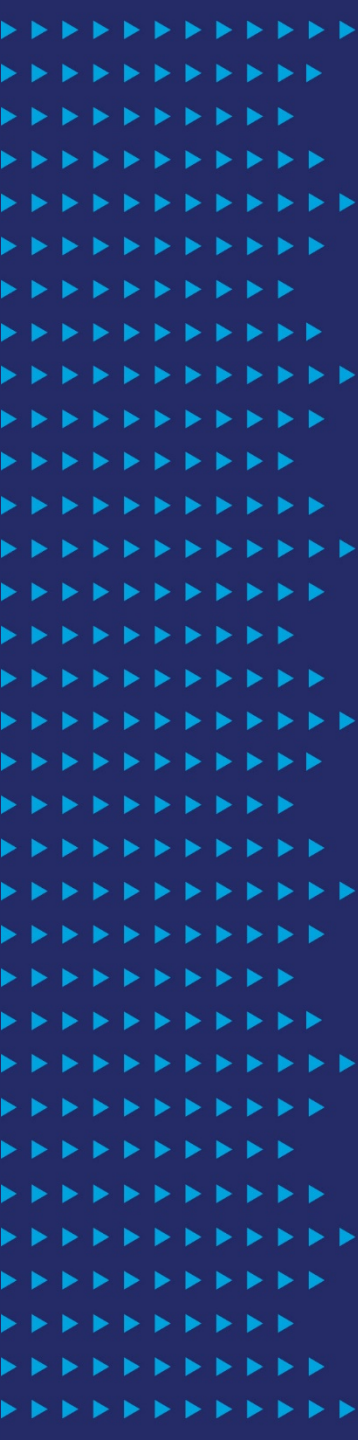
- A survey will pop up immediately after the webinar ends. Please take a couple minutes to respond.
- Your answers are important to us!



# FOR MORE INFORMATION

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**Coaching for Success Series 2019-19**

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