

STS/Organizational Action Plan

Research on workforce resiliency (Sprang, 2018; Turberg, 2010) reveals that are key components necessary to mitigate the impact of STS on the workforce. This plan is designed to address each of the resiliency components to strengthen resiliency and minimize the effects of STS to functioning.

Psychological Safety: With whom do I find psychological safety within my unit/agency? How can I utilize that safety to communicate the impact of STS on my functioning? What can I do to build psychological safety within my unit/agency?

Action step:

Meaning: What personal/professional meaning do I find in my work?

How can I maintain that meaning in the context of the impact of organizational stress and STS?

Action step:

Relatedness: How can I build safe relational connection within the organization?

How do I make these connections reciprocal (support others while I receive support)?

Action step:

Competency: What do I feel competent in within current position?

What can I do to further develop my competency?

Action step:

Hopefulness: What value does hopefulness have in my ability to stay positive? How do I maintain hopefulness given my continued exposure to traumatized children as it is compounded by organizational stress (ie. paperwork, statistics, redundancy)?

Action step: