



## Tips and Tools to Help Staff Cope

There many avenues and opportunities for building a healthy, resilient work environment to buffer against burnout. Some examples include:

### RESOURCES

- Mentoring/buddy programs
- Learning collaboratives
- Employee Assistance Programs: 24/7 confidential support
- Bereavement and grief: support and time off
- Employer-sponsored wellbeing apps
- Peer listening sessions

### INSERVICES/WORKSHOPS/SHORT VIDEOS

- Conflict management
- Financial wellbeing
- How to self-regulate your emotional state
- The polyvagal theory and getting to calm quickly
- Learning to recognize and navigate triggers
- Trauma-informed listening
- How to create a culturally informed and responsive workplace
- Triggers at work: how to handle your “buttons” with coworkers

### OPPORTUNITY FOR CONNECTION

- Collaborative virtual space for employees to share (personal info about birthdays, hobbies, summer vacation, etc.)
- Employer-sponsored volunteer days where employees work (volunteer) together on community-based projects
- Fun activities (ask the staff what would be fun)
- Encouragement of walking supervision, eating lunch together
- Teams call as a virtual version of dropping by the office

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