
Research shows those who care for trauma-affected clients can experience serious issues, including:

- Exhaustion
- Difficulty sleeping
- Disruptive thoughts
- Numbness to client concerns
- Detachment from work
- Inability to cope with everyday issues
- Fear and anxiety

The opioid epidemic and COVID-19 pandemic have put enormous stress on the behavioral health workforce across New Hampshire, while increasing the need for their services.

OUR GOAL:

To protect and support the behavioral health workforce

Greater Nashua Mental Health and the New Hampshire Bureau of Drug and Alcohol Services are partnering on a new initiative to reduce the effects of exposure to trauma among the behavioral health workforce and create workplaces where everyone thrives.

WHO IS INVOLVED?

Greater Nashua Mental Health is partnering with the Bureau of Drug and Alcohol Services, the New Hampshire Technical Assistance Center, and Corporation for a Skilled Workforce (CSW).

CSW is a national nonprofit that specializes in trauma-informed and resilience-building approaches. CSW will design and lead this initiative in collaboration with the New Hampshire Technical Assistance Center.

WHAT IS INVOLVED?

CSW staff will work with Greater Nashua Mental Health leadership and staff to tailor interventions to address secondary exposure to trauma (SET) in the workplace.

Together we will:

- increase personal and organizational awareness.
- develop self-protection plans.
- cultivate a supportive work environment.

WHEN IS THIS HAPPENING?

We're kicking off this year-long initiative in **June 2022!**

Watch your inbox for details about this important effort to protect and support our behavioral health workers, agency staff, and leadership.



THRIVING in the Workplace



THRIVING IN THE WORKPLACE WILL FOCUS ON THREE MAIN STRATEGIES

The principles that guide trauma-informed care can also improve wellness for behavioral health staff.

1.

Increase personal and organizational awareness

Learn to recognize the warning signs and symptoms of secondary exposure to trauma (SET)

Identify and support those at risk



INCREASE PERSONAL AND ORGANIZATIONAL AWARENESS

Staff will engage in discussions, tailored trainings and coaching sessions, and assessments of how secondary exposure to trauma impacts them, their clients, and organizational culture.

2.

Develop a self-protection plan

Seek balance

Establish boundaries

Create and expand connections



DEVELOP A PERSONAL AND PROFESSIONAL SELF-PROTECTION PLAN

Staff will receive tailored assistance and coaching to develop self-protection plans that foster well-being and professional development.

3.

Cultivate a supportive work environment

Normalize, prevent, and address SET

Cultivate a trauma-informed, trauma-capable workforce



CULTIVATE A SUPPORTIVE WORK ENVIRONMENT

Staff will help create a work environment where everyone thrives. Key strategies will include the use of resiliency-based approaches, enhanced communication and collaboration at all levels, and health-promoting organizational policies and procedures.