

building resiliency TOGETHER

MEMBERSHIP NEWSLETTER

The Building Resilience Together Project represents organizations serving victims in the region courageously seeking innovative solutions to address the impact of trauma and secondary trauma, empathic strain, and burnout in their organizations and teams.

Welcome!

Welcome to the first issue of the Building Resiliency Together (BRT) Newsletter. Each month, members will receive helpful information to have healthier, more resilient organizations, so we can better serve our clients and community. Our Monthly features will include:

- *Organization Tools* that agencies can use to build a resilient culture within their organizations. We hope that as organizations dedicated to creating staff wellness you incorporate them into your company policies and culture.
- *Micro Skills* are small skills staff can use throughout the day to remain resilient and healthy in the trauma field. Historically we have asked staff to do “self-care”, and while self-care is okay, research shows that self-care does not make a lasting impact on mitigating secondary traumatic stress. What is working is micro-skills. Each month we will highlight a Micro Skill of the Month. We hope that you share these with staff and encourage staff to use them throughout their day.
- *Resiliency.Support.Therapy (RST)* program is an employee assistance program specifically for victim service providers (including law enforcement, medical professionals, social service providers, advocates, and mental health professionals) in ND wanting to address the impact of working in high-stress and trauma-exposed fields. The RST program is a membership benefit of the Building Resiliency Program and has been effective in helping individuals from all over the state of ND deal with the effects of our work. Encourage staff to use the program after a difficult case, when they are burnt out, or when signs of secondary traumatic stress are seen.

Did You Know?



Between 40% and 85% of "helping professionals" develop vicarious trauma, empathetic strain, and/or high rates of traumatic symptoms.

(Matthieu, 2012)



Organization Tool of the Month

One of the best places organizations can start in creating a resiliency program for staff is to take the organizational assessment. You can assess how secondary traumatic stress (STS) informed your agency is by administering the Secondary Traumatic Stress-Informed Organizational Assessment (STSI-OA). The STSI-OA is an assessment tool that can be used to evaluate the degree to which their organization is STS-informed and able to respond to the impact of secondary traumatic stress in the workplace. The STSI-OA identifies specific areas of strength and opportunities to implement STS-informed policies and practices. The results of this tool can be used as a roadmap for future training and implementation activities in the area of STS and trauma-informed care. Agencies should ask their staff (from all departments) to take this assessment on a yearly basis to see where they have grown over the year and areas for future goals. The Building Resiliency Program will collect the responses and send you an organizational report for your agency.

Send the link below to all staff to have them complete the free assessment.

**Secondary Traumatic Stress-Informed
Assessment**

Micro Skill of the Month

Don't be Afraid to "Disappoint Someone Today"



It's a tradition to start the year off with making resolutions of all of the things we are going to start, give up, or learn. So this year, challenge yourself to do something that is small, yet profound. Learn to say no to things that don't fill your cup and "Don't Be Afraid to Disappoint Someone Today". In order to maintain integrity and compassion in the very challenging work you do, you must be honest about how much you're able to have on your plate at any given time. In prioritizing your own needs, you may have to say "no" to requests and disappoint others—THIS IS OKAY!

Tip! - Write the words "**Don't Be Afraid to Disappoint Someone Today**" on a post-it note and stick it somewhere that you'll see it often.

Download and Print this flyer to display at your organization and send out to your staff.

Micro Skill of the Month

introducing
RESILIENCY. SUPPORT. THERAPY.

RST

RESILIENCY SUPPORT THERAPY

WHO An employee assistance program specifically for victim service providers in North Dakota working to address the impact of working in high stress and trauma-exposed fields.	WHAT Individual sessions focused on building resilience for working in trauma-exposed fields, low impact debriefing, vicarious trauma support, or evidence based therapy for vicarious trauma.	WHERE RST has designated providers with specialty training and expertise in treatment of trauma and traumatic events. Select a RST provider and call to schedule your confidential session either in person or via telehealth.
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Address the impact of working with high stress and exposure to trauma

rst designated providers

FREE TO MEMBERS!

For more information about the RST Program and membership, please visit: buildingresiliency.org

Sessions Available Now → Don't Delay
YOUR HEALTH & WELL-BEING IS A PRIORITY!

Resiliency. Support. Therapy (RST)

RST is an employee assistance program specifically for victim service providers (including law enforcement, medical professionals, social service providers, advocates, and mental health professionals) in North Dakota wanting to address the impact of working in high-stress and trauma-exposed fields.

Download and print a copy of the [RST flyer](#) and display it at your organization's office.

This resource is only available to Building Resiliency Together members.

[Visit the website here!](#)

For more information about Building Resiliency Together please visit the link below.

Website

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