

# Promoting Self Care and Resilience Among Supervisees



HOMELESS &  
HOUSING  
RESOURCE  
CENTER

NATIONAL  
COUNCIL  
for Mental  
Wellbeing

**SUPERVISION** is the process of providing support so that staff can be successful in their roles and responsibilities. It is an opportunity to promote healthy working relationships, healthy boundaries, and opportunities for growth. Staff **self-care** (or lack thereof) impacts every area of work. Encouraging self-care is an important part of that supervision and can happen in many ways.

## Supervisors...



**PROVIDE  
FEEDBACK AND  
REASSURANCE**



**OFFER NEW IDEAS  
AND FACILITATE  
BRAINSTORMING**

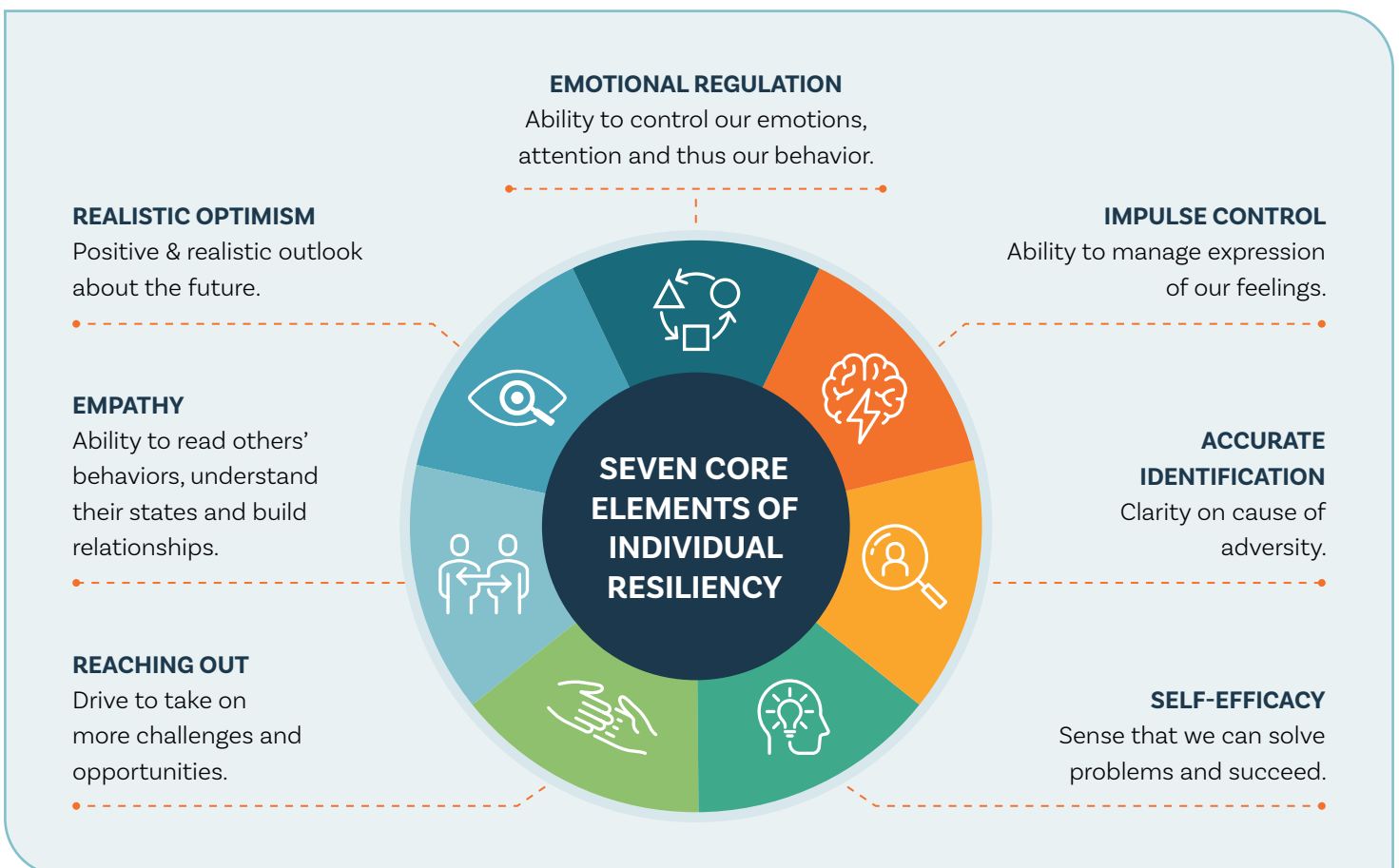


**HELP PROBLEM  
SOLVE**



**HELP REDUCE  
STRESS WHEREVER  
POSSIBLE**

**RESILIENCY** can be defined as the ability to adapt well to stress, adversity, trauma, or tragedy, or as the capability to cope successfully in the face of significant change, adversity, or risk.



## SUPERVISION & RESILIENCY

Strengths-based supervision is one way to build resiliency among staff. There are three general elements of strengths-based supervision: (1) supportive, (2) educative, and (3) administrative.

### 1 SUPPORTIVE

*Morale & satisfaction*

- ▶ Provide regular space to reflect on content and process of job
- ▶ Give feedback on work
- ▶ Validate and support

### 2 EDUCATIVE

*Effective training & development*

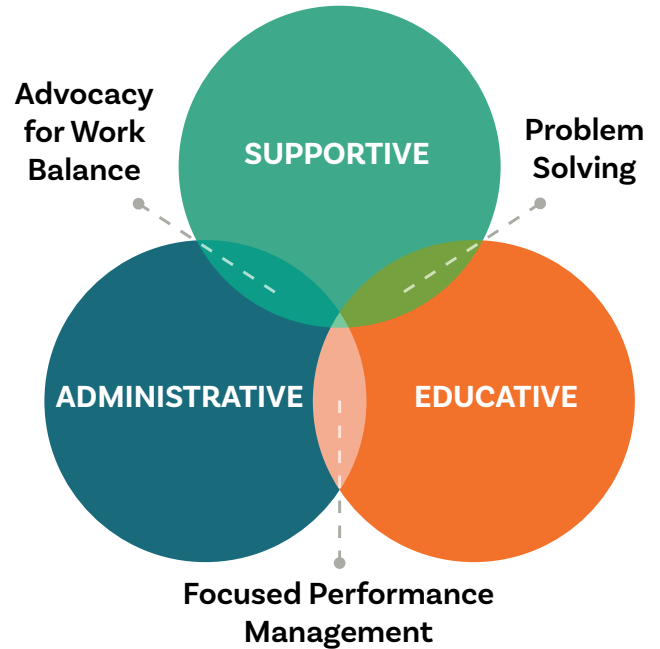
- ▶ Knowledge, skills, competencies, abilities, attitudes
- ▶ Information and perspective on one's work

### 3 ADMINISTRATIVE

*Effective implementation of policies & procedures*

- ▶ Quality of work
- ▶ Maximize resource use
- ▶ Conformance, fidelity
- ▶ Appropriate, complete recordkeeping

## STRENGTHS-BASED SUPERVISION FOR SELF-CARE AND RESILIENCE



Citation: Figure 4. Elements of Strengths-Based Supervision (adapted from Smith, 2011iii; Hawkins & Shoet, 2007iv; Kadushin, 1992v)

## KEY SUPERVISION TASKS THAT SUPPORT SELF-CARE AND RESILIENCE

There are several key tasks that supervisors do that help to prevent secondary traumatic stress, compassion fatigue, or burnout—or intervene when someone you supervise is experiencing them.



*Build an environment of trust and safety.*



*Structure supervision to include time to talk about self-care.*



*Help achieve and maintain quality work.*



*Help manage boundaries.*



*Model self-care behaviors.*



*Help manage change.*

## LEARN MORE ABOUT THE HOMELESS AND HOUSING RESOURCE CENTER

Providing high-quality, no-cost training for health and housing professionals in evidence-based practices that contribute to housing stability, recovery, and an end to homelessness.

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