

# Wellness in the Helping Professions

Presented by Marian Chavez



# Welcome

## Community Agreements

- Respect confidentiality
- Participate actively
- Practice self-awareness
- Allow space for multiple perspectives
- Take breaks as needed
- Engage with empathy and professionalism

# "One Word Check-In"

Describe your current wellness state  
using one word.

## Virtual Poll

Share your one word in the chat or use the poll feature:

How are you feeling today?

Hopeful

Tired

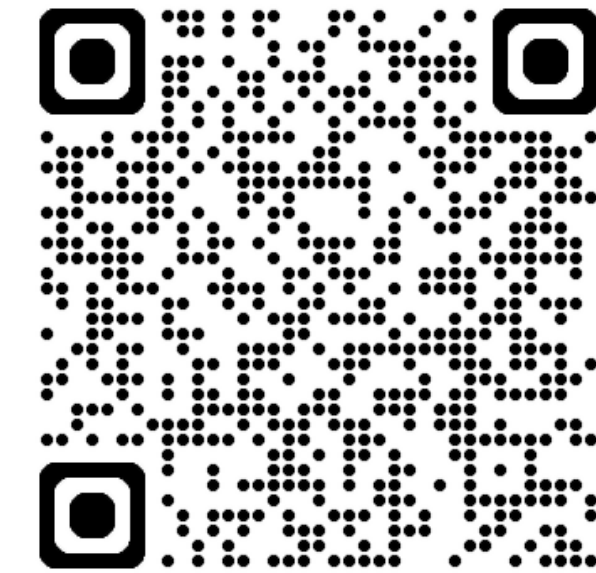
Grateful

Anxious

Energized

### Icebreaker Activity:

Text MARIANCHAVEZ106 to 22333, to join the  
session, then text a response.



Scan to participate

# Training Purpose

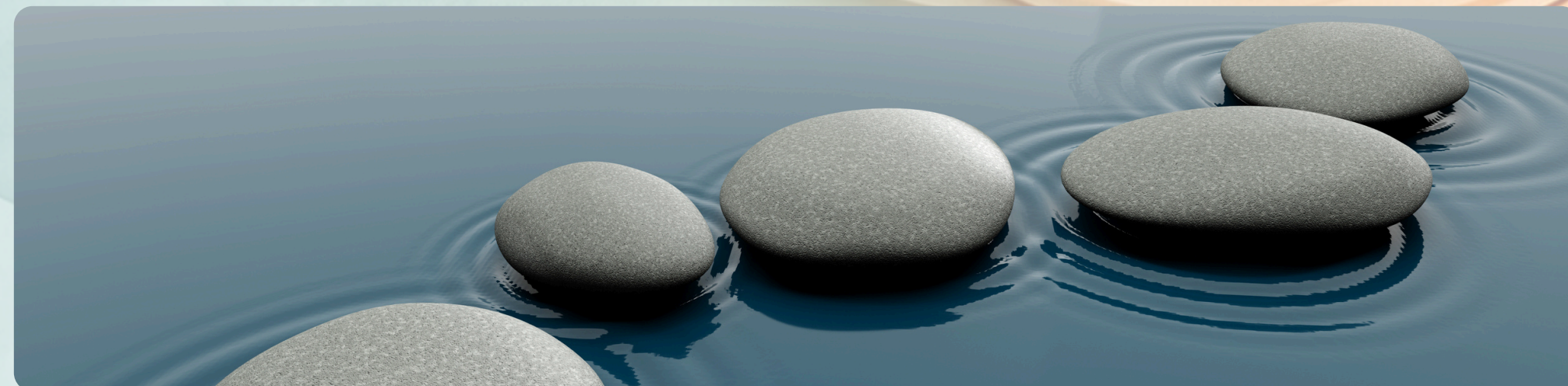
## Why Employee Wellness Matters

### Key Points

- Mental health professionals experience high rates of stress, burnout, compassion fatigue, and secondary trauma.
- Wellness directly impacts client outcomes, retention, workplace culture, and ethical practice.
- Sustainable wellness requires intentional skill development and organizational support.

### Discussion Prompt

"What workplace factors most affect employee wellness in helping professions?"



# Learning Objectives

Participants will be able to:

## Knowledge Objectives

- Define burnout, secondary trauma, compassion fatigue, and resilience.
- Identify workplace and personal wellness risk factors.

## Skill Objectives

- Practice grounding, stress reduction, and emotional regulation techniques.
- Apply wellness strategies during workplace scenarios.

## Performance Objectives

- Develop a measurable personal wellness plan.
- Demonstrate professional wellness competencies during group activities and assessments.

# Understanding Burnout

## Burnout in Mental Health Professions

### Signs of Burnout

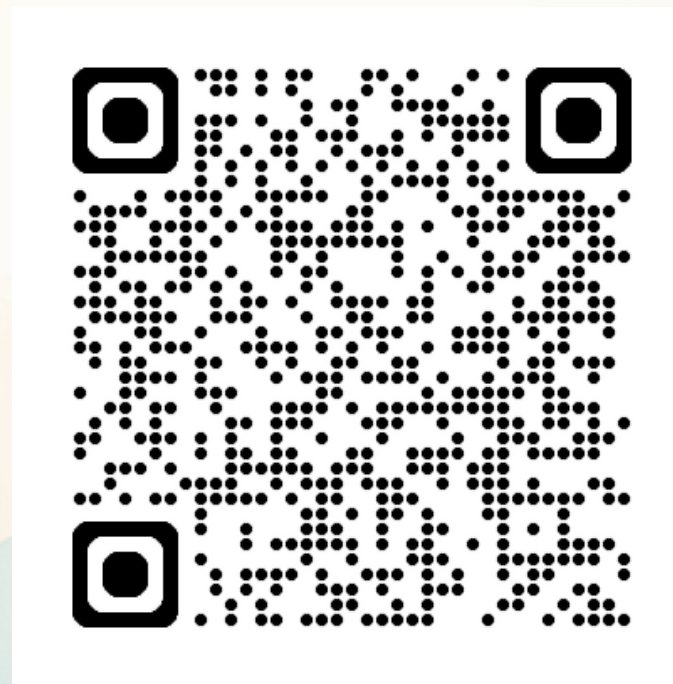
- Emotional exhaustion
- Reduced empathy
- Cynicism or detachment

- Difficulty concentrating
- Increased absenteeism
- Feeling ineffective or overwhelmed



# Interactive Poll

"Which burnout signs are most common in helping professions?"



Scan to participate

# Compassion Fatigue and Secondary Trauma

## Compassion Fatigue vs. Secondary Trauma

### Compassion Fatigue

Emotional depletion

Gradual onset

Reduced empathy

Exhaustion

### Secondary Trauma

Trauma exposure through clients

Can occur suddenly

Intrusive thoughts or hypervigilance

Emotional dysregulation



# Group Activity

## Wellness Barrier Brainstorm

Small Group Discussion

Groups identify:

- Workplace wellness barriers

- Personal wellness barriers

- Organizational solutions

- Peer support strategies

# Interactive Practice

## Stress Management Skill Rotation

### Activity Stations (In-Person)

1

Guided  
breathing

2

Stretching/  
movement

3

Journaling  
prompts

4

Mindfulness  
practice

5

Boundary-setting  
scenarios



# Personal Wellness Plan

## Wellness Action Planning

### Participants Develop:

- One short-term wellness goal
- One long-term wellness goal
- Three measurable wellness strategies
- Accountability supports
- Workplace support requests

### SMART Goal Framework

**S**pecific  
**M**easurable  
**A**chievable  
**R**elevant  
**T**ime-Bound

# Knowledge Check

## Reflective Self-Assessment

This assessment is personal and private. It will not be shared with the instructor or other participants.

1. What is one sign of compassion fatigue?

2. What are two evidence-based stress reduction strategies?

3. How can workplace boundaries improve wellness?

4. Identify one personal wellness goal.

Take a moment to reflect honestly. Your answers support your personal wellness plan.

# Participant Materials

## Personal Wellness Plan Worksheet

For your personal use only. This will not be collected or shared.

1. My Short-Term Wellness Goal (next 2 weeks):

2. My Long-Term Wellness Goal (next 3 months):

3. Three Measurable Wellness Strategies (SMART):

1.

2.

3.

4. My Accountability Supports (who/what will help me stay on track):

5. Workplace Support Requests (what I need from my organization):

Remember SMART Goals: Specific | Measurable | Achievable | Relevant | Time-Bound

# Participant Materials

## Reflective Assessment & Key Takeaways

For your personal reflection only. This will not be collected or shared.

1. What is one sign of compassion fatigue that resonates with your experience?

2. What are two evidence-based stress reduction strategies you can commit to?

3. How can workplace boundaries improve your personal wellness?

4. What is one personal wellness goal you will pursue after today?

Key Takeaways from Today:

1.

2.

3.

Wellness starts with one honest check-in. Revisit this plan regularly.

# INSTRUCTOR MANUAL

## Wellness in the Helping Professions

Presented to Management Team

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### SESSION OVERVIEW

Facilitator: Marian Chavez

Audience: Management Team (Helping Professions)

Duration: 90 minutes

Format: In-person with interactive components

#### Session Purpose:

Equip managers with understanding of burnout, compassion fatigue, and secondary trauma, and provide actionable wellness strategies they can model and support within their teams.

# Preparation & Materials Checklist

## Before the Session

- Reserve room with flexible seating for small groups
- Test projector/screen and audio
- Set up 5 activity stations around the room
- Print participant materials (slides 13-14)
- Prepare QR code for interactive poll
- Arrange journals, pens, and sticky notes
- Cue guided breathing audio
- Set up timer for skill rotation (5 min/station)
- Review management-specific talking points
- Arrive 15 minutes early for setup

## Materials Needed

- Presentation slides (loaded & tested)
- Printed participant worksheets
- Journals or blank paper
- Pens/markers
- Sticky notes (for barrier brainstorm)
- Timer (phone or visual)
- Yoga mats or open floor space
- Guided breathing audio file
- Boundary-setting scenario cards
- Evaluation/feedback forms (optional)

Room Setup Tip: Arrange tables in small groups of 4-5 for the Wellness Barrier Brainstorm.  
Ensure activity stations are spaced apart for comfortable movement during skill rotation.

## SESSION TIMING (90 Minutes)

Welcome & Agreements: 5 min | Icebreaker: 5 min | Purpose & Objectives: 5 min  
Key Concepts & Burnout: 10 min | Compassion Fatigue: 10 min | Interactive Poll: 5 min  
Wellness Barrier Brainstorm: 15 min | Skill Rotation: 20 min  
Personal Wellness Plan: 10 min | Knowledge Check & Closing: 5 min

# Facilitation Guide: Opening & Core Content

## SLIDE 1 - Title (1 min)

Welcome participants. Introduce yourself and session topic.  
Set the tone: 'This is a safe, supportive space.'

## SLIDE 2 - Community Agreements (4 min)

Read each agreement aloud. Ask for verbal acknowledgment.  
Emphasize confidentiality and self-care breaks for managers.

## SLIDE 3 - Icebreaker: One-Word Check-In (5 min)

Go around the room. Each person shares one word describing how they feel today.  
Normalize all responses. Do not probe or follow up in the group.

## SLIDE 4 - Training Purpose (3 min)

Frame this as leadership development, not remediation.  
Key message: 'Managers who model wellness create healthier teams.'

## SLIDE 5 - Learning Objectives (2 min)

Briefly review. Let participants know these guide the session.

## SLIDE 6 - Understanding Burnout (10 min)

Present signs of burnout. Ask: 'Which of these have you observed in your teams?'  
Normalize that managers experience burnout too. Avoid blame framing.  
Transition: 'Burnout exists on a continuum with compassion fatigue...'



# Facilitation Guide: Activities & Closing

## SLIDE 7 - Interactive Poll (5 min)

Display QR code. Give participants 2 minutes to respond.

Share results on screen. Briefly discuss top responses.

Management angle: 'As leaders, what patterns do you notice in your teams?'

## SLIDE 8 - Compassion Fatigue & Secondary Trauma (10 min)

Walk through the comparison table. Clarify the distinction.

Ask: 'How might these show up differently in managers vs. direct service staff?'

Normalize that managers absorb team distress. This is not weakness.

## SLIDE 9 - Wellness Barrier Brainstorm (15 min)

Form groups of 4-5. Distribute sticky notes.

Groups discuss: workplace barriers, personal barriers, organizational solutions, peer support.

Each group shares top 2 barriers and 1 solution. Record on whiteboard.

Management focus: 'What barriers can YOU remove for your teams?'

## SLIDE 10 - Stress Management Skill Rotation (20 min)

Explain 5 stations (4 min each + 1 min transition).

Circulate and participate. Model engagement.

Debrief: 'Which station surprised you? Which could you bring to your team?'

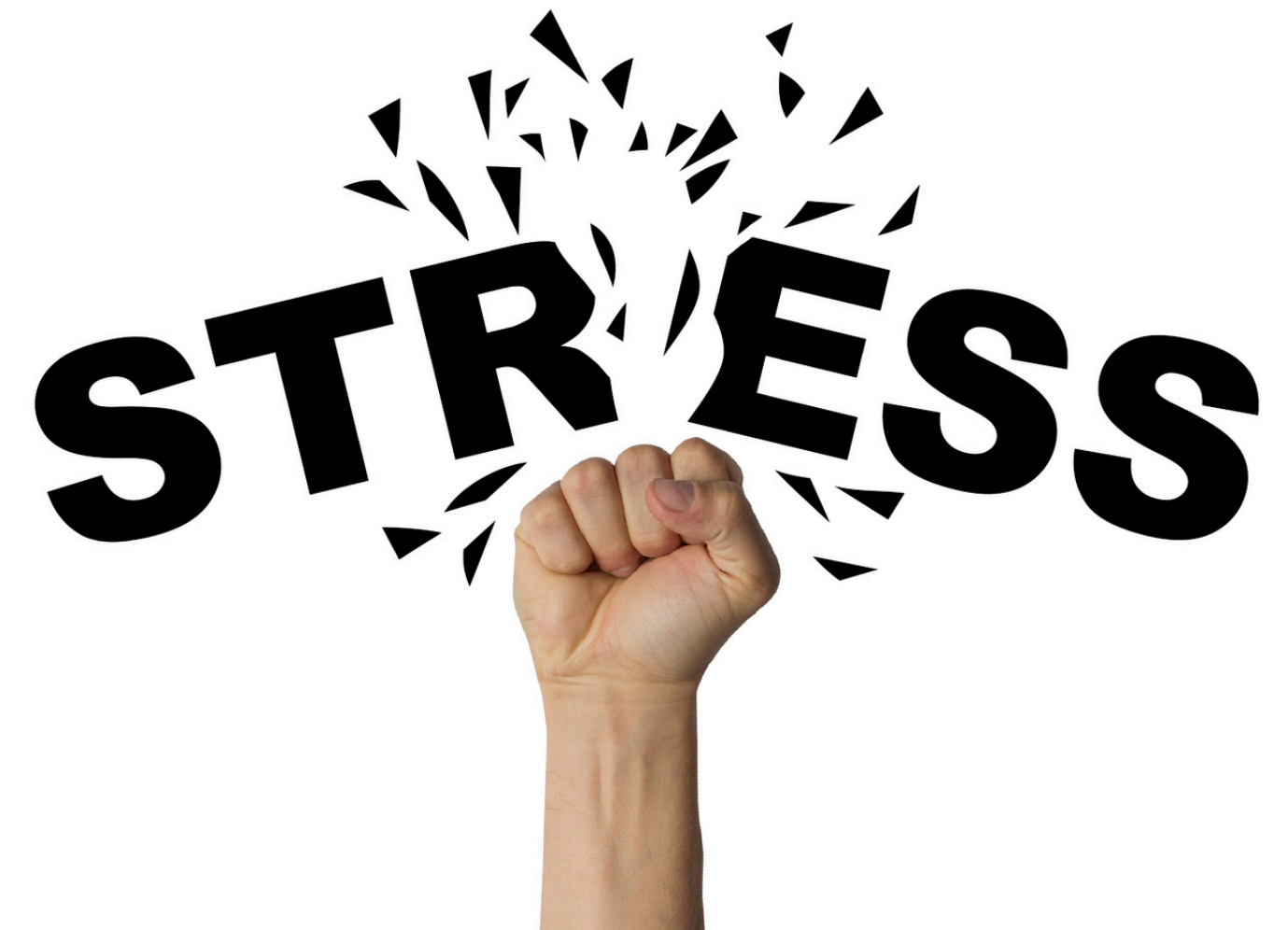
## SLIDES 11-12 - Personal Wellness Plan & Knowledge Check (15 min)

Distribute participant materials (slides 13-14).

Give 8 minutes for individual reflection and planning.

Remind: 'This is private. Be honest with yourself.'

Close with one voluntary share: 'One thing I'm taking away today is...'



# Management-Specific Talking Points & Follow-Up

## Key Talking Points for Managers

- Wellness is a leadership responsibility, not just individual self-care
- Managers who model boundaries give permission for staff to do the same
- Burnout is systemic - organizational culture changes are essential
- Compassion fatigue in managers impacts entire teams through decision-making and morale
- Early intervention is more effective and less costly than crisis response
- Staff retention improves when wellness is

## Follow-Up Actions (Post-Session)

- Send participant materials digitally within 24 hrs
- Schedule 30-day wellness check-in meeting
- Share organizational barrier themes with leadership (anonymized)
- Identify 1-2 systemic changes to pilot
- Create peer support pairings or small groups
- Provide resource list (EAP, counseling, etc.)
- Revisit SMART goals at 60-day follow-up
- Gather anonymous feedback on session impact

### NAVIGATING DIFFICULT MOMENTS

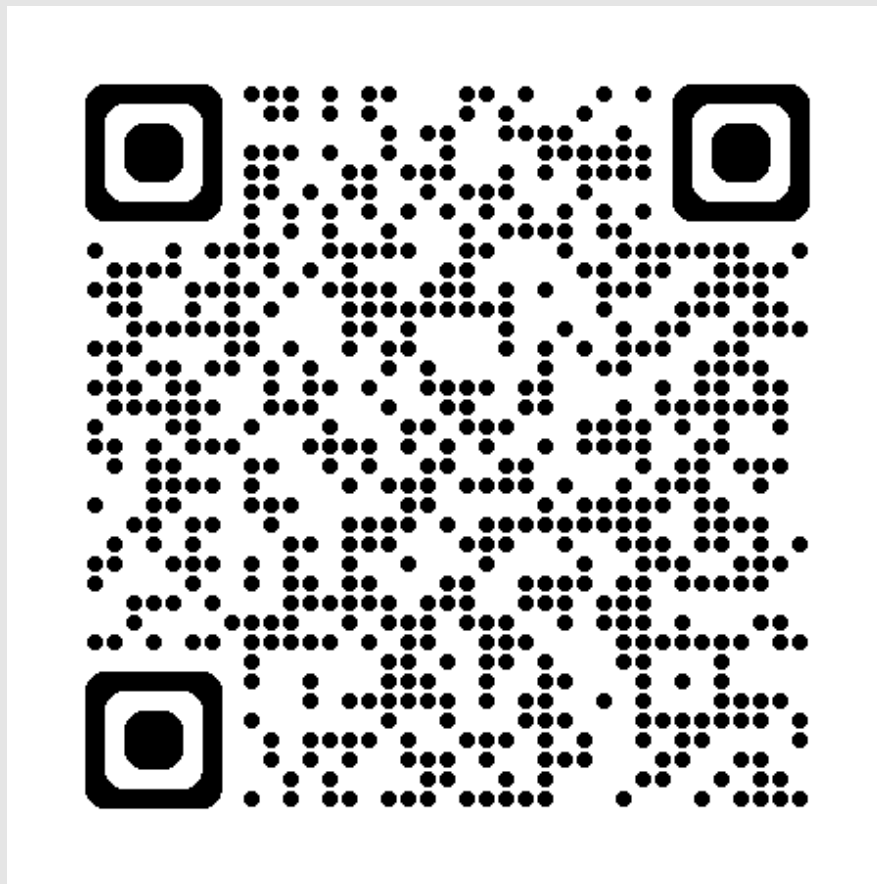
If a participant becomes emotional: Normalize the response. Offer a break. Do not probe.

If resistance arises: Acknowledge without defensiveness. Redirect to shared goals.

If disclosure occurs: Thank them. Remind of confidentiality. Offer private follow-up.

If time runs short: Prioritize the Personal Wellness Plan over the skill rotation.

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