



**Everyone is heard.**

Personalized Self-Care Plans

# BACKGROUND: Why? Why now?

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- Focus on self-care and community of care a strategic priority
- Stress and strain of working and volunteering at a crisis centre
  - Increasingly busy and resource-constrained as a non-profit
  - Passion for the work can lead us to overcommit (but can also be a buffer!)
- Ongoing impact of the COVID-19 pandemic
  - Lengthy nature of pandemic and potential second wave
- Change fatigue and ongoing organizational development
  - We will need to remain adaptive in the coming months

# SELF-CARE vs COMMUNITY OF CARE



- Both are important and contribute to the wellbeing of volunteers, staff, teams and the agency as a whole
- Both lead to people feeling well and supported, and having increased capacity to support others

<b>Self-Care</b>	<b>Community of Care</b>
Self-led	Agency AND staff led
Builds self-awareness/self-connection	Builds connection with others
Sustained by the individual	Built into agency culture (inclusive, caring, supportive)
Commitment to caring for yourself	Commitment to caring for others

# SELF-CARE

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- By focusing on self-care and creating internal capacity to help and care for others, we help create a community of care
- Self-care needs are very different for every individual
- Every individual has unique stressors in their personal lives that impact work, and vice versa, i.e. unique stressors in their role that impact their personal lives
- We have not been able to and will not reach consensus when it comes to what we need as an organization when it comes to self-care, and that's okay!

# HIGH LEVEL STRUCTURE

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- Personal
  - E.g. Mind, Body, Spirit
- Professional
  - Being engaged in meaningful work is a buffer! However...
- We must focus on sustainability:
  - Boundaries and clearly defined work and home life
  - Preventing Compassion Fatigue and Burnout

# GOALS

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- High level goals, broken down into:
- Timeline
  - Short- and long-term goals
- Activities
  - What will best contribute to your self-care and make you feel good?
  - What will help you accomplish your goals?
- Support needed
  - Support from the people around you, including your supervisor, team and the agency as a whole
  - Formalizing “Scuba buddy” or peer support encouraged

# CREATIVITY

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- This can look any way you want it to! We can draft a boring form, BUT...
- You are encouraged to map your own personalized self-care plan using your creativity
  - You do not need to share your creativity with anyone if you don't want to
  - You do need to share a high-level details of your plan with your supervisor and/or your team, with a focus on the support you need

# EXAMPLE

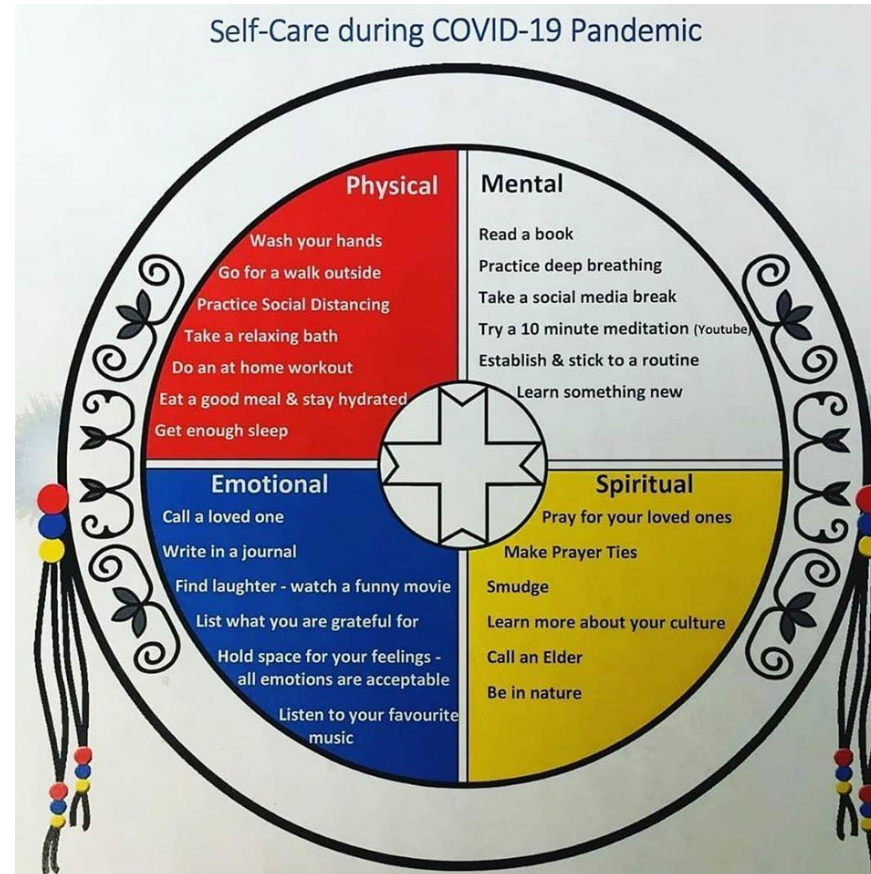


From: <https://gsafev>

[education/self-care-](https://www.gsafev.org/education/self-care-)




# EXAMPLE



From: <https://www.nosm.ca/education/cepd/nosm-covid-19-clinical-skills-resources/>

# EXAMPLE

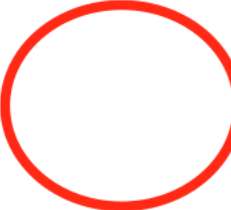
**My self care plan** 

I can exercise my body by...

I can be a good friend by ...

Important people Who I trust

I can relax my body and mind by...

**This is me** 

I can keep myself clean and tidy by...

I can make myself happy by...

My hopes and dreams...

I can eat healthy foods...

[www.elsa-support.co.uk](http://www.elsa-support.co.uk)

From: <http://hltastaffroom.blogspot.com/2014/06/my-self-care-plan.html>)

# TIMELINE

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- October 7 – roll out to all staff
- October 30 – submit your plan (or a high-level summary) to your supervisor with a focus on the support you need from your supervisor, team and the agency