

REFLECTIVE SUPERVISION/ CONSULTATION FOR HELPING PROFESSIONALS

For more information visit
www.alyssanajera.com

EMPLOYEE BURNOUT, RETENTION, AND NAVIGATING HIGH EMOTIONS

are just a few common challenges faced by organizations in high-stress or helping professions.

Working with vulnerable populations, strict deadlines, or in high-demand work environments requires immense emotional energy, consistent self-awareness, and critical thinking.

Navigating work responsibilities, organization dynamics, a potential lack of resources can feel overwhelming and emotionally draining. Over time, it can even lead to diminishing mental wellness and any combination of

- burnout
- absenteeism
- emotional numbing
- or secondary traumatic stress symptoms for those working with trauma exposed populations.

SUPPORTING THE MENTAL WELLNESS OF YOUR EMPLOYEES

Given the innate risks and emotional demands of many industries in the helping profession, prioritizing the mental wellness of employees is essential for retention and the overall health of the organization.

Providing education, tools, and staff support can help employees

- improve work/life boundaries
- improve self-awareness and communication
- reduce the risk of burnout, secondary traumatic stress, and compassion

The **Alyssa Najera Team** provides several services to support your organization and its employees including

- custom training
- consulting
- and Reflective Consultation



WHAT IS REFLECTIVE SUPERVISION/CONSULTATION (RSC)?

RSC is an innovative model of professional development used to support workers in high-stress, vulnerable, and/or trauma exposed positions. RS/C providers report that workers who receive RS/C show improvements in work skills and self-efficacy, as well as decreased levels of burnout and turnover

source: University of Minnesota, 2021

Reflective Supervision (RS)

is when the reflective process is facilitated by an individual *employed by an organization*, who may also dually provide administrative and/or clinical supervision to their staff.

Reflective Consultation (RC)

is when the reflective process is facilitated by an *outside consultant*, usually with a mental health background, hired to provide reflective consultation to staff and/or leadership.



REFLECTIVE SUPERVISION/ CONSULTATION FOR HELPING PROFESSIONALS

For more information visit
www.alyssanajera.com



REFLECTIVE CONSULTATION (RC) PROVIDES YOUR TEAM

with ongoing professional development and is ideal for leaders and professionals in helping professions. RC is a space that promotes emotional resilience, provides ongoing education on recognizing and managing direct/secondary trauma and burnout, and promotes teaming and collaboration.

Reflective Supervision/Consultation (RSC) is available in individual and small groups up to 8 participants.

REFLECTIVE CONSULTATION (RC) IS

a consistent, confidential space facilitated by a mental health professional that provides your team and or leadership team with the opportunity to

- Identify and work through work-related and/or personal stressors that may be impacting work performance
- Receive ongoing psychoeducation on stress management, work/life boundaries, basic coping skills, effective communication skills, burnout prevention or resolution, secondary trauma, and other relevant areas that can improve mental wellness at work
- Engage in critical thinking, active reflection, and problem solving to identify solutions to current challenges and/or stressors
- Receive resource linkage to higher levels of care and/or local resources, as needed

Reflective consultation is **best combined with ongoing training services** to assist with training retention, implementation, and ongoing personal and professional development.

WHAT PARTICIPANTS ARE SAYING

"It was really great to gain some insight on things I have been struggling with and to know that other coworkers experience the same situations. It was great to gain that support."

"Our reflective supervision group has been a huge value to all of us who were in it. Each of us has expressed that it has been helpful to employee relationships that have suffered during the pandemic, but more importantly, concrete changes for the better have happened as a result."

"This is a great avenue to help staff share, feel supported and work through tough situations."

