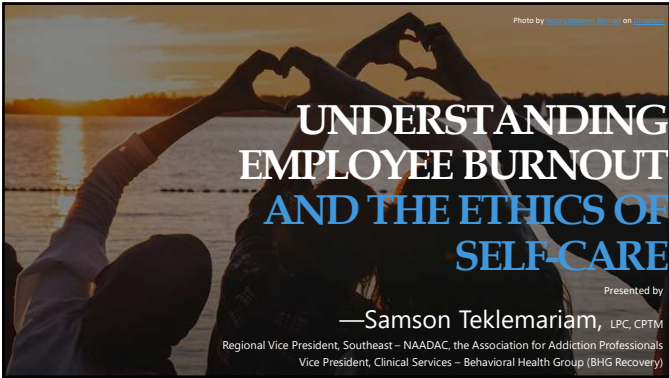
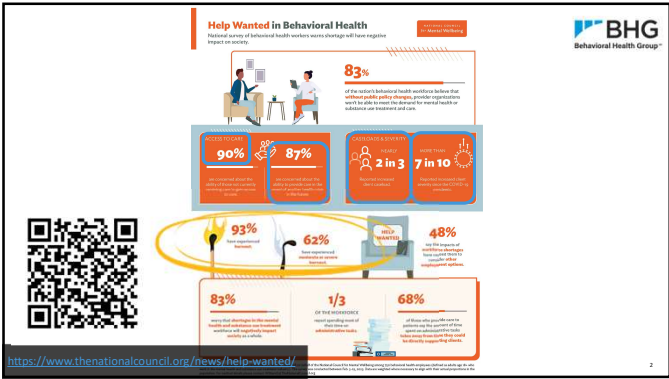




1



2

WHAT YOU ARE FEELING IS REAL

1 Experiencing burnout doesn't mean there's something wrong with you

2 You are not crazy...we really do have a workforce shortage and mental health crisis happening at the same time

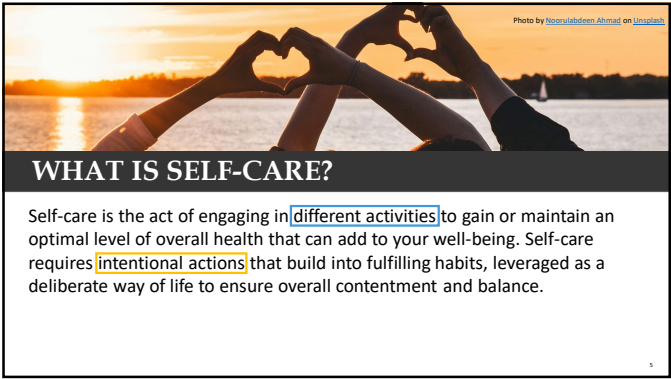
3 Patients are entering treatment with higher acuity

4 Many of these illicitly produced synthetic opioids are more potent than morphine and heroin

3



4



5



6



Photo by Kelly Klemm on Unsplash

DEFINING COUNSELOR SELF-CARE

A set of activities (or routine) that counselors perform to maintain their well-being and enable them to perform their professional and ethical responsibilities effectively (ACA, 2014). **Counselor self-care is also about balancing vulnerability**, which allows counselors to be present and available when clients address intensely painful content, with reasonable efforts to preserve their sense of integrity in situations that may threaten the counselors' faith or worldview (Burke et al., 2006).

Substance Abuse and Mental Health Services Administration. Trauma-Informed Care in Behavioral Health Services. Treatment Improvement Protocol (TIP) Series 57. HHS Publication No. (SMA) 13-4801. Rockville, MD: Substance Abuse and Mental Health Services Administration, 2014.

7

Understand the Ethical Principle of Self-Care



NASW Code of Ethics (revised in 2021) Purpose section

Professional self-care is paramount for competent and ethical social work practice. Professional demands, challenging workplace climates, and exposure to trauma warrant that social workers maintain personal and professional health, safety, and integrity. Social work organizations, agencies, and educational institutions are encouraged to promote organizational policies, practices, and materials to support social workers' self-care.

NASW Code of Ethics (revised in 2021) Ethical Principle: Social workers behave in a trustworthy manner.



Social workers should take measures to care for themselves professionally and personally.

NAADAC principle 3-18 states, "Self-monitoring: addiction professionals continuously self-monitor in order to meet their professional obligations. Providers shall engage in self-care activities that promote and maintain their physical, psychological, emotional, and spiritual well-being."

American Counseling Association (2014). ACA code of ethics

8

Understanding the Ethical Commitment to Self-Care



"...it is unethical not to attend to your self-care as a practitioner, because sufficient self-care prevents harming those we serve."

Source: Green Cross Academy of Traumatology, 2010

Standards of self-care guidelines:

- **Respect for the dignity and worth of self:** A violation lowers your integrity and trust.
- **Responsibility of self-care:** Ultimately it is your responsibility to take care of yourself – and no situation or person can justify neglecting this duty.
- **Self-care and duty to perform:** There must be a recognition that the duty to perform as a helper cannot be fulfilled if there is not, at the same time, a duty to self-care.

Commitment to self-care:

- **Make a formal, tangible commitment:** Written, public, specific, measurable promises of self-care
- Set deadlines and goals / generate strategies that work and follow them

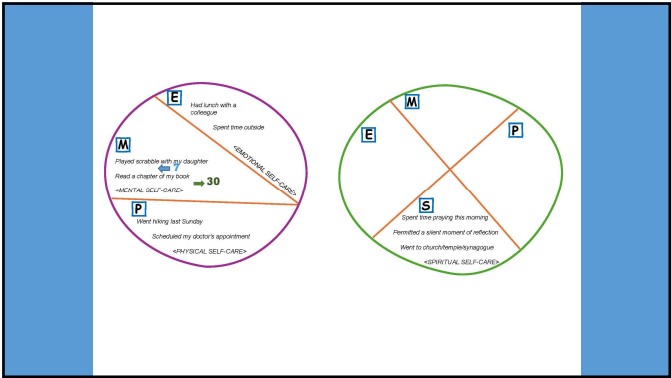
Butler, L. D., Carrello, J., & Maguin, E. (2007). Trauma, stress, and self-care in clinical training: Predictors of burnout, decline in health status, secondary traumatic stress symptoms, and compassion satisfaction. Psychological Trauma: Theory, Research, Practice, and Policy, 9(5), 415.

Substance Abuse and Mental Health Services Administration. Trauma-Informed Care in Behavioral Health Services. Treatment Improvement Protocol (TIP) Series 57. HHS Publication No. (SMA) 13-4801. p. 210. Rockville, MD: Substance Abuse and Mental Health Services Administration, 2014.

9

Samson Teklemariam, LPC, CPTM
https://www.linkedin.com/in/samstek/

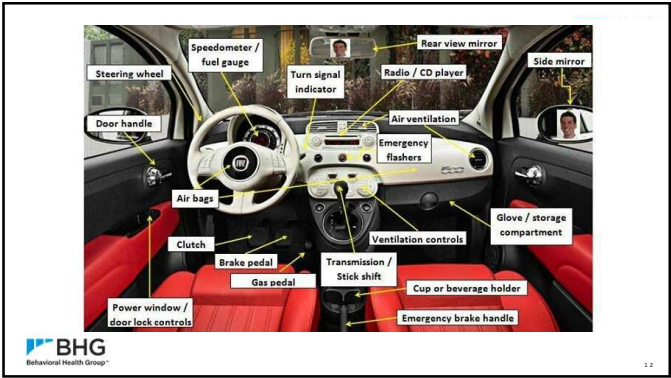
3



10



11



12



13

1

ENVIRONMENTAL Self-Care

How do you maintain and check-in regularly on your connection to your environment? Whether that means inside your home office, a coffee shop, or a peaceful place of seclusion in nature – how is your *environmental gauge* doing?

- Traveling for a change in scenery
- Decluttering a wardrobe or workspace
- Scheduling a therapy walk or hike
- Gardening, biking, walk at the park

Photo by Bluewater Sweden on Unsplash

14

Photo by Anne Sorell on Unsplash

SELF is composed of many different parts and each part must be **NURTURED** everyday for us to be **CONTENT** and **FULFILLED**.

- Virginia Satir

15

2

PHYSICAL Self-Care

The most critical self-care area because when there is no routine or balance in physical self-care, it will affect all the other domains.

- Eating healthy and nourishing foods
- Moving your body daily, either by walking, running or working out
- Staying consistent with hydration
- Connecting with domain 1, environmental, and getting some vitamin D regularly
- Getting 7 – 9 hours of good sleep

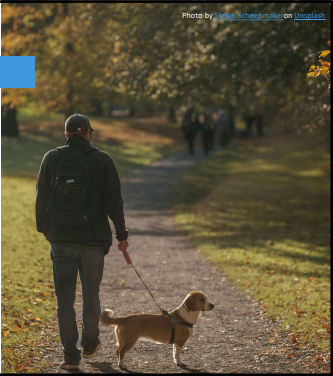


Photo by [Jesse Schaeffer](#) on [Unsplash](#)

16

3

SOCIAL /
RELATIONAL Self-Care

Spending adequate time by yourself is important for self-care, but just as important is paying attention to our instincts for connection. Social or relational self-care is about our ability to build and maintain healthy interpersonal relationships with others. Similar to physical self-care, maintaining healthy relationships takes tremendous work, balance, and consistency.

- Exercise forming new personal and professional relationships
- Connecting with important people in your life
- Asking for help when necessary
- Setting healthy boundaries
- Ending relationships with toxic people



Photo by [Jan Schneider](#) on [Unsplash](#)

17

4

COGNITIVE /
INTELLECTUAL Self-Care

Some call this domain mental, cognitive, or intellectual self-care: it is about your psychological and cognitive thinking, your mind's ability to understand and process information / experiences.

- Learning a new skill or language
- Being intentional about setting new goals
- Reading or journaling
- Engaging in a game of chess or similar cognitively stimulating activity



Photo by [Chantal Houtz](#) on [Unsplash](#)

18

5

EMOTIONAL Self-Care

Counselors have feelings too; counselors need counselors too. Emotional self-care involves valuing your feelings and giving consistent space to learn more about your feelings. Understanding yourself deeper through emotional self-care allows you to grow in self-acceptance and self-love.

- Returning to your recovery group, re-engage with your own individual therapist
- Spending time by yourself with no distractions
- Journaling / speaking about your feelings
- Giving yourself permission for a good cry
- Clinical supervision

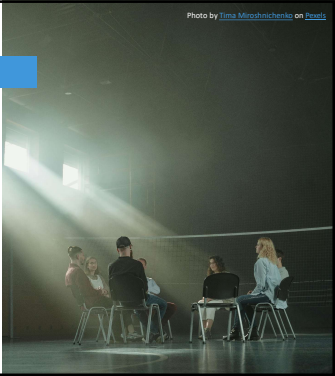


Photo by Tania Mellochachenko on Pexels

19

6

SPIRITUAL Self-Care

While the other areas of self-care are focused on nurturing your mind and body, spiritual self-care aims to nourish the soul. Spiritual self-care practices allows you to tap into your inner self searching for deeper purpose or meaning in life.

- Meditating or breathwork
- Yoga or mindfulness practices
- Going to a place of worship
- Spending time in nature or in prayer
- Dedicated time in self-reflection or solace
- Participating in a recovery support group



Photo by Jovanita Aguirre on Unsplash

20

7

FINANCIAL Self-Care

Feeling triggered? Then, you DEFINITELY need to look into your financial self-care. Cultivating a healthy relationship with money is essential for our overall wellbeing, as it eliminates stress and anxiety, while building empowerment and freedom.

- Investing in your future
- Setting or achieving a long-term financial goal or short-term financial objective
- Finishing your budget
- Dealing with debt
- Starting or adding to your savings

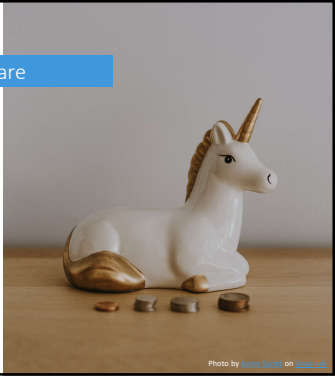


Photo by Anna Brown on Unsplash

21



Photo by [Rashay on Pexels](#)

FLOW

A state in which people are so involved in an activity that **NOTHING ELSE SEEMS TO MATTER**; the experience itself is so enjoyable that people will do it even at great cost.

- Mihaly Csikszentmihalyi, author of *Flow*

22

8

OCCUPATIONAL / APTITUDINAL Self-Care

Some call this domain occupational or aptitudinal self-care: any action you take to support your life's work. Every small or big way that you leverage your strengths can have a big impact on your health, especially in your perspective of your place in the world.

- Finding creative and consistent ways to use your skills and talents
- Volunteering for a mission that uses your strengths
- Working with a career coach or talent coach to build your strength
- Using your vacation time to get better at your strength

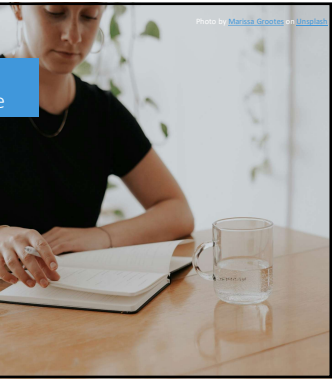


Photo by [Mariska Granitzer on Unsplash](#)

23

9?

BONUS / FUN OR RECREATIONAL Self-Care

Some self-care models prioritize this domain, whereas others blend it into several other domains. Recreational self-care (or your *fun gauge*) means taking out time for FUN! This encourages you to tap into your inner child by taking part in hobbies that don't require too much brain power. It's all about enjoying moments that simply bring you joy!

- Playing in the park, on the beach, video game(s) or playing with your kid/pet/partner/friend
- Traveling by yourself or with others
- Having a pamper day
- Watching Netflix, comedy, going to a show or game



Photo by [Jonathan Pottier on Pexels](#)

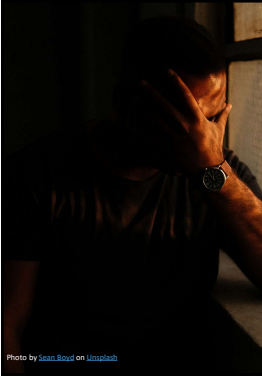
24



25



26



Understanding Burnout

BHG
Behavioral Health Group

- ICD-10: state of vital exhaustion
- ICD-11: a syndrome conceptualized as resulting from **chronic workplace stress** that has not been **successfully managed**
- How is this diagnosed/assessed:
 - **Maslach Burnout Inventory (MBI)**: 22-item survey that covers 3 areas (emotional, depersonalization, and low sense of personal accomplishment)
 - **Copenhagen Burnout Inventory (CBI)**: 19-item survey with positively and negatively framed questions that cover 3 areas (personal, work-related, and client-related)
 - **Oldenburg Burnout Inventory (OLBI)**: 16-item scale designed to measure burnout across various occupational settings

Photo by Sean Boyd on Unsplash

National Academy of Medicine. (2008). Valid and reliable survey instruments to measure burnout, well being, and other work-related dimensions. 27

27

Oldenburg Burnout Inventory (OLBI)

What is the OLBI?

- Measures exhaustion and disengagement dimensions
- Designed for use in various professions
- 16-item self-report tool for burnout assessment

Benefits of Using the OLBI?

- Validated across diverse populations
- Captures both emotional and cognitive burnout
- Quick and easy to administer

Why it's Ethical to Use the OLBI regularly as a part of your practice, policies, or procedures?

- Helps identify burnout early
- Prioritizes counselor well-being and self-care
- Supports high standards of patient care



Practice: Take the OLBI
<https://www.mdapp.co/oldenburg-burnout-inventory-olbi-calculator-606/>

Tippa, R. G., Tudose, C., & Pucariu, V. L. (2020). Measuring burnout among psychiatric residents using the Oldenburg burnout inventory (OLBI) instrument. *Journal of medicine and life*, 12(4), 354.

2/8

28



WHAT IS VICARIOUS TRAUMA?

The emotional residue of exposure to traumatic stories and experiences of others; witnessing fear, pain, and terror that others have experienced; a pre-occupation with traumatic stories that were shared with a helping professional. Sometimes referred to as “secondary trauma, secondary stress disorder, or insidious trauma” and included in the DSM-5 as part of the cluster of “trauma and stressor-related disorders”

Sutton, L., Rowe, S., Hemmerton, G., & Billings, J. (2022). The contribution of organisational factors to vicarious trauma in mental health professionals: A systematic review and narrative synthesis. *European Journal of Psychotraumatology*, 13(1), 2022076.

2/9

29

Recognize Signs and Symptoms of Vicarious Trauma

- Changes in work performance and engagement
- Triggered feelings when working with patients or when working with a specific patient
- Significant change in one's emotional regulation, such as a pattern of increased irritability, explosive outbursts, feeling emotionally numb, decreased satisfaction
- Excessive worrying, feeling vulnerable, or being easily distracted
- Increase in relationship problems
- Changes in how you see yourself and treat yourself



30

Vicarious Trauma Prevention Toolbox

Self-awareness:

Journaling practices for reflections on impactful counseling relationships/encounters

Self-assessment tools

Regular check-ins with a supervisor or peer group to discuss emotional reactions

Boundaries:

Personalized checklist for clearly defined professional boundaries (tailored to individual risk factors)

Techniques for managing emotional enmeshment with clients (grounding or mindfulness exercises)

Boundary-setting scripts and role-play exercises with supervisor or peers

Self-Care:

Personalized self-care plan, reviewed annual and reflective of a multi-dimensional framework

Regular breaks built into the workday (i.e., mindfulness moment, physical stretching, short walks)

Regular health check-ins (i.e., annual physical, quarterly dental, monthly counseling, weekly group, etc.)

Professional Support, Supervision, Education and Skill-Building:

Maintain an active/accessible list of professional help (i.e., EAP, mental health, recovery group, psychiatric)

Regular participation in continuing education on vicarious trauma

Learning new therapeutic approaches

BHG

Behavioral Health Group

3.1

31

Additional Resources on Burnout

EVIDENCE-BASED RESOURCE GUIDE SERIES

Addressing Burnout in the Behavioral Health Workforce Through Organizational Strategies



BHG

Behavioral Health Group

3.2

32



QUESTIONS?

THANK YOU

Samson Teklemariam, LPC, CPTM

Vice President, Clinical Services, Behavioral Health Group, LLC.

Connect with me:

<https://www.linkedin.com/in/samstek/>

samson.teklemariam@bhgrecovery.com

BHG

Behavioral Health Group

33

Samson Teklemariam, LPC, CPTM
<https://www.linkedin.com/in/samstek/>

11

REFERENCES



- Barnett, J. E., & Homany, G. (2022). The new self care: It's not all about you. *Practice Innovations*, 7(4), 313.
- Brabson, L. A., Harris, J. L., Lindhiem, O., & Herschel, A. D. (2020). Workforce turnover in community behavioral health agencies in the USA: A systematic review with recommendations. *Clinical child and family psychology review*, 23, 297-315.
- Bokachava, T., & Javakhishvili, N. (2022). Dual role of empathy in job stress, burnout, and intention to leave among addiction specialists. *Psych Journal*, 11(6), 945-955.
- Cadden, M., Sanford, A., Koch, L. M., & Lepore, C. E. (2016). Vicarious trauma and vicarious posttraumatic growth among substance abuse treatment providers. *Substance abuse*, 37(4), 619-624.
- Gled, S., & Agafar, A. (2023). The behavioral health workforce shortage: Can we make better use of the providers we have?
- Gutierrez, D., Butts, C. M., Lamberson, K. A., & Lassiter, P. S. (2019). Examining the contributions of trait emotional intelligence on addiction counselor burnout. *Journal of Addictions & Offender Counseling*, 40(1), 52-64.
- Hallatt, E., Simson, E., Amba, V., Howington, D., McConnell, K. J., & Zhu, J. M. (2023). Factors influencing Turnover and Attrition in the Public Behavioral Health System Workforce: Qualitative Study. *Psychiatric Services*, appi-ps.
- Harithand, J. J., Litam, S. D. A., & Asolom, C. D. (2021). Infusing self care and wellness into CACREP curricula: Pedagogical recommendations for counselor educators and counselors during COVID-19. *International Journal for the Advancement of Counselling*, 43(3), 372-385.
- Karakoula, P., Nikolaou, S., & Koulteraki, G. (2022). Burnout and Perception of Organizational Justice in Addiction Professionals. *Annual Review of Addictions and Offender Counseling, Volume V: New Directions in Research and Practice*, 88.
- Kelly, R. J., & Hearst, L. R. (2020). Burnout and leadership style in behavioral health care: A literature review. *The journal of behavioral health services & research*, 47(4), 581-600.
- Lemmons, R., & Zanos, S. (2019). Residential counselors and self care: A retrospective qualitative study of archival interview data. *Health Services Research and Managerial Epidemiology*, 6, 2333392818867017.
- Plath, K. M., & Pridgen, M. J. (2022). Task-oriented self-care: An innovative approach to wellness for counselors. *Journal of Creativity in Mental Health*, 17(1), 55-66.
- Pruitt, G., Forman, D. L., & Mahoney, K. (2020). Preventing vicarious trauma (VT), compassion fatigue (CF), and burnout (BO) in forensic mental health: Forensic psychology as exemplar. *Professional Psychology: Research and Practice*, 51(5), 454.
- Ratcliff, M. (2024). Social Workers, Burnout, and Self-Care: A Public Health Issue. *Delaware Journal of Public Health*, 10(1), 26.
- Substance Abuse and Mental Health Services Administration. Trauma Informed Care In Behavioral Health Services. Treatment Improvement Protocol (TIP) Series 57. HHS Publication No. (SMA) 13-4801. Rockville, MD: Substance Abuse and Mental Health Services Administration, 2014.
- Sutton, L., Rowe, S., Hammetton, G., & Billings, J. (2022). The contribution of organizational factors to vicarious trauma in mental health professionals: A systematic review and narrative synthesis. *European Journal of Psychotraumatology*, 13(1), 2022279.
- Tjia, R. O., Tisdale, C., & Piccone, V. L. (2019). Measuring burnout among psychiatric residents using the Oldenburg burnout inventory (OLBI) instrument. *Journal of medicine and life*, 12(4), 354.
- Willard-Grace, R., Knox, M., Huang, B., Hammer, H., Khalahan, C., & Grumbach, K. (2019). Burnout and health care workforce turnover: The Annals of Family Medicine, 17(1), 36-41.