



## Participant Reflection Worksheet

*What resonates with you about the Phases of Disaster?* How might you use this framework with your team to support you, your colleagues and your work?

*What Matters to You?* What brings you joy in your work? What makes for a good day for you? What makes you proud to work here? When we are at our best, what does that look like?

*What Gets in the Way?* What gets in the way of what matters (the “pebbles in your shoes”) is...? What gets in the way of a good day is...? What frustrates me in my day is...?

*Why Joy in Work?* How does joy show up in your work? Do you have opportunities to talk about joy in your work as a team (what do those conversations look like)? How does your team express or experience joy?

How might you “leave in action”?

Highlight or check one (or more) idea that you can take back and test with your team.

### Joy in Work Key Drivers

### Change Ideas

1. Recognition and Rewards

- Use team meetings to share, recognize and celebrate individual and collective success
- Highlight achievements by staff at lower grade/pay levels
- Develop a formal peer recognition award system
- Use data in team meetings to highlight bright spots and connect the work to positive outcomes
- Send monthly emails to team and copy leadership sharing program successes
- Create opportunities for informal recognition such as virtual Kudos cards
- Other:

*Creating Intentional Joy in Work as a Team.*

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<p>2. Physical and Psychological Safety</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Conduct organizational-level assessment to understand staff engagement and wellbeing, including experiences of bias and harassment</li> <li><input type="checkbox"/> Provide staff training on culturally and linguistically responsiveness and implicit bias</li> <li><input type="checkbox"/> Create an anonymous feedback loop for staff to voice concerns and a transparent process for leadership to respond</li> <li><input type="checkbox"/> Create team/agency decision tree for determining when/how/if to meet with clients in-person</li> <li><input type="checkbox"/> Other:</li> </ul>
<p>3. Camaraderie and Teamwork</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Develop a mentoring program for different staff affinity groups</li> <li><input type="checkbox"/> Incorporate team building activities into meetings to build trust and familiarity</li> <li><input type="checkbox"/> Use online resources such as “Strength-finders” to identify individual and collective strengths</li> <li><input type="checkbox"/> Invite staff to lead a topic in meetings and rotate responsibilities</li> <li><input type="checkbox"/> Share meals/ virtual coffee hours together</li> <li><input type="checkbox"/> Send e-cards to colleagues to share an appreciation</li> <li><input type="checkbox"/> Onboard new home visitors as a team</li> <li><input type="checkbox"/> Other:</li> </ul>
<p>4. Wellness and Resiliency</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Implement a collective care policy or staff wellness plan</li> <li><input type="checkbox"/> Implement work/life balance incentives</li> <li><input type="checkbox"/> Learn and provide time to practice different mindfulness techniques</li> <li><input type="checkbox"/> Create a virtual break room for staff to go into to debrief after virtual home visits</li> <li><input type="checkbox"/> Provide consistent reflective supervision for home visitors and supervisors</li> <li><input type="checkbox"/> Provide group mental health/reflective consultation, or home visitors provide peer-reflective consultation when supervisor is not available</li> <li><input type="checkbox"/> Other:</li> </ul>

<p><i>Create a plan for your change idea:</i></p>	
<p>Which change will you test?</p>	
<p>With whom? (remember - start small)</p>	
<p>When? (set a start and end date)</p>	
<p>What will you measure? (keep it simple)</p>	