

Peer Supporters & Teams Keeping all “Well”

Supporting Teams
Preventing Supporter Fatigue and Burn out

The Reality of Being in a (Peer) Support Role

- Real and meaningful conversations occur at the time they need to happen – not based on role, schedules, or if we are “ready”.
- Peers & all staff have individual triggers that will and do impact personal & team wellness.
- We carry other people’s stories/experience/trauma with us – even short interactions can have long term impact (on both people...and for “good or bad”)
- Being in a peer support role should be beneficial to your recovery....not detrimental.

Building Blocks for Healthy Peer Support

Personal
Boundaries

Professional
Boundaries

Self Care

Team Care

Personal
Supports

Team
Debriefing

Self-care is not about
self-indulgence, it's
about self-preservation.

—Audrey Lorde

EmpowerLounge.com

Self Care

Walking the Walk

*Do you have a work WRAP
plan?*

Who supports you?

Do you seek support?

*Do you practice good personal
care?*

Team Care



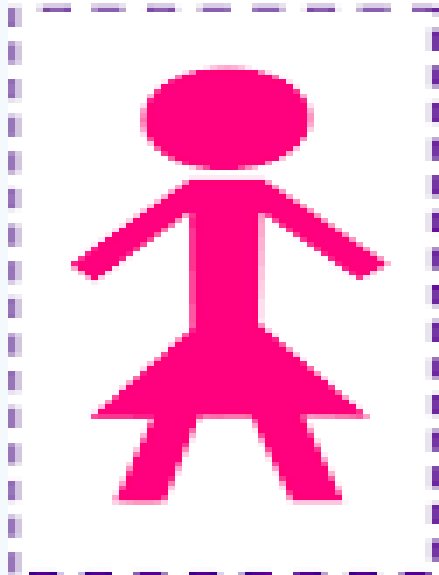
- Developing healthy team habits – culture of support (internal)
- Be knowledgeable of the limitation of the team – scope of the team
- Work from a strengths perspective
- Respect the triggers of each member
- Respect the wellness of each member
- Allow for self care and team care
- Prevent martyr culture
- Open communication for support – seek and receive
- Opportunity and expectation for debriefing
- Respect the “Team” – you are not in this alone



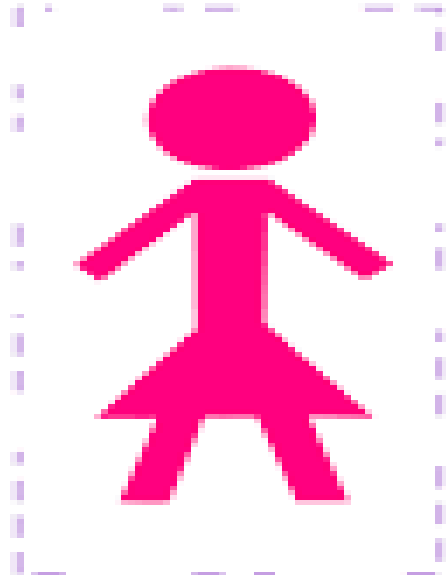
Boundaries – Framing Healthy Support

Examples of “un-healthy” boundaries

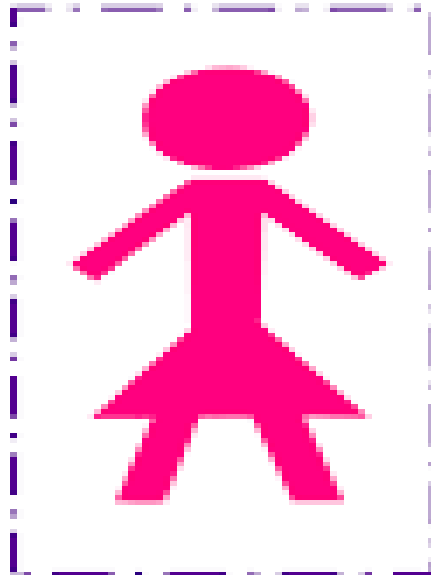
Healthy
Boundaries



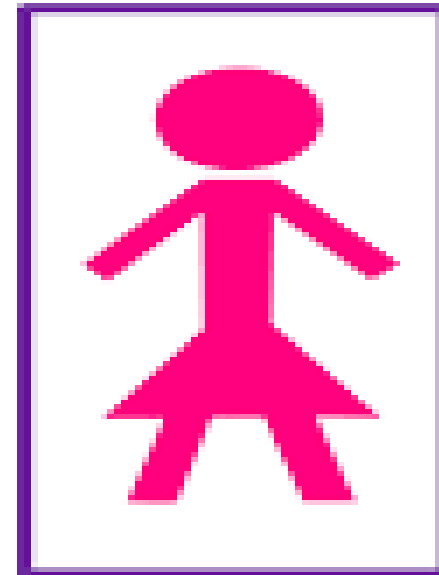
Limited
non-existent



Loose or
porous



Rigid
“A wall”



Personal
Boundaries

Professional
Boundaries

Boundaries – Framing Healthy Support

- Knowing what you are comfortable with
- flexibility based on situation, relationship, wellness
- Knowledge that once it is out there – it's out there
Disclosure with your comfort.
- Work place health and safety
Emotional wellness as important as physical wellness
Ensuring your wellness is not jeopardized by the role you are “asked to be in”

Peer Support – Team Support

Team Debriefing

"Any one of us could be affected by an unexpected life event or illness where peer support will be vital to our recovery and wellbeing"



Developing healthy debriefing as part of the team structure ensures that when a member experiences a situation that requires increased support the mechanisms of communication are already in place to facilitate healthy recovery from a triggering event.

Team Debriefing



How are you doing

What could have been different for you ...

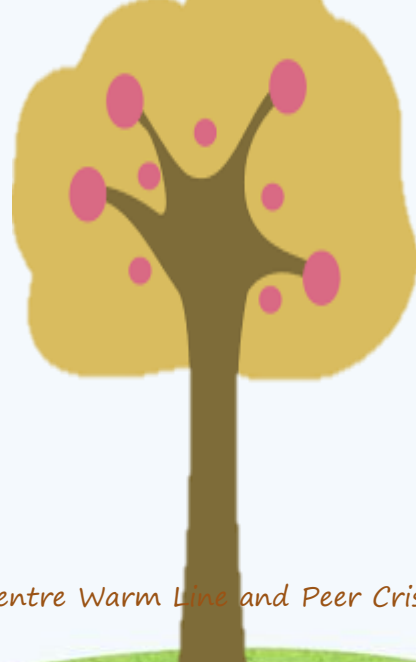
What do you need to move forward

Debriefing...

Newbie....

reflector/ponder
(a little later)

The Talker
(right after)



How we process Dictates how we need to debrief.

Community of Practice.

*Monthly meetings
Check our Website.*

www.krasmancentre.com

