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Forensic expert	Forester	Gardener
Giraffe	Hairdresser	Journalist
Journalist	Journalist, on the radio	Lawyer
Lawyer	Lawyer	Lawyer
McDonalds' worker	Mom	Mommy
Nurse	Nurse	Nurse
Pediatrician	Pharmacist	Police officer
Police officer	Psychologist	Psychologist
Save animals	Singer	Social worker
Stand up comedian	Teacher	Teacher
Teacher	Teacher	Teacher
Teacher	Teacher	Teacher

Teacher	Traveller	Truck driver
Vet	Vet	Vet
Vet	Veterinarian	Veterinarian
Was never asked	World Traveler	Writing/English

TIPS FOR MY PEERS

What are some strategies or things you do that help you manage your job?

Ideas	# of groups that chose this idea as one of the top 5
Keep learning and growing in your role	5
Being aware of your own strengths and weaknesses; be a team player; having professional and personal boundaries	4
Remember clients are the experts in their own lives	4
Use FCSW discussion board	3
Strong boundaries	3
You can be helpful even if you don't know everything, just by being supportive.	3
Self-care	3
Boundaries	3
Network with community and justice partners.	3

Managing expectations	3
Its ok to fuck up	3
You can't be everything to everyone	3
Maintain good boundaries	2
You're not anyone's savior	2
Think outside the box	2
Be confident in yourself	2
Boundaries	2
Self-care	2
Prioritize	2
It's okay to not have all the answers	2
If you're not healthy, you can't fully help your clients	2

Access supports and resources around you	2
Self-care	2
Take care of yourself (whatever that means to you)	2
Leave your work at work	2
Ask Pam!	2
You can't do everything and that's OK!	2
Laugh	2
Never work harder than your client	2
Rely on your team	1
Ask for help	1
Networking	1
Self-care!	1

Be authentic	1
Debriefing	1
Chill	1
Network and find supportive others	1
Prioritize	1
Believe in yourself	1
Don't be afraid of making mistakes	1
You can't be everywhere at once	1
Find allies you can be totally honest with	1
Women need to help themselves as well to feel empowered	1
Debriefing	1
Setting limits	1

Ask for help	1
Learning is a process, enjoy the learning, take advantage of team work and mentors	1
Ask questions	1
Don't stay late every night	1
No saviour complex	1
Ask for help	1
Book admin time	1
Its ok to not have all the answers	1
Reach out to your peers	1
You are not a hero	1
Its ok to say no we can't fix everything	1
Set good boundaries	1

Be prepared for the unexpected.	1
Self-care	1
Self-care	1
Fcsw discussion board	1
Document your noes in a timely manner	1
Remind self I'm not a lawyer and don't know as much as I would like to about the law	1
Have confidence in what you do.	1
Take time for yourself	1
Agenda/Calendar	
Self-care	
Be patient	
Take good notes	

Taking care of yourself	
Ask colleagues	
Ask for help	
Open communication with colleagues	
Chill	
Reach out to co workers	
Make time for paperwork	
Remember self-care	
Regular supervision	
Use the Discussion Board.	
Rely on colleagues/managers a lot. Be authentic and truthful.	
Expect the unexpected	

Take your breaks	
Being ok with not solving everything	
Manage your expectations, change isn't fast	
Debriefing is very important	
Get to know the community such as lawyers and other professionals	
It's okay to say no	
Be creative with your time constraints	
No	
Reading/researching	
Debrief	
You got this	

WHAT WOULD HELP ME FEEL FULLY SUPPORTED AT WORK?

1. Choose an image that reminds you of a time or an event in your life when you were well supported by your peers, family or friends.
2. Share your images with your group members.
3. As a group, share your ideas to this question: What would help you feel fully supported at work?

Ideas	# of groups that chose this idea as one of the top 5
Someone letting you know they value you; your work and you are doing a good job.	6
Opportunities for training and networking.	6
Having a supportive manager	5
Trusted & valued	5
Positive constructive support and empowerment	5
Incorporating self-care into our work week and getting paid for it.	5
PROPER TRAINING!!!!	4
Sense of community; built on trust and reciprocity	4

More funding/hours	4
Having others truly understand what we do in this role.	3
Regular supervision	3
A safe place to speak your truth	3
Wine cellar	3
Being heard	3
Funding	3
Feeling like I'm part of the team	3
Talking to my colleagues	2
Supervision	2
Safe place to fail	2
When I feel listened to	2

Feedback	2
Feeling that my program is just as valued as the others at our agency	2
Recognition of our work	2
Having a sense of community	1
Trust	1
Always know someone is there for you.	1
Less judgment	1
A place to debrief	1
Teamwork	1
Personal connection	1
Having a supervisor to debrief with	1
Training for ourselves and within the community	1

Continuous learning	1
More training	1
Regular supervision	1
Telling yourself its ok to make mistakes	1
Kindness	1
Someone is always ready to step in if you need help	1
Feel community with coworkers	1
I work with an awesome teamlots of support	1
Learn that you're not perfect, not putting too much pressure on yourself, be kind to yourself!	1
Acknowledgement of contributions	1
Having someone check in with me to see if I need to debrief	1
Sharing workload	1

More understanding of what I do	1
Debriefing	1
Mindfulness	1
Talking to my personal support networks	
Weekly debrief sessions	
Encouragement	
Minimal Judgements	
I already feel support at work	
Regular supervision	
More debriefing	
Snacks	
Having peer support regularly	

Encouragement	
Scheduled debriefing	
More funding	
Written resources	
Positive feedback from peers	
Taking breaks	
Less judgement	
Tea/coffee	
Safe place to make mistakes	
Breaks	
Being able to take a few minutes alone to re-center yourself	
Clinical supervision	

Positivity	
Open environment	

BUILDING POSITIVE HABITS

What are all the things you might do to build a habit of connecting with your peers?

Schedule time to meet
Lunch/breaks
Doing check ins
Regular check in meetings
Face to face check in
Regular debriefing
Ask for support
Schedule regular time for peer support (formalized as well as informal time to check in)
Weekly peer support
Set up regular meetings
Attend team meetings

Post on forum
Asking permission to share
Ask for help when you need it
Schedule actual time to connect
Designate time to priorities
Networking
Check in to take a break with colleagues
Staff self-care day
Ask for feed back
Taking physical breaks from work space
Ask for supervision.
Building time in to schedule (for lunch, discussion page)

Check in with peers
Case planning as a team.
Have connections outside of work
Debrief with peers
Debriefing.
Staff self-care day
Scheduled fun
Not taking work home
Shared lunch times, retreats.
Building time with colleagues
Self-care (walk, lunch with coworkers)
Using signs or colors to show feelings that day for coworkers to know who to approach for support

Have lunch together
Check ins
Prebook supervision
Social committee.
Ask for what you need with peers
Schedule a physical activity at work
Staff self-care
Attend peer support meetings
Give yourself permission to say no and set boundaries
Peer support
Set aside time to check discussion board
Weekly/biweekly/monthly posting and connecting on Luke's place forum and discussion area

Connecting with peers that you do not work with
Touch base with peers in the morning
Clinician support.
Setting positive limits and boundaries with coworkers
Spending social time outside of work with coworkers /peers even at other agencies
Acknowledge and confront my negative self-talk and step out of my comfort zone
Don't take work home
Wellness committee in the workplace
Hobbies/interest groups outside of the work place
Creating a to do list and having outstanding items
Delegate
Eating healthy

More case management

Humour

ABOUT THE FACILITATOR



Ginny Santos loves designing and facilitating meetings and trainings that engage every participant — co-creating a strategic direction. While facilitating in-person and virtual meetings, whether it's for 10 to 1000 participants, Ginny brings together people, technology and Creative Problem Solving to make collaboration easy, effective and empowering.

As a coach, Ginny works with individuals to help them apply creative and strategic thinking in the context of their lives, their careers or their health.

She has a Master's of Science in Creativity and Change Leadership from the State University of New York and several graduate certificates, including Solution-Focused Coaching (S-F), Nutrition Sciences and Creative Problem Solving (CPS). Her practice also incorporates Design Thinking, Productive Thinking, Emotional Intelligence, Nutrition for Optimal Brain Performance and FourSight. She is also a professor at Wilfrid Laurier University where she teaches creativity and entrepreneurship to MBA students.

Originally from Spain, Ginny is an entrepreneurial mother, a coach, a digital geek and an enthusiastic dancer in her kitchen. At parties and social events, she's the quiet person in the corner — but when it comes to one-on-one coaching she's jumping out of her front-row-seat, cheering your journey to success.

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