

A BETTER PLACE TO WORK

Beyond Self Care: Sustainability in Legal Services

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(she/her)

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INTRODUCTION



A Better Place To Work was
founded in 2021.

We create engaged, inclusive, and
high performing workplaces to
drive impact from the ground up.

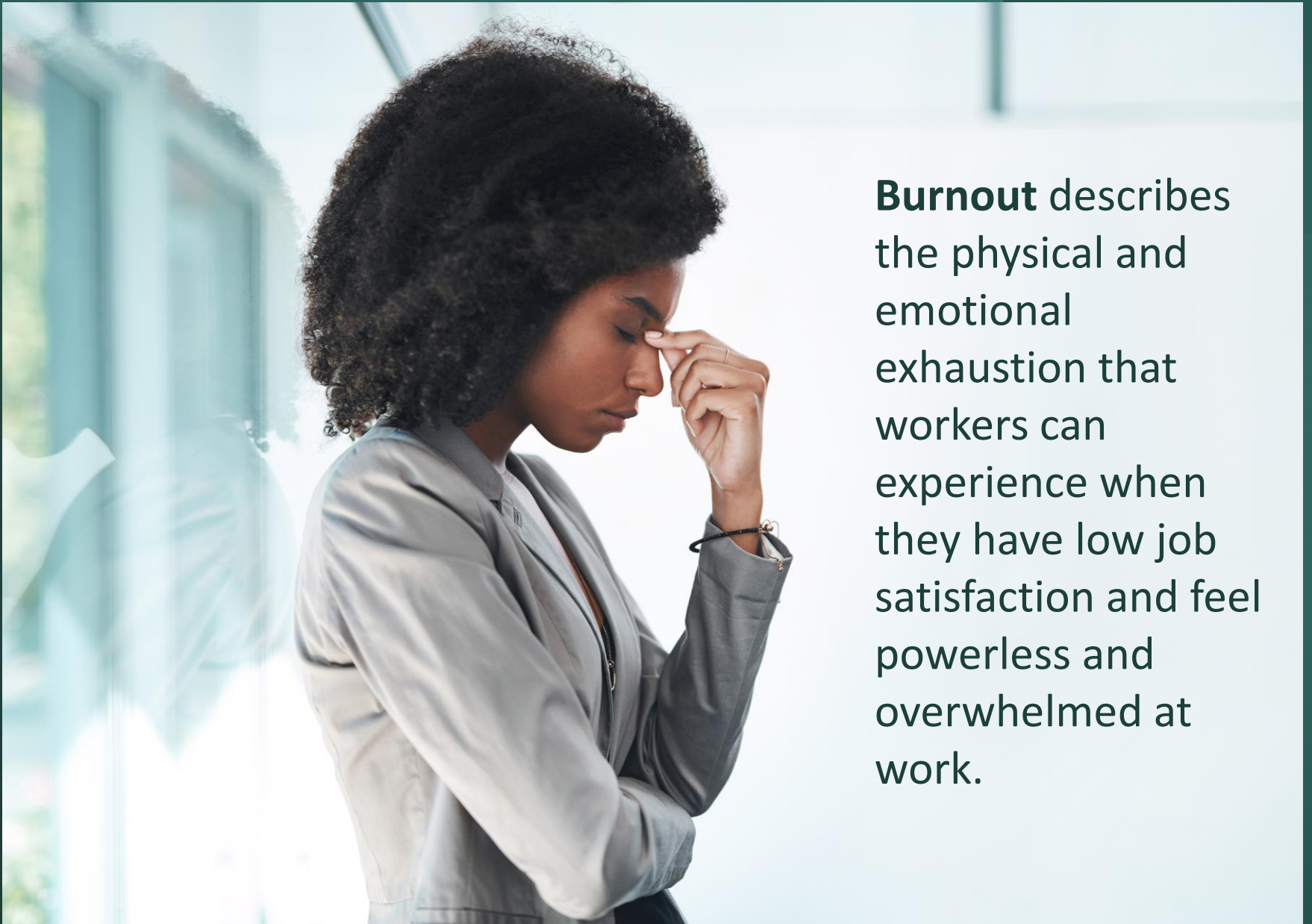


A photograph showing a person's hand holding a small, brown, plush teddy bear. The background is a room filled with cardboard boxes, suggesting a moving or storage situation. The lighting is warm and slightly blurred, creating a soft, somewhat somber atmosphere. The text is overlaid on the bottom right of the image.

Vicarious Trauma is the experience of trauma symptoms that results from being exposed to other people's trauma and their stories of traumatic events (Pearlman & Saakvitne, 1995).



Vicarious trauma changes your worldview.



Burnout describes the physical and emotional exhaustion that workers can experience when they have low job satisfaction and feel powerless and overwhelmed at work.

SELF CARE

“Taking the time to do things that help you live well and improve both your physical health and mental health.”

-National Institute of Mental Health

WHY NOT “SELF CARE”?

- Self Care means different things to different people.
- Is often not connected to a broader plan for wellbeing—may refer to one-time or short-term interventions.
- Is not specific enough to make your role/responsibilities realistic in the long term.
- Often does not get in depth with the communication and boundary work required to maintain true health in the workplace.
- Puts the focus on the individual and ignores environmental context.
- Often ignores elements of power, privilege, and oppression.
- Has become culturally connected to notions of entitlement.



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June 4, 2017 · 8:03 AM ET

By Christianna Silva



TECH AT WORK

Gen Z workers dema want to be stuffed in

The young generation of professionals is entering the wo
wellness perks and authenticity — shaped by their exper



By Danielle Abril

August 11, 2022 at 7:00 a.m. EDT



UP FOR DEBATE

Is Gen Z Coddled, or Caring?

Plus: What's bad for Russian looters might be bad for everyone.

By Conor Friedersdorf



TIME.COM

WHY NOT “SELF CARE”?

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- Is not specific enough to make your role/responsibilities realistic in the long term.
- Often does not get in depth with the communication and boundary work required to maintain true health in the workplace.
- Puts the focus on the individual and ignores environmental context.
- Often ignores elements of power, privilege, and oppression and systemic issues.
- Has become culturally connected to notions of entitlement.
- Has become politicized in the culture wars related to “social emotional learning”



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NEWS

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Published 9:29 a.m. ET Aug. 11, 2023 |

POWER | APR. 19, 2022

What Is the Conservative Beef With 'Social-Emotional Learning'?



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Teaching social-emotional learning is under attack

Bills in at least eight states have sought to ban or limit SEL, and some parents around the country are also rallying against it

By [Zara Abrams](#)

Date created: September 1, 2023

9 min read

Vol. 54 No. 6

Print version: page 28

Schools and Classrooms

Learning and Memory



“





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SUSTAINABILITY PRACTICE

A **set of daily practices** that maintains health and wellbeing over the **long term**, and that make a particular position or role with an organization **able to maintained**.

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SUSTAINABILITY PRACTICE INCLUDES:

- A special focus on maintaining healthy **boundaries**
- Practices of self-care and **wellness** in various domains
- Preparing for and the processing of vicarious **trauma**
- Responses to issues of power, privilege, and **oppression** in the workplace
- Daily **grounding** practices to stay in touch with your center

***Sustainability practice is the number one way slow
or prevent the path to vicarious trauma
and burnout.***



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BOUNDARIES

Boundaries are limits that we put in place to maintain our wellbeing.

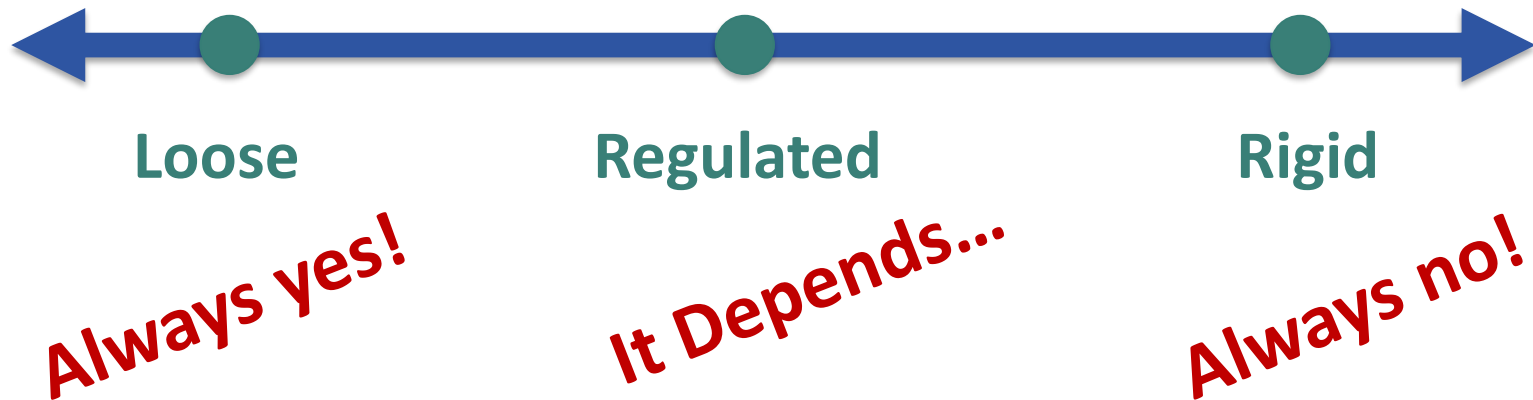
Boundaries may be physical, emotional, financial, time related, etc.

They may be conscious or unconscious.



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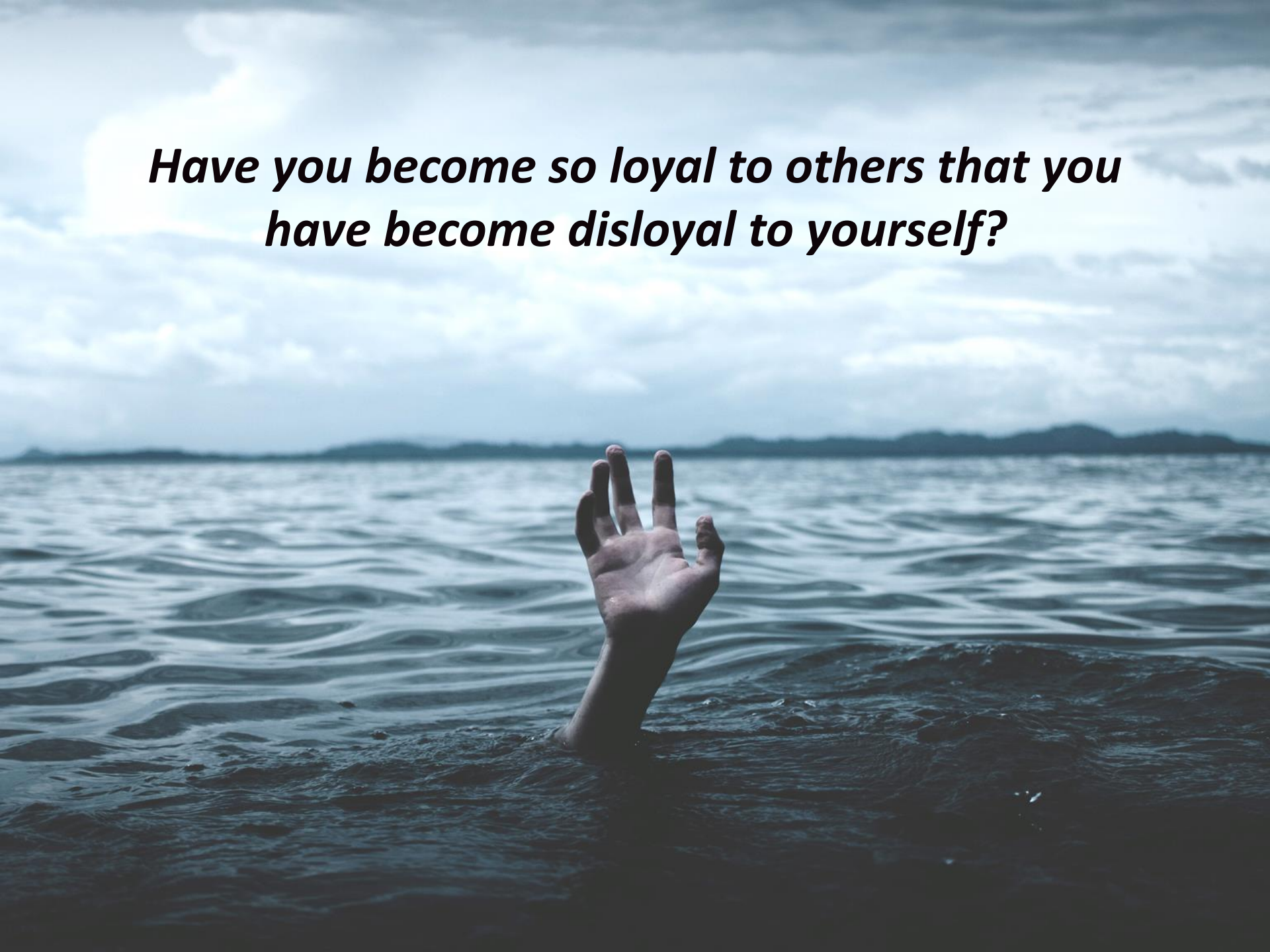
THE BOUNDARY SPECTRUM



UNHEALTHY BOUNDARY PATTERNS

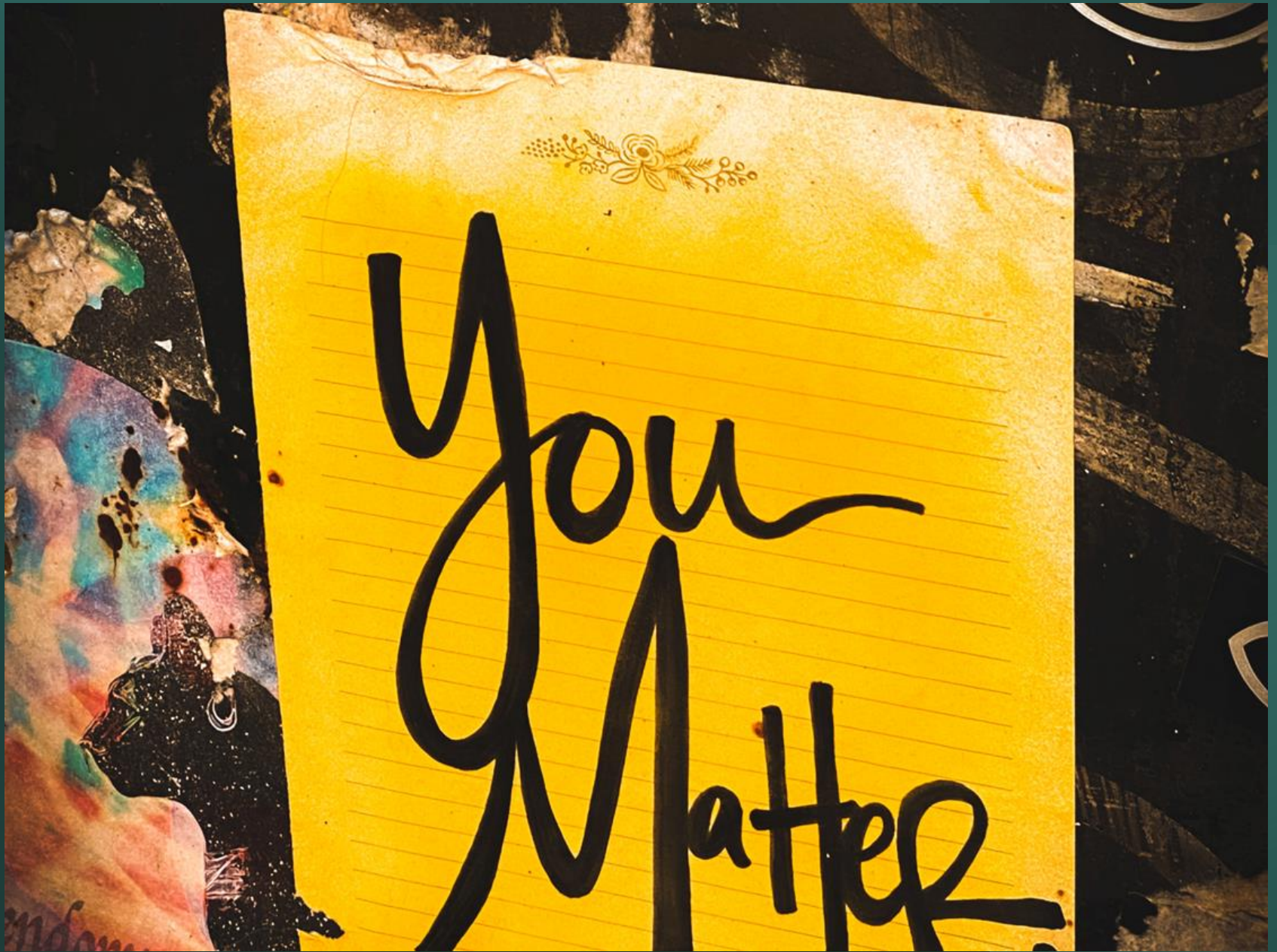
- Hyperextended Sense of Duty
- Martyrdom
- Savior Complex
- Victimization
- Settling
- Guilt

***Have you become so loyal to others that you
have become disloyal to yourself?***



Having strong, regulated boundaries is essential to maintaining physical and emotional health, and to increasing our sustainability in equity-based work.

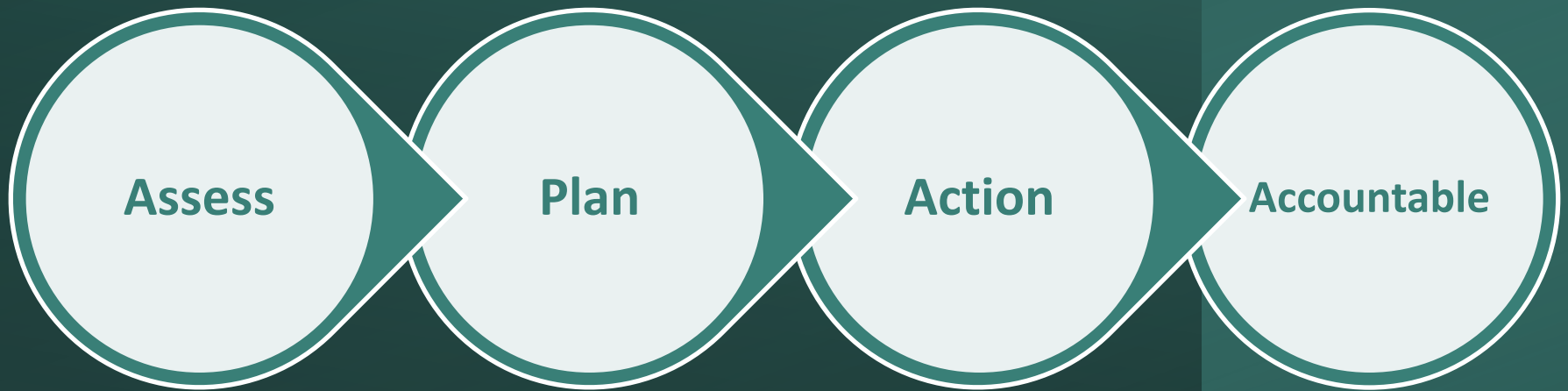




CONSIDER THE FOLLOWING

- Are you making choices with false benefits? What are the unintentional consequences?
- Do you remember a time when you did not feel like you wanted to XYZ? What has changed since then?
- Can you foresee a time when that choice may be a problem? What will you do differently if/when that time comes?
- What would happen if you stopped (the behavior in question)? Could you comfortably do that, or are you dependent on it?
- Are there other areas of your life where you feel like you aren't doing enough, or you want to do more? What are you missing out on?
- Are you in touch with your equilibrium? Do you experience a full range of emotions?
- Are other people worried about you? What do you think that's about?
- What is the impact of your actions on others in the workplace?

4 STEPS TO SUSTAINABILITY





What is one thing you will do to enhance your sustainability?



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RESOURCES

Resources:

- [Trauma Stewardship](#)
- [University of Buffalo Social Work \(Self Care Starter Kit\)](#)
- [ProQOL-5 Assessment](#)
- [SMART Goals](#)
- [Atomic Habits](#)

TELL ME WHAT YOU THINK



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