

Agenda

Introduction to Counselor Wellness

Need for Wellness

Effects of Counselor Wellness

What is Counselor Burnout?

Risk Factors for Counselor Burnout

Effects of Counselor Burnout

Mitigating Counselor Burnout

Asynchronous and Synchronous Wellness Resources and Practices

Summary

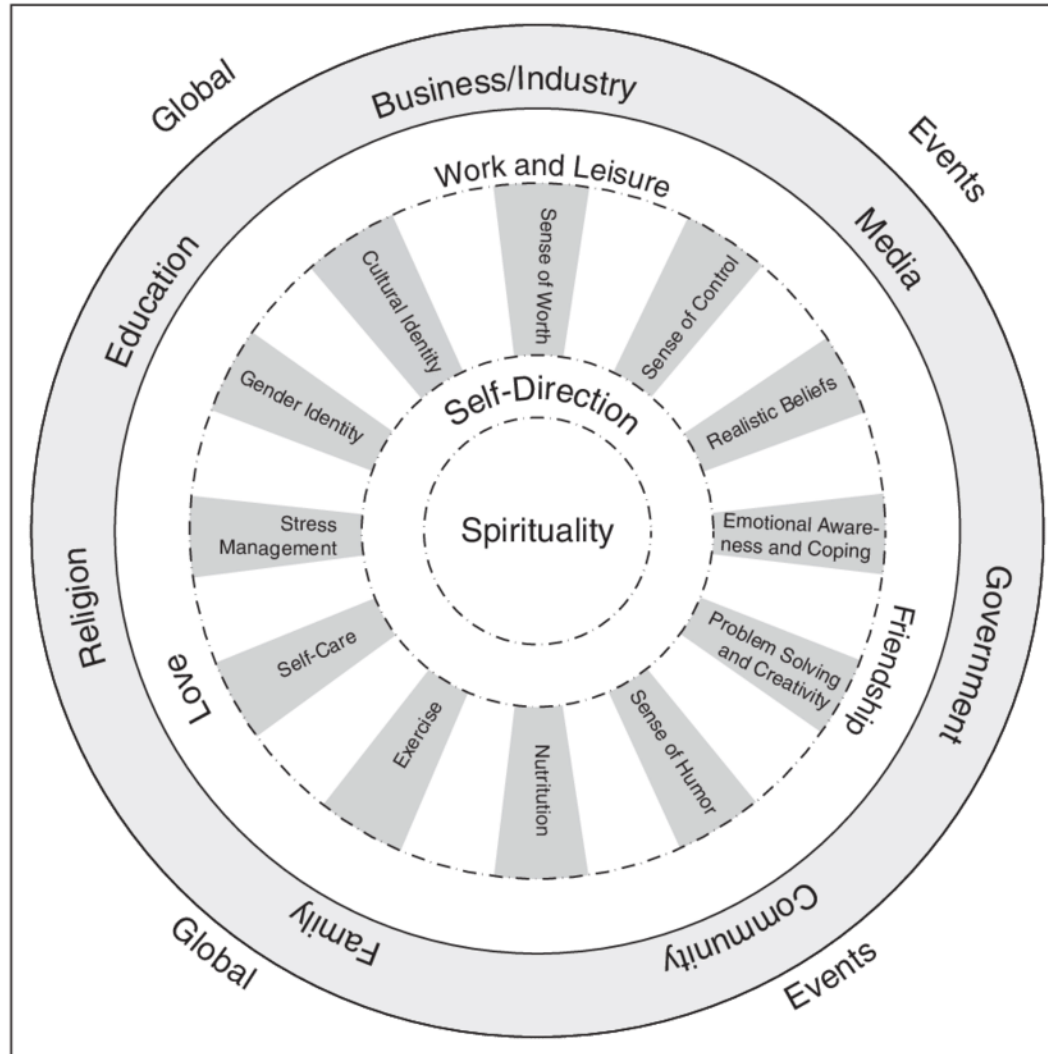
What is Counselor Wellness?

- Wellness can be defined as the “a multidimensional and dynamically sought after goal for a quality state of good health” (Wolf et al., 2012, p. 164).
- This includes maintaining a healthy lifestyle to manage stress effectively
- For counselors, this is a critical aspect of the development and preparation within the field to provide ethical and quality care for clients.
 - Self-care is an ethical requirement (American Counseling Association, 2014).

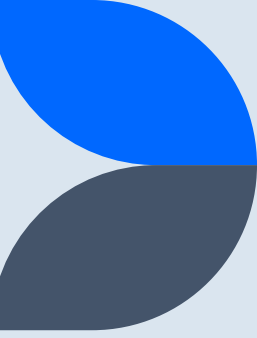
Need For Wellness

- While wellness has been engrained within the profession, there is still high levels of burnout.
- Early intervention, support, and resource sharing is needed in counseling programs.
- CSI chapters can help support counselors-in-training begin self-care practices earlier in their counseling careers when there is much support through faculty and universities.

The Wheel of Wellness



The Wheel of Wellness. © J. M. Witmer, T. J. Sweeney, and J. E. Myers (1996).



Effects of Counselor Wellness

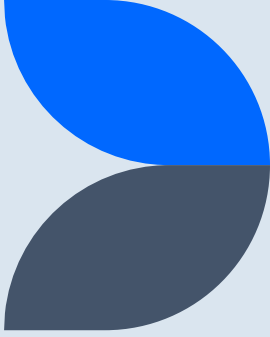
- Higher sense of self-awareness
- Increased adaptation skills
- Knowledge to improve symptomology
- Enhanced coping skills
- Increased self-reflection skills
- Higher sense of self-worth
- Increased compassion satisfaction

(Blount & Mullen, 2015)

What is Counselor Burnout?

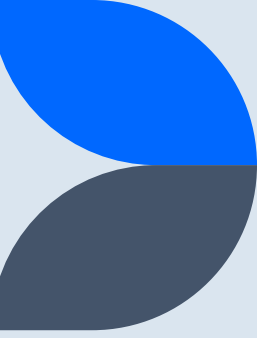
- Counselor burnout can be described as the “inability to engage in professional or clinical tasks fittingly due to emotional/physical drain, personal discouragement, or feeling unmotivated to change symptoms of stress” (Puig et al., 2019, p. 99).

Risk Factors for Counselor Burnout



- Feelings of lack of control over work environment
- Undistinguishable job expectations or responsibilities
- High-pressure environments
- Lack of support within interpersonal or close relationships
- Taking on many responsibilities
- Lack of positive recognition from others

(Massengale et al., 2019)



Effects of Counselor Burnout

- Compassion fatigue
- Higher levels of stress
- Clinical impairment
- Increased anxiety
- Exhaustion
- Lower levels of interest in non-work-related activities
- Decreased self-worth

(Puig et al., 2019)

Objective: Participants will be able to identify one way to advocate for counselor wellness by increasing accessibility to supportive resources.

Mitigating Counselor Burnout

- CSI members can serve on sub committees to organize asynchronous and synchronous wellness activities. CSI members can advocate for early wellness intervention through creating a list of wellness resources that faculty can share in orientation.

Synchronous Opportunities

- Self-care expressive arts night with supervisors of various backgrounds, including CSI members of many chapters
- Using supervision for wellness check-ins and goal setting
- Implementing a “open mic night” for students to participate in conversations surrounding stressors, or concerns they may have to connect with supervisors and peers

Asynchronous Opportunities

- Self-care videos available to students online to watch at their leisure including mindful eating, body scans, yoga through yogawithadriene.com, or guided meditations
- Providing resources such as books, movies, apps, or websites for students to explore at their own pace for wellness ideas and their well-being



Objective: Participants will be able to identify one self-care strategy to prevent compassion fatigue

Asynchronous Wellness Resources



#SelfCare

Provides an interactive self-care app to practice mindful techniques



Reflectly

Journaling for self-care and mindfulness



Plum Village: Zen Meditation

Offers guided meditations, relaxations, and talks



Smiling Mind

Daily meditations and mindfulness exercises for teens



Calm

Provides meditations, calming music and sleep stories



Mindfulness Coach App

Offers audio-guided mindfulness exercises, goal-setting assistance, reminders, crisis resources, and more

Objective: Participants will be able to identify one professional support to enhance knowledge, skills, and practice of wellness.

Synchronous Wellness Resources

Personal Strategies for Success

- Using Dr. Wolf's assignment, students can discover 5 areas of wellness they want to improve and create 1 strategy to improve each wellness area
- Each week students will write a journal to reflect how these tactics assisted them and will make changes to their wellness plan throughout the semester as needed and discuss these discoveries in class
- Students will record their progress by writing about which aspect of wellness they are focusing upon, identify which activity they are engaging in, and how this approach is helpful for their self-care
- Students will take the Skovholt Practitioner Professional Resiliency and Self-Care Inventory every week for self-awareness and self-reflection as they utilize wellness strategies to improve symptomology

(P. Wolf, 2017)

(Skovolt, T. (2010)



Objective: Participants will be able to identify one way to advocate for a focus on counselor wellness beginning in the foundational stages of professional development.

Benefits of Integrating Counselor Wellness

- Weaving these resources into educational opportunities such as coursework, classes, and during supervisory meetings can reach many individuals and negate possible burnout
- The wellness plan students develop in this course will include support from peers and supervisors to create a wellness plan that is manageable
- In the foundations course, students will begin with a mindfulness technique every week to learn new skills and apply them to their individual wellness plan as needed
- Students will also meet with a peer throughout the semester to discuss any possible challenges they may have faced, how they will adapt their plan, and if this has impacted other areas of wellness

Get Involved with CSI

- Apply for a CSI Wellness Grant
- Join the CSI Wellness Task Force
- https://www.csi-net.org/members/group_content_view.asp?group=162835&id=649427

Summary

Counselor burnout is critical to consider in early counselor development to continue strengthening higher adaptation skills, self-awareness, and knowledge and supports to continue an improved symptomology of professionals that are growing within the field of counseling.

(Blount & Millen, 2015)

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Thank you

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