

## Reference Sheet: Organizational Responses to Secondary Traumatic Stress and Compassion Fatigue

### Supporting Child Welfare Staff: The Critical First Three Months

Children's Bureau Learning & Coordination Center

Description: Child welfare staff often interact with people who have experienced trauma—in many cases, multiple traumas. Hearing the stories and seeing the effects of trauma on children and families, staff members have a very high risk of developing secondary traumatic stress (STS). They also are in a position to experience and witness trauma directly as they intervene in potentially volatile family situations. It is imperative that child welfare agencies take steps to prepare new staff for the challenging work ahead. This Digital Dialogue details organizational strategies for orienting new staff to a trauma-exposed work environment and supporting them during those critical first 3 months.

### Organizational Strategies to Address Secondary Traumatic Stress in the Workforce

Child Welfare Virtual Expo 2018

Description: Focuses on strategies for providing ongoing support to staff working in a trauma-exposed environment. It also presents organizational measures to address coverage and caseloads; empowerment and advocacy; support systems; and recognition, team building, and peer support. Access related materials, including a resource guide and reflection worksheet, through [CapLearn](#) (free registration).

### Multidimensional Human Services Workplace Stress

Children's Bureau Learning & Coordination Center

Description: Stress is a significant issue for those of us who work in child welfare and other human service agencies. Workplace stress not only poses challenges for us as individuals, but also for our agencies and the children and families we serve. Understanding the complex sources of stress—from the workplace, in our personal lives, and from our personal histories—can help us address it effectively.