

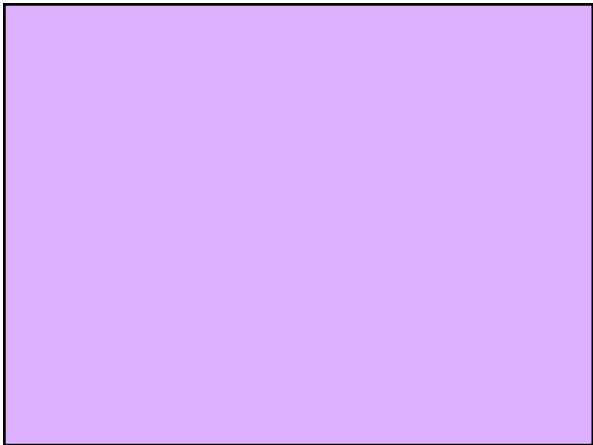
Work Stress, “Dirty Work,” & Burnout

Helping Psychosocial Workers Cope

- ### Work Stress
- Bearing witness
 - Vicarious trauma” or “secondary trauma”
 - Demoralization, loss of hope, cynicism
 - Feelings of helplessness
 - Blaming the victim; analyze constraints
 - Work-family spillover
 - Gendered dimensions of work stress?

- ### “Dirty Work”
- Work that is socially necessary but derogated.
 - Physically disgusting
 - Symbolically degrading or
 - Morally dubious activity

 - Is psychosocial work “Dirty work?”



- ### For Managers
- Work culture: acknowledge feelings
 - Model openness and self disclosure
 - Emotional fatigue, & burnout are normal
 - Designate a neutral “sounding board”
 - Rotate assignments

- ### Build Peer Support among Workers
- Take responsibility for one another’s well-being.
 - CISD--Critical Incident Stress Debriefing
 - Build Trust

Care of the Self

- Set realistic goals.
- Know your limits
- Transference and counter-transference
- Learn to identify your “stress signature”
- Try healthy coping (exercise); avoid unhealthy coping (e.g., alcohol)
- Positive self-talk and positive writing exercises.