

HOW

PEER
Support

**CAN REDUCE
BURNOUT AND
IMPROVE WORKER
WELL-BEING**

Child welfare workers experience burnout at a higher rate than other helping professions.

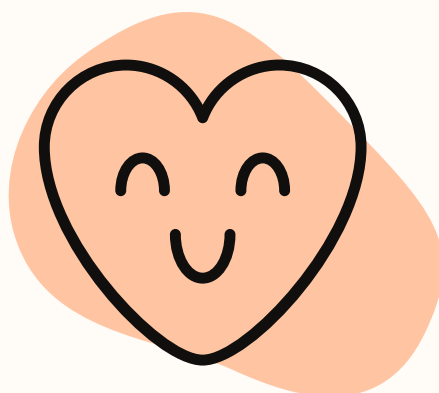
Burnout increases the likelihood of turnover.

Creating a work environment where peer support thrives can mitigate burnout, improve worker well-being, and reduce turnover.

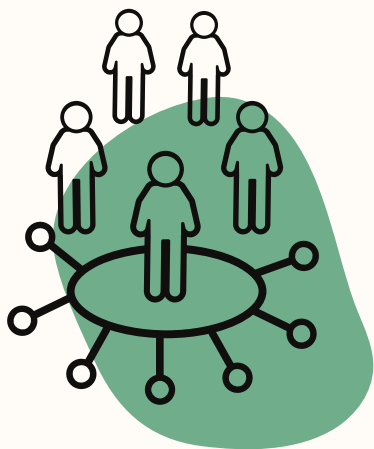


PEER SUPPORT IN THE WORKFORCE RESULTS IN:

- Lower turnover
- Reduced stress
- Enhanced work-family integration
- Better work environments
- Increased job satisfaction



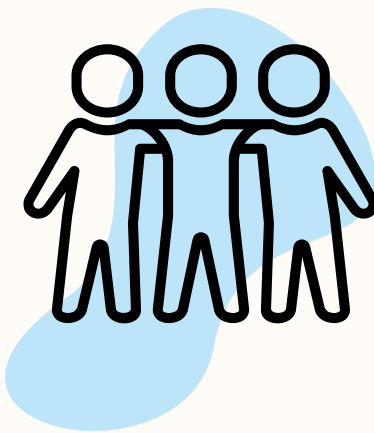
Organizations **CAN CHAMPION
PEER SUPPORT BY PROVIDING:**



- Employee training
- Flexible programming
- Mentoring
- Reciprocal Peer Support
- Informal discussions
- Support groups
- Social gatherings
- Unit/Team meetings for connection and support
- Weekly “drop in” lunches
- Lighter workloads when possible
- More resources for workers and families
- Encouragement to use vacation and sick time for self-care
- Mindfulness and deep breathing exercises as meeting agenda items

Peers **CAN:**

- Listen actively
- Create space and opportunities to talk
- Offer encouragement
- Cover or consult on cases
- Encourage each other to go home on time
- Come together for difficult conversations
- Acknowledge struggles and show empathy
- Ask for permission before sharing stressful situations
- Perform acts of kindness
- Host walking meetings
- Communicate with respect and openness
- Offer advice
- Acknowledge achievements
- Recognize signs of distress
- Provide referrals for formal support services



REFERENCES