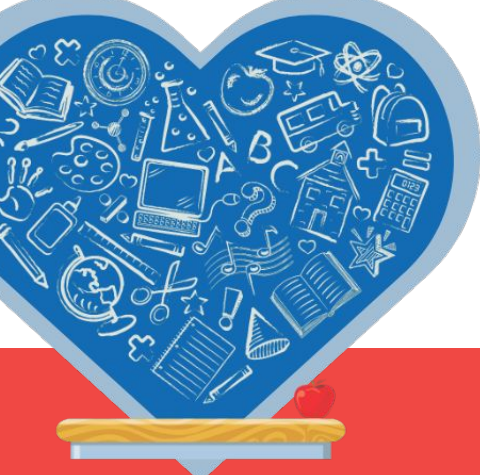


Welcome to the HUS Webinar Powerpoint!

HUS Webinars are recorded for site coordinators to review if they are unable to attend in person. The recording, accompanying power point and any handouts are also an excellent resource for coordinators to use to present to relevant webinar content to home visitors.

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Home Visitor Support

Supporting the Supporters

October 22, 2025

CONNECTING HEARTS & IGNITING MINDS!



This session is being recorded and will be available in the Library



HIPPY
UNITED STATES

CHECK IN AND CONNECT

In pairs or as a trio, take 1 minute per person to introduce yourself and respond to this prompt



I am here
because...

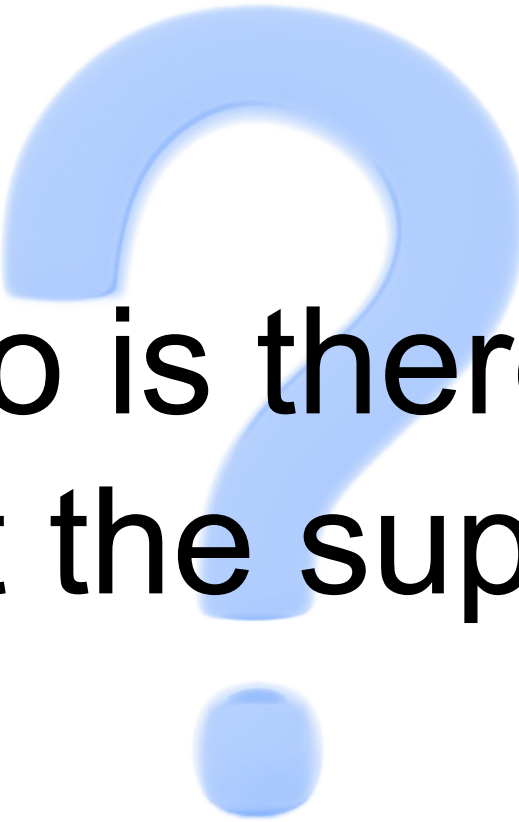
Today We Will....

- Strengthen communication and listening skills to support home visitors
- Identify strategies to recognize and build on team strengths
- Apply approaches that promote home visitor wellness
- Use practical tools to plan, problem-solve, and sustain program improvements



Home visitors support families through stressors like poverty, intimate partner violence, and mental illness.





**Who is there to
support the supporter?**

Secondary Traumatic Stress

A natural but disruptive byproduct of working with traumatized families, mirroring PTSD symptoms.



2 to 4 Years

Source: Sandstrom, H., Willenborg, P., Sparr, M., & Morrison, C. (2020). *Mental health and well-being among home visitors: Stressors, supports, and service implications.* National Home Visiting Resource Center.

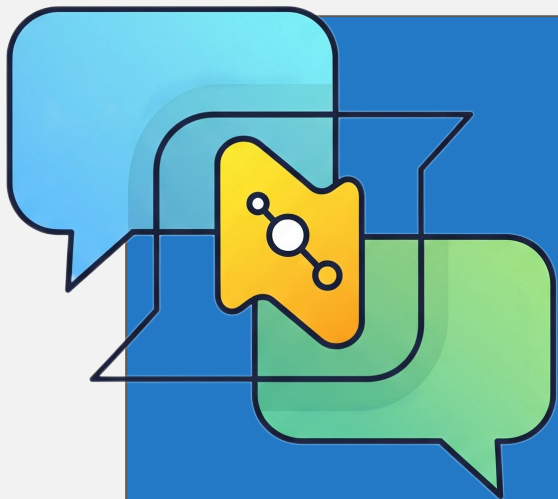
Why Do They Leave?

- Low pay
- Lack of advancement
- Excess paperwork
- Inadequate support
- Burnout and low satisfaction





High turnover weakens relationships with families and reduces the quality of of services provided.



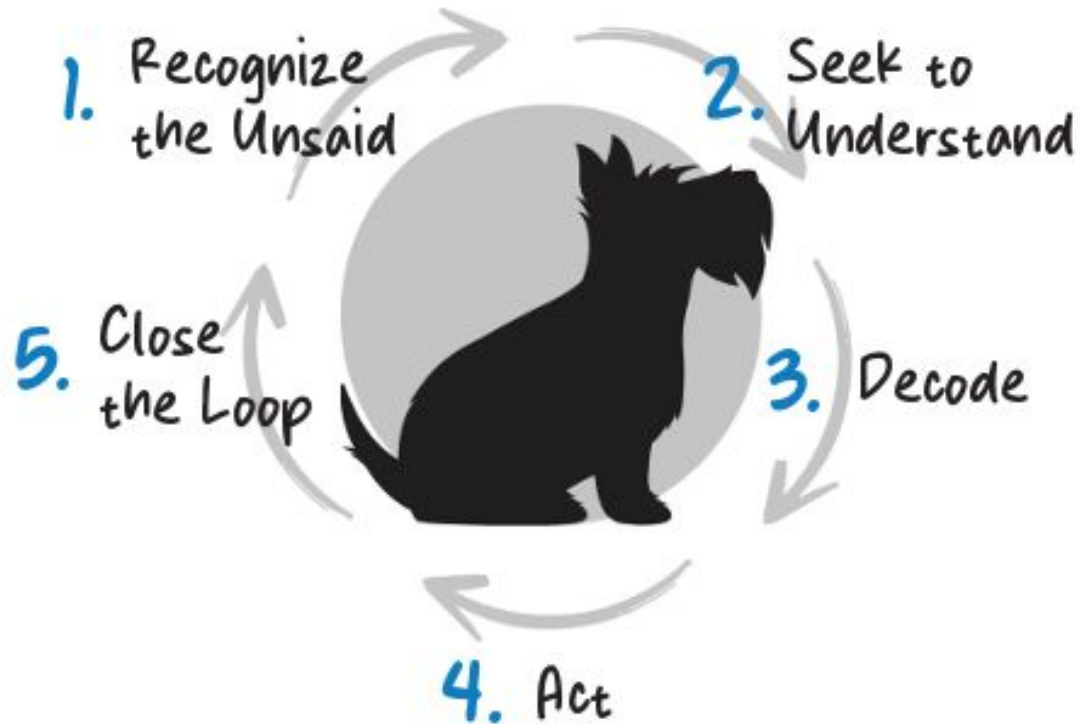
Effective Communication

Effective Communication

- Builds trust and collaboration
- Strengthens understanding and empathy
- Is clear with specific feedback
- Is centered around active listening




CYCLE OF ACTIVE LISTENING



LET'S CONNECT


Take 1 minute to think about.....



What's one communication habit that helps, or hinders, communication in your team?

LET'S CONNECT


**Now take 2
minutes in pairs to
share your
response**



What's one
communication habit
that helps, or hinders,
communication in your
team?

LET'S CONNECT


**Now take 4
minutes in small
groups to share
your response**



What's one
communication habit
that helps, or hinders,
communication in your
team?

LET'S CONNECT

Chat Waterfall



What's one communication habit that helps, or hinders, communication in your team?

Listening is Leadership



Strength-Based Leadership



Strength-Based Leadership

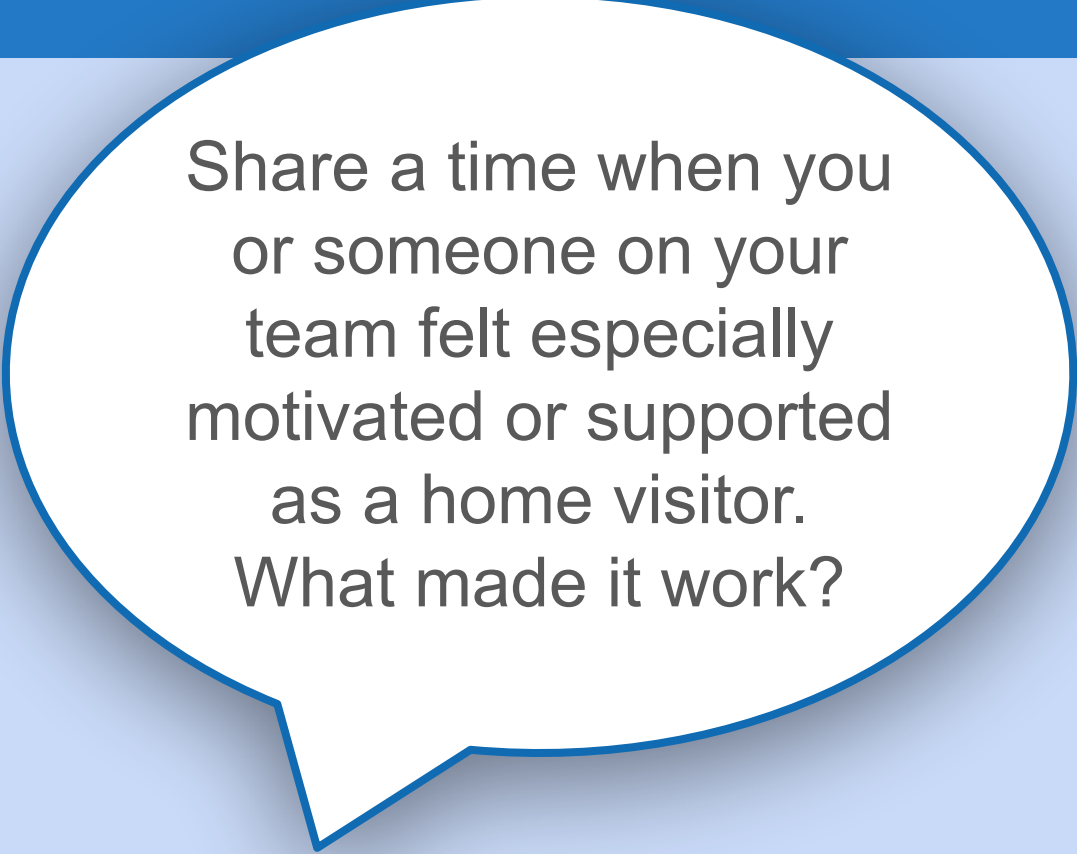
- Focuses on influence, trust, and potential, not authority
- Builds motivation by helping staff feel seen and valued
- Encourages growth through recognition and support
- Fosters autonomy and confidence, which protects against burnout *(NHVRC, 2020)*



LET'S CONNECT

In Pairs

- **Each person shares a story of feeling motivated or supported (3 min each)**
- **After both share, take 2 minutes to identify common themes**



Share a time when you or someone on your team felt especially motivated or supported as a home visitor.
What made it work?

LET'S CONNECT

Chat Waterfall

What did you hear?

What motivates and supports home visitors?

We Notice What Grows

Home Visitor
Evaluation Best
Practices and Sample
Forms; Pg. 52, MGRA





Promoting Home Visitor Wellness

Home Visitor Wellness

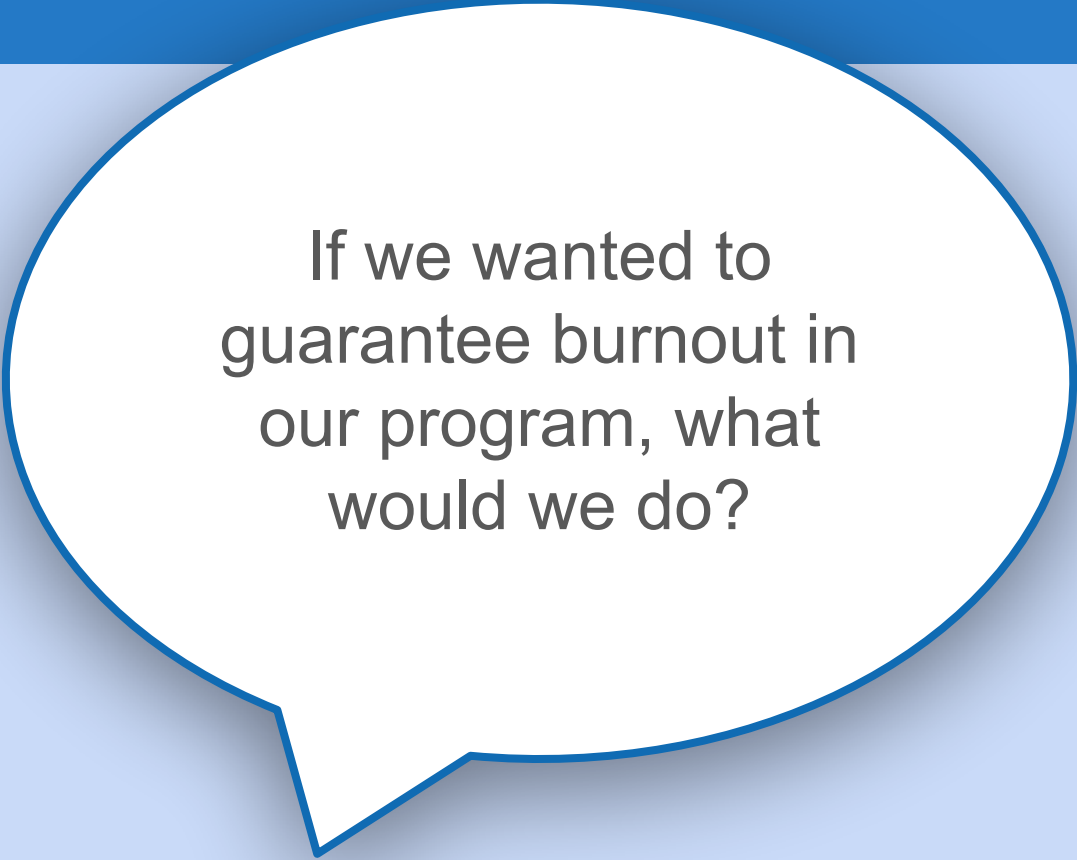
- Ongoing training and coaching to address sensitive topics
- Reflective supervision
- Training and support to promote mental health and well-being
- Efforts to promote positive workplace cultures

(NHVRC, 2020)



LET'S CONNECT

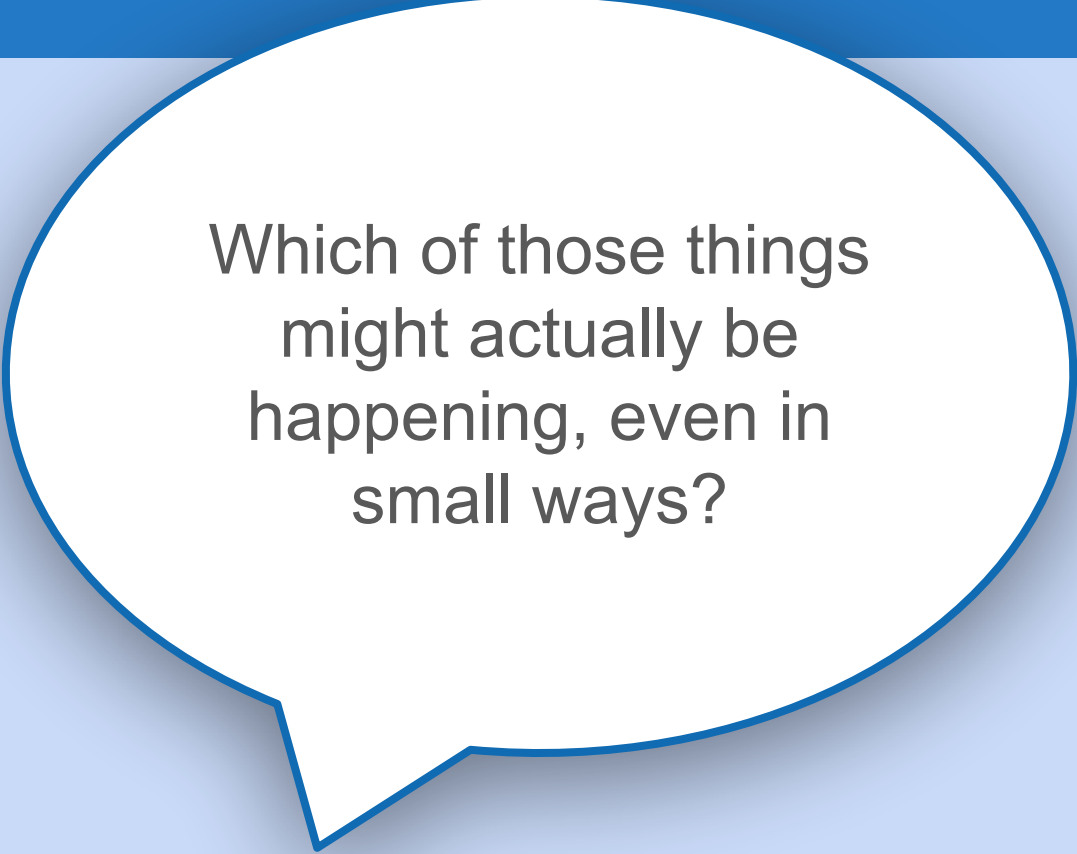
Take 1 minute to think about.....



If we wanted to guarantee burnout in our program, what would we do?

LET'S CONNECT


**Now take 2
minutes in pairs to
brainstorm**



Which of those things
might actually be
happening, even in
small ways?

LET'S CONNECT

**Now take 4
minutes in small
groups to
brainstorm**



What can we stop
doing right now to
protect mental health?

LET'S CONNECT

Chat Waterfall

What did you hear?

What do we need to
stop doing to protect
mental health?



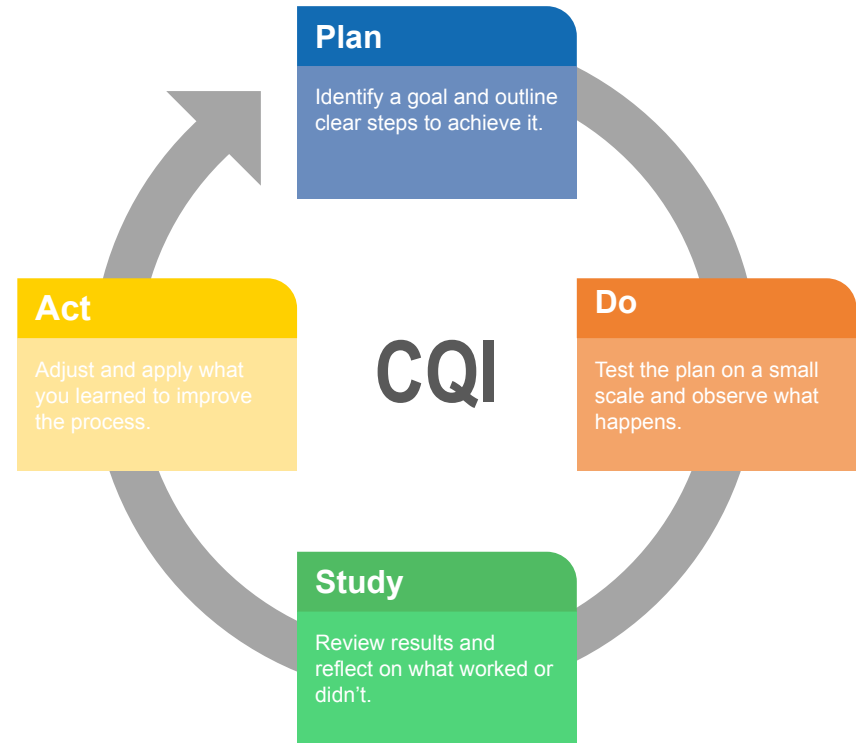
**Wellness is a
shared
responsibility**

Implementation and Problem-solving



Implementation and Problem-solving

- Implementation = planning + taking action + gathering feedback + adaptation based on feedback
- Effective rollout requires clear vision, flexibility, and shared accountability
- Continuous Quality Improvement (CQI) encourages regular reflection and data-informed decisions



Minnesota Department of Health. (n.d.). *Plan-Do-Study-Act (PDSA): Public health quality improvement toolbox*. Retrieved from

<https://www.health.state.mn.us/communities/practice/resources/phqitoolbox/pdsa.html>

LET'S CONNECT

Take 1 minute to think about.....

What's one small action, your 15%, that would make your program stronger right now?

LET'S CONNECT

**Now take 4
minutes share in
small groups**

What's one small
action, your 15%, that
would make your
program stronger right
now?

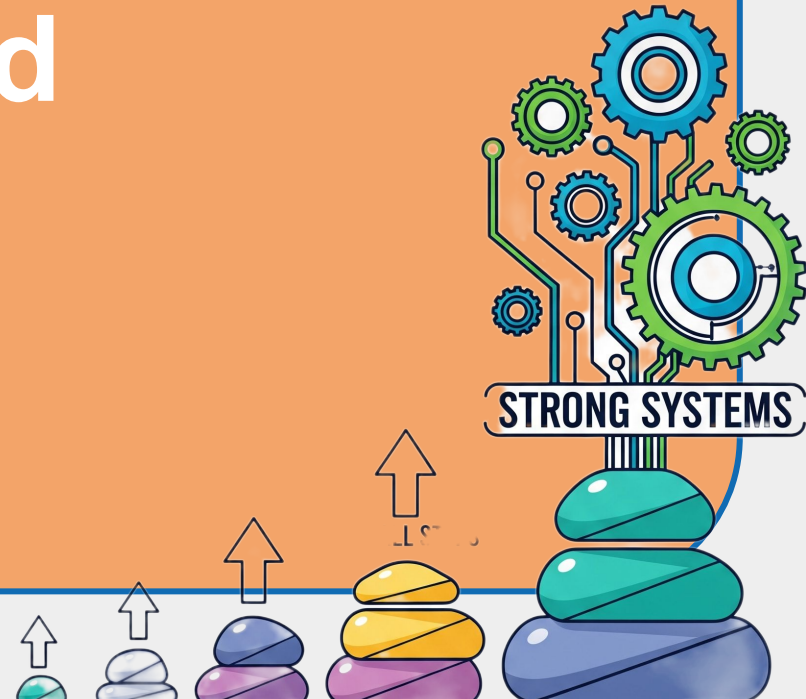
LET'S CONNECT

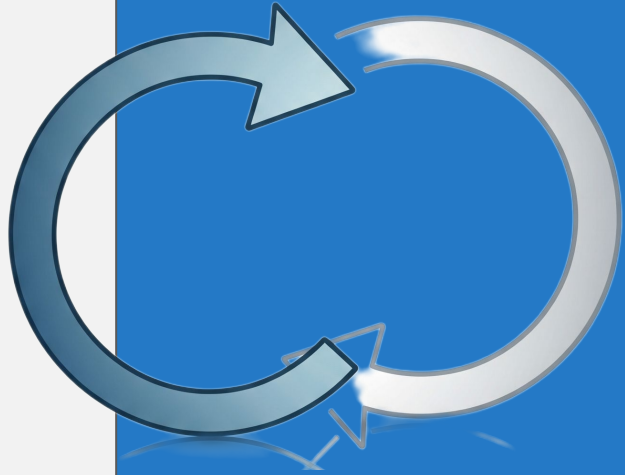
Chat Waterfall

What did you hear?

What's one small action, your 15%, that would make your program stronger right now?

**Small steps build
strong systems**





Reflection and Closing

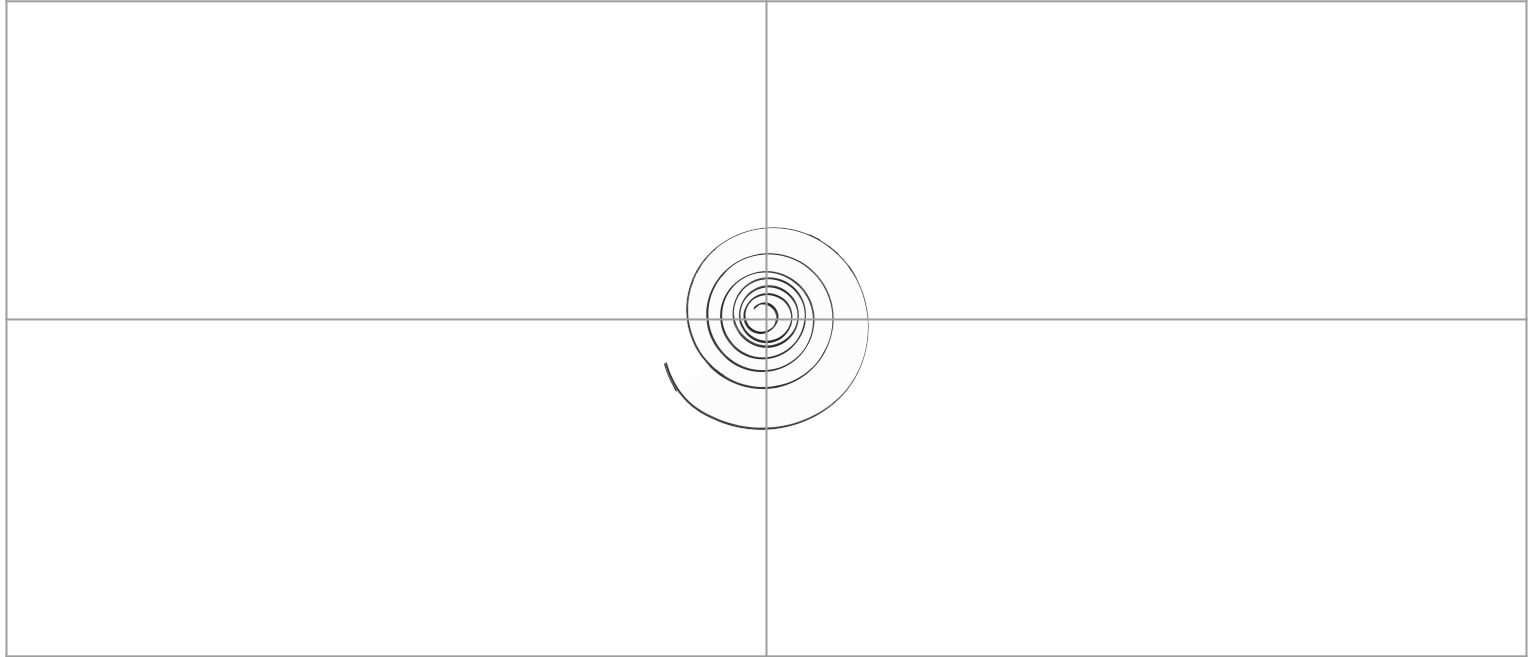
Let's Ignite

- Gather 1 piece of paper
- Fold into 4 and draw a line to divide into equal quadrants



Let's Ignite

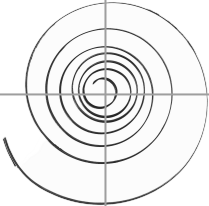
- Spend 1 minute drawing a tight spiral in the center



Let's Ignite

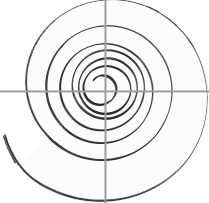
- Fill in the upper left quadrant

<p>What? What surprised you today?</p>	



Let's Ignite

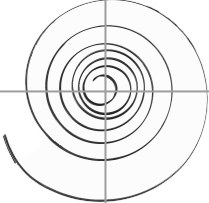
- Fill in the upper right quadrant

<p>What? What surprised you today?</p>	<p>So What? What did you feel today?</p>
	

Let's Ignite

- Fill in the lower left quadrant


<p>What? What surprised you today?</p>	<p>So What? What did you feel today?</p>
<p>What Else? What questions are emerging?</p>	



Let's Ignite

- Fill in the lower right quadrant

<p>What? What surprised you today?</p>	<p>So What? What did you feel today?</p>
<p>What Else? What questions are emerging?</p>	<p>Now What? What is 1 bold thing that you can do this week to support your team?</p>



LET'S IGNITE

Chat Waterfall

What is 1 **bold** thing
that you can do this
week to support your
team?



**Supporting the supporters isn't just
a nice idea. It's **essential** for
delivering **high-quality** services.**

Resources and Reminders



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- [Indie Connects](#)



- [Upcoming events](#)
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