



Caring for Yourself: Avoiding Home Visitor Burnout

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Managing your team includes managing their energy. **According to research**, home visitor stress can reduce their engagement with families and as a result the families they serve are more likely to drop out of the program. This same research identified common reasons home visitors give for leaving their position. Two reasons are relevant to this issue of One Visit at a Time: burnout and insufficient support from their supervisor. As their supervisor, your challenge is to be on the lookout for signs of stress, to address stressors both individually and as a team, and to provide home visitors with meaningful support. This issue of One Home Visit at a Time can help start a conversation in your team about stress, burnout and how we can support each other in this work.

LET'S TALK:

- How do you practice self-care?
- How do you set healthy boundaries to protect your mental health and prevent burnout?
- Who do you connect with to share your feelings and not feel alone?
- How do you know it's time to pay attention to your stress level?

Give each home visitor a copy of **One Visit at a Time** (digital or hard copy). Depending on how much time you want to spend on this topic you can keep it as simple as giving them the insert to read and asking them how they would like to apply the **Reflection Questions** (on the handout) this week. If you have 10-15 minutes you can use one or two of the **LET'S TALK** questions on the right, which would give your team an opportunity to connect. For a deeper dive into the topic, open with a question, add one or two of the **THREE MORE IDEAS**, and the **TRY THIS** activity below. Any materials needed for the **TRY THIS** activity are underlined.

THREE MORE IDEAS of how to use today's insert with your team:

- **Silent read and highlight** - give everyone a copy (print or digital), have them highlight one sentence in the article that resonates and one they have questions about. Share in pairs or in the whole group.
- **Peer Mentor Moment** - pair newer home visitors with experienced ones to discuss how they might each use the article's ideas in practice.
- **Take Home Conversation** - encourage home visitors to share the article/handout with a friend or family member and talk about how it relates to parenting and supporting a child's learning. Ask them to be ready to share their discussion next week.

TRY THIS: Compliment Chain

Compliments can be a powerful tool to build confidence. Specific, strength-based compliments are effective because they recognize a person's unique positive traits, and acknowledge their real efforts. Let's compare a generic compliment such as "good job" with a specific, strengths-based compliment such as "Your determination to see this through, even when it got difficult, is so inspiring." What are your thoughts? (allow time for discussion) Now let's apply this. Take 5 minutes and write out a specific, strengths-based compliment to the person on your right. (Allow time for people to write out their compliments.) Let's take a moment to share our compliments. Who wants to start? (Start with a volunteer then follow the chain of compliments around the room.)