



Staff Wellness Room

Creating safe places for staff to reflect, think, debrief, and practice self-care...

(June 24, 2021)

What is a Staff Wellness Room?

- A designated “safe place” for staff to utilize after experiencing a stressful/traumatic event.
- A place that promotes both/and supports staff having the ability to recognize and honor what they did to survive the event.
 - This promotes the “Thinking Brain” and “Fear Center” to work together.
 - If we focus solely on the event with our staff, it even further sets off their Fear Center.
- A place that promotes both/and supports staff self-care.
- A place where debriefing can safely both/and confidentially occur.
 - Location matters for the place to be effective. Discrete both/and out of the way location.



Why a Staff Wellness Room?

- Having a safe place for our staff to debrief is intended to reduce the impact Primary and Secondary Traumatic Stress has on them as a result of a stressful/traumatic event occurring at work.
- Primary Traumatic Stress is trauma experienced directly either as a victim or a witness of the actual event and includes both physical and emotional/psychological injury.
- Secondary Traumatic Stress is a neurological response that can be incurred when someone is exposed to people who have been traumatized themselves, disturbing descriptions of traumatic events by a survivor, or others inflicting cruelty on one another.
 - “The emotional weight one experiences when helping both/and wanting to help a person that has been traumatized.”
- These occurrences can be:
 - One time or Multiple times
 - Direct or Indirect in nature

What are we inviting staff to do?

- Inviting them to utilize a safe place after a stressful/traumatic event.
- Inviting them to have a private place to bring their “Thinking Brain” back on-line.
- Inviting them to a place where they can safely debrief.
- Inviting them to recognize and honor themselves for safely surviving the stressful/traumatic event.
- Inviting them to regain self/Felt Safety in a safe place.
- Inviting them to “Name It and Tame It.” Release emotions safely.
 - Emotions from beginning, middle, and end of stressful/traumatic event.
- Inviting them to take the time to practice self-care after a stressful/traumatic event both/and while at work.
 - By inviting staff to practice self-care, we are affectively promoting a culture of empowerment both/and self-care in our workplaces.

When do we invite staff to use the room?

- The place shall be in a condition of readiness both/and accessibility for staff to use at any given moment in time.
 - Always available.
- Staff shall be afforded an opportunity to utilize the place after experiencing any stressful/traumatic event.
 - Always invited.
- Staff shall be offered an opportunity to utilize the place during times they are not experiencing any stress/traumatic event.
 - For example, prior to shift, inner-shift, and at conclusion of shift.
 - Practice when not in crisis.
- Staff are not mandated to utilize the place.
- The invite to utilize the place is voluntary for them.
 - Never forced.

Using S.E.L.F. Model (Sandra Bloom)

- **S** afety:
 - What is making you feel unsafe?
 - What did you hear, see, smell, touch, or taste that made you feel unsafe?
 - What/Who can help you feel safe right now?
- **E** motions:
 - What emotions are you having about this situation? (Use RHC)
 - Use Anger Onion to process emotions of anger, sadness, and underlying fear.
 - Have them show you where they feel the emotions in their body.
- **L** oss:
 - What are they afraid of happening or losing? (Help them recognize what they have not lost)
- **F** uture:
 - What does the future look like?
 - What are they willing to do to have the future/outcome they want?
 - Who can help them with making this happen? (Use collaborative problem solving to create an action plan/Use 3 P's)

What does a safe place look like?

1



2



3



4



5



6



7



8



*One of these safe places are in an Ohio prison. Which one?

What items should we consider?

- Paint color
 - Neutral tones (e.g., taupe or blueish gray)
- Comfortable chairs/sofa
 - Recliner
- Throw/Soft blanket
- End table
- Coffee table
- Artwork
- White noise/nature sound machine
 - Bluetooth speaker with charger
- Plants
- Diffuser/Essential oils
- Soft lighting/tea lights/lamp(s)
 - Upward facing light fixtures
 - Salt lamp
 - LED candles
- Computer w/agency network/software
- Phone
- Self-care books
- Small refrigerator
- Healthy snacks/drinks
- Tissues
- Small trash can w/lid
- Easy to clean fixtures/furniture/items

Almost everything will work again if you
unplug it for a few minutes including
you.

- Anne Lamott