



## Supporting the Emotional Needs of Staff - Supervisory Strategies

How well do you demonstrate support for your staff? For each strategy rate yourself on a scale of one to five, with 1 being low and 5 being high. Then total your scores.

Supervisory Strategy	1 – 5 (1 = low : 5 = high)
Always model respect for staff and others.	
Show concern for staff’s emotional well-being and their personal lives.	
Encourage connections with peers and colleagues inside and outside of the agency for mutual support and learning.	
Help connect the work of each staff member to the mission and benefits of the agency.	
Acknowledge, and help staff manage, the emotional intensity and stress of the work.	
Support staff in their professional and personal growth. Know their career aspirations and help them attain goals.	
Build an evolving “professional development partnership” with each staff person, tailored to the individual’s strengths, goals and unique needs.	
Support staff in identifying, balancing and meeting their personal and professional goals.	
<b>Total</b>	