

# SUPPORTING A CULTURE OF WELLNESS FOR EMERGING LEADERS



## Event Questions and Answers

The following questions were asked during the webinar and were not able to be answered in the time allotted. The full [Recording](#) and [PowerPoint Slides](#) are also available for your review.

**Question:** Can we get a copy of the information and practice model Oriane Eriksen presented?

**Answer:** Information about Safe and Connected practice model is available in this [two page summary](#) and on the KVC Health Systems website: [Safe & Connected™ Practice Model - KVC Health Systems](#).

**Question:** Is it recommended that child welfare agencies offer teleworking?

**Answer:** This was addressed verbally by the panel. There are pros and cons, but the flexibility that teleworking offers outweighs many of the cons.

**Question:** Who is the vendor you use that specializes in trauma recovery & education? I'd like to just look at their website to get further information and see whether there's a similar vendor in my state.

**Answer:** We partner with the Gil Institute for Trauma and Recovery. This is their website: <https://www.gilinstitute.com/>

**Question:** Alycia, what are some of the areas of training you're providing to staff that you're seeing they need in the area of technology?

**Answer:** We provide support around use of virtual meeting platforms such as Microsoft Teams. There is also support for navigating internal and mandated state case management and data systems.



**Question:** What is an example of content in the virtual supervision toolkit?

**Answer:** It includes materials developed to support supervisor/manager skills such as guides, links, tools, and tips on how to engage employees, build/maintain relationships, and provide supervision in the hybrid environment. The toolkit is embedded into a channel in MS Teams for staff access.

**Question:** What strategies are each of you using to address stigma or resistance to engage in wellness programming you've created?

**Answer:** Interaction with some of our materials (i.e. the Franklin Covey materials) can be tracked via the supervisor so that the supervisor can promote engagement, while other materials or resources (i.e CARES rooms and trauma sessions) are voluntary in nature.

**Question:** Do Fairfax County staff who are receiving clinical supervision get time approved for that supervision? and do staff receive monetary support for licensing exam, licensing renewal?

**Answer:** Time is approved for receiving supervision and plans are underway for the agency to cover the cost of certain licensing, registration, and other fees related to clinical supervision.

**Question:** Can you provide information on the Fairfax DFS crisis intervention training?

**Answer:** The vendor does not have a website; however, we can provide the email address for the principal/lead for vendor, Arch Security, Tara Nelson [tara.nelson@archsecurityconsultants.com](mailto:tara.nelson@archsecurityconsultants.com).

**Question:** Could you share more about the evaluation you all designed at Options? What are your takeaways?

**Answer:** Every employee at Options, including those in leadership positions, receives an annual 360° evaluation. Options uses [Alchemer](#) to distribute surveys to peers, coworkers, and community partners. The survey consists of 30 questions that are captured as scaled responses (1 = never/rarely demonstrated to 4 = consistently demonstrated) in domains of Communication,



Teamwork/Leadership, Work Practices, and Self-Management. Additionally, there is a narrative self-evaluation component for the employee and an opportunity for respondents to leave comments.

Survey responses and the employee's self-evaluation are integrated into the supervisor's written summary assessment. The supervisor's summary and the entire 360° survey result are then shared with the employee, though individual survey responses and comments are anonymous. Overall, we find that respondents are constructive and thoughtful, truly offering insightful feedback. Additionally, the 360° format supports Options' values of inclusion and collaboration.