Dedicated Decompression Areas

- ☐ Designated space for staff
- ☐ Look at existing space (storage or meeting rooms
- ☐ Wellness corner with comfortable seating and mindfulness resources

Without Dedicated Space

- ☐ Create visual barriers between workstations
- ☐ Designate areas as "quiet" or "work-free" zones
- ☐ Personalize spaces with wellbeing items
- ☐ Consider using outdoor spaces

Implement Supportive Scheduling Practices

- ☐ Buffer time between clients
- ☐ Realistic caseload management
- ☐ Structured on-call systems

Develop Supportive Organizational Policies

- ☐ Debrief mechanisms over multiple channels
- ☐ Communication boundaries and clear guidelines
- ☐ Leave & return-to-work policies
- ☐ Encourage use of time off

Model Healthy Detachment as a Leader

- ☐ Demonstrate boundaries
- ☐ Address leadership burnout
- ☐ Challenge martyr culture

Foster Open Communication About Capacity

- ☐ Regular check-ins
- ☐ Team-based support
- ☐ Proactive planning

Make Organizational Change Sustainable

- ☐ Start small and build
- ☐ Include staff in solution development
- ☐ Address funding and resource constraints

The Business Case

- • Reduced turnover
  - ☐ Staff retention increases when burnout decreases
  - ☐ Replacement costs typically exceed wellness initiative expenses
- • Decreased absenteeism
  - ☐ Staff with better detachment experience fewer stress-related illnesses
  - ☐ Unplanned absences decrease when burnout is addressed proactively
- • Improved service quality
  - ☐ Staff who can detach provide more present client care
  - ☐ Client outcomes improve with consistent, engaged service

Reflection Questions for Leaders:

- • What is one immediate change I could implement to better support psychological detachment for my team?
- • How am I modeling detachment in my own work practices?
- • What organizational policies might be unintentionally discouraging detachment?
- • How can I better recognize and respond to signs of insufficient detachment among my staff?
- • What resources would make the biggest difference in supporting psychological detachment in our specific context?