



# BUILDING STAFF RESILIENCY

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Monsoon United Asian Women of  
Iowa

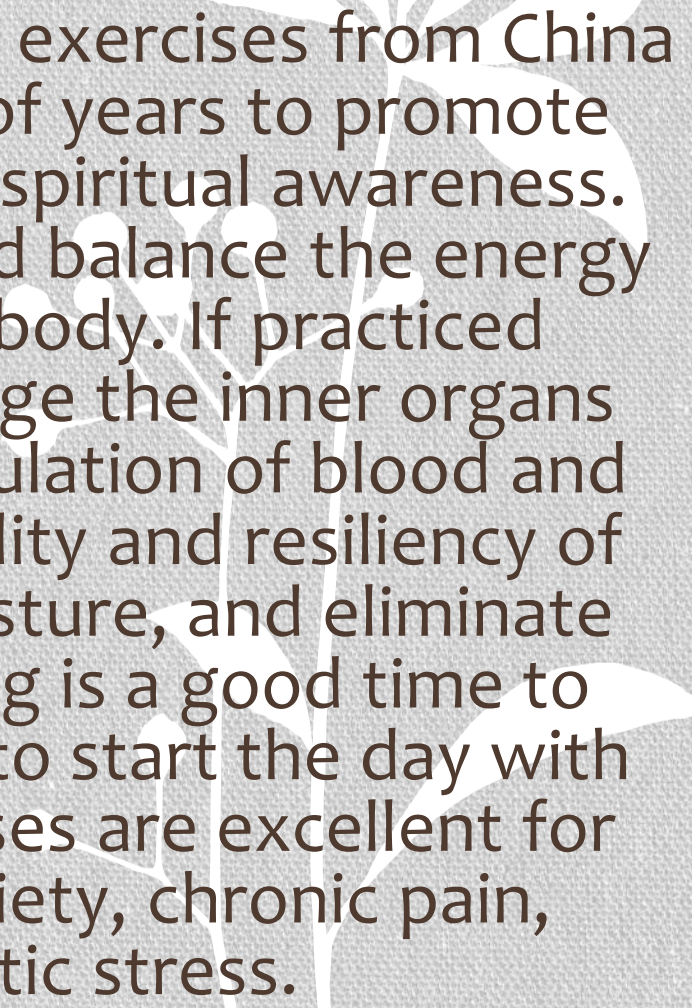
& National Org of API Ending  
Sexual Violence





# SELF-CARE EXERCISE

Pal Dan Gum is a series of ancient exercises from China and Korea used for thousands of years to promote health, strength, longevity, and spiritual awareness. The exercises release tension and balance the energy channels or meridians of the body. If practiced regularly they purify and recharge the inner organs and meridians, improve the circulation of blood and body fluids, promote the flexibility and resiliency of muscles and joints, improve posture, and eliminate many chronic ailments. Morning is a good time to practice Pal Dan Gum, as a way to start the day with focus and energy. These exercises are excellent for daily use by persons with anxiety, chronic pain, depression or traumatic stress.



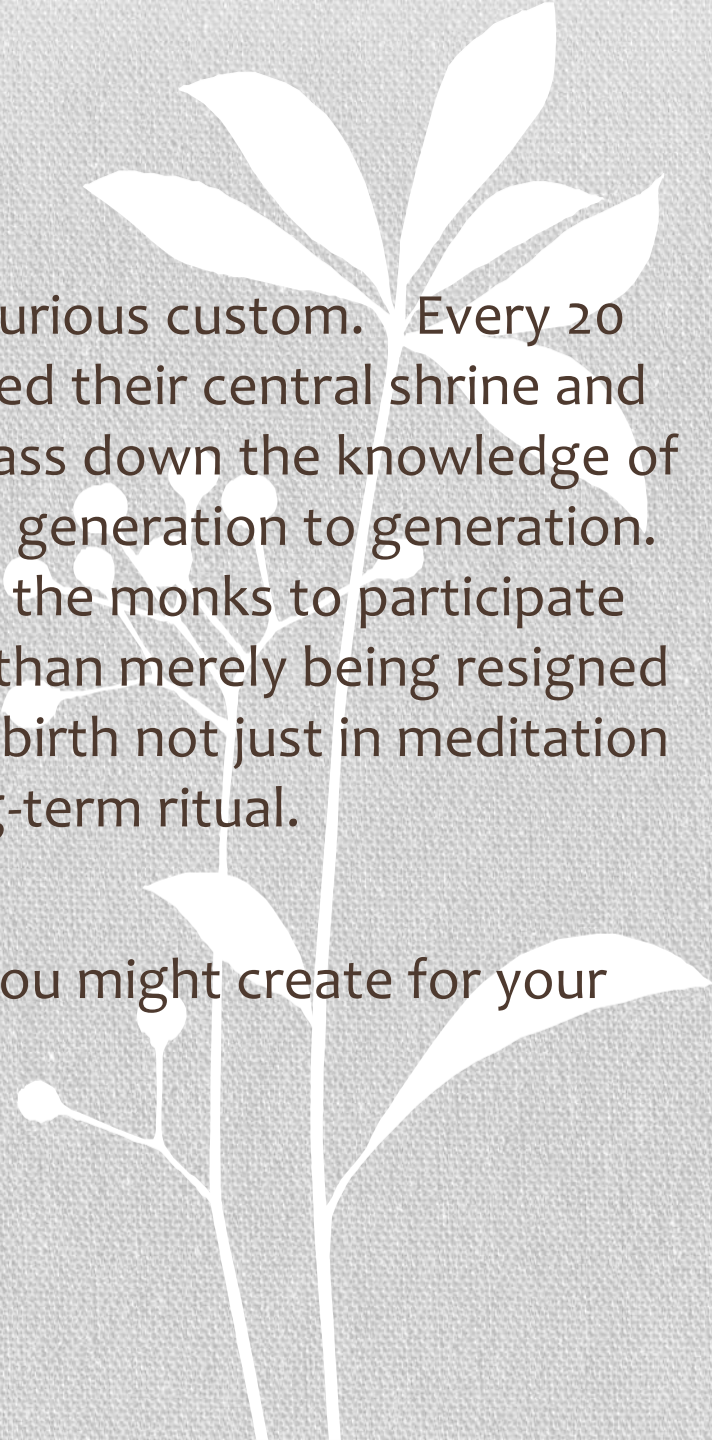


# OBJECTIVES

- To discuss the importance in building staff resiliency
- To discuss good practices
- To discuss challenges in implementing good practices
- To provide solutions in tackling challenges in implementation







The Shinto monks of Ise, Japan, have a curious custom. Every 20 years since the year 772, they've dismantled their central shrine and rebuilt it from scratch. In so doing, they pass down the knowledge of their sacred construction techniques from generation to generation.

It's also an effective an effective way for the monks to participate eagerly in the transitoriness of life, rather than merely being resigned to it. They practice the art of death and rebirth not just in meditation but through a practical long-term ritual.

Can you think of an analogous custom you might create for your personal use?

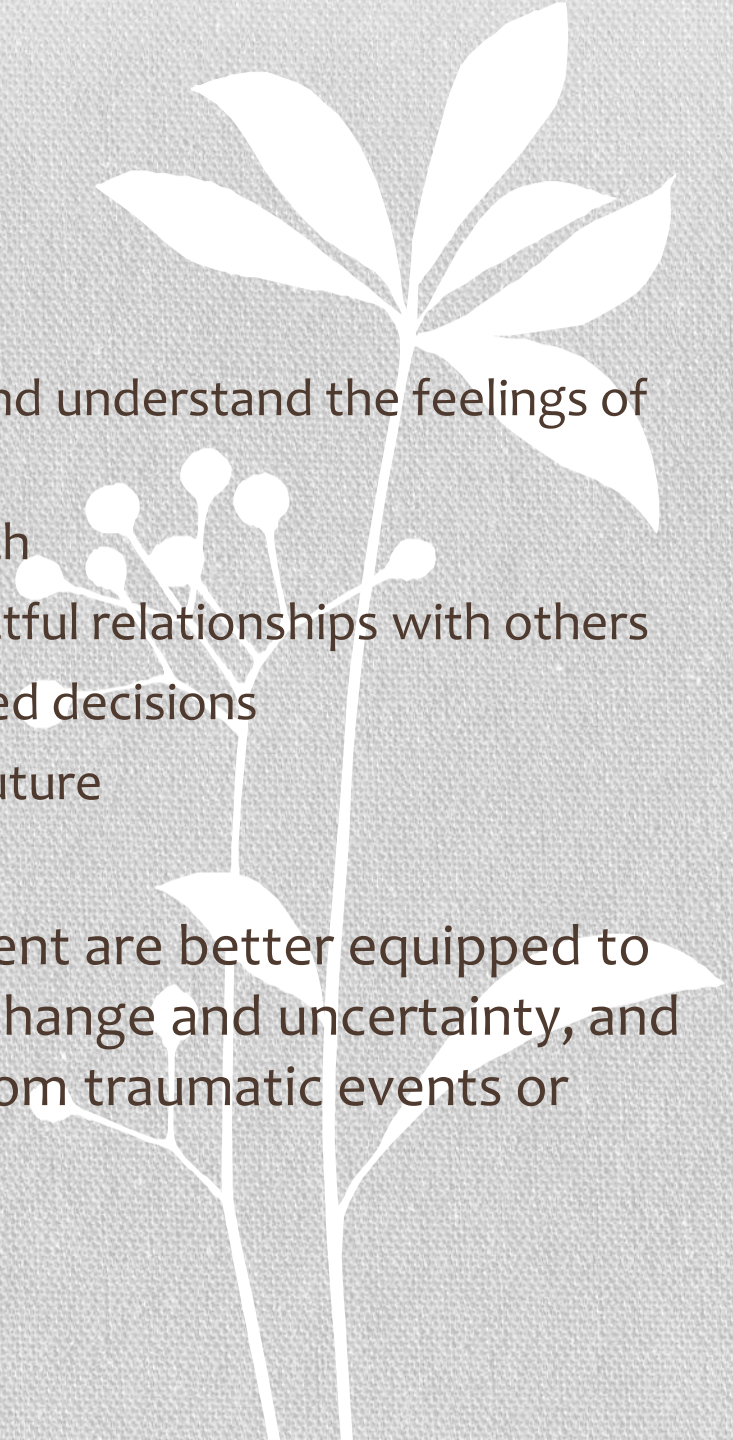


**Resilience is commonly described as a person's capacity to cope with changes and challenges and to 'bounce back' during difficult times.**





- **A person who is resilient is likely to**
  - Recognise and manage their own feelings and understand the feelings of others
  - Have a sense of independence and self-worth
  - Form and maintain positive, mutually respectful relationships with others
  - Be able to solve problems and make informed decisions
  - Have a sense of purpose and goals for the future
- Children and young people who are resilient are better equipped to resist stress and adversity, to cope with change and uncertainty, and to recover faster and more completely from traumatic events or episodes.





**We usually build the resiliency of  
survivors  
but  
what about the staff?**





# **Advocate-centered or Survivor-centered?**

**Connection of both...**

**it is not schism...**

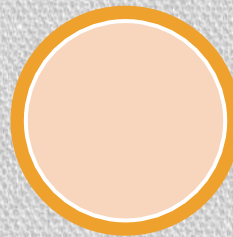
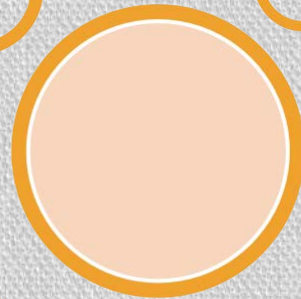
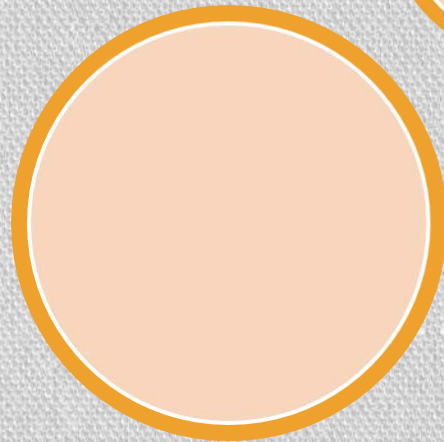
**Interconnectedness...**





Survivor

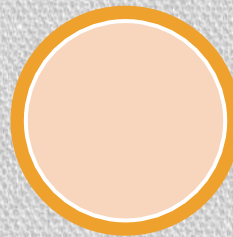
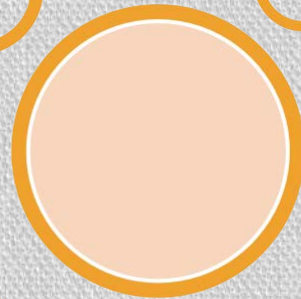
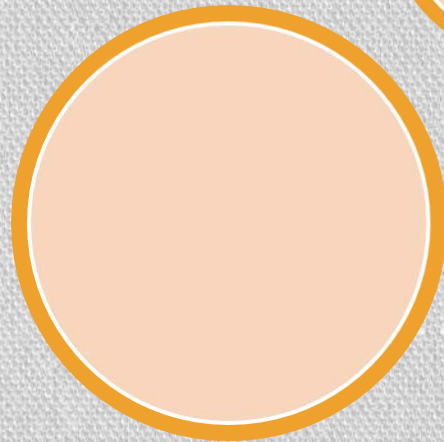
Community





Staff

Organization







GOOD PRACTICES!



- Worker-centered policies:
  - Flexible hours
  - Health insurance
  - Mental health days
  - Staff development
  - Debriefing
  - Holidays chosen by staff based on their own cultural traditions
  - Promoting wellness – physical, mental, and spiritual
- Project-led by staff
- Culturally-specific programs
  - Staff as family members (but can be challenging e.g. boundary issues)
- Conflict resolutions





What about your  
program/organization's  
good practices in building  
staff resiliency?





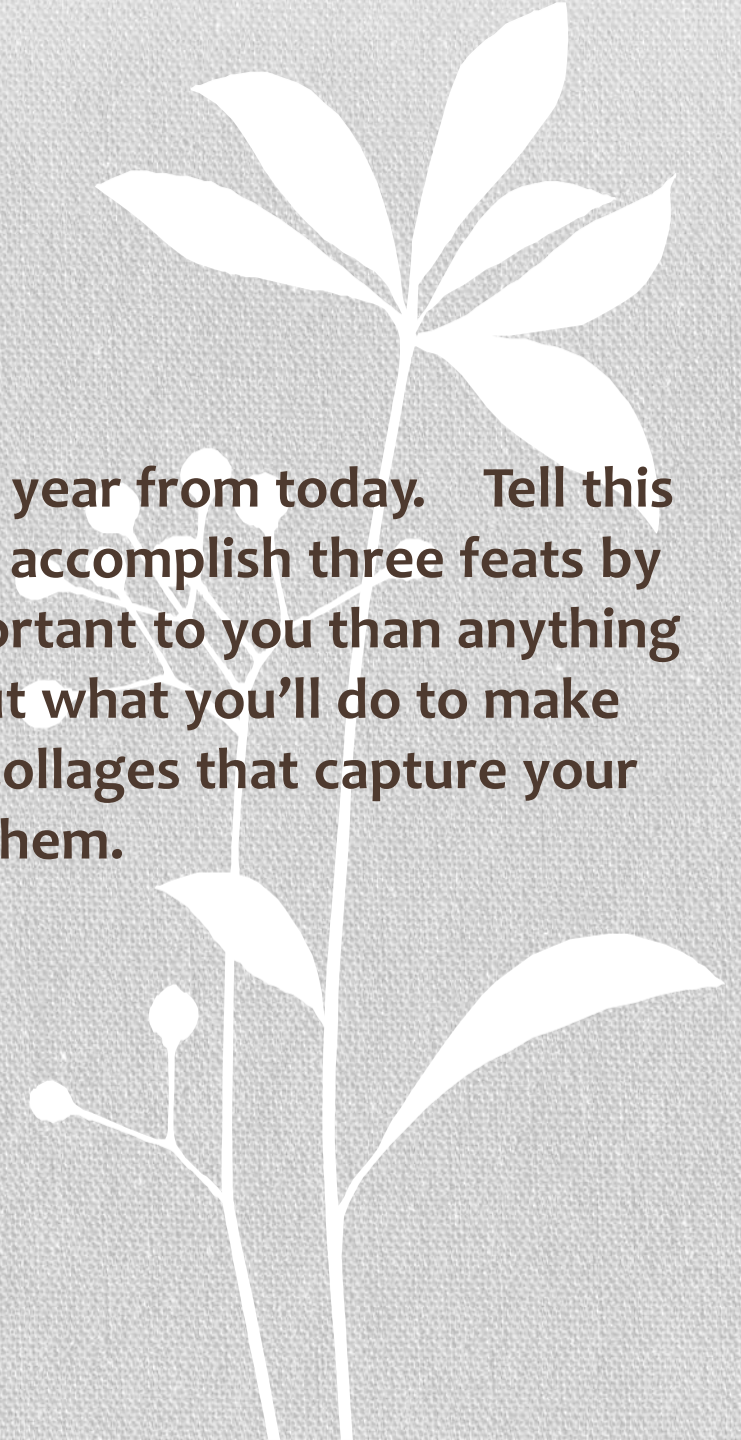
# Challenges & Solutions

- What to do if board/director is unwilling to implement policies that will build staff resiliency?
- What can you do?
- Other challenges?





**Write a letter to the person you'll be one year from today. Tell this FUTURE YOU that you've taken a vow to accomplish three feats by then. Say why these feats are more important to you than anything else. Describe them. Brainstorm about what you'll do to make them happen. Draw pictures or make collages that capture your excitement about them.**





A white egg is centered on a dark, textured surface that appears to be wood or bark. The lighting is dramatic, with strong highlights and shadows. A white rectangular box is overlaid on the egg, containing the text "Never Give Up" in a black serif font.

Never Give Up





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