

Welcome to

CREATING AND ESTABLISHING

SAFE WORKSPACE





Who am I? Why is there a Need?

Hi I'm Meaghan!

Through my experiences and career I have learned that I wanted to create a space of- **Safe Supervision** .

Part of this model isn't about avoiding tough conversations; it's about making those conversations possible and building your tool BELT.



Who am I?

Why is there a Need for Two of them!?

Hi I'm Jordyn!

As a supervisor developing new programs, I've learned the importance of leading with authenticity, intentionality and collaboration

 **TRINITY**
Services, Inc.

Objectives

Understand Two-Part Perspective on Building Trauma-Informed Teams

Explore Innovative Approaches to boosting morale and strengthen team meetings

Integrate Psychological Safety and Resilient Workplace Culture into Existing Practices



Base Core Concept: Safe Supervision



tool BELT

Boundaries & Flexibility

Empathy in Leadership

Listen Actively

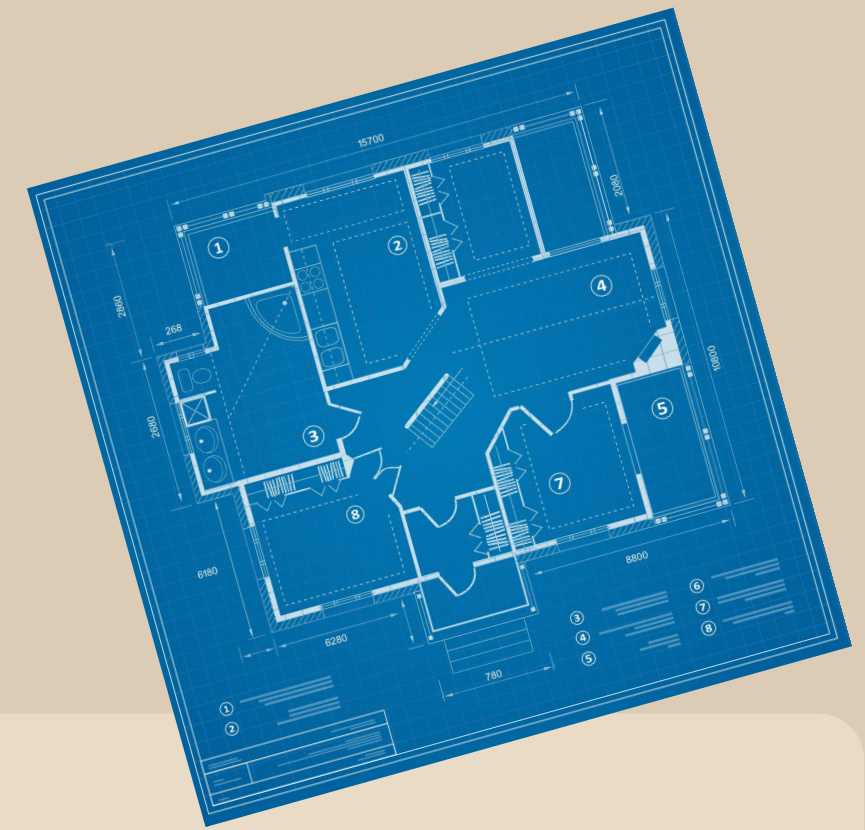
Trauma Informed Principles

Boundaries & Flexibility



Safe doesn't mean boundaryless,
structure is reassuring

Flexibility = adapting meeting style,
communication channels, and
feedback methods to the
supervisee's needs.



Coaching about what boundaries
means/can look like

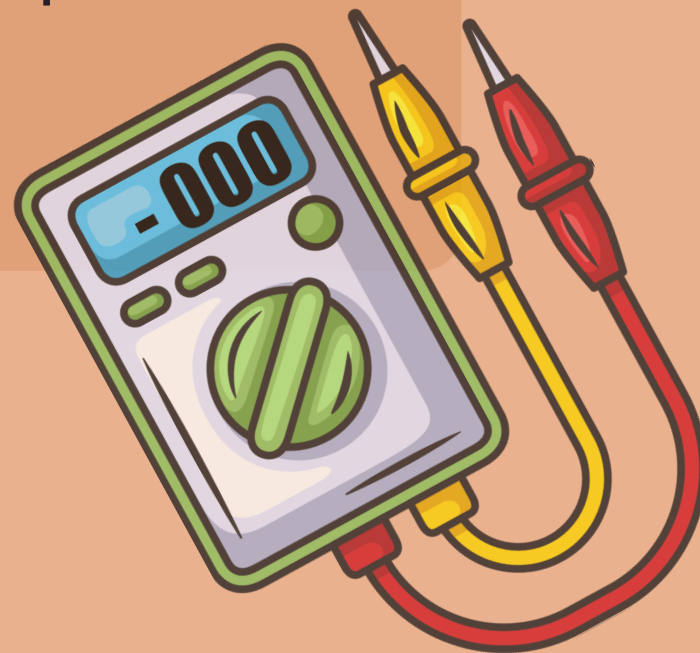
Adjusting my approach and
expectations as we learn

Psychological Safety Tip: Explaining the “why” behind the boundaries

Empathy in Leadership

Active acknowledgment of supervisee's emotional state without rushing to fix it.

Empathy \neq Agreement it's perspective-taking.



Leaving space to process challenges while highlighting the strengths they bring to the role

Quick technique: "Name + Normalize"
(“It makes sense you'd feel overwhelmed after that session.”)

Psychological Safety Tip: Delegate with clear structure on roles but an emphasis/focus on Values and empathy

“hear the person more clearly
and the process of the
problem”- Monroe & Jarvis

Replace “solution first” mindset
with “curiosity first” questions

When they can
Display Trust and
Spark Growth

Listen Actively

Look to my team for new ideas,
creative ways to receiving feedback

Finding a balance between support
and encouraging growth in
discomfort

Psychological Safety Tip: Before offering input, pause and reflect back.. find ways to instill hope

Trauma Informed Principles

Six pillars: Safety, Trustworthiness, Peer Support, Collaboration, Empowerment, Cultural Humility.

Keeps teams attuned to secondary trauma, burnout, and resilience building.

I am always asking myself: How am I running Team Meetings?



Keeping safety at the forefront, understanding my role - Instructor/Coach, Facilitator, or Consultant

Encouraging further education

Psychological Safety Tip: Dynamic Teaming

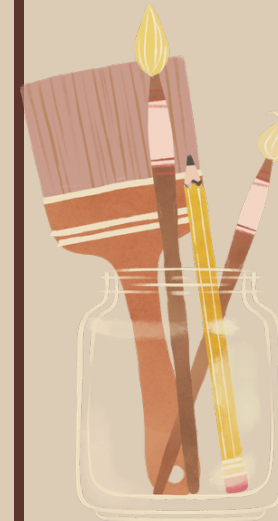
Team Meetings Recap

We do them Together

Structure that works for us and what we have learned:

- We always start off with a moment of connection and conversation that has nothing to do with work.
- We talk about agency wide updates along with office/network specific items.
- We are not just talking about things going wrong but also wins.
- They have a hand in how they run a portion of the meeting.
- We do group discussion and individual reflection too.

We do them apart too....



What Meaghan has Learned:

- I do activities that are self reflection and verbal
- I give them opportunities to grow and work with one another. Creating a space of fluid equality.

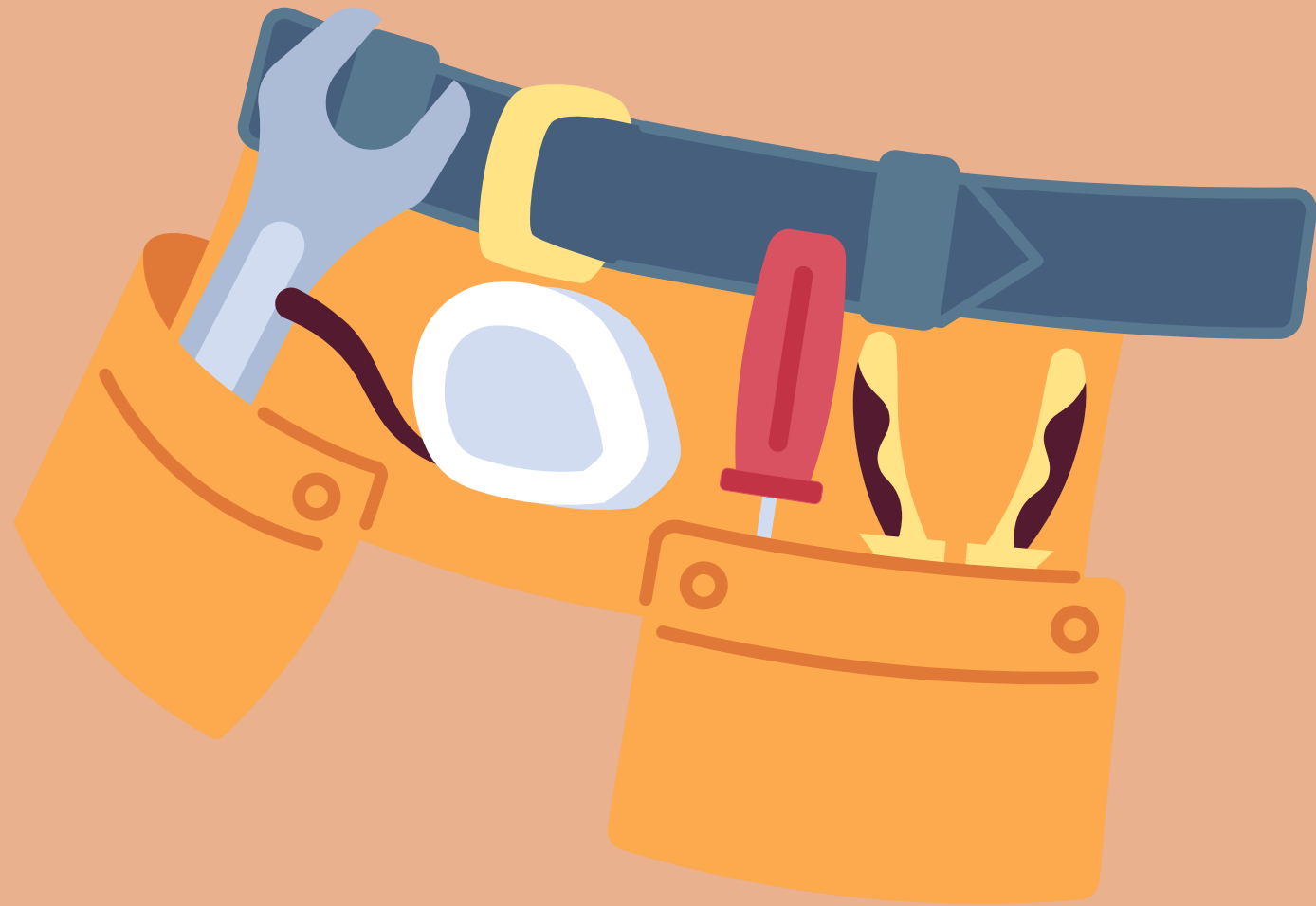
What Jordyn has Learned:

- I ask specific questions intended to encourage feedback, updates and collaboration



Psychological Safety Tip: All are seen and created equal here and heard

Activity: Build Your Belt



Listen Actively

When my team speaks, am I listening to respond or to understand?

Who on my team might feel unheard?

Questions to Ask as you put on your belt?

1. What are the values you want to encourage in your team and what are the values you hold as a supervisor? Are they the same or different?

Boundaries & Flexibility

What boundaries do I model for my team?

Where might my boundaries be unclear, inconsistent, or too rigid?

What type of boundary do I think my team needs right now?

Empathy in Leadership

How do I demonstrate empathy during stress or conflict?

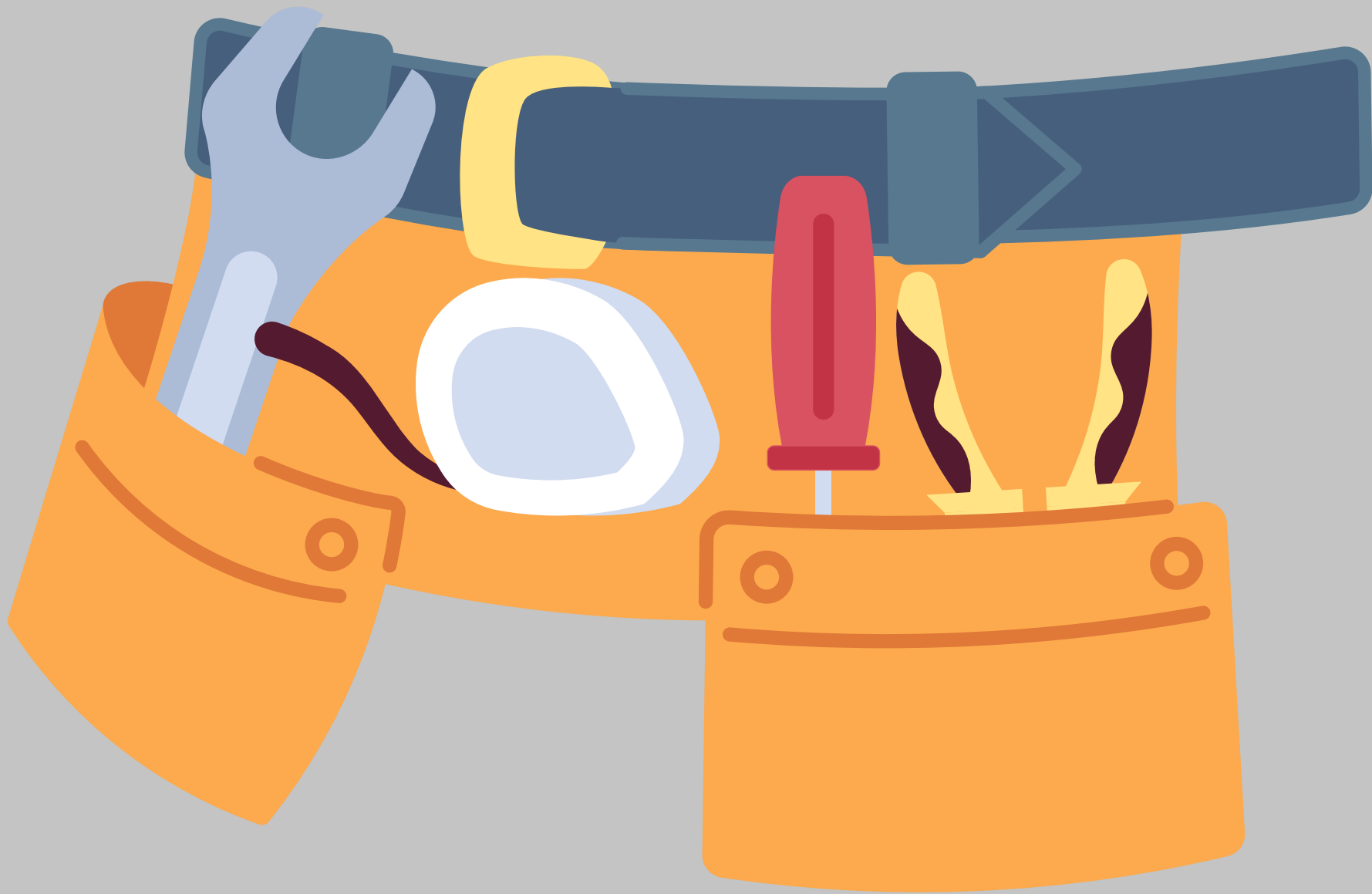
Do my team members feel understood by me? How do I know that?

Trauma Informed Principles

How do I create psychological safety within my team?

In what ways do I consider stress, burnout, or past experiences when leading?

Activity: Build Your Belt



Questions to ask in a small group:

1. Which BELT tool/question was the hardest for you to think of, Answer, or create?

1. Which aspect of the BELT is lacking on your team and in what area can you create more?

Boundaries & Flexibility

Empathy in Leadership

Listen Actively

Trauma Informed Principles

Activity: Build Your Belt



Implementing it: Quick Considerations

- What do your “Check-Ins” look like?
- How are you ending interactions with your team? Is there an opportunity to promote safety in those moments?
- Keep Team Meeting agreements /notes visible.
- Filling their buckets and interests- Is it Staff Directed
- Do your own self check-in / continuing educations
- Build bridges across differences
- Embrace feedback
- Eliminating double standards
- Look for growth plans not just correcting what is wrong
- Reframe goals as a sense of purpose or inspirations



“Interactions with our Staff should not always be a performance review. Any interactions are rehearsal spaces for growth and planting new seed.” - *Meaghan South*

**“Supervision is about leading with intention, not perfection.”
- *Jordyn Klingbeil***



Resources

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