

Befriending The Tiger: Exploring Resilience and Wellbeing On The Frontline

Part 4

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Part 4

**Befriending the Tiger:
Exploring Resilience and Wellbeing
on the Frontline**

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Outline Part 4



Self-care profile
8 life areas for wellbeing
Creating a realistic self-care plan
Ongoing support

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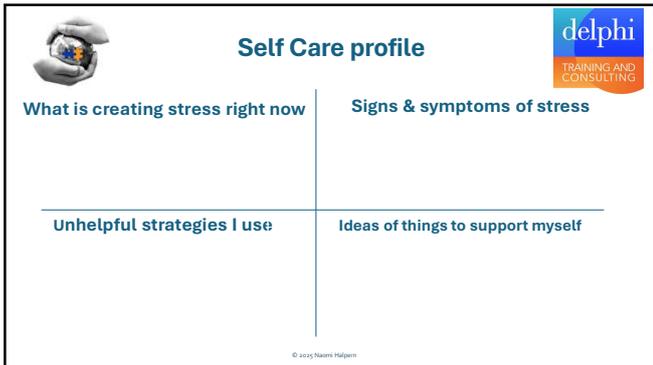
What happens when stress is unrecognized or ignored?



- High turn over of staff / stress leave
- Difficulties with co-workers / clients
- Difficulties with partner, children and friends
- Physical and mental health, accident proneness
- Lawsuits – compensation payouts – reputational damage

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Self Care profile

delphi TRAINING AND CONSULTING

What is creating stress right now

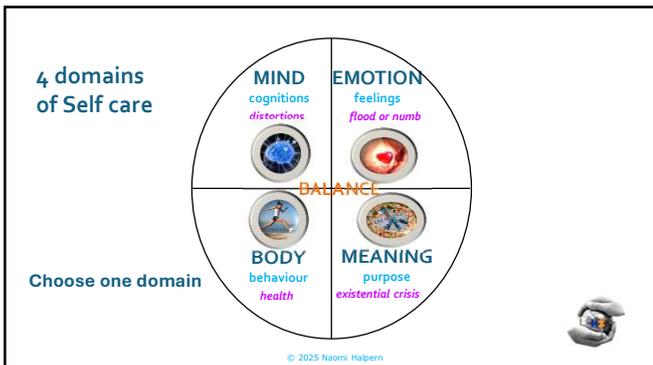
Signs & symptoms of stress

Unhelpful strategies I use

Ideas of things to support myself

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4 domains of Self care

Choose one domain

MIND
cognitions
distortions

EMOTION
feelings
flood or numb

BODY
behaviour
health

MEANING
purpose
existential crisis

BALANCE

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8 life areas for our wellbeing

Physical

Primary relationships: family and friends

Home and Community

Material and Financial security

Creativity, fun and self expression

Self development

Spirituality, values, meaning and purpose

Career and professional development

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Self-Care focus

Review date: _____

I want to...

Because

The steps I need to take are...

..... can help me move toward improving this issue / area



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Regular Review of your self care plan

- Acknowledge what's working or not working
- Readjust and learn – troubleshoot
- Keep momentum, inspiration and accountability




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Resistance to change

- Normal and healthy
- Resistance is communication
- Pacing – too fast or slow?
- Fear – what of?
- What are the pros and cons?
- Is it the right or best focus?
- Work with resistance - don't push against it




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Neurons that fire together, wire together
Donald Hebb (1904-1988)



To feel better, we need to **do what we don't feel like doing** so that in time we actually feel like doing it and establish a new habit.

Rewiring the brain (and enhancing health) means **getting out of our comfort zone** (incrementally) and **exposing ourselves to situations that may provoke anxiety but are safe**, will lead to feeling calm and positive when in the same situation later.
Dr. John Arden, (2015) Brain2Brain

Be prepared to **feel challenged in making changes!**



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Ongoing support




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The attitude that scarce resources must be directed toward services rather than toward staff support and care may be understandable.

However, researchers emphasise self-care is not a luxury but is essential, both for the service provider's physical and mental health and for the welfare of the people served by the agency.
(Pearlman & Caringi, 2009)

Implications for organizations that don't attend to self-care may include greater use of sick leave, higher turnover, lower morale and lower productivity.
(Anderson, 2004)

Research examining the relationship between perceived organizational support and the levels of vicarious trauma in sexual assault workers found that when people perceive their organisations to be supportive, they experience lower levels of vicarious trauma.
(Washington Coalition of Sexual Assault Programs, 2004)



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What would truly change in your organisation if it became trauma-informed—not just in policy, but in daily practice?

Where do the hidden harms still live—in silence, in fear, in "this is just how things are here"?

What's one small shift you can make, today, to create more safety, dignity, and care for yourself—or your team?

Kate Roberts

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Suggestions for Managers and Supervisors

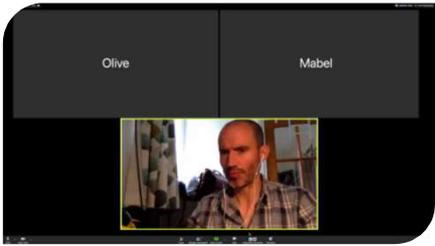


- Discuss impact of work as part of supervision and hold team meetings specifically to discuss impacts of work (not details of cases).
- Reflective practice supervision – outsource for cases beyond manager's expertise.
- Allowing flexible work schedules, recognising the need for and protecting down time, while staying attuned to the possibility of withdrawal or isolation.
- Creating time and a physical space at work for reflection
- Referring to therapeutic and professional assistance, when appropriate (not limited to EAP).

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Regular feedback and encouragement



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Setting up a Peer or Buddy network

Decide the purpose of connecting **and** your obligations or commitments to each other.

Set the **expectations** - even if its only two. Establish the specific tasks and expectations.

Buddy / peer support is an **addition** not alternative to supervision and its **not peer supervision**.

- Frequency?
- Format?
- Make it meaningful
- Rotate roles
- Set themes

: self assessments
reflection exercises



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Explore and reflect on

- A high impact moment of **stress/challenge**
- A moment of highest or lowest **emotional intensity**
- A moment that was **inspiring or poignant**
- One thing **someone else did that made a difference**
- One thing **you did that made a difference**
- A **core value** you are striving to uphold
- One thing you **choose to do going forward**



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**Closing
meditation**



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Self Care Profile



What is creating stress right now

Signs and Symptoms of Stress

Unhelpful Strategies I use

Ideas for things to support myself



8 Life Areas for Wellbeing

Physical: diet and nutrition, exercise, sleep, routine health checks.

Family - Primary relationships: family of origin, extended family and/or those who you grew up with, current family and/or partner, closest friends.

Home - Community: your home, neighbourhood, sense of belonging and creating a beautiful and healthy environment, connection and support systems.

Material - Financial security: income, budget, financial planning, investing, possessions, satisfaction with current and future financial situations.

Creativity, fun and self-expression: Interests, hobbies, socialising, holidays, relaxation.

Self-Development: emotional well-being, resilience, study, expanding horizons, counselling.

Career, vocation, Professional development: career or other work you love, training, volunteering.

Spirituality, meaning and purpose: replenishing, belief systems and practices, retreats, being of 'service'



Self-Care Focus



Date goal set: _____ Goal review date: _____
(Review date is to review progress not expected date for goal completion)

I want to... *(what I want to do, not do, change or be different)*

Because... *(how my life, relationships, work, wellbeing will improve if I achieve my goal)*

The steps I need to take are... *(what will help me move toward achieving my goal)*

.....

(actions I can take to assist me to achieve this goal) can help me move toward achieving this goal.