The Equalizer

Marriage & Family Therapy Solutions, LLC Newsletter

Newsletter Highlights

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STRATEGIES FOR EQUITY AT INTERCEPT 0: MANAGING HOLIDAY STRESS

Welcome to the Holiday 2023 issue of the Marriage and Family Therapy Solutions (MFTS), "The Equalizer Newsletter"! In this issue we highlight, how to manage the Joy and Stress of the Holiday Season.

THE JOY AND STRESS OF THE HOLIDAY SEASON

The holiday season, for many people, is a joyous time of year and a time for spending time with family members and friends, but the holiday season can be a time of additional stress for some people.

A study conducted by the American Psychological Association, (APA) in November, 2023 found that nine out ten adults in the United States reported feeling both holiday joy and holiday stress. They reported being concerned about "not having enough money, missing loved ones and anticipating family conflict" during this time of year.

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58% of adults completing the survey reported financial concerns related to spending too much or not having enough money to spend, 40% reported finding the right gifts as a concern and 38% reported stress related to missing family members or loved ones.

Those who celebrate non-Christian holidays reported they experience stress "because the holiday does not reflect their culture, religion or traditions and they do not feel a part of what is considered the holiday season in the U.S. and they worry that they may be discriminated against for their religion, traditions or cultures at this time of year."

American Psychological Association
Even a joyous holiday season can cause stress for most Americans, November 2023

THIS YEAR, GIVE THE GIFT THAT MATTERS:
Psychological Safety

Mental health providers also experience the joy and stress of the holiday season, and must balance caring for their clients and managing holiday expectations with their family and friends. Mental health providers provide care for their clients throughout the holiday season.

Organizations that prioritize psychological safety have high performing teams and experience less staff turn-over.

What is Psychological Safety?

Psychological Safety is the condition of being protected from danger, risk or injury and it encompasses a shared belief that it is okay to take risks, to express one's ideas and concerns, to speak up with questions, and to admit mistakes all without fear of negative consequences.

Psychological Safety Positively Impacts Team Performance

Plan to prioritize Psychological Safety in your organization in 2024! Intentionally create Psychological Safety by imbedding it in the organization's mission, vision and value statements.

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❄ Teams with high psychological safety value diversity and inclusion which is positively associated with performance.

❄ Psychological Safety leads to team members feeling more engaged and motivated because they feel that their contributions matter and that they're able to speak up without fear of retribution.

❄ Psychological Safety leads to better decision making as people feel more comfortable voicing their opinions and concerns which often leads to more diverse range of perspectives being heard and considered.

❄ Psychological Safety can foster a culture of continuous learning and improvement as team members feel comfortable sharing their mistakes and learning from them.

When Psychological Safety is NOT Present

✗ Employees overall well-being is negatively impacted

✗ Employees experience increased levels of stress

✗ Employees experience increased burnout

✗ Organizations experience increased turnover

✗ Organization experience overall lowered performance

Assess the Level of Psychological Safety on Your Team

✓ On my team, I understand what is expected of me

✓ I feel my ideas are valued, and I feel safe in suggesting them

✓ If I make a mistake on my team, it is never held against me

✓ When something goes wrong, we work together to find the systemic causes

✓ I feel able to bring up problems and concerns

✓ Members of my team never reject others for being different and nobody is left out

✓ It is safe for me to take an intelligent risk on my team

✓ It is easy for me to ask other members of my team for help

✓ Nobody on my team would deliberately act in a way that undermines my efforts

✓ Working with members of my team, I feel like my unique skills and talents are value and utilized

Amy Edmondson
The Fearless Organizations

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What Can You Do to Foster Psychological Safety in your Organization?

❄ Really get to know your people

❄ Recognize and honor diversity and different ways of thinking, learning and communicating

❄ Implement good management practices by establishing clear norms and expectations so that there is a sense of predictability and fairness

❄ Encourage open communication and active listening

❄ Acknowledge contributions made by team members

❄ Let team members know the value they bring to the team

❄ Show appreciation and humility when people speak up

❄ Make clear why employee voices matter

Create Guiding Principles

✓ Every team member matters

✓ When someone is talking, we give them our full attention

✓ Innovation, suggestions and feedback are encouraged

✓ Mistakes are seen as learning opportunities

✓ When something goes wrong, the team works together to find the systemic causes

Keep it Simple

❄ Value all team members

❄ Embrace and honor diversity

❄ Embrace different communication styles

❄ Acknowledge contributions made by members of the team

❄ Learn about your role on the team and about what is expected of you

❄ Uphold team norms, expectations and guiding principles

Effective Ways to Cope with Holiday Stress

❄ Practice mindfulness

❄ Maintain healthy diet

❄ Exercise

❄ Set clear boundaries with others

❄ Create a budget and stick to it

❄ Get enough sleep

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BE A PART OF MAKING OUR COMMUNITIES BETTER

Equity at Intercept Zero aims to make sure that community services are available to meet the needs of Virginians of color and other minority groups by providing training opportunities, increasing participation of providers of color in crisis services, increasing the number of students of color seeking jobs in crisis services, and viewing all crisis programming through a Black, Indigenous, and People of Color (BIPOC) lens.

MARCUS ALERT/NORTHERN VIRGINIA REGIONAL PROJECTS OFFICE REGION 2 NEWS AND UPDATES

Click to access the Northern Virginia Public-Sector Crisis Brochure for community members and Stakeholders. Please feel free to share this with others as warranted.

Please distribute this brochure to your contact list, encourage others to visit the Marriage and Family Therapy Solutions website, and like us on social media.

NOVA Regional Crisis Call Center: 📞(703) 527-4077 or Text 8551

The NOVA Regional Crisis Call Center provides immediate help to callers by connecting them to behavioral health and other community services.

Mobile Crisis Response

CR2 Mobile Response: 📞 (844) 627-4747 (24/7) or 571-364-7390

CR2 provides 24-hour rapid response to children, youth, and adults facing a mental health and/or substance use crisis who may be at risk for hospitalization.

CR2 Public Flyer 5-2022

CR2 Client Flyer 5-2022

REACH Mobile Response: 📞 (703) 531-2150 TTY 711 (24/7)

The REACH program is designed to meet the crisis support needs of individuals who have a developmental disability and are experiencing crisis events that put them at risk for homelessness, incarceration, hospitalization, and/or danger to themselves or others. REACH programs offer an additional layer of support to emergency services, the state hospital system, and caregivers who work most closely with individuals with developmental disabilities (DD).

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Happy Holidays!

&

HAPPY NEW YEAR

WISHING YOU JOY AND PEACE DURING THIS HOLIDAY SEASON AND IN THE NEW YEAR

RESOURCES

988 Suicide & Crisis Lifeline

The SAMHSA 988 Suicide & Crisis Lifeline provides information about 988, and understanding the background, history, funding opportunities, and implementation resources for strengthening suicide prevention and mental health crisis services

The Native Americans and Alaska Natives section of the 988 Lifeline website provides Native American specific information and resources for AI/AN communities

Other Suicide Prevention Organizations

Suicide Prevention Resource Center
Helps with the development of suicide prevention programs, interventions, and policies, and advances the National Strategy for Suicide Prevention

Suicide Prevention Fact Sheets

Suicide among Racial/Ethnic Populations in the U.S.: American Indians and Alaska Natives
Provides information on suicide and risk and protective factors among American Indians and Alaska Natives

Suicide Facts at a Glance
A fact sheet from the Centers for Disease Control and Prevention

HTTPS://STORE.SAMHSA.GOV/PRODUCT/ADVANCING-BEST-PRACTICES-BEHAVIORAL-HEALTH-ASIAN-AMERICAN-NATIVE-HAWAIIAN-PACIFIC-ISLANDER/SMA17-5032

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