



NATIONAL TRIBAL 
CHILD WELFARE CENTER
FOR INNOVATION AND ADVANCEMENT

Part 2 - The Cost of Caring

Putting Lessons into Practice

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Presenters:

Cortney Bolt, MSW & Kara Pasqua, MLS

Tech Housekeeping



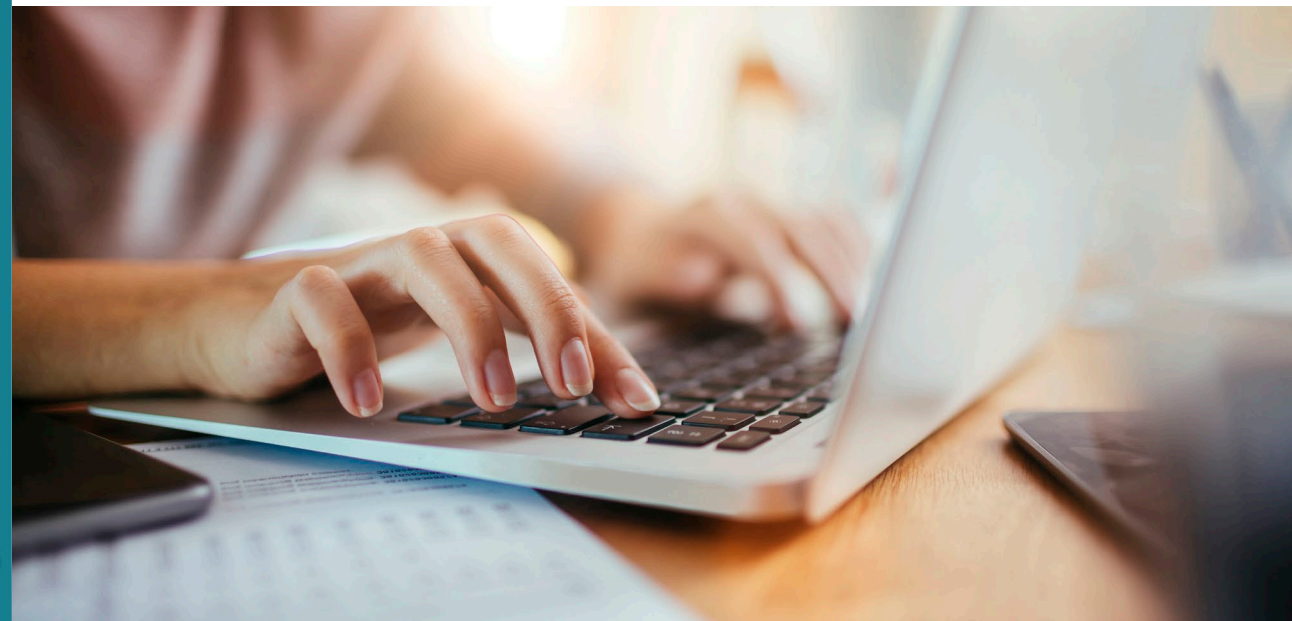
Recording



Discussion and Q&A



Interactive Activities



Housekeeping & Group Norms

- We are not the only experts in the room—your perspective matters
- Please prioritize your emotional, physical, and spiritual well-being
- Approach differences with respect; it's okay to agree to disagree
- Support is available at any time via private chat with a facilitator



Today's Agenda

- Review key points from Webinar Part 1
- Explore how the 6 principles of a Trauma-Informed Approach can support individuals and organizations
- Apply Maslach's framework to develop strategies for preventing and addressing burnout—for ourselves and our organizations

Costs of Caring: Co-Existing Conditions

Secondary Traumatic
Stress

Moral Distress

Empathic Strain
(Compassion Fatigue)

Burnout

Vicarious Trauma

Compassion
Satisfaction

Finding Support Through the 6 Principles of a Trauma-Informed Approach

| | | |
|---|----------------------------------|--|
| 1 | Safety | Safety in physical settings and interpersonal interactions. |
| 2 | Trustworthiness and Transparency | Operations are conducted and decisions are made with transparency, consistency, respect, and fairness so as to build and maintain trust. |
| 3 | Peer Support | Support from those with lived experiences of trauma or, in the case of children with a history of trauma, their family members. |
| 4 | Collaboration and Mutuality | Partnering and leveling of power differences between and among staff and clients. |
| 5 | Empowerment | Individuals' strengths and experiences are recognized and built upon. |
| 6 | History | Understanding the unique experiences of different cultures and historical events that may contribute to trauma. |

Maslach's three burnout categories can be used to create strategies to combat burnout.

- 1 Emotional, Mental, & Physical Exhaustion** – Feeling of being emotionally and psychologically drained and over-extended by the work
- 2 Depersonalization** (Loss of empathy) – Becoming cynical and detached from the work
- 3 Reduced sense of personal accomplishment** – Loss of feeling effective, competent, and accomplished



1

Tools to Address Emotional, Mental, & Physical Exhaustion

Things we can do for ourselves

- Take care of our health and wellness
- Engage in cultural practices
- Participate in wellness activities
- Seek mental health care
- Take time off
- Regular meditation/prayer
- Do not shame self or others for doing these things

Things our workplace can do

- Promote and support selfcare in the workplace
- Promote integration of cultural wellness practices
- Encourage (require) the use of mental health services & taking leave as needed
- Paid medical, mental health, & cultural leave
- Destigmatize accessing services and using leave

2 Tools for Improving Empathy

Things we can do for ourselves

- More self-care (physical, emotional, spiritual, & mental health)
- Attend trauma training
- Listen to podcasts about topics that help
- Bring our culture to work
- Speak up for yourself & others

Things our workplace can do

- Promote and support self-care in the workplace
- Make trauma training happen
- Invite culture into program practices/operations and integrate them
- Provide outlets for employees' voices and power sharing
- Approve and support time off for cultural participation

3

Tools for Improving Sense of Personal Achievement

Things we can do for ourselves

- Look for success in our work and that of our clients and colleagues
- Journal - reflecting specifically on accomplishments and “wins”
- Celebrate clients' success with them; ceremonially crossing things finished on case plans
- Congratulate colleagues on successes

Things our workplace can do

- Clear description of job duties at on-boarding, and intermittently after
- Monthly individual supervision meetings with staff focused on performance & wellness (not cases)
- Private and public recognition of staff achievements (specific, accurate, & timely)



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Your Feedback is Valuable!

<https://s.zoom.us/j/91987654321>



Gaawiin Geko Doodanken

Remember who you are.

*We come from the most resilient people who ever lived.
We get resilience from each other, from our community,
from our ways, from our culture.*

*We are not alone in our struggles; we are not alone in our
solutions.*

References

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