

09:04:53 From Tony Nelson Murchison to Francine Baffa(Privately) : After the training, everyone will receive an evaluation by e-mail. The evaluation is required to receive the CEU certificate. Thanks!!

09:05:29 From Benjamin Garland : Dial:

1 312 626 6799 (US Toll)

1 301 715 8592 (US Toll)

1 346 248 7799 (US Toll)

1 669 900 6833 (US Toll)

1 253 215 8782 (US Toll)

Meeting ID: 981 7033 1021

09:05:38 From National Council For Adoption : My volume is working. This does not allow me to change my name, but this is Ryan Hanlon and glad to be here.

09:06:08 From Kim Spoon : Brad!

09:06:26 From Karen Thomas : This is Karen Thomas Department of children services

09:06:58 From VHATVHSCOTTI : Good morning - Iain Scott present

09:07:10 From VHATVHMUMFOF : Franketta Mumford is present

09:07:21 From Jill Murano : Jillian Murano is present

09:07:26 From Sarah Jordan Welch : Perhaps we could have some acknowledgment of what's going on in the world? It seems incredibly relevant, particularly for black practitioners.

09:07:41 From HANDBL : Beth Hand - good morning. :)

09:07:52 From Prevent Child Abuse Tennessee to Tony Nelson Murchison(Privately) : Hi there, this is Kristen Davis from Prevent Child Abuse Tennessee. For some reason it will not allow me to rename my screen right now. Thanks!

09:07:59 From Tony Nelson Murchison : Everyone: Following the training you will receive an evaluation via e-mail. Please make sure you complete the evaluation as it is required to receive the CEU certificate. Thanks!!

09:08:22 From Sherry Ball : Sherry Ball is present. Good Morning All.

09:13:47 From Hannah : Thank you so much for sharing your authenticity and braving with vulnerability, Brad!!! *i wish I could draw a heart*

09:15:07 From Andrew Lufkin : <3

09:15:36 From Hannah : Hey Andrew! Thank you!

09:16:12 From Jill Murano : what was the number to text?

09:16:45 From Kristel Scoresby : 510-674-1414

09:31:31 From Kris.Newvine : exactly dan

09:31:34 From Teresa Gregory : We talked about self care as being essential and intentional

09:31:34 From Zander Keig, LCSW, BCD : unplugging from social media

09:31:38 From Diane Lillington : Brene Brown fans- FFT!

09:31:46 From Chris Smith : Well said, Dan.

09:32:13 From Mallory Iles : Walking in the grass with my bare feet

09:32:51 From Kris.Newvine : I have no other social workers! Love Brene Brown

09:33:01 From Katherine Cornelius : Yes! The balance of working in a non-social work environment has been hard! Self-Care doesn't really exist in some settings.

09:39:45 From marriah mabe : I have always thought about the impairment section as impairment meaning alcohol abuse, drug use, or similar. Thinking about it in the context of Covid and the current protests, Racial crises, etc. that we're all currently in the midst of is giving this a whole new light for me.

09:41:26 From devonda curry : hello what is the NASW booklet I need for the office

09:41:42 From Katherine Cornelius : You can download it!

09:41:47 From Adriane Matherne : The NASW Code of Ethics packet. You can look it up online as well.

09:42:27 From LeaAnna Spurling : <https://www.socialworkers.org/About/Ethics/Code-of-Ethics/Code-of-Ethics-English>

09:42:34 From LeaAnna Spurling : i have it bookmarked :)

09:46:32 From Milissa Hill : I agree, I miss my drive time.

09:46:41 From Amy Raper : YES!

09:47:03 From Brittany Jones : YES that decompression drive home

09:47:10 From Lanalle Darden : My husband suggested that I get in my car and drive around the block.

09:47:27 From Stephanie Perdue : I do not miss my drive time, but walk my dogs to decompress!

09:47:49 From Christina Perkins : DSW 2021 in the house! Hi Suzanne

09:48:03 From Kristel Scoresby : Can you put the captioning on this video?

09:48:22 From Kris.Newvine : cant hear video

09:48:22 From Zander Keig, LCSW, BCD : Great suggestion Lanalle!

09:48:41 From Brittany Jones : HPA axis is triggered

09:49:45 From Stacy Park : love this video - would be soooo great to show to clients, can you share the source with us?

09:49:56 From Zander Keig, LCSW, BCD : please post link to video in chat. i'd like to share with coworkers.

09:51:44 From Katherine Cassata : Great video!

09:51:59 From Kevin Cuchia LCSW : <https://www.youtube.com/watch?v=WuyPuH9ojCE>

09:52:45 From Brad Palmertree : Thanks, Kevin! I was frantically trying to find the link. :)

09:53:01 From Benjamin Garland : Working in primary care during the pandemic has really decreased my workload. It's been difficult.

09:53:50 From Kris.Newvine : I work in long term care so my workload has greatly increased and it has been very stressful

09:54:23 From Ashley C : All I can say is YES a lot of these are hitting home for me right now!

09:54:42 From Liz Barry : I work in a hospital and have had a similar experience to Kris

09:55:12 From Nicole Wells-Cimmino LCSW : loss of income building caseload all are stressful

09:55:52 From Katherine Cassata : I work in a nursing home so COVID precautions are VERY stressful right now!

09:55:53 From Brittany Jones : managing work life balance

09:55:54 From k63393g : working with kids at home

09:55:54 From Lori Greene : My workload has increased even more because of calling to check on my elderly patients

09:55:56 From Shannon Tuell : working from home with children while schooling htem!

09:55:56 From Kimberly Renee Page : Less support

09:55:56 From VHACHAPayneA1 : having to wear masks

09:55:57 From Katherine Cornelius : The balance of kids and work

09:55:58 From Rebecca Bohner : having to juggle family responsibilities while completing a heavier workload due to COVID-19

09:55:58 From Shannon Cain : Communication changes- much more email

09:55:59 From Christine Pellenz : separation between work and home

09:56:01 From Lauren Rodgers : Working with kids at home

09:56:01 From Elizabeth Golliher : The possibility of being exposed to COVID-19 through work

09:56:02 From amanday : I am not an introvert, I am an extrovery and I hate delvieringe TH by video

09:56:02 From Cindy Hensley : All by webex meeting

09:56:04 From Ashley C : I'm struggling w/ integrating back into the office space w/ new restrictions

09:56:04 From Carol Rabideau : Hearing more distressing stories of peoples lives in greater numbers

09:56:05 From Crystal Parker : juggling spouses and children at home

09:56:05 From Jordan Harpley : Technology fails with Telehealth!

09:56:05 From VHATVHSCOTTI : Navigating technology of Telehealth with Geriatric population

09:56:05 From Lesley Muenzen : Health fears

09:56:05 From lisabethd69@gmail.com : isolation

09:56:06 From Andrew Lufkin : clients with overwhelming workloads

09:56:06 From Jessica : Constant virtual meetings

09:56:07 From Ashlee Hyatt, LCSW : Dealing with telehealth/video/tech issues

09:56:07 From Bethanie Poe : Worrying about being able to meet the requirements of the grant

09:56:08 From Francine Baffa : I do teen counseling and have to engage in zoom

09:56:09 From Meghan Rasnake : Screens all day long

09:56:09 From klagrange : telehealth

09:56:09 From Sasha : Homeschooling your own children!!!

09:56:10 From Denise Simpson : Wearing masks everyday and all day

09:56:10 From jsteele : need to know a lot of technology that you did not need before like zoom

09:56:11 From Lisa Eggebeen LCSW : No alone time.

09:56:12 From Zander Keig, LCSW, BCD : lack of separation between home and work space

09:56:13 From Gabrielle Blake : Balance of children at home, staying at home, work/life balance

09:56:13 From N Butler : lack of access to clients

09:56:13 From Benjamin Garland : Isolation for sure.

09:56:13 From Kayla Doyle : Keeping track of the 25 people I supervise who are nearly all remote

09:56:13 From Alyssa Garbien : isolation!

09:56:13 From Makenzey Murr : One of my biggest stressors have been keeping the work/life balance and a good schedule. It was easy to only schedule clients during "work hours" when I was going in person but working from home has made that challenging and I find myself working longer hours than I usually would.

09:56:15 From jantal : working with masks

09:56:15 From Kris.Newvine : dealing with residents and families who are frustrated not being able to see their families

09:56:15 From Sarah Lord : So I supervise people so much of my stress comes from managing others and their emotions - holding a lot right now. Plus the clients - oy vey

09:56:16 From Susan Bryant : Lack of physical presence with others

09:56:18 From Zander Keig, LCSW, BCD : ZOOM!!

09:56:18 From Katherine Cornelius : Yes, wearing masks for sure. No separation between work and home

09:56:18 From Brittney Davis : health concerns

09:56:18 From Francine Baffa : Also couples counseling has increased

09:56:19 From Mallory Iles : Human presence

09:56:20 From Leticia : Supervising staff from home, while having workers exposed to different situations in the field

09:56:20 From Stephanie S Weatherstone : Boundary issues when both partners work at home and one has HIPAA to worry about and the other doesn't. :)

09:56:20 From Mr. Cooper : virtual face to face meetings

09:56:20 From Suzanne Mayo : Changes in funding and procedures that seem to shift almost daily.

09:56:21 From Freida Herron : extreme zoom fatigue

09:56:22 From MM : getting my kids to see the importance of COVID-19

09:56:22 From VHAMEMFABELK : keeping worklife balance. working from home and at the office.

09:56:23 From Nicole Wells-Cimmino LCSW : learning new protocols, not knowing whats coming

09:56:23 From Gabrielle Blake : Sitting in front of the computer more

09:56:25 From Celena O'Neal : Trying to comfort the families we work with about the unknown and the sickness while also feeling those ourself.

09:56:25 From Dawn : Having to work remotely while my patients and families are experiencing significant distress. in the hospital.

09:56:26 From Crystal Parker : having to monitor children's learning and work at the same time

09:56:26 From Mary Linden Salter : managing staff stress and making decisions about staffing when people can't come to work

09:56:27 From Liz Barry : Working in a hospital, patient and family fears about the pandemic, lack of access to community resources due to them being closed with pandemic

09:56:28 From Lin Rankin : Moving from face-to-face to telemental health format - challenging initially because am a digital immigrant

09:56:28 From k63393g : yes no alone time!!!!

09:56:31 From Katherine Cassata : psychosocial wellbeing of my residents not being able to see their family members just through a window

09:56:32 From Don McCasland LCSW-CCTP : productivity expectations are the same as before

09:56:32 From Sukey Steckel : Type of decisions that need to be made has changed dramatically and level of support needed has increased.

09:56:32 From Shannon Cain : yes, I agree, feeling isolated from others

09:56:32 From Jamie Pennell : significantly less client contact, and feeling out of practice/ struggling to be fully present

09:56:33 From Prevent Child Abuse Tennessee to Tony Nelson Murchison(Privately) : loss of funding to operate in the non profit environment

09:56:34 From Sherry Ball : wearing masks all day

09:56:36 From Alyssa Garbien : Trying to move events to virtual

09:56:36 From Milissa Hill : lack of boundaries/separation from work and personal life

09:56:37 From Natalie Radtke : As a LTC Ombudsman working in LTC and not being able to go into nursing facilities

09:56:37 From Shannon Tuell : being with my kids 24/7

09:56:38 From amanday : Video therapy service stink

09:56:38 From Elizabeth Waters : Masks! Wearing masks, talking in masks, trying to build repour in a mask.

09:56:38 From Nicole Wells-Cimmino LCSW : setting good boundaries

09:56:38 From MM : Eating healthy

09:56:38 From ElizabethCotellese : information overload and so much change every day

09:56:40 From N Butler : our youth are going into further crisis due to lack of human contact

09:56:42 From Denise Simpson : additional duties...assisting with non SW duties like screening

09:56:44 From Brittney Davis : telehealth with kids

09:56:45 From Cindy Hensley : More meetings now than ever

09:56:45 From MKayla Nelson : Communicating with clients without proper access to internet/phones

09:56:45 From Kay Card : Bringing the workplace into your home

09:56:46 From Carri : Longer days with no end in sight (I work for the Boys & Girls Club)

09:56:46 From Kayla Doyle : Differences in comfortability with physical distance and wearing masks

09:56:46 From VHACHAPayneA1 : adjusting therapy delivery style

09:56:46 From Neshea Cundiff : I supervise people, so having to help them create balance with all the changes

09:56:47 From Michael Blackwell : Having to direct contact with people with unknown status (COVID-19)

09:56:48 From Prevent Child Abuse Tennessee : loss of funding in non profit environment

09:56:49 From Emily Rachel McCutcheon : Feeling guilty for the activity I'm NOT doing (family when I'm working, work when I'm texting a friend), always

09:56:50 From Ashley : being able to remove ourselves mentally from work

09:56:50 From Leann Brewer : Having to wear mask when in sessions and group. And telehealth!!! I need to be in the same room with my patients

09:56:55 From Sasha : trying to balance kids, work, students/clients,

09:56:55 From Shannon Tuell : worry about what the fall will look like

09:56:58 From Cassie Satterfield : Working to keep my team motivated

09:56:58 From jrwilliams : increase in cases

09:57:00 From Anne Crooker : Clients discussing politics and remaining neutral.

09:57:00 From Hannah : policy and protocol changes on the daily- fearing that the people who are responsible for keeping us safe are not up to the task

09:57:02 From Leticia : Working while caring for your young child at home

09:57:03 From Ashlee Hyatt, LCSW : Trying to hold space for clients' concerns about the pandemic while dealing with my own

09:57:05 From Venée Hummel, LCSW : zoom fatigue

09:57:06 From MM : Debating if I want to eat a snack or look like a snack!!!!

09:57:07 From Marcea Marable's iPhone : I started a new job during the beginning of COVID the volume for awhile was down but the intensity of the work is increased. wearing a mask is unbearable and doing most of my hair pro from zoom makes it hard to build relationships with patients

09:57:09 From Meadowbrook RSC : Finding emergency food for my clients!

09:57:09 From Cyocum : Technology and boundaries

09:57:10 From Milissa Hill : masks don't allow for personal interaction and engaging

09:57:11 From Katherine Cornelius : increase in crisis with clients and hard to manage from a distance

09:57:12 From Ashley : work/home boundaries

09:57:12 From tarday : it sounds silly but drinking my coffee and having to take mask down just isn't the same

09:57:16 From Stephanie Perdue : Separating work from home life while working from home.

09:57:21 From ci11067 : having to carry another person's caseload, in addition to my own.

09:57:21 From Cherry Malone : Yes! Struggle of trying to place field students with agency change in protocols due to COVID.

09:57:22 From Dawn : Uncertainty about the future

09:57:22 From Kaitlyn Wallace : Working with children in a residential hospital setting who are struggling with no being able to have visitors or see their families

09:57:24 From Katherine Cornelius : experiencing the same thing as our clients!

09:57:27 From Katherine Cassata : being a new grad and worrying about future opportunities for careers

09:57:28 From Cindy Hensley : Having to report everything that we are doing for accountability

09:57:34 From Kris.Newvine : I serve as sounding board for everyone in the facility on a normal basis but during COVID everyone has increased needs so more pulls for my time. no time for self care many days but increased need for it

09:57:35 From Prevent Child Abuse Tennessee : and also holding space for the team that serves families

09:57:38 From Kay Card : Other emotional and social needs being ignored over just the physical.

09:57:39 From Lanalle Darden : Being disconnected from team

09:57:42 From Leann Brewer : Trying to maintain calm with my patients fears while maintaining my own.

09:57:45 From Zander Keig, LCSW, BCD : micromanagement

09:57:47 From N Butler : community providers using covid as an excuse not to execute action steps

09:57:48 From Meadowbrook RSC : Finding free diapers for my clients.

09:57:49 From Dawn : email fatigue

09:57:49 From Kayla Doyle : Differences in risk tolerance coming back to site - we are in a health center. Some staff don't feel comfortable coming back and their supervisors don't understand why

09:57:51 From sreid : being essential is exhausting, no time off. so much uncertainty.

09:57:55 From Brooke : Finding work life balance and feeling isolated

09:58:07 From LMClabo : lack of community services/safety net services for the elderly due to COVID.

09:58:09 From Rebecca Bohner : So true!

09:58:12 From Amy Raper : never feel like i can focus on one thing! NO alone time!

09:58:14 From Nicole Wells-Cimmino LCSW : oh yes

09:58:15 From Amber Davis : keeping kids busy

09:58:17 From jantal : trying to maintain my fear when dealing with fear of clients

09:58:30 From Meadowbrook RSC : Gaining weight...

09:58:31 From lvarner : extra duties which include screening patients for covid symptoms and taking temps, wearing a mask for 8 hours, being worried about my own health, making sure that patients have adequate support and access to resources

09:58:33 From Liz Barry : Community agencies shifting to telehealth but not all patients have access to a phone for mental health telehealth appts.

09:58:33 From Milissa Hill : lack of recognition for the importance of child welfare workers

09:58:37 From bethdarby : Same environment for day and night. Teenagers home and elderly parent with occasional dementia tantrum

09:58:45 From Chaquita Shannon : working around asytopmatic and symptomatic people

09:58:45 From marriah mabe :
<https://www.psychologytoday.com/us/blog/traumatized/202004/shared-trauma-during-pandemic>

09:58:50 From Bethanie Poe : YES! Sometimes I go sit in the car or make excuses to go "look for something in the storage unit" for alone time

09:58:56 From Marcea Marable's iPhone : the bread is delicious though

09:58:56 From Shannon Cain : thank you for sharing the article!

09:58:58 From Katherine Cornelius : Here's one on shared trauma-
<https://www.apaservices.org/practice/ce/self-care/shared>

09:58:58 From Cindy Hensley : Creating an office space in my home for long term.

09:59:01 From Katherine Cassata : Planning my wedding for October and uncertainty of it happening because of COVID

09:59:04 From kayla aloisi : it is difficult working with trauma patients during a pandemic due to the lack of visitors allowed in to visit their loved ones. There is a lack of emotional support for those patients who are facing possibly a life changing trauma.

09:59:06 From Rebecca Bohner : trying to be fully present for everyone while also taking care of myself when finding alone time is a challenge

09:59:15 From bethdarby : No ergonomic seating

09:59:21 From jantal : things that would not be a big deal normally becoming a huge deal

09:59:26 From amanday : video therapy stinks

09:59:35 From Elizabeth Waters : Fatigue from processing everything going on in the world currently

09:59:36 From Meadowbrook RSC : Turning down dates.

09:59:38 From b93868b : living alone, workin from home...lonesome. working from home my employer has found extra duties for us to do that we weren't doing before.

09:59:43 From Karen Thomas : Having fur babies that want you attention and they don't understand that you can't play

09:59:43 From Kris.Newvine : not being able to hug

09:59:47 From Hannah :
<https://podcasts.google.com/feed/aHR0cHM6Ly9zb2NpYWx3b3JrcG9kY2FzdC5ibG9nc3BvdC5jb20vZmVlZHMvcG9zdHMvZGVmYXVsdA/episode/aHR0cDovL3NvY2lhbHdvcmtwb2RjYXN0LmNvbS8yMDIwLzA1L2NvdmlkMTkuaHRtbA?hl=en&ep=6>

09:59:55 From Milissa Hill : sick of my own cooking

09:59:57 From Hannah : Shared trauma on Social Work Podcast

10:00:12 From tarday : I find it disheartening to not be able to place hand on shoulder of pts

10:00:14 From Katherine Cornelius : Thanks for that podcast!

10:00:21 From Kim Spoon : The stress of social work is already enough, but add all of the rest of stuff going on in the world.....

10:01:31 From Mary Linden Salter : Did you all know about the new Warmline to offer support for stress for health care workers responding OVID

10:01:40 From Mary Linden Salter : <https://www.tn.gov/behavioral-health/news/2020/5/28/new-phone-line-to-support-tennessee-healthcare-workers-on-front-lines-of-covid-19-pandemic-response.html>

10:01:45 From VHAMEMFABELK : this is helpful information

10:02:09 From Mary Linden Salter : Warmline is available 7 am to 10 pm daily

10:02:56 From Brad Palmertree : Yes! Thanks, Mary Linden! And the Mental Health Active Response Team is looking for volunteer social workers & counselors. www.mhartn.org/volunteer

10:03:35 From Brad Palmertree : Oops... correct link: <https://www.mharttn.org/volunteer/>

10:08:56 From Neshea Cundiff : Will we get these slides?

10:09:09 From Brad Palmertree : Yes, slides will be sent to everyone

10:09:18 From Andrew Lufkin : Thank you!

10:09:23 From Neshea Cundiff : Thank you!

10:09:32 From devonda curry : thanks tired of writing

10:12:08 From Zander Keig, LCSW, BCD : when: early morning

10:12:09 From Benjamin Garland : In the shower.

10:12:09 From Meredith Jaulin : After the kids are sleeping

10:12:09 From Crystal Parker : right before bedtime

10:12:10 From Tomo Umer : evening

10:12:10 From Katherine Cornelius : Early morning or late evening

10:12:10 From LMClabo : after my child goes to bed

10:12:11 From Katherine Cassata : In the evening

10:12:12 From CET : morning

10:12:12 From kathy.stockner : late evenings

10:12:12 From Christine Pellenz : morning

10:12:13 From klagrange : first thing in the morning

10:12:13 From Venée Hummel, LCSW : RIGHT after work

10:12:13 From Kelsey Garner : Before work

10:12:13 From Paris Palmer : Between 6-7am

10:12:13 From kayla aloisi : early monring

10:12:14 From jantal : lunch

10:12:14 From Mary Lehman Held : early morning and late evening

10:12:14 From Buchananc : after toddler goes to bed

10:12:14 From Margaret Co McMillan : During quarantine, it's early morning

10:12:15 From Makenzey Murr : mornings before work!

10:12:15 From Claire Alexander : After work

10:12:15 From mcupp : first thing when I wake up

10:12:15 From Brittney Davis : evening

10:12:15 From Jessica Lavender : evening

10:12:16 From Stephanie S Weatherstone : When? weekends, morning

10:12:16 From Bethanie Poe : Before I go to bed

10:12:16 From Ashlee Hyatt, LCSW : Right after work

10:12:16 From Rebecca Bohner : After son goes to bed

10:12:16 From Cindy Hensley : Early morning

10:12:17 From Sarah Lord : Evenings, or mid day also forces a break from work

10:12:17 From Jamie Travis : before my child gets up

10:12:17 From Shannon Cain : throughout the day

10:12:17 From Jessica : After kid asleep

10:12:18 From Kristan Armstrong : after work

10:12:18 From Claire Alexander : Before work

10:12:18 From Jamie Pennell : Early morning

10:12:18 From Danielle H : walk on lunch break

10:12:19 From acsuser1 : Early morning

10:12:19 From Celena O'Neal : The best time for me if right after work while my husband is still at work so I have some alone time

10:12:19 From Lori Greene : Lunch time

10:12:20 From kayla aloisi : sunday

10:12:20 From Mr. Cooper : after work

10:12:20 From LeaAnna Spurling : before bed

10:12:21 From lvarner : when I get home from work

10:12:21 From Cherry Malone : Morning

10:12:21 From jsteele : after work

10:12:21 From Susan Bryant : Early morning and before ed

10:12:21	From Ashley : evening
10:12:21	From Christine Pellenz : mid day
10:12:22	From Hannah Lozano : Early morning
10:12:22	From Kim Spoon : Before bed
10:12:22	From Nicole Wells-Cimmino LCSW : Morning and evening
10:12:23	From Alyssa Garbien : Morning and evening
10:12:23	From Stephanie Perdue : Evenings
10:12:23	From Claire Alexander : Lunch time
10:12:23	From Anne Johnson : night time!
10:12:23	From Bethany Farmer : Right after work
10:12:24	From Anna Underdown : Early morning and after work in the evening
10:12:24	From Mckayla Nelson : morning
10:12:24	From Kenya Anderson : Mornings before work.
10:12:25	From sreid : early mornign
10:12:25	From Lanalle Darden : Evening
10:12:26	From Lin Rankin : Before breakfast
10:12:26	From Chaquita Shannon : evenings
10:12:26	From tarday : early am before kids and husband asleep I exercise at home or go for walk outside
10:12:27	From Shannon Cain : before bed
10:12:27	From Anna Richmond : After work
10:12:27	From Julie Hunt : first thing in the morning
10:12:28	From Cindy Hensley : At dusk
10:12:28	From Jamie Elzie : evening after kid asleeo
10:12:28	From Sherry Ball : after work and lunch break
10:12:28	From Zander Keig, LCSW, BCD : before anyone else is awake
10:12:28	From N Butler : yes to when family members are asleep
10:12:29	From Kimberly Renee Page : Early morning before work
10:12:30	From Kayla Doyle : whenever the time appears

10:12:30 From Martha Reynolds : Morning before work

10:12:30 From MM : After 5pm

10:12:30 From Candice Hinkle : between taking the kid to school and starting work.

10:12:31 From Richard Selikoff : in the morning before work

10:12:32 From kayla aloisi : before work

10:12:32 From Suzanne Mayo : When I can find a few minutes in the work day.

10:12:32 From Marcea Marable's iPhone : morning when I get off work

10:12:32 From Freida Herron : Early morning before anyone else is up

10:12:32 From Michael Blackwell : Late night.

10:12:34 From Elizabeth Waters : 2:30pm walk at work

10:12:35 From kayla aloisi : weekend

10:12:35 From Neshea Cundiff : After work/lunch break/weekends

10:12:35 From A.H.B. : Micro meditations whenever I can

10:12:36 From Hannah : whenever possible..

10:12:36 From Charley : after kids are asleep

10:12:37 From Karen Thomas : Getting back in the Gym,

10:12:38 From b93868b : whenever my brain/body needs it

10:12:38 From Deanna Reese : shopping

10:12:39 From Julie Garcia : early morning before work

10:12:39 From Brittney Davis : weekend

10:12:39 From Kim : very early morning before work

10:12:40 From jsteele : lunch time

10:12:40 From Katherine Cassata : immediately after work

10:12:40 From Danielle H : meditation before bed

10:12:42 From Amy Raper : early morning or at night when kids go to bed...only time i get a moment to myself...have a toddler

10:12:42 From Kris.Newvine : whenever I can get it

10:12:43 From Lesley Muenzen : on commute

10:12:43 From tarday : walks throughout day at work

10:12:44 From Cyocum : disconnect on the weekends - silent my phone and stay away from the computer.

10:12:44 From amanday : Morning and lunchtime

10:12:44 From iPhone : daily....morning and evening when the babies aren't awake

10:12:44 From Alyssa Garbien : yes to micro meditations throughout the day

10:12:44 From Sasha : After kids' bedtime!

10:12:48 From bethdarby : Ideal would be between sessions though not possible. Weekends, evening walk every evening

10:12:50 From Kay Card : late night

10:12:52 From TBaptiste : after work, every weekend,

10:12:53 From Elizabeth Waters : evening time before 8pm

10:12:53 From tarday : cup of tea mid afternoon

10:12:53 From Kaitlyn Wallace : Self-Care Sunday every week!!

10:12:55 From Brooke : Late evening

10:12:55 From Claire Alexander : Late at night when can't sleep

10:12:55 From Venée Hummel, LCSW : What would have been commute time

10:12:59 From EI17630 : evening

10:13:01 From Hannah Lozano : When I'm most stressed during the day, when I realize I need to re-regulate

10:13:01 From Leann Brewer : On the weekends and I do take some in the evenings.

10:13:02 From Rebecca Poplawski : I use the time I would usually commute

10:13:04 From TBaptiste : between sessions'

10:13:09 From Dan Dumont : meditation in the car when I arrive somewhere

10:13:11 From Kayla Doyle : When my family members are occupied with other things and won't interrupt me

10:13:11 From iPhone : 5am

10:13:11 From sreid : wellness class that's been cancelled since covid was my time

10:13:12 From klagrange : parks on the weekends!

10:13:20 From Christine Pellenz : Am coffee outside on the deck

10:13:20 From Hannah Lozano : Before I start a new activity or task

10:13:28 From kayla aloisi : driving to and from work

10:13:30 From Jan Cagle : pre and post work day

10:13:37 From Meadowbrook RSC : after 5pm; light jazz music, with cell phone OFF!

10:13:37 From Andrew Lufkin : Hammock time in the evening!!!

10:13:38 From jrwilliams : evening and before going to bed.

10:13:45 From Richard Selikoff : in the morning w/ coffee

10:13:46 From Stephanie : screen is messed up

10:13:54 From Ashley C : sitting on the porch-phone on silent

10:14:20 From Shannon Tuell : outside!

10:14:22 From Celena O'Neal : Outside

10:14:23 From Makenzey Murr : Outside!

10:14:23 From Katherine Cornelius : outside

10:14:24 From Liz Barry : in the car

10:14:24 From jantal : outside

10:14:25 From El17630 : Hammock outside

10:14:25 From Julie Hunt : less fuzzy now. Thanks!

10:14:26 From Hannah Lozano : Outside

10:14:27 From Jamie Pennell : at home and outside

10:14:27 From Jan Cagle : Garden

10:14:28 From Kimberly Renee Page : outside

10:14:28 From bethdarby : Out on the deck with the birds

10:14:28 From Elizabeth Waters : Outside

10:14:28 From Andrew Lufkin : Outside!

10:14:28 From Danielle H : go to local park

10:14:29 From Sasha : outside watering the garden

10:14:29 From Kenya Anderson : Park.

10:14:29 From Bethanie Poe : bedroom

10:14:29 From Katherine Cassata : on the couch

10:14:29 From Alyssa Garbien : Outside, in my office with door closed

10:14:30	From tarday : outside is first pick
10:14:30	From kayla aloisi : gym
10:14:30	From Kris.Newvine : porch
10:14:30	From Ashley C : outdoors
10:14:30	From Diane Lillington : Craft room
10:14:30	From sreid : my round porch
10:14:31	From Sherry Ball : in the car on way from work
10:14:31	From Becky : park near the house
10:14:31	From kathy.stockner : at home
10:14:31	From Christine Pellenz : outside
10:14:31	From Kim Spoon : on patio
10:14:33	From Venée Hummel, LCSW : in the car
10:14:33	From Freida Herron : on the deck
10:14:33	From jrwilliams : outside
10:14:33	From Ashlee Hyatt, LCSW : Outside on the deck or in parks
10:14:34	From Zander Keig, LCSW, BCD : comfy living room chair or on balcony
10:14:34	From Kristan Armstrong : outside on walks
10:14:34	From Caitlin McElvenny : outside at home
10:14:34	From Chinelo : Bedroom
10:14:35	From Shannon Cain : backyard or car
10:14:35	From kayla aloisi : sauna
10:14:35	From Susan Bryant : Hammock outside or in bed
10:14:35	From Cindy Hensley : On couch watching Netflix
10:14:37	From Stephanie S Weatherstone : Where? In the garden, cooking in my kitchen, in the bonus room where it's quiet
10:14:37	From Kris.Newvine : anywhere quiet
10:14:37	From Lin Rankin : Working out in yard
10:14:37	From Julie Garcia : Percy warner park
10:14:37	From Dan Dumont : in my car

10:14:38 From tarday : dining room

10:14:38 From LeaAnna Spurling : curled up with fuzzy blanket

10:14:38 From Kayla Doyle : Outside - basement - 3 season room - wherever everyone else isn't

10:14:38 From Leann Brewer : Outside

10:14:39 From Candice Hinkle : gym

10:14:39 From jsteele : balcony

10:14:39 From Lesley Muenzen : anywhere!

10:14:40 From Tomo Umer : laptop, switch xbox

10:14:40 From MM : in th ecar

10:14:40 From Mr. Cooper : on a walk around neighborhood

10:14:40 From Karen Thomas : Crocheting

10:14:40 From Charley : Outside or in my room

10:14:41 From Christine Pellenz : new couch

10:14:41 From Jamie Travis : outside, watching blue herons in my cove

10:14:42 From N Butler : anywhere when needed

10:14:42 From Ashley : outside, room, in front of the tv lol

10:14:42 From Kathy Douthat : In my head.

10:14:42 From MKayla Nelson : Outside

10:14:42 From Kelsey Garner : outside or in the living room

10:14:43 From Danielle H : in my room with no tv

10:14:43 From MM : the car

10:14:43 From iPhone : living room

10:14:43 From Briel Thompson : home

10:14:44 From Suzanne Mayo : living room

10:14:44 From Hannah Lozano : With the dogs

10:14:44 From Amy Raper : in nature on the trails

10:14:45 From Marcea Marable's iPhone : parks or car

10:14:45 From kayla aloisi : dog park

10:14:45 From Lanalle Darden : Deck

10:14:46 From Cherry Malone : den

10:14:46 From jsteele : couch

10:14:50 From LMClabo : patio or my room

10:14:50 From iPhone : bed,porch, yoga mat, work, park

10:14:51 From Dan Dumont : meditation corner in my room

10:14:52 From Michael Blackwell : Alone in my music room

10:14:52 From Katherine Cassata : taking a bath

10:14:53 From Cindy Hensley : Park

10:14:55 From Errin Pheiffer : gym

10:14:55 From Danielle H : star gazing

10:14:55 From MM : in my bed with a nice pillow

10:14:56 From Kim Spoon : Halotherapy is the BEST!

10:14:57 From Alyssa Garbien : office, door closed temporarily with post it note to not disturb

10:14:58 From Shanae Pietrzycki : My brother's boat :)

10:14:58 From Mr. Cooper : nature trailssssssss

10:14:59 From Kris.Newwine : beach in my mind lol

10:15:00 From kayla aloisi : taking a bath

10:15:00 From Teresa Gregory : by the pool or ocean

10:15:00 From Richard Selikoff : in the patio

10:15:01 From Katherine Griffin : I second "in my head" - meditation.

10:15:02 From Susan Roy : outside walking

10:15:02 From amanday : Fortnite

10:15:03 From Kayla Doyle : around the bonfire

10:15:03 From Venée Hummel, LCSW : back on zoom (unfortunately)

10:15:07 From tarday : shower!

10:15:07 From Carri : chuch

10:15:07 From Cindy Hensley : Lowes

10:15:08 From kayla aloisi : going to the lake

10:15:10 From Amy Raper : mountains, beach

10:15:14 From El17630 : tubing on the river

10:15:15 From tarday : a long hot shower. ahhhh!!

10:15:15 From Liz Barry : mountains

10:15:22 From Cyocum : dog walks or on the couch with dogs watching movies

10:15:23 From b93868b : escaping w/ a good book

10:15:29 From MM : Amazon

10:15:31 From wmclintondavis : In my computer room

10:15:31 From Brittany Jones : quiet time

10:15:34 From Christine Pellenz : road trips

10:15:35 From Anna Underdown : On the river, hiking in the mountains, and on my porch :)

10:15:36 From Milissa Hill : posh

10:15:37 From Teresa Gregory : dinner with friends

10:15:38 From Amy Raper : a hot shower alone....usually have the toddler or the dog

10:15:40 From Celena O'Neal : Running

10:15:41 From Claire Alexander : Video games

10:15:41 From Brittney Davis : acupressure

10:15:42 From Makenzey Murr : go on walks

10:15:42 From Liz Barry : Pet my dog

10:15:43 From Kayla Doyle : qi gong

10:15:43 From Tomo Umer : video games

10:15:44 From Becky : running

10:15:44 From Stephanie S Weatherstone : What? Gardening, playing video games, jacuzzi time, cooking, reading

10:15:44 From Sarah Lord : get in the sun

10:15:44 From Sherry Ball : listening to 80s music

10:15:45 From Ashlee Hyatt, LCSW : Walking with audio books

10:15:45 From Hannah Lozano : Talk to people I love

10:15:45 From Hannah : Zone out

10:15:46 From Makenzey Murr : hang out with my dog

10:15:46	From Liz Barry : Talk on the phone
10:15:46	From Jamie Pennell : Walk, journal, cook
10:15:47	From jantal : exercise
10:15:47	From amanday : Play fortnite
10:15:47	From Sasha : garden
10:15:47	From Kris.Newvine : meditate
10:15:47	From Diane Lillington : Bubble bath
10:15:47	From Milissa Hill : shop
10:15:47	From Brittany Jones : walk
10:15:47	From Kelsey Garner : Work Out
10:15:47	From tarday : walk, lift weights
10:15:47	From Venée Hummel, LCSW : working out
10:15:48	From Carri : pray
10:15:49	From Natalie Radtke : Phase 10
10:15:49	From Kaitlyn Wallace : Face masks :)
10:15:49	From Neshea Cundiff : Netflix
10:15:49	From Shannon Tuell : being present with nature, enjoy the sounds of birds and the beautiful sky
10:15:49	From kayla aloisi : working out
10:15:49	From Diane Lillington : art
10:15:50	From Katherine Cassata : play with my dogs
10:15:50	From b93868b : paint/Zumba/read
10:15:50	From Venée Hummel, LCSW : board games
10:15:50	From Charlsey : Yoga or watch YouTube
10:15:50	From Kenya Anderson : Walk.
10:15:50	From N Butler : meditate, read, yoga
10:15:51	From Sarah Lord : drive
10:15:51	From Neshea Cundiff : Facetime
10:15:51	From Katherine Cornelius : work with my bees

10:15:51	From MM : online shopping :)
10:15:52	From Hannah Lozano : Yoga
10:15:52	From Diane Lillington : podcasts
10:15:52	From Claire Alexander : Make-up
10:15:52	From kayla aloisi : running
10:15:52	From Ashley C : go for a ride outdoors
10:15:53	From Lin Rankin : Play with dogs
10:15:53	From Katherine Cassata : i go to concerts
10:15:53	From chelseabailey : hiking
10:15:54	From kathy.stockner : coffee... preferably with a friend
10:15:54	From Ashlee Hyatt, LCSW : Animal Crossing
10:15:54	From Liz Barry : Cycle classes
10:15:54	From Michael Blackwell : Music or reading
10:15:54	From tarday : cardio workout
10:15:54	From jsteele : talk on phone to friend
10:15:54	From Buchananc : Netflix
10:15:54	From kayla aloisi : walking my dog
10:15:55	From jrwilliams : walking
10:15:55	From Teresa Gregory : dinner with friends
10:15:55	From Jessica : Read my kindle (nothing serious)
10:15:55	From MKayla Nelson : Read a book, hike, time with my puppy, vinyl!!
10:15:55	From Alyssa Garbien : journal, call a friend, burn candles
10:15:56	From acsuser1 : read bible
10:15:56	From Kris.Newvine : pedicure
10:15:56	From Jamie Travis : water flowers, watch herons and other birds
10:15:56	From CET : exercise
10:15:57	From jantal : read
10:15:57	From Carri : laugh!!
10:15:58	From Venée Hummel, LCSW : podcasts

10:15:58	From Kayla Doyle : spiritual ritual
10:15:58	From Brittany Jones : talk to family and friends
10:15:58	From Sarah Lord : loud music and dance
10:15:58	From Makenzey Murr : facetime with friends
10:15:59	From Richard Selikoff : drink coffee
10:15:59	From bethdarby : Yoga
10:15:59	From Anna Richmond : walk
10:15:59	From Amy Raper : massage
10:15:59	From tarday : drink coffee or tea
10:16:00	From Kayla Doyle : mixed martial arts
10:16:00	From kayla aloisi : hot yoga!!
10:16:01	From Caitlin McElvenny : reading
10:16:01	From Milissa Hill : eating.
10:16:01	From Kate Chaffin : Paddle boarding!
10:16:02	From Shannon Cain : listen to music and sing
10:16:02	From sreid : coloring book
10:16:03	From Briel Thompson : gospel music
10:16:03	From Diane Lillington : baking
10:16:04	From Kristan Armstrong : walking and cooking
10:16:04	From klagrange : cycle
10:16:04	From LMClabo : sun time, walking, music
10:16:04	From Kim Spoon : Salt room and my dog
10:16:05	From Martha Reynolds : knead bread
10:16:05	From Liz Barry : morning coffee
10:16:05	From Harper Trevathan : Hot Yoga
10:16:06	From Dbowers : Plants, plants, plants, and more plants
10:16:08	From Venée Hummel, LCSW : meal prepping
10:16:08	From Kris.Newvine : praise music
10:16:09	From Liz Barry : praying

10:16:09 From Alyssa Garbien : kayaking!

10:16:09 From Makenzey Murr : Listen to podcasts

10:16:09 From klagrange : walking dog

10:16:09 From Celena O'Neal : baking

10:16:10 From Christine Pellenz : road trips with friends, walk to the pups, go for a car ride with boyfriend, FT with distance BFF

10:16:10 From Anna Underdown : Exercise, hike, paint, paddle boarding!

10:16:10 From Hannah Lozano : Drink coffee and listen to the birds

10:16:11 From Marcea Marable's iPhone : loud music in the car

10:16:12 From iPhone : read, exfoliate, deep breathing, yoga, prayer

10:16:12 From Kayla Doyle : baking!

10:16:12 From kayla aloisi : going to eat with friends

10:16:12 From Ashlee Hyatt, LCSW : Pint with friends

10:16:12 From Neshea Cundiff : traveling

10:16:13 From Brittney Davis : acupressure

10:16:13 From Claire Alexander : Coloring/sketching

10:16:13 From Hannah : LAUGHING

10:16:14 From Zander Keig, LCSW, BCD : audible, drink hot coffee, walks with wife

10:16:14 From Cherry Malone : Watch TV, Read, & praying

10:16:15 From LeaAnna Spurling : kickboxing

10:16:15 From Leann Brewer : Swimming, video games Netflix

10:16:15 From Becky : tv

10:16:16 From Julie Garcia : running; reading; cooking

10:16:16 From Errin Pheiffer : cooking

10:16:17 From Amy Raper : i miss hot springs being open...just opened back up

10:16:18 From Liz Barry : cooking

10:16:18 From Katherine Cassata : music festivals

10:16:18 From Kris.Newvine : reading

10:16:19 From Shannon Cain : yes! baking!

10:16:19 From Kimberly Renee Page : reading romance novels, work out, gardening

10:16:19 From Brittany Jones : praying

10:16:20 From Hannah Lozano : Embroidering

10:16:20 From iPhone : HIIT workout and reading the bible

10:16:21 From Lin Rankin : Netflix-ing

10:16:21 From Bethany Farmer : music

10:16:24 From Claire Alexander : Cuddles with partner

10:16:24 From Susan Bryant : Acceptance and Integration Training, mindfulness, meditation, hiking and being in nature near a stream

10:16:27 From Stephanie : guided imagery

10:16:27 From Rebecca Martin : horses

10:16:28 From hannah : cool shower with the lights out and iron and wine pandora station on 🌐

10:16:28 From Brittany Jones : reading the Bible

10:16:28 From Hannah : laughter

10:16:31 From kayla aloisi : talking to friends before and after work

10:16:32 From Rebecca Bohner : listening to music, being outside

10:16:32 From tarday : I like HIIT, too!

10:16:34 From Susan Roy : conversation with friends and family

10:16:34 From Ashlee Hyatt, LCSW : Bible study

10:16:35 From wmcintondavis : 12 step meeting

10:16:37 From Jan Cagle : cooking, canning, walking

10:16:40 From Shannon Cain : spending time with pets

10:16:44 From Julie Burton : cooking

10:16:45 From iPhone : I 12 step too

10:16:46 From Cyocum : silent cell phone, physical activies, time with pets, cookimng

10:16:50 From Lakeisha : lots of gardening!!

10:16:52 From Brittany Jones : IV treatments with essential vitamins

10:17:03 From Celena O'Neal : a lot of these on this list is FREE too which is great!!

10:18:46 From Cherry Malone : Could we share these resources with social work students?

10:19:02 From Brad Palmertree : Please do, Cherry!

10:19:13 From Cherry Malone : Great!

10:19:49 From Chloe Campbell : I wonder if anyone has research/spelled out effective self-care practices for each enneagram type?

10:20:08 From Zander Keig, LCSW, BCD : good research topic, if not, Chloe

10:20:26 From Kimberly : zoom workouts

10:20:26 From Brad Palmertree : oooo Chloe! Love it! Adriane & I are Enneagram nerds (I'm a 3, she's a 9) so we'll look into that!

10:20:32 From Kimberly : listen to music

10:20:38 From Kimberly : hang with family

10:20:39 From Stephanie S Weatherstone : I like the sloth. :) Great metaphor.

10:20:58 From Zander Keig, LCSW, BCD : Enneagram 7 here!

10:22:41 From Brad Palmertree : Enneagram type self-care tips
<https://www.thegoodtrade.com/features/enneagram-self-care-tips#:~:text=Enneagram%20Two&text=Hold%20yourself%20instead%2C%20and%20hold,that%20you%20offer%20to%20others.>

10:22:51 From Brad Palmertree : <https://www.mindbodygreen.com/articles/self-care-based-on-your-enneagram-type>

10:24:15 From Tony Nelson Murchison : Wow, Brad! Thanks for that quick resource!!

10:24:24 From Zander Keig, LCSW, BCD : YES! The Power of Self Compassion - https://greatergood.berkeley.edu/article/item/the_power_of_self_compassion

10:24:28 From Chloe Campbell : Yes! Thank you!

10:24:58 From Tony Nelson Murchison : Y'all - keep these resources coming!!

10:25:03 From Chinelo : The screen is fuzzy

10:25:14 From Kate Chaffin : My screen is fuzzy too

10:25:19 From Richard Selikoff : goes in and out

10:25:24 From trlynn : better now

10:25:37 From Chinelo : It's clearer now, thanks

10:25:38 From Kris.Newvine : loving all this social work resource linkage with lightning speed this is awesome

10:26:12 From marriah mabe : yes! finally a benefit to online meetings vs. in person :)

10:26:19 From Kristel Scoresby : Please caption the video!

10:26:29 From Tony Nelson Murchison : haha! yes, Marriah... Finally! :)

10:27:27 From Brad Palmertree : To train the mind is to train our relationship with thoughts & feelings.

10:27:43 From Brad Palmertree : Will we become distracted? of course. But as soon as we remember, we come back

10:27:49 From Brittany Jones : I LOVE mindfulness! Most people feel that they need to "accomplish" something when practicing mindfulness and it deters them from developing the skill

10:27:55 From Katherine Cornelius : I share this video with clients frequently. There are several 90 sec each on Headspace youtube channe. They are all great.
<https://www.youtube.com/channel/UC3JhfsgFPLSLNEROQCdj-GQ>

10:28:38 From Tony Nelson Murchison : <https://www.youtube.com/watch?v=iN6g2mr0p3Q>

10:29:40 From Brad Palmertree : Sorry the videos aren't captioned, y'all. If it doesn't come with captions, we can't add them on our own. :(

10:29:53 From Brittany Jones : Breathe app

10:29:56 From Brittany Jones : Calm app

10:29:58 From Katherine Cornelius : inisght timer is great

10:30:01 From VHATVHRATLEC : sharingmindfulness.com

10:30:04 From Shannon Tuell : I love the app insight timer!!!

10:30:05 From Kayla Doyle : I second Insight Timer

10:30:09 From amanday : MyLife app

10:30:10 From Lin Rankin : Square breathing

10:30:16 From Ramona Huggins : Heart Math Institute-- Heart Focused Breathing

10:30:20 From wmcclintondavis : Use Calm app on my phone

10:30:21 From Brad Palmertree : square breathing is great

10:30:30 From Benjamin Garland : <https://help.headspace.com/hc/en-us/articles/360045161413-Headspace-for-Healthcare-Professionals>

10:30:34 From Errin Pheiffer : liberate app

10:30:39 From Zander Keig, LCSW, BCD : Mindfulness Coach by VA
<https://mobile.va.gov/app/mindfulness-coach>

10:30:45 From Benjamin Garland : Headspace is free through 2020 using your NPI.

10:31:09 From Jordan Frye : Insight Timer App is my favorite app for meditation.

10:31:35 From Kristel Scoresby : They actually are captioned, you just need to hit the CC button before you share

10:32:22 From Brittany Jones : <https://www.blackgirlsbreathing.com/>

10:32:46 From Brittany Jones : <https://www.blackgirlsbreathing.com/virtual-breathwork-circle>

10:32:58 From Nicole Wells-Cimmino LCSW : songwriting

10:33:22 From Paris Palmer : Thank you Brittany!!!

10:33:35 From Brittany Jones : :)

10:33:52 From Crystal Parker : breaks are a great way to self care

10:33:53 From National Council For Adoption : thanks!

10:34:04 From marriah mabe : so many new awesome resources to check out and bookmark!

10:34:24 From Nicole Wells-Cimmino LCSW : I did not receive the email - could you please send to my email Nicole.wells-cimmino@centerstone.org

10:34:43 From Richard Selikoff : am I good for the training, I came in a little late?

10:34:52 From Evangeline Bauer iPad : Is this being recorded? I would love to share this with my staff so well done. I am glad that I am here.

10:34:55 From iPhone : I was a bit late logging on and want to ensure that my name is obtained for attendance.

10:35:16 From Brittany Jones : <https://www.breathebyomnoire.com/>

10:35:21 From Brad Palmertree : Yes, this is being recorded

10:35:25 From iPhone : Kesha Smotherman, LPC-MHSP

10:35:35 From Anne Johnson : I had some connectivity at the beginning, and I wanted to make sure I didn't miss any sign in! connectivity issues....

10:35:56 From Jessica Lavender : I also signed in late. Didn't realize this was in Eastern time.

10:36:06 From Crystal Parker : same here

10:37:20 From Tony Nelson Murchison : Hey all - this is being recorded and we will send it out after the training ends.

10:38:02 From Cynthia J. Finch : There two Pandemic Collision in America: Racism and COVID-19 by a sermon given by Rev. Dr. W. Franklin Richardson, pastor of Grace Baptist Church, in Mt. Veron, NY. Let's all continue to pray for peach and justice.

10:38:06 From Amanda Mills : I'm going to join from another device to see if that helps with connection

10:38:10 From Amanda Mills : is that ok ?

10:38:25 From Tony Nelson Murchison : Also - please make sure you complete the evaluation you will receive by e-mail after the training. That's the last step (required by NASW) to receive your CEU certificate.

10:38:39 From Tony Nelson Murchison : You can join by any device. All good.

10:38:42 From Amanda Mills : got it

10:38:53 From Harper Trevathan : Thank you!

10:39:03 From Sarah Jordan Welch : Will everyone here/who is registered receive that?

10:39:11 From Kenya Anderson : I'm also going to join from another device later in the meeting.
- Kenya Anderson

10:40:00 From Tony Nelson Murchison : Yes. Everyone who signed up!

10:40:42 From jsteele : great thanks

10:40:46 From VHAMEMFABELK : thank you for that information

10:40:59 From VHAMEMFABELK : you know we are all worried about getting our ceus

10:42:18 From Amber Davis : will this live one count as live hours?

10:42:55 From Cynthia J. Finch : What is your email, Tony?

10:43:24 From devonda curry : is there a charge for the headspace videos

10:43:38 From Shannon Tuell : no, the youtube ones are free.

10:43:40 From Tony Nelson Murchison : tmurchis@utk.edu

10:43:43 From Katherine Cornelius : no charge for the short ones. They also have 10 10 min free ones

10:44:11 From devonda curry : thanks I'm trying to look it up

10:44:34 From Katherine Cornelius :
<https://www.youtube.com/channel/UC3JhfsgFPLSLNEROQCdj-GQ>

10:44:35 From Tony Nelson Murchison to Brad Palmertree(Privately) : thanks!

10:44:37 From Christina Perkins : There's quite an echo from someone's open mic I think. If everyone could mute. Thank you!

10:45:59 From Margaret Co McMillan : Relevant content from Instagram I thought would be good to share: "Self-Care is overthrowing the systems that are designed to define, restrict, and police who you are". @femalecollective.

10:46:16 From Tony Nelson Murchison to Deanna Reese(Privately) : Hey Deanna - I checked and you are definitely on the e-mail list for the evaluation. Thanks!

10:46:59 From Kayla Doyle : I like that Margaret!

10:47:41 From Nicole Wells-Cimmino LCSW : career and family

10:47:51 From Leann Brewer : career

10:47:51 From Alyssa Garbien : All the above?!

10:47:57 From devonda curry : health and family

10:48:35 From Nicole Wells-Cimmino LCSW : work

10:48:43 From Jill Murano : how do you do that on Zoom? I need that for my groups please

10:48:47 From Brittany Jones : family

10:49:10 From Jill Murano : Awesome, thank you!

10:49:13 From Amy Raper : the polls are cool in zoom. never seen that

10:49:56 From Brittany Jones : family

10:50:00 From Meredith Jaulin : it would be interesting to ask pre cover and now

10:50:10 From Meredith Jaulin : *covid

10:50:18 From Brittany Jones : LOL

10:51:04 From k63393g : health

10:51:10 From Margaret Co McMillan : oops I answered wrong

10:51:29 From Margaret Co McMillan : I thought it was what would we like to spend *more* on
:)

10:51:54 From devonda curry : travel

10:52:16 From LeaAnna Spurling : yes travel!

10:52:20 From Tony Nelson Murchison : I agree Devonda!

10:52:21 From Amy Raper : yes, Devonda! Me too!

10:52:29 From Hannah Lozano : I feel like if I put more time into health, I can be more effective
with the other categories! :)

10:52:31 From VHATVHRATLEC : setting the intention

10:53:42 From Kris.Newvine : so true

10:54:30 From Dan Dumont : I relate to those rocks

10:54:39 From Richard Selikoff : nice rocks

10:54:55 From Julie Hunt : Such a powerful distinction about the balance with the rock
metaphor. Helpful!

10:55:31 From Christina Perkins : I have a file in my desk labeled "Awesome folder" with notes from folks I've worked with, coworkers, or pictures that child clients have drawn me, to remind myself that not everyday is difficult and that what we do makes a difference.

10:55:54 From sshilling : Charley - Gibson?

10:55:58 From LeaAnna Spurling : i usually have some background sounds playing whether calming music or ocean waves

10:56:23 From Kris.Newvine : Hey Gab!

10:57:56 From Charley : @sshilling YES!

10:58:03 From Brad Palmertree : Apologies for the lack of clarity in captions.
Tech. Ugh

10:58:21 From sshilling : Yay! How are you!! Hope you and your family are healthy and well!

10:58:45 From Tony Nelson Murchison : Someone took that pic of my house. Yikes!!

10:58:57 From Lori Greene : LOL Tony

10:59:22 From Brad Palmertree : Here's the video you can watch on your own:
<https://www.youtube.com/watch?v=MPR3o6Hnf2g>

10:59:29 From Tony Nelson Murchison : Thanks Brad!

11:02:59 From Julian : Does the video have a title?

11:03:21 From Richard Selikoff : not for an introvert

11:04:03 From Brad Palmertree : Julian: It's called Work Life Balance and you can find it here:
<https://www.youtube.com/watch?v=MPR3o6Hnf2g>

11:04:09 From Julian : thank you

11:05:15 From Kris.Newvine : We have had many people send letters to our residents and some have developed pen pal relationships. We had a parade wednesday and some of the pen pals drove thru to see their "resident" it was so awesome

11:05:32 From Kris.Newvine : love the pin wheel idea

11:05:44 From tarday : I love this idea and I think my kids would as well

11:05:46 From Becky : My town has "just be kind" signs in all the yards

11:06:36 From Stephanie S Weatherstone : Board games online as well through Steam games - Through Steam, download Tabletop Simulator

11:06:55 From Karen Thomas : My sisters and I play online Spades

11:07:12 From Stephanie S Weatherstone : You can convert just about any board game with Tabletop Simulator.

11:07:16 From Kris.Newvine : bible study on zoom has been great

11:07:36 From Brittany Jones : yes Kris!

11:07:40 From Dan Dumont : Skribbl.io is another online Pictionary option, Tetris is online for free, boardgamearena.com is free also

11:07:50 From Anne Crooker : Words with Friends, get a penpal

11:07:52 From LeaAnna Spurling : discord streaming movies

11:07:57 From tarday : Sending letters

11:07:57 From Tomo Umer : Dota 2

11:08:00 From chelseabailey : zoom yahtzee

11:08:01 From tarday : texting

11:08:02 From EI17630 : Houseparty app

11:08:02 From Shannon Cain : Calling on the phone more often

11:08:03 From Teresa Gregory : group texts

11:08:03 From Christina Perkins : Sitting in my car and a friend sitting in their car and having coffee together.

11:08:04 From mcupp : exercise class in zoom

11:08:05 From Benjamin Garland : Sporcle is full of fun quiz/trivia games.

11:08:06 From Becky : drive by visits have been great

11:08:08 From Gabrielle Blake : zoom gatherings

11:08:08 From Andrew Lufkin : Gaming, Virtual gatherings

11:08:08 From kathy.stockner : zoom family dinners with extended family

11:08:08 From Carri : We've used the HouseParty app!

11:08:09 From Stephanie S Weatherstone : Diablo III

11:08:09 From kate ferrell : social distance walks

11:08:11 From Caitlin McElvenny : discord, virtual movie nights, housparty

11:08:11 From Teresa Gregory : sending cards to friends

11:08:11 From Will : Happy hour zoom

11:08:12 From Zander Keig, LCSW, BCD : virtual happy hour, virtual family gatherings, Netflix Party

11:08:12 From VICKI SPINOSA : Video Yoga

11:08:13 From Lin Rankin : Online book club and discussion groups

11:08:13 From Venée Hummel, LCSW : Our clinic does a fun day on Mondays - we've done charades, Pictionary, and scavenger hunts as a clinic via zoom

11:08:13 From Andrew Lufkin : Discord

11:08:13 From Kathy Douthat : Dinner with friends via Zoom.

11:08:15 From Brittany Jones : family prayer every night using Facebook virtual chat

11:08:16 From Chaquita Shannon : Had a HAPPY BIRTHDAY call via Zoom

11:08:16 From Jan Cagle : distanced visits

11:08:17 From Sherry Ball : family group texts

11:08:17 From Makenzey Murr : My friends and I used to have Friday night dinner plans once a month so now we just do a group facetime! We've also HouseParty app!

11:08:18 From Shelby Johnson : zoom happy hour

11:08:18 From Sukey Steckel : Outdoor fire pit with friends (at safe distance)

11:08:19 From tarday : social distance walk

11:08:21 From Katherine Cassata : snapchat groups

11:08:21 From Amy Raper : online bible study/church services

11:08:22 From Cherry Malone : Weekly family Zoom gathering

11:08:22 From Ashley C : video chat with family

11:08:22 From Stacy Park : we did a spa thing with a group - facials together!

11:08:23 From kate ferrell : Barre3 livestream classes

11:08:24 From Carol Rabideau : patio/ porch gathering of 6

11:08:24 From tarday : calling people

11:08:24 From Mary Linden Salter : zoom calls - on line movie nitght - virtual book club

11:08:25 From CET : zoom happy hours :)

11:08:26 From Julie Garcia : book club; mom hang-out group

11:08:27 From Keith : gaming, virtual date night

11:08:27 From Ashia Bridges : Phone calls

11:08:27 From Denise Simpson : Zoom birthday celebration and drive by celebration

11:08:27 From Gabrielle Blake : writing letters, using facetime, calls, drive by parties

11:08:27 From Liz Barry : Baking class with friends over zoom

11:08:28 From Brittany Jones : virtual yoga

11:08:30 From CET : walks

11:08:30 From hannah : got deep into the plant life and joined groups to connect with other plant queens

11:08:31 From Ashia Bridges : Whatsapp

11:08:32 From Prevent Child Abuse Tennessee : outdoor happy hour with friends

11:08:33 From Kate Chaffin : Several houses have built little libraries in front of their houses to trade books

11:08:33 From Jamie Elzie : Catan night via zoom

11:08:34 From Elizabeth Golliher : group texts with family and friends

11:08:36 From Freida Herron : standing weekly call with freinds

11:08:36 From kayla aloisi : ordered food to go and met in parking lot with friends and ate at a safe distance.

11:08:37 From MM : Zoom with groups

11:08:38 From Ashia Bridges : Messenger

11:08:40 From Susan Roy : Zoom cooking with family, Zoom evenings with friends

11:08:43 From LMClabo : group chats

11:08:43 From Kimberly : garage gathering

11:08:46 From sreid : letters to family for kiddo, painting canvases and delivering them to their porch, on line Bible study, online church

11:08:47 From Alix : weekly trivia/Jackbox games night with old high school friends I've recently reconnected with

11:08:47 From Katherine Cassata : i took photos of my neighbors on their porches in our neighborhood

11:08:48 From Christine Pellenz : tiktok challenges online

11:08:48 From Suzanne Mayo : A group of longstanding friends and I have a zoom meet up every weekend to check in about the previous week.

11:08:49 From Jamie Travis : church via zoom, ongoing group texts with sisters and nieces

11:08:51 From kathy.stockner : care packages

11:08:52 From Kimberly : group text with friends

11:08:52 From Jamie Pennell : zoom with family

11:08:53 From Ashley Shaffer : card games

11:08:54 From Richard Selikoff : skyping

11:08:55 From Ashia Bridges : Weekly Zoom calls

11:08:56 From Brittany Jones : Instagram live concerts/date night with friends

11:08:56 From hannah : FaceTime lunches with friends

11:09:02 From tarday : driving to see others and talking social distance

11:09:02 From Makenzey Murr : Scheduling "hang outs" with friends online has been helpful because I can actually add it to my calendar :)

11:09:03 From Amy Raper : face timing with friends

11:09:03 From Cyocum : social distancing picnics, telephone calls weekly, zoom gatherings

11:09:04 From Katherine Griffin : knitting group with group where I used to live

11:09:04 From Susan Bryant : 6 ft. Picnic, birthday drive thru, neighborhood walks waving at neighbors, zoom dinners

11:09:05 From Britney Blaine : house party app

11:09:05 From kayla aloisi : facetime with friends

11:09:05 From marriah mabe : our neighborhood did a "bear hunt" and an "easter egg hunt" for the kids to walk around and find all the hidden eggs and stuffed bears in windows

11:09:06 From wmclintondavis : Online 12 step meetings

11:09:06 From Kimberly : cooking and sharing photos with friends

11:09:06 From Julie Hunt : I'll come to your baking class@

11:09:09 From Venée Hummel, LCSW : apple watch activity challenges with friends

11:09:09 From Zander Keig, LCSW, BCD : read along old timey radio shows with family across the country

11:09:12 From Stephanie S Weatherstone : Food Network Kitchen App - live cooking classes

11:09:12 From Liz Barry : I did a zoom baking class for a friends birthday, Adrienne!

11:09:17 From Shannon Cain : morning coffee break with colleagues via zoom

11:09:17 From Joyce Kovacs : Zoom

11:09:27 From milfordc : Group Face Time Ladies Night

11:09:28 From Karen Thomas : My sister does painting classes

11:09:28 From Kris.Newvine : I would love to come to your baking class

11:09:31 From Amy Raper : my friend and i sang together when she was learning to play piano via facebook messenger lol

11:09:34 From Milissa Hill : I will

11:09:41 From VHACHAPayneA1 : Zoom retirement party for a co-worker

11:09:43 From Buchananc : watch a show/ read a book at the same time as a friend and discuss via phone/text to stay connected

11:09:45 From Julie Garcia : hiking with friends; dinners outside

11:09:51 From Nicole Wells-Cimmino LCSW : Songwriting and writing poetry

11:09:53 From Evangeline Bauer iPad : we do FaceTime with my grandparents and then drive around so they feel like they are out and about

11:10:02 From Jan Cagle : mailing letters and cards

11:10:20 From Jamie Travis : we "adopted" local hs seniors in our county and surprised them with gifts/cards

11:10:21 From Leann Brewer : meet between houses

11:10:21 From kathy.stockner : zoom baby shower!

11:10:26 From Anne Stokes : cousins read to each other through video chat for virtual story time

11:10:32 From wmclintondavis : Face time with grandchildren

11:10:35 From Candice Hinkle : virtual book club

11:10:48 From MM : finding deals online and surprising my family with gifts

11:12:25 From Kenya Anderson : Great point and self-care. Very helpful in finding balance.

11:12:43 From VHACHAPayneA1 : Zoom candlelight vigil as grief processing

11:13:44 From Lin Rankin : Which is to say - our organizations have an ethical obligation to help us with our self-care at work.

11:14:09 From Richard Selikoff : excellent point

11:14:28 From Teressa Gregory : YES1

11:14:28 From Tony Nelson Murchison : I wouldn't have thought of a candlelight vigil, but appreciate that suggestion! It hit me a certain way this morning.

11:14:52 From Jenay Cole : great suggestions

11:15:02 From Brittany Jones : yes! embrace humanity

11:15:11 From Kimberly : thanks for bringing to the light

11:15:22 From Kimberly : Just mercy is excellent

11:15:26 From Chinelo : Yes! Taking the time to educate yourself is vital

11:15:32 From Caitlin McElvenny : Just Mercy was a fantastic book, definitely recommend

11:15:34 From Stephanie S Weatherstone : Lin Rankin - Yes! 100%

11:15:45 From Brittany Jones : Absolutely!

11:15:46 From MM : I totally agree!

11:15:57 From Kimberly : wonder

11:16:06 From Kimberly : wonderful ideas

11:16:11 From Susan Bryant : Yes!

11:16:12 From MKayla Nelson : "Stamped from the Beginning: The Definitive of Racist Ideas in America" by Ibram X. Kendi audiobook is free on Spotify! The whole book!

11:16:25 From Freida Herron : check out Austin Channing Brown's book, "I'm Still Here: Black Dignity in a World Made for Whiteness"

11:16:29 From Nicole Wells-Cimmino LCSW : Listen and do not assume you know what it is to be a person of color. Ask, learn and listen

11:16:37 From Brittany Jones : ACTION

11:16:46 From Brittany Jones : YES Brad!

11:16:58 From Chloe Campbell : https://docs.google.com/document/d/1BRIF2_zhNe86SGgHa6-VIBO-QgirITwCTugSfKie5Fs/preview?fbclid=IwAR3ikGhdkP-BqllnL3jmtEQzDh1xkQzvD6lWub7BrDZlety6cuCBpu98nrg&pru=AAABcn-RJ28*ewnCv_fhE55juWXnUT7EUw

11:17:11 From Kimberly Renee Page : Thank you!!!!!!

11:17:20 From Chloe Campbell : Great resources on the google docs!

11:17:36 From Denise Simpson : Thank you!!

11:18:03 From Amanda Mills : great resources

11:19:47 From MM : When people say #blackLivesMatter please don't say #AllLivesMatter We already know that.

11:19:56 From Kris.Newvine : many great resources thank you.

11:21:01 From Kimberly Renee Page : Love their retreats

11:21:25 From acuser1 : We have completed these forms at work and we had a great discussion about this . It was very eye opening. It is every changing.

11:21:58 From Brittany Jones : Did you say it was called the Healing Trust?

11:22:08 From Brittany Jones : Thank you!

11:30:05 From devonda curry : what do you suggest for us in private practice for peer review and connection

11:31:17 From Sarah Jordan Welch : And avoiding fatphobia!

11:31:53 From Adriane Matherne : For peer support in private practice, I think its about finding others in private practice to be able to connect with. Maybe have a meet-up once a month or have a "work friend" to call if you need to debrief from something

11:32:19 From Adriane Matherne : I believe that we need to be a community as a profession.

11:32:55 From sshilling : Re: Peer Support Private Practice - there are a wealth of facebook groups available for support and guidance

11:32:57 From Adriane Matherne : So perhaps having a peer-buddy, and intentionally connect with those who have similar work experience

11:33:15 From Adriane Matherne : YEs! Thank you for that. Fb groups can be really helpful

11:35:02 From trlynn : Tammy Lynn here, I don't have a mic. Can we use chat tool to engage in activity?

11:35:29 From Adriane Matherne : yes, breakout rooms should have a chat feature I think

11:35:31 From Kris.Newvine : my mic doesn't work either, I just had to listen

11:35:36 From Evangeline Bauer iPad : Do you ever get that you look like Jesse Tyler Ferguson from Modern Family?

11:35:38 From Becky : Same

11:35:40 From kate ferrell : how do we find what group we're in?

11:35:46 From Brandy Wyatt : No mic to use.

11:35:51 From Debbie Abrams-Cohen : Can you include the instructions for each breakout room?

11:36:00 From kate ferrell : how do we find what group we are in?

11:36:37 From Adriane Matherne : Randomly-assigned breakout groups to discuss ethical principles

Groups 1-10: Self-impairment

Groups 1-20: Impairment of colleague

Groups 21-30: Administration

Groups 31-40+: Continuing Education & Staff Development

Discuss the following questions related to your assigned ethical principle.

What ethical challenges are present in this scenario?

What tools or strategies might we use to increase our ability to find/build/promote Awareness & meet

this standard?

What tools or strategies might we use to increase our ability to find/build/promote Balance & meet this standard?

What tools or strategies might we use to increase our ability to find/build/promote Connection & meet this standard?

11:37:20 From Courtney Buchanan : I didn't either

11:37:21 From Shannon Tuell : I am not in a break out room and I can't find it

11:37:27 From Neshea Cundiff : I am not in one

11:37:35 From bethdarby : I don't have anything about a break out room

11:37:42 From lvarner : I didn't get one either

11:37:47 From Shannon Tuell : no button for me

11:37:47 From Jessica Lavender : i don't have that button

11:37:53 From Briel Thompson : I don't see the button either

11:37:53 From Susan Roy : I need a breakout room too

11:37:53 From kayla aloisi : did not get one! no button for me!

11:37:59 From Sukey Steckel : I don't have a breakout option

11:38:00 From jsteele : I don't see a button either

11:38:06 From Kimberly : I dont either

11:38:06 From Cassie Satterfield : No button for me

11:38:21 From Deanna Reese : I don't have a breakout option

11:38:40 From Sarah Foutch : me either and I have no audio

11:38:44 From Shannon Tuell : my first group wasn't working so I got out and tried to rejoin

11:38:44 From Rebecca Bohner : Zoom logged me out. Can you put me in breakout room?

11:38:47 From Makenzey Murr : There's no button for breakout rooms

11:39:05 From Makenzey Murr : I was in room 14 before but my computer died and I had to rejoin.

11:39:05 From Neshea Cundiff : I don't have the button

11:39:05 From trlynn : Tammy Lynn, I don't have a break out room

11:39:16 From Cindy's iPhone : I switched to app and not in a group

11:39:20 From Rebecca Martin : poor connections

11:39:38 From Stephanie : I was in a room earlier but had to leave and sign in on another computer

11:39:54 From Sarah Lord : Say that again?

11:40:02 From jsteele : i don't have the scenario

11:40:28 From Katherine Cornelius : Self-Care Ethics Discussions Case Study

Monica, a master's level social worker (no license yet, but she's studying for the LMSW exam), works for We Can Do It, a nonprofit which employs about 30 people under the mission of establishing world peace. As director of programs, Monica is part of their small leadership team: executive director, deputy director, and the two directors of development & marketing. The organizational chart also shows a few departmental managers, and several program coordinators, most of whom are social workers. Monica supervises two program managers (LMSWs) who each supervise five program coordinators (5 total MSWs).

The leadership team meets with each other once a week, on the same day as their all staff meeting. The flow & availability of open communication beyond that is scant and varied. They have a monthly, one-hour, all-staff training on a topic relevant to their work: conflict resolution, non-violent communication, cultural humility & competency, etc.). Training topics are decide

11:40:58 From autumn maxwell : I was assigned to a room and was the only person in the room. Not sure what happened.

11:41:06 From Katherine Cornelius : There are no set expectations of workflow and work/life balance. Everyone, including Monica, is accustomed to working around the clock, seeing clients, sending emails, and responding to texts well into the evening and weekend. The executive director (E.D.) in particular is notorious for being at the office on the weekends. The current E.D. has been in her position for about two years (three years shy of the average tenure for E.D.s). Direct service staff (program coordinators and managers) don't seem to stay too long at We Can Do It; the annual turnover rate for those positions is well over 50%. As a remedy, organizational leadership (leadership team and board of directors) are focused on increasing fundraising to increase staff salaries. Monica is used to the long hours and high energy required to keep things running. She misses out on some social gatherings with friends and family. However, she loves her job and recognizes the sacrifices as requirements of a job well done. She's in regular communication wit

11:41:13 From Sarah Lord : the self-care case study right?

11:41:21 From Katherine Cornelius : her supervisor (deputy director), and they have a good relationship.

Shortly after the school year starts, Monica begins to receive reports of program coordinators who are using more of their PTO recently, disrupting more programming than usual. Her two program managers (both LMSWs) tell her that some of the coordinators have expressed fatigue and difficulty sleeping so they're taking time off to rest. One of the managers expressed similar concerns, including information about how her marriage is Luckily, there's a generous PTO policy so no one is in danger of running out of PTO days. Monica doesn't inquire further, and she takes up the topic at the following week's meeting of the leadership team. The deputy director (non-social worker) echoes Monica's concern and wants to brainstorm ways to investigate the matter further. The executive director (LAPSW) worries that such an

exercise will take time, attention, and resources away from the lofty mission at hand – establishing world peace. After all, the agency

11:41:35 From Brad Palmertree : Thank you, Katherine!

11:41:37 From Katherine Cornelius : After all, the agency has a generous PTO policy and an EAP for just this reason. The team moves on from the topic to discuss next week's fundraising event. Monica follows up with the deputy director; they agree to individually address additional concerns if they are expressed again.

11:43:33 From Tony Nelson Murchison : So sorry for technical difficulty with breakout rooms. First time trying to use these and they didn't quite work as anticipated.

11:44:30 From Cindy's iPhone : it's important to ensure a team care process. Share responsibilities so not one person is doing too much.

11:44:55 From Jamie Pennell : sorry what was your questions again?

11:45:01 From Sarah Lord : Lack of leadership direction on self-care and no direction

11:45:13 From Shannon Tuell : dealing with PTO

11:45:16 From Nicole Wells-Cimmino LCSW : Lack of boundaries

11:45:16 From Kesha.Smotherman@centerstone.org : they violate compliance

11:45:18 From Rebecca Bohner : The ED is not creating a work environment that complies with the Code of Ethics

11:45:26 From Jessica Lavender : ensuring clients receive care and ensuring staff can use PTO

11:45:28 From Jamie Pennell : Poor modeling

11:45:31 From Shannon Tuell : the turn over rate is very high

11:45:35 From Lakeisha : Poor leadership

11:45:35 From Sarah Lord : leadership isn't leading

11:45:37 From Tomo Umer : no support system / procedure to use to help employees

11:45:39 From Kesha.Smotherman@centerstone.org : compliance is discouraged

11:45:42 From Richard Selikoff : work culture

11:45:43 From jsteele : leadership is not in agreement on what to do

11:45:53 From Cindy's iPhone : Discourage compliance and pushes for more

11:45:56 From bethdarby : Obvious burnout shown by turnover

11:45:58 From Buchananc : lack of clarity

11:46:05 From Judy Hall : Lack of showing the worth of the person by assuming they will give up their personal life for their work life.

11:46:12 From Kesha.Smotherman@centerstone.org : boundaries

11:46:16 From Kesha.Smotherman@centerstone.org : talk about it

11:46:20 From jsteele : training

11:46:20 From Sarah Lord : Should develop policy regarding standards

11:46:23 From Freida Herron to Tony Nelson Murchison(Privately) : can you put me back in room 38? had a power blip and lost internet for a couple of minutes

11:46:27 From Buchananc : educate

11:46:28 From Kesha.Smotherman@centerstone.org : bring it up

11:46:28 From Jessica Lavender : a policy and clear strategy

11:46:29 From Kelsey Garner : Training Topics decided by the staff rather than leadership

11:46:31 From Nicole Wells-Cimmino LCSW : Reflective supervision

11:46:33 From bethdarby : Limiting hours by example

11:46:41 From Lakeisha : being forthcoming with supervisors and leadership

11:46:45 From Katherine Cornelius : Yes, create time to discuss. If no time in large group, then in smaller groups

11:46:46 From Judy Hall : lead by example

11:46:50 From Richard Selikoff : overall wellness considerations

11:46:52 From Sarah Lord : Maybe use the extra money to hire more individuals instead of raises - money that isn't life changing rarely reduces turn over

11:47:00 From Kesha.Smotherman@centerstone.org : speak about it in individual supervision with your supervisor

11:47:03 From Susan Roy : Support staff to only work their actual work day

11:47:06 From Kesha.Smotherman@centerstone.org : balance.....

11:47:11 From bethdarby : Leadership should take time off

11:47:11 From Kesha.Smotherman@centerstone.org : turn the phone off, email off

11:47:11 From jsteele : by example

11:47:12 From Mary Linden Salter : another boundary issue - a agency that has world peace as a goal doesn't have very realistic expectations at the outset

11:47:13 From Rebecca Bohner : talk about impacts to organization if there is not a healthy balance

11:47:15 From Kesha.Smotherman@centerstone.org : work a set schedule

11:47:17 From Jamie Pennell : Stop the night time texting

11:47:20 From Makenzey Murr : I like the idea of modeling that people have mentioned. If leadership isn't modeling balance than their workers won't either.

11:47:23 From Jessica Lavender : rotations, shared responsibility

11:47:28 From Katherine Cornelius : by example for sure and set boundaries

11:47:29 From Susan Roy : the culture is toxic at this time

11:47:34 From Kesha.Smotherman@centerstone.org : turn the phone off at night and talk about why you are doing that

11:47:35 From bethdarby : Impact is already being shown by over 50% turnover

11:47:39 From Sarah Lord : Since it is something that is long hours - have schedule and individuals available in shifts, or on call type system.

11:47:39 From Evangeline Bauer iPad : encourage one of the health initiatives for the team

11:47:40 From jsteele : unhappy staff large turnover

11:48:14 From sshilling : Addictive Organization - good book

11:48:23 From Sarah Lord : team meetings, outings for the team.

11:48:25 From Makenzey Murr : regular staff meetings and opportunity to speak freely.

11:48:28 From Jamie Pennell : create a culture that supports knowing what's going on in each others lives.

11:48:30 From jsteele : more activities with staff and leadership

11:48:31 From Rebecca Bohner : create opportunities to encourage healthy organizational culture

11:48:38 From bethdarby : Having a peer supervision group

11:48:42 From Jamie Pennell : Person going through divorce doesn't have support other than PTO

11:48:57 From Sarah Lord : also maybe something that is family inclusive

11:49:17 From Ashia Bridges : Agree

11:49:24 From Katherine Cornelius : We let one staff meeting be focused on connection...group game, trivia, etc.

11:49:32 From Rebecca Bohner : using Enneagram, etc. to help staff learn more about each other and how best to work together and promote healthy organizational culture

11:49:46 From bethdarby : Who knows if the divorcing employee is because of work-life imbalance

11:50:01 From Katherine Cornelius : Yes we do too. It's fun conversation for sure around enneagram

11:50:42 From Teresa Gregory : WHEW...that was a fast 12 minutes!

11:51:18 From Ashia Bridges : Yeah, before all this we alternated topics for team meetings, one would team building and the other would be regular.

11:51:19 From MM : I agree Teresa!

11:51:45 From Anne Crooker : I m a dinosaur In the field (40+ years), What is an ennigram? I am familiar with genogram, but not ennigram.

11:52:09 From Katherine Cornelius : <https://www.enneagraminstitute.com>

11:52:29 From Don McCasland LCSW-CCTP : enneagrams! awesome!!

11:52:35 From Katherine Cornelius : free test
<https://www.eclecticenergies.com/enneagram/test>

11:52:37 From Adriane Matherne : the Enneagram is a personality test that can help people understand the reasons that might be behind actions and reactions

11:52:38 From Katherine Cassata : Hey Don!!!

11:52:43 From Kate Chaffin : We discussed the importance of anti-oppressive trainings for everyone in orgs so that we can move forward with difficult work. This can often take away from financial resources and time with clients, but we have to figure it out!

11:53:01 From marriah mabe : Ennigram is a personality assessment that it fantastic! I've never really liked the other fad personality assessments, but Eannigram is easy and so clear and very comprehensive

11:53:02 From Don McCasland LCSW-CCTP : hey Katherine!!

11:53:20 From Katherine Cassata : hope youre well!

11:53:24 From Kayla Doyle : It can be difficult to create a healthier administrative culture when the executive director is showing by their example that working around the clock is expected. An unhealthy work environment without boundaries isn't acceptable even when PTO, salaries, and EAP are robust. It ends up mimicking the cycle of abuse... poor treatment (working hard 24/7) but here are some nice gifts (PTO, EAP, higher salaries)

11:53:40 From Tony Nelson Murchison : <https://www.enneagraminstitute.com/how-the-enneagram-system-works>

11:53:52 From Don McCasland LCSW-CCTP : you too! I'm doing well. I'll FB message you

11:53:58 From Shannon Cain : I completely agree Kayla!

11:54:02 From sshilling : Love that Kayla

11:54:24 From Sarah Jordan Welch : Work cultures of martyrdom!

11:54:32 From Brittany Jones : WHEW yes

11:54:41 From Ashia Bridges : Exactly Kayla

11:54:47 From Kayla Doyle : Thanks, I'm blushing :)

11:54:57 From Teressa Gregory : YES!

11:55:17 From Ashia Bridges : Yes

11:55:49 From Mary Linden Salter : I send weekend emails to staff but tell them not to open until Monday - can I get a pass?

11:56:04 From sshilling : It puts Monica in a difficult position - she must advocate and find a way to intercept.

11:56:32 From Adriane Matherne : Mary: I think so, as long as the expectation of not responding it stated and known.

11:56:41 From Sharon Davis : TnCare drove the agency needs, which was passed down from director to supervisor, and employees. No way to do PTO, had no EAP salaries were low, due to the funding sources to run the agency. Turnover was high. I left after 6 years in management but could tell I was fighting a losing battle.

11:56:47 From Milissa Hill : The agency has to be healthy. How can refocus to get there. goal for this agency is world peace.... maybe there's a need to regroup and have a more specific mission statement and achievable goals.

11:56:58 From Lori Greene : Thanks so much for the wonderful workshop

11:57:16 From VHAMEMFABELK : thank you for this

11:57:19 From Mary Linden Salter : good to know -

11:57:26 From Paris Palmer : Thank you for this training!!!

11:57:27 From Nicole Wells-Cimmino LCSW : Thanks you so much this was great!!!!!!

11:57:29 From Andrew Lufkin : Thank you!!!!

11:57:29 From Diane Lillington : Amazing, well organized training. Great work!!

11:57:30 From Ashia Bridges : Good info

11:57:34 From Benjamin Garland : Thanks!

11:57:34 From Kimberly : thanks

11:57:35 From Neshea Cundiff : Thank you

11:57:36 From Katherine Griffin : Thank you!

11:57:37 From Kris.Newvine : This was great ! Thank you so so much!

11:57:38 From kathy.stockner : Thanks!! great info!

11:57:38 From Mary Lehman Held : Excellent workshop, thank you!

11:57:38 From Tony Nelson Murchison : Really appreciate the trainers for hosting the training and you all for attending!

11:57:39 From Neshea Cundiff : This was great!!

11:57:41 From Zander Keig, LCSW, BCD : thank you!!!!

11:57:44 From Briel Thompson : Thank you!

11:57:44 From Katherine Cornelius : Yes, thank you all

11:57:47 From Julie Hunt : Thank you for such an intentional, practical and relevant workshop. Grateful!

11:57:48 From Tony Nelson Murchison : Thanks for your patience for the tech issues...

11:57:52 From Charley : Thank you!

11:57:52 From Shanae Pietrzycki : Thank you so much! This was great!

11:57:52 From sreid : enjoyed my time with you all and the content was very helpful!

11:57:52 From Natalie Radtke : Excellent presentation. Thank you!!

11:57:53 From Carri : Best COVID Zoom training so far!

11:57:53 From Gayle Walters : Thank you!!

11:57:54 From Becky : Wonderful presentation! Thanks!

11:57:54 From MM : Thank you!

11:57:54 From Chris Smith : Thank you!

11:57:54 From Stephanie S Weatherstone : Thank you both so much!! This has been great!

11:57:55 From Stephanie : Thank you!

11:57:55 From Celena O'Neal : Great training! Thank you so much! I look forward to an in person conference soon!

11:57:56 From ElizabethCotellese : Excellent training. Thank you!!

11:57:57 From marriah mabe : This has been probably the best Self Care presentation I've been to ever

11:57:57 From sheila.king : Thank you!!

11:57:58 From Stacy Park : appreciate all you guys did for us!!

11:57:58 From Amanda Gandy I she, her, hers : Thank you so much

11:57:59 From Chaquita Shannon : This was a very informative webinar...thank you all so much!

11:58:00 From Christine Pellenz : THANK YOU

11:58:01 From Susan Bryant : Thank you everyone! Great training!

11:58:01 From Kathy Douthat : Enjoyed it!

11:58:01 From Kevin Cuchia LCSW : Thank you!

11:58:02 From Kayla Doyle : Thank You All!

11:58:03 From Sheri Wammack : great training

11:58:03 From Lesley Muenzen : Great job. Thanks!

11:58:03 From Caitlin McElvenny : Thank you so much!

11:58:05 From Teressa Gregory : Thank you guys!!!

11:58:07 From Debbie Abrams-Cohen : Thank you for this training. I enjoyed it.

11:58:07 From Phyllis Thompson : Thank you

11:58:07 From Brittany Jones : thank so much!

11:58:07 From Kate Chaffin : Y'all rock! Thanks!!!

11:58:07 From klagrange : Thank you guys so much!

11:58:08 From jantal : excellent presentation. thanks!

11:58:09 From Freida Herron : Great job - much needed

11:58:09 From Elizabeth Golliher : Thank you so much!

11:58:11 From ci11067 : this was useful to me. thanks.

11:58:11 From MM : It was lovely seeing familiar faces!

11:58:12 From jsteele : Thank you learned a lot.

11:58:14 From VHACHAPayneA1 : Thanks!

11:58:15 From LMClabo : Thank you! This was a very good presentation!

11:58:17 From Bethany Farmer : Thank you.

11:58:17 From Amy Raper : Thank you! Great training!

11:58:17 From Shelby's iPad : Thank you!

11:58:17 From Pat Taylor : Awesome!! Thanks

11:58:17 From Lin Rankin : Thank you - this was interesting but also fun!

11:58:18 From Lanalle Darden : Thank you. Great session.

11:58:18 From Liz Barry : Thank you!!

11:58:18 From Carol Rabideau : Thank you. Very timely.

11:58:20 From janisca.williams@nashville.gov : thank you so much.. it was so good!

11:58:21 From Harper Trevathan : Thank you SO much!!

11:58:21 From HANDBL : Thank you. :)

11:58:21 From Kristen : Thank you! Such important information!

11:58:25 From acsuser1 : Thank you I wish all of my coworkers could have been listening.

11:58:26 From Shannon Tuell : Thank you for providing this!!!

11:58:28 From A.H.B. : This training had so many fun details. I loved it!!

11:58:29 From Sharon Davis : Very good for me...

11:58:29 From sreid : Thanks for the invite Tony! I appreciate you thinking about me!

11:58:30 From Leticia : Great training! thank you very much. How can we obtain CEUs for this?

11:58:32 From VICKI SPINOSA : Often it becomes about the "numbers" ~ how many visits/clients seen = \$\$'s. As "staff" we don't have the the ability to exercise what we may know are healthy boundaries.

11:58:32 From Deena Ballard : thank you for offering this training.... I will talk to my intern this fall about the self-care plan!!!

11:58:33 From Shannon Cain : Thank you so much! Great training!

11:58:33 From Anne Crooker : In my 40+ years of practice, this was one of the best, encouraging, and meaningful seminar I've attended. Only wish it could have been in person. Thanks.

11:58:33 From Kimberly Renee Page : Great training! Best Ethics I've attended in a while. Thanks

11:58:34 From Keith : Thanks for putting this on! You all rock!

11:58:34 From Cindy's iPhone : thanks

11:58:37 From Lakeisha : Great conversation and resources!

11:58:50 From stephanie.johnson : Thank you!

11:58:50 From Deanna Reese : Great training...Thank you!!!

11:58:51 From Sukey Steckel : Thank you all so much!!

11:58:52 From hannah : thank you!

11:58:53 From wmclintondavis : Is there a certificate for our hours

11:58:54 From dathomps : Thank you!

11:58:58 From GWILDE : Thank you for offering this opportunity

11:58:59 From Karen Thomas : Thank you so much for this training

11:59:00 From trlynn : Thank you

11:59:00 From Christina Perkins : Thanks! :)

11:59:02 From chelseabailey : Thanks so much!

11:59:03 From Marcea Marable's iPhone : thank you guys so much

11:59:03 From Susan Roy : This was a great training, thank you

11:59:05 From Gabrielle Blake : Great training! Thank you so much!!

11:59:09 From Tomo Umer : Thank you!

11:59:10 From Suzanne Mayo : Thank you!!

11:59:10 From Jamie Elzie : Great training! Thanks :)

11:59:14 From Chinelo : Thank you for this informative and helpful training!

11:59:15 From Paige Martin : Thank you! Happy Friday everyone :)

11:59:29 From Meadowbrook RSC : Thank You! This was wonderful! Cecilia Whittington

11:59:30 From devonda curry : this was perfect and needed

11:59:31 From Danielle H : Thank you Adrienne and Tony and Brad!

11:59:41 From Stephanie : Thank you - Fabulous in-service!!!!

12:00:01 From Cynthia J. Finch : Cynthia J. Finch from Knoxville, TN

12:00:51 From Anne Crooker : You will send an email with evaluation?