**Personal growth factors**

- Rely on professional education and training
- Use personal strategies to balance work/life
- Use physical self care
- Use mental self care
- Use support from friends and community
- Use support from co-workers
- Use journaling or reflection

**Agency growth factors**

- Exert control over my job
- Schedule obligations where possible
- Use agency self-care options
- Use employee assistance programs
- Enlist supervisory support and reflection
- Increase communication
- Use agency health and safety committee
- Report excessive hazards
- Tap into supportive culture
- Get specialized training

**Hazards/Risks**

- Potential lack of reward
- Lack of discussion of key/taboo issues
- Lack of sufficient staff
- Possible work/life conflict
- Possible values conflict
- Lack of decision-making capability
- Potential put-downs, bullying, gossip
- Task outside of my agency role

**Stage 1: Meeting**

- Risk
- Growth

**Stage 2: Learning**

- Risk
- Growth

**Stage 3: Planning**

- Risk
- Growth

**Stage 4: Monitoring**

- Risk
- Growth

**Stage 5: Sharing**

- Risk
- Growth

**Stage 6: Releasing**

- Risk
- Growth

Source: Healthy Workplaces for Helping Professions, hwph.ca, 2016
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