

# **Wisconsin Public Psychiatry Network Teleconference (WPPNT)**

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# WPPNT Reminders

## How to join the Zoom webinar

- **Online:** <https://dhs.wi.zoomgov.com/j/1606358142>
- **Phone:** 669-254-5252
- Enter the Webinar ID: 160 635 8142#.
  - Press # again to join. (There is no participant ID)

## Reminders for participants

- Join online or by phone by 11 a.m. Central and wait for the host to start the webinar. Your camera and audio/microphone are disabled.
- [Download or view the presentation materials](#). The evaluation survey opens at 11:59 a.m. the day of the presentation.
- Ask questions to the presenter(s) in the Zoom Q&A window. Each presenter will decide when to address questions. People who join by phone cannot ask questions.
- Use Zoom chat to communicate with the WPPNT coordinator or to share information related to the presentation.
- Participate live or view the recording to earn continuing education hours (CEHs). Complete the evaluation survey within two weeks of the live presentation and confirmation of your CEH will be returned by email.
- A link to the video recording of the presentation is posted within four business days of the presentation.
- Presentation materials, evaluations, and video recordings are on the WPPNT webpage: <https://www.dhs.wisconsin.gov/wppnt/2022.htm>.

# Substance Use Disorder(SUD) Clinical Supervision and Practitioner Burnout

Presented by:

Dan Bizjak, LCSW, ICS,CSAC



# Introduction

- RAP-WI President
- NAADAC Student Committee
- NBCC/NAADAC Mentor



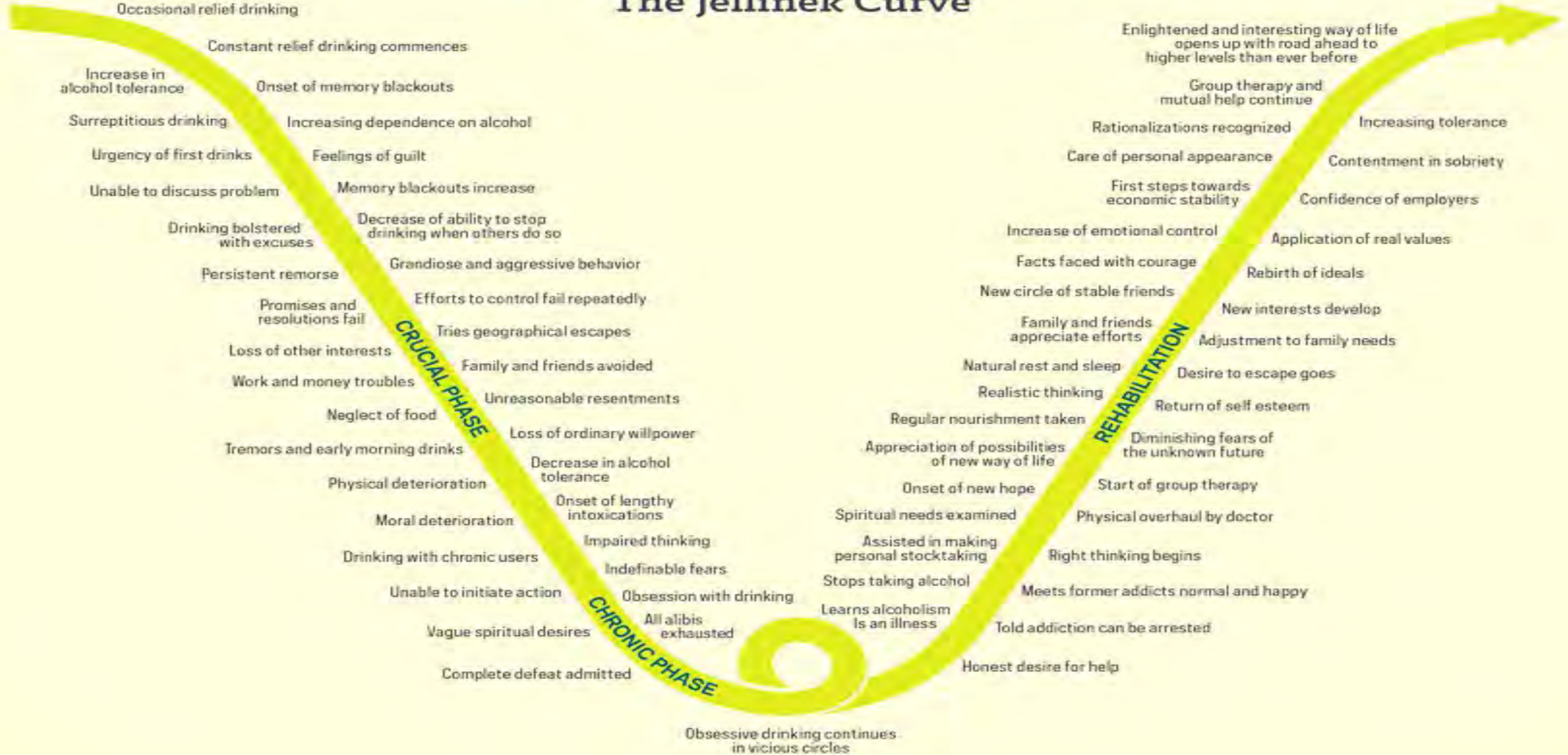






# Addiction and Recovery

## The Jellinek Curve



# Psychology Today

“Burnout is a state of emotional, mental, and often physical exhaustion brought on by prolonged or repeated stress. Though it’s most often caused by problems at work, it can also appear in other areas of life, such as parenting, caretaking, or romantic relationship.”



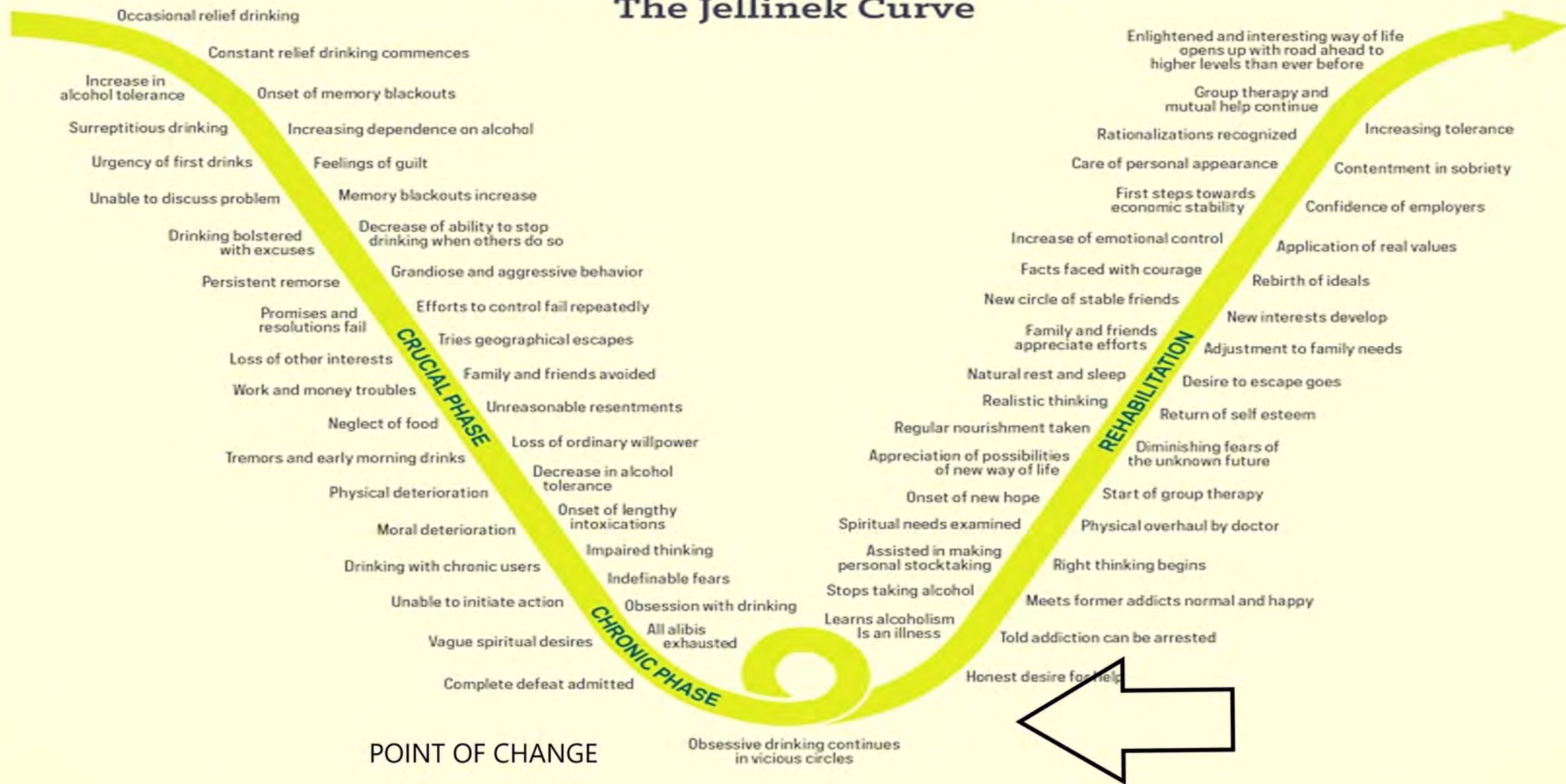
# Clinical Impacts

- Minimal to no motivation
- Mood dysregulation
- Lack of compassion (compassion fatigue)
- Calling in sick or tardy
- Cancelling appointments
- Keeping office door shut
- Isolation from team



# Addiction and Recovery

## The Jellinek Curve



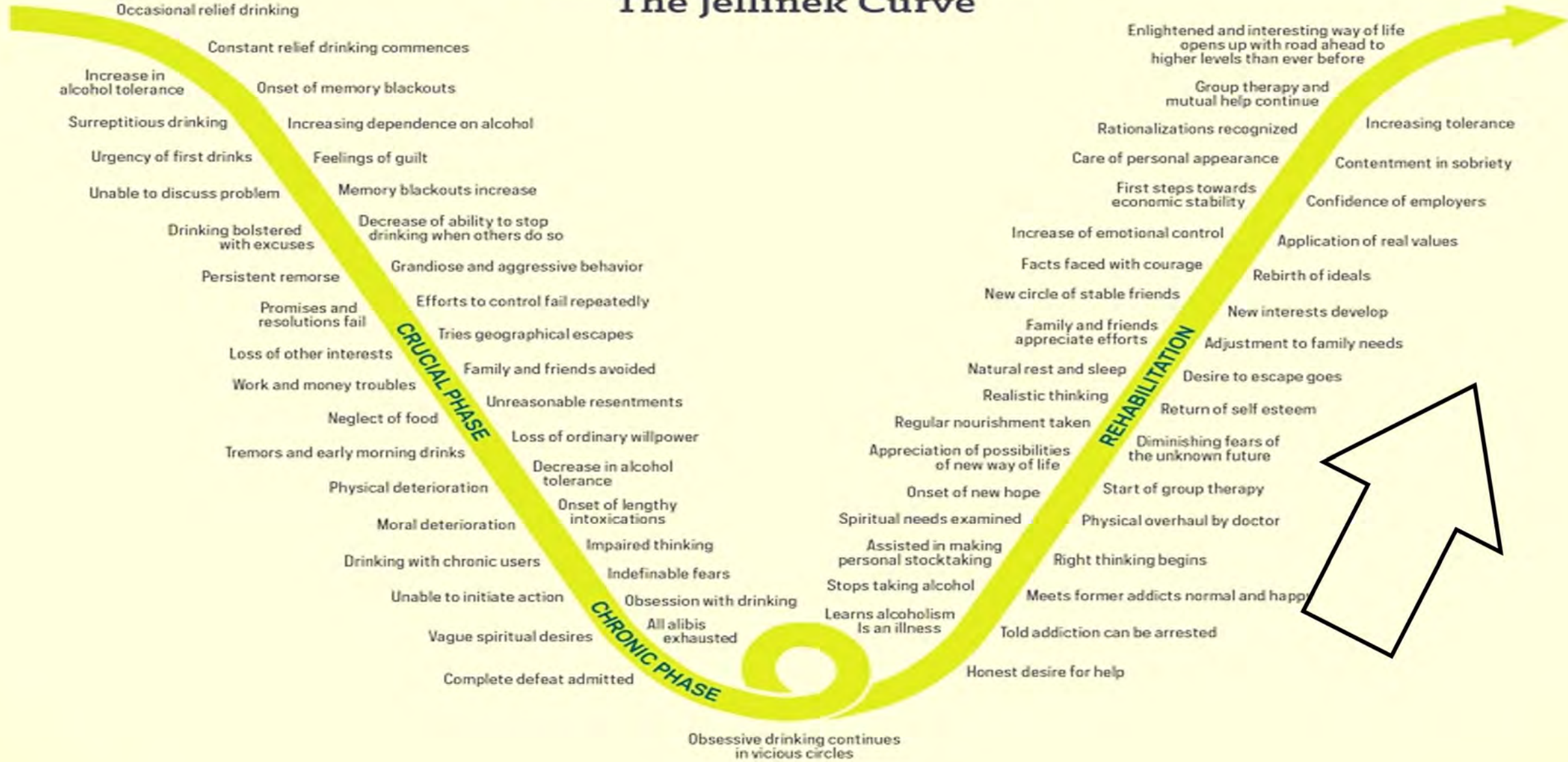






# Addiction and Recovery

## The Jellinek Curve

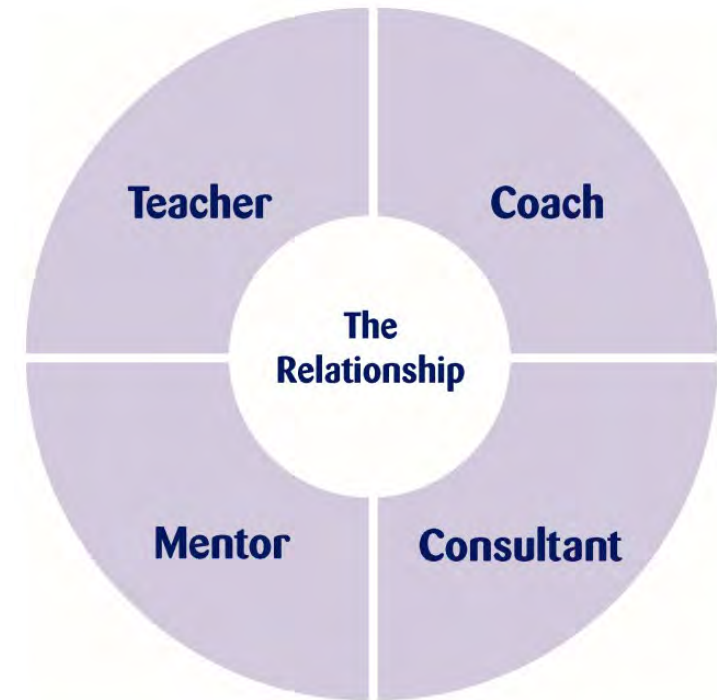


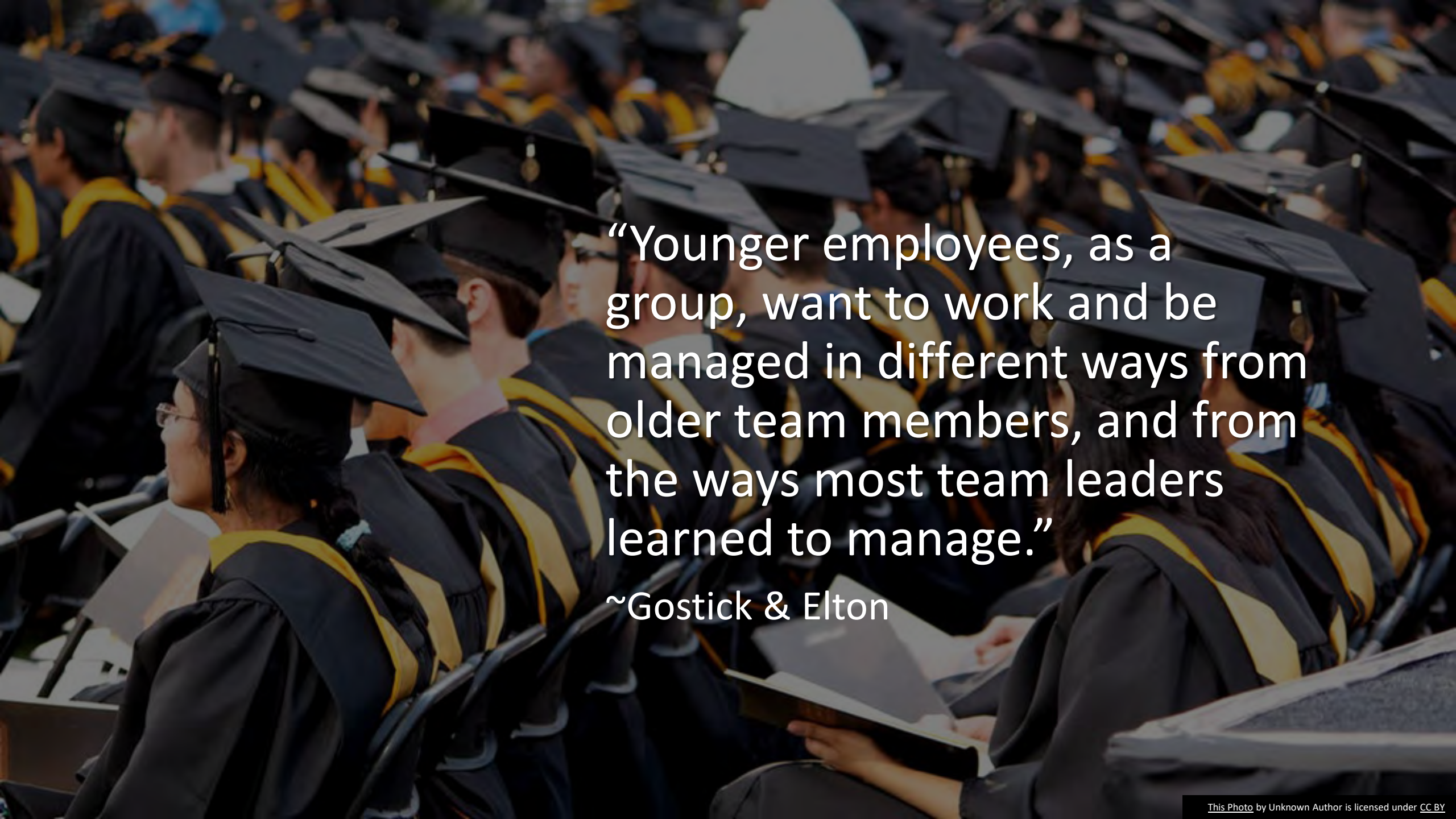


# Role of a Clinical Supervisor

- **Teacher** – Assist in development of skills and knowledge.
- **Mentor** - role modeling, train, and support the professional identity.
- **Coach** – provide morale building, assess strengths, needs areas, and cheerleader.
- **Consultant** – monitoring performance, assessing counselor, oversight.

~TIP 52





“Younger employees, as a group, want to work and be managed in different ways from older team members, and from the ways most team leaders learned to manage.”

~Gostick & Elton

# Six Conversations

1. What's expected of me?
2. What and how should I develop?
3. How am I doing?
4. How did I do?
5. How will I be rewarded?
6. What's next for me?

~King, pg. 6

# Qualities of Effective Clinical Supervision

- Demonstrates empathy, positive regard and genuineness
- The ability to create a safe learning environment.
- The ability to communicate effectively.
- The ability to be open, approachable, and supportive.
- **Models ethical behavior.**
- Decision-making and problem-solving skills.
- The exercise of judgement in understanding a situation and to execute an appropriate plan of action.
- Openness to examine one's own biases and attitudes.
- Effective time management and organizational skills
- **A sense of humor, humility, and balance in life.**





- “Quality clinical supervision is founded on a positive supervisor – supervisee relationship that promotes client welfare and the professional development of the supervisee”

~TIP 52

Building the Relationship Rule #1

Take time to get to know  
your supervisee.

Building the Relationship Rule #2

Identify the expectations  
together

# Building the Relationship Rule #3

## Identify Goals

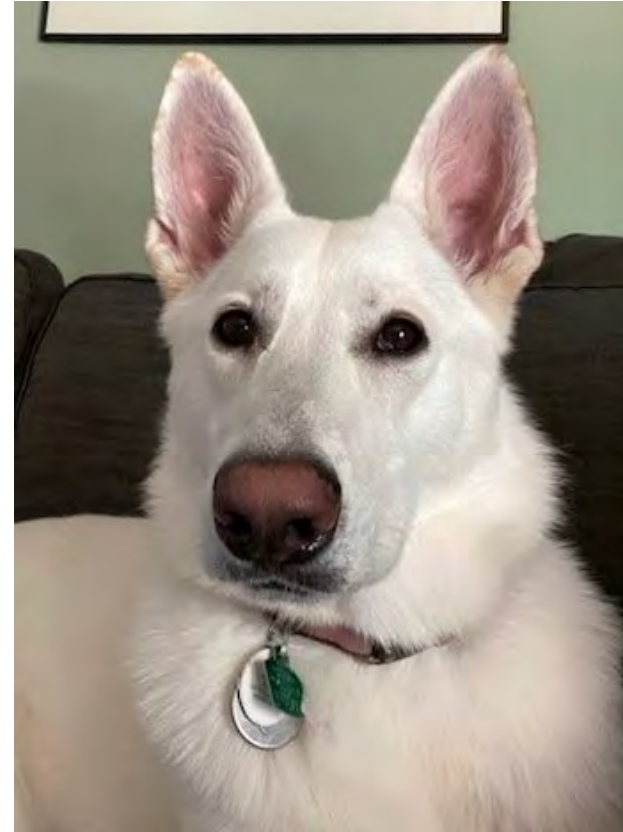
- SMART
- Team approach
- Supporting individuals to reaching goals
- Strength / barriers
- Personal & Professionally
- Ask what they need from you as a CS at every session.



# Building the Relationship Rule #4



Be  
Human





# Key Strategies to Energize Staff

(ADMIN)

~Gostick & Elton

- Adopt simple rituals of recognition.
- Institute transparency of team challenges.
- Foster direct relevant learning.
- Clear communication to the team of the meaning of their work.

# Adopt simple rituals of recognition

 Applaud attempts

 Do it now

 Do it often

 Be specific

 Clearly reinforce key values

 Formally celebrate significant outcomes

 Take a S.T.E.P.



# Institute transparency of team challenges

- Roll with resistance (MI)
- Active Listening
- Team approach to problem solving
- Use member strengths.

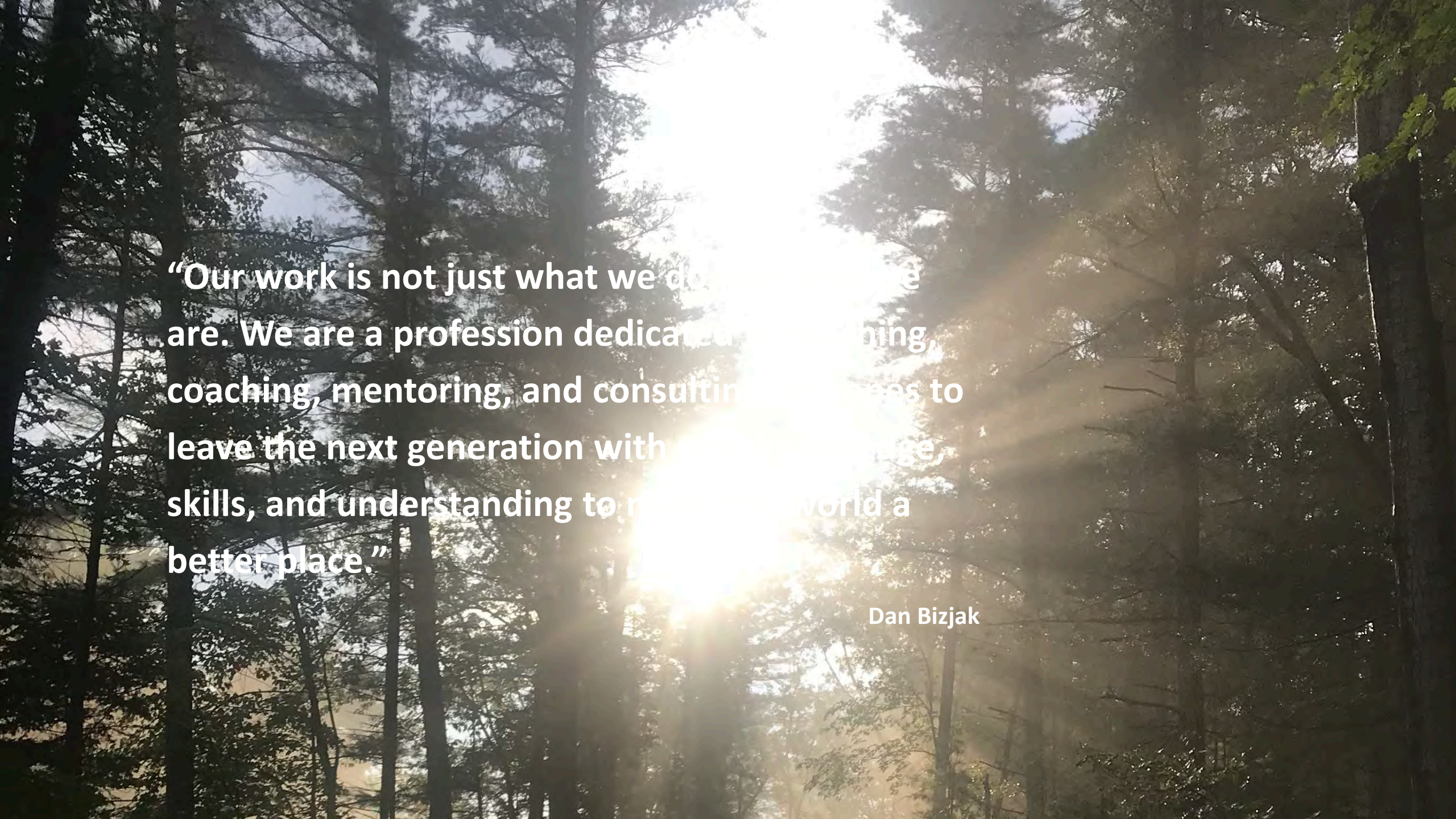
Foster direct  
relevant  
learning

- Subject Matter Experts (SME's)
- Use of IDP's in Trainings
- Have fun with learning.

Clear communication  
to the team of the  
meaning of their  
work.

- How do I fit in?
- What is the bigger picture?
- Transparency is key



A photograph of a forest with sunlight filtering through the trees, creating a warm, golden glow. The sun is positioned in the upper center, casting rays of light across the scene. The trees are tall and thin, with their branches and leaves silhouetted against the bright light. The overall atmosphere is peaceful and inspiring.

**“Our work is not just what we do, it’s who we are. We are a profession dedicated to teaching, coaching, mentoring, and consulting our students to leave the next generation with knowledge, skills, and understanding to make the world a better place.”**

**Dan Bizjak**







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