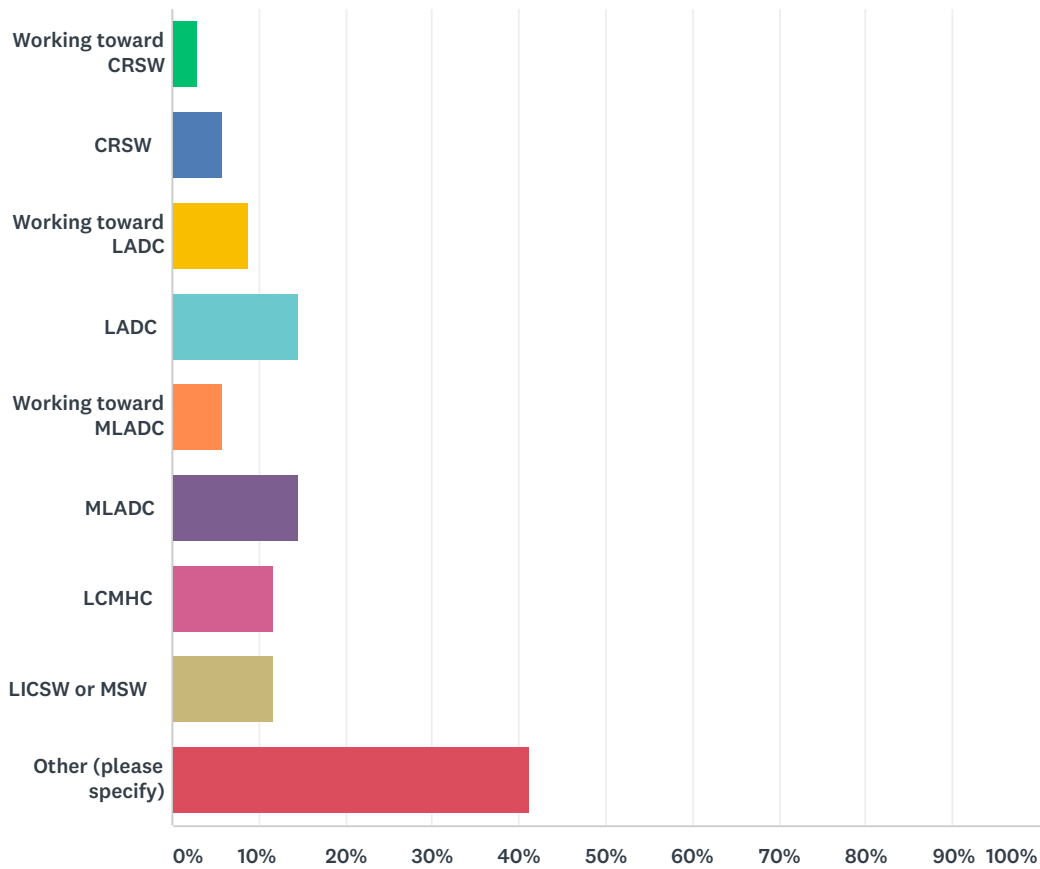


# Q1 All of your responses will be anonymous unless you include your name in one of the narrative responses. What are your credentials?

Answered: 34 Skipped: 0



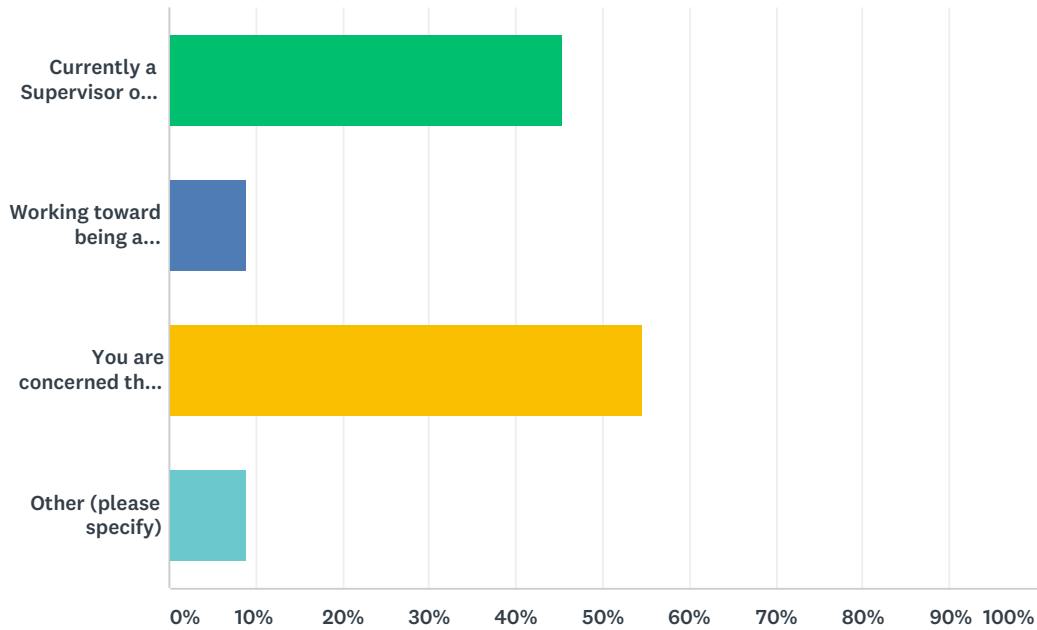
ANSWER CHOICES	RESPONSES
Working toward CRSW	2.94% 1
CRSW	5.88% 2
Working toward LADC	8.82% 3
LADC	14.71% 5
Working toward MLADC	5.88% 2
MLADC	14.71% 5
LCMHC	11.76% 4
LICSW or MSW	11.76% 4
Other (please specify)	41.18% 14
Total Respondents: 34	

#	OTHER (PLEASE SPECIFY)	DATE
1	MD	12/27/2017 11:09 AM

2	CPHQ	12/22/2017 2:33 PM
3	MD - family physician	12/21/2017 4:42 PM
4	PA-C	12/21/2017 4:35 PM
5	ARNP	12/21/2017 4:02 PM
6	School Counselor	12/20/2017 11:45 AM
7	B.S.	12/20/2017 11:05 AM
8	Provider	12/19/2017 7:47 AM
9	Jail Program Sergeant	12/18/2017 2:48 PM
10	working toward my Mental health Counseling license	12/18/2017 12:25 PM
11	LNHA	12/18/2017 11:43 AM
12	Primary Care Practice Manager	12/18/2017 10:14 AM
13	Certified police officer	12/16/2017 8:40 PM
14	working toward MSW/LICSW	12/16/2017 9:06 AM

## Q2 Supervision responsibility

Answered: 33 Skipped: 1

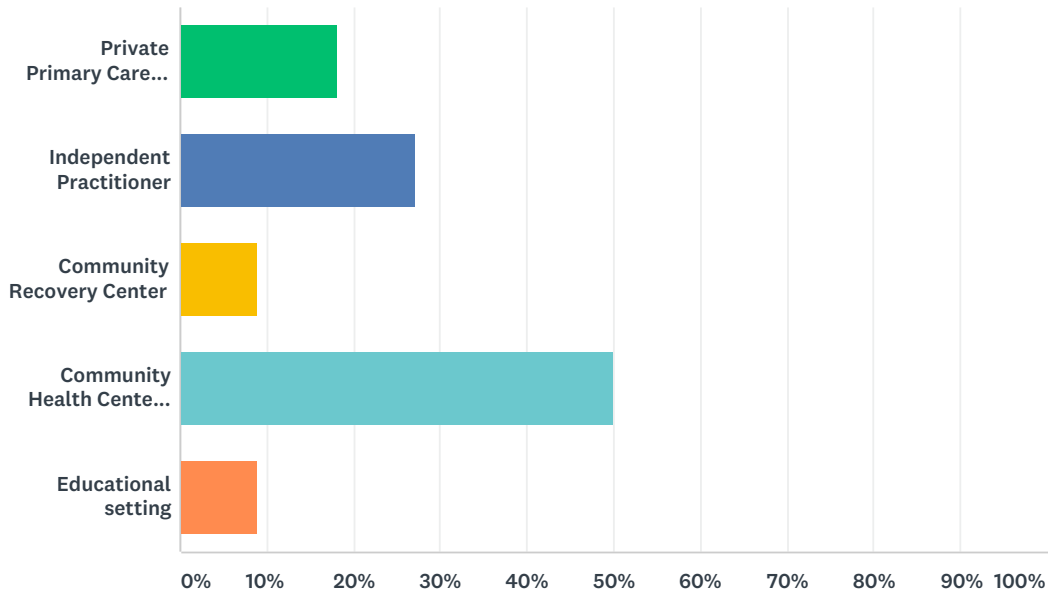


ANSWER CHOICES	RESPONSES	
Currently a Supervisor or have some Supervisory responsibilities	45.45%	15
Working toward being a Supervisor	9.09%	3
You are concerned that workforce shortages impact patient care, and at times may compromise patient safety	54.55%	18
Other (please specify)	9.09%	3
Total Respondents: 33		

#	OTHER (PLEASE SPECIFY)	DATE
1	Not currently supervising	12/18/2017 11:33 AM
2	Management	12/18/2017 10:14 AM
3	Chief of Police	12/16/2017 8:40 PM

### Q3 What is the setting of your practice?

Answered: 22 Skipped: 12

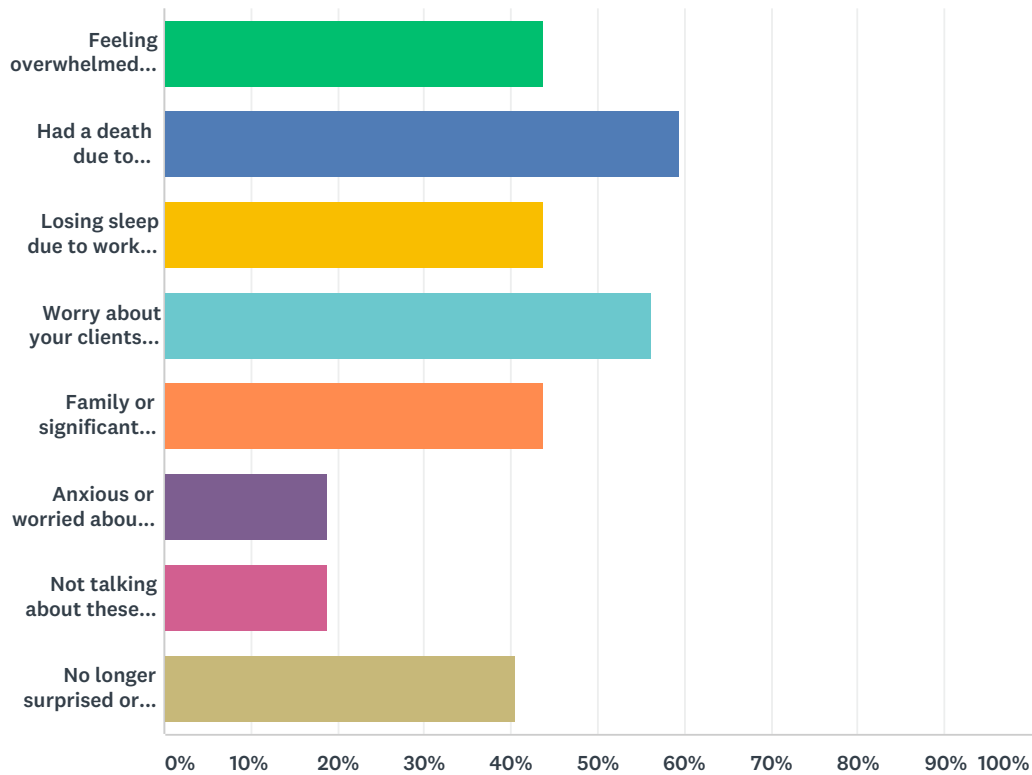


ANSWER CHOICES	RESPONSES	
Private Primary Care Office	18.18%	4
Independent Practitioner	27.27%	6
Community Recovery Center	9.09%	2
Community Health Center or Federally Qualified Healthcare Organization	50.00%	11
Educational setting	9.09%	2
Total Respondents: 22		

#	OTHER (PLEASE SPECIFY)	DATE
1	Hospital with multi-specialty practices	12/22/2017 2:33 PM
2	Residential Treatment Facility for Substance Misuse Disorders	12/20/2017 11:05 AM
3	Residential Treatment Center	12/20/2017 11:04 AM
4	Mental Health Facility	12/19/2017 1:59 PM
5	County Govt.	12/19/2017 8:57 AM
6	Correctional facility	12/18/2017 7:11 PM
7	County Jail	12/18/2017 2:48 PM
8	prison	12/18/2017 1:21 PM
9	Corrections	12/18/2017 1:13 PM
10	SNF/NF	12/18/2017 11:43 AM
11	Federally funded program for undocumented children	12/18/2017 11:33 AM
12	VAH - Non-Profit Healthcare facility - Primary Care	12/18/2017 10:14 AM
13	Police department	12/16/2017 8:40 PM

### Q4 Are any of the following true for you? Adapted from Overcoming Compassion Fatigue: A Practical Resilience Workbook (Teater & Ludgate, 2014) and Professional Quality of Life: Compassion Satisfaction & Fatigue (ProQOL) version 5 (Stamm, 2009)

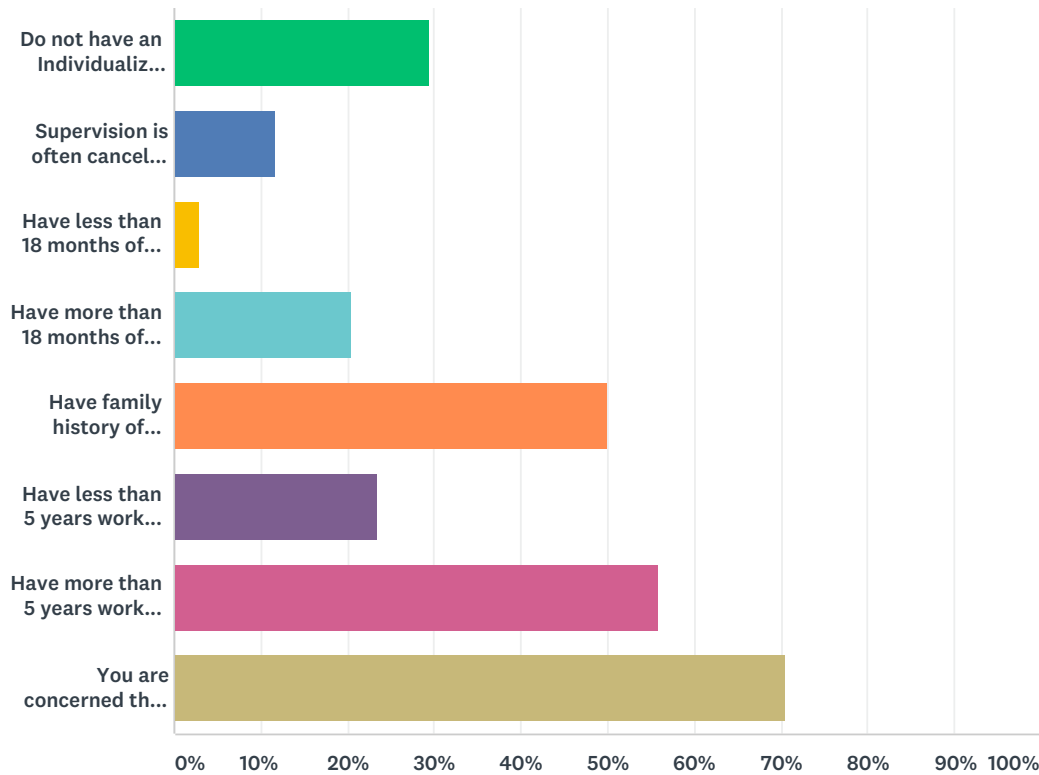
Answered: 32 Skipped: 2



ANSWER CHOICES	RESPONSES	
Feeling overwhelmed with your workload	43.75%	14
Had a death due to overdose, suicide, suicide attempt in your caseload or in your family	59.38%	19
Losing sleep due to work related stress	43.75%	14
Worry about your clients while not at work	56.25%	18
Family or significant other has said you spend too much time involved with work	43.75%	14
Anxious or worried about receiving poor job performance evaluation as result of talking about your experience with any of the above	18.75%	6
Not talking about these experiences in supervision or peer collaboration	18.75%	6
No longer surprised or emotionally moved to hear of overdose, death from overdose, suicide or suicide attempt	40.63%	13
Total Respondents: 32		

**Q5 Select what is true for you about Supervision and life experience:  
(Research being compiled by Dr. Tana Bridge, PhD of Eastern Michigan University School of Social Work indicate long-term life experience in recovery increases resiliency of workers in time of crisis and chronic work-life stressors)**

Answered: 34 Skipped: 0



ANSWER CHOICES	RESPONSES	
Do not have an Individualized Supervision Agreement	29.41%	10
Supervision is often canceled or interrupted	11.76%	4
Have less than 18 months of sobriety	2.94%	1
Have more than 18 months of sobriety	20.59%	7
Have family history of violence, neglect or substance misuse	50.00%	17
Have less than 5 years working with Substance Use Disorders	23.53%	8
Have more than 5 years working with Substance Use Disorders	55.88%	19
You are concerned that workforce shortages impact patient care, and at times may compromise patient safety	70.59%	24
Total Respondents: 34		

## Q6 Please describe what gives you hope in your job.

Answered: 34 Skipped: 0

#	RESPONSES	DATE
1	patients in recovery	12/27/2017 11:09 AM
2	When clients become involved in their own recovery and are able to access resources they need.	12/26/2017 10:43 AM
3	success stories!	12/22/2017 2:33 PM
4	More patients and families are reaching out for support. The facility I work at supports me and my patients.	12/22/2017 8:40 AM
5	My personal relationships with my patients and feeling like I am making a positive difference in their lives. Colleagues who are supportive and have a good sense of humor.	12/21/2017 4:42 PM
6	Rejoicing in the small percentage of folks who successfully get out from under the burden of substance abuse	12/21/2017 4:35 PM
7	I have one patient who is > 1 year in recovery. There are people who are adopting children in need.	12/21/2017 4:02 PM
8	Just the hope that things will get better one day and hearing from at least one patient that I have helped them through their life experience, and watching patients learn and utilize their own strengths.	12/21/2017 4:00 PM
9	seeing communities and agencies working together	12/20/2017 12:29 PM
10	The willingness of co-workers to change procedures to better address student needs. Also, the fact that students do have resiliency and having the flexibility to change programing to meet the students strengths.	12/20/2017 11:45 AM
11	That we save more clients than we lose.	12/20/2017 11:05 AM
12	I have to say despite the drawbacks, I love my job. i enjoy working with people and seeing them grow and change.	12/20/2017 11:04 AM
13	Occasional success	12/19/2017 1:59 PM
14	The belief that every person has the ability to live a more meaningful life. I also believe in the simple power of human connection to create hope.	12/19/2017 12:51 PM
15	Clients who are willing to gain insight and make positive changes in their life.	12/19/2017 10:03 AM
16	tomorrow is always a new day	12/19/2017 8:57 AM
17	My faith	12/19/2017 7:47 AM
18	Connection, building trust	12/18/2017 8:16 PM
19	When a client has a recovery plan that includes treatment after release from prison.	12/18/2017 7:11 PM
20	Everyday I have a chance to make a positive impact in someones life and possibly even save a life.	12/18/2017 2:48 PM
21	When someone does well in there recovery.	12/18/2017 1:21 PM
22	Seeing clients getting sober	12/18/2017 1:13 PM
23	If I am able to make a difference in one person's life, that gives me hope	12/18/2017 12:25 PM
24	My employer ACHS seems to have quality of healthcare as a priority.	12/18/2017 12:19 PM
25	The knowledge that there are individuals that need my help.	12/18/2017 11:43 AM
26	I currently provide telehealth medication assisted treatment to NH clients 1. When an undocumented child is placed with a good sponsor 2. When a patient "gets" sobriety 3. When a patient verbalizes new insights and understanding from my work	12/18/2017 11:33 AM
27	I am able to provide support to others	12/18/2017 10:17 AM

28	That we are currently heavily recruiting to have more mental health providers at our facility	12/18/2017 10:14 AM
29	i see people everyday get sobriety/recovery.	12/17/2017 11:49 AM
30	Communities and multi discipline cooperation working together to bring people towards recovery.	12/16/2017 8:40 PM
31	THAT WE ARE MOVING MORE TOWARDS TREATING THE WHOLE PERSON AND THEIR FAMILY.	12/16/2017 4:50 PM
32	Seeing patients overcome barriers and gain in upward momentum in their everyday lives	12/16/2017 9:06 AM
33	With current development of the PRSS workforce I am hopeful the collaborative effort between medical and behavioral health will continue to build upon the recovery oriented system of care. I am hoping the ability to transition patients and clients to community bases recovery support services will continue to grow as available PRSS does.	12/16/2017 8:40 AM
34	Recognizing how small acts of kindness can make a big difference	12/16/2017 1:24 AM



## Q7 Please describe what is most discouraging in your job.

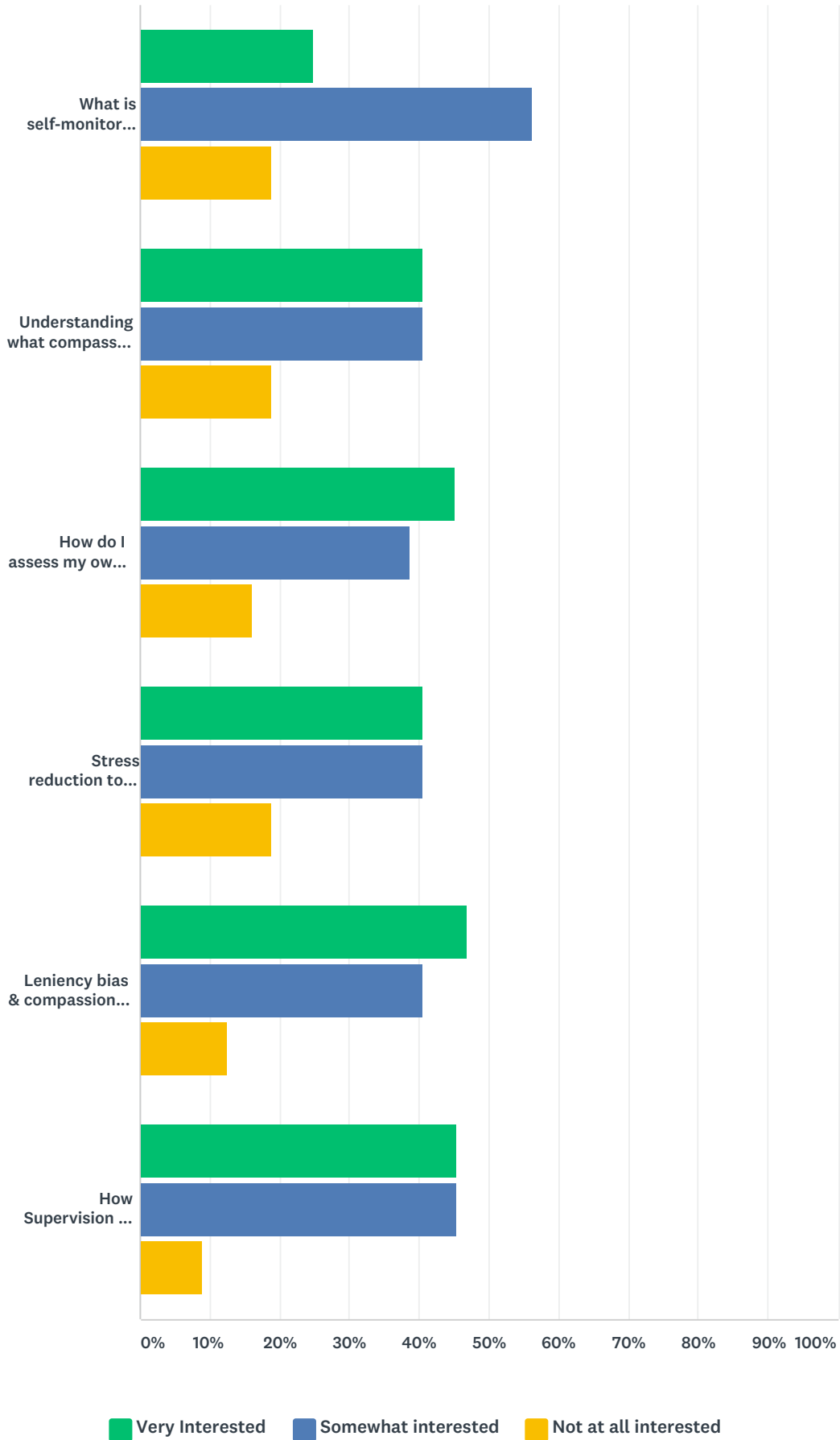
Answered: 34 Skipped: 0

#	RESPONSES	DATE
1	political climate risking expanded medicaid and other resources for our community	12/27/2017 11:09 AM
2	When clients are not able to access resources they need. Hearing of more deaths of addicts.	12/26/2017 10:43 AM
3	that resources are limited, which means we can't help all of the people, all of the time	12/22/2017 2:33 PM
4	The sheer number of patients and families affected by this crisis and the lack of resources available to them.	12/22/2017 8:40 AM
5	Documentation requirements which make no contribution to patient well being. Patients who seem less invested in their future health than I am.	12/21/2017 4:42 PM
6	The sheer volume of relapse and patient dishonesty.	12/21/2017 4:35 PM
7	Lack of resources for chronic pain and addiction. Lack of insurance coverage for patients with addicton. Lack of psychiatry services. long waits to get into therapy.	12/21/2017 4:02 PM
8	People who want their lives to change, but don't want to do the work.	12/21/2017 4:00 PM
9	systems are becoming increasingly complex, bureaucratic and think of people in terms of ones condition rather than a people with multiple interwoven needs	12/20/2017 12:29 PM
10	Peers who judge individuals in a black and white manner.	12/20/2017 11:45 AM
11	Lack of resources for program development. Low wages. Lack of technology available for teletraining. Staffing shortages.	12/20/2017 11:05 AM
12	I find that we are constantly in a crisis mode. We continually do our best to provide quality care for our clients, yet are met with extreme challenges presented by a lack of quality workers at the ground level on up. We are also stretched thin due to the ridiculous amount of legislation which turns into duplication of paperwork which takes away from contact hours with the clients. Also, the pay sucks so why would people be attracted to a high stress, highly regulated environment that lacks supportive resources?	12/20/2017 11:04 AM
13	Clients cancelling due to probable using or lack of commitment.	12/19/2017 1:59 PM
14	It is difficult that more of our focus is not on the importance of early childhood experiences as a preventive measure. I wish prevention was talked about as much as reactively treating. My hope is that functional medicine - a more holistic approach to how we look at wellbeing (e.g., diet, exercise, social connections) will be increasingly more recognized. I also wish we talked more about particularly difficult topics, such as shame (Brene Brown's work is an inspiration) as it is a breeding ground for addictive behaviors (not just substances, yet anything to avoid/numb/distract).	12/19/2017 12:51 PM
15	People who do not show up for appointments and give no notice of such.	12/19/2017 10:03 AM
16	never ending growing caseload	12/19/2017 8:57 AM
17	Blaming mentality	12/19/2017 7:47 AM
18	feeling unskilled when clients do not improve	12/18/2017 8:16 PM
19	The workload, pressures of documentation requirements, policies with barriers re Medicated Assisted Treatment, peers and supervisors who are also overloaded and I don't want to bother them.	12/18/2017 7:11 PM
20	The tail wags the dog. I feel like I spend more time documenting why something is / or needs to be done than I do helping the clients.	12/18/2017 2:48 PM
21	systems not working together such an mental health, medical and substance use	12/18/2017 1:21 PM
22	lack of staff and bed space	12/18/2017 1:13 PM
23	I think it is the lack of counselors in this field and the fact that there does not seem to be an understanding of that from the average person.	12/18/2017 12:25 PM

24	I am new so this is not relevant yet, but my previous two jobs put company profits ahead of patient safety or quality of care.	12/18/2017 12:19 PM
25	The knowledge that there are fewer and fewer individuals wanting to work in LTC and that the LTC population is moving more towards mental health/substance abuse population and there are very limited resources for that population.	12/18/2017 11:43 AM
26	Work load, lack of understanding by management about the importance of clinical supervision	12/18/2017 11:33 AM
27	Heavy workload	12/18/2017 10:17 AM
28	Not having enough mental health providers on staff or in our community.	12/18/2017 10:14 AM
29	we have little resources.there is a lot of talk from many sources about the "problem" but we need money to develop programs and pat the people in the profession reasonable wage to encourage new people to join the profession.	12/17/2017 11:49 AM
30	Lack of adequate funding	12/16/2017 8:40 PM
31	THAT PEOPLE ARE NOT TRAINED IN REDUCING STIGMA AND TREATING ADDICTS LIKE HUMANS	12/16/2017 4:50 PM
32	lack of supervision, micromanagement, lack of integrated behavioral health	12/16/2017 9:06 AM
33	Seeing the lack of immediate crisis support in critical windows of opportunity when someone is ready to address their SUD. Transportation is a major barrier.	12/16/2017 8:40 AM
34	Feeling unrecognized and watching my clients struggle with ongoing barriers to treatment	12/16/2017 1:24 AM

**Q8 If you answered "yes" to any of the above, you could be at risk and  
YOU ARE NOT ALONE! Which of the following are you interested in  
learning more about:**

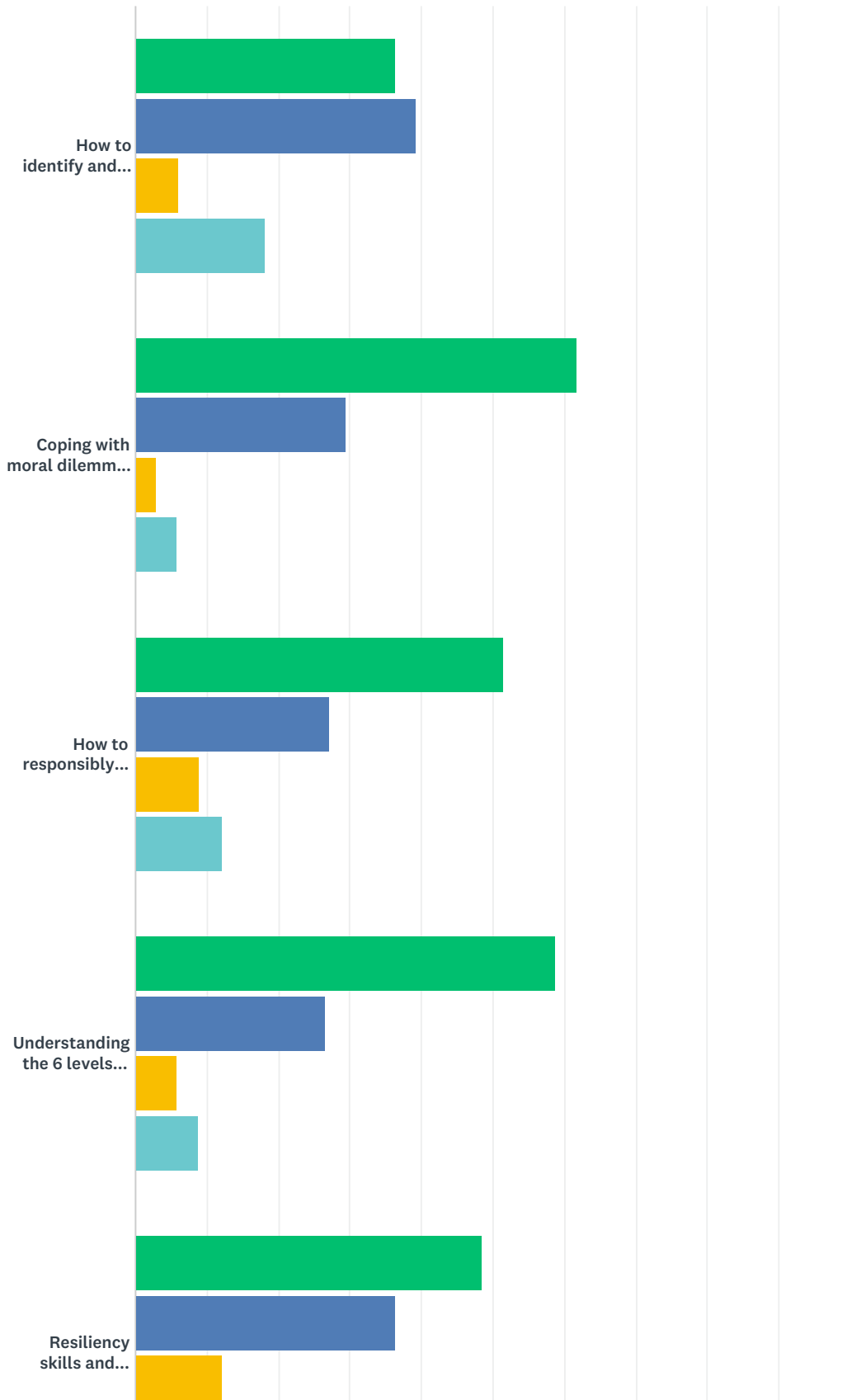
Answered: 34 Skipped: 0

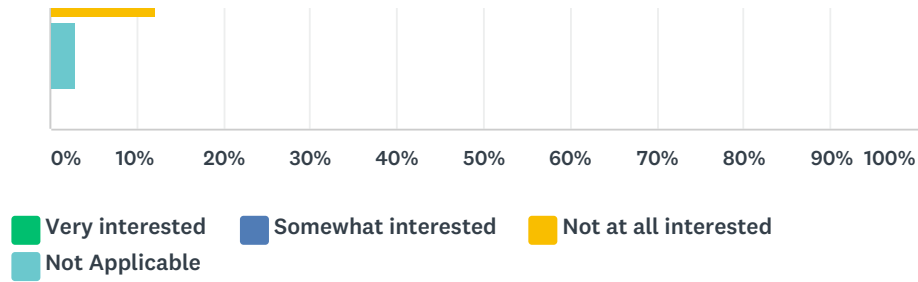


	VERY INTERESTED	SOMEWHAT INTERESTED	NOT AT ALL INTERESTED	TOTAL
What is self-monitoring and how is it an ethical response to stress.	25.00% 8	56.25% 18	18.75% 6	32
Understanding what compassion fatigue, vicarious trauma, and burn-out are.	40.63% 13	40.63% 13	18.75% 6	32
How do I assess my own risk factors for compassion fatigue, vicarious trauma, and burn-out.	45.16% 14	38.71% 12	16.13% 5	31
Stress reduction to safely manage these symptoms	40.63% 13	40.63% 13	18.75% 6	32
Leniency bias & compassionate truth telling	46.88% 15	40.63% 13	12.50% 4	32
How Supervision & Peer Collaboration can be Circles of Resilience	45.45% 15	45.45% 15	9.09% 3	33

### Q9 Which of the following Supervision topics are you interested in:

Answered: 34 Skipped: 0





	VERY INTERESTED	SOMEWHAT INTERESTED	NOT AT ALL INTERESTED	NOT APPLICABLE	TOTAL
How to identify and address compassion fatigue, vicarious trauma, and burn-out with your Supervisee.	36.36% 12	39.39% 13	6.06% 2	18.18% 6	33
Coping with moral dilemmas in today's workforce landscape.	61.76% 21	29.41% 10	2.94% 1	5.88% 2	34
How to responsibly manage risks to patient care and safety.	51.52% 17	27.27% 9	9.09% 3	12.12% 4	33
Understanding the 6 levels of intervention when practice becomes compromised	58.82% 20	26.47% 9	5.88% 2	8.82% 3	34
Resiliency skills and compassionate truth telling	48.48% 16	36.36% 12	12.12% 4	3.03% 1	33

## Q10 If there were one thing (other than money) that would improve effectiveness in your job, what would it be? Please explain

Answered: 30 Skipped: 4

#	RESPONSES	DATE
1	secure funding of medical and mental health for all people and adequate referral network of experts for psychiatry inpatient and outpatient for substance abuse, eating disorders, medication management of complex psychiatric and behavioral disorders	12/27/2017 11:09 AM
2	peer support	12/26/2017 10:43 AM
3	Having more community resources and options for treatment in the area.	12/22/2017 8:40 AM
4	Increased staffing to assist documentation, so I could apply my training and knowledge to what I do best.	12/21/2017 4:42 PM
5	I would prefer to be compensated with more time off	12/21/2017 4:35 PM
6	More patient navigators.	12/21/2017 4:02 PM
7	More office space, so I'm not constantly moving offices or going to another location...so, also more employees to cover the need.	12/21/2017 4:00 PM
8	community approaches to care and support for people with the greatest need	12/20/2017 12:29 PM
9	Staff training on tiered interventions to respond to student needs.	12/20/2017 11:45 AM
10	Make the Certified Recovery Support Worker require at least an associates degree in mental health/social work/ human services.	12/20/2017 11:05 AM
11	A reduction in paperwork. i.e. Streamlining systems and doing away with old requirements as new ones come into play. I understand why things need to be documented. But do they really need to be documented in 3-4 different places?	12/20/2017 11:04 AM
12	Not sure...	12/19/2017 1:59 PM
13	A greater focus on prevention and more holistic approaches to wellbeing - in other words, an intentional shift away from reactivity to a 'crisis' and more towards more greatly promoting/modeling healthy behavioral choices and addressing more tricky topics, such as shame and worthiness.	12/19/2017 12:51 PM
14	double the number of days in a work week to keep up with the caseload.	12/19/2017 8:57 AM
15	Improved self care Easier access to in-depth training	12/18/2017 8:16 PM
16	Enough staff	12/18/2017 7:11 PM
17	Less red tape!	12/18/2017 2:48 PM
18	more resources and education	12/18/2017 1:21 PM
19	caseload limits	12/18/2017 1:13 PM
20	I think, it would be having a good network and being able to define the needs of people. I also think having the community involved in helping with crisis situations. I believe that community awareness is something that should be brought more. It should help with the over all effectiveness of treatment.	12/18/2017 12:25 PM
21	Clear guidance as to what my boundaries are with regards to treating patients.	12/18/2017 12:19 PM
22	workforce to assist with the population I serve everyday.	12/18/2017 11:43 AM
23	Real and meaningful clinical supervision.	12/18/2017 11:33 AM
24	Bigger work force	12/18/2017 10:17 AM
25	resources we need iop's, counselors, rehabs ect, this unfortunately this comes down to money!!!!	12/17/2017 11:49 AM



26	An adequate budget to staff enough officers to specialize in more areas of law enforcement. We are spread too thin.	12/16/2017 8:40 PM
27	PEER SUPPORT AND BEING ABLE TO EXPRESS CONCERNS TO SUPERVISOR WITHOUT FEAR OF REPRISAL	12/16/2017 4:50 PM
28	improved communication to provide patients with quality wrap-around care	12/16/2017 9:06 AM
29	More regional PRSS workers to connect with recoveree's. With the limited number of people who are available to work one on to guide and mentor individuals on a recovery wellness plan is frustrating and scary.	12/16/2017 8:40 AM
30	Less stigma for mental and substance use disorders	12/16/2017 1:24 AM