6.2: Self Care & Team Care in HCH

In this section, you'll hear about the ABC's of self care, the relationship between self care and team care, and ways to be an effective member of a healthy team.

ABCs of Care

- Awareness
- Balance
- Connection

Caring for self means
 caring for teams.
Caring for teams means
 caring for self.

In his essay, "Finding Resiliency and Renewal in Our Work," longtime HCH worker and trainer Ken Kraybill explains that self care cannot be done alone. In the video for this segment, you'll hear Ken discuss the ABC's of Care: Awareness, Balance, and Connection.

Exploring "connection" as part of self-care naturally leads to the importance of team care in HCH.

You've learned that teams are an effective way of delivering HCH care. Because of this, we must pay as much attention to caring for our teams as we do for ourselves.

But team care is also a way of ensuring self care the people who work with you share the stresses common to HCH care that you may experience. Team members can work together to provide care not only to clients, but also to each other.

Team Care: Challenges
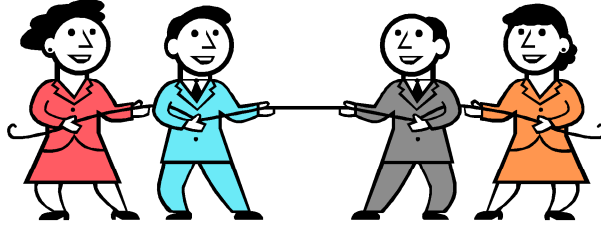
- Differing priorities
- Differing communication styles
- Differing conflict-management styles

Working in teams has benefits for clients and team members – as you learned in Module 4 – but it also has challenges. Team members may have differing priorities, communications styles, and conflict-management styles.

Who's responsible for resolving these differences to create and maintain healthy, well-functioning teams?

Team Care: Who's Responsible?

Everyone.
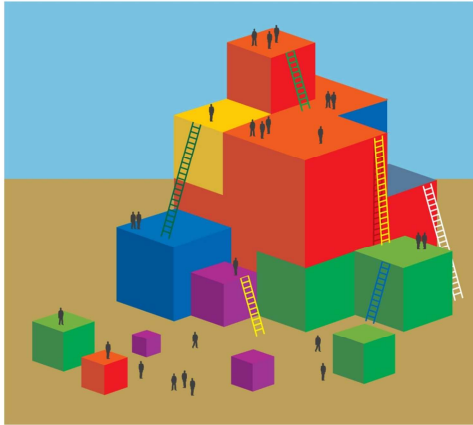
Building Blocks of a Team
- Developing trust
- Fostering accountability
- Seeing conflict as an opportunity for growth

Organizational and team leaders have a responsibility to ensure that structures are built and operate in a way that team members receive the support and outlets they need to do their jobs effectively. Team members, too, can take steps to ensure teams are functioning effectively to serve HCH clients and support HCH workers.

Behaviors or activities that can develop trust, foster accountability, or encourage seeing conflict as an opportunity for growth help build and maintain healthy, supportive teams.

Developing Yourself as an Effective Team Member

- Contribute ideas and solutions
- Recognize & respect differences in others
- Value the ideas and contributions of others
- Listen and share information
- Ask questions and get clarification
- Participate fully and keep your commitments

Source: *Education Leadership Toolkit,* *National School Boards Foundation*

If you are an organizational leader or a team leader, this module contains two handouts that detail actions people in such roles can take to support healthy teams: "Creating Healthy Teams" and "Strategies to Support Teams."

But all of us can work to develop ourselves as effective team members. In fact, working to become a more effective team member can be a form of self care. Here are some ways you can practice being an effective team member:

•**Contribute ideas and solutions.** You should feel comfortable enough in the team setting to express yourself and know that your ideas have value. Creative input from a variety of member perspectives is the basis of effective problem solving.

•**Recognize and respect differences in others**. Creative, effective teams bring together individuals with widely divergent skills and backgrounds. They only work effectively in an atmosphere of mutual respect and willingness to listen to differing opinions.

•**Value the ideas and contributions of others**. Being willing to respect ideas and opinions that differ from your own is the cornerstone of positive and interactive teamwork.

•**Listen and share information**. Really listening to what other team members have to say is one of the most vital skills you can contribute to a productive team atmosphere. Always be willing to give an attentive ear to the views of other team members, and expect them to do the same for you.

•**Ask questions and get clarification**. If an idea isn't clear to you, it is your responsibility to the team to ask questions until the matter is clarified. Asking questions to cut through confusion benefits all participants.

•**Participate fully and keep your commitments**. To fully participate, you have to contribute ideas, challenge conventional ways of doing things, ask questions, and complete the tasks assigned to you in a timely and professional manner. These are your responsibilities. Without the enthusiastic participation of all its members, a group is just a collection of individuals.

In the final video of this segment, HCH providers and team members will tell you more about self care and team care in HCH.