Organisational Stress

ORGANISATIONAL STATE/ SYSTEM/AGENCY

	CALM & STABLE	STRESSED	CHRONIC STRESS
	WELL RESOURCED	LIMITED RESOURCES	RESOURCE POOR
CAPACITY TO CREATE RELATIONAL SOLUTIONS	FREE THINKING Ability to self-reflect and apply relational solutions. Insight and appreciation for teams Use of reflective practice to explore/problem solve Resourced and cared about support needs meet and readily available Diversity and representation of client populations in team members (lived experiences) Transparent and authentic leadership opportunities	RIGID OR CHAOTIC Inflexible or unpredictable support systems Using personal resources Misunderstanding of role and requirements- tendency to over function Ageing policies and procedures Limited growth and development opportunities	DEFENSIVE AND REACTIVE Blaming High staff turnover High rate of illness Distrust Colonised views Parallel Process Threatening Oppressive Distrusting Untenable cultural load Client blaming
OVERARCHING EXPERIENCE OF STAFF	Engaged, Humorous, Connected and Cohesive	Avoidant	Hostile (Vicarious trauma) Shut down Frantic
ORGANISATIONAL APPROACH	Appreciative Invested Collaborative	Unpredictable	Reactive Lack of clear processes
PLANNING	Blue sky planning Continuous improvement strategies	Reactive	Crisis driven
PROCEDURES AND GUIDELINES	Organic Collaborative Consultative	Lack of collaboration or development	Lack of adherence to policy and misunderstanding of procedures Punitive
STAFF PRESENTATION	Child centred, valued, flexible, adaptive, responsive and diverse	Lack of child centeredness Adult appeasing	Fearful Indecisive
STAFF SUPERVISION AND SUPPORT	Trusting, reflective, spontaneous, matched to needs/experience, available when needed Training and development opportunities to encourage growth and development	Authoritarian or accountability focussed Training and development not implemented or recommended. Only in house training offered.	No supervision or support No budget for training and development-seen as not deserving of