

We are “LIFE COACHES”

We need to acknowledge that everyone in our country, state and city are feeling stressed. After two years of going through a global pandemic, everyone is feeling unsure that life will get better. This is real and understandable. All of us, even if in small amounts, need to know that life will get better, that we have purpose. Including our DSP staff.

As managers of DSP staff,

1. I would encourage you to talk to your staff about stress, acknowledge that its real and normal. Use work as a little reprieve from personal stressors in one’s life.
2. Using your agencies Mission as a way to guide staff toward reducing stress by showing that things will get better (at least in their job). Three key areas of my agency’s mission that I stress with managers to talk to DSP’s about are:
 - a. **Individually Focused Services:** Finding out what clients like/want. Allow DSP staff to work on those likes/wants with the clients. Let them experience success with the clients. It gives purpose, reduces stress.
 - b. **Safe and Secure:** Really pushing that your staff are doing well with keeping people safe from harm. That the house the clients live in, is their home. They pay us to help them. Knowing the client is our focus, helps with purpose, reduces stress.
 - c. **Help Make Connections:** As the weather starts to get nicer, allowing staff to take clients out in the community and meeting new people, neighbors. Clients need help with meeting and making friends. DSP staff need to help with this. What a feeling/purpose it is to know that you helped a client meet someone new. Staff need ideas and permission to help with this task, again this goes to having purpose, reducing stress.
3. We are all “**Life Coaches**”: Knowing that our main job is to help our clients manage life experiences. This is what we are paid to do. It’s an honor. Being a coach provides purpose, reduces stress.

Being a Life Coach:

- a. Helps individuals to define and maintain focus on goals.
- b. Centers on individual’s strengths and contributions vs dwelling on deficits.
- c. Accepts the individual’s reality. The concept of “meeting the person, where they are at in life”. Focusing on their gifts, strengths and emotional tolerance.
- d. Focuses on the present and future. The past is over, it’s gone.
- e. Celebrate with the individual any and all successes no matter how small.
- f. If a person stumbles on their path, the Life Coach is there to pick them up and help them get back on that path.