SOCIAL WORKERS' PARTICIPATION IN SELF-CARE PRACTICES: A LITERATURE REVIEW

Zeynep TURHAN[1]
Emel GENÇ[2]

Abstract

Social workers often fail to practice self-care due to the heavy caseloads and societal expectations about being always on the service, which does not let them have sufficient time to do self-care activities for their well-being. This study aimed to examine how social workers prepare for the inevitable stresses and secondary trauma and what the key factors of participation in self-care practices are for them. To examine this issue, a narrative style literature review was designed. According to the literature review, in 8 studies meeting inclusion criteria, organizational self-care support was the important factor for social work professionals' participation in self-care activities. The synthesis of the literature review suggested that human services and social work agencies should recognize multiple factors of attending self-care practices and its relationship with the degree of motivations in their engagement in self-care. This article contributes to the debates around how social workers apply and engage in self-care practices in the reduction of secondary traumatic stress.

Key Words: *Organizational support, self-care practices, secondary trauma, social workers, well-being*

[1] Dr. Öğr. Üyesi, Bartın Üniversitesi, Sağlık Bilimleri Fakültesi, Sosyal Hizmet Bölümü, E-posta: zturhan@bartin.edu.tr, ORCID: 0000-0002-5343-9442
[2] Dr. Öğr. Üyesi, Bartın Üniversitesi, Edebiyat Fakültesi, Psikoloji Bölümü, E-posta: emelgenc@bartin.edu.tr, ORCID: 0000-0002-7921-3185

SOSYAL ÇALIŞMACILARIN KENDİNE BAKIM UYGULAMALARINA KATILIMI: BİR DERLEME ÇALIŞMASI

Öz

Sosyal hizmet uzmanları ağır iş yükleri ve sürekli serviste olma konusundaki toplumsal beklentiler yüzünden genellikle öz bakım uygulamaları konusunda başarısız olurlar. Yoğun çalışma temposu kendilerine yeterli zaman ayıramamayı ve kendilerine karşı yetersiz öz-bakım davranışı sergilemelerine neden olur. Bu çalışmanın iki temel amacı vardır; sosyal hizmet uzmanlarının ikincil travma ve kaçınılmaz stres durumlarına nasıl hazırlandıklarını incelemek ve uzmanların öz bakım uygulamalarına etkileyen faktörlerin neler olduğunu araştırmaktır. Bu konuyu incelemek için öyküsel alan taraması tasarlanmıştır. Bu alan taramasına dahil edilme kriterini karşılayan 8 çalışma incelenmiştir. Çalışmanın sonuçlarına göre, sosyal hizmet uzmanlarının öz bakım faaliyetlerine katılımında örgütsel öz bakım desteği önemli bir etken olduğu görülmüştür. Bu çalışma, sosyal hizmet kurumlarının öz bakım uygulamalarına katılmalarında farklı faktörlerin göz önünde bulundurulması gerektiğini ve bu faktörlerin de uzmanların öz bakım uygulamalarına katılımlardaki motivasyonlarıyla ilişkili olduğunu önermiştir. Bu makale, sosyal hizmet uzmanlarının ikincil travma stresini azaltmalarında öz bakım becerilerini nasıl uyguladıkları ve uygulamalara nasıl katılım gösterdikleri konusundaki tartışmalara katkıda bulunmaktadır.

Anahtar Kelimeler : *İkincil travma, iyilik hali, sosyal hizmet uzmanları, örgütsel destek, öz bakım uygulamaları*

INTRODUCTION

Many social workers serve for underprivileged population, who mostly grapple with difficult life situations or trauma on a daily basis. Exposing their clients' traumatic cases often put the social workers at high risk for secondary traumatic stress. Although the social workers role to help others, that might be challenging for them while they experience stress and burnout. Thus, it is important to find a way to deal with second hand trauma for social workers to maintain their mental health and provide better service. Previous studies suggest that there is an association between implementing self-care practices and the lower degree of secondary traumatic stress (Harker et al. 2016; Owens-King 2019; Shepherd and Newell 2020; Xu, Harmon-Darrow, and Frey 2019). Further, Harker et al., (2016) found that social workers with a higher level of resilience and self-awareness were less likely to face burnout and secondary traumatic stress. While social workers are often aware of the importance of self-care practices, they might not apply them to their life, which may result in some negative consequences. For example, social workers' experiences of stress, burnout, and other negative conditions may unintentionally reinforce problematic social work practices (McGarrigle and Walsh 2011a). A number of studies also point out that when social workers face physical consequences (McGarrigle and Walsh 2011b; Nissly, Mor Barak, and Levin 2005) or have an unhealthy psychological and emotional situation, they apply poor social work practices (Acker, 2010; Ben-zur and Michael, 2007; Pooler, 2008). Similarly, Dalphon (2019) noted that the lack of self-care practices can result in ineffective treatments or interventions. The level of care for clients is often linked to social workers' well-being (Smith, 2017). Therefore, self-care practices are vital not only for practitioners' well-being but also their effective practices for their clients' wellness.

Using self-care activities on a regular basis can reduce stress. Those activities often allow people to increase their long-term health conditions and well-being. Self-care can be described as an ability to balance personal, professional, emotional, mental, physical, and spiritual components to live in a balanced and energized manner that assists one in coping with day-to-day stressors (Collins 2005). Self-care efforts aim to take care of physical, psychological

and emotional health. Also, it helps individuals manage and reduce stress by maintaining an equilibrium between personal and work life. The activities must be purposeful and continuous to ensure that all dimensions of the self-care practices (Moore et al. 2011). Self-care practices can be defined in five main activity areas including psychological, physical, spiritual, professional, and social-emotional (Bloomquist et al. 2016). Each area holds its own specific activities, for instance, psychological self-care activities are often associated with being mindful (Bloomquist et al. 2016). Personal self-care practices based on "trauma therapy supervision/consultation with a focus on resolving countertransference issues" can reduce the problems related to their personal needs (Burke et al., 2006, p. 298). Similarly, having supervisions, peer support, improved spirituality, exercise tools, and spending time with family are interconnected with a low degree of burnout (Lemmons and Zanskas 2019). Therefore, social workers' well-being might be connected to the involvement of self-care practices.

Being able to identify and deal with the challenges that social work professionals face, such as the potential for secondary traumatic stress or individual interpersonal difficulties are one of the aspects of self-care and vital to improve well-being for social workers (Friedman 2017; Guler and Ceyhan 2020; Lemmons and Zanskas 2019; Williams et al. 2010). Several studies paid attention to how self-care practices impact on social workers' overall health (Lee and Miller, 2013; J. Jay Miller et al., 2017, 2019). Importantly, providing appropriate self-care practices for social workers can decrease risk factors linked to traumatic stress at the workplace (Misca and Neamtu 2016; Newell and MacNeil 2010). This research synthesizes the literature of key conditions of performing self-care within the social work professionals by concentrating on how key opportunities and restrictions impact on social work professionals' application of self-care practices to reduce secondary trauma.

METHOD

The literature review was the method of this article. A narrative style literature review was applied using the guidelines of narrative literature review by Ferrari (2015). For the purpose of this study, the following questions were explored: (1) What are the key factors of social workers' participation

in self-care practices in reducing secondary traumatic stress? (2) How do social workers apply self-care practices by focusing on their opportunities and restrictions? Thus, the listed keywords and phrases below were searched in the literature: "self-care, social workers, participation/engagement in self-care practices, social workers' self-care, education/training of self-care, intervention, mindfulness, performing self-care, applying/implementing self-care activities, well-being, and interventions". The inclusion criteria were: published articles in peer review journals, written in English, and being in a timeframe between 1989 and 2021. This timeframe was selected based on the time of recognizing the importance of self-care among social workers. For example, Adams, (1990) mentioned the self-help and empowerment of social workers in the 1990s. Moreover, social work supervision as a self-care practice was started in the 1980s (Harkness and Poertner 1989). Based on these criteria, the following databases were primarily searched: Google Scholar, Taylor and Francis Online Library, PubMed, PsycINFO, ProQuest, Science Direct, Wiley Online Library, and Sage Journals.

Figure 1 presents the literature search and illustrates the multi-staged review and screening of the studies. The total number of identified studies was 3,445. Those studies were selected based on the title and abstract by evaluating the key results, quality of the results obtained, interpretation of the findings, and the contribution in the field. After reviewing the articles based on their titles and abstract, only articles that discuss implementing self-care practices among social workers, key environmental and conceptual issues, and the key dynamics around the motivations and restrictions of social workers' performing self-care practices were included to review. There was no specific selection procedure in terms of focusing on qualitative, quantitative, or mixed-method studies.
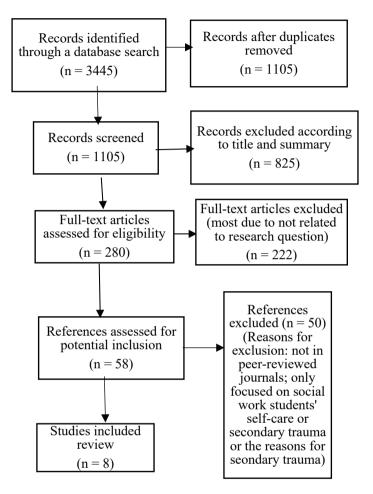
```
┌─────────────────────────┐      ┌─────────────────────────┐
│  Records identified     │      │ Records after duplicates│
│ through a database      │─────▶│        removed          │
│   search (n = 3445)     │      │      (n = 1105)         │
└─────────────────────────┘      └─────────────────────────┘
            │
            ▼
┌─────────────────────────┐      ┌─────────────────────────┐
│   Records screened      │      │ Records excluded        │
│     (n = 1105)          │─────▶│ according to title and  │
│                         │      │ summary (n = 825)       │
└─────────────────────────┘      └─────────────────────────┘
            │
            ▼
┌─────────────────────────┐      ┌─────────────────────────┐
│  Full-text articles     │      │ Full-text articles      │
│ assessed for eligibility│─────▶│ excluded (most due to   │
│     (n = 280)           │      │ not related to research │
│                         │      │ question) (n = 222)     │
└─────────────────────────┘      └─────────────────────────┘
            │
            ▼
┌─────────────────────────┐      ┌─────────────────────────┐
│ References assessed for │      │ References excluded     │
│  potential inclusion    │─────▶│ (n = 50) (Reasons for   │
│     (n = 58)            │      │ exclusion: not in       │
│                         │      │ peer-reviewed journals; │
└─────────────────────────┘      │ only focused on social  │
            │                    │ work students' self-care│
            ▼                    │ or secondary trauma or  │
┌─────────────────────────┐      │ the reasons for seondary│
│  Studies included       │      │ trauma)                 │
│      review             │      └─────────────────────────┘
│     (n = 8)            │
└─────────────────────────┘
```

Figure 1. Flowchart of the Literature Selection Process

Articles that solely discussed secondary traumatic stress, burnout, or self-care activities were excluded. Non-English and not full text-available studies were also omitted. If the studies focused on the self-care practices among other professionals or specific patients such as menopause women, aging pregnant women, survivors, counsellors, caregivers, or other groups, they were excluded. After examining the appropriateness of the studies, 8 studies met the criteria for this review (see Table 1).

Table 1. Critical Findings of The Literature Review

Authors	Purpose of the study	Method	Critical findings
Alkema et al., (2008).	To explore the relationship between hospice professionals' self-care practices and compassion satisfaction and burnout.	Survey with 37 hospice professionals	The relationship between self-care strategies and lower levels of burnout, compassion fatigue and secondary trauma, and higher levels of compassion satisfaction was found. Experienced professionals were more likely to apply self-care practices.
Badger et al., (2008)	To examine social workers' supportive self-care environment on secondary traumatic stress.	Questionnaires with 121 social workers	While emotional separation and occupational stress were the important predictors of secondary traumatic stress, supportive self-care environment at organizations was identified as preventative factors of secondary trauma.
Bloomquist et al. (2016)	To investigate the influences of applying self-care practices on social workers' professional quality of life.	Surveys with master of social work alumni	Positive perceptions about self-care and more years in the field were less likely to face secondary traumatic stress. Master of social work program and employers should teach how to actively involved in self-care practice.
Dane, (2000)	To examine how social workers learn self-care practices in a two-day training module.	Focus groups with 18 participants	It was found that social work education, supervision and training about self-care in organizations were helpful to reduce burnout and secondary trauma.
Huss et al., (2010)	To explore how arts interventions can impact on social workers' self-care.	Group workshops with 22 participants	Art interventions were helpful for social workers as they describe their stressors in a war zone and improve their resilience by reducing anxiety.
Kulkarni et al., (2013)	To investigate how major risks and protective factors may be related to practitioners' well-being.	Web-based survey with 274 individuals	The experiences of secondary traumatic stress were associated with heavy workloads. It was suggested that organizational interventions can protect workers and enhance their wellness.
Maltzman (2011)	To develop organizational self-care model by focusing on the reduction of negative effects of secondary trauma among helping professionals.	Qualitative practice of the organizational self-care model	Implementation of an organizational self-care model appeared to be helpful for staff to deal with secondary trauma by providing supervisions and having supportive organizational environment.
Salloum et al., (2019)	To investigate the influences of trauma-informed self-care on child welfare workers' burnout and secondary trauma and mental health functioning.	Surveys with 177 child welfare workers	Individual self-care practices were related to experiencing burnout and secondary trauma and mental health functions. Organizational self-care sources were associate with secondary trauma and mental health.

RESULTS

The key factors and circumstances around social workers' participation in self-care practices were reviewed then they were identified based on their relationship with social workers' well-being. Afterward, three main factors were emerged: (1) the years of professional practice experiences (Alkema et al., 2008; Bloomquist et al. 2016; Dagan et al., 2016; Jirek, 2020; Van Hook and Rothenberg, 2009), (2) supportive organizational environment and (3) multiple self-care sources in agencies (Badger et al. 2008; Dane 2000; Huss et al. 2010; Kulkarni et al. 2013b; Maltzman 2011; Rienks 2020; Salloum et al. 2019). These key conditions are important to shape both the implementation of self-care practices that are frequently related to the increased well-being and prevention of traumatic stress.

Professional practice experiences

The effects of self-care practices on social workers' life quality were examined (Bloomquist et al., 2016). The researcher focused on the importance of engagement in self-care activities regarding the reduction of the degree of burnout, secondary traumatic stress, and compassion satisfaction. To achieve this, surveys about the professional quality of life and self-care with the master of social work alumni were conducted. The survey questions aimed to investigate how often social workers involved in self-care activities and experience compassion satisfaction, burnout, and secondary traumatic stress in 30 days. More years in the field and positive views about self-care were linked to the less likely to face secondary traumatic stress and burnout. Experienced social workers who hold positive perceptions about self-care were more likely to experience compassion satisfaction in their work lives. It could be argued that age and years of professional work might impact their self-care and less likely to face traumatic stress. Therefore, experienced social workers more engaged in self-care practices than inexperienced practitioners. Similarly, Alkema et al. (2008) measured work-related exposure to extremely stressful events for compassion fatigue score, which is associated with the experiences of secondary trauma among hospice care professionals. Alkema's et al. (2008) pointed out the importance of available time to perform self-care. Overall, available time for self-care as well as being experienced social workers were likely to improve well-being.

Many scholars also found that inexperienced social workers often experienced more burnout than older ones (Alkema et al. 2008; Van Hook and Rothenberg 2009). For example, Newell and Nelson-Gardell, (2014) found that social work students hold more vulnerable positions as they lack work experience to adequately cope with extremely stressful situations. Considering the stressful conditions among inexperienced social workers, their needs for self-care practices should be paid attention to improve their well-being. Moreover, Miller et al., (2017) found that social workers' financial stability, health conditions, and licensure status impact their engagement in self-care practices. Likewise, Miller et al., (2020) conducted surveys to examine social workers' self-care practices in Slovakia. They reported that participants' self-care activities differed based on their health status, and work hours. Therefore, individual factors regarding professional positions, health status, and financial issues are frequently linked to the social workers' participation in self-care activities.

Supportive organizational environment

Many scholars emphasized the importance of the organizational support on staff's self-care (Badger et al. 2008; Dane 2000; Huss et al. 2010; Kulkarni et al. 2013b; Maltzman 2011; Rienks 2020; Salloum et al. 2019). To explain how organizational environment could help to reduce the effects of secondary trauma among helping professionals, Maltzman (2011) reviewed the available evidence around the consequences of secondary trauma and developed a theory and evidence based intervention known as the organizational self-care model. It was highlighted that organizational factors were critical to minimize negative effects by addressing the professionals' self-care needs. Further, this model offered supervision and a more positive and supportive organizational environment. It was claimed that the organizational self-care model was beneficial for the staff to protect and improve their well-being (Maltzman, 2011).

While the experiences of secondary traumatic stress and burnout were associated with heavy work demands (Rai 2010), engaging stress management strategies and self-care practices were more likely to reduce burnout and secondary traumatic stress (Kulkarni et al., 2013). Moreover, organizational

commitment might increase when organizational interventions of self-care practices were implemented (Rai, 2012), Specifically, these interventions such as meditation, healthy eating habits, time management strategies, and receiving social support and supervision (Kulkarni et al., 2013) may protect mental health and increase wellness among social practitioners. Similarly, Dane (2000) examined child welfare workers' experiences of traumatic stress and their strategies to overcome trauma related stress. In Dane's study (2000), Stress Inoculation Training was applied to 17 child welfare workers to increase their coping skills and reduce their secondary trauma. Participants' coping strategies were identified as: "detachment; staying busy; accepting one's limitations; setting limits, and cutting off" (p. 32). The curriculum of this training included the strategies (e.g., relaxation exercises, drawings, listening to the soft music, discussions with group members, and peer support) to reduce the participants' secondary trauma and burnout symptoms. Dane (2000) suggests the importance of improving collaboration between school and agency to improve social workers' wellbeing in the field.

Multiple self-care sources in agencies

A great number of scholars paid attention to different self-care practices such as creative art, writing activities, and additional resources (Dane, 2000; Kulkarni et al., 2013; Jirek, 2020; Moffatt et al., 2016; Warren et al., 2010). Jirek (2020) examined how organizational structure might impact on helping professionals' secondary traumatic stress and found the importance of providing self-care resources on improving worker's well-being. However, Jirek's study (2000) did not provide adequate information on how self-care tools and resources could be applied to reduce secondary traumatic stress among social workers.

A few scholars explored the specific materials and models of self-care practices for social workers. For instance, Huss et al., (2010) developed a self-care model based on social workers' needs to reduce their degree of anxiety in a war zone. This model aimed to apply reflective artwork during the crisis and this was identified as a transformative tool. In this model, social workers described their stress and conditions to increase the awareness of anxiety. They identified these stressful situations by recognizing the reasons

and circumstances of their traumatic stress. Moreover, the group members discussed their feelings, perspectives, and thoughts about their experiences based on artwork. Huss et al., (2010) found that this exercise as a self-care tool enhanced social workers' resilience to reduce and overcome their trauma. They argued that reflective artwork was a successful self-care tool for social workers who were in a highly sensitive field such as traumatic or war conditions. Also, they noted that this self-care model was a cheaper and more easily applied tool than other self-care sources.

A trauma-informed approach focuses on providing safety and teamwork in services with dynamic training for well-being among staff (Salloum et al. 2019). Trauma-informed self-care might improve social workers' well-being and effective practices. For example, Salloum et al., (2015) investigated the role of trauma-informed self-care on compassion satisfaction, burnout, and secondary trauma. Surveys with 104 child welfare case managers and supervisors were conducted. Active engagement in trauma-informed self-care practices were related to the higher levels of compassion satisfaction and lower levels of burnout. However, there was no relationship between secondary trauma and self-care. Therefore, additional and effective interventions to address secondary trauma were recommended. For instance, providing education about "balancing caseloads with traumatized and non-traumatized children and families, utilizing agency resources (such as employee assistance programs) for support, and developing a written plan focused on work–life balance" was suggested to decrease secondary traumatic stress, which helped to decrease the degree of stress (Salloum et al., 2015, p.15). Similarly, Salloum et al., (2019) examined the relationship between trauma-informed self-care on burnout and secondary trauma and mental health functioning by implementing surveys with 177 child welfare workers. They found that self-care activities mediated the relationships between burnout and secondary trauma and mental health functions. While organizational resources mediated the relationship between secondary trauma and mental health, these resources did not make a significant difference in burnout levels. However, self-care practices played a significant role in promoting social workers' mental health (Salloum et al. 2019). Furthermore, multiple factors about self-care practices have been illustrated in Table 2.

Table 2. Multiple Factors of Participating Self-Care Practices

Interconnected concepts	Factors around active participation in self-care	Factors around lack of participation in self-care
Individual Issues	-Awareness of self-care activities -Available time for self-care practices -Available places for self-care activities and reasonable work demand -Motivations around involving self-care activities -Skills and knowledge on implementing self-care practices -Positive perceptions about self-care practices	-Lack of knowledge about self-care tools and resources -Inadequate time for the self-care practices due to heavy work schedule -Lack of opportunities to implement self-care activities based on available places -Insufficient motivation around involving self-care activities; -Lack of skills implementing self-care activities
Organizational Circumstances	-Providing education and training about self-care to prevent secondary trauma -Having supervision and peer support groups -Offering mindfulness training or practices as self-care practices -The development of mindfulness practices in services -Offering effective quality of life curriculum with multiple self-care sources in agencies	-Experiencing secondary traumatic stress without any support in services -Facing burnout and vicarious trauma -Working with highly vulnerable and difficult populations in an environment lacks of organizational support

As seen in Table 2, individual issues and organizational circumstances are interconnected concepts shaping social workers' participation in self-care practices. Moreover, the factors of participating self-care practices are related to the individuals' self-awareness and motivational dynamics and supportive organizational environment. While there is no direct finding

about the influence of motivation on applying self-care practices and reducing secondary traumatic stress, intrinsic motivations around attending self-care activities might impact the social workers' efforts to engage in these activities. For example, self-determination theory focuses on intrinsic motivation related to work performance, mental health, prosocial skills, quality of life, and well-being (Baard, Deci, and Ryan 2004; Kotera, Green, and Sheffield 2019). Therefore, intrinsic motivation might be related to engagement in self-care practices. Furthermore, key circumstances around inadequate involvement in self-care practices are often associated with experiencing secondary traumatic stress, and working with highly sensitive groups. Overall, human services and agencies should consider multiple factors to achieve not only social workers' well-being but also effective practices for their clients.

DISCUSSION

This study examined how key individual and environmental factors and circumstances shaped social workers' participation in self-care practices. It was found that years of professional work, organizational support, education and training about self-care practices frequently shaped the engagement in self-care activities. Awareness and individuals' perceptions about the importance of self-care were identified as the important indicators for applying self-care activities (Richards, Campenni, and Muse-Burke 2010). Organizational resources such as peer support, supervision, training, and education about self-care have been widely discussed in the literature. For example, several researchers stated that spending time with the co-workers, peer support, as well as setting boundaries with the clients were identified as the most frequently applied activities as a professional self-care among social work professionals (Bloomquist et al. 2016; Csiernik et al. 2010; Ellett et al. 2007; Glassburn, McGuire, and Lay 2019; Maltzman 2011). Importantly, these self-care activities were often predictors of preventing secondary trauma and burnout.

In addition to organization resources, receiving support from colleagues and supervisors were found to be effective to manage secondary traumatic stress and considered as a powerful tool for well-being for social workers (Choi 2011). Likewise, Mcgarrigle et al., (2011) found that social workers' self-awareness was improved and their stress level decreased by 8-week meditative training. Importantly, this study illustrated the roles of time, place, and permission in engaging in training and self-care activities (Mcgarrigle et al. 2011). Furthermore, Bell et al. (2003) suggested that organizational support (e.g., group cohesion, supervision, education about self-care) reduced social workers' vicarious trauma. Bell et al. (2003) claimed that this supportive organizational atmosphere reduced and stopped experiencing vicarious trauma. While Bell and his colleauge's study (2003) did not examine how this organizational environment impacted on reducing secondary trauma, it could be assumed that this positive job environment could psychologically support social workers and improve their well-being. Importantly, reflective supervision was also identified as a key organizational self-care activity (Curry

and Epley 2020; Glassburn et al. 2019). Likewise, some scholars highlighted that child welfare workers reduced their stress at the workplace when supervision and peer support are provided (Csiernik et al. 2010; Ellett et al. 2007).

Martin et al., (2020) reported that personal and family issues, inadequate time, many demands, and work-related issues and financial problems were described obstacles to participating in self-care among social workers and supervised students at agencies. Martin et al., (2020) also found that administrative support, manageable caseloads, and flexible schedules were key facilitators of self-care. Overall, it was recommended that social work educators should recognize these factors to ensure that field supervisors engage in their self-care and help students participate in self-care practices to enhance the social work profession. While there was no direct solution to improve social workers' self-care practices and reduce the negative effects of stress and trauma experiences, the literature frequently stated that organizational support often promoted social workers' well-being. Organizational supportive environment mostly encouraged social workers to engage in self-care activities to reduce and prevent potential secondary traumatic stress. In fact, very pervasive factors of engagement in self-care have been associated with supervision, peer support, and training in the agency.

Limitations

This literature review focused on the relevant studies of key conditions around social workers' participation in self-care practices. The findings revealed from only 8 studies. Researchers should consider this limitation of this review when they interpret the results. However, the major purpose of this review was to investigate participation in self-care activities among social workers who have been actively working in agencies or human services. This issue included complicated and multifaced factors because agencies hold different and complex environmental conditions. Considering these limitations, this review explored how we can improve our understanding of key conditions of self-care practices and improve social workers' well-being. Another weakness of this review is that it cannot be replicated because this narrative review did not follow the restrictive rules and principles of a systematic literature review.

CONCLUSION

Multiple factors around participating in self-care practices and their relationship with experiencing burnout and secondary traumatic stress were discussed in this review. Future research should investigate the social workers' readiness to apply self-care practices as this can reduce the degree of burnout, secondary traumatic stress, and other psychological struggles. Importantly, social workers' perceptions and motivations around engaging in self-care practices need to be explored to recognize their active engagement in self-care activities. Moreover, as many scholars emphasize that self-care practices improve social workers' practices of helping their clients, future research needs to concentrate on how to provide effective training, education, and resources about self-care. To develop effective interventions for social workers with secondary traumatic stress, firstly the need of social workers should be assessed with the self-reported measures, then the effectiveness of applied self-care tools and interventions should be evaluated. That would guide researchers to develop functional and practical tools and interventions in the future.

Implementing self-care is a dynamic and complex issue that is comprised of both organizational and individual factors. This study reviewed the literature on how these factors impact social workers' participation in self-care activities. This study paid attention to how multiple conditions often impact social workers' self-care practices. Organizational support including peer support, supervision, available self-care tools, professional practice experiences, and heavy work schedule are identified as important circumstances impacting social workers' well-being. Importantly, training and education about self-care practices are mostly indicated as preventative sources to reduce experiencing secondary traumatic stress. This study suggests the importance of recognizing multiple factors of social workers' participation in self-care practices. When social work agencies take into consideration these factors by implementing self-care sources and tools, they can improve social workers' well-being and quality of professional life.

REFERENCES

Acker, Gila M. 2010. "How Social Workers Cope with Managed Care." *Administration in Social Work* 34(5):405–22. doi: 10.1080/03643107.2010.518125.

Adams, Robert. 1990. *Self-Help, Social Work and Empowerment -*. London: MacMillen Education.

Alkema, K., J. M. Linton, and R. Davies. 2008. "A Study of the Relationship between Self-Care, Compassion Satisfaction, Compassion Fatigue, and Burnout among Hospice Professionals." *Journal of Social Work in End-of-Life & Palliative Care* 4(2):101–19. doi: http://dx.doi.org/10.1080/1552425080235.

Baard, P., E. Deci, and R. Ryan. 2004. "Intrinsic Need Satisfaction: A Motivational Basis of Performance and Well-Being in Two Work Settings." *Journal of Applied Social Psychology* 34:2045–68.

Badger, Karen, David Royse, and Carlton Craig. 2008. "Hospital Social Workers and Indirect Trauma Exposure: An Exploratory Study of Contributing Factors." *Health & Social Work* 33(1):63–71. doi: 10.1093/hsw/33.1.63.

Bell, Holly, Shanti Kulkarni, and Lisa Dalton. 2003. "Organizational Prevention of Vicarious Trauma." *Families in Society: The Journal of Contemporary Social Services* 84(4):463–70. doi: 10.1606/1044-3894.131.

Ben-zur, Hasida, and Keren Michael. 2007. "Burnout, Social Support, and Coping at Work among Social Workers, Psychologists, and Nurses: The Role of Challenge/Control Appraisals." *Social Work in Health Care* 45(4):63–82. doi: 10.1300/J010v45n04.

Bloomquist, Kori R., Leila Wood, Kristin Friedmeyer-Trainor, and Hea-Won Kim. 2016. "Self-Care and Professional Quality of Life: Predictive Factors among MSW Practitioners." *Advances in Social Work* 16(2):292–311. doi: 10.18060/18760.

Burke, Patricia A., Bruce Carruth, and David Prichard. 2006. "Counselor Self-Care in Work with Traumatized, Addicted People." *Journal of Chemical Dependency Treatment* 8(2):283–301. doi: 10.1300/J034v08n02_14.

Choi, Ga-Young. 2011. "Organizational Impacts on the Secondary Traumatic Stress of Social Workers Assisting Family Violence or Sexual Assault Survivors." *Administration in Social Work* 35(3):225–42. doi: 10.1080/03643107.2011.575333.

Collins, W. L. 2005. "Embracing Spirituality as an Element of Professional Self Care." *Social Work & Christianity* 32:263–274.

Csiernik, R., C. Smith, J. Dewar, L. Dromgole, and A. O'Neill. 2010. "Supporting New Workers in a Child Welfare Agency: An Exploratory Study." *Journal of Workplace Behavioral Health* 25(3):218.

Curry, Ashley, and Pamela Epley. 2020. "'It Makes You a Healthier Professional': The Impact of Reflective Practice on Emerging Clinicians' Self-Care." *Journal of Social Work Education.* doi: 10.1080/10437797.2020.1817825.

Dalphon, Haley. 2019. "Self-Care Techniques for Social Workers: Achieving an Ethical Harmony between Work and Well-Being." *Journal of Human Behavior in the Social Environment* 29(1):85–95. doi: 10.1080/10911359.2018.1481802.

Dane, Barbara. 2000. "Child Welfare Workers: An Innovative Approach for Interacting with Secondary Trauma." *Journal of Social Work Education* 36(1):27–38. doi: 10.1080/10437797.2000.10778987.

Ellett, A. J., J. I. Ellis, T. M. Westbrook, and D. Dews. 2007. "A Qualitative Study of 369 Child Welfare Professionals' Perspectives about Factors Contributing to Employee Retention and Turnover." *Children and Youth Services Review* 29(2):264–281.

Friedman, Kaylee. 2017. "Counselor Self-Care and Mindfulness." *Contemporary Buddhism* 18(2):321–30. doi: 10.1080/14639947.2017.1373437.

Glassburn, Susan, Lisa E. McGuire, and Kathy Lay. 2019. "Reflection as Self-Care: Models for Facilitative Supervision." *Reflective Practice* 20(6):692–704. doi: 10.1080/14623943.2019.1674271.

Guler, Deniz, and Esra Ceyhan. 2020. "Development of Self-Care Behaviours in Counsellors-in-Training through an Experiential Self-Care Course: An Action Research." *British Journal of Guidance & Counselling* 1–21. doi: 10.1080/03069885.2020.1740915.

Harker, Rachel, Aileen M. Pidgeon, Frances Klaassen, and Steven King. 2016. "Exploring Resilience and Mindfulness as Preventative Factors for Psychological Distress Burnout and Secondary Traumatic Stress among Human Service Professionals." *Work* 54(3):631–37. doi: 10.3233/WOR-162311.

Harkness, Daniel, and John Poertner. 1989. "Research and Social Work Supervision: A Conceptual Review." *Social Work* 34(2):115–18. doi: 10.1093/sw/34.2.115.

Van Hook, M. P., and M. Rothenberg. 2009. "Quality of Life and Compassion Satisfaction/Fatigue and Burnout in Child Welfare Workers: A Study of Child Welfare Workers in Community Based Care Organizations in Central Florida." *Social Work and Christianity* 36(1):36–54.

Huss, Ephrat, Orly Sarid, and Julie Cwikel. 2010. "Using Art as a Self-Regulating Tool in a War Situation: A Model for Social Workers." *Health & Social Work* 35(3):201–9. doi: 10.1093/hsw/35.3.201.

Jirek, Sarah L. 2020. "Ineffective Organizational Responses to Workers' Secondary Traumatic Stress: A Case Study of the Effects of an Unhealthy Organizational Culture." *Human Service Organizations Management, Leadership and Governance* 44(3):210–28. doi: 10.1080/23303131.2020.1722302.

Kotera, Y., P. Green, and D. Sheffield. 2019. "Roles of Positive Psychology for Mental Health in UK Social Work Students: Self-Compassion as a Predictor of Better Mental Health." *The British Journal Of Social Work*. doi: 10.1093/bjsw/bcz149.

Kulkarni, Shanti, Holly Bell, Jennifer L. Hartman, and Robert L. Herman-Smith. 2013a. "Exploring Individual and Organizational Factors Contributing to Compassion Satisfaction, Secondary Traumatic Stress, and Burnout in Domestic Violence Service Providers." *Journal of the Society for Social Work and Research* 4(2):114–30. doi: 10.5243/jsswr.2013.8.

Kulkarni, Shanti, Holly Bell, Jennifer L. Hartman, and Robert L. Herman-Smith. 2013b. "Exploring Individual and Organizational Factors Contributing to Compassion Satisfaction, Secondary Traumatic Stress, and Burnout in Domestic Violence Service Providers." *Journal of the Society for Social Work and Research* 4(2):114–30. doi: 10.5243/jsswr.2013.8.

Lee, Jacquelyn J., and Shari E. Miller. 2013. "A Self-Care Framework for Social Workers: Building a Strong Foundation for Practice." *Families in Society: The Journal of Contemporary Social Services* 94(2):96–103. doi: 10.1606/1044-3894.4289.

Lemmons, Rebekah, and Steve Zanskas. 2019. "Residential Counselors and Self Care: A Retrospective Qualitative Study of Archival Interview Data." *Health Services Research and Managerial Epidemiology* 6:233339281986701. doi: 10.1177/2333392819867017.

Maltzman, Sara. 2011. "An Organizational Self-Care Model: Practical Suggestions for Development and Implementation." *The Counseling Psychologist* 39(2):303–19. doi: 10.1177/0011000010381790.

Martin, Elisa M., Karen Myers, and Kristiana Brickman. 2020. "Self-Preservation in the Workplace: The Importance of Well-Being for Social Work Practitioners and Field Supervisors." *Social Work* 65(1):74–81. doi: 10.1093/sw/swz040.

Mcgarrigle, Tessa, M. S. W. Rsw, and Christine A. Walsh. 2011. "Mindfulness, Self-Care , and Wellness in Social Work : Effects of Contemplative Training." *Journal of Religion & Spirituality in Social Work: Social Thought* 30(3):212–33. doi: 10.1080/15426432.2011.587384.

McGarrigle, Tessa, and Christine A. Walsh. 2011a. "Mindfulness, Self-Care, and Wellness in Social Work: Effects of Contemplative Training." *Journal of Religion & Spirituality in Social Work: Social Thought* 30(3):212–33. doi: 10.1080/15426432.2011.587384.

McGarrigle, Tessa, and Christine A. Walsh. 2011b. *Special Issue: Social Work, Spirituality, and Social Practices. Journal of Religion & Spirituality in Social Work: Social Thought,*.

Miller, J. Jay, Joann Lianekhammy, Natalie Pope, Jacquelyn Lee, and Erlene Grise-Owens. 2017a. "Self-Care among Healthcare Social Workers: An Exploratory Study." *Social Work in Health Care* 56(10):865–83. doi: 10.1080/00981389.2017.1371100.

Miller, J. Jay, Joann Lianekhammy, Natalie Pope, Jacquelyn Lee, and Erlene Grise-Owens. 2017b. "Self-Care among Healthcare Social Workers: An Exploratory Study." *Social Work in Health Care* 56(10):865–83. doi: 10.1080/00981389.2017.1371100.

Miller, J. Jay, Zuzana Poklembova, Monika Podkowińska, Erlene Grise-Owens, Beáta Balogová, and Theresia Maria Pachner. 2019. "Exploring the Self-Care Practices of Social Workers in Poland." *European Journal of Social Work* 1–10. doi: 10.1080/13691457.2019.1653828.

Misca, Gabriela, and N. Neamtu. 2016. "Burnout, Secondary Trauma and Compassion Fatigue in Social Work." *Social Work Review* (1):7–9.

Moffatt, Amanda, Georgina Barton, and Mary Ryan. 2016. "Multimodal Reflection for Creative Facilitators: An Approach to Improving Self-Care." *Reflective Practice* 17(6):762–78. doi: 10.1080/14623943.2016.1220935.

Moore, S. E., L. K. Bledsoe, A. R. Perry, and M. A. Robinson. 2011. "Special Issues: Health and Well-Being." *Journal of Social Work Education* 47(3):545–53.

Newell, Jason M., and Gordon A. MacNeil. 2010. "Professional Burnout, Vicarious Trauma, Secondary Traumatic Stress, and Compassion Fatigue." *Best Practices in Mental Health* 2(2):57–68.

Newell, Jason M., and Debra Nelson-Gardell. 2014. "A Competency-Based Approach to Teaching Professional Self-Care: An Ethical Consideration for Social Work Educators." *Journal of Social Work Education* 50(3):427–39. doi: 10.1080/10437797.2014.917928.

Nissly, J. A., M. E. Mor Barak, and A. Levin. 2005. "Stress, Social Support, and Workers' Intention to Leave Their Jobs in Public Child Welfare." *Administration in Social Work* 29:79–100. doi: 10.1300J147v29n01_06.

Owens-King, Allessia P. 2019. "Secondary Traumatic Stress and Self-Care Inextricably Linked." *Journal of Human Behavior in the Social Environment* 29(1):37–47. doi: 10.1080/10911359.2018.1472703.

Pooler, D. K. 2008. "Social Workers and Distress: Implications for Sustaining a Healthy Workforce." *Journal of Workplace Behavioral Health* 23:445–466. doi: 10.1080/15555240802540137.

Rai, Gauri S. 2010. "Burnout among Long-Term Care Staff." *Administration in Social Work* 34(3):225–40. doi: 10.1080/03643107.2010.480887.

Rai, Gauri S. 2012. "Organizational Commitment Among Long-Term Care Staff." *Administration in Social Work* 36(1):53–66. doi: 10.1080/03643107.2010.550671.

Richards, Kelly C., C. Estelle Campenni, and Janet L. Muse-Burke. 2010. "Self-Care and Well-Being in Mental Health Professionals : The Mediating Effects of Self- Awareness and Mindfulness." *Journal of Mental Health Counseling* 32(3):247–64. doi: 10.17744/mehc.32.3.0n31v88304423806.

Rienks, Shauna L. 2020. "An Exploration of Child Welfare Caseworkers ' Experience of Secondary Trauma and Strategies for Coping." *Child Abuse & Neglect* (January). doi: 10.1016/j.chiabu.2020.104355.

Salloum, Alison, Mi Jin Choi, and Carla Smith Stover. 2019. "Exploratory Study on the Role of Trauma-Informed Self-Care on Child Welfare Workers' Mental Health." *Children and Youth Services Review* 101:299–306. doi: 10.1016/j.childyouth.2019.04.013.

Salloum, Alison, David C. Kondrat, Carly Johnco, and Kayla R. Olson. 2015. "The Role of Self-Care on Compassion Satisfaction, Burnout and Secondary Trauma among Child Welfare Workers." *Children and Youth Services Review* 49:54–61. doi: 10.1016/j.childyouth.2014.12.023.

Shepherd, Melissa A., and Jason M. Newell. 2020. "Stress and Health in Social Workers: Implications for Self-Care Practice." *Best Practices in Mental Health* 16(1).

Warren, Jane, Michael M. Morgan, Lay Nah B. Morris, and Tanaya M. Morris. 2010. "Breathing Words Slowly: Creative Writing and Counselor Self-Care-The Writing Workout." *Journal of Creativity in Mental Health* 5(2):109–24. doi: 10.1080/15401383.2010.485074.

Williams, Isha D., Tenille A. Richardson, Darren D. Moore, Laura Eubanks Gambrel, and Margaret L. Keeling. 2010. "Perspectives on Self-Care." *Journal of Creativity in Mental Health* 5(3):320–38. doi: 10.1080/15401383.2010.507700.

Xu, Yanfeng, Caroline Harmon-Darrow, and Jodi Jacobson Frey. 2019. "Rethinking Professional Quality of Life for Social Workers: Inclusion of Ecological Self-Care Barriers." *Journal of Human Behavior in the Social Environment* 29(1):11–25. Doi: 10.1080/10911359.2018.1452814.