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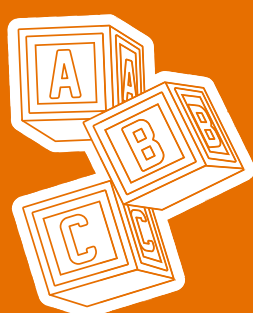
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FACTS ABOUT

V.O.I.C.E.



STANDS FOR...

VOICE stands for Victim Services, Occupation, Information, and Compensation Experiences Survey

VOICE PROJECT AIMS



- Learn more about the occupational experiences of IPV and sexual assault professionals working in Texas
- Provide useful guidance for organizations to address work place stress and experiences

BARRIERS



The survey showed that these things hindered job satisfaction and turnover intention*:

- High levels of burnout
- Lower salary
- Not being satisfied with supervision
- Secondary traumatic stress decreases job satisfaction

*turnover intention is a measure of whether or not employees plan to leave or if organizations plan to terminate or remove staff from positions

HELPFUL STRATEGIES



These help increase job satisfaction and retention:

- Improved paid and unpaid leave
- A connection to community at work
- Finding pleasure in your work and use of good coping skills
- Use of coping (self-care) skills at work and home
- A feeling of a matched or balanced workload

FOSTERING RESILIENCY



The survey showed that these things foster resiliency:

- Positive Relationships
- Use of coping skills
- Having some control at work
- Values match your work

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