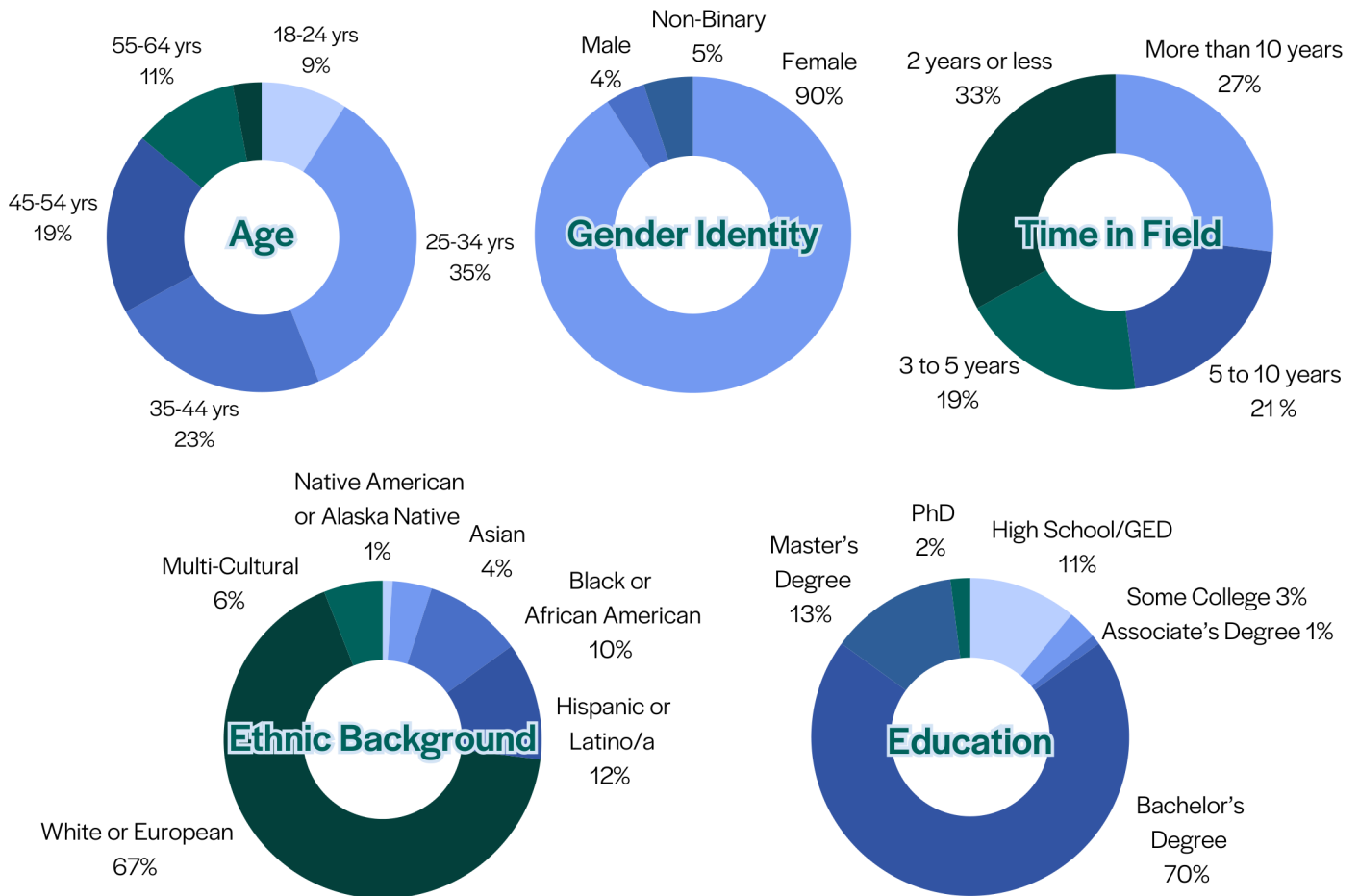


RAFT Survey Analysis Series: Advocate Worklife

About the survey and the advocates who participated

482 Sexual and Domestic Violence professionals in the United States took our survey in 2022 and 2023.

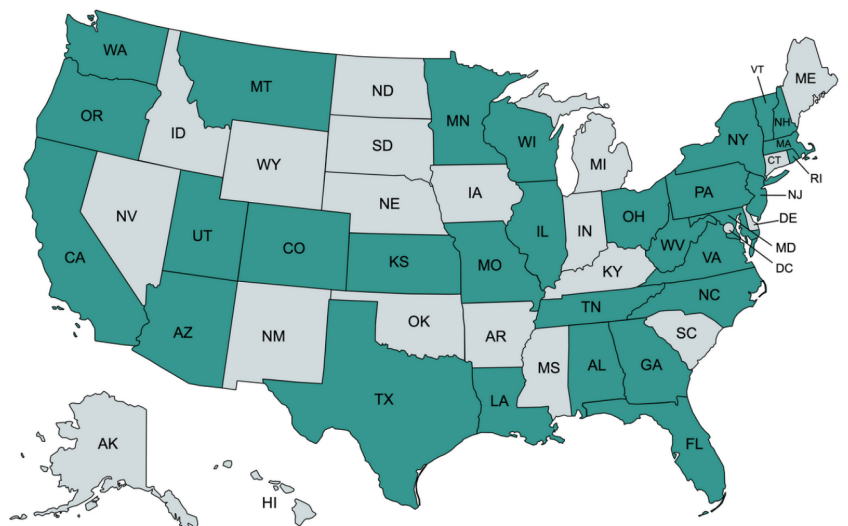
61% of participants identify as survivors of domestic or sexual violence.



These demographics reflect data from 2022 and 2023

Where are participants living and working?

A State demographics question was added to the 2023 survey. We received responses from advocates in 30 US States. The majority of our survey respondents are from Texas and make up 26% of responses from our 2023 survey. Illinois, New York, Oregon, and Tennessee are tied for second place making up 8% each of the total responses.



Areas of Worklife Survey Section

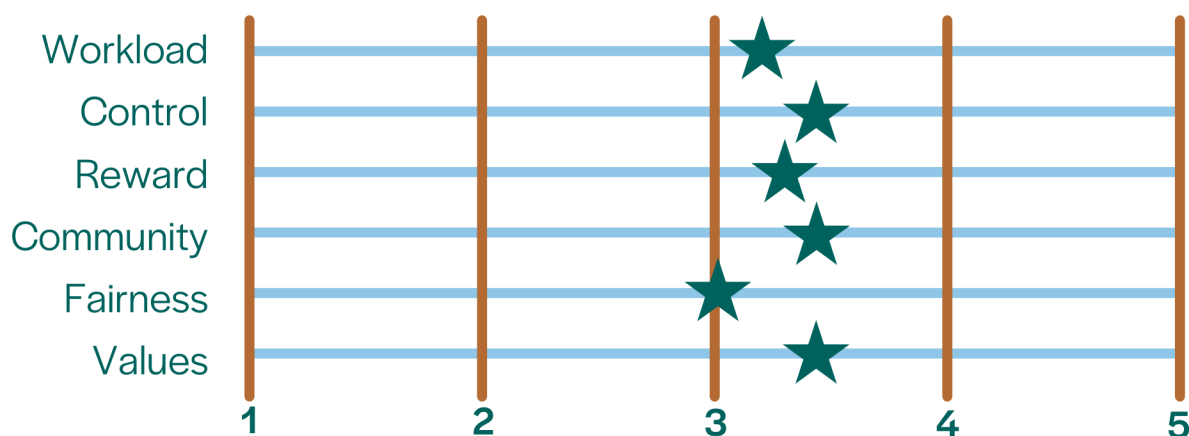
The Areas of Worklife Survey is a tool created by Michael P. Leiter & Christina Maslach to measure the level of burnout experienced by an individual using six domains of their job environment.

Those six domains are Workload, Control, Reward, Community, Fairness and Values.

The Areas of Worklife Survey is scored by calculating six scores; one for each domain. Since the meanings and relationships these six areas of worklife differ, it is not possible to combine the six subscale scores into one, overall score. Each item has a range of 4; between 1 and 5. 1 represents a strong mismatch between the person and their work environment, and 5 represents a strong match between the person and their work environment.

Leiter, M. P. & Maslach, C. (2000). Areas of Worklife Survey. Mind Garden, Inc., California.

Advocate Scores



Definitions of the Areas of Worklife Survey Scales

Workload A manageable workload provides the opportunity to do what one enjoys, to pursue career objectives, and to develop professionally. A crisis in workload is not a matter of simply stretching to meet a new challenge, but of going beyond human limits.

Control The opportunity to make choices and decisions, to solve problems, and to contribute to the fulfillment of responsibilities. A good match occurs when there is a correspondence between control and accountability. A mismatch occurs when people lack sufficient control to fulfill the responsibilities for which they are accountable.

Reward Recognition—financial and social—for contributions on the job. A meaningful reward system acknowledges contributions to work and provides clear indications of what the organization values. People experience a lack of recognition as devaluing their work and themselves.

Community The quality of an organization's social environment. People thrive in communities characterized by support, collaboration, and positive feelings. Mismatches occur when there is no sense of positive connection with others at work.

Fairness The extent to which the organization has consistent and equitable rules for everyone. Fairness communicates respect for the members of an organization's community. A lack of fairness indicates confusion in an organization's values and in its relationships with people.

Values Values are what is important to the organization and to its members. When organizational and personal values are congruent, successes are shared. Mismatches occur when differences exist between an organization's values and the values of its staff, or if the organization does not practice its stated values.

Advocate Values

These are the most common themes found when advocates were asked what unique skills and gifts they bring to their organization (2022):

- Empathy toward survivors (18)
- Effective communication (17)
- Experience from direct service (15)
- Survivor advocate experience (14)
- Compassion for clients (14)
- Education (12)

These are the most common themes found when advocates were asked what they value about their work (2022):

- Empathy toward survivors (31)
- Compassion for clients (24)
- Hardworking (16)
- Helping a client (14)
- Connecting to survivors (14)
- Dedication (14)

Advocate Stories

“I keep showing up because someone has to do this.”

Every time I can be a supportive ally to a survivor, to understand the dynamics of power and control and how they preclude anything being a survivor's fault, it makes me feel like I have contributed positively to a world I want to see. This often happens with South Asian survivors or survivors who come from other extended family systems where their belonging to a relationship with a partner determines their belonging in a larger community and they are encouraged by everyone in that community to endure abuse as part of their gender roles.

- Frontline Advocate, 2023

I assisted this client when her abusive husband took out a temporary protection against her. The abuser blatantly lied in the temporary protection order and it was denied, but the client was incredibly nervous to attend the court date. The client was convinced that her abuser would find a way to twist the truth. I accompanied her to court and the TPO was dismissed. The client now plans on starting divorce proceedings with said abuser, and I will continue to support the client throughout that process. After the initial court date, the client sent me the following text "I want to say thank you, you don't know this but you saved my life and I am forever grateful, you are good at what you do, I wonder if you ever think of how many lives you have helped. You should be very very proud. It is an amazing calling and the world sure needs more like you."

- Frontline Advocate, 2023

You are invited to join our monthly support calls on the first Wednesday and fourth Friday of the month. Our facilitators, Nicole and Joy, host our advocate support calls, and they look forward to meeting you! Feel free to drop in at your convenience, share as much as you want, or just listen in.

Use the QR code to the right to sign up for support call email notifications.



RAFT

Resilience for
Advocates through
Foundational Training

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