# How we Thrive: Supporting Wellbeing and Excellence among Prevention Practitioners

## Video 1: What do prevention practitioners need from managers?

### Who is this video for?

This video is for managers who are providing supervision and support to prevention practitioners, but may not be prevention practitioners themselves.

These workers might be:

* Undertaking prevention work in an organisation that has a broader purpose and focus
* Working alone or with a small team to lead prevention initiatives
* Therefore, managers have a vital role in supporting and advocating for prevention practitioners in their organisations, and helping them connect to initiatives and support from outside their organisation.

This video might also be used by practitioners to understand what might help them do their work, or know what to advocate for in terms of support for their role.

### When might you use this video?

This video can be used for inducting new managers into roles where they will be supporting prevention practitioners.

This video might also be used by prevention practitioners at their inductions, or when they are undertaking work planning to help them identify areas where they would like more support from their managers, or where they might pursue professional development opportunities.

### So, what do prevention practitioners need from their managers?

**Prevention practitioners need their managers to have knowledge and understanding of primary prevention.** This might mean managers undertaking their own independent learning, or enrolling in training offered by the sector.

*“My manager took the time to sit down with me and go through our key resources… those frameworks are particularly important because they are drawn on the evidence base around what works to prevent violence against women in a variety of settings and across different communities”.*

**Prevention practitioners need space for creativity, professional development, and to participate in networks.** This is particularly important for practitioners working in isolation, and might mean managers finding time and budget for things like Communities of Practice, training programs and partnership work.

“*The main thing for me was that support to engage, and to not feel isolated in the role.”*

**Prevention practitioners need to feel that they are part of the team, and that their work is a part of the broader mission of the organisation**. It is the role of the manager to find strategic links between prevention work and other work, and facilitate team discussions about themes relevant to primary prevention.

*“There’s nothing more dispiriting than coming to work every day and battling to have your program and voice heard, so actually giving it a proper home within that organisation and being integrated to the broader mission is really fundamental.”*