Staying Well While Working in a High Stress, Traumatic Environment

Webinar

January 27, 2021

The presentation will begin at:

2:00pm ET/1:00pm CT/12:00pm MT/11:00am PT

Thank you for joining us!

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PARTNERSHIP

AMERICA'S POVERTY FIGHTING NETWORK



The Promise of Community Action

Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community and we are dedicated to helping people help themselves and each other.

Today's Presenters

Beth Reynolds Lewis, BS, is a compassion fatigue specialist, trauma informed care trainer and Registered Yoga Teacher. Her experience includes 30+ years as a Child Welfare case manager, a Forensic Interviewer, and work in a public behavioral health system.

Kay Glidden, MS, is a compassion fatigue specialist, trauma informed care trainer and mindfulness educator. Her experience stems from over 30+ years as a mental health professional and work in a public behavioral health system. Kay served on a team for the National Council for Behavioral Health's first National Learning Community for trauma informed care.

Beth and Kay are co-owners of Compassion Resiliency.

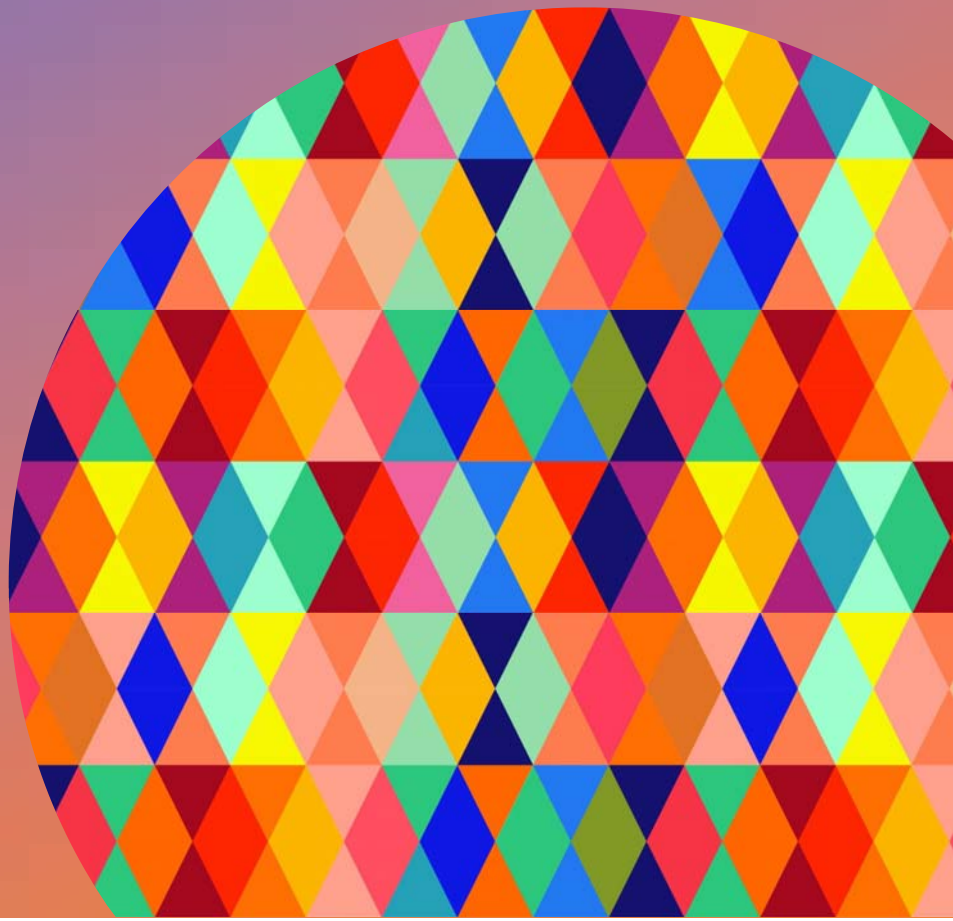
Staying Well While Working in a High Stress, Traumatic Work Environment

Kay Glidden

&

Beth Reynolds Lewis

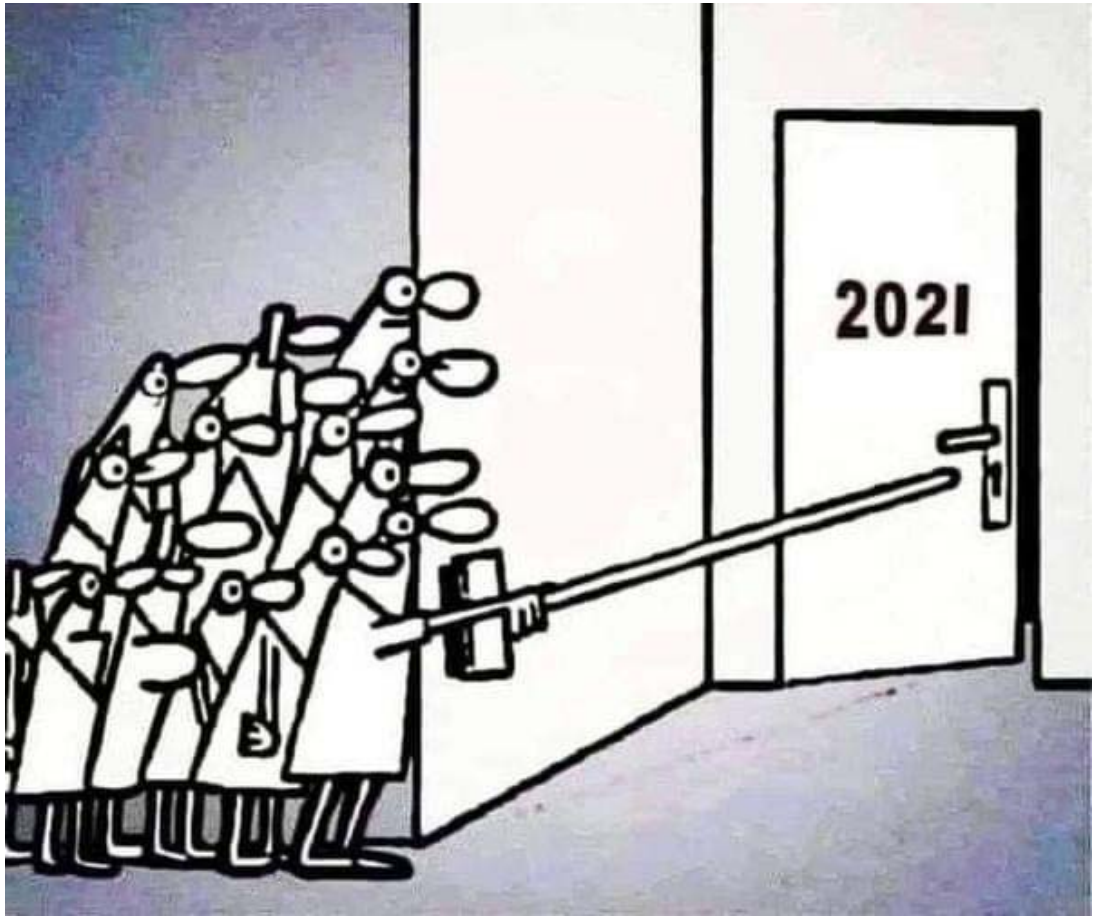
Compassion Resiliency







Welcome! We are coming to you from our homes in Florida and Nebraska...


2021

If you can sit quietly after difficult news.

If in financial downturns you can remain perfectly calm.

If you can see your neighbors travel to fantastic places without a twinge of jealousy.

If you can happily eat whatever is on your plate.

If you can fall asleep after a day of running around without a drink or a pill.

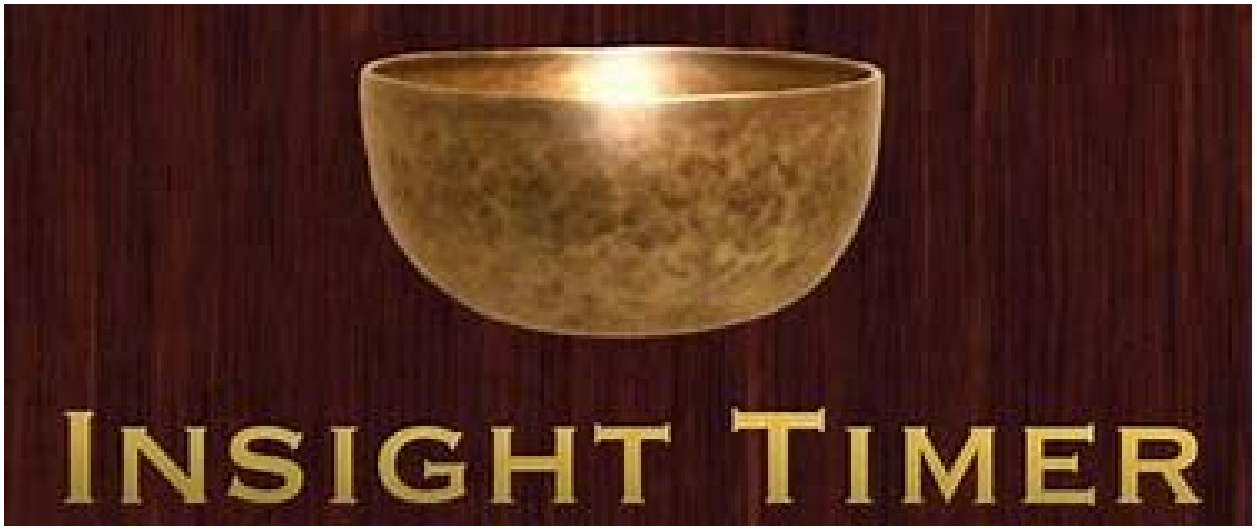
If you can find contentment just where you are.



You Are Probably a Dog

Jack Kornfield





meditation

agenda

1. Define Compassion Fatigue, Secondary Trauma & Burnout
2. Complete a Self-Assessment
3. Review Signs & Symptoms
4. 10 Tools for Building Resiliency
5. Resources & Evaluation



It's a Strange and Difficult Time

- Balancing Work & Family
- Loss of Safety
- Loss of Security
- Fear of Unknown

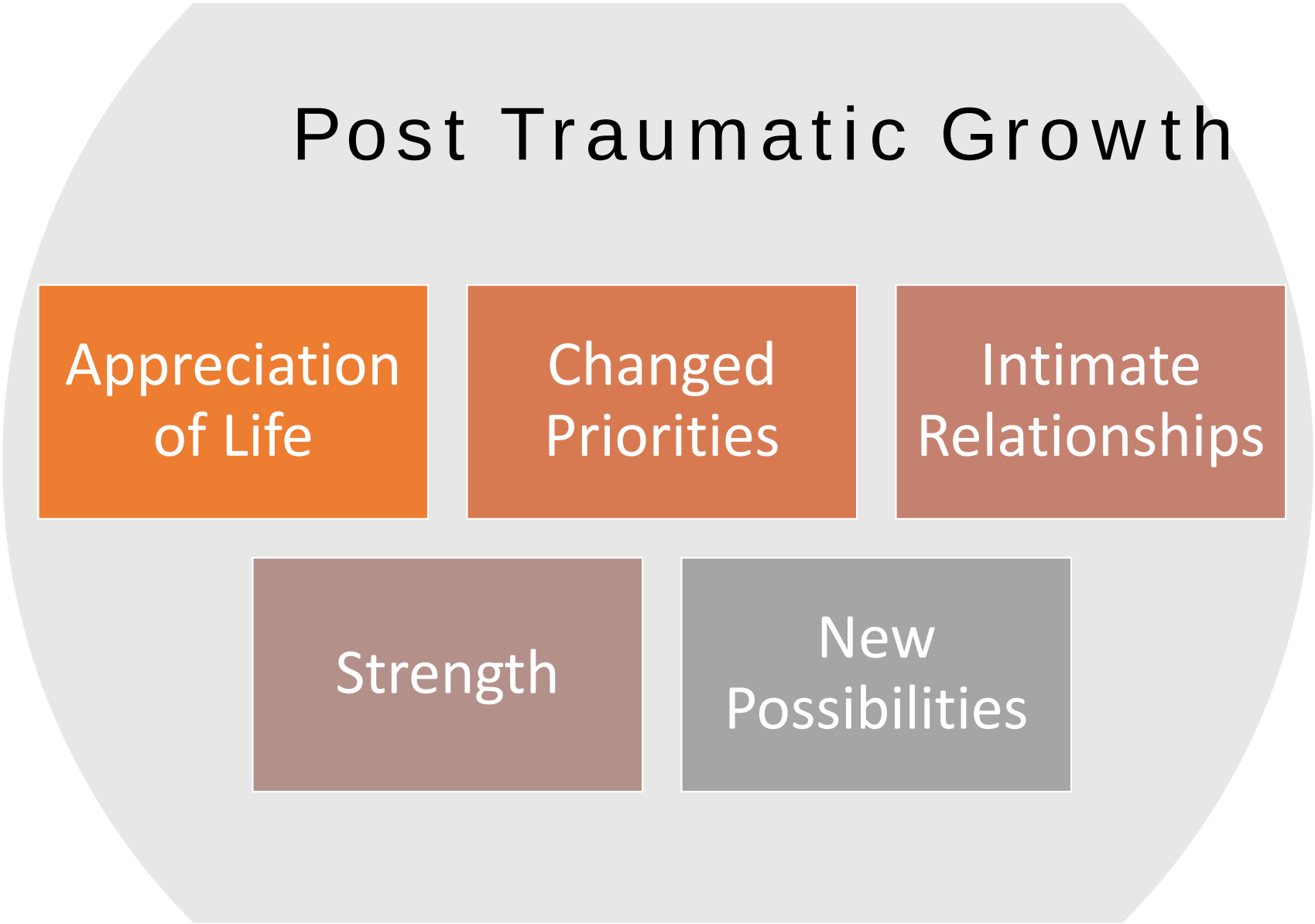


Many of us were launched into this pandemic already tired and depleted.

- **National Disaster Distress Helpline**: available to anyone experiencing emotional distress related to COVID 19
- **1-800-985-5990**
- Or Text TALKWITHUS **66746**

- **Crisis Text Line**: Text STRENGTH to **741741**
- Crisistextline.org




Post Traumatic Growth
Appreciation of Life
Changed Priorities
Intimate Relationships
Strength
New Possibilities

Self-Care

Self-Care is Consistent Use of Practices ("taking actions") That Reduce Cortisol and/or Adrenaline and Increase Serotonin and/or Dopamine.

These Actions Bring Your Brain Chemistry into Balance.

Happiness Chemicals and how to hack them



DOPAMINE
THE REWARD CHEMICAL

- Completing a task
- Doing self-care activities
- Eating food
- Celebrating little wins



OXYTOCIN
THE LOVE HORMONE

- Playing with a dog
- Playing with a baby
- Holding hand
- Hugging your family
- Give compliment



SEROTONIN
THE MOOD STABILIZER

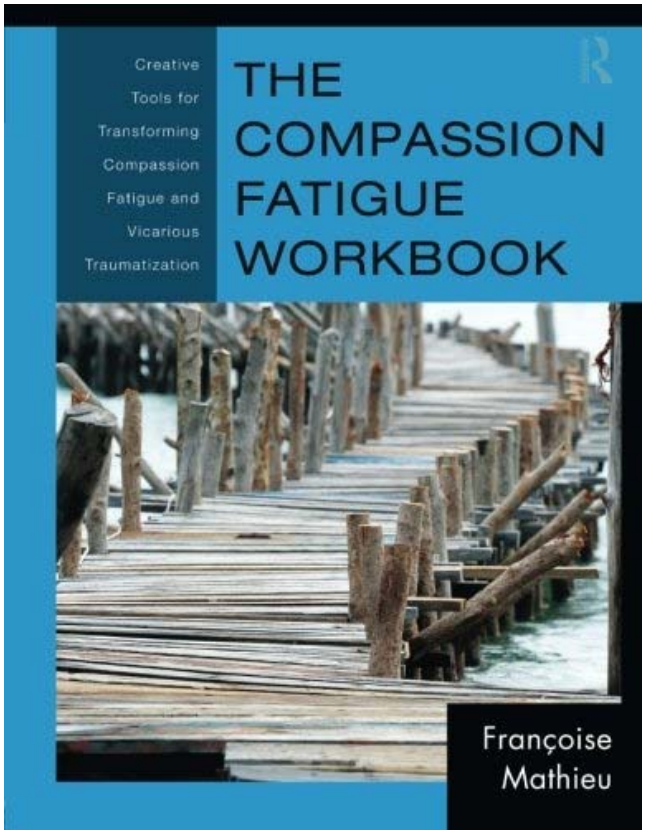
- Meditating
- Running
- Sun exposure
- Walk in nature
- Swimming
- Cycling



ENDORPHIN
THE PAIN KILLER

- Laughter exercise
- Essential oils
- Watch a comedy
- Dark chocolate
- Exercising





The Compassion Fatigue Workbook

The Reality Is…

- Deeply compromised system
- Ongoing challenges and cutbacks
- Difficult stories
- Losses
- Do More With Less

It is not your fault

So What is Compassion FATIGUE (CF) ?

It is the cost of caring for a living thing in emotional pain.



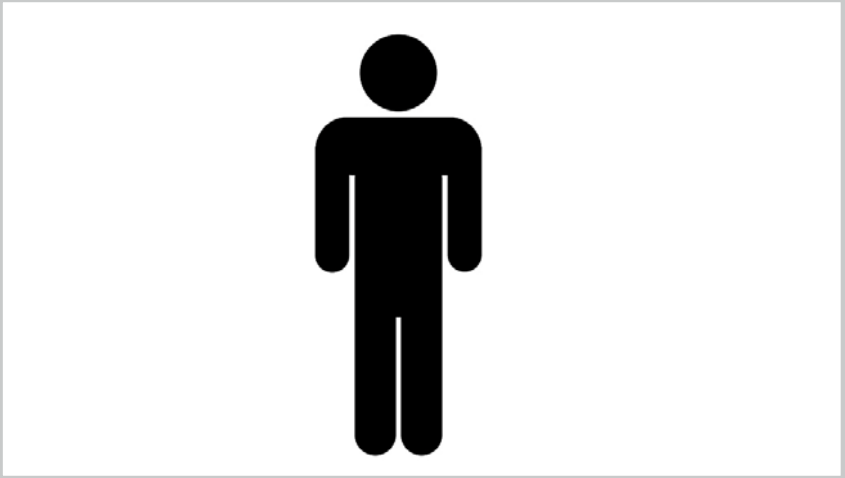


“The expectation that we can be immersed in suffering and loss daily and not be touched by it as unrealistic as expecting to be able to walk through water without getting wet.”

Rachel Naomi Remen,
Kitchen Table Wisdom 1996


It Must Be
NICE





What is secondary trauma?

Direct Trauma

Person experiencing the traumatic event

Indirect Trauma

Person witnessing the traumatic event

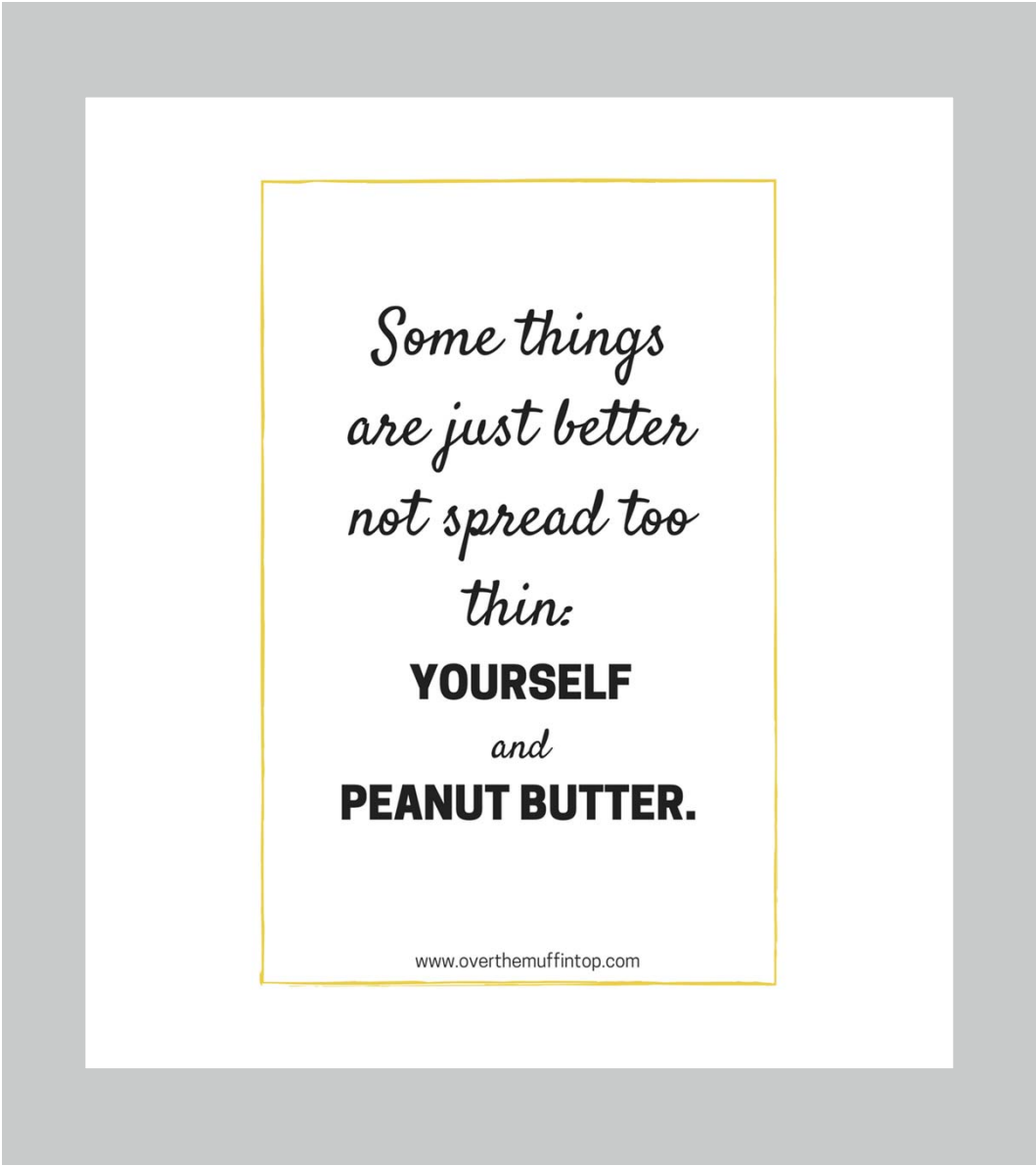


The World Health Organization officially recognized **Burnout** as a condition defining it as a chronic workplace stress that has not been managed successfully. -May 2019

“Exhaustipated”

…***When you are too tired to give a crap***

- This is more than “every day” stress
- Have you ever received training on this topic?
- Self-assessment both at work and at home





"I'm disappointed. If anyone should have seen the red flags, it's you."



Physical Signs of Compassion Fatigue

- Changes in eating
- Changes in sleeping
- Fat & Sugar Metabolism dysregulation (diabetes)
- Hives, rashes, shingles
- Shoving stress down the body/Gut issues
- Muscle Aches & Joint Pain – neck, shoulder, back
- Cardiovascular
- Flare ups of pre-existing conditions
- Arthritis



Behavioral Signs and Symptoms

Increased use of alcohol and drugs	Anger and Irritability	Avoidance of people
Absenteeism	Impaired ability to make decisions	Problems in personal relationships
Attrition	Compromised care for people you serve	Forgetfulness

Adapted from Mathieu, Françoise (2012) TEND Academy



Psychological Signs and Symptoms

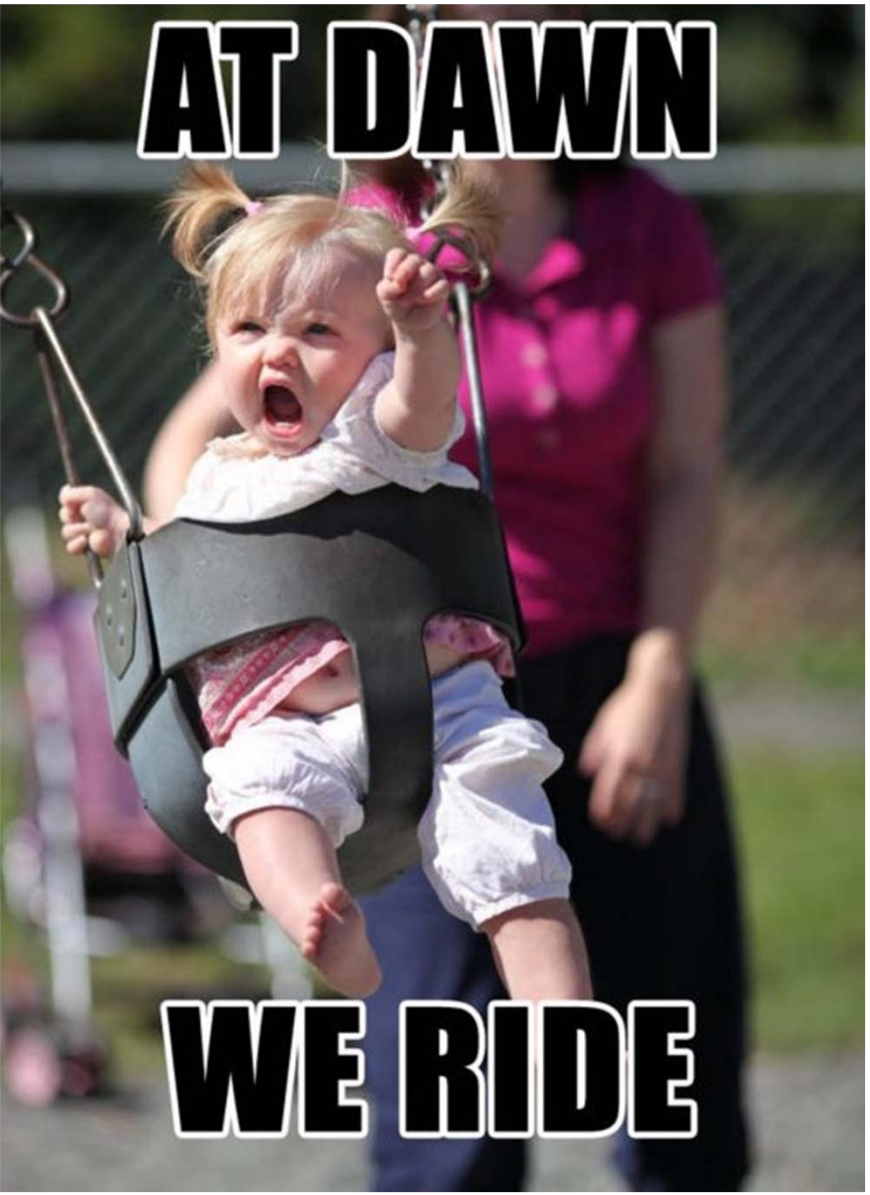
- **Distancing/Detached**
- **Dread of Staffing with Supervisor**
- **PTSD**
- **Anger & Aggression**
- **Lack of Trust**
- **Negative Energy**
- **Moral Distress**
- **Minimizing or Dismissing Suffering**
- **Flashbacks**

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Psychological Signs and Symptoms continued…

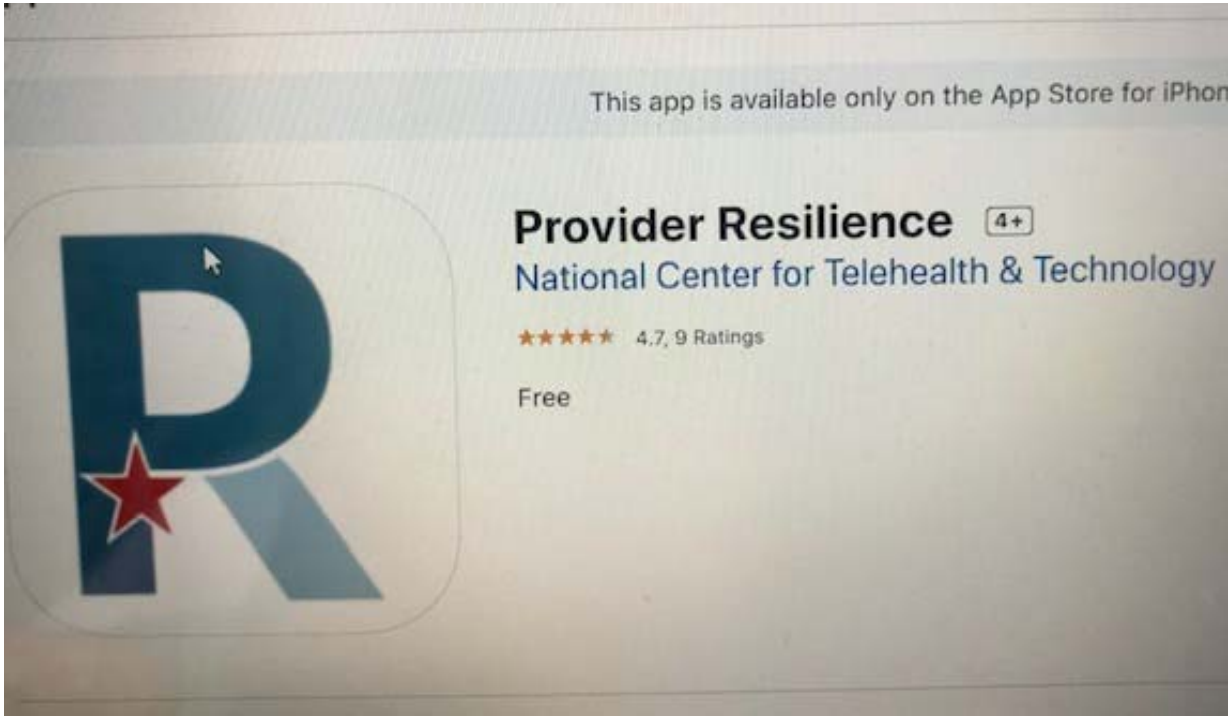
- **Increased sense of personal vulnerability**
- **Grandiosity "If I don't do it, no one will"**
- **Helpless/Hopeless while feeling the need to do more**
- **Intrusive Imagery**
- **Impatient**
- **Adrenaline "junkie" (persistent arousal)**
- **Difficulty separating personal and professional lives**



Tools to Protect
&
Build Resiliency

Resiliency Tools to Prevent Compassion Fatigue & Secondary Trauma

1. Professional Quality of Life Survey (Pro QOL)
2. Grounding
3. Mindfulness/Meditation
4. Low Impact Debriefing
5. Hot Walk & Talk
6. Nature
7. Digital Detox
8. Positive Support
9. HeartMath
10. Exercise – mindful movements



Professional Quality of Life Survey (Pro QOL)

Measures;

- Compassion fatigue
- Burnout
- Compassion satisfaction



What is Grounding?

- A set of simple strategies to detach from emotional pain.
- Focusing outward on the external world rather than inward in the negative feelings.
- Centering, a safe place
- NOT a relaxation exercise
- IT IS an active strategy for distraction and connection



When do we use Grounding?

- Emotional pain
- Anxiety, anger, panic attack
- Listening to traumatic stories
- To be sharp and focused
- Feeling displaced or confused



Even though the method is simple, it must be practiced frequently to be maximally helpful.

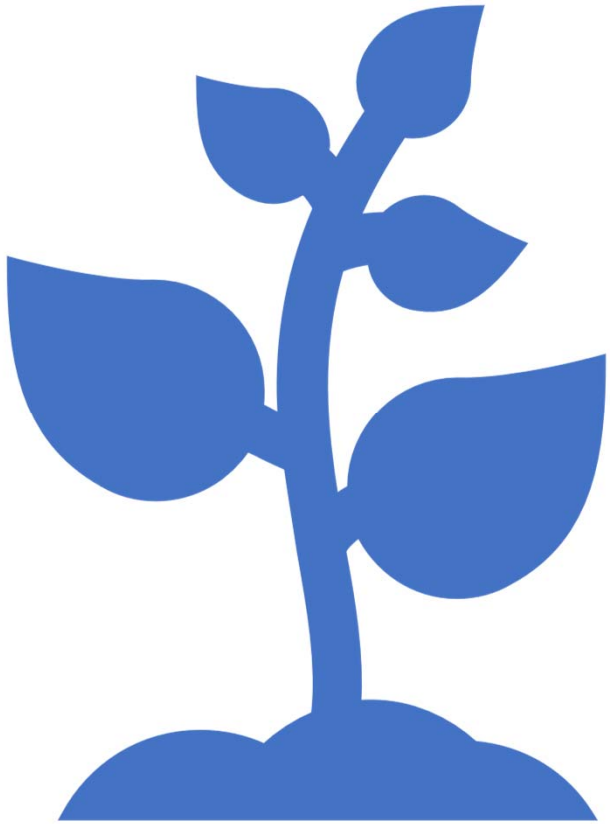
Grounding Guidelines

any time ⟶ any place ⟶ anywhere

- Use grounding when you are faced with a trigger, have anxiety or anger, or whenever your emotional pain goes about six (on a 0-10 scale). It takes practice.
- Keep your eyes open, scan the room and turn the light on to stay in touch with the present.
- Rate your mood before and after grounding.
- No talking about negative feelings.
- Stay Neutral.

Types of Grounding

- **Mental**
- **Soothing**
- **Physical**





Mental Grounding

- Describe your environment in detail.
- Play a “categories” game with yourself.
- Say a safety statement.
- Read something, saying each word to yourself.
- Count to ten or say the alphabet.
- Practice self-kindness.



Soothing Grounding

- Say kind statements.
- Think of favorites.
- Picture people you care about.
- Remember the words to an inspiring song, quotation or poem.
- Remember a safe place.
- Think of things you are looking forward to in the next week.
- Having coffee while watching Italy window view on YouTube
- 528Hz – healing frequencies on YouTube /ASMR videos/binaural beats






Weighted Products

Physical Grounding



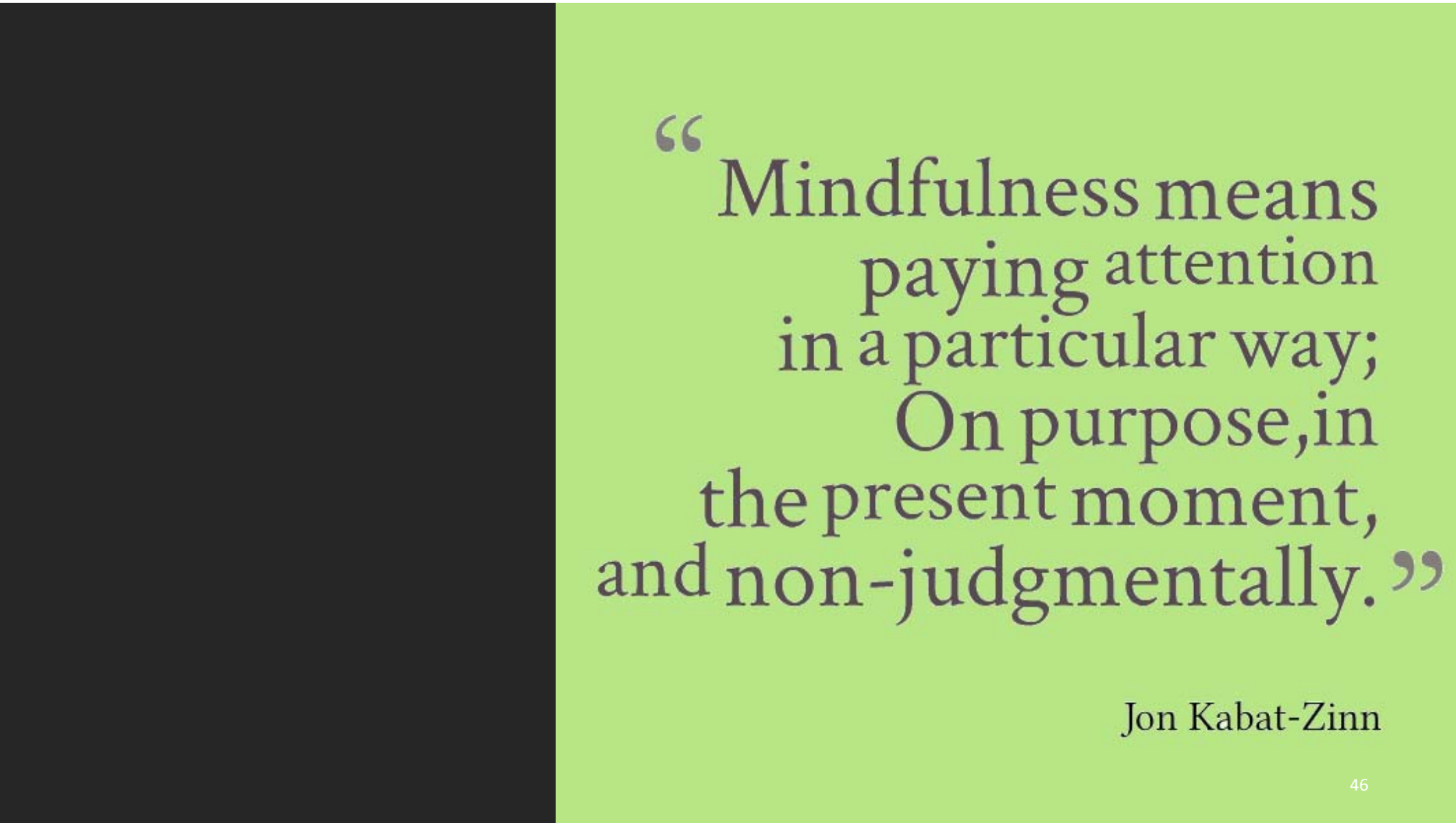


- Run cool or warm water over your hands. Hold a piece of ice.
- Touch various objects around you.
- Dig your heels into the floor.
- Carry a worry stone in your pocket.
- Jump up and down.
- Stretch.
- Clench and release your hands.
- Focus on your breathing.
- One Minute Dance Party.
- Walking barefoot.

What if Grounding Does Not Work?

- Practice as often as possible.
- Use multiple techniques.
- Try grounding for a long time (20-30 minutes).
- Start grounding early in a negative mood cycle.
- Create your own methods of grounding.
- Have others help you in grounding.
- DON'T GIVE UP!

source: Najavits, L (2002), *Seeking Safety: A Treatment Manual for PTSD and Substance Abuse*.


“Mindfulness means
paying attention
in a particular way;
On purpose, in
the present moment,
and non-judgmentally.”
Jon Kabat-Zinn



Snaccident:

Eating an Entire Bag of Chips By Mistake





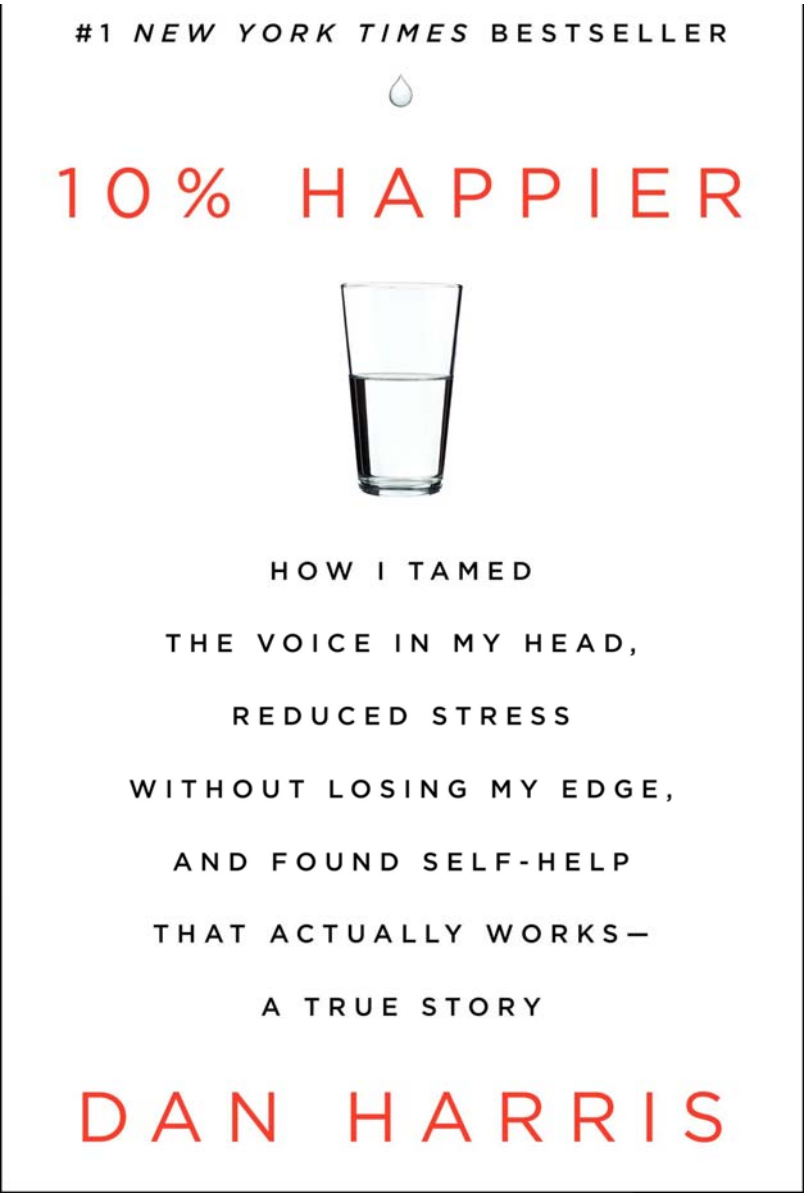
Somedays I amaze myself, other days, I look for my phone while I’m holding it.

Health Benefits of Mindfulness

- Reduction in arthritis symptoms
- Decrease in inflammation
- Fights Pain
- Boosts/strengthens immune system

"Turn the medication down and the meditation up."

Jon Kabat-Zinn



Other Benefits

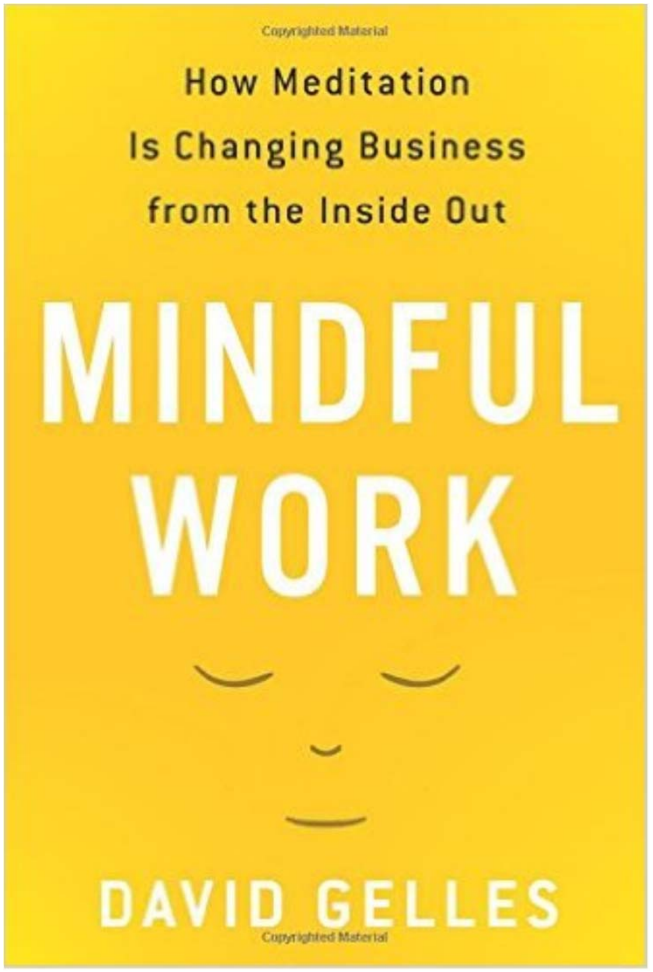
- Reduces anxiety
- Decreased depression
- Improves sleep
- Brain (improves memory & regulation)
- Focus & concentration
- Improves relationships (communication & lower stress response in conflicts)

Mindfulness at Work

- Better focus=

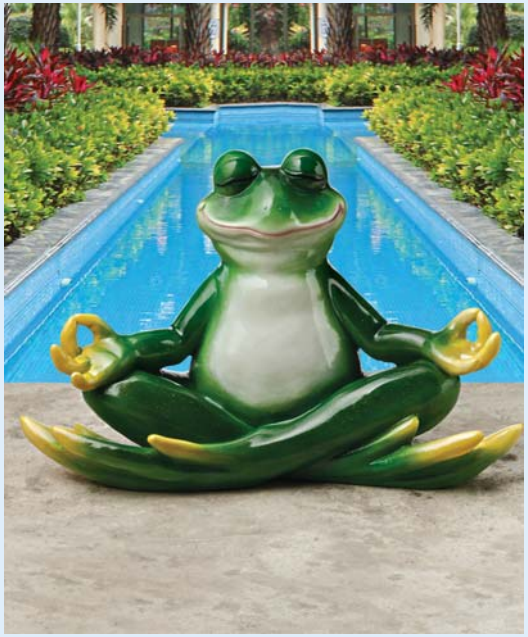
Greater Efficiency & Productivity & Concentration

- Stop Amygdala Hijack
- Manage Burn Out Levels
- Increase Compassion
- Socially Responsible
- Reduction of Workplace Stress



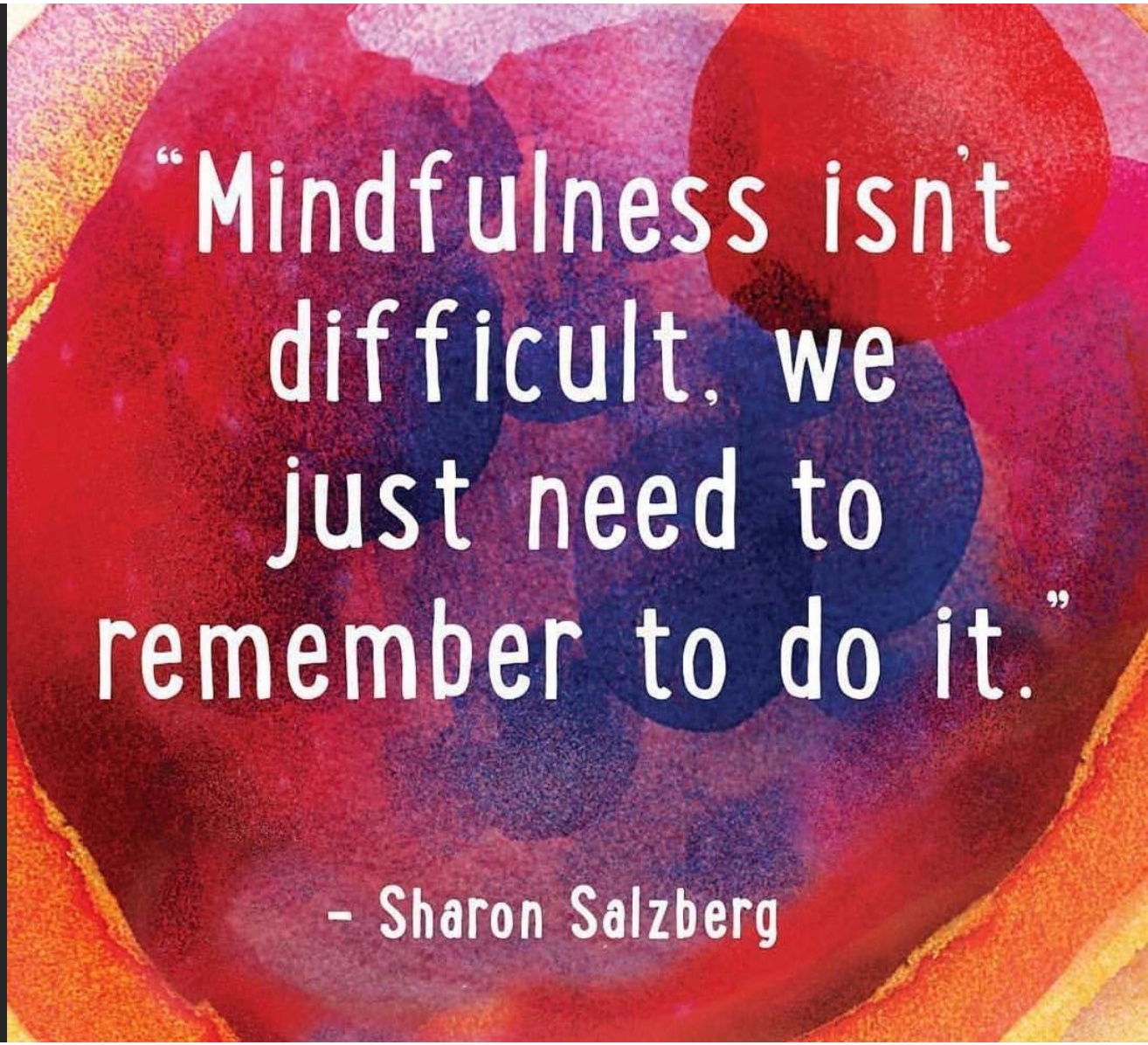
mindfulness myths



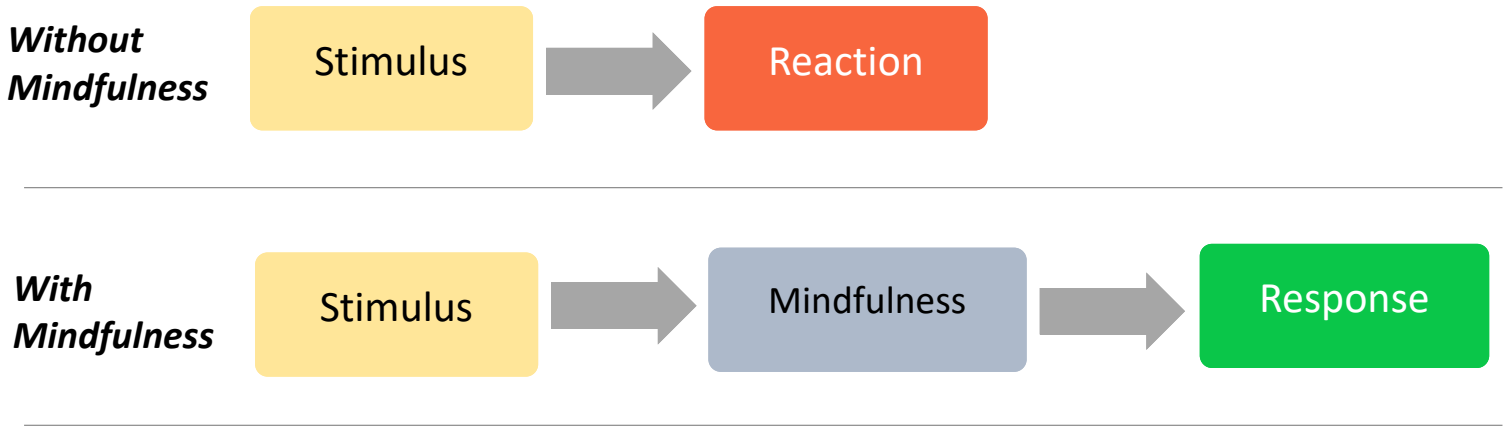


- “I can’t meditate.”
- I can’t calm down.”
- “I can’t clear my thoughts.”
- “Meditation is the only way to practice mindfulness.”

Mindfulness is Very Practical



How Mindfulness Helps



Mindfulness creates space…

…replacing **impulsive reactions** with **thoughtful responses**.

Mindfulness at Your Fingertips

whil.

HEADSPACE

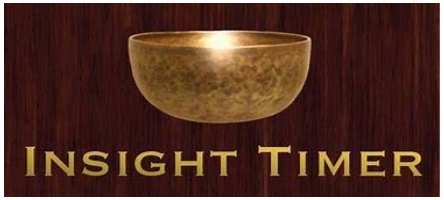
my life
Stop. Breathe. Think.



10% HAPPIER

MEDITATION FOR FIDGETY SKEPTICS

with DAN HARRIS
and JOSEPH GOLDSTEIN



Calm



Low Impact Debriefing (LID): 4 steps to protect yourself from being slimed, and to help minimize the risk of traumatizing others.

TEND Academy

1. **Self Awareness**
2. **Fair Warning**
3. **Consent**
4. **Limited Disclosure**

my therapist: you need to engage in better self-care

also my therapist:



memetherupy abundance_practice_building



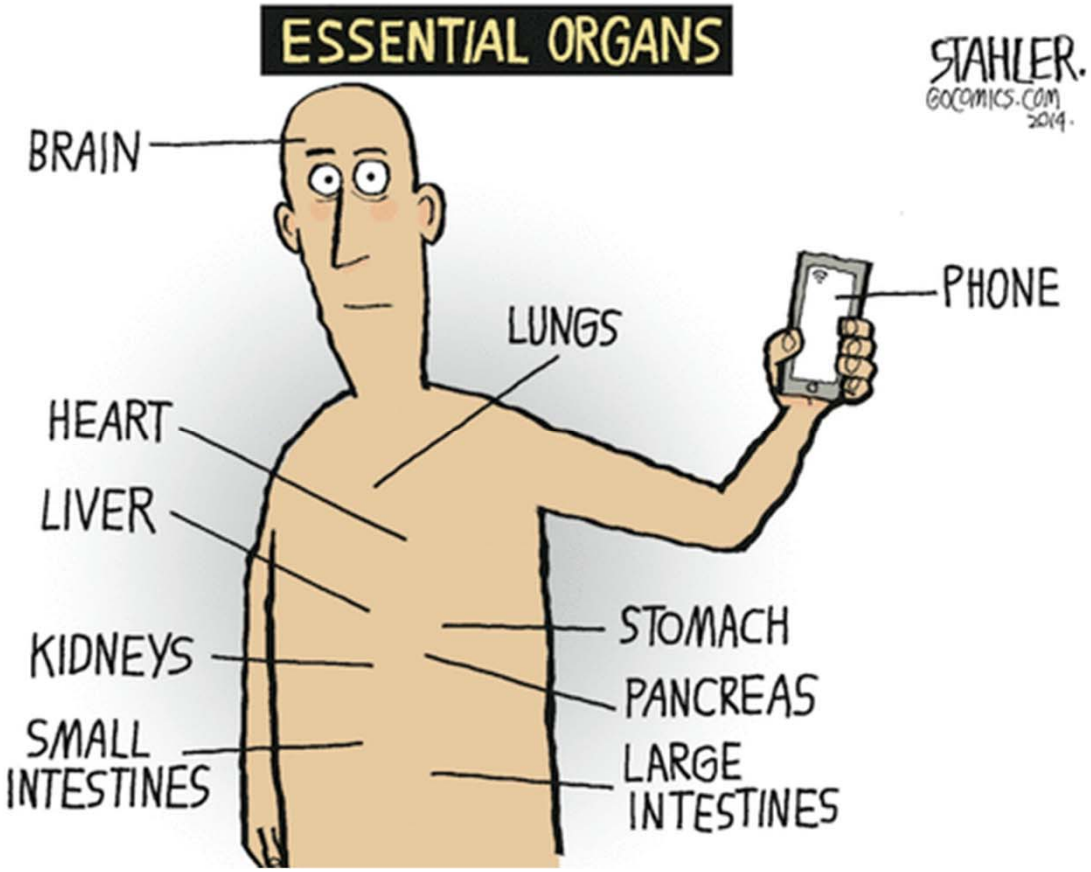
Hot Walk & Talk

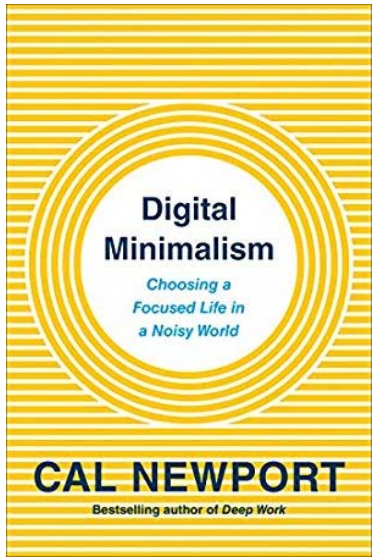
Dr. Patricia Fisher, TEND Academy

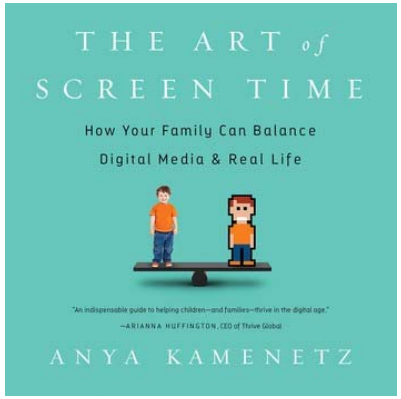




How many hours per month?





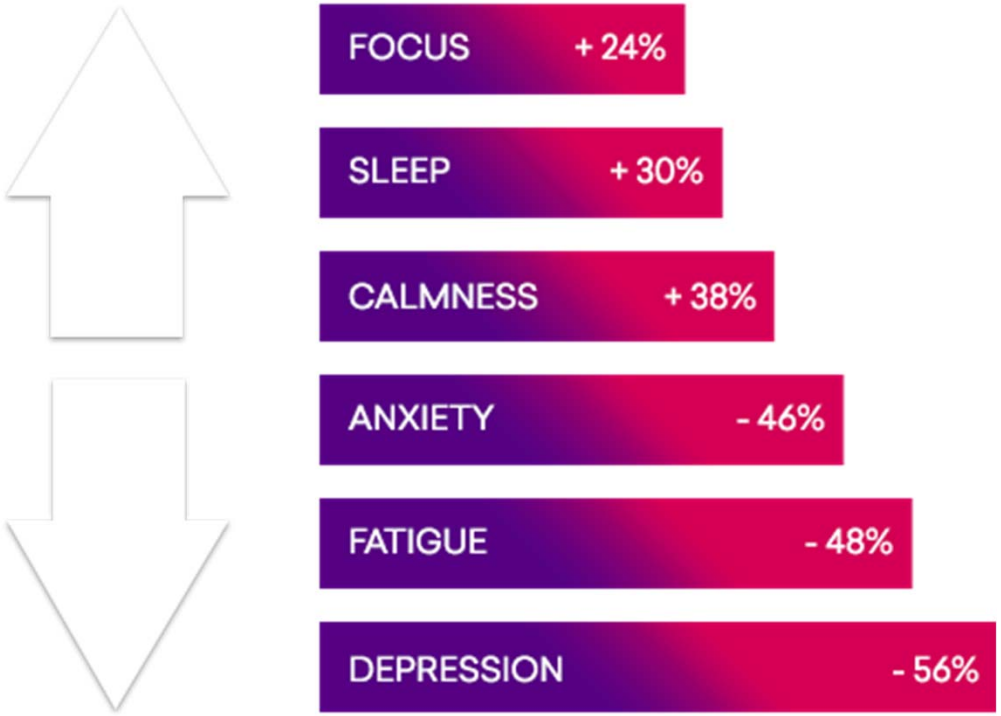


http://www.gocomics.com/jeffstahler/2014/09/18

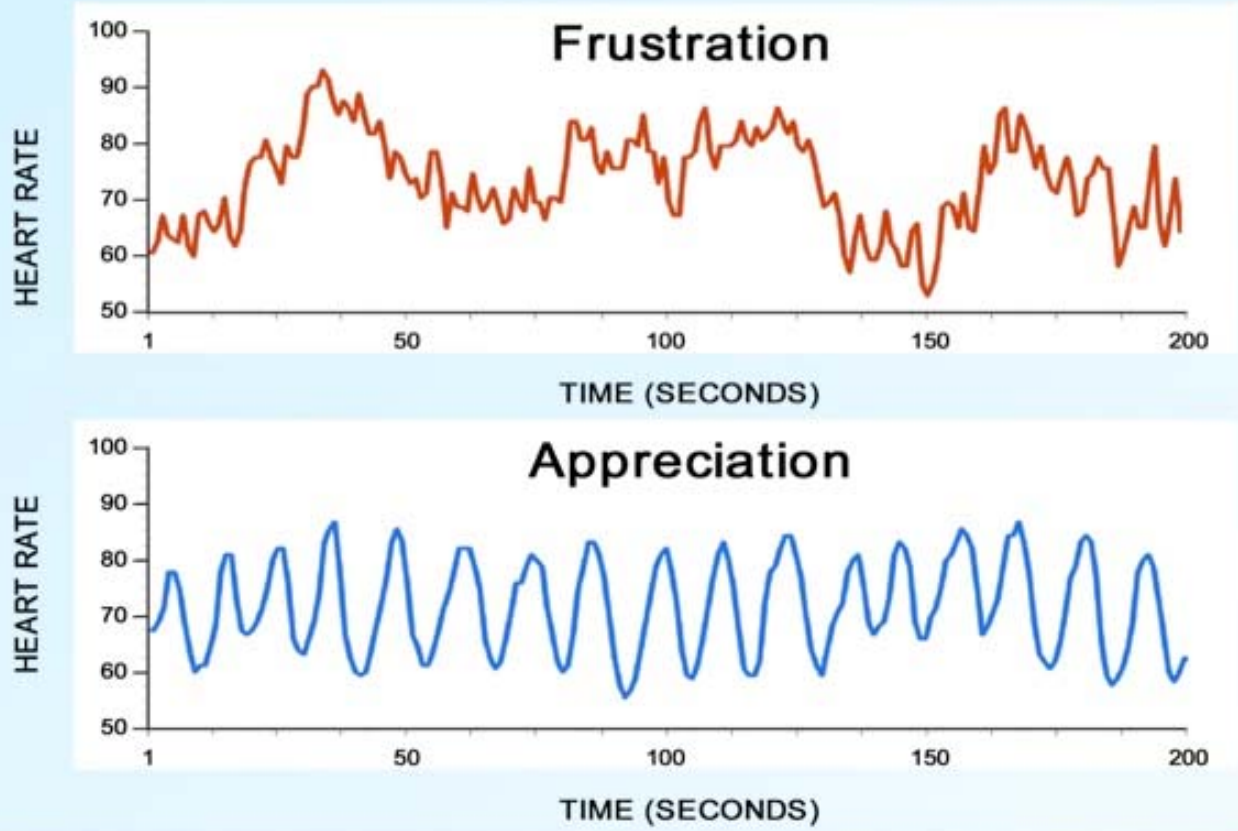


Positive support

HeartMath.

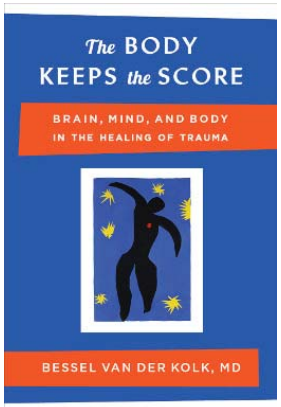

FOCUS + 24%
SLEEP + 30%
CALMNESS + 38%
ANXIETY - 46%
FATIGUE - 48%
DEPRESSION - 56%

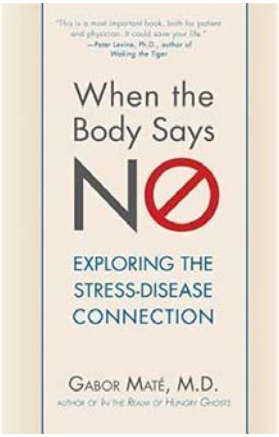
Heart-Rhythm Pattern of An Individual





Mindful Movements







handouts

- Compassion Fatigue Self-Assessment
- Compassion Fatigue Resources

deja poo

(dey-zhah poo)

The feeling that you've heard this crap before

Making a Commitment to Yourself



Note to Self:

If you were able to believe in Santa Claus for 8 years, you can believe in ***yourself*** for like *5* minutes.

Okay, you got this!



DAILY SELF-CARE QUESTIONS

1.) AM I HYDRATED?

2.) HAVE I MOVED AND STRETCHED MY BODY?

3.) HAVE I CONNECTED WITH SOMEONE TODAY?

4.) WHAT ARE 3 THINGS I FEEL GRATEFUL FOR RIGHT NOW?

Thank you & Evaluation

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Questions



Advancing Equity
Building Resilience
Sustaining Hope

COMMUNITY ACTION PARTNERSHIP

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National Community Action Partnership

Management & Leadership Training Conference (Virtual)

February 3-5, 2021

Member Fee: $380/pp I **Non-Member Fee:** $475/pp

Keynote Presenter Dr. Ibram X Kendi

For More Info

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