

SARTS AND MINDFULNESS

ICCR
September 28, 2023

TODAY

We will be doing little exercises; do what you are comfortable with.
There won't be a test.
If you want a PDF copy of the presentation, shoot me an email.
My information will be at the end.



MULTIDISCIPLINARY COLLABORATION VALUES

Navigate similarities and differences
Increase focus
Progress toward team goals
On the same page
Have effective meetings

IN OUR JOBS AND TEAMS



Can you see the beauty and not just the **SHIT**?

Let's sit for a moment and listen to ourselves. Relaxed? **Stressed?**

BREATHING



WHAT'S YOUR "F" RESPONSE?



THE "F" RESPONSE

Habits and Reflexes

Fein
Fawn
Freeze
Faint
Flee
Fight

PROTECTION RESPONSE

Sometimes can be overwhelming
Increases heartrate
Increases blood pressure
The response is to protect us

TEXTURE



SUBCONSCIOUS BRAIN

Control makes us feel safe
Future is unknown and can make us feel unsafe
Always looking for problems to solve
Runs most of our everyday
Is much faster

PERCEPTION IS REALITY



GOT STRESS?



STRESS

Long overnight shifts
High case loads
Short staffing
Unpredictable work environment
Role confusion
Unrealistic expectations
Lack of control
Unreasonable demands

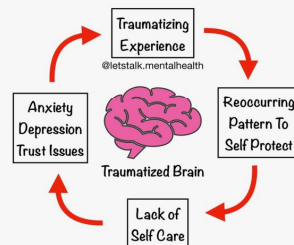


Effective Meetings



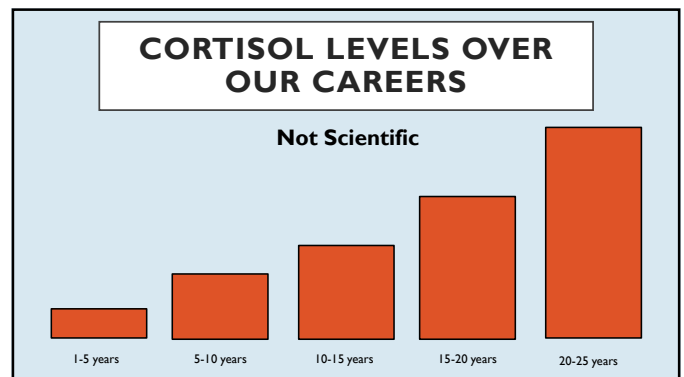
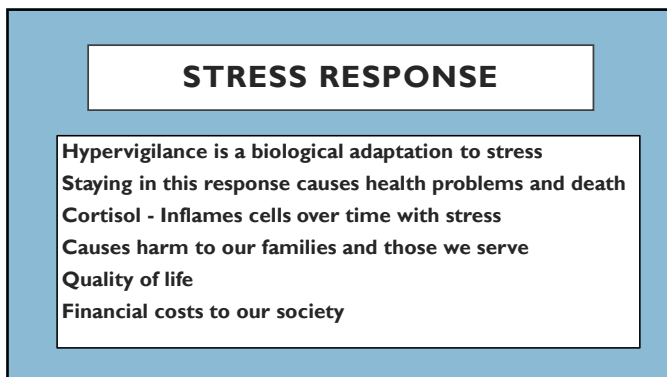
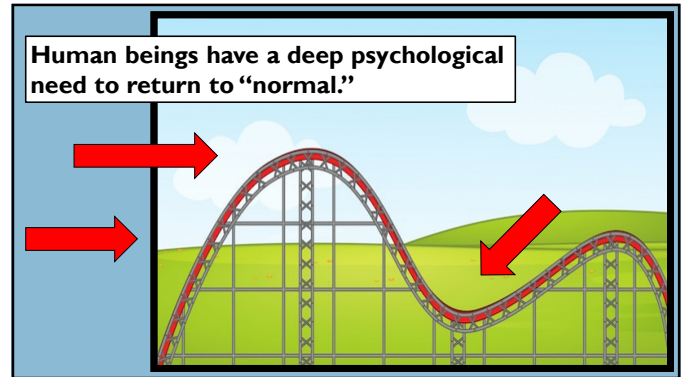
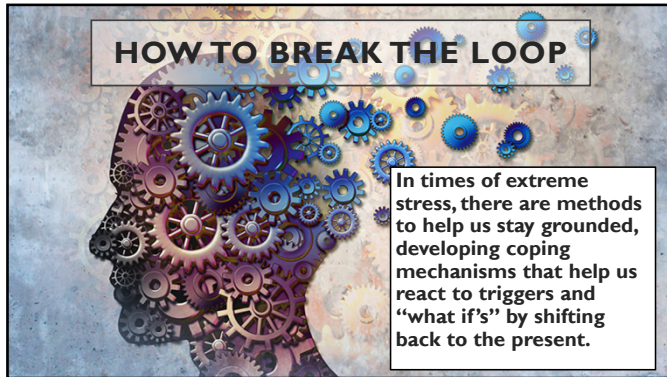
Clear roles and responsibilities
Value people's time, expertise, and energy
Maintain forward momentum: decisions points
Team values and norms

Trauma can keep you stuck in a loop.



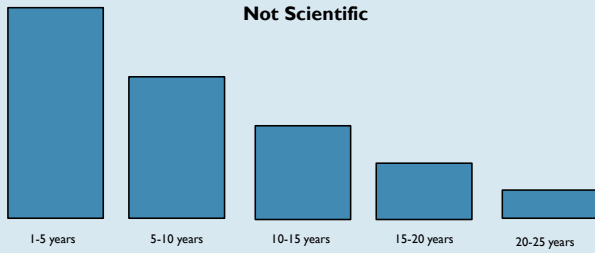
THE WORRY LOOP

- Cognitive: the "what if's"
- Emotional: feeling on edge, vulnerable, uncertain, or unsafe
- Physical: heightened stress hormones, bodily reactions



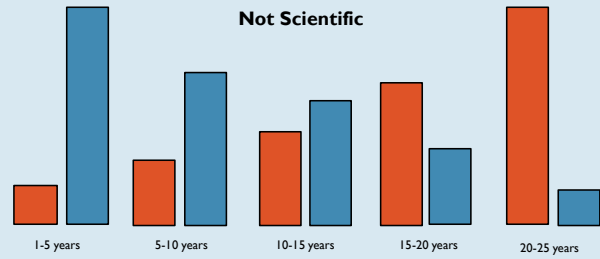
HUMANITY OVER OUR CAREERS

Not Scientific



HUMANITY & CORTISOL LEVELS OVER OUR CAREERS

Not Scientific



MAIN TYPES OF TRAUMA

Acute trauma results from a single incident.

Chronic trauma is repeated and prolonged, such as domestic violence or abuse.

Complex trauma is exposure to varied and multiple traumatic events, often of an invasive, interpersonal nature.



VICARIOUS TRAUMA

Vicarious traumatization is a negative reaction to trauma exposure and includes a range of psychosocial symptoms.

The term "vicarious traumatization" is used broadly to include other related terms such as secondary traumatic stress (STS), compassion fatigue (CF), and critical incident stress (CIS).

Vicarious trauma is the passing along of trauma from a trauma survivor.

PREVALENCE OF VICARIOUS TRAUMATIZATION AMONG FIRST RESPONDERS

Across sectors, 40–80 percent of helping professionals experience high rates of secondary trauma.

Among 28 global studies of PTSD, rescuers (firefighters, ambulance personnel, police, search and rescue teams) had a prevalence rate of 10 percent compared with 4.4 percent within the general population in developed countries.

Prevalence studies show rates of symptoms among first responders are much higher than 10 percent.

EXAMPLES OF VICARIOUS TRAUMATIZATION: PERSONAL	
Physical	Rapid pulse/breathing, headaches, impaired immune system, fatigue, aches
Emotional	Feelings of powerlessness, numbness, anxiety, guilt, fear, anger, depletion, hypersensitivity, sadness, helplessness, severe emotional distress or physical reactions to reminders
Behavioral	Irritability, sleep and appetite changes, isolate from friends and family, self-destructive behavior, impatience, nightmares, hypervigilance, moody, easily startled or frightened

EXAMPLES OF VICARIOUS TRAUMATIZATION: **PERSONAL**

Spiritual	Loss of purpose, loss of meaning, questioning goodness versus evil, disillusionment, questioning prior religious beliefs, pervasive hopelessness
Cognitive	Diminished concentration, cynicism, pessimism, preoccupation with clients, traumatic imagery, inattention, self-doubt, racing thoughts, recurrent and unwanted distressing thoughts
Relational	Withdrawn, decreased interest in intimacy or sex, isolation from friends or family, minimization of others' concerns, projection of anger or blame, intolerance, mistrust

EXAMPLES OF VICARIOUS TRAUMATIZATION: **PROFESSIONAL**

Performance	Decrease in quality/quantity of work, low motivation, task avoidance or obsession with detail, working too hard, setting perfectionist standards, difficulty with inattention, forgetfulness
Morale	Decrease in confidence, decrease in interest, negative attitude, apathy, dissatisfaction, demoralization, feeling undervalued and unappreciated, disconnected, reduced compassion
Relational	Detached/withdrawn from co-workers, poor communication, conflict, impatience, intolerance of others, sense of being the "only one who can do the job"
Behavioral	Calling out, arriving late, overwork, exhaustion, irresponsibility, poor follow-through

(Adapted from J. Yassen in Figley, 1995)



GOT BURNOUT?

Withdrawal from friends, family, and other loved ones
 Loss of interest in activities previously enjoyed
 Feeling blue, hopeless, and helpless
 Changes in appetite, weight, or both
 Getting sick more often
 Emotional and physical exhaustion
 Irritability

MANHOLE COVERS



MINDFULNESS

Mindfulness is not a new concept and is part of what makes each of us human. It originated more than 2500 years ago within Buddhist psychology.

One's ability to maintain moment-to-moment awareness, especially during a highly intense moment, is a skill that can be learned.

Situational awareness.

Didonna, F. (Ed.) (2008). *Clinical Handbook of Mindfulness*. New York: Springer

ACCEPTANCE

**Pay attention to your thoughts and feelings
Without judging them
No right or wrong way to think
Or even feel**



MINDFULNESS

- Maintaining a moment-by-moment awareness of ...
- Thoughts
- Surrounding environment
- Bodily sensations
- Feelings



FOCUSING THROUGH THE LENS OF MINDFULNESS

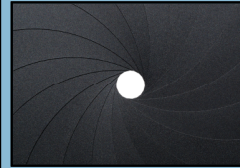
Trauma makes it hard to focus, like blurry vision through an out-of-focus camera lens. This is true of crime survivors; true of those who've experienced vicarious trauma; and certainly true of first responders, who've experienced compounded trauma.



FOCUSING THROUGH THE LENS OF MINDFULNESS

Mindfulness helps us to bring the lens back into focus, adjust our perception, and evaluate situations using a series of practical steps to keep the event "in focus," even under pressure or in high-stakes circumstances.

When we learn to recognize and tune out our biases, we do our jobs more efficiently, effectively, and ethically.

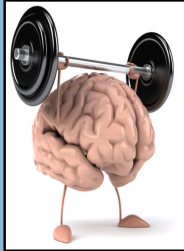


QUICK EASY EXERCISE



BRAIN TRAIN

Your workout can be short or long
 Helps balance out your nervous system
 Tones down the fight, flight, or freeze response
 Helps engage your “wise” thinking brain easier
 When this happens, you can make more reasoned decisions



IT TAKES REPS (REPETITION)



CONFLICT RESOLUTION TOOL



Needs a non-judgmental attitude
 Helps you assess how to respond rather than habits and reflexes
 Helps us refrain from leaping to assumptions about others and situations
 Chance of seeing the situation for what it really is, rather than what you THINK it is
 Helps with ability to repair the consequences of conflict
 Become less attached to the emotions themselves
 Provides a pause necessary to avert arguments

GOOD STRESS

Some is good for you
 Too little good stress can cause boredom and depression
 The right amount of acute stress tunes up the brain
 Can improve performance and health
 Short-term stress can actually help us deal with stressful situations



Resilience

Resilience is the process of adapting well in the face of adversity, trauma, tragedy, threats, or even significant sources of stress, such as family and relationship problems, serious health problems, or workplace and financial stressors.

It means “bouncing back” from difficult experiences.

(American Psychological Association)

VICARIOUS RESILIENCE

Involves the process of learning about overcoming adversity from the trauma survivor and the resulting positive transformation and empowerment through their empathy and interaction.

(Hernandez, Gangsei, and Engstrom, 2007)

IMPACT OF VICARIOUS RESILIENCE


Greater perspective and appreciation of own problems

More optimistic, motivated, efficacious, and reenergized

Increased sense of hope, understanding, and belief in the possibility of recovery from trauma and other serious challenges

Profound sense of commitment to, and finding meaning from, the work

(Hernandez, et al, 2007; Engstrom, et al, 2008)



ACKNOWLEDGING THE POSITIVE

Compassion
Satisfaction
Vicarious
Transformation



VISUAL EXERCISE



WAYS TO OBSERVE BETTER

1. Change your perspective—literally....
2. Don't get frozen into what you first see—or expect to see...or want to see. ...
3. Don't let a “second set of eyes” dominate your perception....
4. Don't fixate just on what your brain perceives to be most important.

HOW MINDFULNESS IS CHANGING LAW ENFORCEMENT



Richard Goerling, a retired Oregon lieutenant, spent 24 years in civilian law enforcement. While working as a police officer, he also began developing mindfulness and resiliency training specialized for police officers.

In the last decade, he has pushed training around mindfulness and resiliency for police officers to shift culture towards a more compassionate, skillful, and resilient warrior ethos.





WHAT MIGHT?

- What might this look like in our jobs?
- What might this feel like in our jobs?
- What might this look like in our home life?
- What might this feel like in our home life?

DID YOU NOTICE?

- One of the backgrounds of one photo was blue, not black?
- Did you notice the trash in two of the photos?
- Did you notice the fence in one of the photos?
- Did you notice the trash was in the same area of the photos? Bottom right quarter?
- Did you notice one of the lists faded into royal blue and not slate blue?
- Did you notice some slides that had "dots," numbers, no bullet markers?

POST-TRAUMATIC GROWTH

Identified by Psychologists Richard Tedeschi and Lawrence Calhoun in the '90s.

Positive psychological change some people experience after a life crisis or trauma.

Post-traumatic growth can co-exist with post-traumatic stress.

POST-TRAUMATIC GROWTH

Survivors can recognize and embrace new opportunities
 Build stronger relationships with family
 Cultivate inner strength through the knowledge they made it through
 Deeper appreciation for life

POSITIVE SIDE EFFECTS

Stress relief
 Increased focus
 Increased regulation
 Healthier
 Increased empathy
 Compassion
 Spouse may like you again? ... but probably not.

WALKING



SOME RESOURCES



BOARDMAN
Training & Consulting

**CONTACT
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