

Healing (Trauma) Informed Self Care:

Thriving in the Job

WIOA Roundtable

5/2/23

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Self Care = Ethical Care

NASW 2021: Self Care Protects Professional Integrity

“Professional self-care is paramount for competent and ethical social work practice. Professional demands, challenging workplace climates, and exposure to trauma warrant that social workers maintain personal and professional health, safety, and integrity. Social work organizations, agencies, and educational institutions are encouraged to promote organizational policies, practices, and materials to support social workers’ self-care.”

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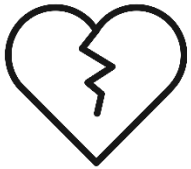
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NASW 2021 Amendments³

Care Well
for participants & loved ones,

By caring well
For Yourself.

SAMHSA's 4 Rs of TIC



Recognize: Signs and symptoms of stress/trauma in patients/participants, families, staff, you & others



Realize: Widespread impact of stress/trauma, & understand paths for recovery



Respond: By integrating knowledge about stress/trauma into policies, procedures, practices, & settings



Resist: Re-traumatization

SAMHSA (2014)

Keep Trauma in Mind

How might stress/trauma be influencing this behavior/decision/reaction?



You Can Help



Decrease stress-/trauma-response



Increase resilience

Hyper-Arousal

Emotional overwhelm, panic, feeling unsafe, angry, racing thoughts, anxiety, etc.

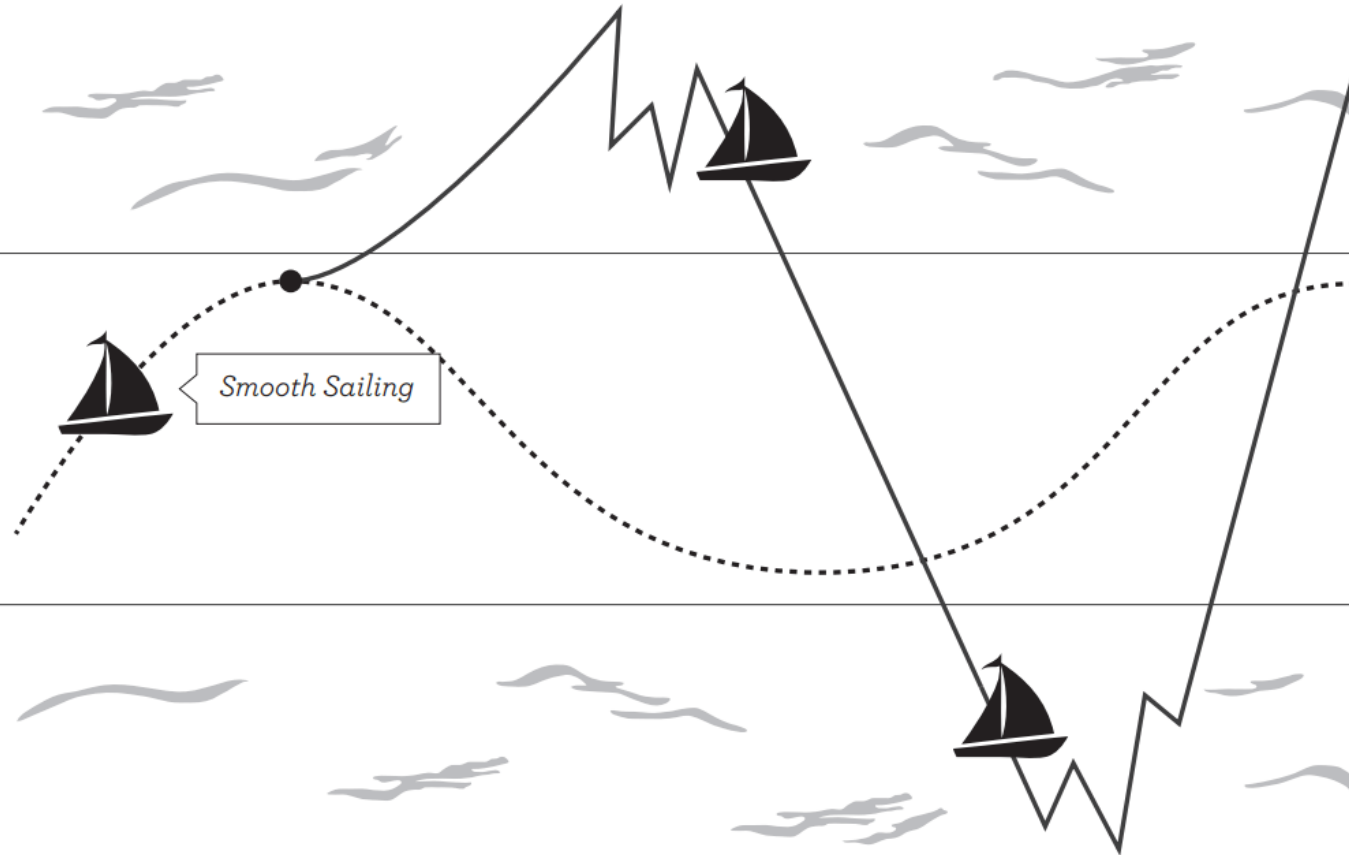
Window of Tolerance

OPTIMAL AROUSAL ZONE

Carrying on with daily life in the river of well-being

Hypo-Arousal

Numb, no feelings or energy, can't think, shut down, ashamed, disconnected, depression, etc.



Stress



An elevation in a person's state of arousal or readiness, caused by some stimulus or demand.

- Moderate stress arousal **improves** health and performance.
- Manageable stress levels can **sharpen attention & mobilize** our physical ability to cope with threats.
- At some point, stress arousal reaches **maximum effect** & all that was gained by stress arousal is lost and deterioration of health and performance begins

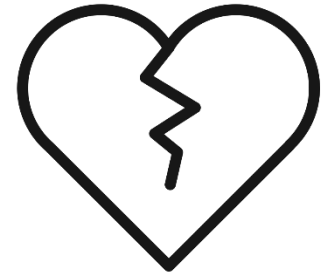
How Does Stress Happen?

- Too much to do, not enough time
- Don't know where to start
- Cleaning up the mistakes
- Mental health issues
- Substance use/abuse
- Family/lack of family
- (Un)Employment
- +



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Trauma



Per SAMHSA...

1. Individual trauma results from an **event**, series of events, or set of circumstances
2. That is experienced by an individual as physically or emotionally harmful or life threatening
3. That has lasting **effects** on the individual's functioning and mental, physical, social, emotional or spiritual well-being

Frame of Reference

- Self
- Others
- Safety
- World
- Spirituality

How Does Trauma Happen?

- Abuse or **Neglect** (childhood, at risk adult) – physical, emotional, sexual, financial
- Accident or Illness
- Victim/witness to **Domestic Violence**
- Community or School Violence
- Exposure to Substance Abuse/Addiction
- Natural Disaster, War, Terrorism, etc.
- Political Violence, Fear-Based Political/Public Service Statements
- Grief & **Loss**
- Separation & Divorce
- Historical, Cultural, Generational
- Gender & Sexual Orientation/Expression
- +

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Stress/Trauma Interferes with...



Regulating



Processing



Learning/Remembering



Relating



How Do We Cope?

- Contain
- Tolerate
- Ground
- Soothe
- Manage (Regulate)
- Reintegrate

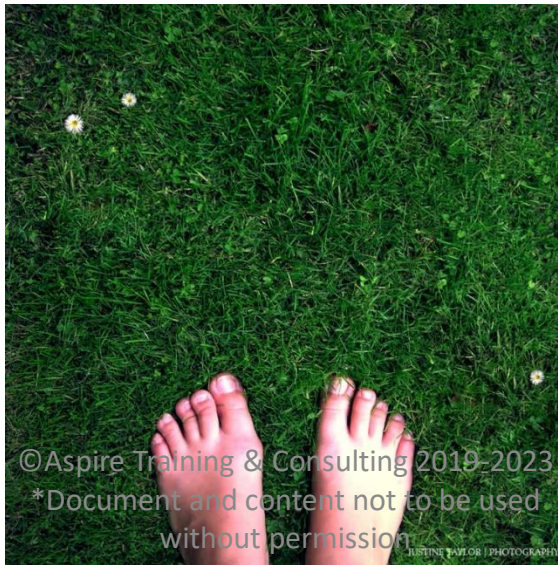




Mindfulness



Grounding



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**NOW IT'S
YOUR TURN.**

What Helps When You're Stressed or Dealing with Trauma?



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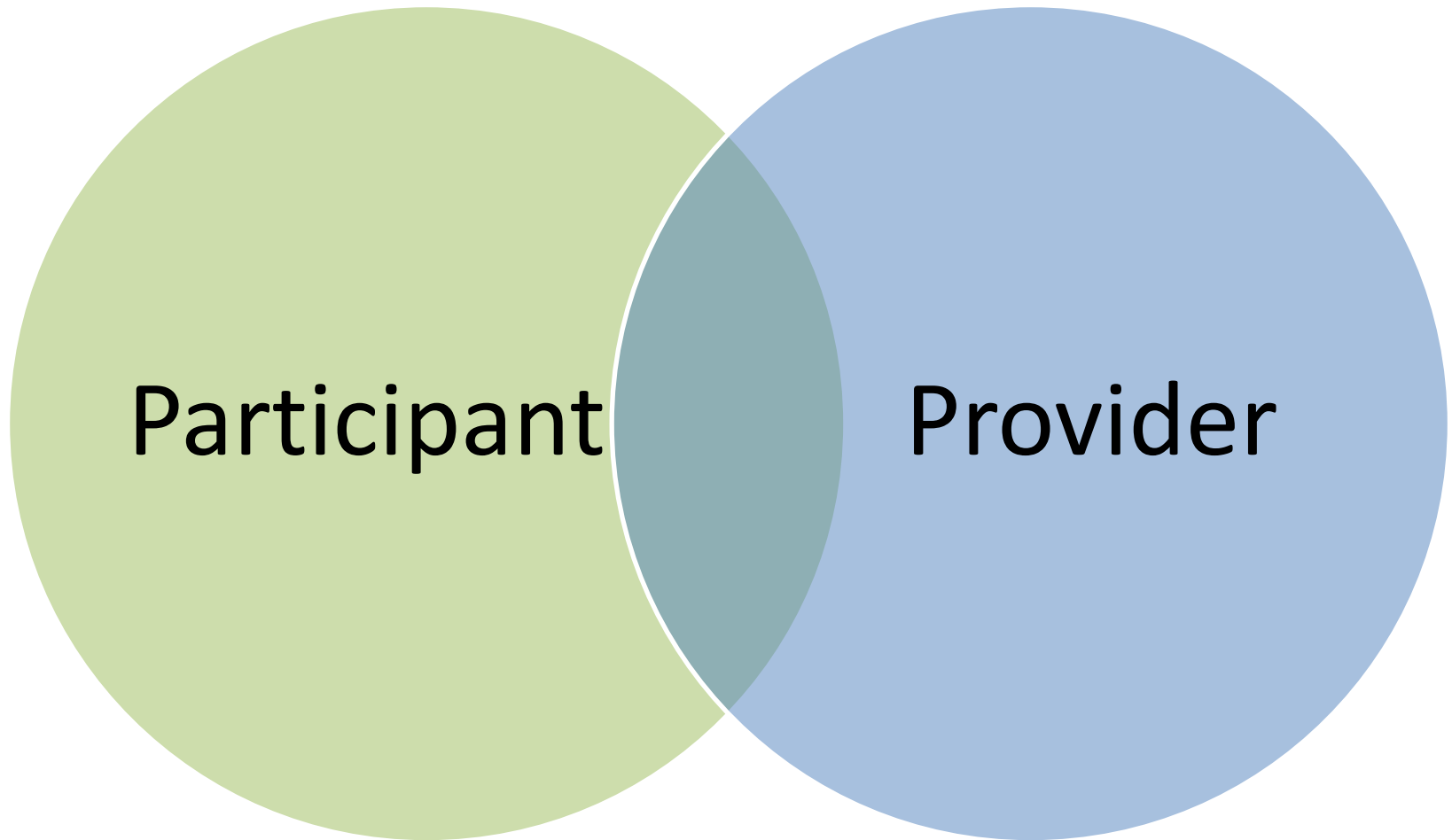
Welcome

To a job that invites S/T, ST, BO & CF

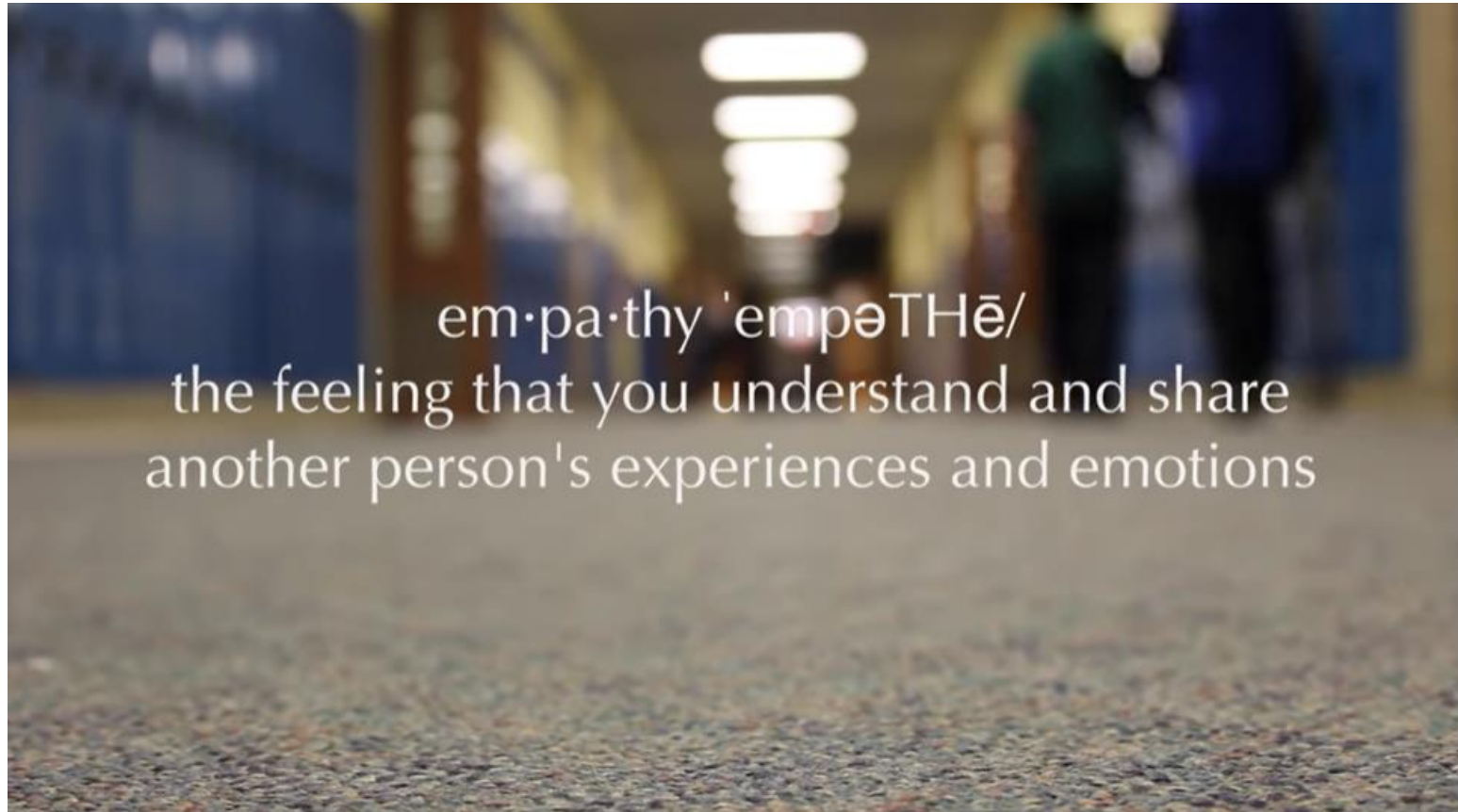
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Shared Stress/Trauma



Offer Empathy/Compassion

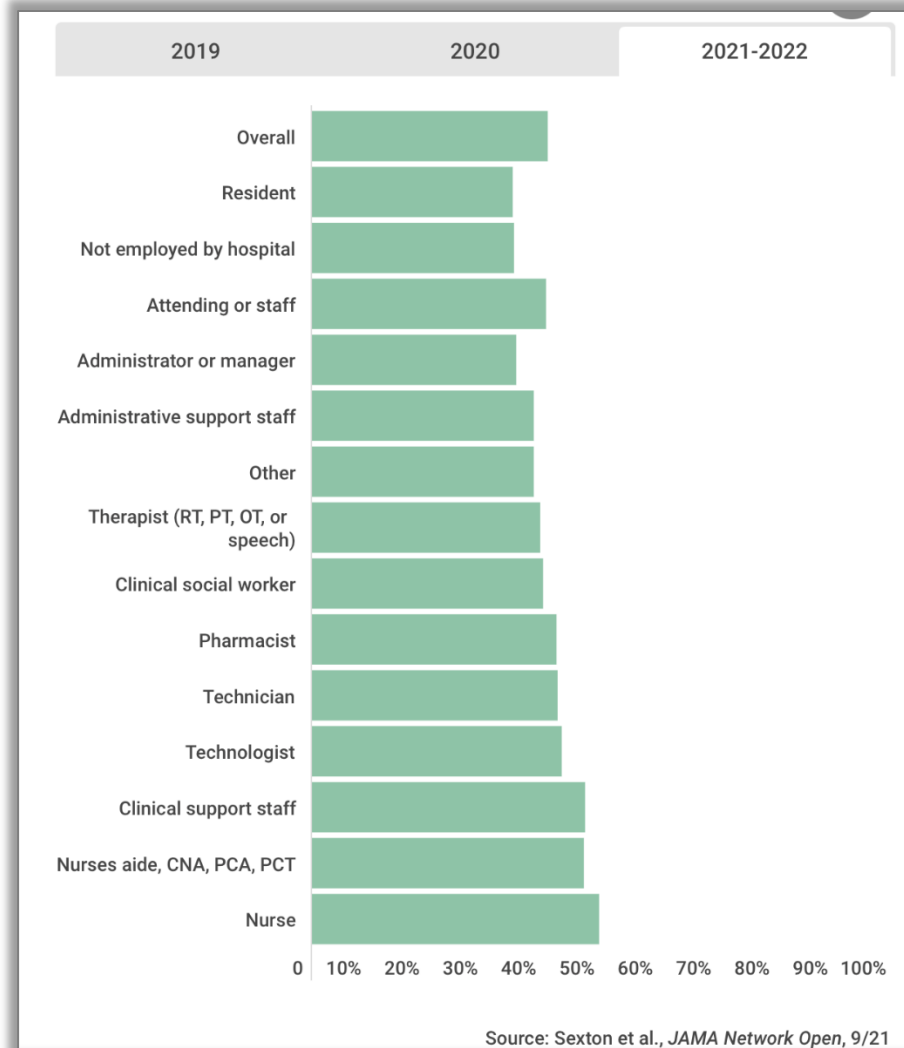
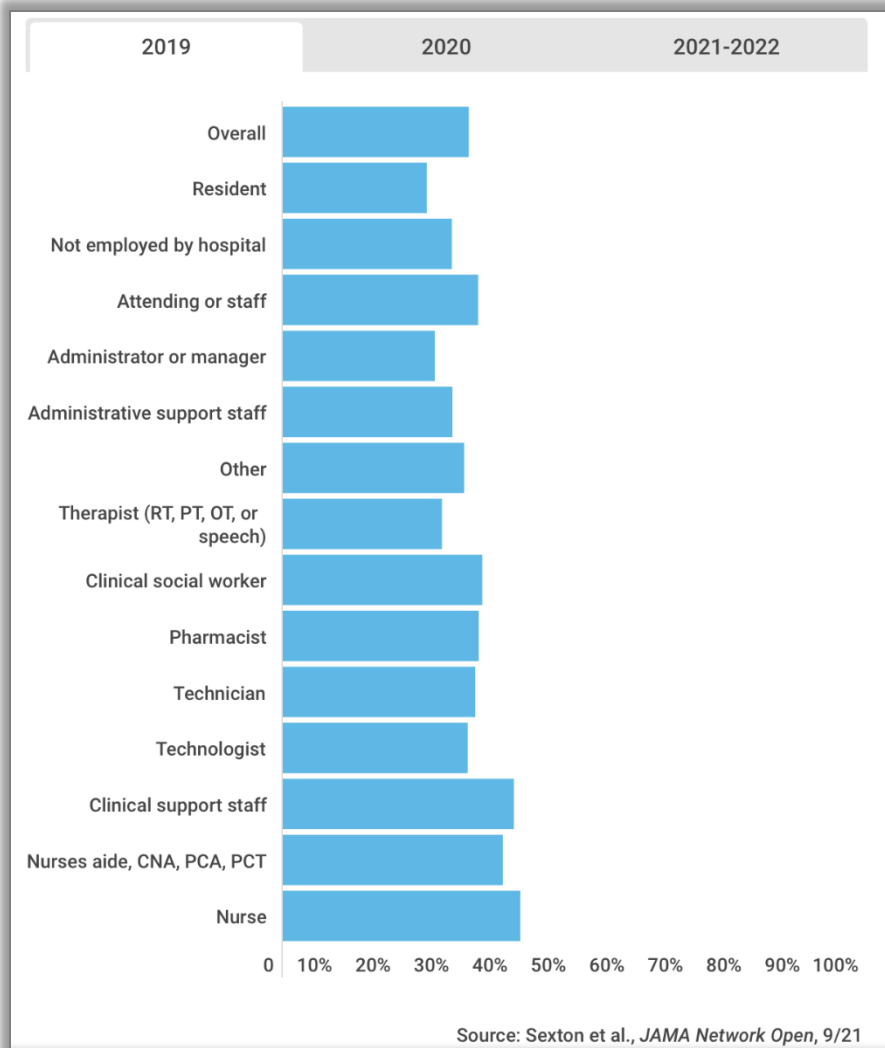


<https://youtu.be/fFqIZP4Yb64>

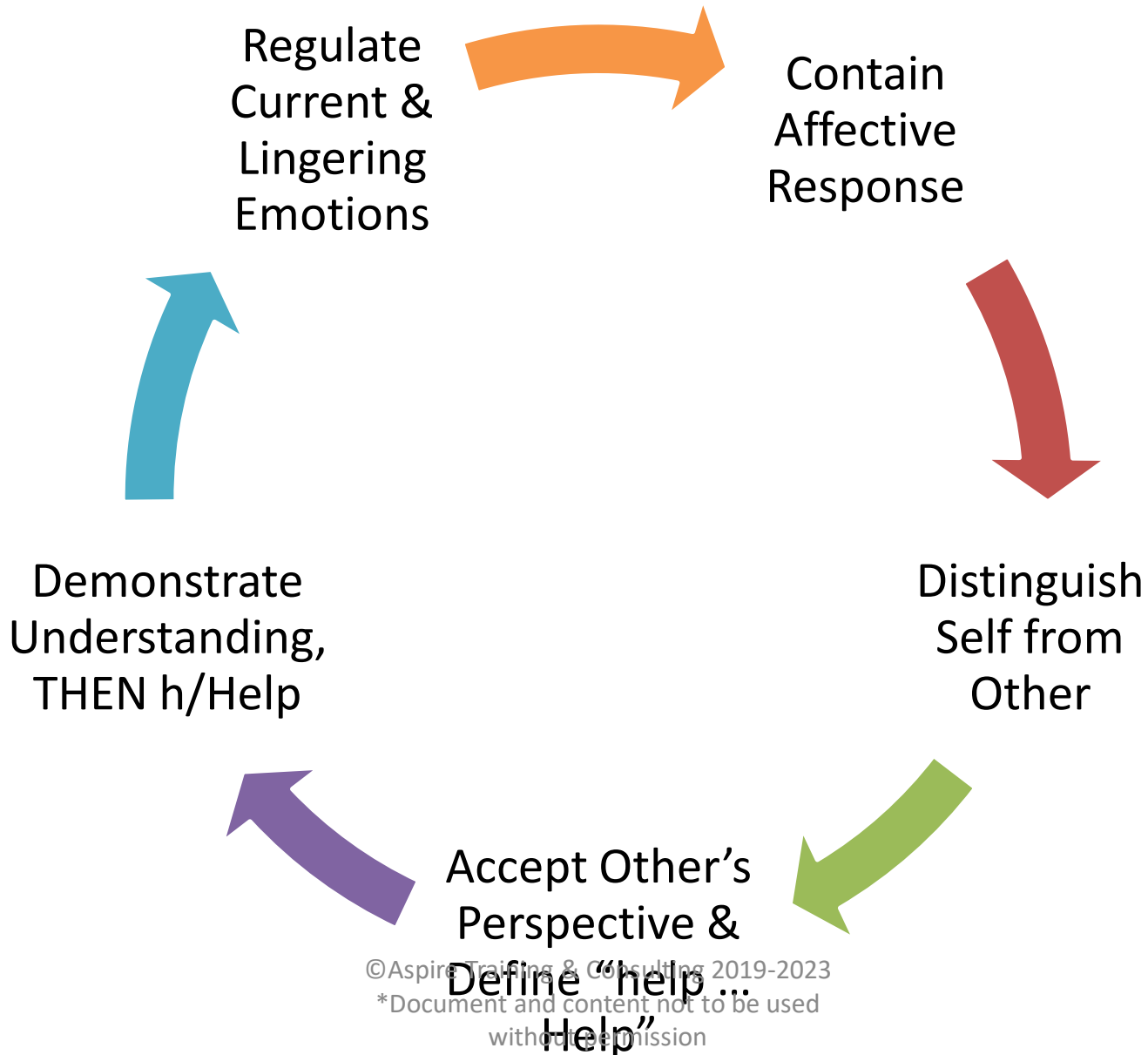
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Emotional Exhaustion Across Health Care Roles: Pre & Post-Covid-19



Emotional Labor



FYI

Emotional Labor: Physiological

Affective Response

- Visceral response
- *Affect sharing/recognizing*, including mirroring another's emotions or actions
- Requires Containment



Wagaman, et al. (2018) & Wiseman (1996)



FYI

Emotional Labor: Cognitive

Self–Other Awareness:

- *Awareness of each person’s values, beliefs, judgments, etc.*
- Distinguishing the self from others

Perspective Taking

- *Understand & accept* another’s experiences (take another perspective)
- “Keep it in perspective” by balancing purpose and/or big picture with current situation; *defining “help”*

Empathic Communication

- *Demonstrate understanding & acceptance* of another’s experiences

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Wagaman, et al. (2018) & Wiseman (1996)

FYI

Emotional Labor: Physiological 2

Affective Response

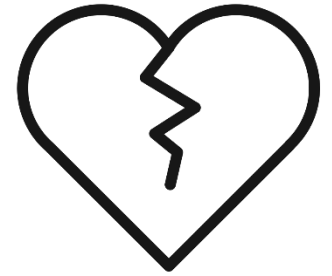
- Visceral response
- *Affect sharing/recognizing*, including mirroring another's emotions or actions
- Containment

Emotional Regulation

- *Revisit & cope*
(*soothe, manage/regulate*)



Secondary Trauma



Experiencing the cumulative effect of

- Witnessing a traumatic event
- Having knowledge about a traumatic event experienced by another
- Working with traumatized individuals

Frame of Reference

- Self
- Others
- Safety
- World
- Spirituality

Secondary Trauma

- Extremes of Emotion
- Feelings of Hopelessness
- Guilt
- Low Mood
- Nightmares
- Self medicating with food/alcohol/drugs
- Weight loss or gain
- Withdrawal/Isolation



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Coping with Immediacy

- Provides sense of validation, hope, control & power
- Physiologically offers the body less time to "wire" the system for stress/trauma state
 - Post Traumatic Stress Disorder (PTSD) (symptoms for 3 months)
= greater risk
 - Mental health disorders
 - Suicide

How you cope is less important than

how successful the coping efforts are

in carrying on with life, regulating emotions, sustaining

self-esteem, & enjoying relationships (love, life, work & play).

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FYI

Coping in the Moment



- Use calming, positive self talk
- Ground Yourself: Focus on hands/feet on a surface
- Breathe slowly & deeply (belly)
- Breathe out longer than in
- Hug someone for at least 10 seconds
- Trigger the diver's reflex (hold your breath for 15 seconds while you splash cold water on your face)
- Use brief diversions
- Get up & move for at least 3 minutes



FYI

Brief Diversions

- Press feet &/or hands
- Do chair push-ups
- Wiggle toes &/or fingers
- Look at 3 things
- Notice 3 properties about an object
- Look near & far 3x



FYI

THINGS I CAN CONTROL

- #1 BEING GRATEFUL FOR WHAT I HAVE
- #2 How I spend my free time
- #3 Getting enough sleep
- #4 BEING IN THE HERE AND NOW
- #5 Talking about my feelings
- #6 Asking for help
- #7 Spending time outside
- #8 BEING KIND AND LOVING TO MYSELF
- #9 Treating others with kindness and respect
- #10 HOW MUCH EFFORT I PUT INTO THINGS
- #11 Learning from my mistakes
- #12 LEARNING FROM FEEDBACK
- #13 How I respond to challenges
- #14 Having a positive attitude
- #15 HOW I CONTRIBUTE TO MY FAMILY
- #16 Celebrating small wins
- #17 How often I say "Thank you"
- #18 MY MINDSET
- #19 Trying again
- #20 WORKING TOWARD MY GOALS
- #21 Taking mindful breaths
- #22 Trying new things
- #23 Taking a break when needed
- #24 REMINDING MYSELF THAT I AM ENOUGH
- #25 Finding the good in any situation

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Coping with Immediacy

1. What is the primary way you cope?
2. How well does it work (0 = not at all, 10 = perfectly)
 - a. Short-run
 - b. Long-run
3. Insights & Ideas

Burnout



When your capacity (energy, time, resources, etc.) does not or can not meet expectations (yours & others)

- Overwhelming emotional exhaustion
- Depersonalization
- Feelings of professional insufficiency

Wagamon, et al. (2018)

- Apathy
- Depression
- Forgetfulness
- Frequent illness
- Irritability
- Sleeplessness
- Working hard & feeling drained wo higher production



<https://visual.ly/community/infographic/health/signs-and-symptoms-burnout>

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Transitions & Strategic Time Off



- Tasks, Work, Home
- Physical & Cognitive
- Daily, Weekly, Extended Time Off

Pause, Presence, Proceed



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Realistic Work Expectations



- *What you've always been able to do is likely what you will be able to do now. Set your **daily expectations** based on that.*
- **When** are you most productive at **what** (people-ing, writing, filing, creating, etc.)? Schedule it.
- **Strategically connect with colleagues** (AM & PM breaks, lunch...) = better than talking endlessly because you are over it.
- Include **Transitions & Strategic Time Off**



Burnout

On a Scale of 0 = Not at All & 10 = Extremely

- How important is it that you address burnout?
- How confident are you that you can address burnout?
- How committed are you to addressing burnout?

Compassion Fatigue



“The physical and mental exhaustion and emotional withdrawal experienced by those that care for sick or traumatized people over an extended period of time.”

- “Some researchers consider *compassion fatigue* to be similar to posttraumatic stress disorder (PTSD), except that it applies to those emotionally affected by the trauma of another (eg, participant or family member) rather than by one's own trauma.

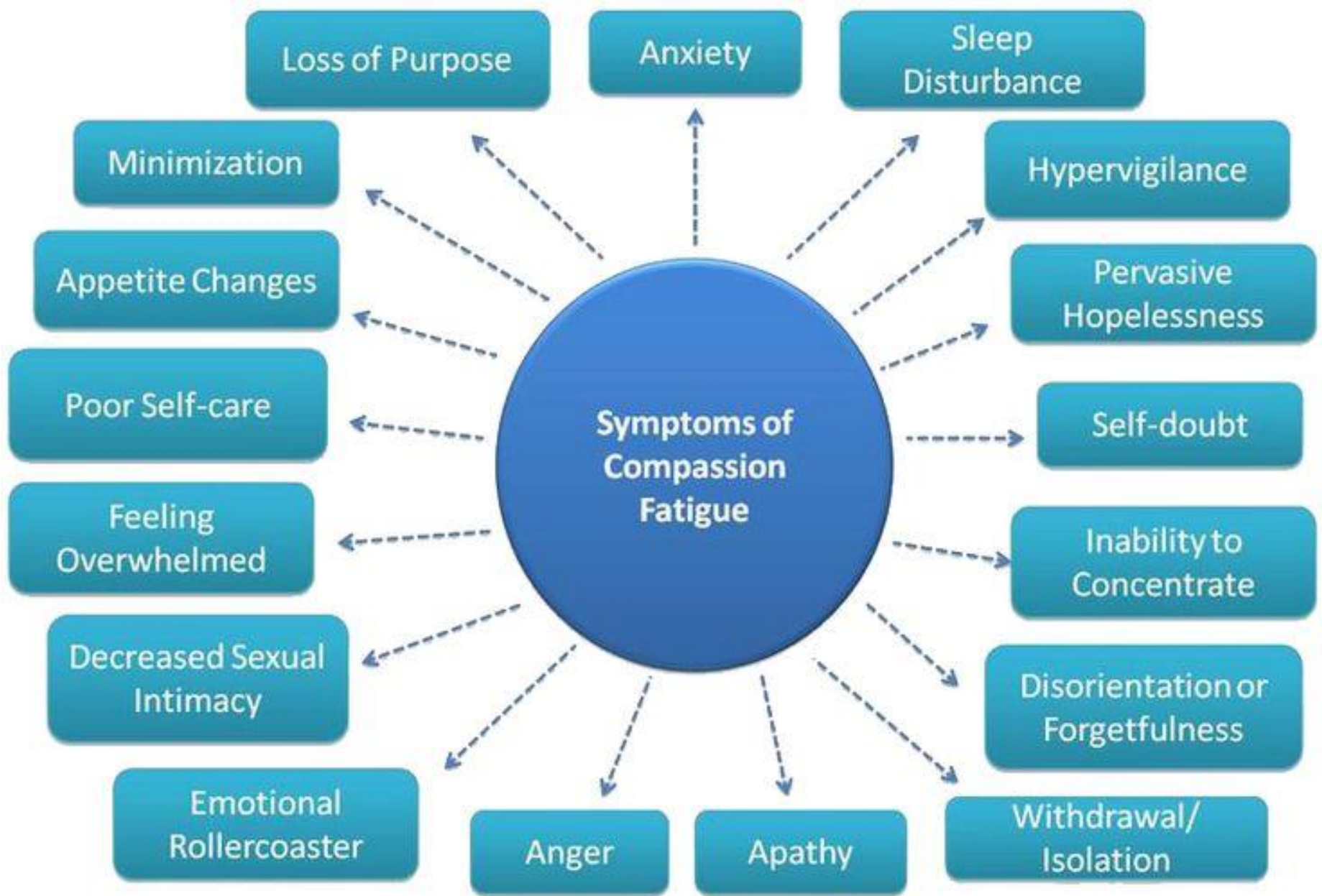
Michael K. Kearney et al., *The Journal of the American Medical Association*, 18 Mar. 2009

- Clinicians should be aware of how their emotional withdrawal or lability and “*compassion fatigue*” can jeopardize the care of dying patients and their families.

Deborah Cook and Graeme Rucker, *The New England Journal of Medicine*, 26 June 2014”

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<https://akosmed.files.wordpress.com/2016/02/8d4540453c0073053d2b>

Homework

Create a physical representation
(images &/or words)
of what it feels like to have ST,
BO &/or CF.
Include triggers if you'd like.



Homework



Add or create a physical representation
(images &/or words)
of what would help you be
at full capacity, peace, etc.
OR what it feels like to
manage ST, BO &/or CF, & be
at full capacity, peace, etc.

Tools in Coping with S/T, ST, BO & CF

1. Mindfulness/Grounding
2. Transitions
3. Strategic Time Off
4. Coping with Immediacy
5. Self Compassion
6. Compassion for Others
7. Realistic Work Expectations
8. +



My Self Care

1. One thing I could do or already do to help insulate myself from ST, BO &/or CF is (strategy).
2. When I insulate myself by (strategy), I benefit in these 3 ways: (1, 2 & 3).
3. When I insulate myself by (strategy), others benefit in these 3 ways: (1, 2 & 3).

NOW IT'S
YOUR TURN.





“We delight in the beauty of the butterfly, but rarely admit the changes it has gone through to achieve that beauty.”

-Maya Angelou

Aspire Opportunities

- Direct Service Provider Series (April, May & June)
- Self-Paced Recorded Trainings
 - Reducing Stress
 - Helper as a Person
 - +



Coming Soon

- LCSW Exam Prep Course
- Motivational Interviewing (MI) Year-long Course

More on Self-Care

- 4 Simple Ways to Clear Your Mind and Change Your Life.
<https://www.purposefairy.com/89192/clear-your-mind-change-your-life/>
- 10 Incredible Things That Happen to Your Body When You Relax.
<https://chopra.com/articles/10-incredible-things-that-happen-to-your-body-when-you-relax>
- How to love yourself: 15 steps to believing in yourself again.
<https://hackspirit.com/how-to-love-yourself/>
- Nearing Burnout? 9 Ways to Stave Off Exhaustion.
<https://psychcentral.com/blog/nearing-burnout-9-ways-to-stave-off-exhaustion/>
- Our best bet against burnout is self-care, just not the kind you think.
<https://mashable.com/article/burnout-treatment/>
- Self-care Starter Kit. <https://docplayer.net/28481914-Self-care-starter-kit-homewoodhealth-com.html>

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