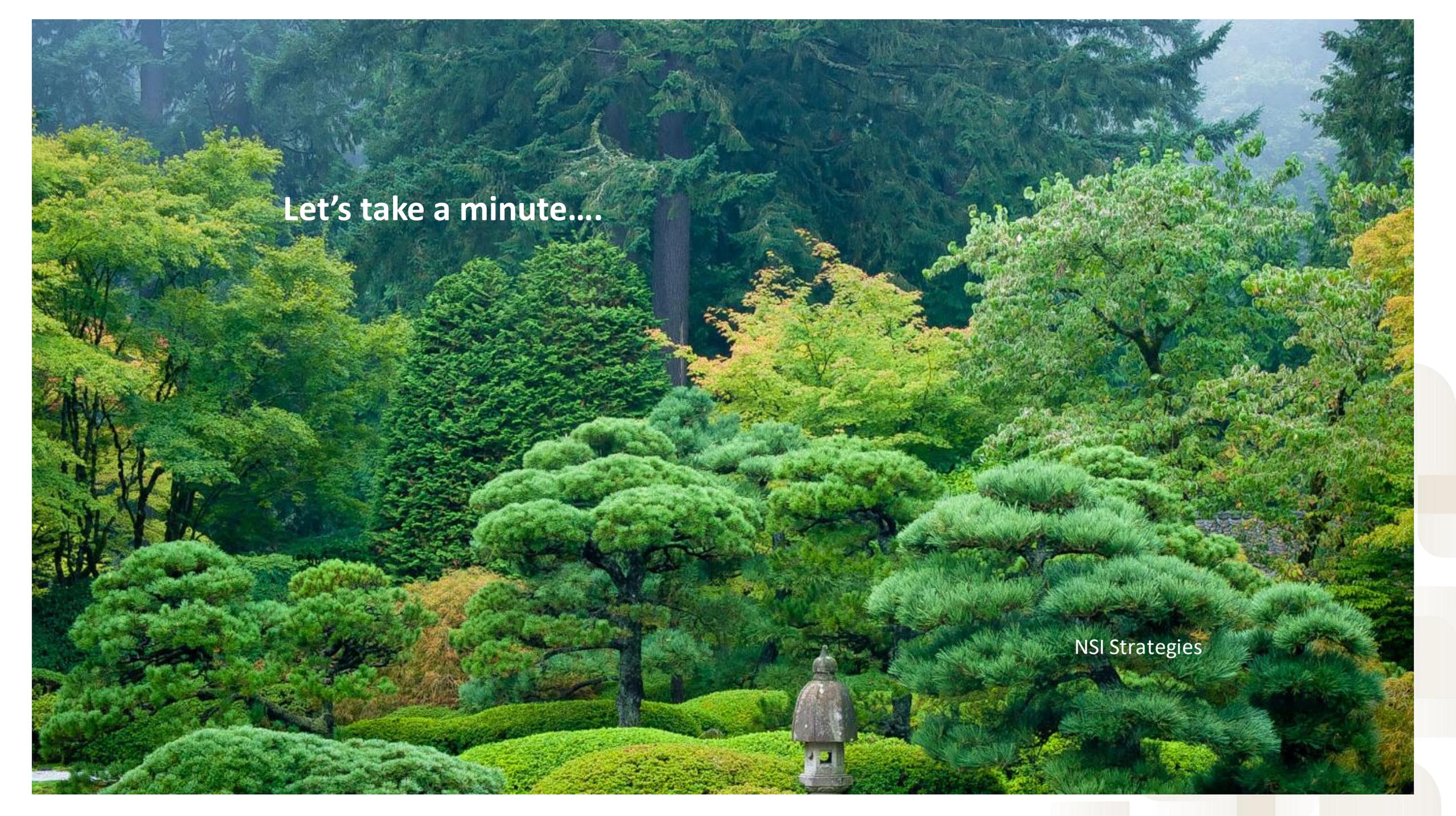




Today's Presenter

- **Linda Henderson-Smith, PhD, LPC, CPCS, CCMP**
- *Sr. Director, Children and Trauma-Informed Services*
- National Council for Mental Well-Being

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A lush Japanese garden scene. In the foreground, there are several meticulously pruned, rounded pine trees with vibrant green needles. A small, weathered stone lantern with a domed top sits on a low, rounded hedge. The middle ground is filled with a variety of trees, including some with bright yellow and orange autumn foliage. In the background, a dense forest of tall, dark green evergreen trees rises up a hillside. The overall atmosphere is serene and well-maintained.

Let's take a minute....

NSI Strategies



Work Force Concerns

Compassion Fatigue – profound emotional and physical wearing down that happens when helpers are unable to rest and refuel

Secondary Traumatic Stress – mirrors the symptoms of post-traumatic stress disorder

Vicarious trauma – profound shift in world view

Burnout – physical and emotional exhaustion experienced when a worker has low job satisfaction and feels powerless and overwhelmed at work

Moral injury – occurs when people face obstacles in living out personal and ethical standards



We are striving to achieve

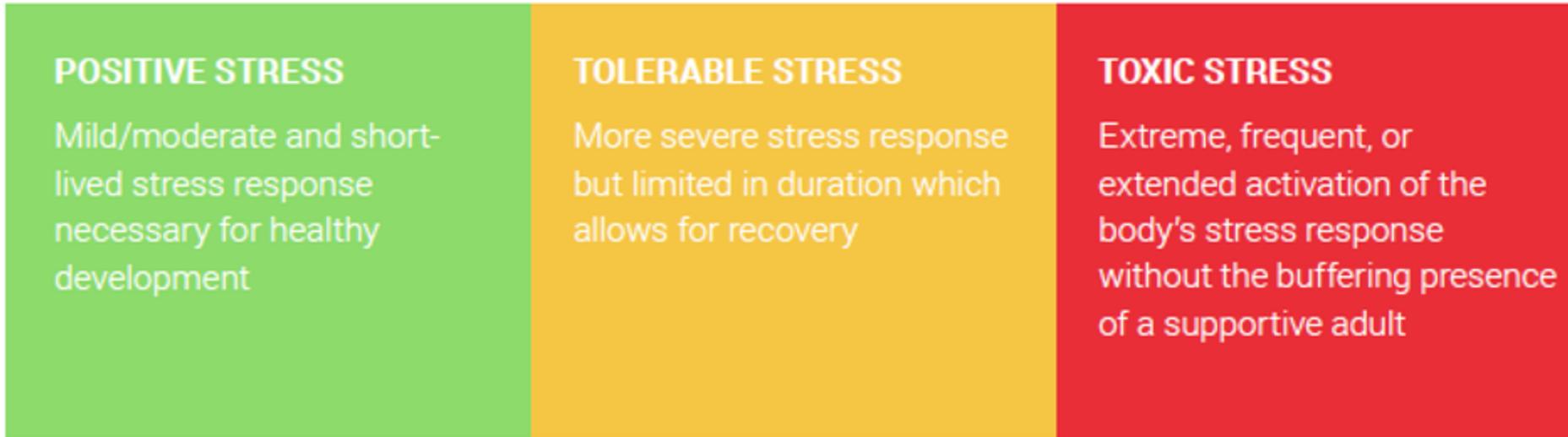
Compassion Resilience

The ability to maintain our physical, emotional and mental well-being while responding compassionately to people who are suffering

Compassion Satisfaction

The ability to experience pleasure from doing the work

Continuum of Stress

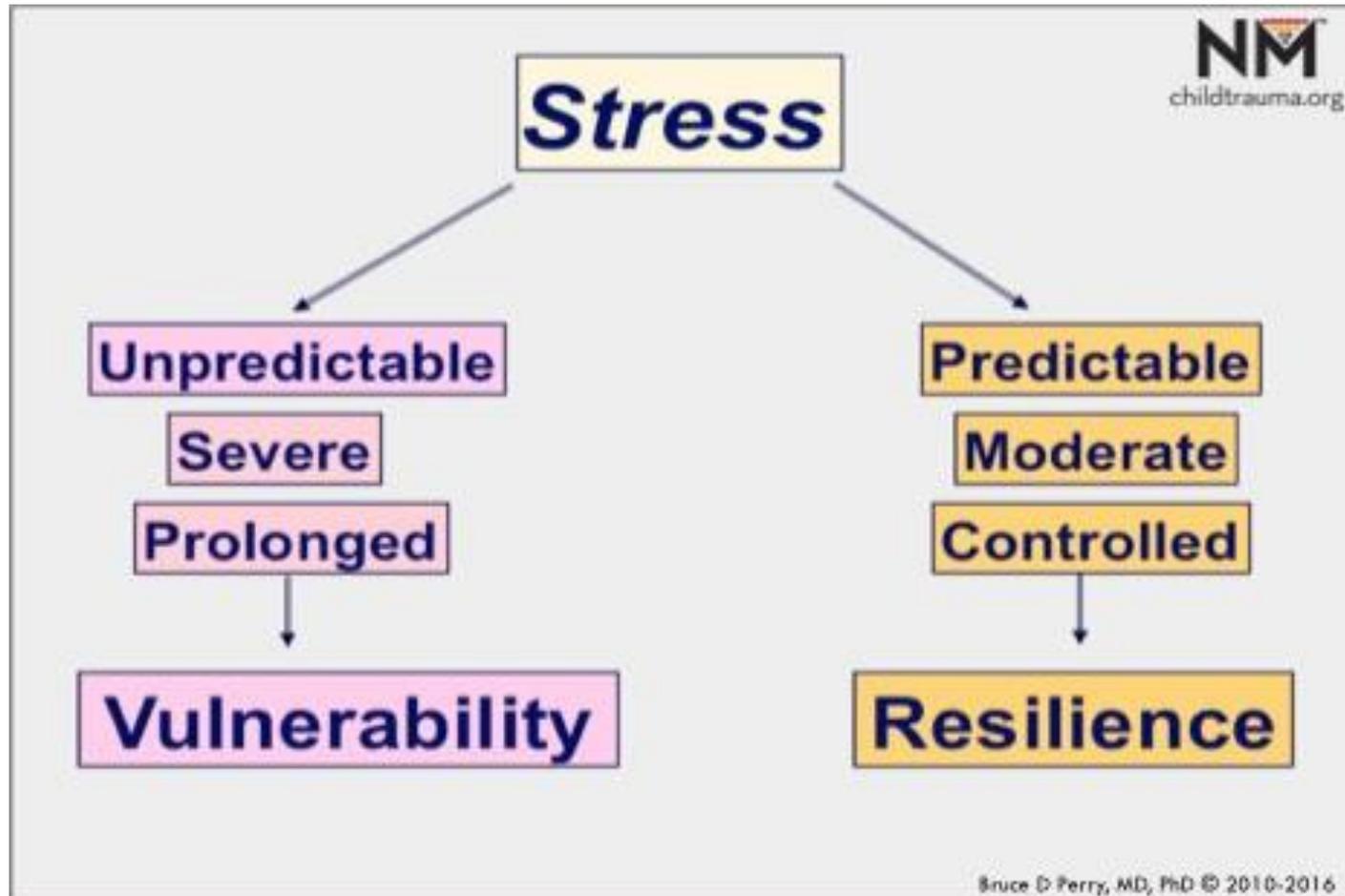


Intense, prolonged, repeated and unaddressed

Social-emotional buffering, parental resilience, early detection, and/or effective intervention

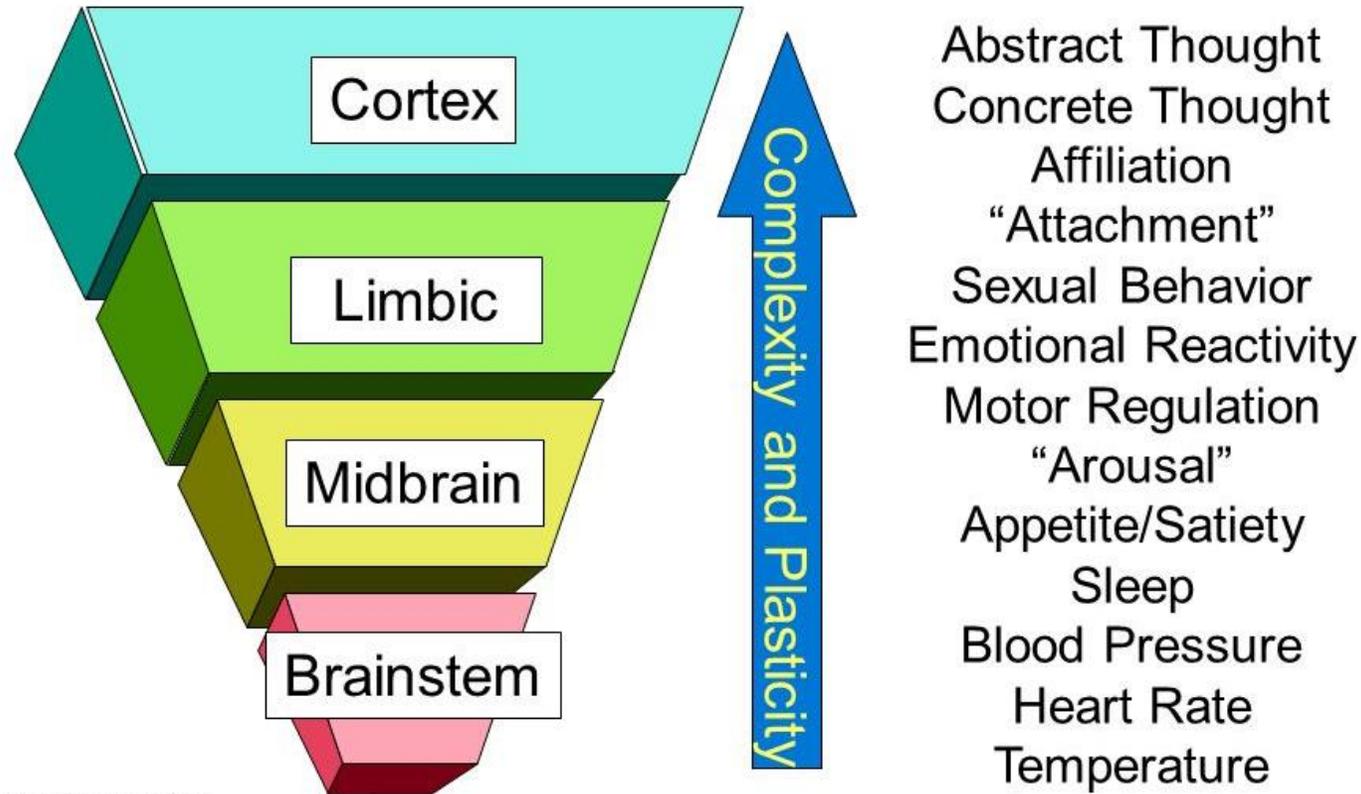
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We don't need to be afraid of stress



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Hierarchy of Brain Development

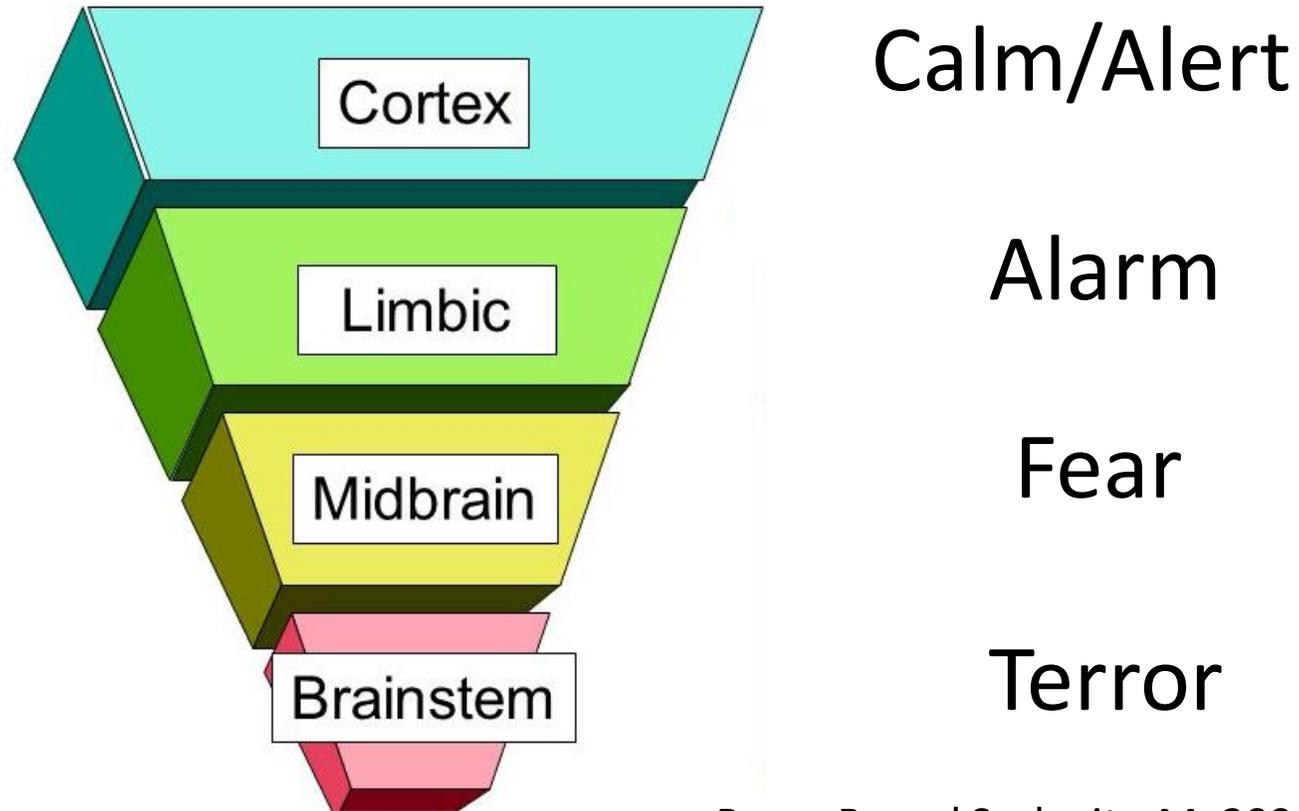


Bruce Perry, 2002

Perry, B. and Szalavitz, M. (2006, 2017)

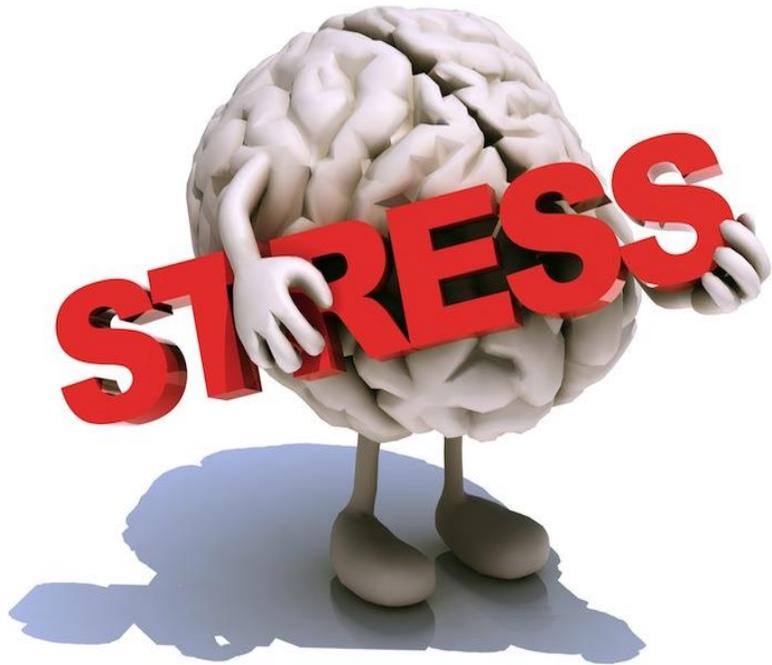


Activation of the Stress Response System



Perry, B. and Szalavitz, M. 2006, 2017

Survival Mode Response



=

Inability to

- Respond
- Learn
- Process



Warning Signs

Thinking the worst in every situation
Reacting disproportionately
Never taking a vacation
Forgetting why you do your job
Decreased performance at work
Constantly not getting enough sleep
Increased arguments with your family
Decreased social life



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Moral Injury

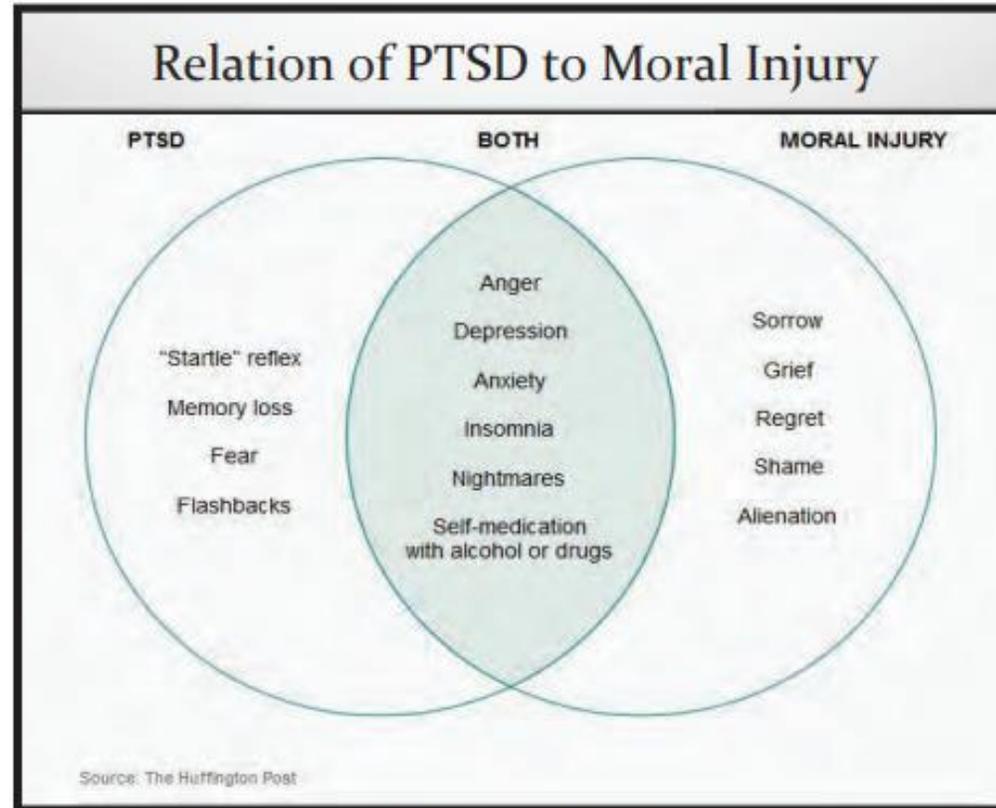
In traumatic or unusually stressful circumstances, people may perpetrate, fail to prevent, or witness events that contradict deeply held moral beliefs and expectations. A moral injury can occur in response to acting or witnessing behaviors that go against an individual's values and moral beliefs

- Act of commission
- Act of omission
- May include feeling betrayal from leadership, others in positions of power or peers
- Includes distressing psychological, behavioral, social, and sometimes spiritual aftermath of exposure to such events



Some Moral Emotions

- Guilt
- Shame
- Embarrassment
- Alienation
- Sorrow
- Remorse
- Outrage/Anger
- Disgust
- Contempt
- Revenge

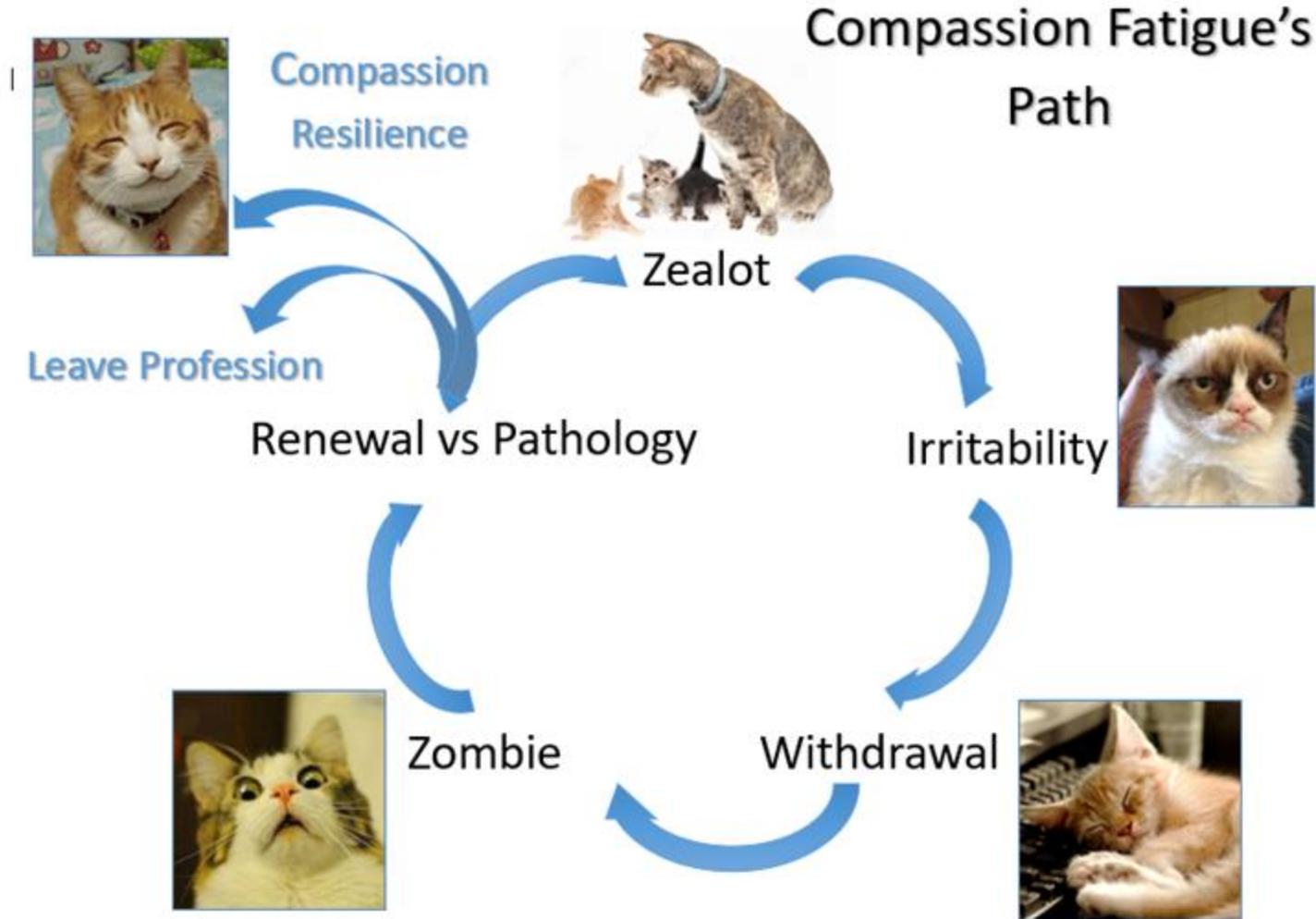


The above diagram created by William Nash, M.D., USN ret., Greater Los Angeles VA

https://www.voa.org/moral-injury-center/pdf_files/moral-injury-identity-and-meaning



Compassion Fatigue's Path



Stress vs. Burnout

Stress	Burnout
Characterized by over-engagement	Characterized by disengagement
Emotions are overactive	Emotions are blunted
Produces urgency and hyperactivity	Produces helplessness and hopelessness
Loss of energy	Loss of motivation
Leads to anxiety disorders	Leads to depression
Primary damage is physical	Primary damage is emotional

VS

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Regulation

The basic strategy for quieting our lower brain

*“**Regulation** gives us the ability to put time and thought between a feeling and an action.” Bruce D. Perry*



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Impacting the Lower Brain



Rhythmic

Respectful

Repetitive

Rewarding

Relational

Relevant



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Self-Regulation Strategies

Breathing

Movement

- Walk & talk

Trigger identification

Take a break/safe spot

Mindfulness

Yoga techniques

Music

Sensory breaks

Grounding techniques

Progressive muscle relaxation



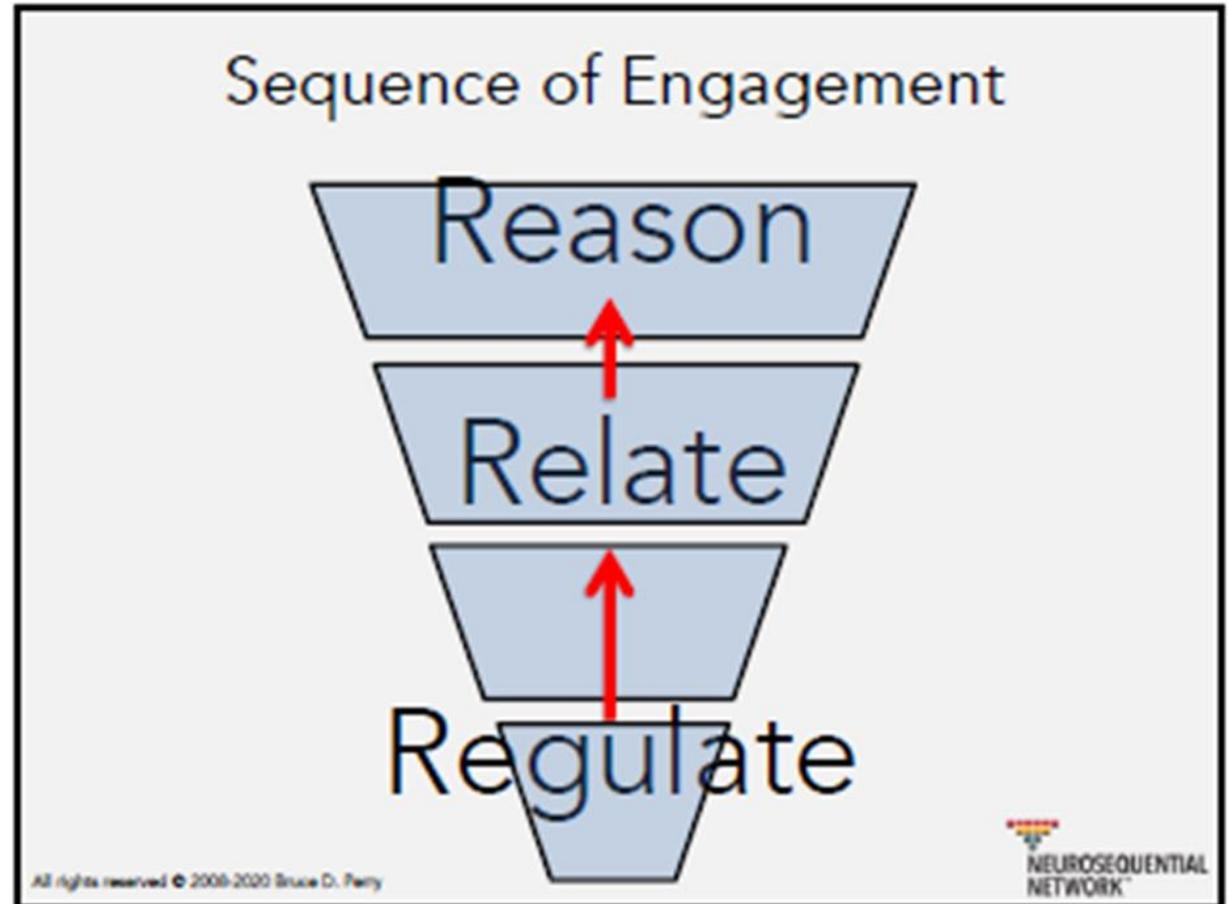
Roadmap for Regulation

Regulate – physical calming strategies needed for the brainstem and midbrain

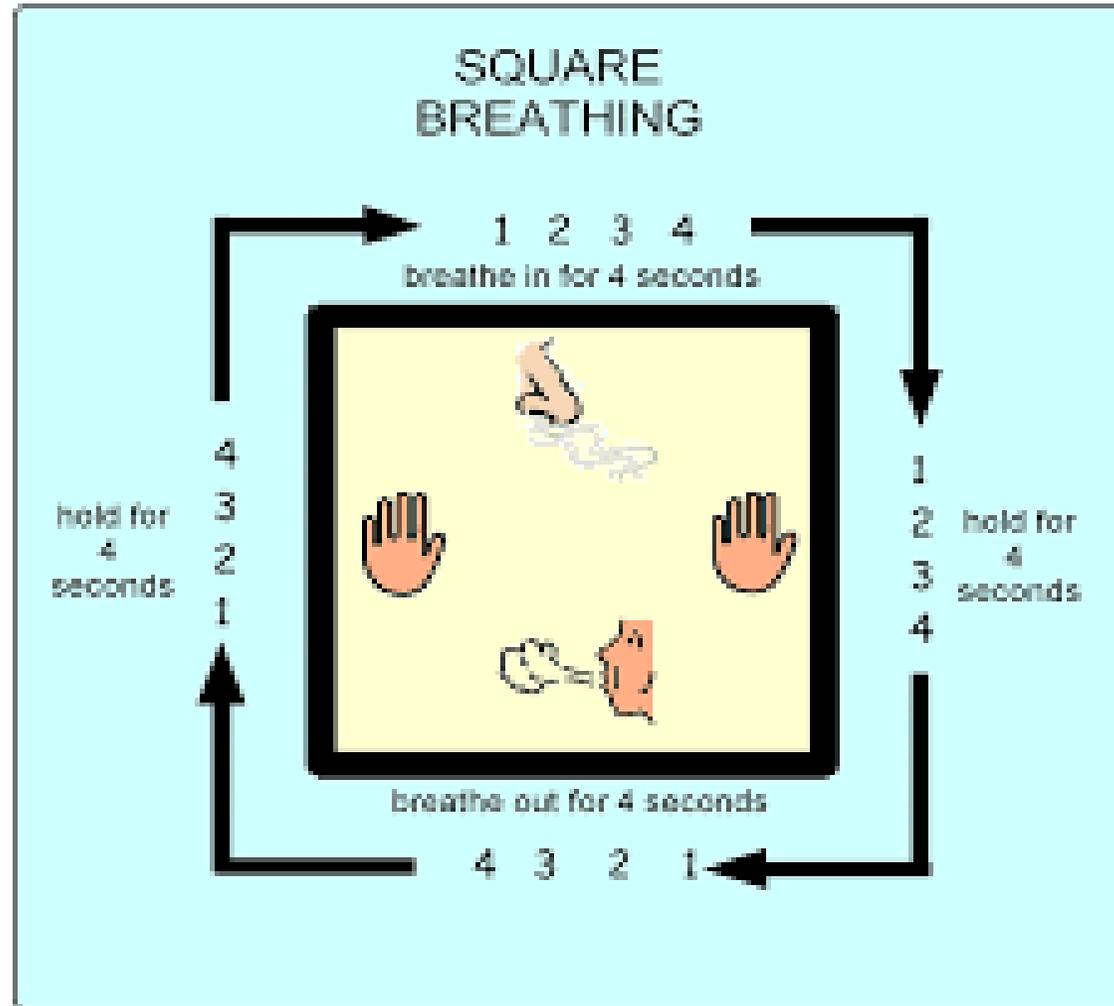
Relate – focused on the relationship

Reason – focused on reasoning and solving problems

Van Horn, K. (2018). Realizing brain potential: a trauma-informed curriculum adapted with permission from the work of Bruce D. Perry and the Child Trauma Academy. North Wales, PA: Lakeside



Breathing



Grounding Exercises



Hold a pillow, stuffed animal or a ball



Place a cool cloth on your face, or hold something cool such as a can of soda



Listen to soothing music



Put your feet firmly on the ground



FOCUS on someone's voice or a neutral conversation



5-4-3-2-1 Game

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Talking about systemic racism

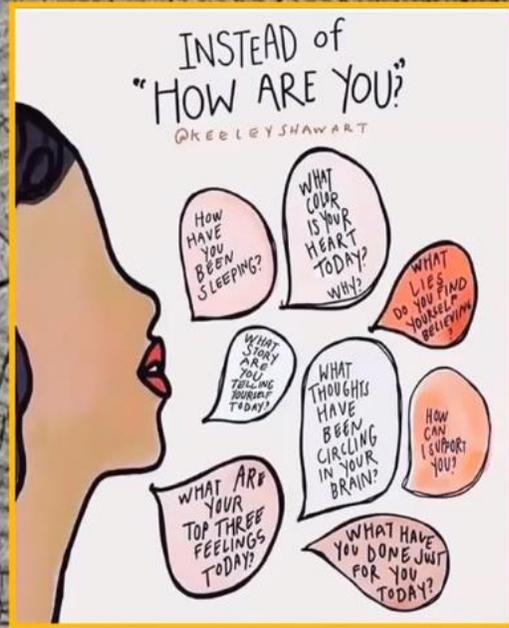
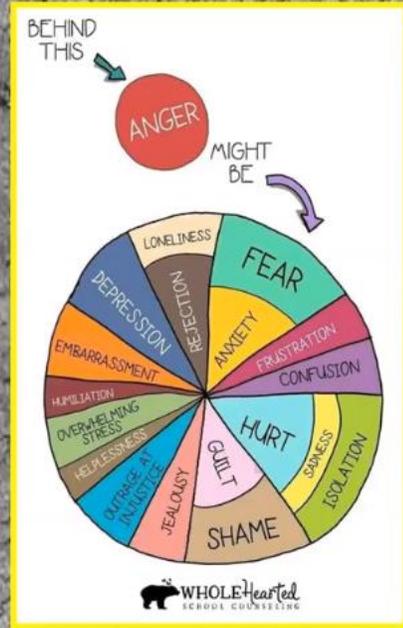
Regulate

Relate
To self & Others

Reason •

Your ENERGY introduces you BEFORE you SPEAK.

centerforvictory.com



NN COVID-19 Stress, Distress & Trauma Series (2020, June 15)
Transgenerational Trauma & Racism with Lea Denny & Stephen Bradley

Embrace Empathy

The ability to understand and share the feelings of another

I feel with you, I am with you

Sympathy

I feel for you. I see you over there and that sucks, so I am glad I'm over here.

Empathy is...

seeing with the eyes of another,
listening with the ears of another,
and feeling with the heart of another.



Brown, B. (2018).

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Shame

I am bad
I am
unworthy of
love and
connection
I am a
mistake



Guilt

I did
something
bad
I made a
mistake



Brown, B. (2018).

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Four Steps to Shame Resilience

- Recognizing shame and understanding its triggers
- Practicing critical awareness
- Reaching out
- Speaking shame

Brown, B. (2018).

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Self-Compassion – Kristin Neff

Dr. Kristen Neff: 3 Elements of Self-Compassion

Self-Kindness:

Understanding,
not punishment

Sense of Common Humanity:

Everybody
goes through
this

Mindfulness:

Neither
ignoring nor
exaggerating
feelings of
failure



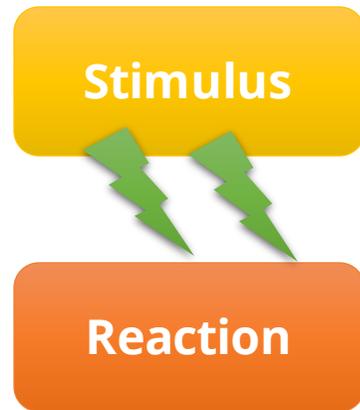
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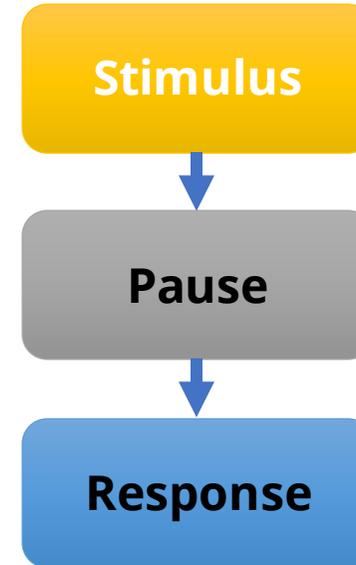
Mindful Behavior

Being Mindful creates space to pause...
Replacing impulsive reactions with thoughtful responses.

Autopilot/Reactive Behavior



Mindful Behavior



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Consider WAIT



Why am I talking?

Coach yourself to calm down and keep focusing on the end in mind.

- What are the outcomes?
- What do I want to have happen?

Increase the space between a stimulus and a response

Strive to respond rather than react

Hanson, R. Being Well Podcast: Friendly and Fearless in Relationships. Retrieved from <https://www.rickhanson.net/being-well-podcast-friendly-and-fearless-in-relationships/>

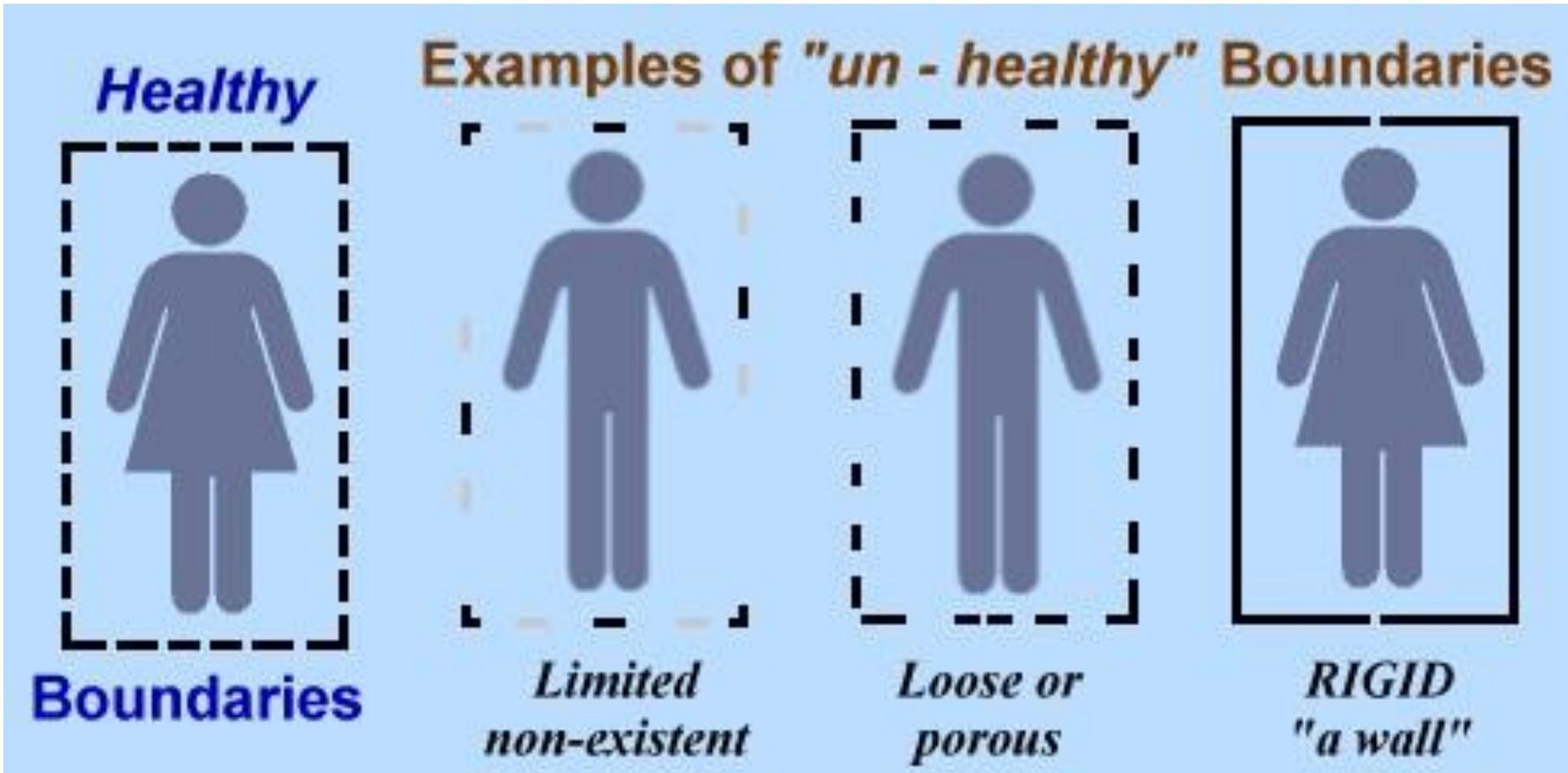


Asking for Help



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Embrace Boundaries: What's OK and What's Not OK



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Tips for Setting Compassionate Boundaries



1. Know what you want to say “Yes” to in your life (values and priorities).
2. Be proactive. Have “meetings” to discuss boundaries. Structure offers safety for both sides.
3. Just say it! Don’t make them guess. Use simple and direct language.
4. Reinforce by pointing out the violations **IN THE MOMENT**.
5. Give explanations that are specific, relevant to the other person, and offer shared solutions.
6. Back up your boundary with action. If you give in, you invite people to ignore your needs.



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Self Expectations— *must...need...should*



Unrealistic hurtful self-expectations	Positive Self-Affirmations



Define Expectations

Unclear, hidden or unrealistic expectations drive compassion fatigue



WISE, Rogers, and InHealth. (n.d.). Advancing Adult Compassion Resilience: A Toolkit for Health and Human Services. Retrieved from <https://compassionresiliencetoolkit.org/healthcare/>.

Compass Model of Wellness

Heart

Relationships
Emotions



Spirit

Core Values
Rest and play



Mind

School/work
Organization



Strength

Stress resilience
Care for the body



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Recognize our Humanity



We're all just trying to survive

We frequently observe misplaced Coping Strategies

We are all part of the problem therefore we can all be part of the Solution

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Provider Resilience App





Body Stress Alarm

Wellness and Resilience Strategies: Strength

Section 10

Activity: Listening and Responding to Your Body's Stress Alarm

The human body is amazing and often recognizes that it is undergoing stress before you do mentally and it will give you signs. For example, you may have a hard time concentrating or making decisions, feel angry, irritable or out of control, or experience headaches, muscle tension or low energy. Everybody responds to stress differently, and becoming aware of the signs your body gives is one of the steps in becoming stress resilient. Take time to reflect on what your body is signaling to you in times of stress.

1. How does your body let you know that you are getting out of balance, heading into stress?

Often we adjust our habits related to caring for our body in response to stress. What patterns do you notice in the following three areas of your health habits?

2. What do you notice about your eating habits when you are stressed?

3. What do you notice about your physical exercise habits when you are stressed?

4. How about your sleep pattern?

As you review your answers, identify:



How is My Self-Care?

HOW IS MY SELF-CARE?	HEART	SPIRIT	MIND	STRENGTH
RANK: <small>(circle one in each category)</small>	relationships: (do) 1 2 3 4 5 (no)	core values: (do) 1 2 3 4 5 (no)	school/work: (do) 1 2 3 4 5 (no)	care for body: (do) 1 2 3 4 5 (no)
	emotions: (do) 1 2 3 4 5 (no)	rest & play: (do) 1 2 3 4 5 (no)	organization: (do) 1 2 3 4 5 (no)	stress resilience: (do) 1 2 3 4 5 (no)
REFLECTIONS:				
HEART 	relationships: _____			
	emotions: _____			
SPIRIT 	core values: _____			
	rest & play: _____			
MIND 	school/work: _____			
	organization: _____			
STRENGTH 	care for body: _____			
	stress resilience: _____			
notes: _____				

Compassion Resilience Reflection



Emotional Regulation Plan

Activity: Developing an Emotional Regulation Plan

We all experience times when we feel overwhelmed and allow our feelings to control our actions. But to successfully cope with stressful events, we must learn to inhibit some responses while employing other, more positive ones. The ability to identify and name emotions, assess internal strategies and external supports, and act to make our environment safer are key to regulating negative, reactive emotions.

Answer the following questions to lay out what your own emotional regulation plan would look like:

1. When stressful events occur, what emotion(s) do I show that may be of concern or that I wish I had more control over? (e.g., fear, anger, jealousy, sadness, shame, etc.)
2. What do you see as your primary triggers and warning signs of stress? (e.g., not having a say or not being listened to, feeling lonely, feeling pressured, etc.)
3. What might other people notice me doing if I begin to lose control or my emotions? (e.g., pacing, becoming very quiet, being rude, isolating, etc.)
4. What strategies can you (or do you) use to increase your ability to calm down and regulate your emotions? (e.g., time to myself, humor, listening to music, talking to others, breathing, etc.)
5. What external social supports are available to you that may help?
6. What things do NOT help you keep calm or regulate your emotions? (e.g., being alone, being around people, not being listened to, etc.)

Additional Strategies for Emotional Regulation:

One way of regulating our emotions is to manage our self-talk. By asking ourselves new questions we can come up with options when upset. Here's what a balanced conversation may sound like...

- What am I reacting to? What is it that's really pushing my buttons here?
- Am I jumping to conclusions?
- Is there another way of dealing with this?
- Is it fact or opinion?
- Is there a different point of view to see the situation through? Think bigger picture.
- What meaning am I giving this situation?



When feeling particularly overwhelmed or when dealing with intense emotions, try the STOPP technique to help you regulate your emotions and stay calm:

- **Stop.** Don't act immediately—pause for a moment.
- **Take a deep breath.** Notice your breathing as you breathe in and out.
- **Observe.** What am I thinking right now? What is your focus of attention? What are you reacting to? What sensations do you notice in your body?
- **Pull back.** Zoom out. Put in some perspective and ask yourself what is the bigger picture? Is this thought a fact or opinion? What is the purpose of looking at this situation and how reasonable is my reaction? How important



Questions

