

HEALTH AND WELLNESS

Is it a Mind Game?



Mental Health – A systematic approach
Psychological First Aid
Critical Incident Stress Management and Debriefing
Peer Support

Dealing with suffering and loss daily and expecting to not be changed by it, is like thinking you can walk through water and not get wet.”

-- Rachel Naomi Remen, MD

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IT IS A MIND GAME!!

What is stress?



Stress = difficulty that
causes worry or emotional
difficulty

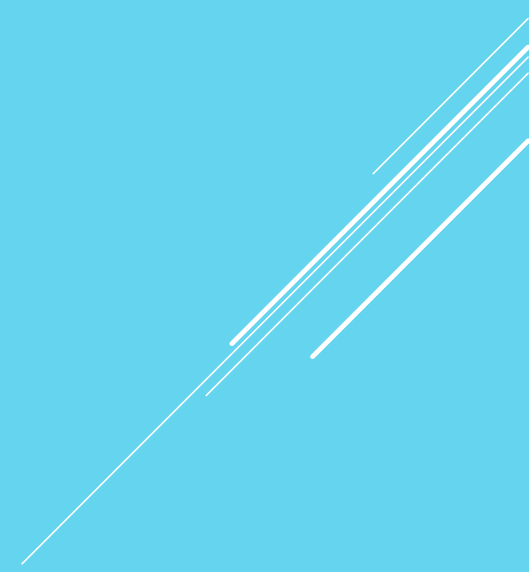
Know how your body and brain respond to stress and trauma

Claim your ability to reset your own nervous system

Increase connection and compassion

Stay well even in the face of ongoing struggle

Resilience helps us stay grounded and settled, no matter what happens to us. It enables us to sustain and protect ourselves and each other.



CONNECTION IS A RESOURCE

Research shows that experiences, no matter how brief, with people who helped us, believed in us, or cared for us can buffer the effects of trauma and stress.

This connection can be demonstrated through empathy

Resiliency tools will help us turn off our stress response and turn on our relaxation response

A photograph of the Golden Gate Bridge in San Francisco, California, taken from a high vantage point. The bridge's iconic orange-red towers and suspension cables are prominent. The bridge spans across the water, with the city skyline visible in the distance under a soft, hazy sky. The image is framed with a white border and a blue background.

www.SuicideTheRippleEffect.com

Kevin Hines

Sense In

Tune into positive physical sensations (use this tool with each of the other resiliency tools)

Rapid Reset

Calm down quickly, pull it together when way out of balance, or help others when needed

Connect

Feel more trust and safety in your relationships with others; notice that you aren't alone

Resource

Sense into a positive memory or strength that helps you feel better

Restore

Move from feeling shame to feeling understood

Highlight

Notice and name how you are making it through and who or what is helping you

Redirect

Notice neutral or positive body sensations when you feel physical pain or emotional upset



What is burnout?

Physical, emotional & mental exhaustion caused by long term involvement in emotionally demanding situations

- Emotional Exhaustion
- Depersonalization
- Reduced feelings of personal accomplishment
- Lack of enthusiasm, motivation, or commitment
- Gradually gets worse

What is Trauma?

Trauma is:

- an **EVENT**, series of events, or set of circumstances that;
- is **EXPERIENCED** by an individual as physically or emotionally harmful or threatening;
- and has lasting adverse **EFFECTS** on the individual's functioning and mental, physical, social, emotional, or spiritual well-being.

WHAT IS SECONDARY TRAUMA/ VICARIOUS TRAUMA?

Trauma that occurs because of stress, burnout and supporting those who have experienced trauma or are particularly vulnerable.

The symptoms are real and cumulative

Psychologically distressing event outside the range of the usual human experience

Symptoms include Intense fear, terror, helplessness, PTSD symptoms

Symptoms can last long after removing yourself from the situation that created the trauma.

WHAT MIGHT YOU EXPERIENCE, OR HAVE YOU EXPERIENCED BECAUSE OF TRAUMATIC INCIDENTS?

Feeling Overwhelmed
Can't relax / Can't rest
Hyper-vigilance
Short fuse/Anger
Increased heart rate
Anxiety/ Feeling Distressed
Lack of Empathy
Insufficient Recovery Time
Unresolved Personal Trauma
Nightmares or disturbing dreams
Can't stop thinking about the incident
Not able to complete daily activities
Desire to Isolate
Poor Concentration

Individually:

- ▶ Take care of ourselves on and off the job.
- ▶ Acknowledge what we are experiencing
- ▶ Tell someone we trust about what we are experiencing and get support

As a Team:

- ▶ Notice if someone doesn't seem to be themselves.
- ▶ Let them know that you noticed and ask them how they are doing and if there is anything you can do for them or if they need to talk
- ▶ Support each other – even if someone doesn't seem to want support find ways to support them.

WHAT CAN WE DO ABOUT IT?

What can we do about it?

As an Organization:

- 1) Acknowledge that members may experience stress, burnout, trauma and secondary trauma
- 2) Provide a supportive environment where members can share what's happening and get the support that they need
- 3) Provide formal and informal opportunities to talk about shared experiences on deployments.
- 4) Identify ways to meet the needs of members
- 5) Consider developing a chaplain program
- 6) Identify professional counselors/ social workers that can assist in more difficult situations.

PSYCHOLOGICAL FIRST AID (PFA)

- ▶ Designed to reduce the initial distress caused by traumatic events.
- ▶ Foster short and long-term adaptive functioning and coping.
- ▶ Based on an understanding that disaster survivors and others affected by such events will experience a broad range of early reactions.
- ▶ Some of these reactions will cause enough distress to interfere with adaptive coping, and recovery may be helped by support from compassionate and caring disaster responders.”

PSYCHOLOGICAL FIRST AID

Core Principles:

- **Contact and Engagement**
- **Safety and Comfort**
- **Stabilize / Support**
- **Information Gathering**
- **Current Needs and Concerns**
- **Practical Assistance**
- **Connection with Social Supports**
- **Information on Coping**
- **Linkage with Collaborative Services**

▶ Peer Support Defined:

- Peer Support is defined as assistance provided by an individual or group of trained emergency responders who answer the call to their brothers and sisters in need, regardless of the need.
- Not only for first responders, continues to be applied in various fields.



MYTHS ABOUT PEER SUPPORT

- ▶ Counseling is a sign of weakness
- ▶ Therapy is only a long-term process
- ▶ Information is not confidential
- ▶ A peer needs to have experienced the same traumatic event to help.



What We do as Peer Support....

We Listen-

We provide you an empathic ear to listen so you can open up and relieve built up stress.

We Relate-

We are peers who can relate to the stressors of work and home.

We Validate-

We understand what you're feeling and the difficulties in front of you.



WHAT PEER SUPPORT IS NOT....

- Peer supporters are not therapists.
- Peer supporters are not trained counselors.
- Peer supporters do not offer advice on how to resolve an issue, they offer an open ear and a bridge to resources.
- Peer Support is not a mandated service.



WHERE DO PEER SUPPORTERS FIT ON THE CONTINUUM OF BEHAVIORAL HEALTH?

- ▶ CISM
- ▶ Chaplain
- ▶ EAP
- ▶ Clinician
- ▶ Team Leader / Regional Director / Area Coordinator
- ▶ We are the bridge to additional resources!



WHAT DOES PEER SUPPORT LOOK LIKE?

- ▶ You are not expected to be ready to talk about everything but start to think about the issues that you will be.
- ▶ It's a one-on-one conversation with a fellow peer who understands the stressors.
- ▶ The conversation can be through text, voice call or in person.
- ▶ We can help and guide you to the right resource specifically for you.



- ▶ Peer Support must be voluntary
- ▶ Peer Support is only provided to individuals and groups of members who request it.
- ▶ Peer support is given with the notion of full confidentiality, unless there is a high concern for safety.



I DON'T NEED HELP



Crisis Intervention for All

Complete assessment of immediate need:

- Assess for safety
- Assess ability to function in work environment
- Immediate needs

Crisis Intervention for All

Establish Rapport:

- Introduce yourself and your role if the individual does not know you
- Tell individual about peer support
- Listen

Identify Major Problems:

- What was the last straw?
- What requires immediate attention?
- What are the major concerns you have about the situation?
- What are the major concerns others have about the situation?

Crisis Intervention for All

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Deal with feelings and emotions:

- Expansive listening
- Validation
- Clarification and summarizing

Crisis Intervention for All

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Crisis Intervention for All

Generate and explore alternatives:

- What has worked in the past to deal with stress?
- What is the best thing for the individual to do next?
- Who would the individual like to touch base with next about what's happening/what happened?
- Who can support you or them?

Crisis Intervention for All

Develop and formulate an action plan:

- Identify immediate next steps
- Confirm that the actions will be helpful
- Ask what resources are needed
- Link to appropriate support

Critical Incident Stress Management

Benefits of a CISM Intervention:

Reduces stress experienced at work and home.

Reduces feelings of isolation and abnormality.

**Prevents onset of delayed psychological reactions.
Improves coping skills for future incidents.**

Reduces effects of stress-related diseases.

Enhances job satisfaction.

Critical Incident Stress Management

Benefits of a CISM Intervention:

Supports professionals and their families in time of need.

Provides educational and psychological support for job related stress.

Reduces early retirement due to job related stressor, accidents, injuries and/or disease.

Critical Incident Stress Management Formal Debriefing

Goals

- 1) Reducing the impact of the traumatic events
- 2) Facilitates Recovery
- 3) Helps to identify if additional supports are needed.

Critical Incident Stress Management Formal Debriefing

- 1) Needs to occur with the members that were involved in the incident
- 2) Needs to occur soon after the incident has occurred
- 3) Should not occur if the incident is still happening or is ongoing
- 4) Group members (3-20 people)
Ratio of 1 facilitator per 5 attendees

Critical Incident Stress Debriefing - Phases

1. Introduction
2. Facts
3. Thoughts
4. Reactions
5. Symptoms
6. Teaching
7. Re-Entry

Trauma Informed System

Realizes widespread impact of trauma and understands potential paths for recovery

Recognizes signs and symptoms of trauma in children, families, staff, and others involved with the system

Responds by fully integrating knowledge about trauma into policies, procedures, and practices

Seeks to actively **Resist** re-traumatization

Mental Health: A systematic approach

Prevention – Encourage self care, positive work environment, talking about home/work life.

Psychological First Aid – provide training psychological first aid and encourage peers to use it.

Peer Support (formal and informal) – train peers in peer support interventions and create a formal peer support team that is identified to support its members.

Crisis Incident Stress Management - train members to provide CISM and debriefings in the context of peer support and follow up.

Professional Supports – identify providers in your community for outpatient treatment, inpatient treatment, individual and family therapy. Educate providers about the unique needs of members.

Policies and procedures for member mental health care – develop policies and procedures to guide your system of care to ensure best practices for members.

APPROACHES TO RECOVERY

- ▶ **Do it yourself**—30% of people with an alcohol problem manage to reduce their drinking or abstain on their own.
- ▶ **Counseling**—A counselor can help individuals talk through their problems and then devise a plan to tackle the dependence.
- ▶ **Treating underlying problems**—There may be a co-occurring disorder such as low self-esteem, stress, anxiety, depression or some other mental health issue.
- ▶ **Residential programs**—Some will require extensive rehab treatment that may include individual or group therapy, support groups, training, family involvement and activity therapy.



Make Sleep a Priority:

- ▶ Prepare for sleep, eliminate screen time 30 minutes prior
- ▶ Make bed for sleeping
- ▶ Cool room 65 to 68 degrees
- ▶ Eliminate light intrusion
- ▶ Add white noise or similar sounds
- ▶ Attempt to maintain sleep schedule

SELF CARE





IMPROVE DIET:

- ▶ All things in excess can lead to impaired sleep, physical health and increase stress
- ▶ Not just food
- ▶ Caffeine
- ▶ Supplements
- ▶ When you eat and where you eat

SELF CARE

EXERCISE:

- ▶ Proven stress reducer
- ▶ Can become an obligation then increases stress
- ▶ Not only make it a habit but make it enjoyable
- ▶ Make plans for outside exercise
- ▶ Include friend activities (hiking, tennis, pickle ball)
- ▶ Mix it up, variety is the spice of life



SELF CARE



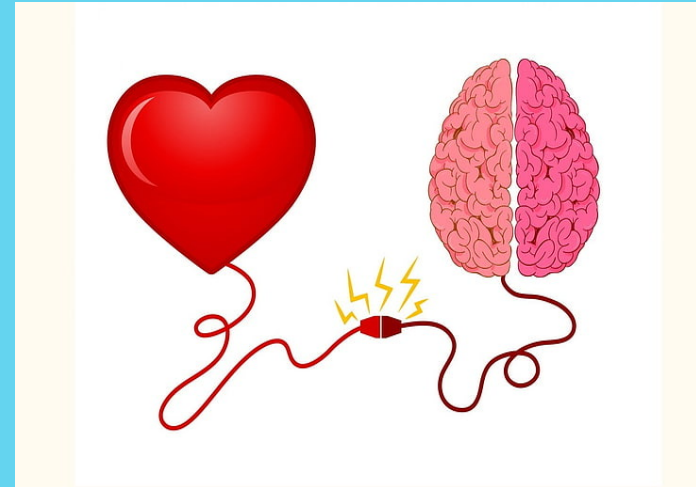
- ▶ Diversify your life
- ▶ Interests outside of work
- ▶ Social and Community ties
- ▶ Religious or Spiritual affiliation
- ▶ Yoga and meditation
- ▶ Hobbies and activities



SELF CARE



- ▶ Include Family
- ▶ Renew or Initiate Social connections
- ▶ Mentors, Coach, Counselor
- ▶ Pets
- ▶ Training that builds confidence
- ▶ Stay up to date with health care appointments
- ▶ Remember physical health intertwines with our mental health



SELF CARE



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THANK YOU FOR YOUR TIME TODAY



QUESTIONS?

