

Learning Objectives

- 1) Participants will demonstrate an understanding of how resilience acts protectively against mental health issues such as Secondary Traumatic Stress (STS), Compassion Fatigue, Vicarious Trauma and Burnout.
- 2) Through activities and self-reflection, participants will be able to identify their current level of resiliency and identify ways to strengthen it.

What is Resilience?

- At your table, introduce yourself. Where do you work/what do you do?
- As a group, create a working definition of resilience.

What is Resilience?

- Webster's Dictionary:
 - "The capability of a strained body to recover its size and shape after deformation caused especially by compressive stress"*
 - "An ability to recover from or adjust easily to misfortune or change"*
- More simply, resilience are the protective factors/characteristics/feelings that impact your ability to "bounce" back

Why is Resilience so important?

- As first responders, medical personnel, child welfare workers, etc, we are vulnerable to significant mental health issues such as PTSD, Secondary Trauma Stress and Vicarious Trauma
 - 6% to 26% of therapists working with traumatized populations
 - Up to 50% of Child Welfare Workers
 - 1 in 4 ICAC (Idaho Crime Against Children) Task Force employees
 - Up to 50% of victim advocates
- Resilience is based on individual, organizational and community factors that protect first responders, medical personnel, child welfare workers, etc. from serious mental health issues

What is Your Level of “Bounce”?



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What is Your Level of “Bounce”? Activity

- In your groups, talk for a few minutes with your peers.
 - Thinking of your current job, what ball best represents your level of “bounce”?
 - When you first started in your career, what level of bounce did you have?
 - What do you think has impacted the changes in your bounce?

Things that Decrease our “Bounce”

- Secondary traumatic stress
- Compassion Fatigue
- Vicarious Trauma
- Burnout



Regaining Your “Bounce”



IDENTIFY/ASSESS:

Assessment can happen through self-assessment and monitoring, reflective supervision and the use of informal or formal screening tools.

Identification: Informal Assessment



Identification: Formal Assessment Tools

Two commonly used formal assessment tools:

- ProQOI (Professional Quality of Life)
- Secondary Traumatic Stress Scale (STSS)

Regaining Your “Bounce”



INTERVENTION:

- Address issues decreasing your bounce (compassion fatigue, STS, etc) using CBT, Stress Inoculation Training (SIT), psychoeducation, reflective supervision
- Build your Resilience Core

Intervention: Build Your Resilience Core

- Gail Wagnild identified five essential characteristics:
 - Meaningful Life (Purpose)
 - Perseverance
 - Self-Reliance
 - Equanimity
 - Coming home to yourself (existential aloneness)

Intervention: Build Your Resilience Core

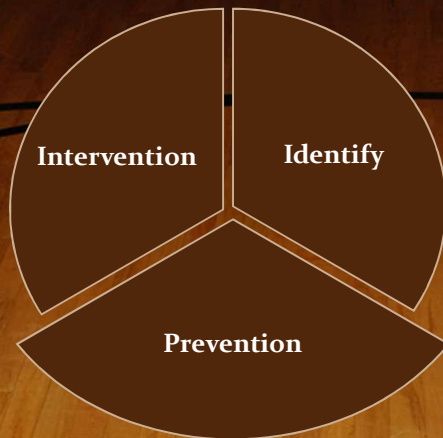
- Complete the Resilience Core worksheet
- At your table, share with your group:
 - What areas were you strong in?
 - Which areas would benefit from improvement?
 - Were you surprised by your responses?

Intervention: Build Your Resilience Core

- Just like any other skill, we need to practice strengthening our resiliency core.
- Choose one area of strength and one area of weakness to focus on this month.



Regaining Your “Bounce”



PREVENTION:

Multidimensional approach involving the individual, supervisor and organization policy yields the most positive outcomes.

- Improve worker access to peer consultation/supervision
- Provide psychoeducation and build awareness among staff
- Make sure the Six Areas of Worklife are being supported

Prevention: The Six Areas of Worklife

- Make sure agency/supervisor/individual are addressing the Six Areas of Worklife (Leiter & Maslach, 1999)

	Area of Worklife	
Work Overload	Workload	Sustainable Workload
Lack of Control	Control	Choice/Control
Insufficient Reward	Reward	Recognition & Reward
Breakdown of Community	Community	Sense of Community
Absence of Fairness	Fairness	Fairness, Respect
Value Conflict	Value	Meaningful Work

Prevention: Maintain Your Resilience

- Continue to focus on strengthening your Resilience Core
- Make connections with others
- Avoid seeing crises as insurmountable problems
- Keep things in perspective
- Nurture a positive view of yourself
- Take care of yourself
- Move toward your goals
- Take decisive actions
- Look for opportunities for self-discovery
- Maintain a hopeful outlook

More Resources

- The Resilience Center: www.resiliencecenter.com
- Laura van Dernoot Lipsky. TedTalks: “Beyond the Cliff”
- Laura van Dernoot Lipsky (2009). *Trauma Stewardship: An Everyday Guide to Caring for Self While Caring for Others*.
- The National Child Traumatic Stress Network. <https://www.nctsn.org/>

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