WELCOME!
BEFORE YOU SIT DOWN...

1. Note the COLOR CODE and NUMBER on your nametag.
2. Sit in the QUADRANT that aligns with your COLOR.
3. Sit at the TABLE in the quadrant that matches the NUMBER on your badge.
4. Blow up a balloon and protect it.

SELF-CARE IN HIGH-INTENSITY WORK

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WORKSHOP OBJECTIVES

• Recognize the unique stressors of working with Violent Crime Survivors and the signs of burnout
• Identify the signs and impact of Compassion Fatigue and Vicarious Trauma
• Identify the Traits of Resiliency and how to develop and strengthen them in yourself and in your agency.
• Learn new ways to take care of the ‘Tool of the Trade’
PART ONE
THE “WHY”

SELF REFLECTION

On a scale of 1-5...(5=Extremely Well)

• How well do you deal with the stress of your work?
• How well does your agency deal with the stress of this work?
• How can you bring that number up?

LIFE CHANGING WORK

THE DUALITY:

Meaningful and Rewarding
Difficult and Painful
YOUR WORK ACTIVITY

1. Draw two lines, top to bottom, on your balloon to create four equal sections with a Sharpie.

2. Choose ONLY ONE section and write the answers to these questions... (leave the other three sections blank)
   - Most challenging part of your work?
   - Most painful for you?
   - Most Rewarding?
   - What makes you stay?

HOW DO YOU KNOW IF YOU'RE STRESSED?

STRESS TEST
CRIME VICTIM-SPECIFIC JOB STRESS

• Daily, Frequent Immersion in Trauma-Related Issues
• Daily Contact with Victims, Family Members, Nonprofit Staff, Law Enforcement, Criminal Justice and/or Political Personnel
• High Emotional Intensity Work
• Potential Conflict with Personal Beliefs
• Others?
PART TWO
FOCUS ON TRAUMA… NOT DRAMA

UNIQUE SA/DV CRIMES
• Single Victim/Targeted Victim Crimes
• Multi-Victim Crimes
• Special Populations

ADVOCACY AND INTERVIEW CHALLENGES
• Drug or alcohol-facilitated crimes
• “Non-sympathetic” victims
• High profile or visibility, politically sensitive, highly “charged” crimes
• Legal complications
• Confusing “coping” strategies by victims
• Safety concerns, direct threats, stalking
• Death penalty eligibility
ADVOCACY AND INTERVIEW CHALLENGES

- Family members’ and community response
- Case type/risk level
- Ethical and moral issues
- Agency or organizational issues
- System-Based or Community-Based VSP
- Communication and semantics

TRAUMA EXPOSURE RESPONSE

The transformation that takes place “within us” as a result of exposure to trauma

THE BRAIN AND TRAUMATIC STRESS
THE BRAIN AND TRAUMA

• Brain Stem = “Lizard Brain”
• Limbic System = “Sensory Brain”
• Cerebral Cortex = “Thinking Brain”

TRAUMA: A SENSORY EXPERIENCE

Implicit Memory (Limbic System)
Explicit Memory (Cerebral Cortex)

There is no time or date stamp on memories
"Just the Facts, Ma’am (or Sir)"

MEMORY AND PERCEPTION

Memory for traumatic events appears to be recorded more somatically, in image and emotions, rather than words.

Talking about the events:

• allows for development of narrative memory needed to make sense of the event
• puts the event into proper perspective
• allows person to move on
MEMORY AND PERCEPTION
ACTIVITY
Relax… Breathe…
Bring to mind the following different scenarios …

1. A sexual assault-related case which you have worked (or a similar situation).

2. A pleasant event from your past.

Use the guide on the next slide to describe each of these.

MEMORY & PERCEPTION
Verbal: THE STORY
Imagery: THE PICTURES
Affect: THE EMOTIONS
Somatic: THE BODY SENSATIONS
Interpersonal: THE RELATIONSHIPS

LUNCH BREAK
See you Soon!

22

23

TIME FOR LUNCH
PART THREE
“TOOL” OF THE TRADE

COMPASSION

• Compassion Stress
  • The normal result of caring

• Compassion Fatigue
  • Buildup of stress associated with accompanying or assisting crime victims through their journey

• Compassion Resiliency
  • Ability to recognize, anticipate and cope with compassion stress

HOW COMPASSION FATIGUE CAN HAPPEN

"The capacity for compassion and empathy seem to be at the core of our ability to do the work and at the core of our ability to be wounded by the work."

Charles Figley

• Personal circumstances
• Agency role and advocacy role
• When a case is ‘close to home’
• Inherent bias
• Safety, Boundaries, Ethics
COMPASSION FATIGUE
Psychological Impact

“TRAUMATIC STRESS”

ACUTE: Triggered by events such as being attacked.

CHRONIC: Can be responsible for a cumulative psychological impact.

“TRAUMATIC STRESS”

ACUTE: Triggered by events such as being attacked.

CHRONIC: Can be responsible for a cumulative psychological impact.

A process of change relating to how a person views themselves and the world around them

Gradual Process
Often Insidious
Can Include Vicarious Trauma
Can Include Burnout
Can Be Permanent

CAN BE PREVENTED OR STOPPED!

TOWER OF POWER

Time: 20 minutes total

OBJECTIVE
To construct a self supported tower, as high as possible, using only spaghetti and masking tape.
A marshmallow must be placed on the top of the tower.

GOAL
To have the tallest tower, standing unassisted, within your color quadrant.

Group size = 1/5 of table
Two groups share a table.
Each group will receive materials.
TOWER OF POWER

Time - 20 minutes total

RULES
• Only use materials provided:
  • 1 yard masking tape
  • 25 sticks of spaghetti
  • 1 marshmallow

  • No other materials (or technology help) may be used
  • When time is called, marshmallow must be on top of tower &
    tower standing unassisted
  • Measuring will be vertical from the table top up
  • You may stick masking tape to the table top
  • Spaghetti may be broken but will not be replaced with
    unbroken
  • All begin same time. 2 minute and 1 minute warnings given

Quadrant winners - be prepared to share what made you
successful

BALLOON ACTIVITY

1. Find a blank section on your balloon.
   • Write One Personal Challenge
     • (leave room for comments)

2. Choose another blank section on balloon.
   • Write One Professional Challenge
     • (leave room for comments)

3. Exchange your balloon with the person sitting directly across
   from you at your table.

4. Upon receiving a balloon, write a brief ‘solution’ or coping tool
   for each of the two challenges listed on the balloon.

5. Return the balloon to the owner.

RESILIENCY

“The Bounce Back Factor”
FIVE CORE ELEMENTS OF RESILIENCY

• Self-knowledge and insight
• A sense of hope
• Healthy coping
• Strong relationships
• Personal perspective and meaning

Lord & O'Brien, 2002

ELEMENTS OF RESILIENCY ACTIVITY

One Tear-off sheet per table
2 Tables per Core Element

In your table group - generate as many examples as possible of “how to achieve” your assigned Element of Resiliency

Have spokesperson ready to report out to the large group > your top 3 examples

RESILIENCY RESOURCES ACTIVITY

“How do you build resiliency?”

• Find blank page to write on
• Number 1-20
• List twenty things you enjoy doing*

*Can be things you are currently doing or things you have previously enjoyed. What brings you joy?
A QUESTION OF BALANCE

- Put a "W" by those done in the last Week.
- "M" for last Month, "Y" for last Year, "N" for Not Yet

- Put a "P" if needed Planning or Preparation
- Put an "S" if Spontaneous

- Put a "$" if cost is more than $10

- Put an "A" if done alone
- Put a "WO" if done with others

EXPANDING RESOURCES

1. Exchange lists with three people to see if there are items you would like to ‘borrow’.

2. Add any additional items to your list and include items that are:
   - Fun and enjoyable
   - Give you a sense of accomplishment

PART FOUR

STRESS MANAGEMENT AND SELF CARE
STRESS MANAGEMENT DOG VERSION

WHERE DO YOU WANT TO LIVE?
MODELS OF RESILIENCY
HEALTHY COPING

"RESILIENCE IS THE MOST COMMON REACTION TO TRAUMA"
Bonnano (2009)

- Resilience to Trauma, Miller 2015.
- Core Elements of Resiliency, Lord & O’Brien, 2012
- Trauma Stewardship, Lipsky, 2009
- Hope Gets the Last Word, Finegan & Flannigan, 2008
- Self-Care Rituals, Imber-Black, 2003

SELF-CARE TECHNIQUES
5-MINUTE “TRY-ON’S”

- Mind-Body
- Physical Self-Care
- Emotional Self Care
- Cognitive Stimulation
- Stress and Trauma-reduction
- Spiritual/Faith-Based
COPING STRATEGIES

• Accept - Do not continue ‘knocking’ on same door with same response
• Avoid - No need for unnecessary stress
• Alter - Change for the good
• Adapt - Try something different or new

PERSONAL SELF-CARE

“Self-Educate” on the nature of Traumatic Stress

Practice the 5’s of Resiliency
• 5 Core Elements
• 5 Directions Navigational Tool
• 5 Realms of Self-Care
• 5 Self-Care Rituals
AGENCY CARE PLAN

- Educate Staff on Vicarious Trauma
- Warn Staff About Over Identification
- Offer Process Groups
- Help Staff Set Limits & Establish Boundaries
- Implement Wellness Plans and Hope Activities
- Self-Acknowledgment
- Team Valuing

BALLOON EXCHANGE ACTIVITY

1. Locate the last blank section on your balloon.

2. Write (or illustrate with a drawing)...
   The "Top 3" resiliency coping strategies that work for you or that you plan to use going forward.

3. When session ends you will be asked to:
   Share your 3 strategies with someone you have not yet met.

QUOTES BY WHICH TO LIVE

“First heal yourself, and then go out and heal others”
   Maya Angelou

“The real voyage of discovery consists of not in seeking new landscapes but in having new eyes”
   Marcel Proust
REMEMBER THE TOOLS YOU LEARNED TODAY AND HOLD TIGHTLY TO THE THINGS YOU LOVE.

Questions, Comments
THANK YOU

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