STRATEGIES IN RESPONSE TO SECONDARY TRAUMA & BURNOUT

Trauma, secondary trauma and Self-care

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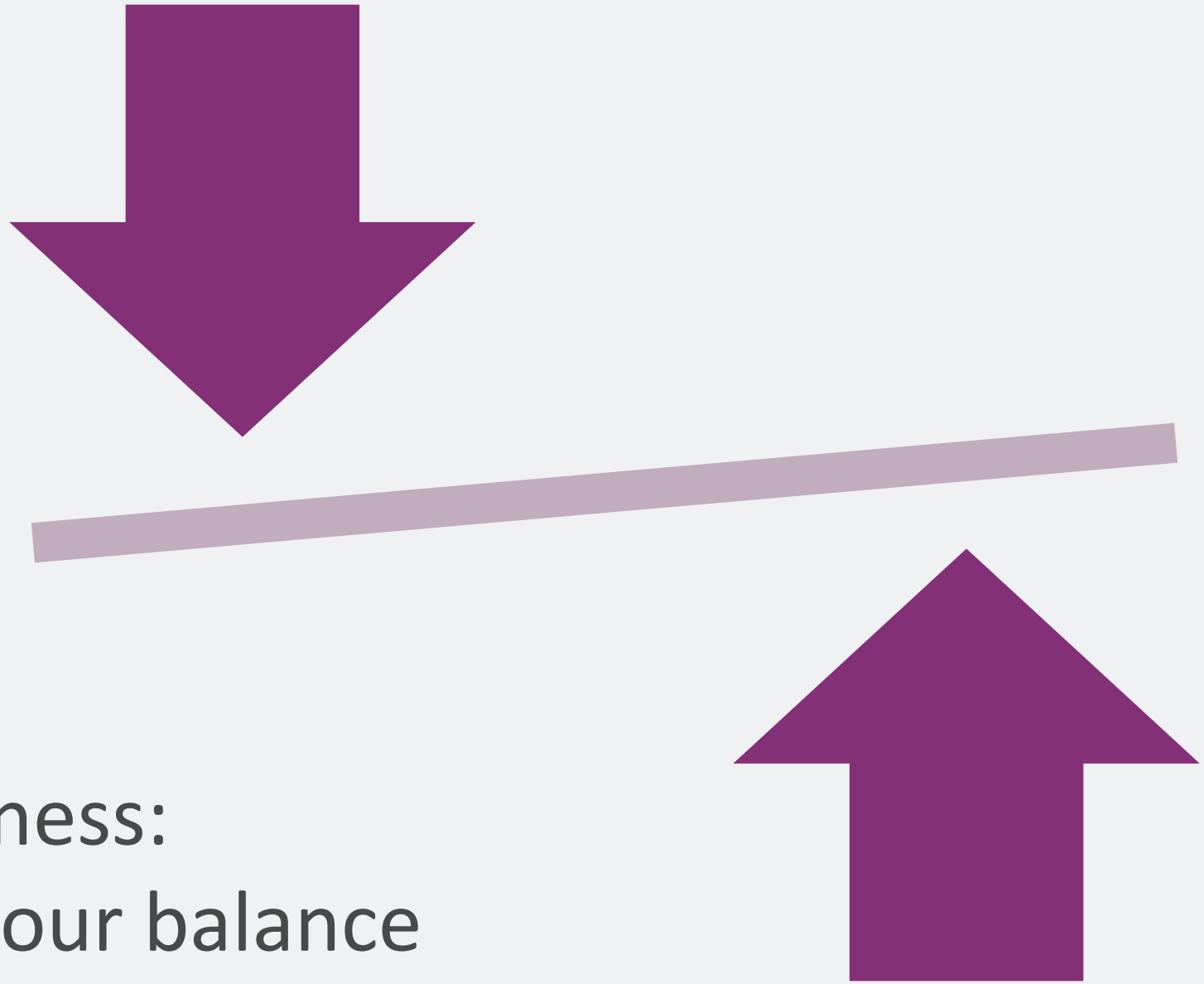
Take care of your needs



Self Awareness:
First, find your balance

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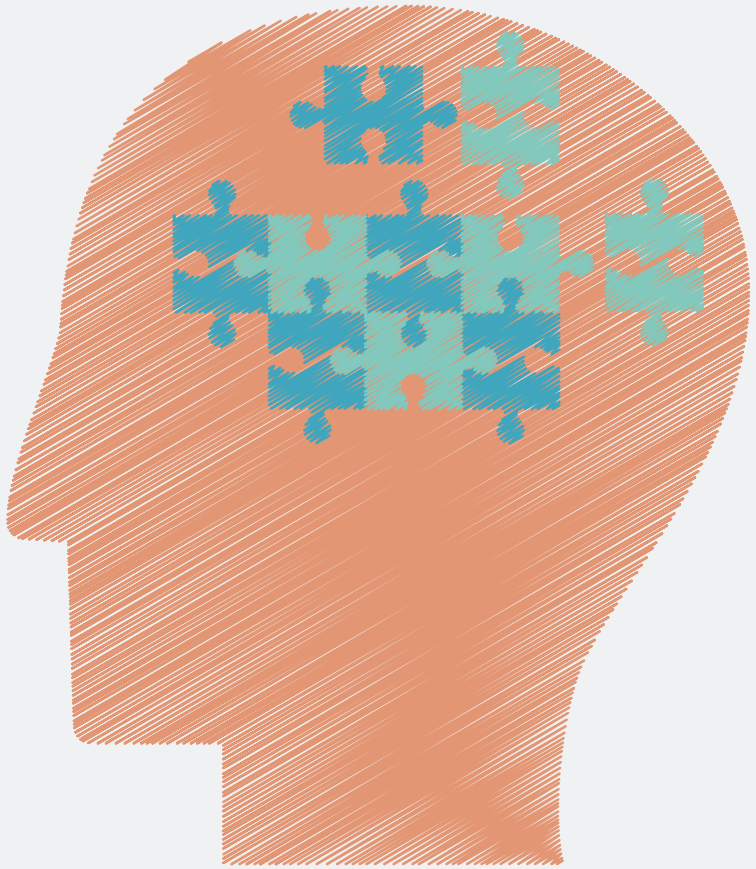
Self-Awareness

- Self-reflection
- Attention to what helps you stay balanced, focused, caring and effective
- Willingness to do the self–work

Trauma

TRAUMA CAN STEM FROM
Childhood abuse or neglect
War and other forms of violence
Physical, emotional, or sexual abuse
Accidents and natural disasters
Grief and loss
Medical interventions
Witnessing acts of violence
Cultural, intergenerational and historical trauma
TRAUMA

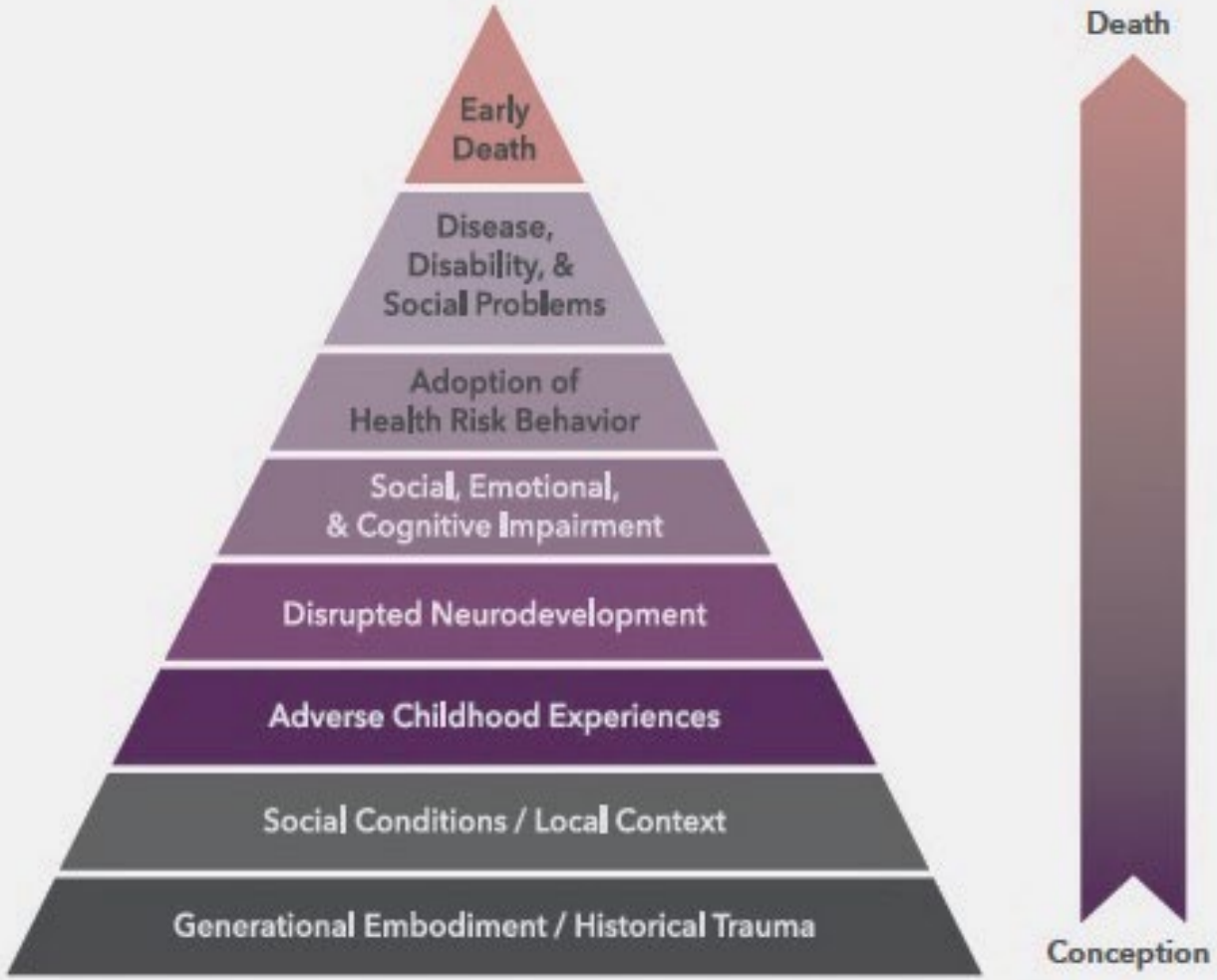
What is Trauma?



Trauma

- unique individual experience
- emotional & distressing event(s)
- coping capacity overwhelmed

Adverse Childhood Experiences (ACEs)



Source: https://www.cdc.gov/violenceprevention/childabuseandneglect/acestudy/ace-graphics.html
Centers for Disease Control and Prevention, Kaiser Permanente. The ACE Study Survey Data [Unpublished Data]. Atlanta, Georgia: U.S. Department of Health and Human Services, Centers for Disease Control and Prevention; 2016.

Types of ACEs

Abuse

- Emotional abuse
- Physical abuse
- Sexual abuse

Household Challenges

- Intimate Partner Violence
- Substance Abuse
- Mental Illness
- Separation/Divorce
- Incarcerated household member

Neglect

- Emotional
- Physical

Philadelphia ACEs Additional Measurement

- Neighborhood safety and trust
- Bullying
- Witness Violence
- Racism
- Foster care

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As the number of ACEs increases, so does the risk for negative heath outcomes

Lasting Impacts/Possible Risk Outcomes

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INJURY

- Traumatic Brain Injury
- Fractures
- Burns

CHRONIC DISEASE

- Cancer
- Diabetes
- Heart disease

INFECTIOUS DISEASE

- HIV
- STDs

MENTAL HEALTH

- Depression
- Anxiety
- Suicide attempts
- PTSD

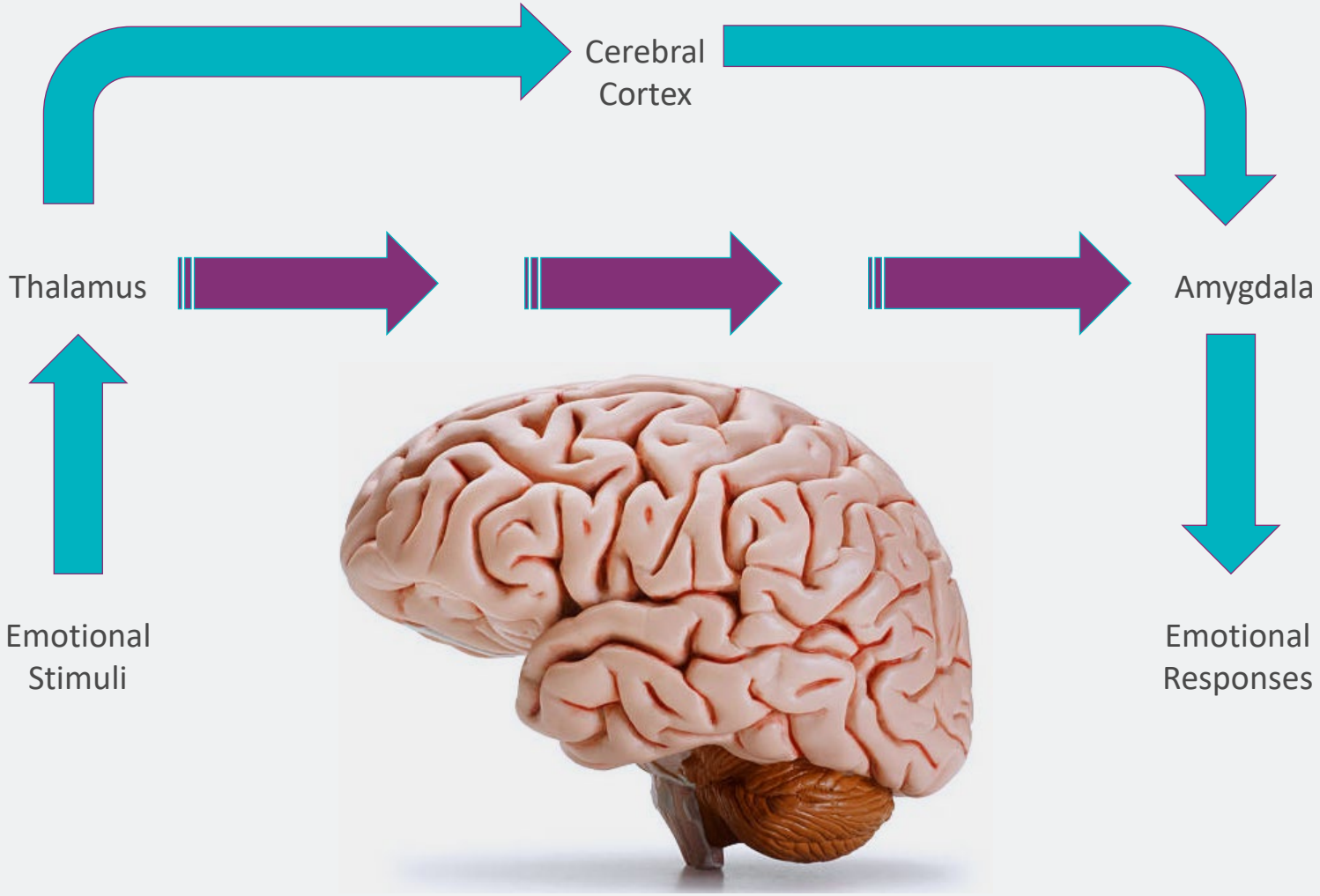
MATERNAL HEALTH

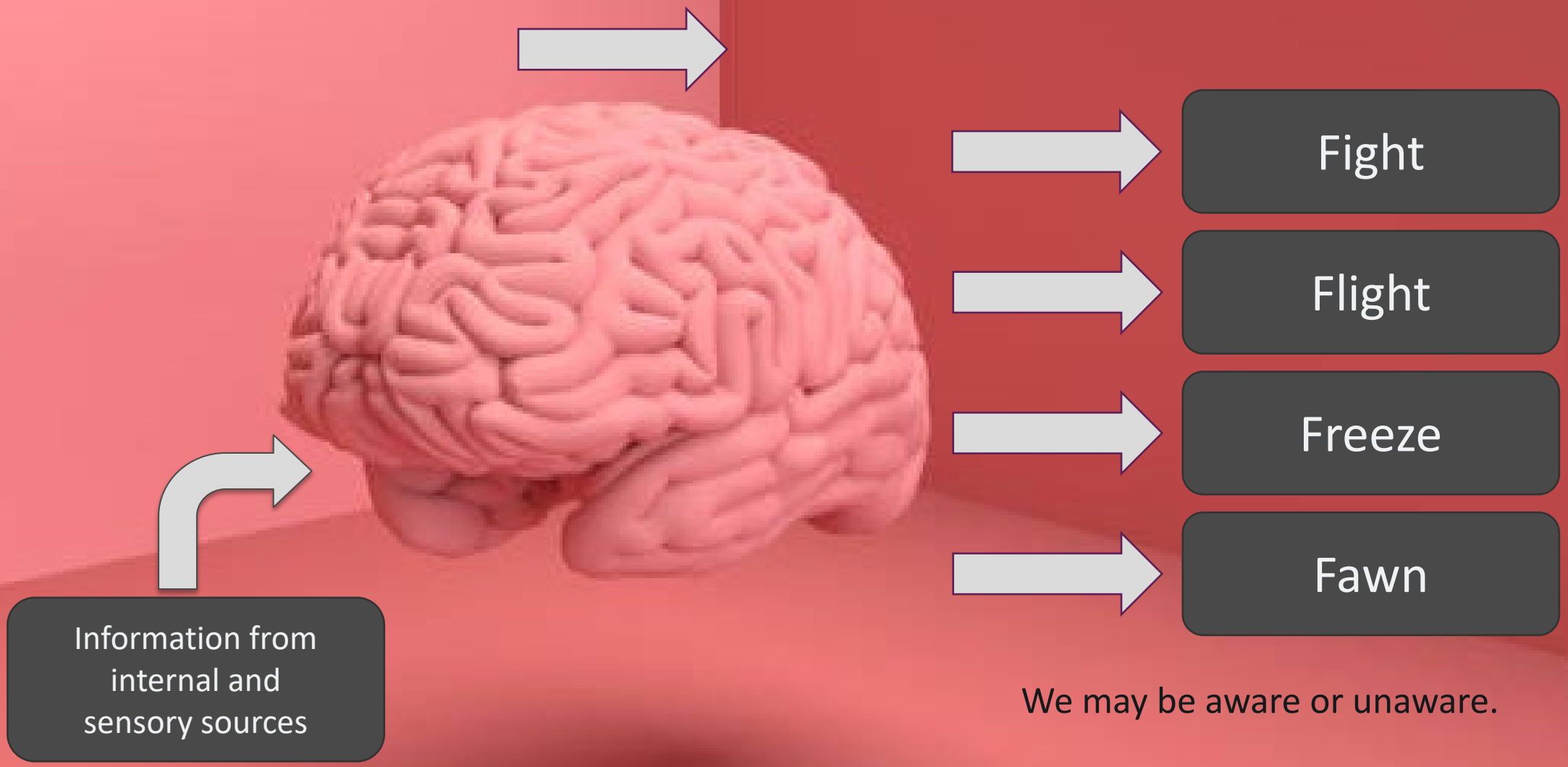
- Unintended pregnancy
- Pregnancy complications
- Fetal death

RISKY BEHAVIORS

- Alcohol Abuse
- Substance Abuse
- Unsafe Sex

Trauma Changes the Brain





We may be aware or unaware.

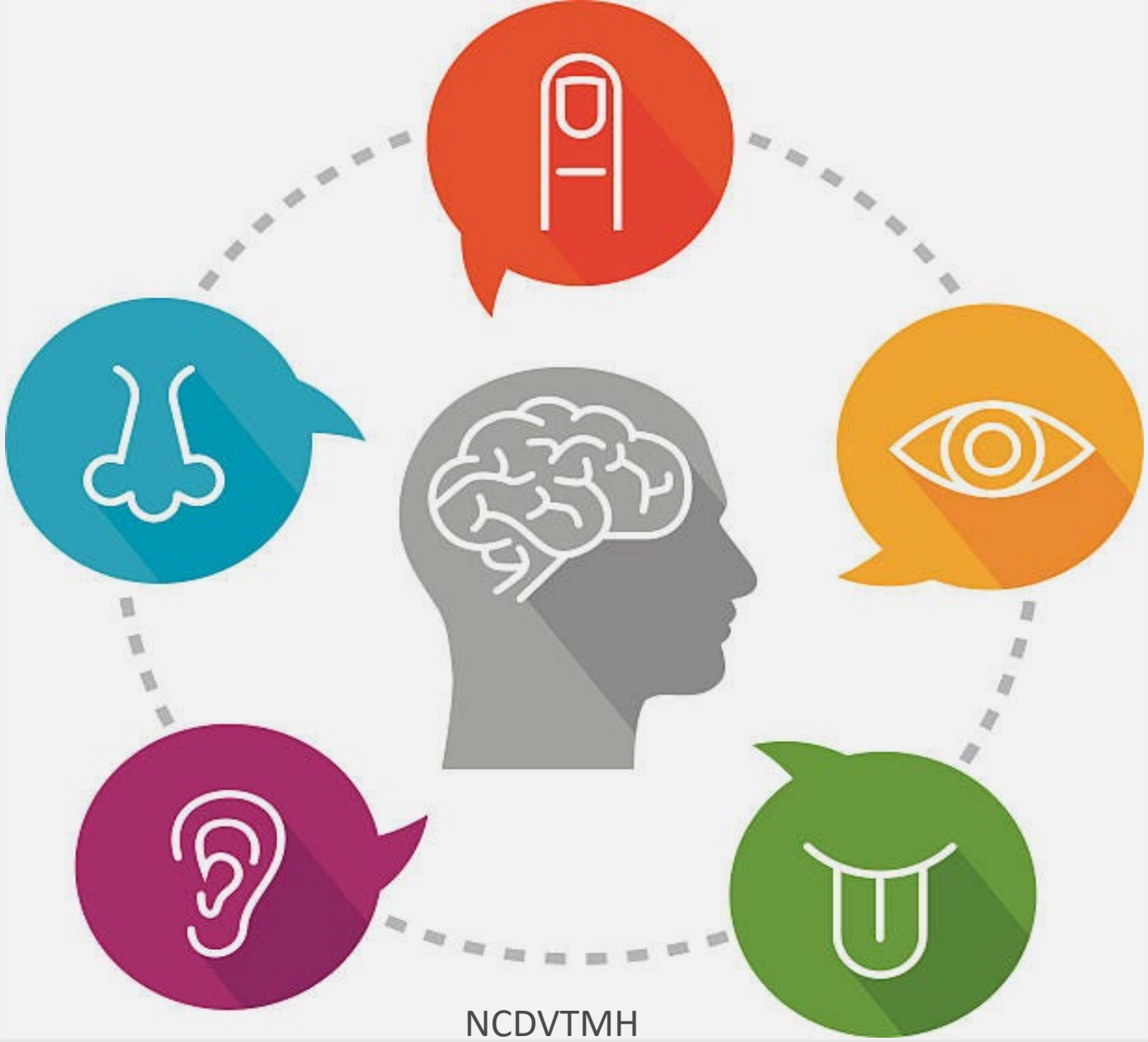
Responses may be visible or invisible.

Moss 2013,
Cave and Curley 2015

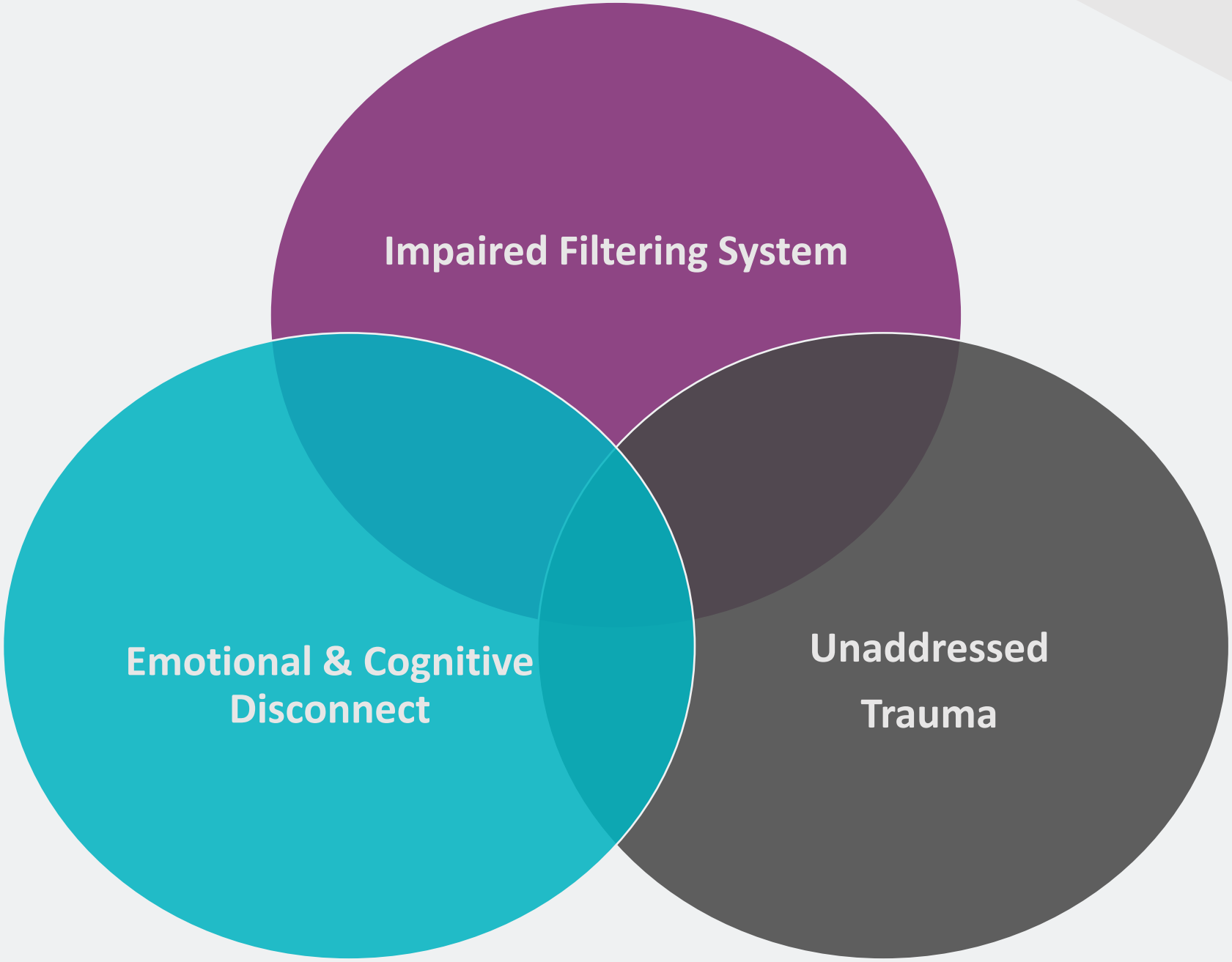
Trauma Symptoms

Trauma Reminders

Sensing things in the environment and/or interactions that bring our own responses to the surface.



NCDVTMH


Impaired Filtering System
Emotional & Cognitive Disconnect
Unaddressed Trauma

Presenting Trauma
Trauma History
Co-occurring Trauma

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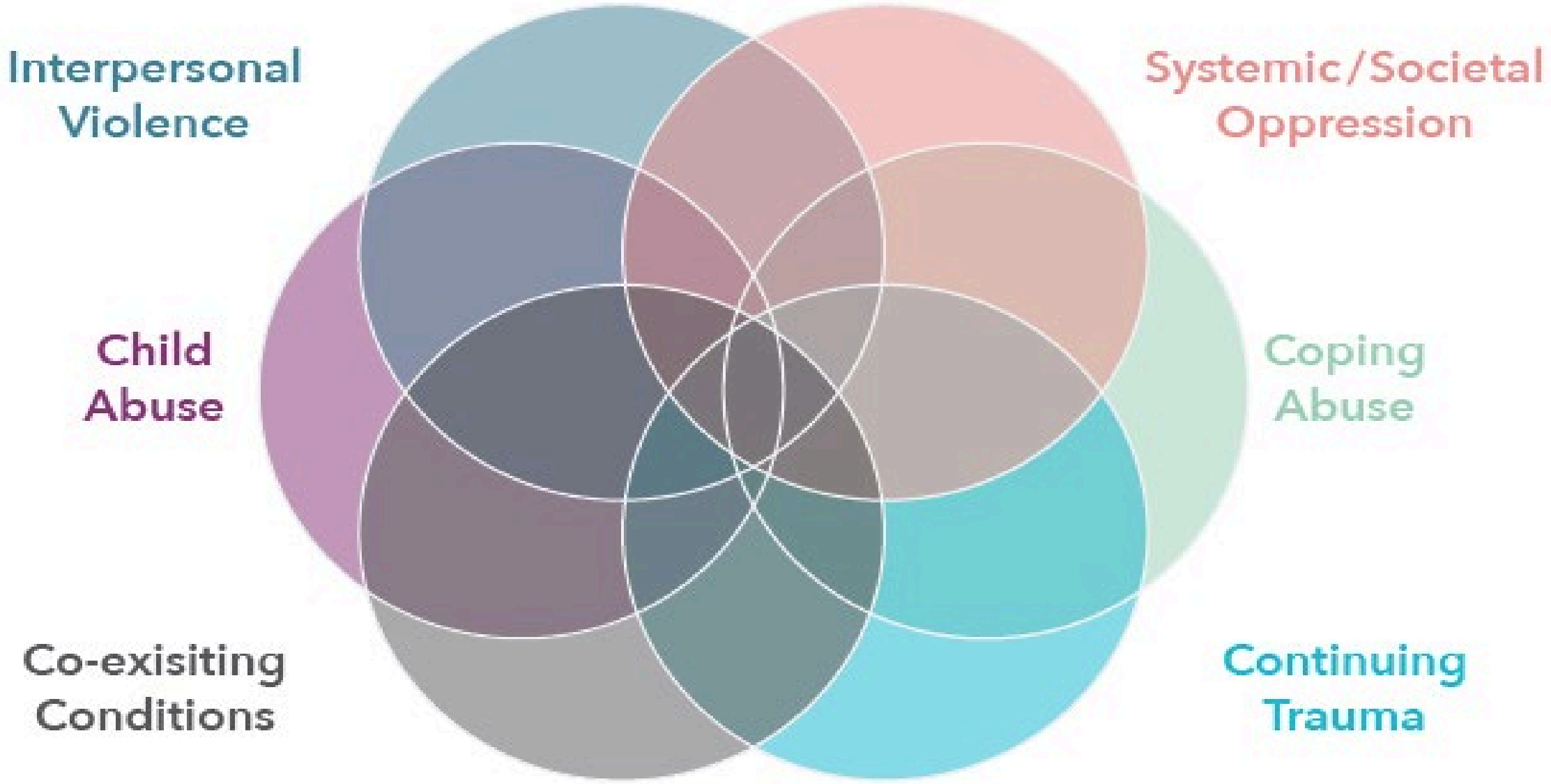
MULTI-ABUSE TRAUMA



In a Trauma-Informed Approach, We Are Also Part of the Equation

NCDVTMH

Context of Empathy

Personal beliefs and experiences

Social, cultural, and institutional context

Political and economic structures

Survivor

Program

Personal beliefs and experiences

Social, cultural, and institutional context

Political and economic structures

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Awareness of Our Own Responses

Warshaw, 1999

- Fear of being overwhelmed or making bad decisions
- Reluctance to identify with "victim"
- Helplessness and inadequacy if we can't "fix" or predict outcomes
- Frustration with survivor for not responding to our needs to do a good job

- Lack of attention to personal history and secondary trauma
- Avoid, dismiss, blame, label, control

When competence is tied to mastery and control

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Sometimes, finding our balance can be challenging

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Secondary Trauma

pennsylvania

OFFICE OF CHILD DEVELOPMENT AND EARLY LEARNING

Secondary Trauma

Occurs when the impact of other's life experiences with trauma also impacts our lives

Saakvitne et. al. 2000, NCDVTMH, 2013

Secondary Trauma

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Impacts worldview

Diminishes hope and optimism

Needs recognition

Saakvitne et. al. 2000

Signs & Symptoms

Transforming Secondary Trauma

Awareness

Balance

Connection

Saakvitne et. al. 2000

Reflective Approach to Practice

- Creates a safe and non-judgmental space
- Fosters attunement, empathy, non-judgmental stance
- Reduces burnout and secondary trauma responses
- Values self-care and agency supports
- Sustains hope and faith in the human spirit

Blumenfeld, 2010

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- Time for restorative activities on and off-site
- Incorporation into staff meetings and service planning discussions
- Onsite or phone support from trauma-informed clinicians
- Time for reflection and quiet places
- Regular supportive supervision
- Mindfulness practices
- Team approach

Other Strategies for Cultivating Awareness and Nurturing Empathy

Stress and Burnout

Based in characteristics of the work experience, organizational culture, and the quality of supervision and management

Results in feelings of exhaustion, cynicism, and ineffectiveness related to organizational stressors

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Preventing Burnout

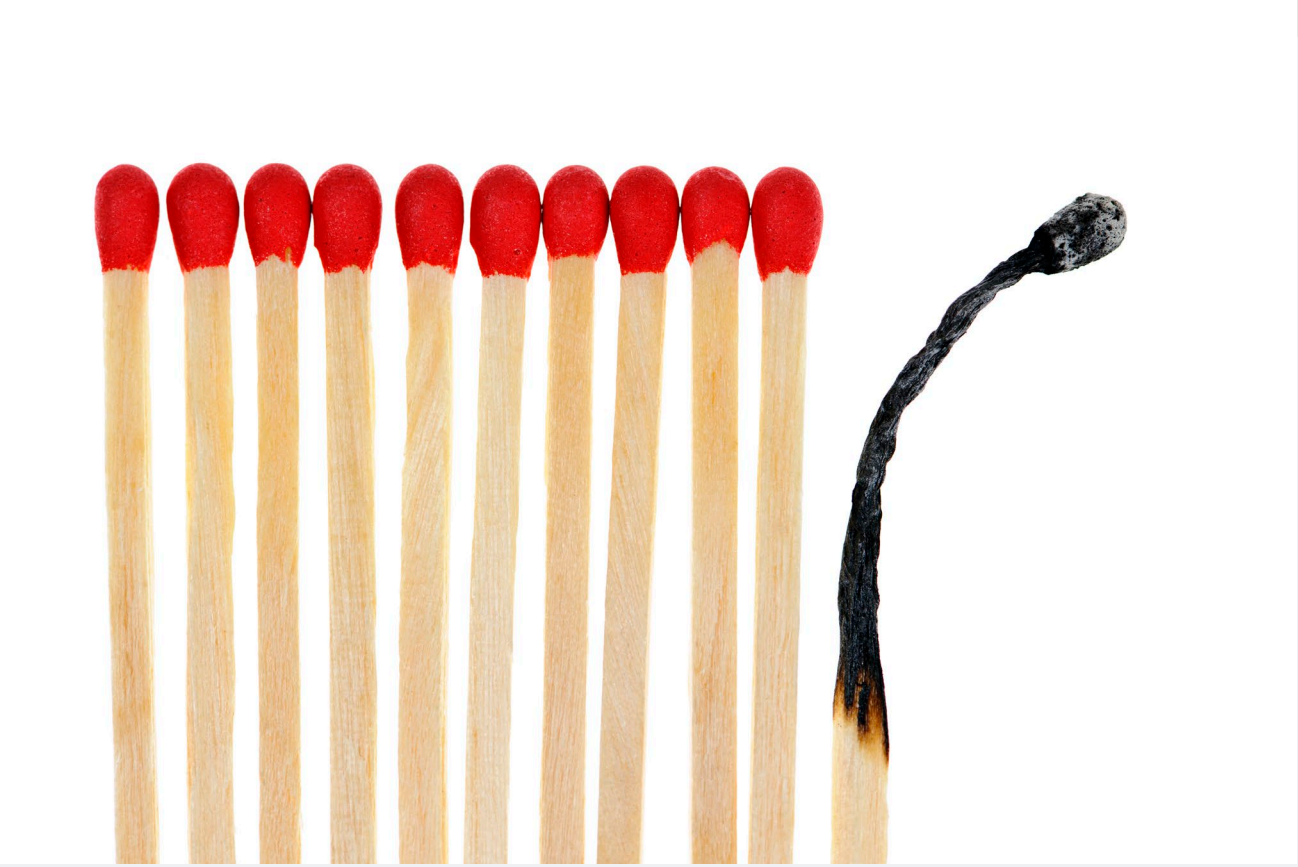
How to build resilience and sustainability for the future

What is burnout?

‘‘The initial ‘fire’ of enthusiasm, dedication, and commitment to the cause has ‘burned out,’ leaving behind the smoldering embers of exhaustion, cynicism, and ineffectiveness’’

Which leads to “involuntary scaling back or completely leaving the activism they were apart of”.

(Maslach and Gomes 2006)



Who you are matters.

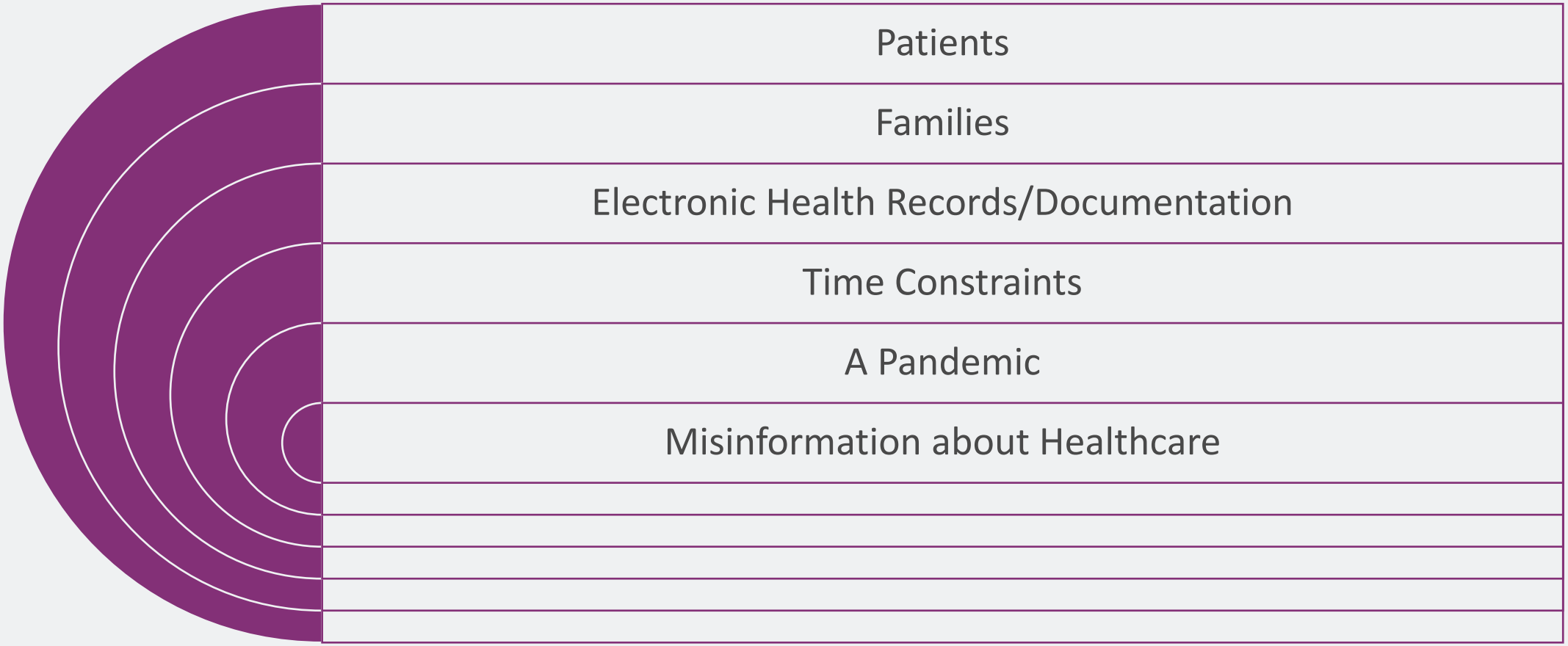
The Future of our Movement

"We cannot develop and implement visionary strategies for change in the long term if we are exhausted and burned out in the short term.

To shift our work and movement culture, we need to care for ourselves and each other in a markedly different way so that as a movement we can move beyond surviving to thriving. By transforming ourselves, we will be able to engage in work that can actually transform our society."

-Move to End Violence Initiative

Healthcare Burnout: Converging Concerns



What does burnout look like?

For an individual?

For a team?

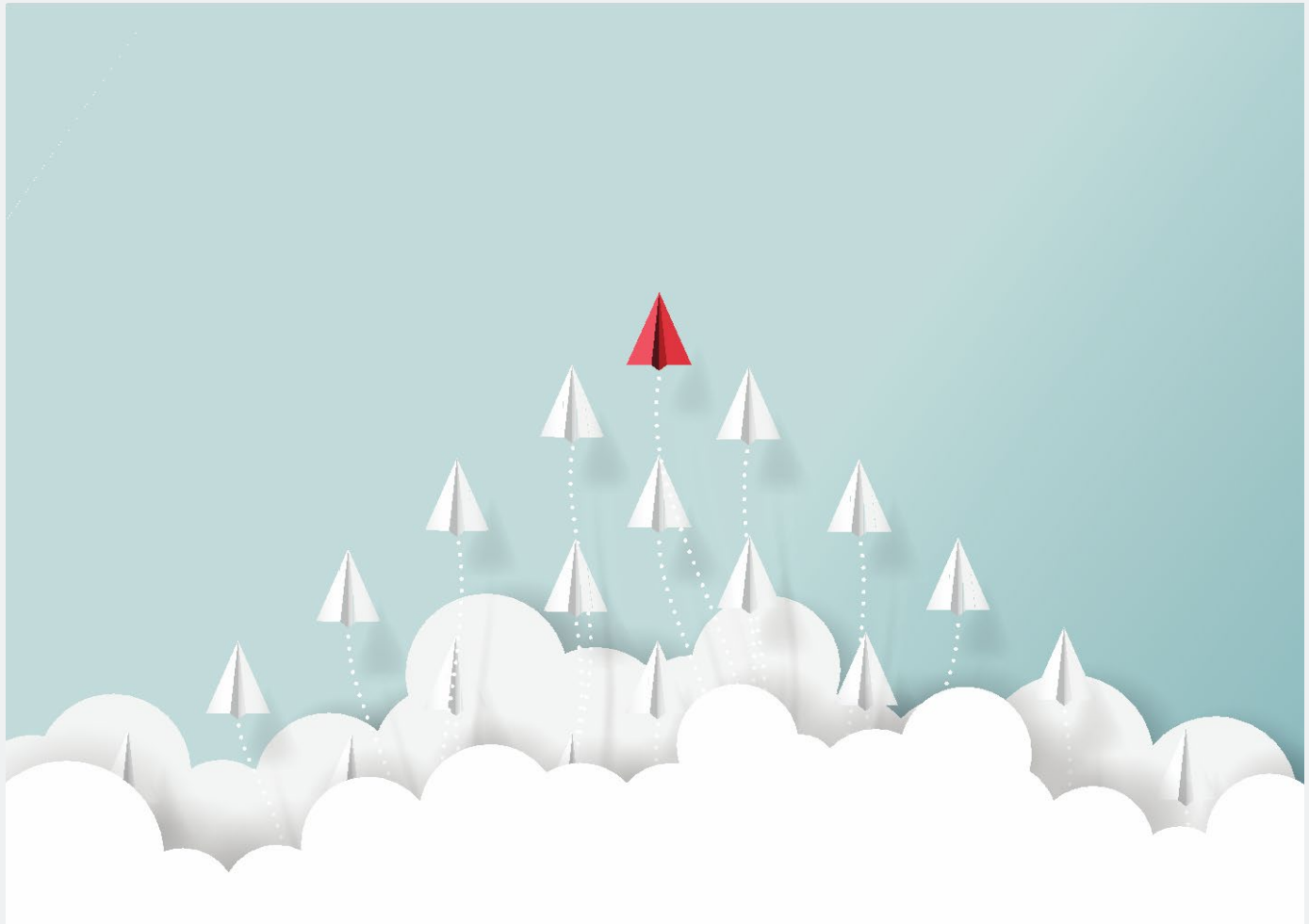
For an organization?

Anticipate

Self-awareness

Self-care plan

Modeling Self-Care



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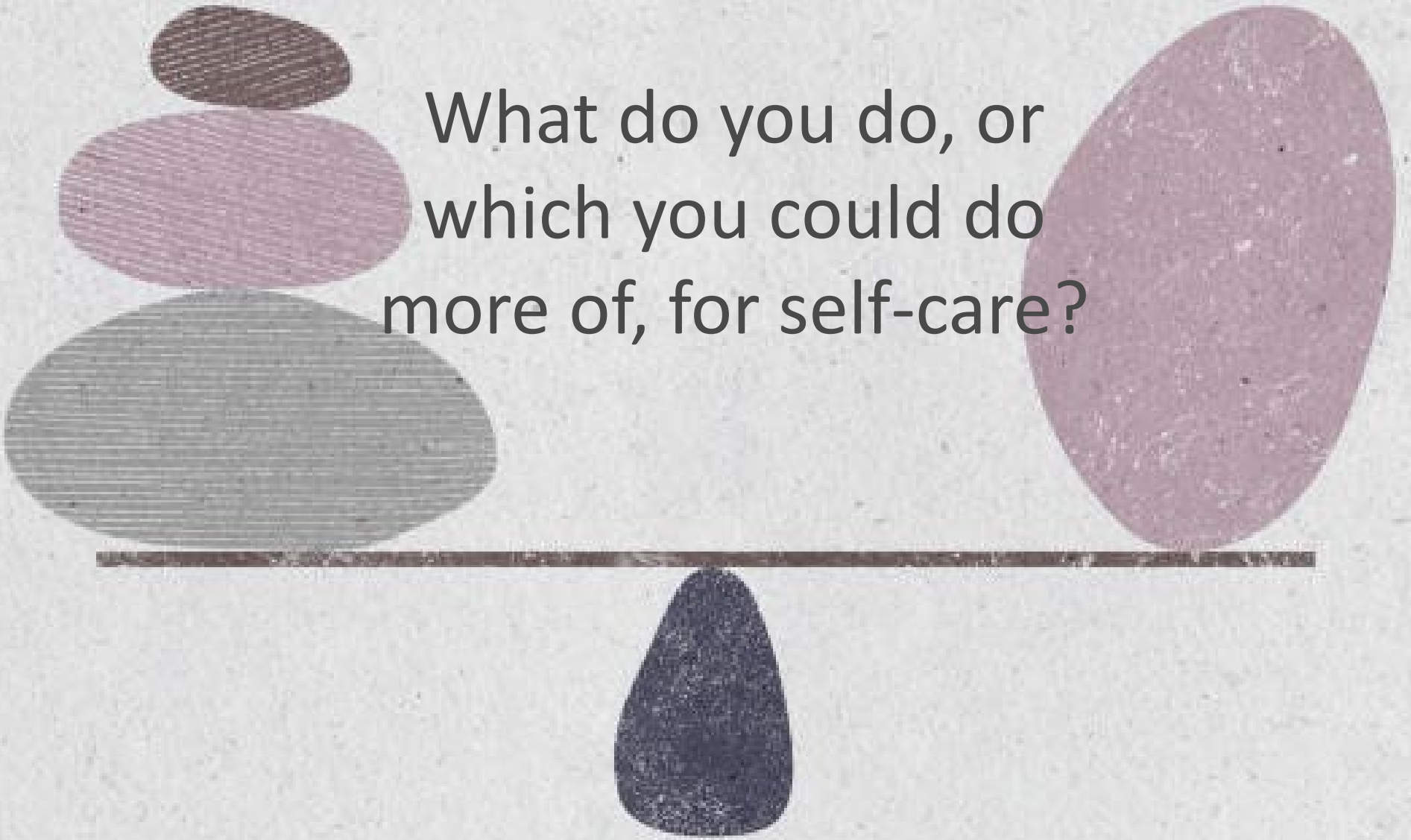
Self-Care

What is Self-Care?

What do you do, or which you could do more of, for self-care?



What are the barriers to doing the things you want to do for self-care?

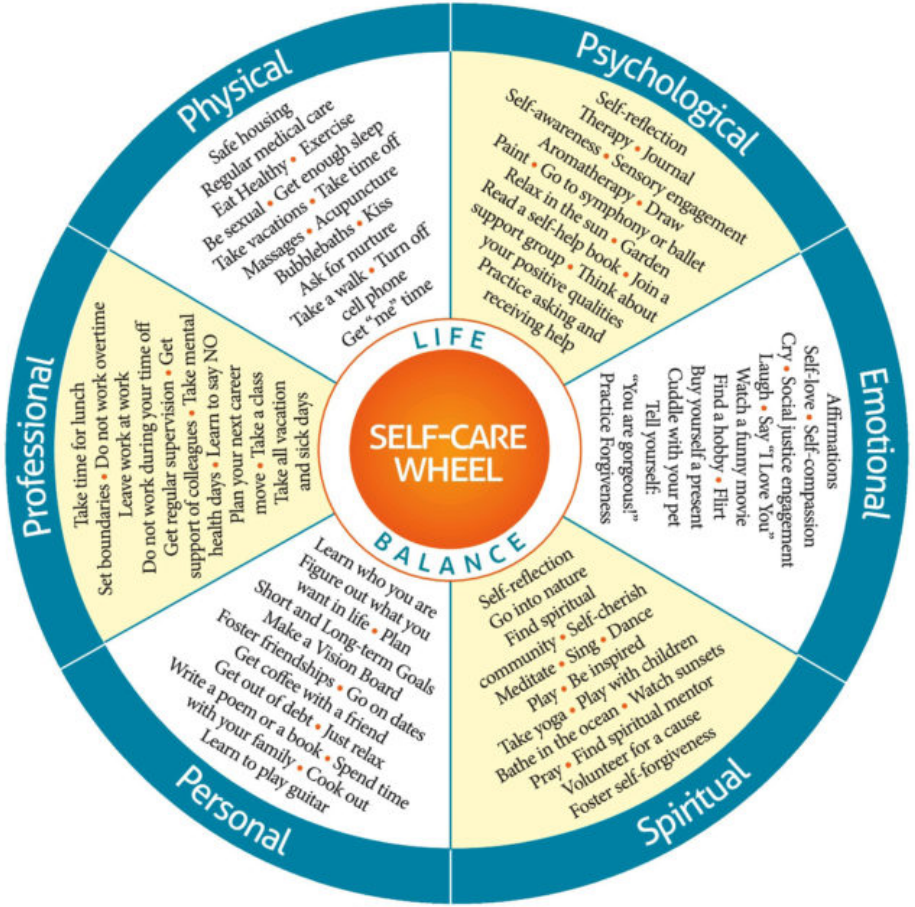
Self-Care

COVID-19 Principles

- You are not “working from home”, you are “at your home, during a crisis, trying to work.”
- Your personal physical, mental, and emotional health is far more important than anything else right now.
- You should not try to compensate for lost productivity by working longer hours.
- You will be kind to yourself and not judge how you are coping based on how you see others coping.
- You will be kind to others and not judge how they are cooping based on how you are coping.
- Your team’s success will not be judged the same way it was when things were normal.

What’s on your plate?

SELF-CARE WHEEL



This Self-Care Wheel was inspired by and adapted from "Self-Care Assessment Worksheet" from *Transforming the Pain: A Workbook on Vicarious Traumatization* by Saakvitne, Pearlman & Staff of TSI/CAAP (Norton, 1996). Created by Olga Phoenix Project: Healing for Social Change (2013). Dedicated to all trauma professionals worldwide. Copyright @ 2013 Olga Phoenix, All Rights Reserved.

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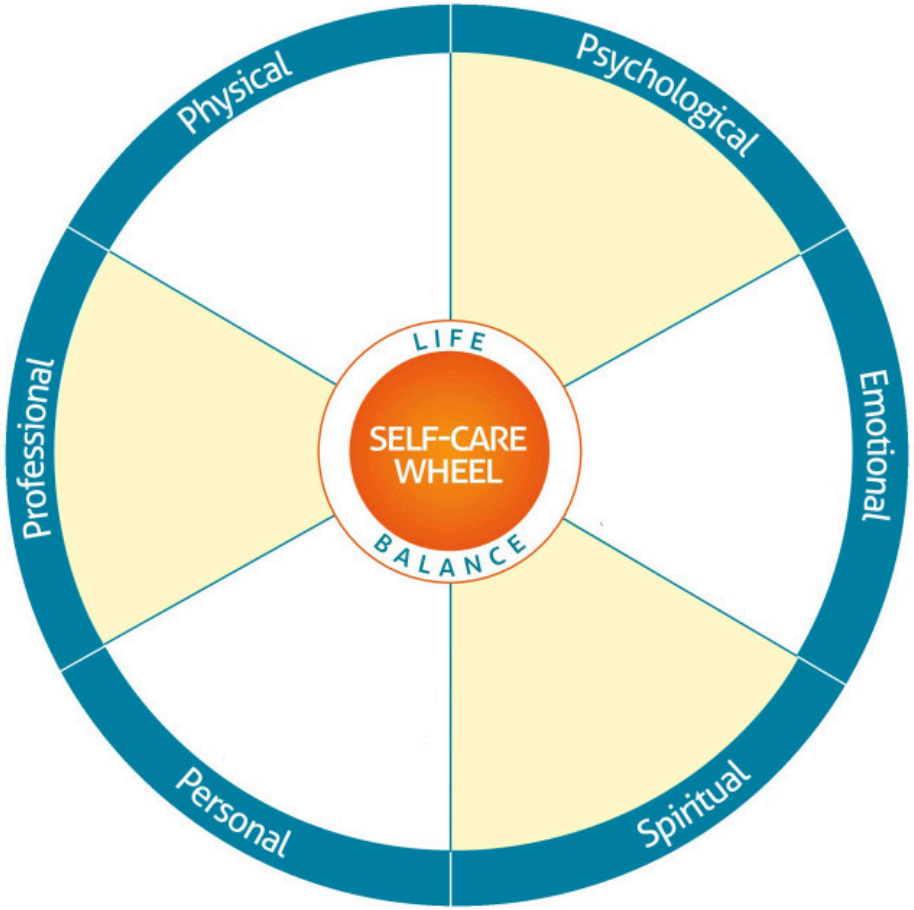
SELF-CARE WHEEL



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FIRE by Judy Brown

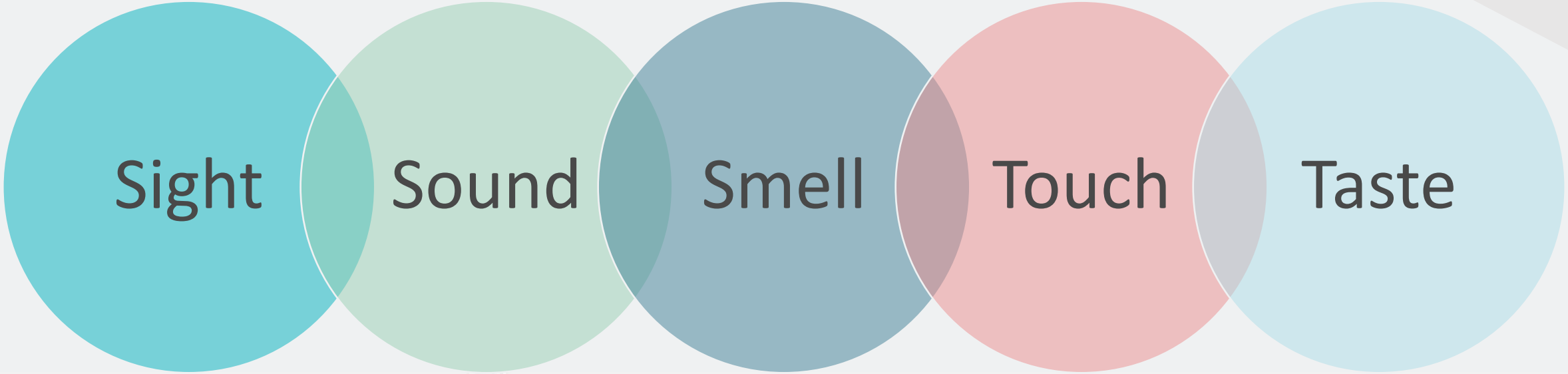
Emergency Self-Care

Breathing Techniques

Hills & Valleys

Pick a Flower,
Blow a Pinwheel

Self-Care Kits



Everything Is Awful and I'm Not Okay:

questions to ask before giving up

2022
GOAL
PLAN
ACTION

Questions?

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