

***Developing Resilience in
Trauma Workers***

APA Division 56

Early Career Psychologists Committee

Presented by

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Definitions

Compassion Fatigue Model

Ethics: Standards of Self Care

Disaster Work Issues



***Thank you for allowing us to be
a part of your day.***

Gratitude

Definitions

- Secondary Traumatic Stress
- Compassion Fatigue
- Vicarious Traumatization
- Burnout
- Self-Compassion
- Resilience
- Post-Traumatic Growth

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Primary Traumatic Stress Injuries (DSM IV-TR)

- Witnessed event which involved actual or threatened death or serious injury to physical integrity of self or others
- Response involved intense fear, helplessness, or horror.

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Primary Stress Injuries

- Acute Stress < 2 days
- Acute Stress Disorder
 - Minimum 2 days
 - Maximum 4 weeks
- Posttraumatic Stress Disorder > 4 weeks
 - Re-experiencing event (Intrusion)
 - Arousal
 - Numbing/Avoidance

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Secondary Traumatic Stress Injuries

- Compassion Stress < 4 weeks
- Secondary Traumatic Stress (STS)
- Compassion Fatigue (CF) > 4 weeks
 - Reexperiencing event
 - Arousal
 - Numbing/Avoidance
- Vicarious Trauma (VT)

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What might make a person suspect Secondary Traumatic Stress Injury?

- Cognitive (e.g., difficulty concentrating)
- Emotional (e.g., anxiety, rage, sadness)
- Behavioral (e.g., irritable, withdrawn)
- Interpersonal (e.g., isolation)
- Physical (e.g., rapid heartbeat, aches/pains)
- Spiritual (e.g., loss of purpose, meaning, hope)

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Additional signs of Compassion Stress/CF/STS/VT

- Performance of Job Tasks
 - e.g., low motivation, increase in errors
- Morale
 - e.g., negative attitude, decrease in confidence
- Interpersonal
 - e.g., impatience, staff conflicts
- Behavioral
 - e.g., absenteeism, exhaustion

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Burnout

- Exhaustion mixed with anxiety and depression
 - Negative self-esteem
 - Poor attitude
 - Reduced efficiency
 - Reduced effectiveness

Burnout Factors e.g.,

- Very high workload
- Lack of control
- Value conflict
- Lack of social support

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Self-Compassion

“...acting the same way towards yourself when you are having a difficult time, fail, or notice something you don’t like about yourself.”

~ Kristen Neff (www.self-compassion.org)

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Resilience

- Ability to physiologically and psychologically adapt to environmental changes
- Characteristic of survivors/thrivers (rather than “victims”)

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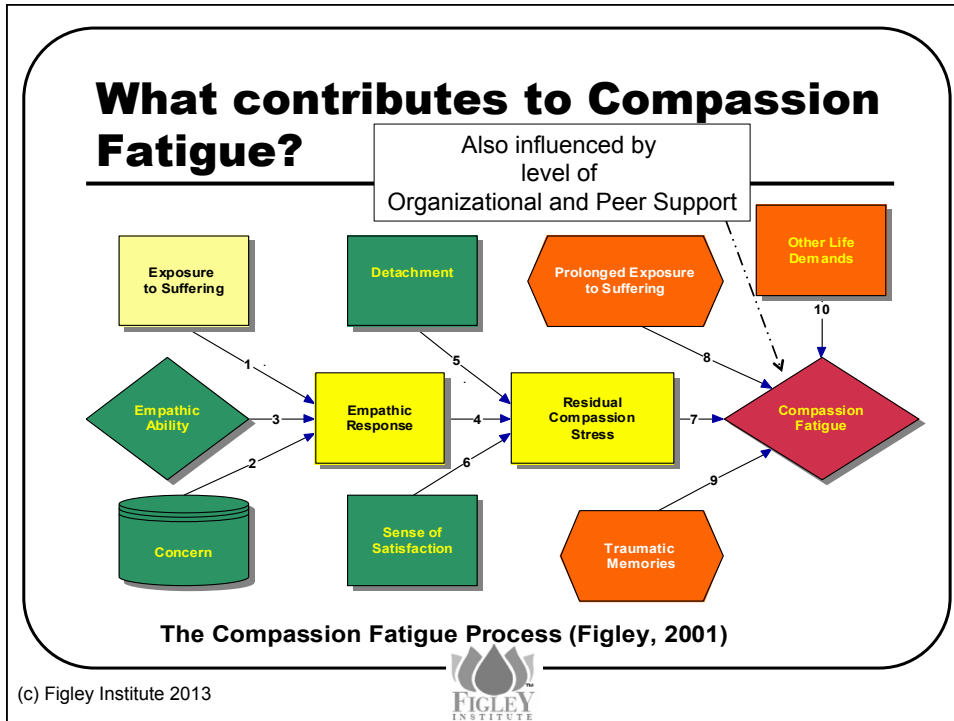
Post-Traumatic Growth

Positive changes which result from struggling to cope with a traumatic event.

Richard Tedeschi & Lawrence Calhoun
http://66.199.228.237/boundary/Childhood_trauma_and_PTSD/PosttraumaticGrowthInventory.pdf

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Disaster Work (Yinka' s story)

- Stafford Act governs all disaster response and recovery activities in the U.S.
- Integrate into the disaster system during non-disaster times
- Disaster Environment Demands =
 - Running a Marathon
- Therefore
 - Must train for the Marathon – be resilient!

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Next we will hear from
Mira

Personal story of
Early Career Challenges
As a School Counselor

Discussion

Dr. Charles and Kathy
Regan Figley

Strategies for Developing Resilience

Standards of Self-Care
Mira and Yinka's Experiences
Helping Colleagues



***“Put the Oxygen Mask
on Yourself First”***

Charles R. Figley PhD
When Helping Hurts
Produced by Gift from Within
www.giftfromwithin.org

*Abide by
Standards of Self-Care*

*Developed by international trauma experts serving on the Green
Cross' Commission on Certification and Accreditation*

www.greencross.org
at *Standards* tab
or
<http://bit.ly/ntaQTV>

I. Purpose

- First, do no harm to yourself in the line of duty when helping/treating others.
- Second, attend to your physical, social, emotional, and spiritual needs as a way of ensuring high quality services for those who look to you for support as a human being.

II. Ethical Principles of Self-Care in Practice

These principles declare that it is unethical not to attend to your self care as a practitioner because sufficient self care prevents harming those we serve.

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Be Gentle with Yourself

- Honor the inner conflict of putting yourself first rather than taking care of others first (oxygen mask)
 - Awareness
 - Gratitude
- Forgive yourself for backslides
 - Progress, not perfection
- Regard your Self with as high esteem as you would your client/patient (Self Compassion)
 - Nurturing self-talk

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III. Standards of Humane Practice of Self-Care

- Universal right to wellness!
 - Physical rest and nourishment
 - Emotional rest and nourishment
- Sustenance modulation
 - Self-restraint

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IV. Appreciation and Compensation

- Supervisors
- Clients
- Advocates / Buddies

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V. Standards for Establishing and Maintaining Wellness

- A. Commitment to Self-Care
- B. Strategies for letting go of work
- c. Strategies for gaining a sense of self-care achievement

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Self-Care Planning

How does one identify the critical elements of a comprehensive personal resilience (self-care) plan?

VI – VIII. Focus on Self-Care

VI. Inventory of Self-Care – Personal

VII. Inventory of Self-Care – Professional

VIII. Prevention Plan Development

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Self-Care Assessment: Inventory of Self-Care Personal Life

Life Stress (Social Readjustment Rating Scale)
Stress Vulnerability
Ego Resilience (ER-89)
Spiritual Intelligence (King)
Self-Compassion (Neff)
Basic Needs - Personal

Self-Care Assessment: Inventory of Self-Care Professional Life

Compassion Satisfaction
Burnout
Compassion Fatigue (STS)
Basic Needs at Work

Self-Care Goals

Identify SMART Goals based on
self-assessment data
Growth and/or Maintenance
Discuss with Self-Care Buddy
Meet regularly to monitor each other's
progress.

Include Compassion Stress Management Techniques

When working with Clients/
Patients;
Between Clients/Patients &
After Work

To build resilience one
must....

SUMMARY



Q & A
WRAP UP

The logo for Figley Institute, featuring a stylized flame or flower icon above the text "FIGLEY INSTITUTE".