

**Maintaining
Wellness
While
Working In
Trauma**



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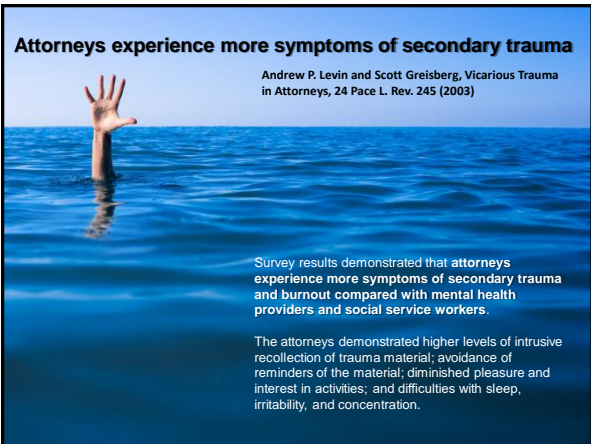
What is your "WHY" for your work? How does your WHY get knocked down?




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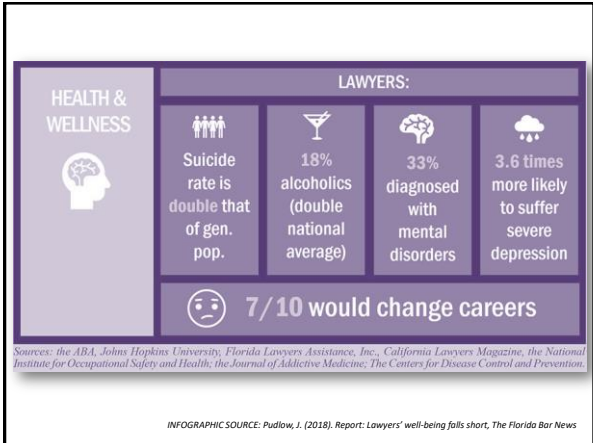




3.6x





United States Lawyers lead the nation with the highest incidence of depression, which they suffer at a rate 3.6 times higher than occupations generally.


Eaton, W.W. (1990). Occupations and the prevalence of major depressive disorder. *Journal of Occupational Medicine*, 32 (11), 1079-1087.



HEALTH & WELLNESS

LAWYERS:

 Suicide rate is double that of gen. pop.	 18% alcoholics (double national average)	 33% diagnosed with mental disorders	 3.6 times more likely to suffer severe depression
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 **7/10 would change careers**

Sources: the ABA, Johns Hopkins University, Florida Lawyers Assistance, Inc., California Lawyers Magazine, the National Institute for Occupational Safety and Health, the Journal of Addictive Medicine, The Centers for Disease Control and Prevention.

INFOGRAPHIC SOURCE: Pudlow, J. (2018). Report: Lawyers' well-being falls short, The Florida Bar News



"I already tried that"

Child Sexual Abuse

"Do Something"

Graphic Details

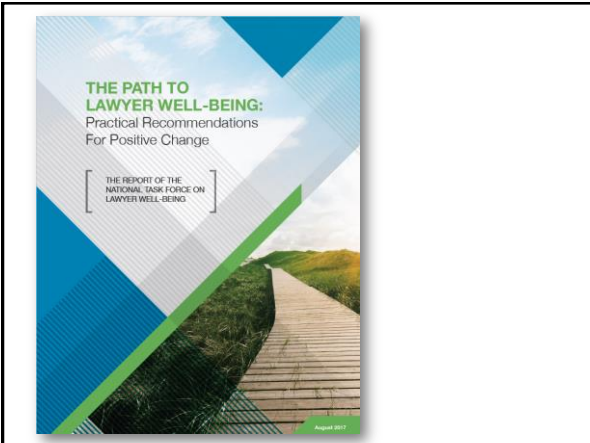
"I Am Responsible"

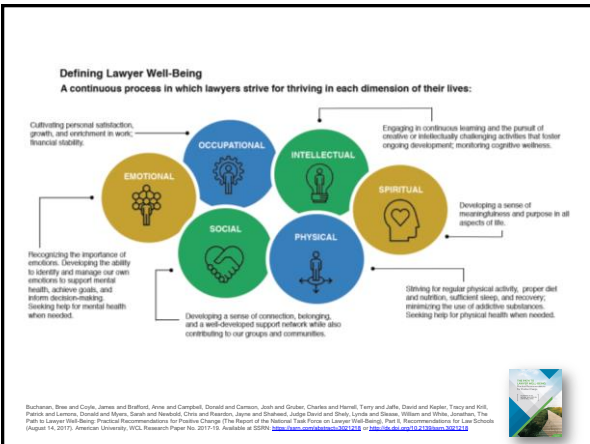




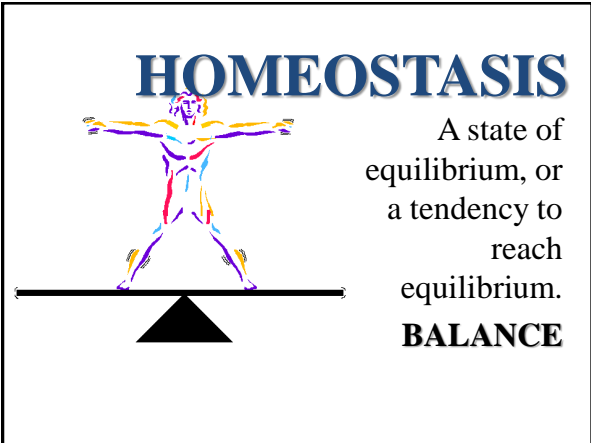
Everyone you meet is fighting a battle you know nothing about.
Be kind. Always.

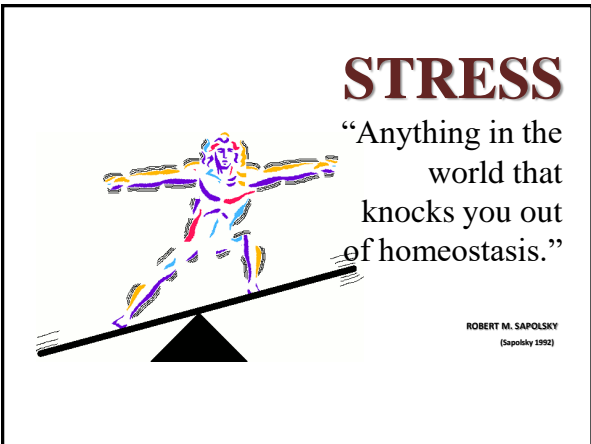


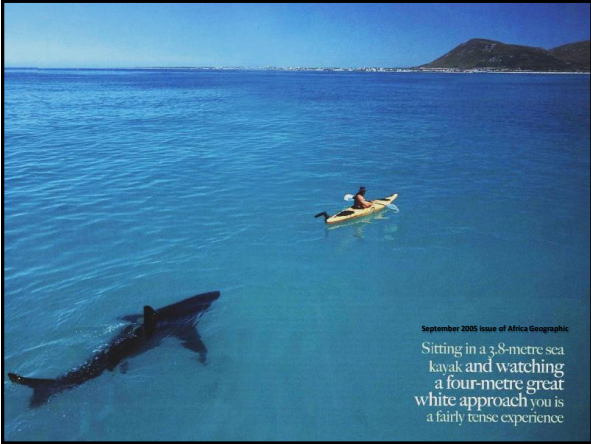


















Mobilization of Energy
Increased Cardiovascular Tone (heart rate)
Suppression of digestion
Suppression of growth
Suppression of reproduction
Suppression of immune system
Sharpening of cognition, alertness, and pleasure.

Robert M. Sapolsky, Why Zebras Don't Get Ulcers: An Updated Guide To Stress, Stress-Related Diseases, and Coping, 2nd Rev Ed, April 15, 1998



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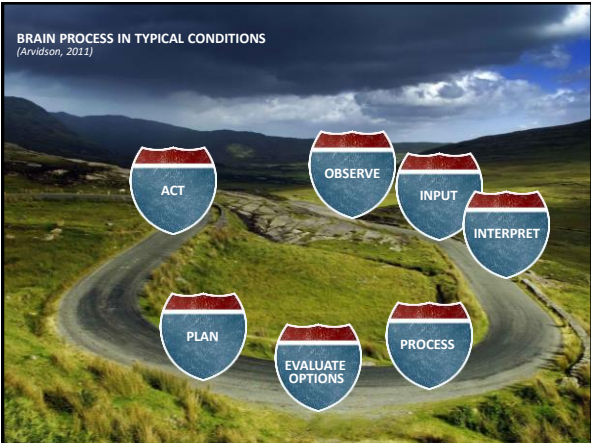
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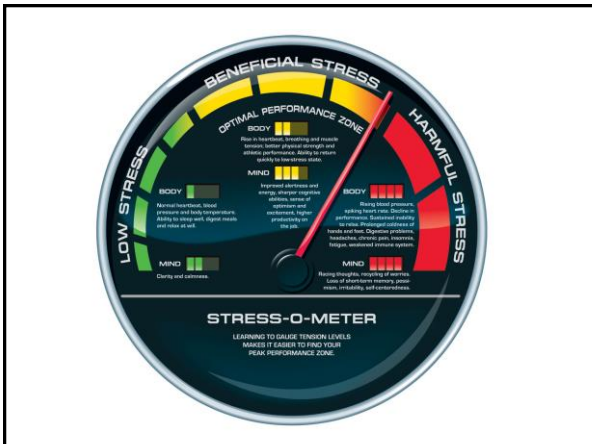






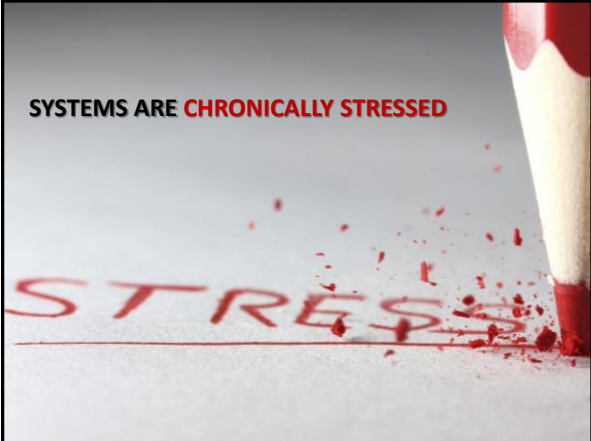






CHRONIC STRESS

- The stress response **continues to be active – uses all resources to stay in stay alert** (at the expense of using resources for other systems).
- The neurohormones released are **good for short stress periods** – but can become harmful when in the system for long periods of time.
- Each recurring stress event causes subsequent sensitivity to the sympathetic response so that the individual becomes **more vulnerable to depression and anxiety** (Post, Rubinow, & Ballenger 1986)
- When stress is prolonged or chronic, changes occur in the baseline production, availability, and homeostasis regulation of these neurochemicals. (Cozzilino 2002)
- The more a neural system is 'activated' the more the system changes to reflect the pattern or activation. (Perry 2001)







KIDS

- Feels Unsafe
- Angry/Aggressive
- Helpless
- Hopeless
- Hyperarousal
- Fragmented
- Overwhelmed
- Confused
- Depressed

Adapted from Sanctuary Model - Bloom

CAREGIVERS

- Feels Unsafe
- Angry/Aggressive
- Helpless
- Hopeless
- Hyperarousal
- Fragmented
- Overwhelmed
- Confused
- Demoralized



Adapted from Sanctuary Model - Bloom

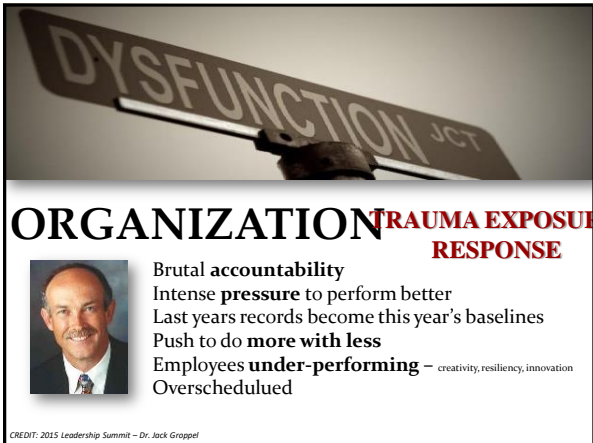


ORGANIZATION

- Is Unsafe
- Punitive
- Stuck
- Missionless
- Crisis Driven
- Fragmented
- Overwhelmed
- Valueless
- Directionless

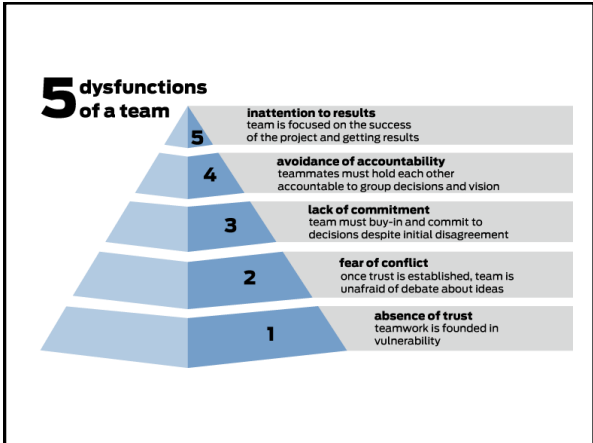
Adapted from Sanctuary Model - Bloom

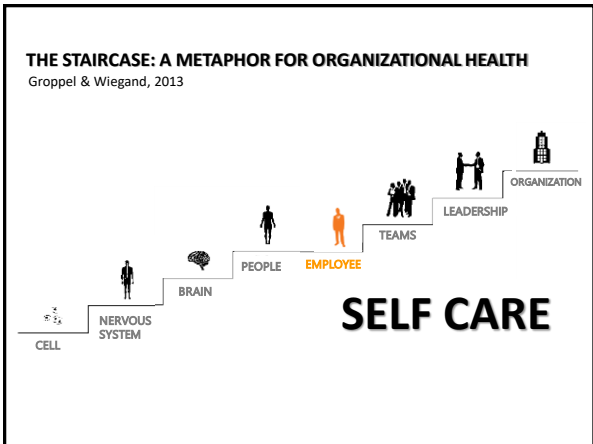




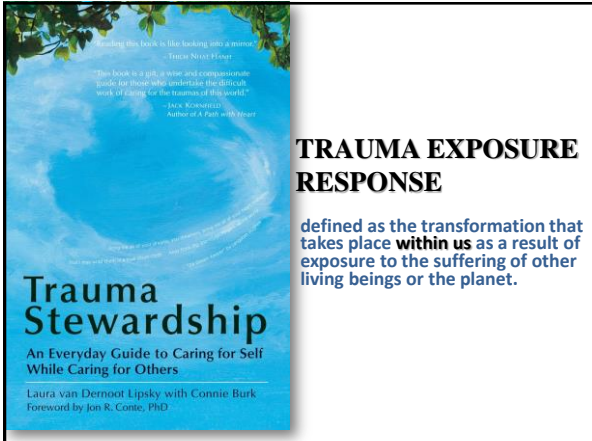






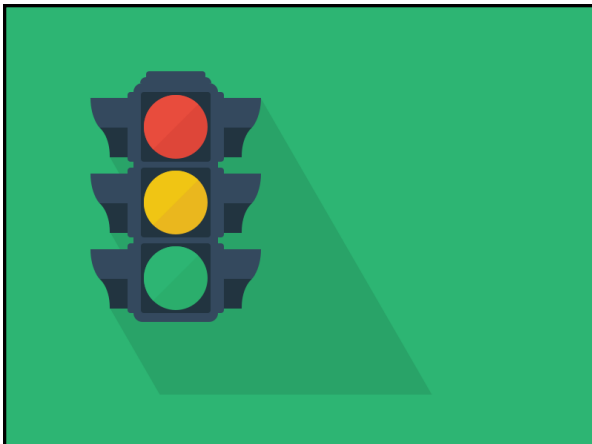






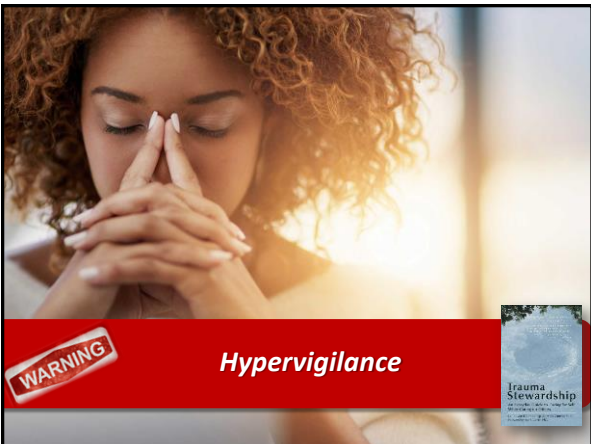
TRAUMA EXPOSURE RESPONSE

defined as the transformation that takes place **within us** as a result of exposure to the suffering of other living beings or the planet.

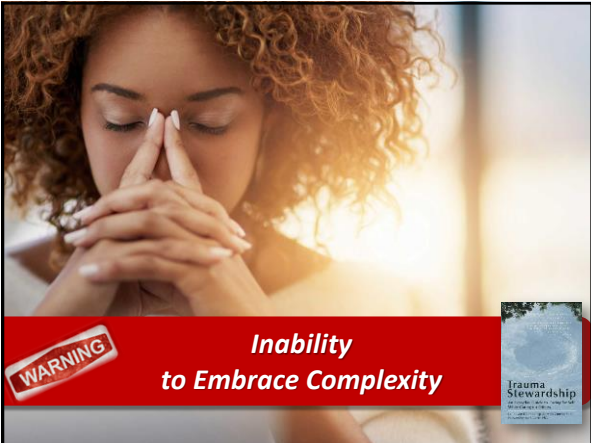














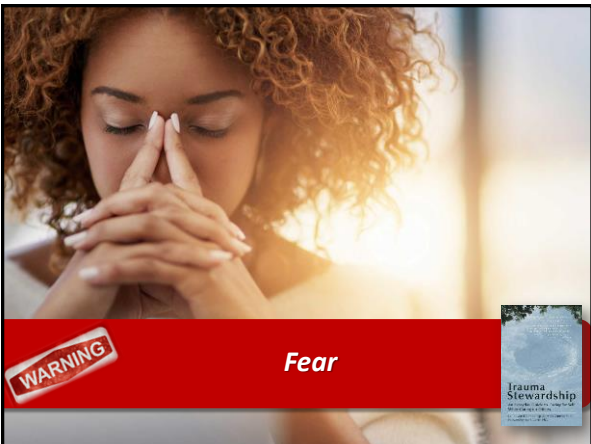






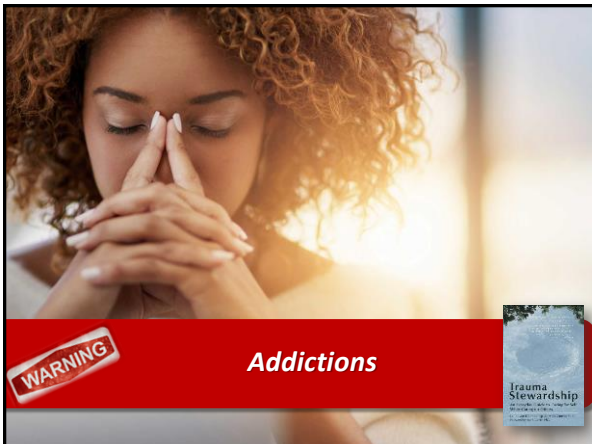














What "Warning Sign" should you take action on?

- Helpless/Hopelessness
- Never Enough
- Hypervigilance
- Diminished Creativity
- Loss of Complexity
- Minimizing
- Physical Exhaustion
- Avoidance/Don't listen
- Dissociative
- Persecuted
- Guilt
- Fear
- Anger / Cynicism
- Empathic loss / Numb
- Addictions
- Grandiosity

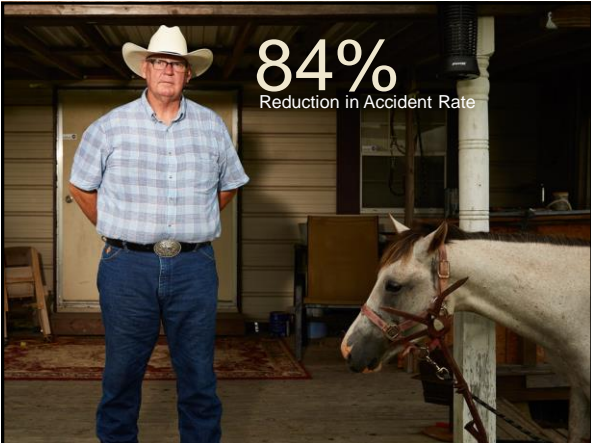


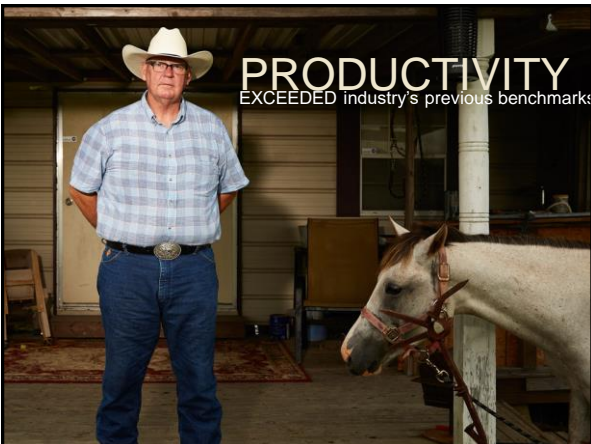
HEALTHY


HEALTHY











In Good teams, members spoke in roughly the same proportion, a phenomenon the researchers referred to as **“equality in distribution of conversational turn-taking.”**

In Good teams all had high **“average social sensitivity”** — a fancy way of saying they **were skilled at intuiting how others felt based on their tone of voice, their expressions and other nonverbal cues.**

https://www.nytimes.com/2016/02/28/magazine/what-google-learned-from-its-quest-to-build-the-perfect-team.html?_r=0

- 1 Psychological Safety**
Team members feel safe to take risks and be vulnerable in front of each other.
- 2 Dependability**
Team members get things done on time and meet Google’s high bar for excellence.
- 3 Structure & Clarity**
Team members have clear roles, plans, and goals.
- 4 Meaning**
Work is personally important to team members.
- 5 Impact**
Team members think their work matters and creates change.

re:Work

THE STAIRCASE: A METAPHOR FOR ORGANIZATIONAL HEALTH
Groppe & Wiegand, 2013



“WE” CARE
Wellness









BODY: I don't regularly get at least seven to eight hours of sleep, and I often wake up feeling tired.

TRUE UNTRUE

UNTRUE TRUE

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BODY: I frequently skip breakfast, or I settle for something that isn't nutritious.

TRUE UNTRUE

UNTRUE TRUE

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BODY: I don't work out enough (meaning cardiovascular training at least three times a week and strength training at least once a week).

TRUE UNTRUE

UNTRUE TRUE

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BODY: I don't take regular breaks during the day to truly renew and recharge, or I often eat lunch at my desk, if I eat it at all.

TRUE UNTRUE

UNTRUE TRUE

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EMOTIONS: I frequently find myself feeling irritable, impatient, or anxious at work, especially when work is demanding.

TRUE UNTRUE

UNTRUE TRUE

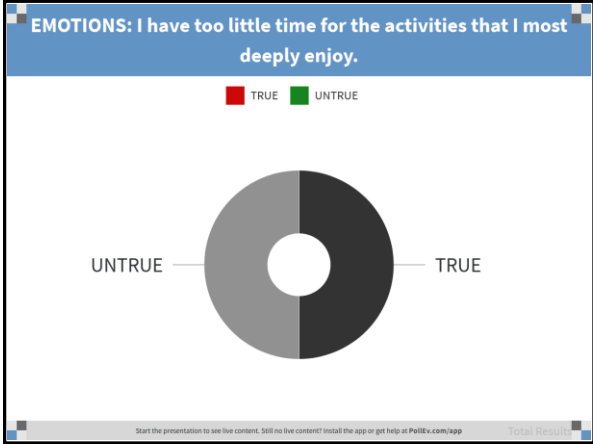
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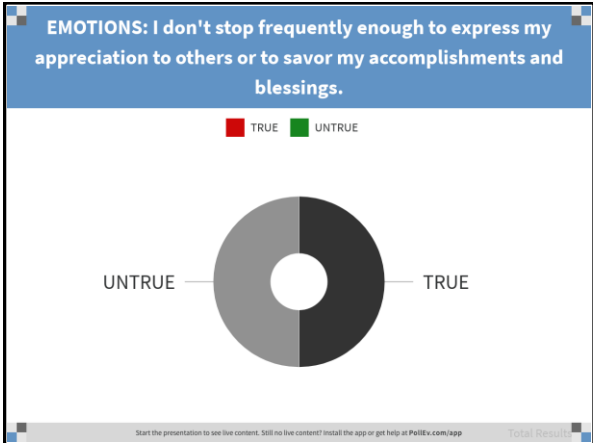
EMOTIONS: I don't have enough time with my family and loved ones, and when I'm with them, I'm not always really with them.

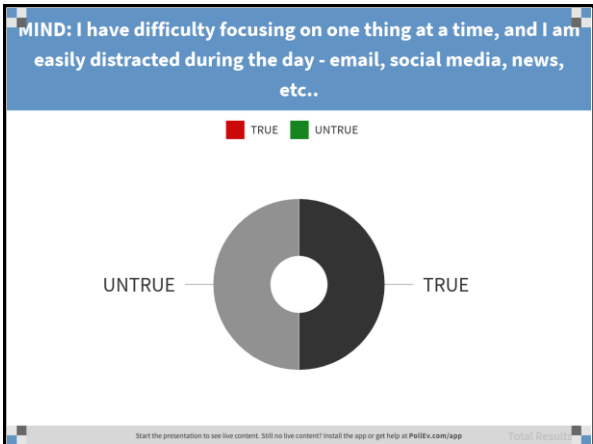
TRUE UNTRUE

UNTRUE TRUE

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MIND: I spend much of my day reacting to immediate crises and demands rather than focusing on activities with longer-term value and high leverage.

TRUE UNTRUE

UNTRUE TRUE

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MIND: I don't take enough time for reflection, strategizing, and creative thinking.

TRUE UNTRUE

UNTRUE TRUE

Start the presentation to see live content. Still no live content? Install the app or get help at PollEv.com/app Total Results

MIND: I work in the evenings or on weekends, and I almost never take an e-mail-free vacation.

TRUE UNTRUE

UNTRUE TRUE

Start the presentation to see live content. Still no live content? Install the app or get help at PollEv.com/app Total Results

SPIRIT: I don't spend enough time at work doing what I do best and enjoy most.

TRUE UNTRUE

UNTRUE TRUE

Start the presentation to see live content. Still no live content? Install the app or get help at PollEv.com/app Total Results

SPIRIT: There are significant gaps between what I say is most important to me in my life and how I actually allocate my time and energy.

TRUE UNTRUE

UNTRUE TRUE

Start the presentation to see live content. Still no live content? Install the app or get help at PollEv.com/app Total Results

SPIRIT: My decisions at work are more often influenced by external demands than by a strong, clear sense of my own purpose.

TRUE UNTRUE

UNTRUE TRUE

Start the presentation to see live content. Still no live content? Install the app or get help at PollEv.com/app Total Results

SPIRIT: I don't invest enough time and energy in making a positive difference to others or to the world.

TRUE UNTRUE

UNTRUE TRUE

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NEXT EXIT

TAKE ACTION

SLEEP
ASSESS BOUNDARIES
BUILD RITUALS
MINDFULNESS
DIET & EXERCISE
GRATITUDE
PLAY

THE FOUNDATION of your renewal and recovery
SLEEP

Cognitive consequences of sleep and sleep loss Walker (2008)

1 Night of Sleep Deprivation: 40% Reduction in New Memories
Negative Memories more resilient to Fatigue

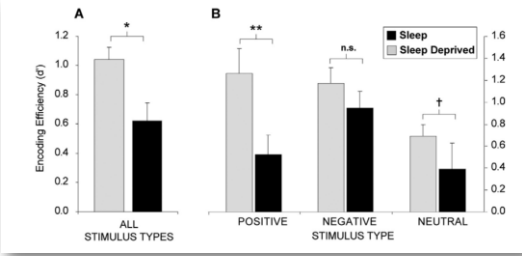
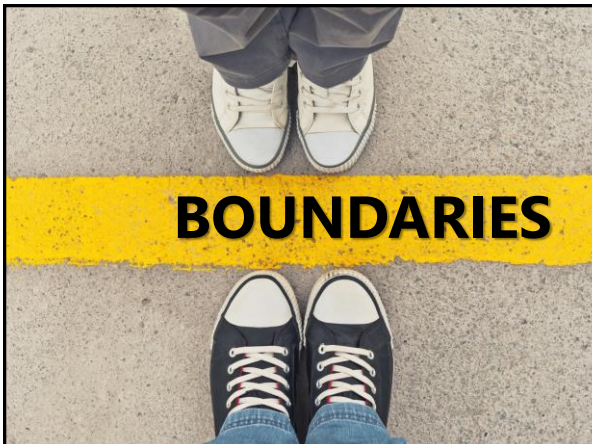
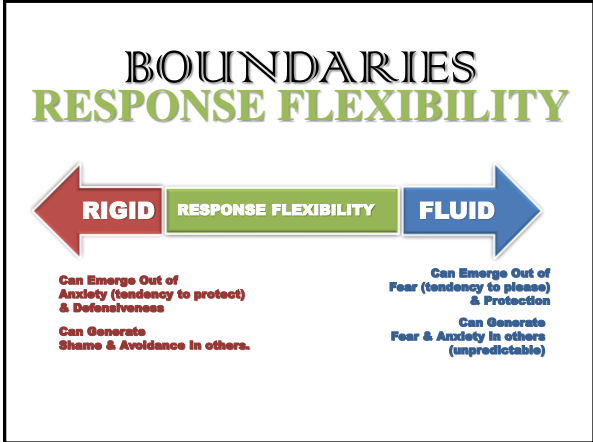
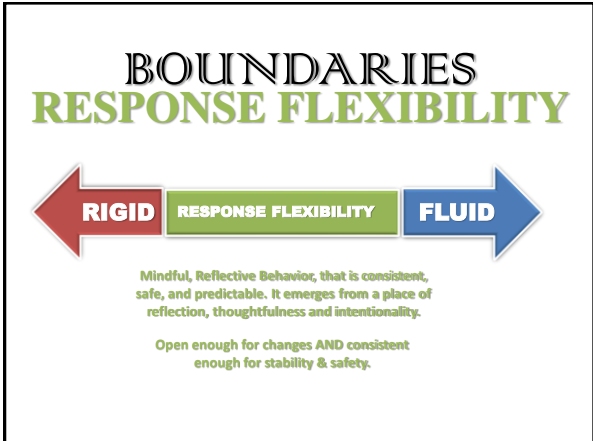


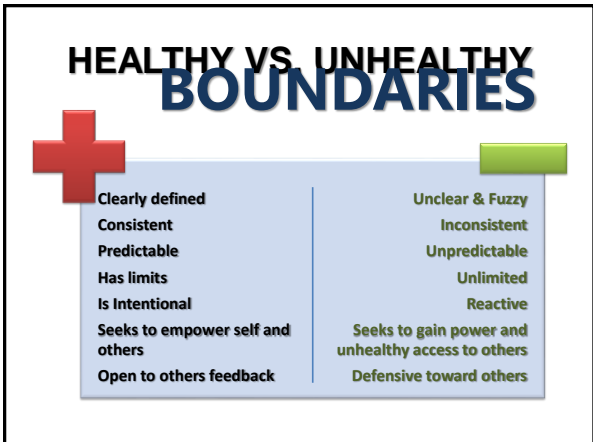
Fig. 4. Sleep deprivation induced emotional and neutral memory encoding impairments [2,18]. *P < 0.05, **P < 0.01. Reprinted, with permission, from the Annual Review of Psychology, Volume 57. © 2006 by Annual Reviews www.annualreviews.org

















PUT YOUR MASK ON FIRST
Look for ways to support others



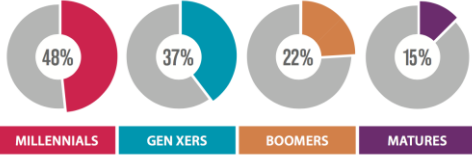


Build Routines & Rituals to Leave Work
— **AT WORK**



SOCIAL MEDIA WORRIES

I worry about negative effects of social media on my physical and mental health
(% that strongly/somewhat agree)

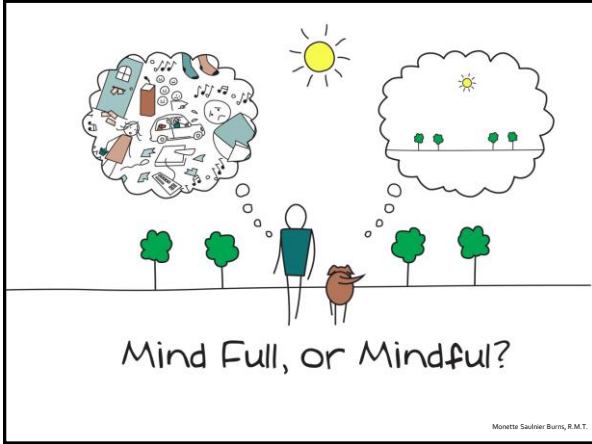


NEXT EXIT
TAKE ACTION

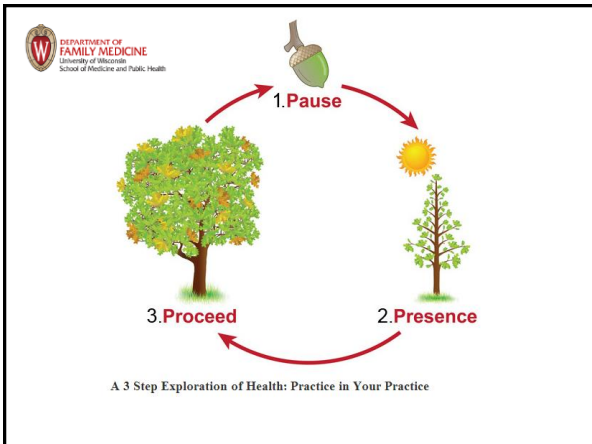
- SLEEP
- ASSESS BOUNDARIES
- BUILD RITUALS
- MINDFULNESS
- DIET & EXERCISE
- GRATITUDE
- PLAY


MINDFULNESS

a mental state achieved by focusing one's awareness on the present moment, while calmly acknowledging and accepting one's feelings, thoughts, and bodily sensations, used as a therapeutic technique.



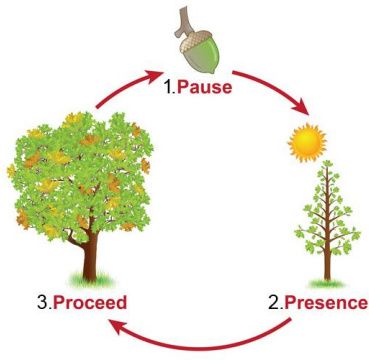





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Pause: Stop, take a breath, drop in, notice this moment

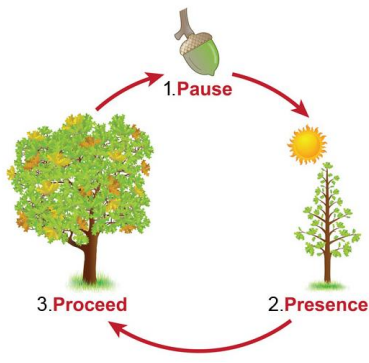
Pause @ work: This is an opportunity for you to recognize the clutter that accumulates in the mind's thoughts during a busy day and then drop beneath it to focus on the client you are about to see in that moment.




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Presence: Drop in, being aware of what is happening in the moment, experiencing body sensations, noticing thoughts, feeling emotions. Staying present with and accepting whatever arises just as it is moment by moment without reactivity.

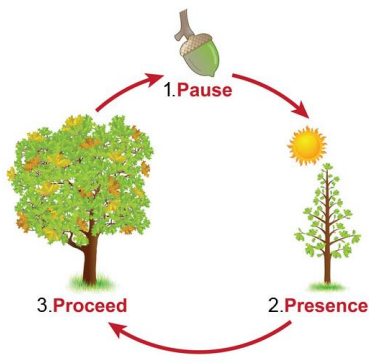
Presence @ work: This is your opportunity to be fully present in the moment, non-judgmentally with the individuals you are serving. This allows more authentic understanding of their needs.



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Proceed: Using mindful speech and action to respond skillfully, compassionately, and with positive intention to whatever needs attention in this moment.

Proceed @ work: After obtaining insight into your client's needs during "presence," it is now time to use this information to create a plan towards advocating for your clients legal rights.









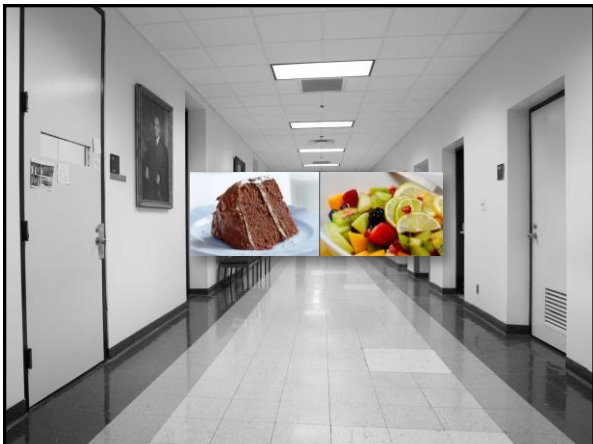
Given a 2-Digit Number to Remember
7 3



Given a 7-Digit Number to Remember
7 3 2 4 8 1 5







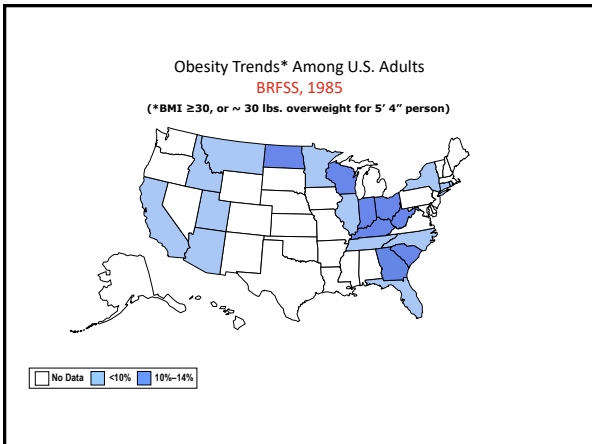
7-number memorizers were nearly 50% more likely to choose cake than the 2-number memorizers.

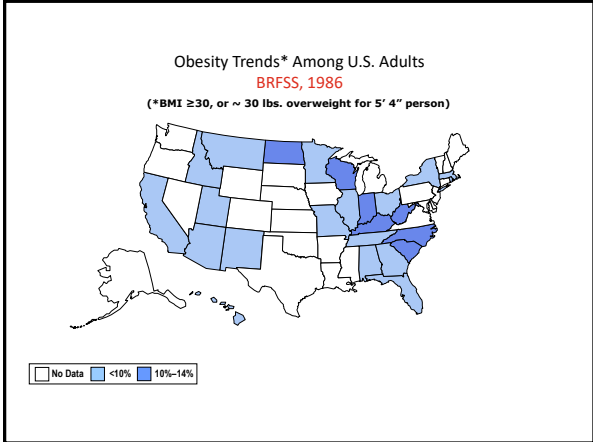
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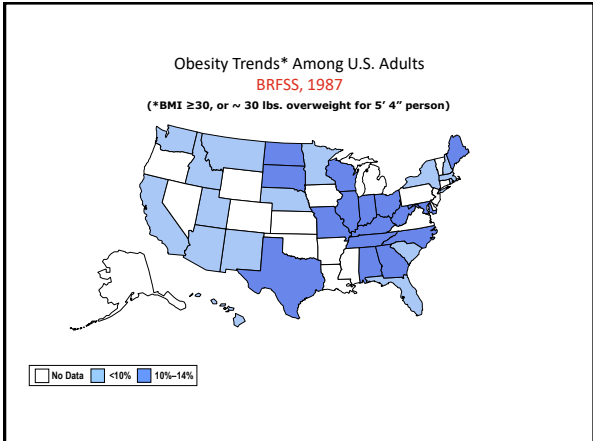
BAD FOR YOU

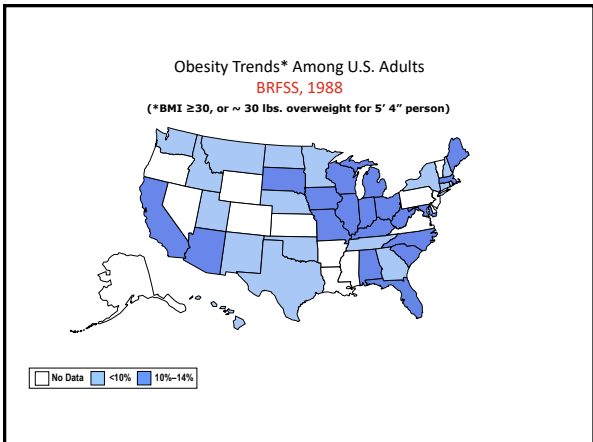
Given a 7-Digit Number to Remember
7 3 2 4 8 1 5

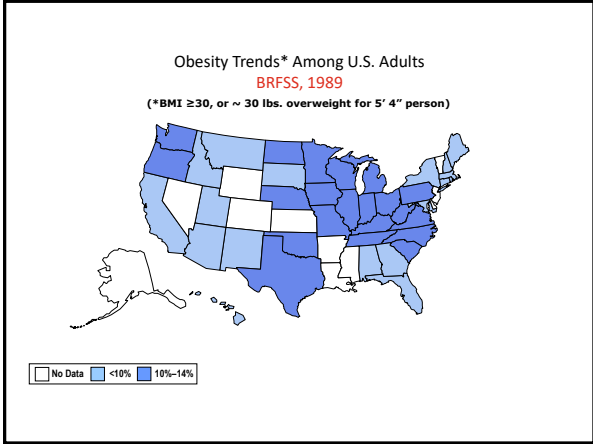


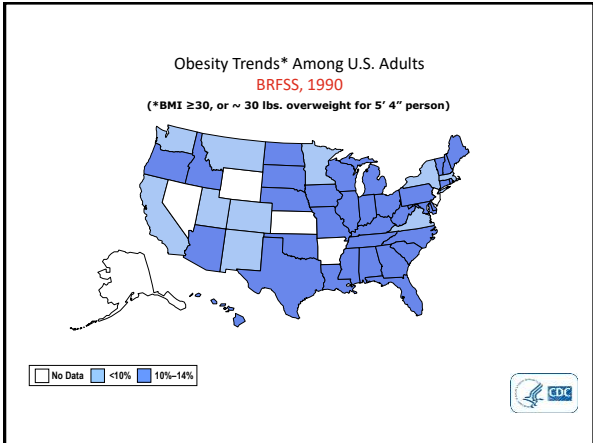


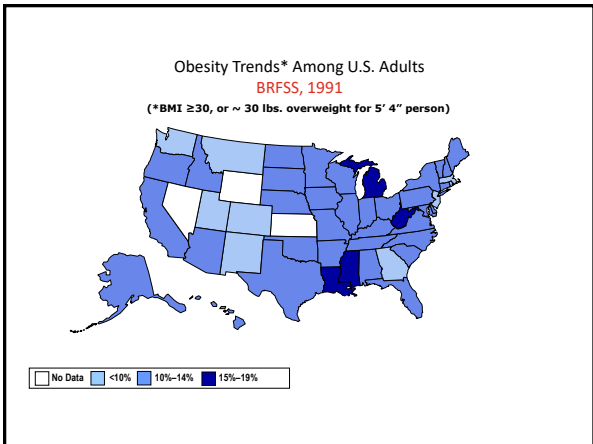


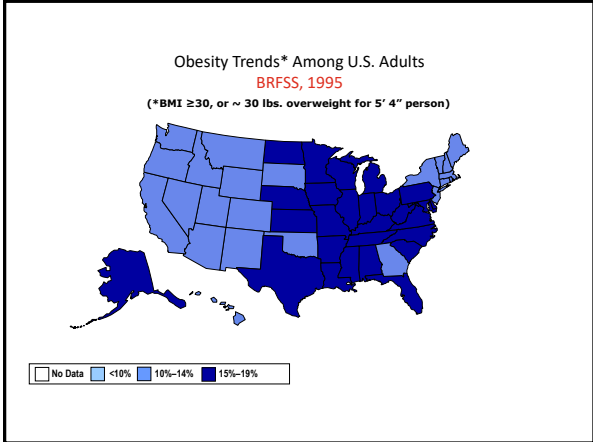


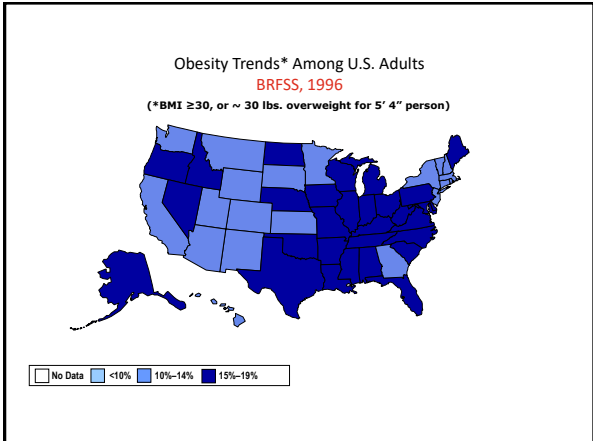


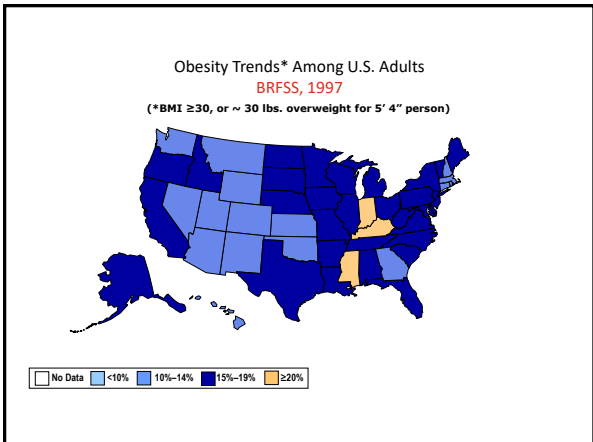


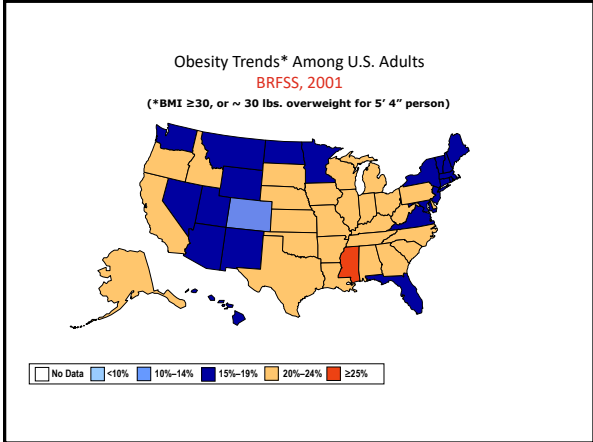


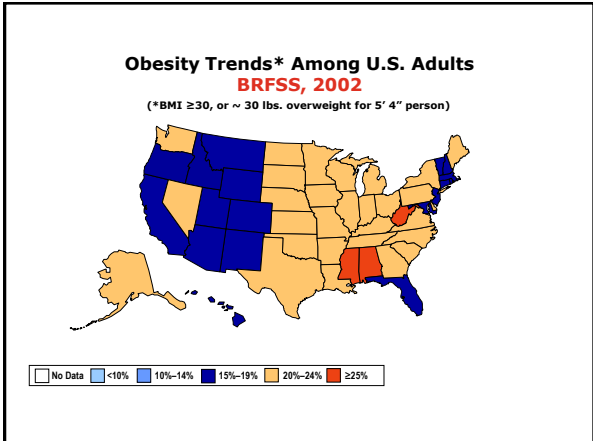


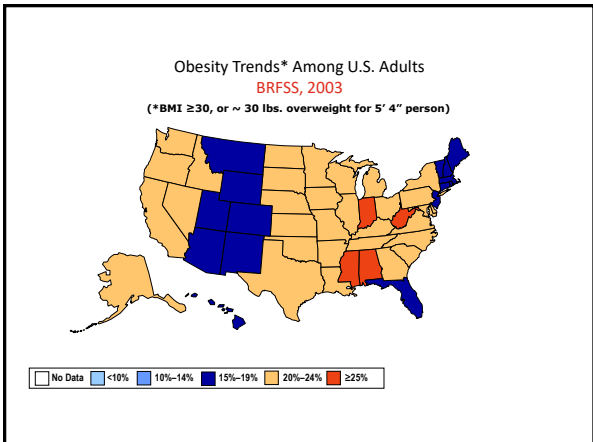


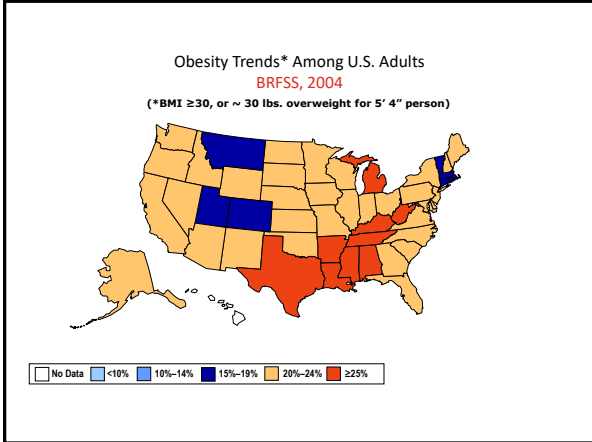


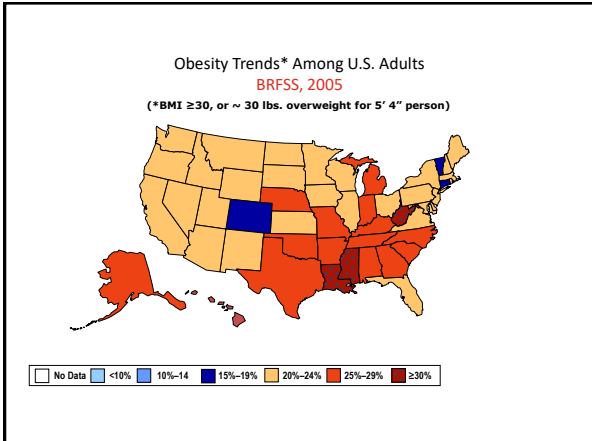


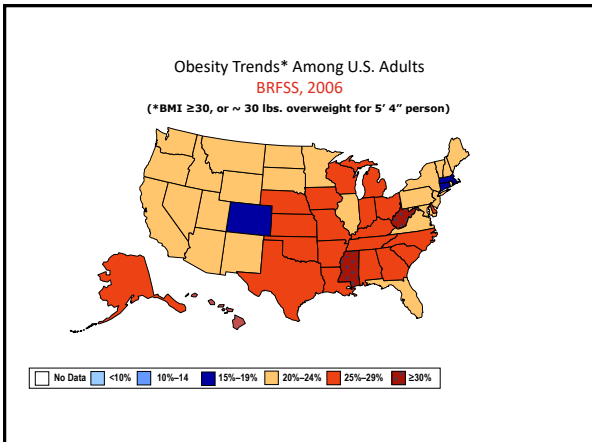


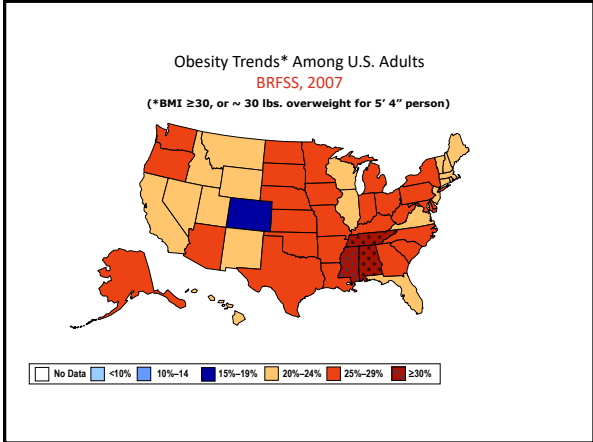


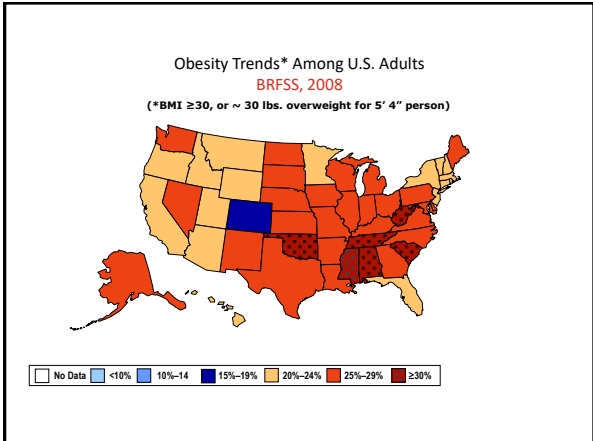


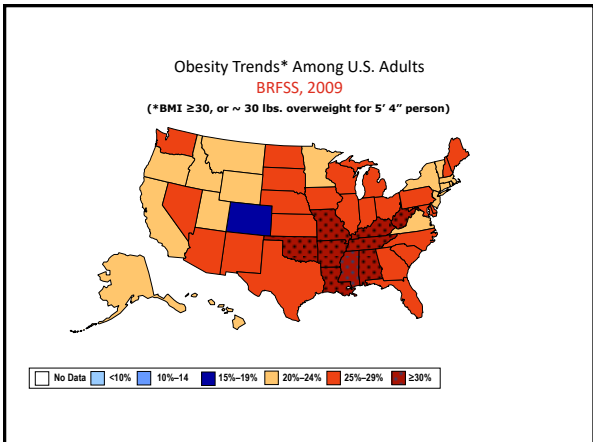


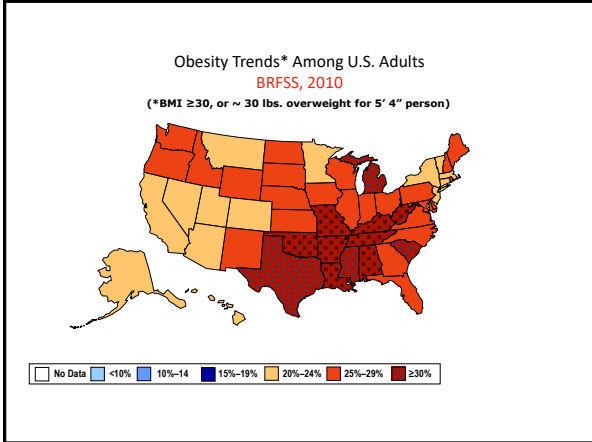
















CULTIVATE GRATITUDE

Write a thank-you note. You can make yourself happier and nurture your relationship with another person by writing a thank-you letter expressing your enjoyment and appreciation of that person's impact on your life. Send it, or better yet, deliver and read it in person if possible. Make a habit of sending at least one gratitude letter a month. Once in a while, write one to yourself.

Thank someone mentally. No time to write? It may help just to think about someone who has done something nice for you, and mentally thank the individual.

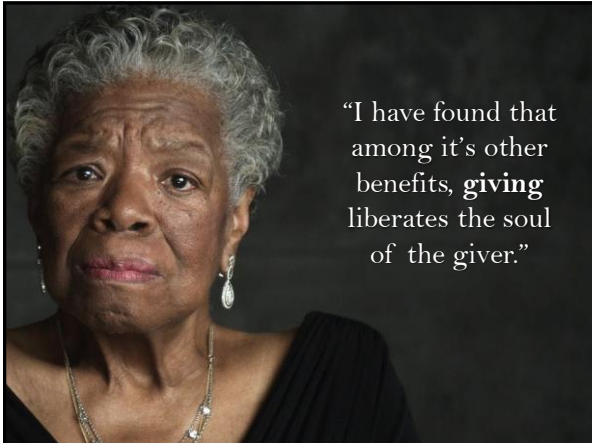
Keep a gratitude journal. Make it a habit to write down or share with a loved one thoughts about the gifts you've received each day.

Count your blessings. Pick a time every week to sit down and write about your blessings — reflecting on what went right or what you are grateful for. Sometimes it helps to pick a number — such as three to five things — that you will identify each week. As you write, be specific and think about the sensations you felt when something good happened to you.

Pray. People who are religious can use prayer to cultivate gratitude.

Meditate. Mindfulness meditation involves focusing on the present moment without judgment. Although people often focus on a word or phrase (such as "peace"), it is also possible to focus on what you're grateful for (the warmth of the sun, a pleasant sound, etc.).

Harvard Health Publications
In Praise of Gratitude



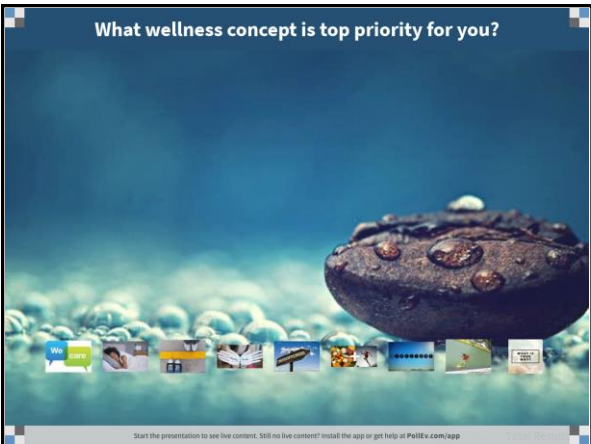
“I have found that among it's other benefits, giving liberates the soul of the giver.”



SLEEP
ASSESS BOUNDARIES
BUILD RITUALS
MINDFULNESS
DIET & EXERCISE
GRATITUDE
PLAY









I wish my spouse/partner/significant other/family or friend heard this talk today - it captures my experience as a professional.

Yes - Absolutely

Yes - Somewhat True

Neutral/Unsure

No - just for me

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Significant "take-away" insight from this talk?

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