

# Secondary Trauma and Self Care



Presented by: [Lindsey Greene](#)

Lindsey Greene is part of Coordinated Care's Community Education team. Coordinated Care is the health plan for children and youth in foster care, adoption support, and alumni of foster care in Washington State. She started her career working in a residential treatment program for youth with behavioral health needs. She has experience working in the child welfare system in two states: Virginia and Washington. Lindsey has worked as a CPS investigator, foster care case manager, adoption worker, and as a supervisor. Lindsey obtained her MSW from the University of Washington in 2014. She joined Coordinated Care's training team in 2015.



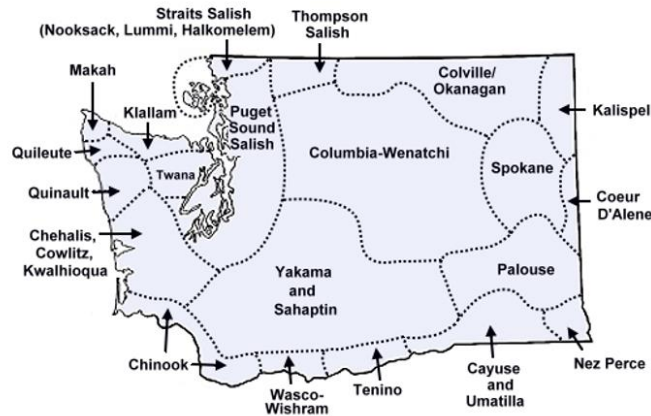
**care**  
BUILDING COMMUNITY  
THROUGH COMPASSION



**coordinated care**<sup>™</sup>  
*Apple Health Core Connections*<sup>™</sup>

# Land Acknowledgment

There are over 29 federally recognized Indian tribes in WA today



We acknowledge that we are each residing on tribal lands of those who have lived on this land time immemorial. We pay respect to their elders past and present. Please take a moment to consider the many legacies of violence, displacement, migration, and settlement that bring us together today. We recognize the resilience of those past and present who work to build a strong and sovereign nation where Tribal members live their values and culture.

We are on the lands of the Tulalip, the Snohomish, the Stillaguamish, and Sauk Suiattle Tribes.

And many others that are not federally recognized

Native Land Map: <https://native-land.ca/>

# Group Agreements

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- Address impact over intent
- Embrace the power of humble, respectful listening
- Create trusting and safe spaces – where a little bit of discomfort is okay.
- Learning leaves – Stories stay
- Speak from your own experience instead of generalizing
- Participate to the fullest of your ability – community growth depends on the inclusion of every individual voice
- We encourage you to lean in, be brave and vulnerable

**Share a Story of Resilience.** Reflect on the past 1-2 weeks, what was a moment of resilience you experienced? It could be either:

- Personal or staff resilience

OR

- Resilience in a family/individual you work with.

**How did you feel?**

# Secondary Traumatic Stress and Self Care



# Secondary Traumatic Stress and Self Care

## Agenda:

- **Balancing your plate**
- Define the terms (CS, CF Burnout, STS)
- Effects of secondary trauma
- Organizational trauma
- Understanding self care




# The Healthy Mind Platter



*The Healthy Mind Platter, for Optimal Brain Matter*

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# Group Reflection

Use an asterisk to put a  stamp on the nutrients you feel like you're getting enough of, and a  stamp on the nutrients you feel like you could use more of.

Sleep

Physical

Focus

Time in

Down time

Play

Connecting

**Answer in the chat:** How does your organization and your work relationships help you prioritize these brain health activities, and how do they make it a challenge?



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# Defining the Terms

- **Compassion Satisfaction** (Positive aspects of working as a helper)
- **Compassion Fatigue** (Negative aspects of working as a helper)
  - **Burnout**
    - Inefficacy and feeling overwhelmed
  - **Work-related traumatic stress**
    - Primary traumatic stress direct target of event
    - Secondary traumatic exposure to an event due to a relationship with the primary person

© Beth Hudnall Stamm, 2009. *Professional Quality of Life Scale (ProQOL)*. [www.proqol.org](http://www.proqol.org). This test may be freely copied as long as (a) author is credited, (b) no changes are made without author authorization, and (c) it is not sold.

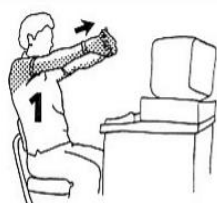
- What clarifying questions do you have?
- What reactions are you having to the terms compassion satisfaction/compassion fatigue/burnout/secondary traumatic stress?



# 5 Minute Body Break



## COMPUTER DESK STRETCHES



10-20 seconds  
2 times



2



3



4

15-20 seconds



5

3-5 seconds  
3 times



6

10-12 seconds



10 seconds



10 seconds



9

8-10 seconds  
each side



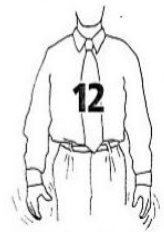
10

8-10 seconds  
each side



11

10-15 seconds  
2 times



Shake out hands  
8-10 seconds

- A 30 item self report measure of the positive and negative aspects of caring
- ProQOL measures CS and CF
- CF has two subscales
  1. Burnout
  2. Secondary Trauma
- The ProQOL is the most widely used measure of the positive and negative aspects of helping in the world
- The ProQOL has proven to be a valid measure of compassion satisfaction and fatigue

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- **Individual, personally**
  - The ProQOL can help you plan where to put your energy to increase our resilience
- **Organizational planning**
  - Can help organizations find ways to maximize the positive aspects and reduce the negative aspects of helping
- **Supportive Supervision**
  - The ProQOL can be used as information for discussions



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# Activity: Take the ProQOL

- Complete the ProQOL assessment.
- Answer the poll.
- Break out room discussion.
- Large group debrief.

## Two Ways to Access the ProQOL:

1. Download the free [Provider Resilience App](#)

OR

2. Grab pen/paper then use this link [ProQOL Self Score](#)



# Breakout Room Discussion

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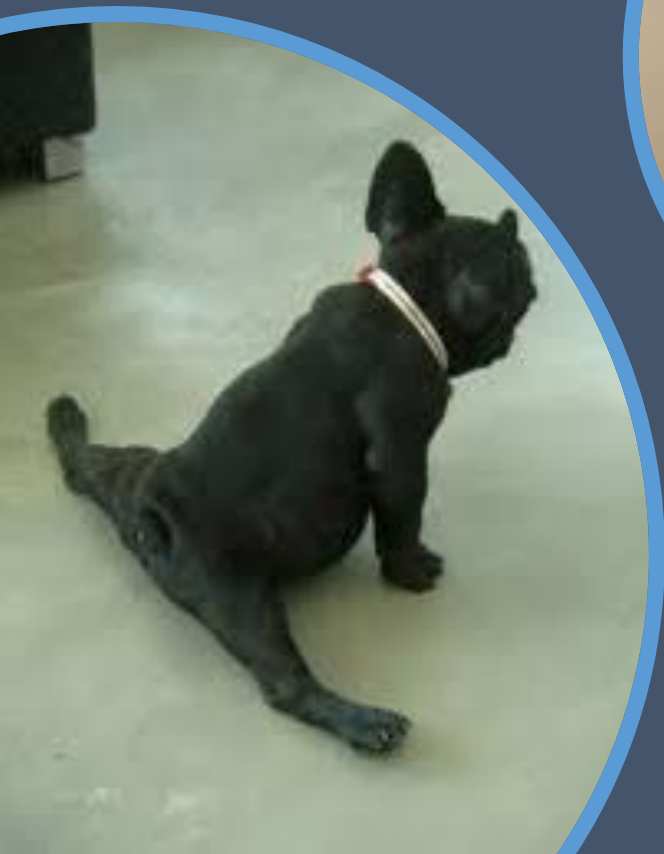
- Did anything surprise you?
- Do you think your scores are similar to others in your organization?
- How would this tool help within your work at the individual, supervision, or organizational level?



# Breakout Room Share Back

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Select one person from your breakout room to share back with the larger group a theme that emerged in your group discussion.



**20 Minute Break**

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## Exposure to secondary trauma may cause:

### Avoidance Withdrawal

- Emotional numbing
- Feeling disconnected from friends/family

### Hyper arousal

- Nervousness or jumpiness
- Difficulty concentrating or taking in information

### Re-experiencing

- Intrusive images
- Nightmares and insomnia

### Thoughts & Feelings

- Changes in your worldview
- Feelings of hopelessness and helplessness
- Anger

# When someone else's trauma is a reminder

## You may:

- React as you would to any trauma reminder
- Have trouble differentiating your experience from the other person's
- Expect the person to cope the same way you did
- Respond inappropriately or disproportionately
- Withdraw from the person



### Laura van Dernoot Lipsky: Beyond the Cliff



# Breakout Room Discussion



What trauma exposure responses do you see in your self and in your organization?

# Breakout Room Share Back

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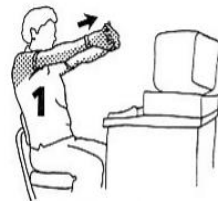
Select one person from your breakout room to share back with the larger group just one theme that emerged in your group discussion.



# 5 Minute Body Break



## COMPUTER DESK STRETCHES



10-20 seconds  
2 times



15-20 seconds



3-5 seconds  
3 times



10-12 seconds



10 seconds



10 seconds



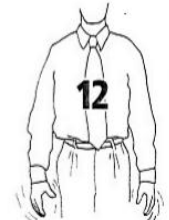
8-10 seconds  
each side



8-10 seconds  
each side



10-15 seconds  
2 times



Shake out hands  
8-10 seconds

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# Organizational Health

## Defining Organizational Health

*An organization's ability to function effectively, to cope adequately, to change appropriately, and to grow from within.*



First and secondhand exposure to trauma and the effects of toxic stress are prevalent in the workplace.

## How does the CARE model help?

Through Trauma Informed Care, organizational health improvements can be achieved by focusing efforts on building an inclusive and resilient workforce.

- Types of organizational stress (or trauma) include: layoffs, mergers and acquisitions, violence in the workplace, empathetic nature of the work, natural disaster, major reorganizations, the turnover of senior leadership or sudden loss of key talent.
- Direct or indirect, sudden or cumulative, organizational trauma typically has the following qualities:
  - A breakdown in communication
  - A breakdown in trust
  - A breakdown in productivity
  - A shake up in roles and responsibilities
  - A sense of loss
  - Stress and anxiety contagion
- Workers feel powerless

## Focus on Co-Care

- Proactive approach to safety and harm-reduction
- Reduces re-traumatization of staff and clients
- Organizational support encourages healing
- Builds resilience against secondary traumatic stress
- Mutual peer support environment

## **Avoid the Contagion Effect:**

- Increased self awareness
- Fair warning
- Consent
- Low impact disclosure

[https://compassionresiliencetoolkit.org/media/Healthcare\\_Section7\\_AvoidContagionEffect.pdf](https://compassionresiliencetoolkit.org/media/Healthcare_Section7_AvoidContagionEffect.pdf)

# Tools for Organizations

## Using Benefits

- Vacation/PTO
- EAP
- Flextime scheduling if applicable

## Relying on Relationships

- Clinical supervision
- Co-care
- Stay connected
- Workplace self-care group

## Personal Strategies

- Self care plan
- Counseling services
- Recognize the connection between your client's trauma and your own history

## Organizational Strategies

- STS trainings
- Trauma case load balance
- Enhance physical safety
  - Ongoing assessment (ex. ProQOL)

**What does your organization do to address the collective trauma and stress staff face?**

**What tools do you think you could implement in your organization?**



- What clarifying questions do you have?
- What thoughts do you have on co-care?



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- **Making a self care plan**



## Watch Out For:

- ⊗ Choosing strategies that SOLELY help you avoid strong feelings/others
- ⊗ Strategies that are not sustainable or achievable
- ⊗ Only focusing on one area of wellness

## Look to Highlight:

- ✔ Strategies that help you address the emotional pain that comes with your work
- ✔ Your current strengths
- ✔ Adding in a few achievable goals
- ✔ All areas of wellness

# Self Care Plan- Wellness Compass



## HEART

**Relationships:** the ability to create and maintain healthy connections with others in your life

**Emotions:** the ability to express your emotions and receive others' emotions in a healthy way



## MIND

**School/Work:** the ability to get the most out of educational, volunteer, and employment opportunities

**Organization:** the ability to manage time, priorities, money, and belongings



## SPIRIT

**Core Values:** the development of a personal value system that supports your sense of meaning and purpose

**Rest & Play:** the ability to balance work and play to renew yourself



## STRENGTH

**Stress Resilience:** the ability to deal positively with the challenges of life

**Care for My Body:** the ability to build healthy habits around your physical well-being, and to end unhealthy habits

**Why is self care important in each of these areas?**

- Heart
- Mind
- Spirit
- Strength

**What are you currently doing?**

**What would you like to try?**

# Closing

*I came in today feeling \_\_\_\_\_*

*... and I am leaving feeling \_\_\_\_\_*