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So You Didn't Receive A Hard Hat at Orientation?
A Look at the Occupational Hazards of Trauma Work

CONFLICT OF INTEREST DECLARATION

There are no relationships with sources of commercial support, e.g., pharmaceutical companies and/or corporations whose products or services are related to pertinent therapeutic areas

Goals and Objectives

Goal: To increase knowledge and understanding of how working with children and families who have experienced trauma can impact us and how to manage the related challenges.

- Objectives
 - Participants will be able to describe the distinctions between compassion satisfaction, burnout, and secondary traumatic stress
 - Participants will be able to identify secondary traumatic stress reactions in themselves and others
 - Participants will acquire strategies to help manage secondary traumatic stress reactions and increase personal resiliency

Stress Test

Mack & Wheatley

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“The expectation that we can be immersed in suffering and loss daily and not be touched by it is as unrealistic as expecting to be able to walk through water without getting wet.”

**Rachel Naomi Remen,
Kitchen Table Wisdom 1996**

Compassion Satisfaction

Compassion Satisfaction refers to “the pleasure you derive from being able to do your work well”

~ Beth Stamm, 1999



got joy?

Burnout

Burnout is “a state of physical, emotional, and mental exhaustion caused by long term involvement in emotionally demanding situations”



Pines, Aronson, & Kafry (1981)

Burnout

Related to “lack of fit” in...

- ▣ Workload –workload vs. resources
- ▣ Control – influence vs. accountability
- ▣ Reward – pay, recognition, satisfaction
- ▣ Community – relationships
- ▣ Fairness – equal treatment?
- ▣ Values – ethical/moral



Maslach & Leiter (2005)

Secondary Traumatic Stress (STS)

Secondary Traumatic Stress is “the natural, consequent behaviors and emotions resulting from knowledge about a traumatizing event experienced by another. It is the stress resulting from helping or wanting to help a traumatized or suffering person”



Figley (1995)

Prevalence of STS

- **Social Workers (N = 282)** (Bride, 2007)
 - 55% met at least one of the core criteria for PTSD
 - 24% scored above the clinical cutoff.
 - 15% met the core criteria for PTSD.
- **Domestic/Sexual Violence Social Workers (N = 154)** (Choi, 2011)
 - 66% met at least one of the core criteria for PTSD.
 - 29% scored above the clinical cutoff.
 - 21% met the core criteria for PTSD.
- **Substance Abuse Counselors (N = 936)** (Bride & Roman, 2011)
 - 54% met at least one of the core criteria for PTSD.
 - 16% scored above the clinical cutoff.
 - 13% met the core criteria for PTSD.
- **Social Workers (N = 529)** (Bride & Lee, 2012)
 - 48% met at least one of the core criteria for PTSD
 - 15% scored above the clinical cutoff.
 - 11% met the core criteria for PTSD.

What does this mean?

.....Occupational Hazard

~ Munroe (1999)



Risk Factors

- Exposure
- Interaction
- Lack of experience
- Personal trauma history
- Empathy – the double edged sword

Perry (2003); ACS-NYU Children's Trauma Institute (2012)

Signs & Symptoms

- Increased irritability or impatience with others
- Intense feelings and intrusive thoughts about the traumatic experiences you are being secondarily exposed to
- Changes in how you experience yourself or others
- Persistent anger or sadness
- Increased fatigue or illness
- Disconnection from co-workers and/or loved ones

~~Preventing~~/Managing STS

- Building awareness
- Avoid “self care” pitfalls
- Build and maintain connections
- Know your “triggers”
- Finding Inspiration: what motivates you?



Adapted from: ACS-NYU Children’s Trauma Institute,
September 2011. The resilience alliance. New York
University Langone Medical Center: New York City, NY.

What Motivates You...?



"Really, I'm fine. It was just a fleeting sense of purpose—I'm sure it will pass."

ART.
COM

Specific Self Care Tools

At Work

- Scents (lavender, sage, citrus)
- Stretching, getting fresh air
- Breathing, mindfulness
- Knowing your limits
- Increasing awareness
- Taking a time out
- Music
- Supervision, support from co-workers
- Self-care buddy
- Humor
- Vacations
- Transition to home – leave it at the office

At Home

- Exercise, eat healthy
- Develop/increase personal wellness plan
- Support from family and friends
- Professional support
- Vacations
- Music
- Breathing, mindfulness
- Attend to spiritual relationships
- Visualization
- Humor

Adapted from: Cullerton-Sen, C. & Gewirtz, A. (2009).
The Ambit Network

Why does this matter?

“To put the world in order, we must first put the nation in order; to put the nation in order; we must first put the family in order; to put the family in order, we must first cultivate our personal life; we must first set our hearts right.” - Confucius

Resources

Dr. Brene Brown: Empathy vs. Sympathy

- <https://www.youtube.com/watch?v=1Evwgu369Jw>

Professional Quality of Life Screening (ProQOL)

- http://www.proqol.org/ProQol_Test.html

The Secondary Traumatic Stress Scale

- Bride, Figley

NCTSN STS Webpage

- <http://nctsn.org/resources/topics/secondary-traumatic-stress>

Trauma Stewardship

- Laura van Dernoot Lipsky with Connie Burk

ACS-NYU Children's Trauma Institute – The Resilience Alliance

- Promoting Resilience and Reducing Secondary Trauma Among Welfare Staff – Training Manual

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