Addressing Occupational Trauma with Resiliency Training

Speaker: Matthew Joski, Sheriff, Kewaunee County
Moderator: Kurt Gibbs, County Board Chair, Marathon County
Overview & Resilience Toolkit
Overview

• Resilience in Life
• Why Resilience Matters
• People can learn to be resilient
• Fixed vs. Growth Mindset
• Broaden & Build Theory
• Student Activity
• Resilience Domains and Tenets
Resilience in Life

**Defined:** The ability to withstand, recover and/or grow in the face of stressors and changing demands

Meredith et al, 2011
Why Resilience Matters

• Performance
  – Better able to generate ideas in response to problem
  – Better decision-making

• Health
  – Lower blood pressure
  – Better sleep
  – Better immune functioning

• Teamwork & Leadership
  – More valued by team members
  – Better able to achieve consensus during negotiations
Meaning-Making

Post-Traumatic Growth

- Self Confidence
- Enhanced Leadership
- Personal Strength
- Spiritual Growth
- Appreciation of Life

Post Traumatic Stress

- Anxiety
- Anger
- Substance Abuse
- Violence
- Sexual Assault
- Isolation

Self limited or Facilitated Intervention

Disorder

Treatment
Meaning-Making

WHY is the OAK TREE so INDESTRUCTIBLE?

- Flexibility
- Strength
- Balance
People Can Learn Resilience

• Resilience is more than just stories....

• Resilience is reinforced...

• Research has shown....
People Can Learn Resilience

Science on the brain

- Physical brain structure can change.

- London cab drivers study
# Fixed or Growth Mindset?

<table>
<thead>
<tr>
<th>Fixed Mindset</th>
<th>Growth Mindset</th>
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<tbody>
<tr>
<td>Intelligence/Talent: static</td>
<td>Intelligence/Talent: can be developed</td>
</tr>
<tr>
<td>Avoids challenges</td>
<td>Embraces challenges</td>
</tr>
<tr>
<td>Sees effort as useless</td>
<td>Sees effort as path to success</td>
</tr>
<tr>
<td>Ignores feedback</td>
<td>Learns from feedback</td>
</tr>
<tr>
<td>Disregards new information/approaches</td>
<td>Open to new information/approaches</td>
</tr>
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*Dweck, 2006*
Broaden and Build Theory

• Negative emotions → immediate survival-oriented strategies (fight-or-flight)

• Positive emotions → broaden awareness and encourage new experiences
  – New experiences build skills and resources
  – Counteract negative emotions
  – Increase likelihood of finding good in future events.
  – Encourages faster cardiovascular recovery

Why Broaden and Build?

Broaden and Build Theory, Frederickson & Joiner, 2002
Broaden and Build Theory

Creates a buffer for challenges

• Being resilient doesn’t mean you won’t experience adversity.

• If you do, resilience can buffer the adverse effects of stressful life events.

• Individuals who use a broader range of coping strategies experience less distress from stressful life events.

Bun Lam & McBride-Change, 2007
Share a Resilience Story

• Write down a time in your life that you or someone you know demonstrated resilience—big event or daily hassle.

• After you are finished, share your story with a partner.
Debrief

• What contributed to your resilience?
• What did you do that promoted resilience?
FBINAA OSW Resilience Domains and Tenets

Goals

• Over the course of this training, we will cover all the tenets of FBINAA OSW resilience in order to foster a strong and flexible organization.

• The goal of the class is to ensure you have the tools and resources you need to train your officers and family members on resilience.
Resilience Toolbox

• During the presentation, we will focus on providing you with tools/skills to strengthen your resilience (and teach to your officers).

• Learn the tools so you can:
  – Try them
  – Use them
  – Teach them
<table>
<thead>
<tr>
<th>Mental</th>
<th>Physical</th>
<th>Social</th>
<th>Spiritual</th>
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<tbody>
<tr>
<td>Awareness</td>
<td>Endurance</td>
<td>Communication</td>
<td>Core Values</td>
</tr>
<tr>
<td>Adaptability</td>
<td>Nutrition</td>
<td>Connectedness</td>
<td>Perseverance</td>
</tr>
<tr>
<td>Decision</td>
<td>Recovery</td>
<td>Social Support</td>
<td>Perspective</td>
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<tr>
<td>Making</td>
<td>Strength</td>
<td>Teamwork</td>
<td>Tolerance</td>
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<tr>
<td>Positive</td>
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<tr>
<td>Thinking</td>
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</tbody>
</table>

*Diagram showing categories of well-being.*
FBINAA OSW Resilience Domains and Tenets

Skills overview

- Awareness
- Action
- Acceptance
Summary

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- Why Resilience Matters
- People can learn to be resilient
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- Student Activity
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Overview
&
Resilience Toolkit
Counting Blessings
Goal

• To cultivate gratitude, build optimism and positive thinking, help you cope with daily hassles and stress, and improve quality of life

Emmons, 2007
Overview

• Goal
• Relationships to the FBINAA OSW Resilience Domains and Tenets
• Values
• Your Goals
• Chart Your Course
Goal

• To be aware of how your brain drives your reactions to an event

• Use ABC to determine if your brain is helping you:
  • Work toward your goals
  • Act based on your values
  • Improve your performance
  • Strengthen your relationships
• To be aware of what influences unproductive patterns or uncharacteristic reactions (emotional and/or physical) that interfere with your performance, goals, or relationships.
Balance Your Thinking
&
Instant Balance Your Thinking
Balance Your Thinking

Goal

• To help perceive situations **accurately** and **take action** based on the **evidence**
• To ensure reactions are **productive**
Capitalizing on Strengths
Goal

• Identify your Strengths
• Find opportunities to use your strengths
• Spot strengths in others
Mindfulness
Mindfulness

Goal

• To acknowledge negative aspects of events you can’t control, and disengage from negative thoughts that interfere with our performance, values, or our goals

• To reduce anxiety and allow for focus on the aspects where you have control and take purposeful action
Meaning-Making
Meaning-Making

Goal

• To help shed light on difficult situations
• To find ways to grow and benefit from adversity
Spiritual Resilience
Goal

• To strengthen a set of beliefs, principles, or values that sustain our sense of well-being and purpose
Physical Resilience
Goal

• To better understand how incorporating physical resilience can improve your life, job performance, leadership, and overall health.
Interpersonal Problem Solving
Goal

• To strengthen alliances, by confronting problems in a manner that shows respect for the relationship

• To lower the intensity & find a resolution that both parties can live with

• To provide a method for two people to find resolution to a problem that both parties can live with
Good Listening & Active Constructive Responding
Goal

- **Good Listening** is to make someone feel safe in speaking to you as a confidante.

- **Active Constructive Responding** expresses involvement, excitement, or enthusiasm about another person’s positive event.
Questions?

Thank You!