



# Wisconsin Counties Association **ANNUAL CONFERENCE** *& Exhibit Hall* **2023**

**8:00 – 9:00 AM**

## **Addressing Occupational Trauma with Resiliency Training**

**Speaker: Matthew Joski, Sheriff, Kewaunee County**

**Moderator: Kurt Gibbs, County Board Chair, Marathon  
County**

# Overview & Resilience Toolkit





# Overview

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- 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
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# Resilience in Life

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



# Why Resilience Matters

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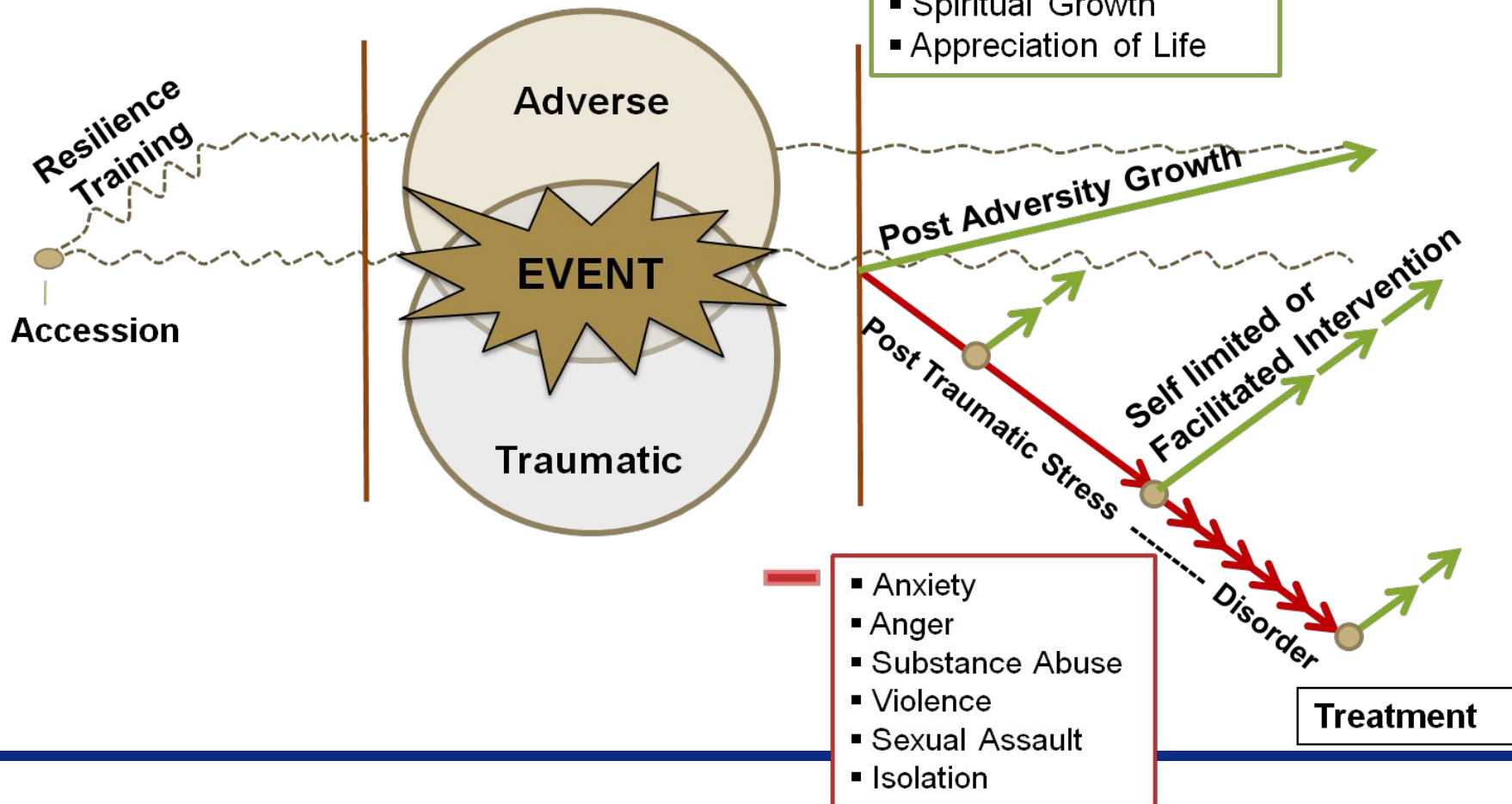
- Performance
    - Better able to generate ideas in response to problem
    - Better decision-making
  - Health
    - Lower blood pressure
    - Better sleep
    - Better immune functioning
  - Teamwork & Leadership
    - More valued by team members
    - Better able to achieve consensus during negotiations
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# Meaning-Making

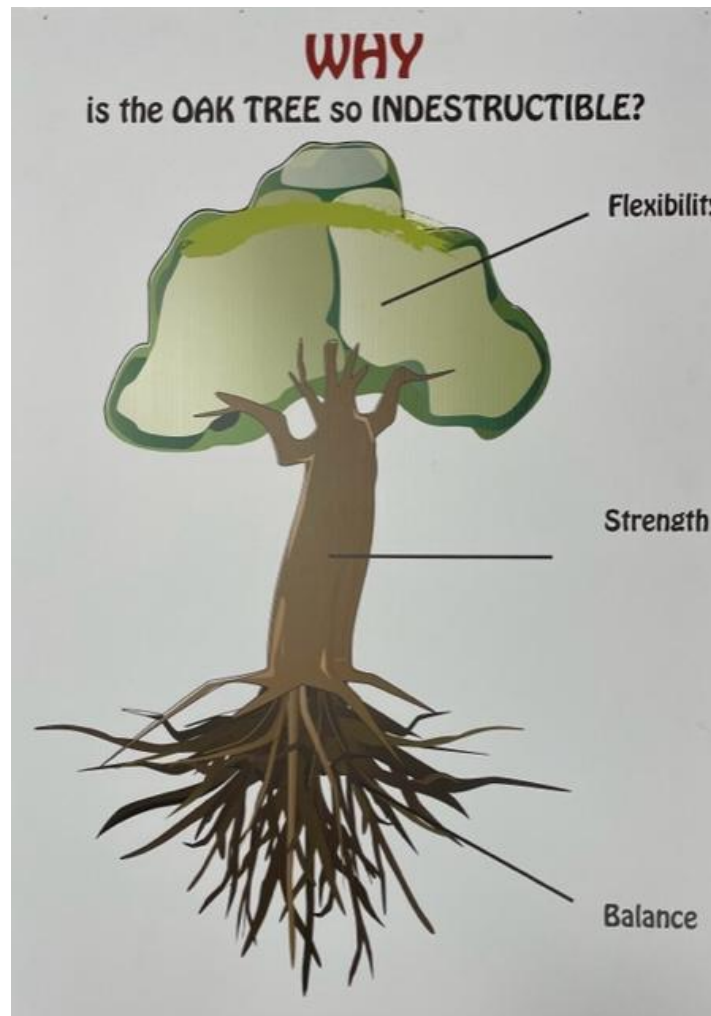
## Post-Traumatic Growth +

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





# Meaning-Making





# People Can Learn Resilience

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- Resilience is more than just stories....
  - Resilience is reinforced...
  - Research has shown....
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# People Can Learn Resilience

## Science on the brain

- Physical brain structure can change.
- London cab drivers study





# Fixed or Growth Mindset?

Fixed Mindset	Growth Mindset
Intelligence/Talent: static	Intelligence/Talent: can be developed
Avoids challenges	Embraces challenges
Sees effort as useless	Sees effort as path to success
Ignores feedback	Learns from feedback
Disregards new information/approaches	Open to new information/approaches



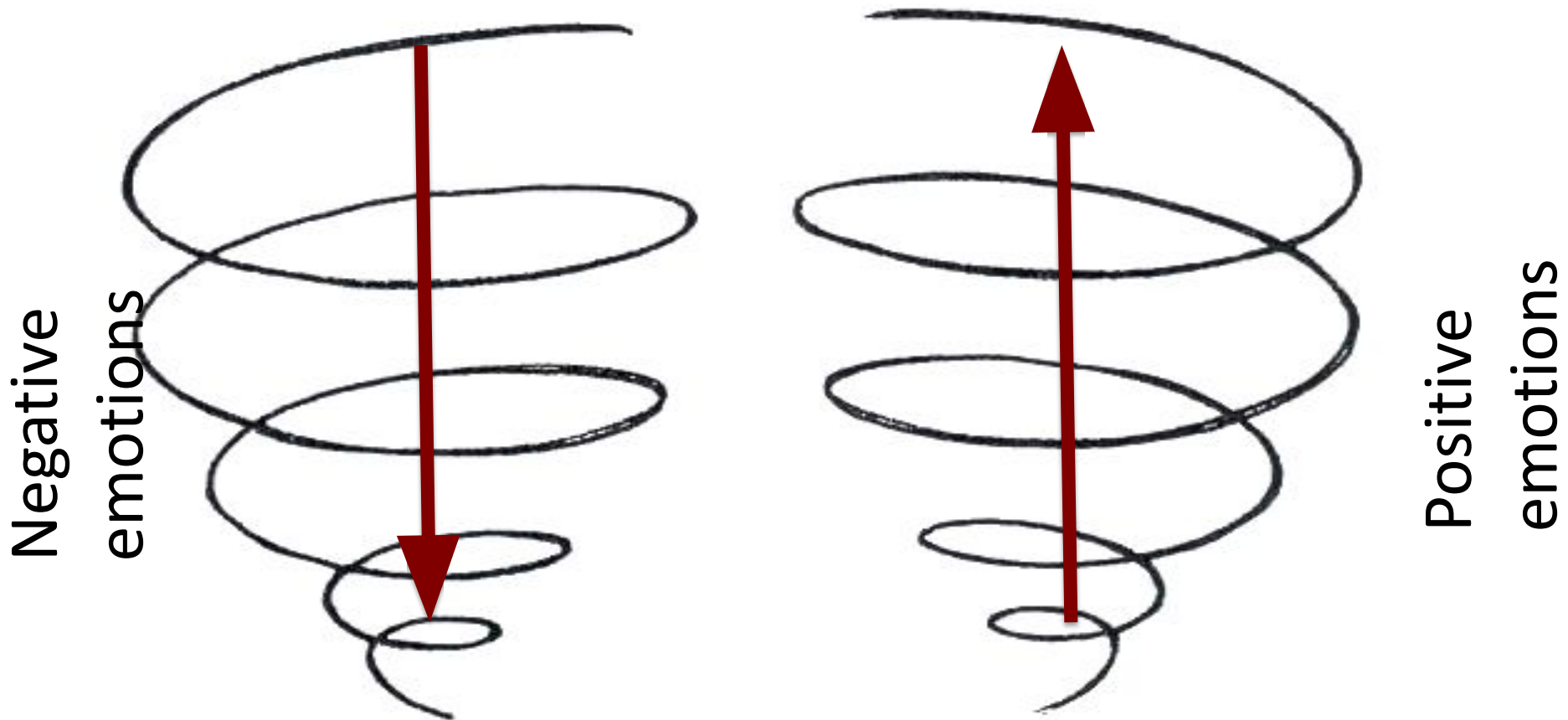
# Broaden and Build Theory

- 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



# Broaden and Build Theory

## Why Broaden and Build?





# Broaden and Build Theory

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## 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.



# Student Activity

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## **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.
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# Student Activity

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## Debrief

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

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## 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.
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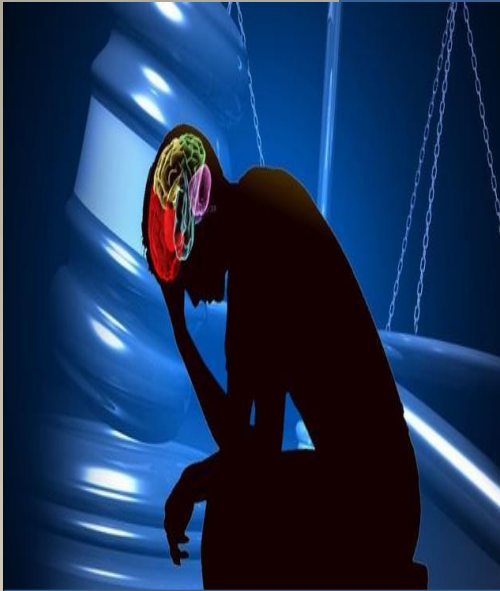
# FBINAA OSW Resilience Domains and Tenets

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## 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





### Mental

Awareness  
Adaptability  
Decision Making  
Positive Thinking

### Physical

Endurance  
Nutrition  
Recovery  
Strength

### Social

Communication  
Connectedness  
Social Support  
Teamwork

### Spiritual

Core Values  
Perseverance  
Perspective  
Tolerance

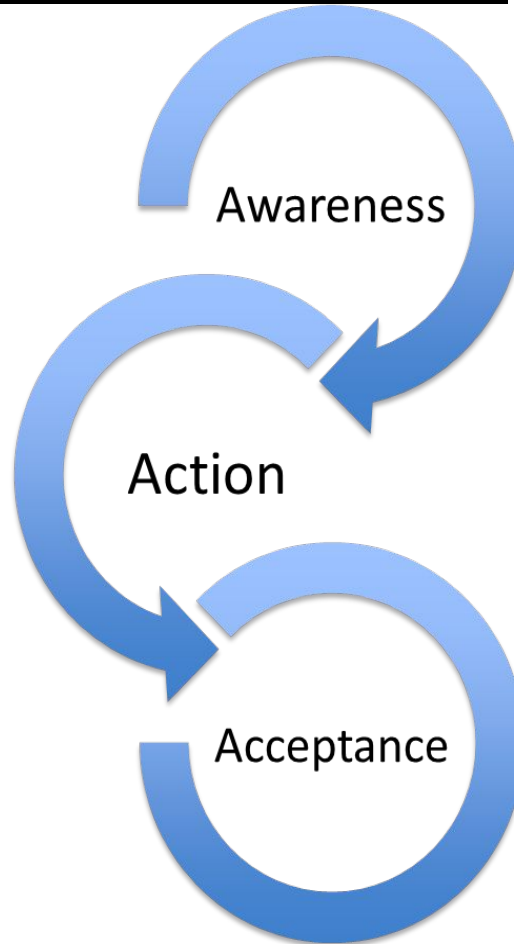




# FBINAA OSW Resilience Domains and Tenets

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## Skills overview





# Summary

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- Resilience in Life
  - Why Resilience Matters
  - People can learn to be resilient
  - Fixed vs. Growth Mindset
  - Broaden & Build Theory
  - Student Activity
  - FBINAA OSW Resilience Domains and Tenets
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# Overview & Resilience Toolkit



# Counting Blessings





# Goal

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



# Accomplishing Goals







# Overview

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- Goal
  - Relationships to the FBINAA OSW Resilience Domains and Tenets
  - Values
  - Your Goals
  - Chart Your Course
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A□B□C





# Goal

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- 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
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# Check Your Playbook





# Goal

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- To be aware of what **influences unproductive patterns** or **uncharacteristic reactions** (emotional and/or physical) that interfere with your **performance, goals, or relationships**
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# **Balance Your Thinking & Instant Balance Your Thinking**





# Balance Your Thinking

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## Goal

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







# Goal

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





# Mindfulness

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## 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
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# Meaning-Making





# Meaning-Making

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## Goal

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





# Goal

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







# Goal

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





# Goal

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- 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
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# **Good Listening & Active Constructive Responding**





# Goal

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- ***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
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# Questions?

# Thank You!

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