



Stress First Aid: Caring for Self and Others

Joyce Camden, LCSW
Faculty & Employee Assistance Program

www.uvafeap.com

434.243.2643



FACULTY and EMPLOYEE
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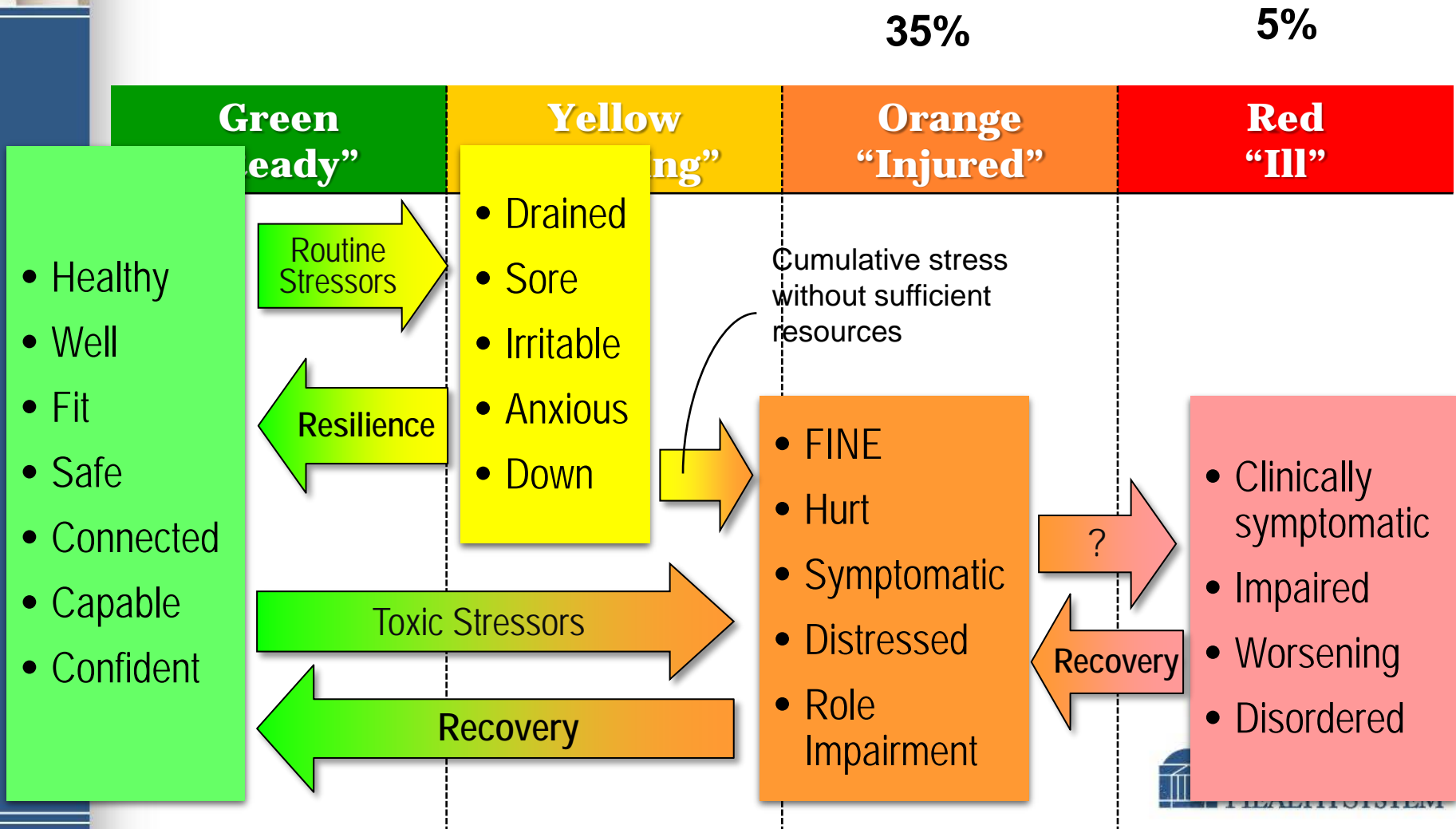
Be Wise

- **An extension of Be Safe**
 - Focus on the role that institutional and personnel occupational stress impacts safety and quality of care
- **Be Wise Activities**
 - A process to acknowledge and engage at risk professional behaviors across the health system
 - A process to integrate a broad range of existing resources for resilience and stress injury recovery for all employees
 - A process to develop ongoing unit based peer support, assessment, and prevention activities

Addressing the Fundamentals: The Stress Continuum

READY (green)	REACTING (Yellow)	INJURED (Orange)	ILL (Red)
<p>Good to go</p> <p>Well trained</p> <p>Prepared</p> <p>Fit and Focused</p> <p>Cohesive units and ready families</p>	<p>Distress or impairment</p> <p>Mild and transient</p> <p>Anxious, irritable, or sad</p> <p>Behavior change</p>	<p>More severe or persistent distress or impairment</p> <p>Leaves lasting memories, reactions, and expectations</p>	<p>Stress injuries that don't heal without help</p> <p>Symptoms and impairment persist over many weeks or get worse over time</p>

Recognize Stress Zone Transitions: Demand::Resource Balance



Sources of Stress injury

*Stress is
NECESSARY*



*Stress can be
TOXIC*

- Stress is essential for:
 - Strength and resilience
 - Growth and development
 - Acquire new skills
 - Meeting challenges
 - Adapting to new situations
- Stress can lead to:
 - Persistent internal distress
 - Functional impairment
 - Misconduct
 - Substance abuse
 - Mental disorders



Causes of PTSD

- **Acute Trauma**

Overwhelming Single Event

- **Cumulative Exposure**

Series of Events

Ongoing Pattern

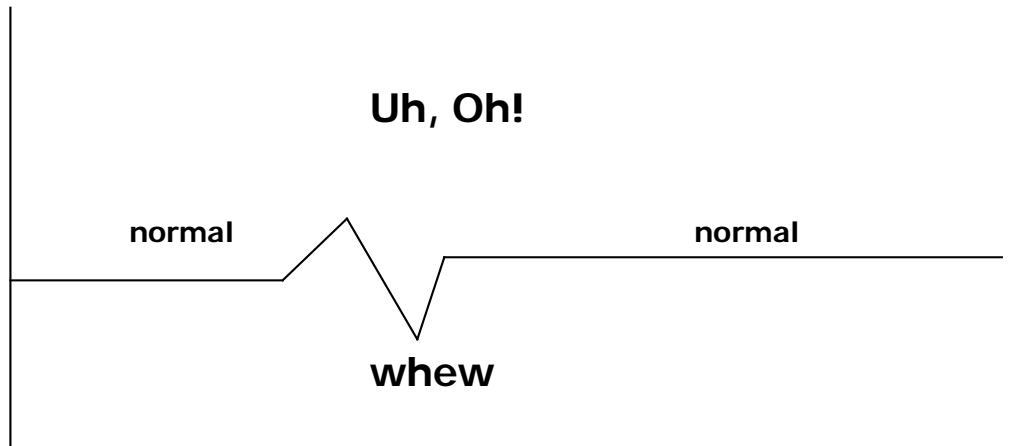


STRESS PATTERNS

Excited

The Healthy Patterns

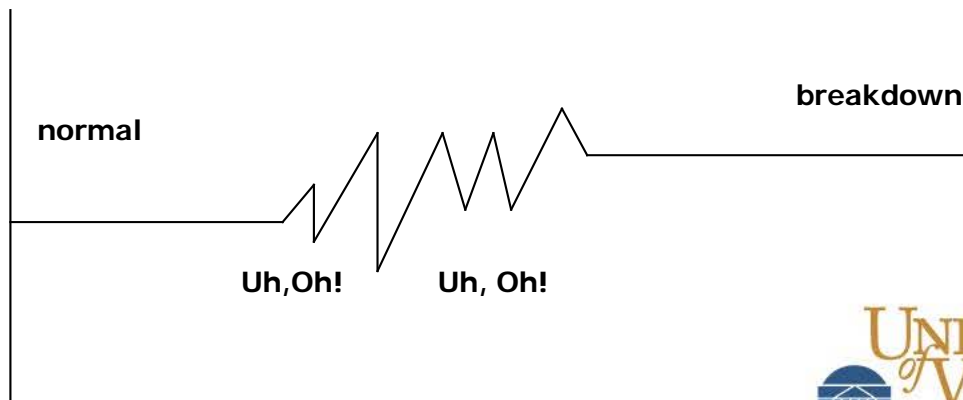
Relaxed



Excited

The Hazardous Pattern

Relaxed



Four Sources of Stress Injury

Intense or Prolonged Stress

Life
Threat

A traumatic injury

Due to an experience of death-provoking terror, horror, or helplessness

Loss

A grief injury

Due to the loss of cherished people, things or parts of oneself

Inner
Conflict

A moral injury

Due to behaviors or the witnessing of behaviors that violate moral values.

- Omission
- Commission
- Bearing Witness

Wear &
Tear

A fatigue injury

Due to the accumulation of stress from all sources over time without sufficient rest and recovery



Stress Injury Impact on Five Essential Human Needs

1. Sense of safety
2. Ability to calm
3. Social connectedness
4. Coping and role competence
5. Meaning and hope



Signs Which May Be Visible

- Easily startled or jumpy
- Appears sad, and may be tearful
- Displays reduced emotional expression, flat affect
- Displays irritability or has angry outbursts
- Increase in absences and/or late arrivals
- Behaving distanced, withdrawn, or cut off from team
- Less verbal



Signs Which May Not Be Visible

- Repeated disturbing memories, thoughts, or images of the stress event(s)
- Repeated disturbing dreams of the event(s)
- Suddenly acting or feeling as if the stressful experience were happening again
- Having physical reaction (e.g., heart pounding, trouble breathing, or sweating) when something reminds the person of the stressful experience



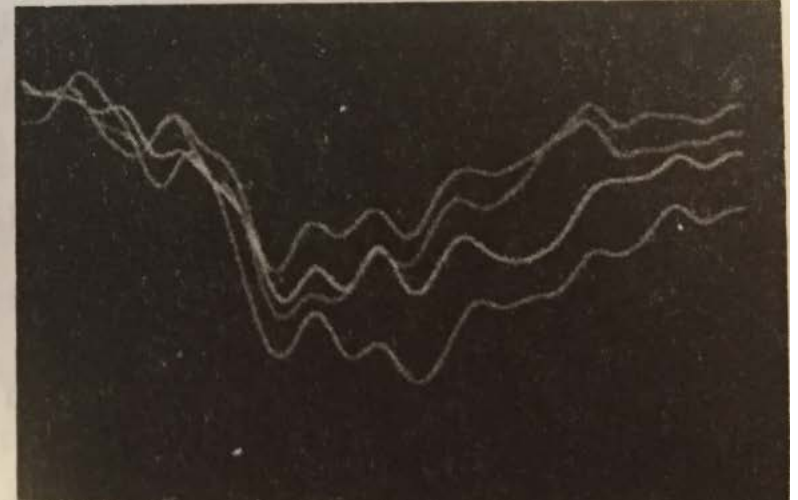
Non Visible Signs (continued)

- Avoiding activities, situations, or places because they remind the person of the experience
- Loss in interest of activities which used to be enjoyed
- Feeling emotionally numb
- Feeling as if the future will somehow be cut short
- Trouble falling or staying asleep
- Being “super alert”, watchful, or on guard

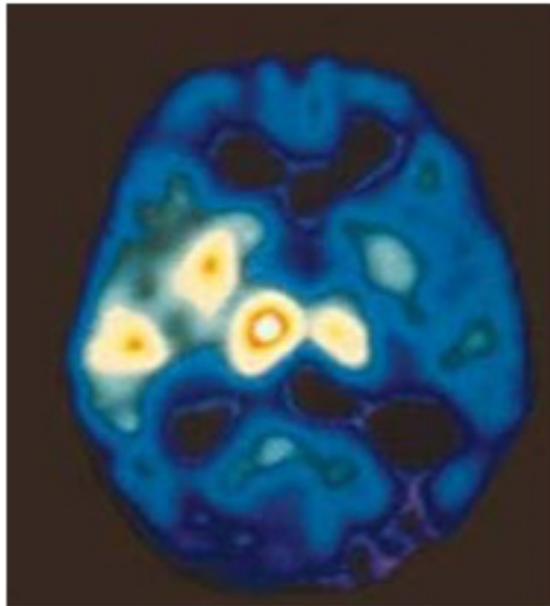
Patterns of Attention

Normal

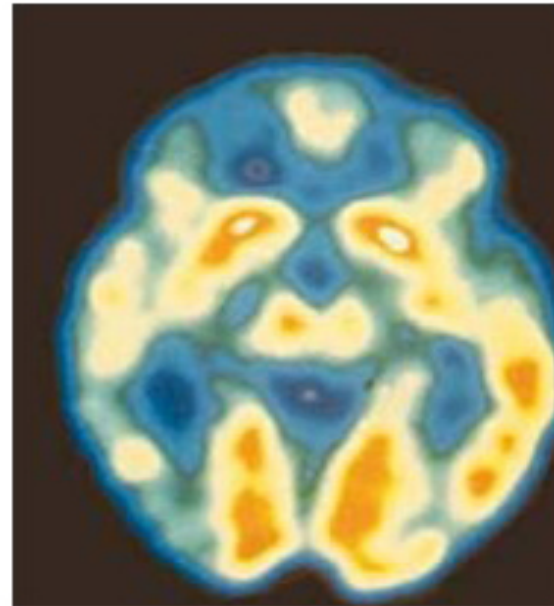
PTSD



The Brain Under Stress



**Stressed &
Depressed**



**Optimal
Functioning**

Scans from Mayo Foundation for Medical Education and Research





Why are we here?

- Intrusive thoughts or images
- Difficulty concentrating
- Overwhelmed
- Trouble in relationships
- Reliving old events
- Jumpy / anxious
- Guarded or withdrawn
- Loss of control
- Panic
- Rage
- Guilt, shame, blame...
- Anhedonia
- Difficulty sleeping
- Flashbacks
- Depression



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Spiritual



Dance / Rhythm



Yoga



Meditation



Equine Therapy



Journaling

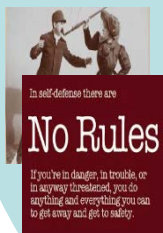


Community

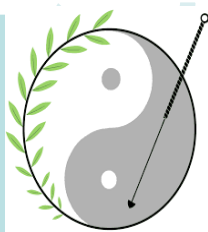
Physical



Exercise



Self Defense



Acupuncture



EMDR



Therapy



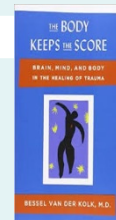
Friendships

Left Brain Functions



Right Brain Functions

Mental



TBKTS

What caused this?

- High intensity stressors
- Moral injury
- Wear and tear
- Life threat
- Loss
- Opening old wounds
- Awareness

Emotional



Helpful hints for dealing with critical incident stress

- **Talk to people; it can be the most healing medicine.**
- **Help co-workers by sharing your feelings.**
- **Exercise.**
- **Get plenty of rest so your body has the energy to deal with stress.**
- **Keep a journal to help express your feelings after the incident.**
- **Maintain healthy eating habits.**
- **Reduce time spent with persons or tasks that stress you.**
- **Utilize prayer or meditation.**
- **Practice relaxation techniques like deep breathing.**
- **Make no big decisions or life changes.**
- **Accept your symptoms as normal. Do not label yourself as “crazy”.**



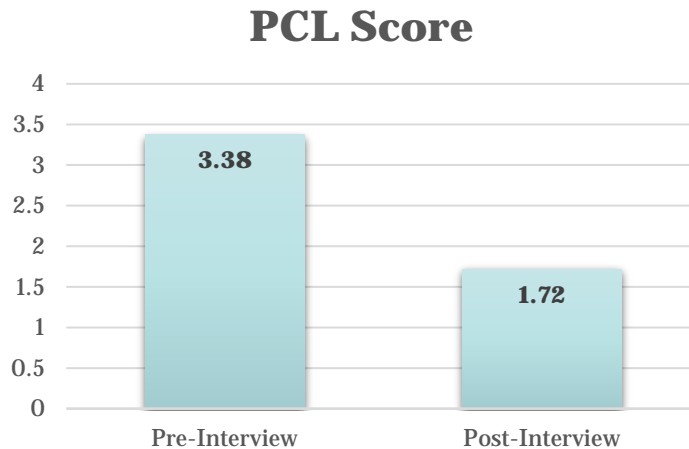
The Win-Win Equation

- Employee receives services and connects with resources
- Employee reduces symptoms and suffering
- Employee becomes more productive and feels better
- Employee develops deep sense of loyalty to Manager/Team
- Team feels the benefits
- Work environment can be more positive and adaptive
- Manager has high functioning employees
- Manager has expanded skills as a leader



Results of Pre and Post PCL Questionnaire

By conventional criteria, this difference is considered to be extremely statistically significant.



Group	Pre-PLC	Post-PLC
Mean	3.3788	1.7231
SD	0.6785	0.4504
SEM	0.1696	0.1126
N	16	16



Sweet Darkness

**When your eyes are tired the world is tired also.
When your vision has gone no part of the world can find you.
Time to go into the dark where the night has eyes to
recognize its own.
There you can be sure you are not beyond love.
The dark will be your womb tonight.
The night will give you a horizon further than you can see.
You must learn one thing. The world was made to be free in.
Give up all the other worlds except the one to which you
belong.
Sometimes it takes darkness and the sweet confinement of
your aloneness to learn
Anything or anyone that does not bring you alive is too small
for you.**

~David Whyte

Professional Help

- FEAP appointment to meet 1:1 with a clinician to discuss the symptoms, obtain brief counseling or referrals
- FEAP Trauma Service for 1-12 session intervention to address or prevent PTSD from becoming ingrained
- FEAP for group debriefing

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