



PRO·A
Pennsylvania Recovery
Organizations Alliance

MOBILIZE
EDUCATE
ADVOCATE

Together we can!

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**Self-Care &
Resiliency Building**

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Training Objectives
Attendees will learn about:

- Self Care & Nurturing
- Understanding the factors related to the development of these factors into the micro, mezzo and macro levels of system care
- Concepts related to resiliency and “Grit” for helpers
- Building resiliency and self care into our institutions and organizations



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Obligation of self-care
Responsibilities to Those We Serve Include Self Care

- Do we have an obligation to the people we serve to take care of ourselves?
- What does it mean to have “lived recovery” experience – is recovery a destination or a journey?
- Can we take people to a “place” we are not at?
- What does self-care look like?
- Is this an “I” or a “we” thing—do we have an obligation to each other?



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Continuum of self-care

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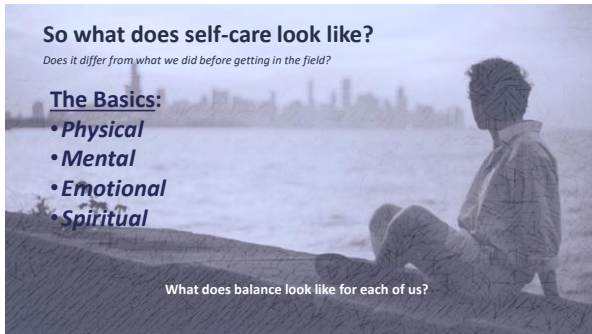
So what does self-care look like?

Does it differ from what we did before getting in the field?

The Basics:

- **Physical**
- **Mental**
- **Emotional**
- **Spiritual**

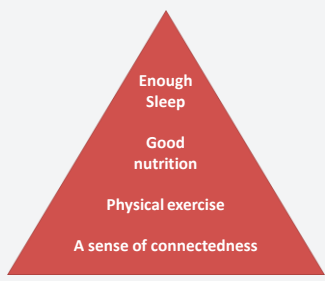
What does balance look like for each of us?



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Are We Sustaining Ourselves?

Like...



- Enough Sleep
- Good nutrition
- Physical exercise
- A sense of connectedness



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What gets in the way?

Trauma, lifestyle and the demands of life

- Trauma can impact on sleep
- Stress can lead to cravings for high fat comfort foods
- We tend to be a sedate society
- Too little time and too many tasks to complete




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Self Care

It is About Your Whole Person

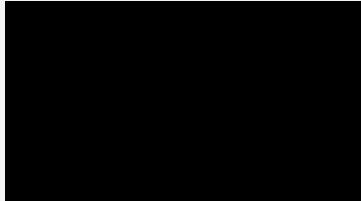

- Meditation and Relaxation Techniques** - Deep breathing techniques or relaxation to reduce stress.
- Time to Yourself** - It is important to set aside time everyday to allow yourself to relax and escape the stress of life.
- Physical Activity** - Moving around causes the body to release endorphins.
- Reading** - Escape from reality completely by reading.
- Friendship** - Having friends who are willing to listen and support one through good and bad times is essential.
- Humor** - Adding humor to a stressful situation can help to lighten the mood.
- Hobbies** - Listening to music, drawing or gardening are great ways to relax.
- Spirituality** - Actively believing in a higher power or divine being can have many health benefits.
- Pets** - Taking care of a pet helps distract the mind from stressful thoughts.
- Sleeping** - The human body needs a chance to rest and repair itself after a long and stressful day.
- Nutrition** - Eating healthy foods improve your physical health & in your mental health.




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The 4:7:8 breathing technique

Breathing Pattern Developed by Dr. Andrew Weil

Works great to reduce tension in the body—calming and relaxing, reduces anxiety and stress, great for insomnia



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Let's discuss...

- How do we "give ourselves" permission for self care?
- What would we tell ourselves if we were our own client?
- What do you think about the value of self care?

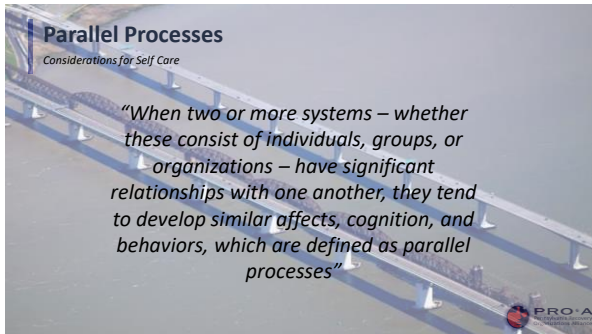




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Parallel Processes

Considerations for Self Care

“When two or more systems – whether these consist of individuals, groups, or organizations – have significant relationships with one another, they tend to develop similar affects, cognition, and behaviors, which are defined as parallel processes”



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Fallacies About Burn Out

Some good news...

It is NOT JUST about overwork

Our systems and how we care for and nurture each other are fundamentally important to how vital we are in our work and personal lives





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Burnout in the Workplace

Factors to Consider

- **Lack of Control**—low control over work tasks
- **Values Conflict**—disconnect from organizational values
- **Insufficient Reward**—feel taken for granted, not recognized, and/or undercompensated
- **Work Overload**—too much, too complex, or too urgent
- **Unfairness**—you feel treated unfairly
- **Breakdown of Community**—no mechanism for conflict resolution, feedback is non-existent



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Trauma-Informed Approach

Principles to Consider


Six Principles:

- Safety
- Trustworthiness and transparency
- Peer support
- Collaboration and mutuality
- Empowerment, voice and choice
- Cultural, historical, and gender issues



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Care and Nurturing at the “Mezzo” Level

COLLEAGUES – FAMILY - PEER COMMUNITY

- **Safety** – of each other and as a community
- **Trustworthiness and transparency** – in how we address issues in front of us
- **Peer support** – how do we support & nurture each other?
- **Collaboration & mutuality** – working together improves outcomes & protects against burnout
- **Empowerment, voice and choice** – honoring each others' experience & perspectives
- **Cultural, historical, & gender issues** – the power of honoring diversity of our fellow healers





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Let's discuss...

How do we support each other in self-care, professional growth and development?

What should a recovery and trauma-informed system do at this level?

What do you think?

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"Toxic" Organizations


Destroying Sanctuary: The Crisis in Human Service Delivery Systems

"They feel HELPLESS - in the face of the enormity of the problems confronting them, their own individual problems, and the pressures for better performance from management.

As STRESS INCREASES - the measures they take to "treat" the clients may backfire and they become HOPELESS about the capacity of either the CLIENTS or the ORGANIZATION to change.

Escalating levels of UNCERTAINTY, DANGER and THREAT that seem to originate on the one hand from the clients, and on the other hand from "the system" create in the staff a chronic level of HYPERAROUSAL"

"As the environment becomes increasingly CRISIS ORIENTED. Members of the staff who are most disturbed by the HYPERAROUSAL and rising levels of ANXIETY, institute more CONTROL measures resulting in an increase in Agression, COUNTERAGRESSION, dependence on both physical and biological restraints, and PUNITIVE MEASURES directed at CLIENTS and EACH OTHER."



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Toxic Organizations

Destroying Sanctuary: The Crisis in Human Service Delivery Systems

"Key team members, colleagues, and friends LEAVE the setting and TAKE WITH THEM key aspects of the memory of WHAT WORKED and what did not work and team LEARNING becomes IMPAIRED.


COMMUNICATION BREAKS DOWN between staff members, interpersonal conflicts increase and are NOT RESOLVED. Team functioning becomes increasingly FRAGMENTED.

As this happens, staff members are likely to feel overwhelmed, confused, and depressed, while emotional exhaustion, cynicism, and a loss of personal effectiveness lead to demoralization and burnout."



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So What Can We Do?



"The voyage of discovery is not in seeking new landscapes but in having new eyes." - Marcel Proust


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Care and Nurturing at the "Macro" Level

ORGANIZATIONS & INSTITUTIONS

Leaders help Build ...

- **Safety** – Maintaining an environment safe for change
- **Trustworthiness and transparency** – Across our systems
- **Peer support** – Emphasize role of mutual support
- **Collaboration & mutuality** – Establish collaborative processes
- **Empowerment, voice and choice** – Work to create a system in which individuals have a voice
- **Cultural, historical, & gender issues** – Diversity is seen as an asset in their systems



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Let's discuss...

How do our leaders support self-care, professional growth, and development in their organizations?

How do leaders share knowledge and nurture others at all levels?

What do you think?

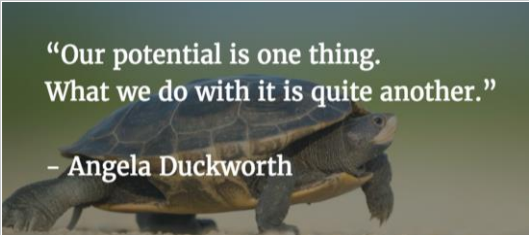




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“Our potential is one thing. What we do with it is quite another.”

– Angela Duckworth

“Grit”

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Grit Explained

“Grit is perseverance and passion for long-term goals. Grit entails working strenuously toward challenges, maintaining effort and interest over years despite failure, adversity, and plateaus in progress. The gritty individual approaches achievement as a marathon; his or her advantage is stamina. Whereas disappointment or boredom signals to others that it is time to change trajectory and cut losses, the gritty individual stays the course.”




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Perseverance & Resiliency

Some findings about “Grit”

- Perseverance and passion for long-term goals is more talent
- In a longitudinal study of U.S. Military Academy, West Point, cadets higher in grit were less likely to drop out than their less gritty peers, even when controlling for SAT scores and high school rank
- You can develop grit at the individual and group level
- This is why we are talking about it here!




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“Grit” as Team Building

The “Grittier” we are as individuals or as a team, the better we will be able to help others

We should prepare those we mentor to anticipate struggles and misfortunes and point out that excellence in any discipline requires years and years of time on task




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Ways to Increase Grit


What the Research Tells Us

- **Pursue what interests you:** You're not going to stick it out if you don't care.
- **Practice, practice, practice:** It's not just how you get to Carnegie Hall. We love doing things we're good at.
- **Find purpose:** How does what you do help others? That's what makes a job into a calling.
- **Have hope:** No "wishing on a star" here, pal. Have hope because you are going to make it happen.
- **Join a gritty group:** Mom was right; spend time with slackers and you'll be a slacker.





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Moving Forward
We All Have A Stake in Each Others Wellbeing



Caring for ourselves, each other, and the systems we have to help others is the fundamental basis of a system built on and for recovery.



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Sources

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Slides 20 -21: Bloom, S. L. & Farragher, B. (2011). *Destroying sanctuary: The crisis in human service delivery systems*. Oxford University Press. Pages 153-54

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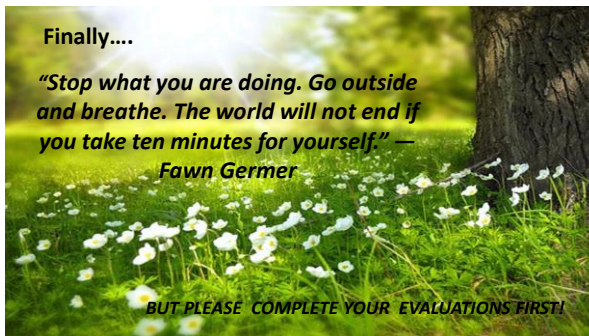
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Finally....

"Stop what you are doing. Go outside and breathe. The world will not end if you take ten minutes for yourself." — Fawn Germer



BUT PLEASE COMPLETE YOUR EVALUATIONS FIRST!

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