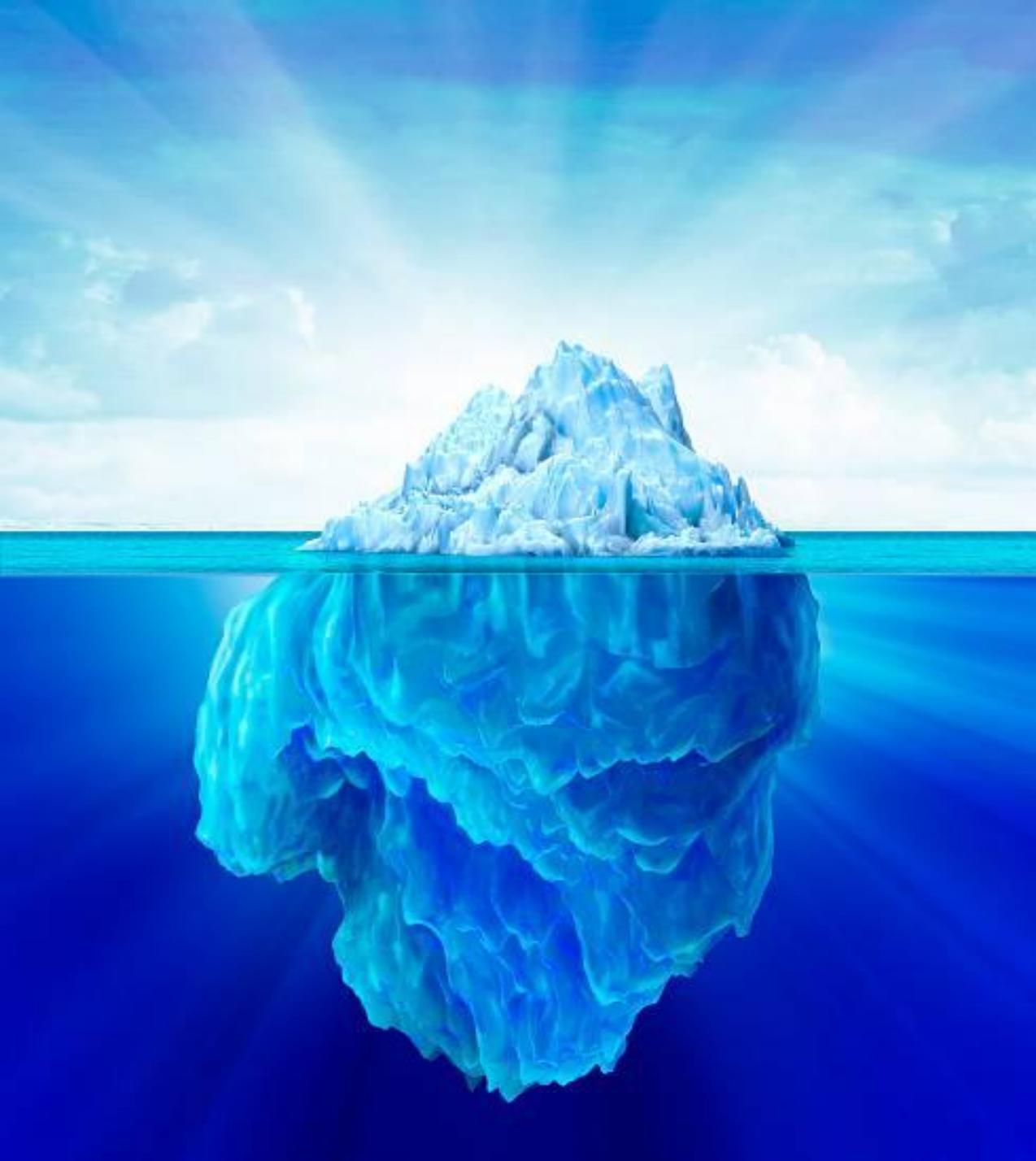


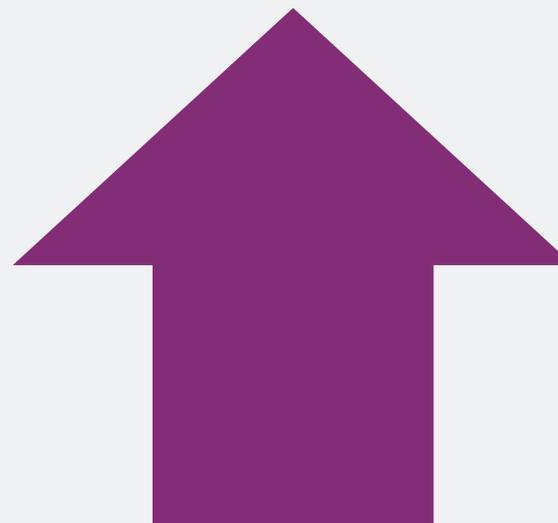
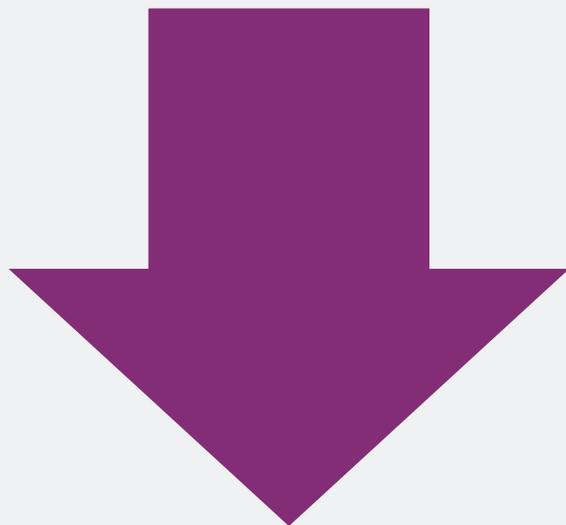
# STRATEGIES IN RESPONSE TO SECONDARY TRAUMA & BURNOUT

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Trauma, secondary trauma and Self-care

A photograph of an iceberg in the ocean. The visible tip of the iceberg is small and jagged, while the much larger, submerged part is hidden beneath the surface. Sunlight rays penetrate the water, creating a blue and white color palette. This visual metaphor represents the concept of hidden needs or the 'tip of the iceberg' theory.

Take care of  
your needs



Self Awareness:  
First, find your balance

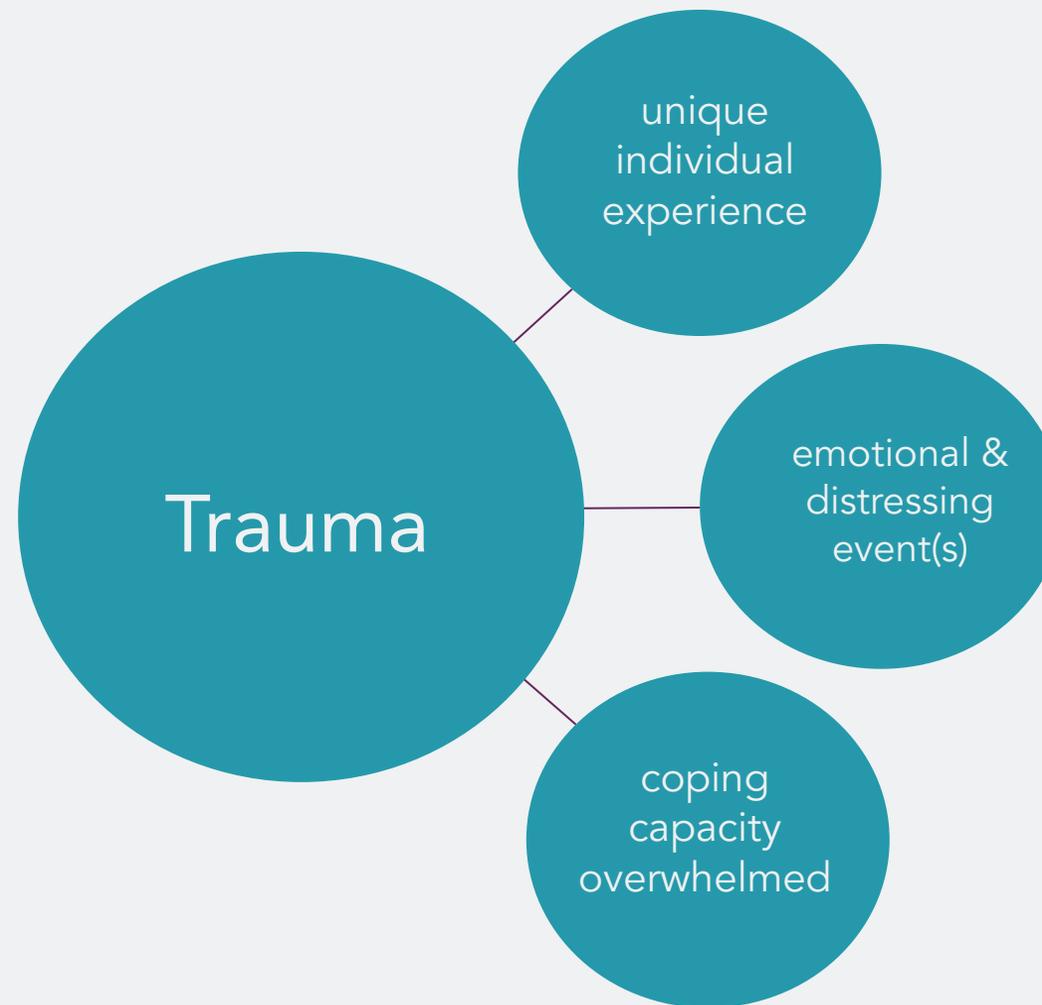
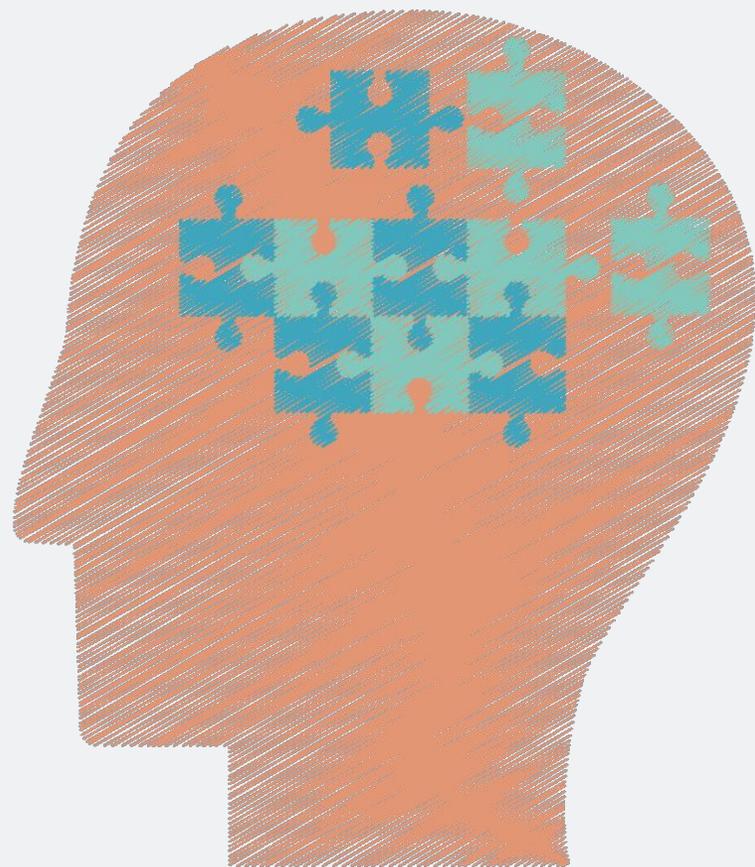
# Self- Awareness



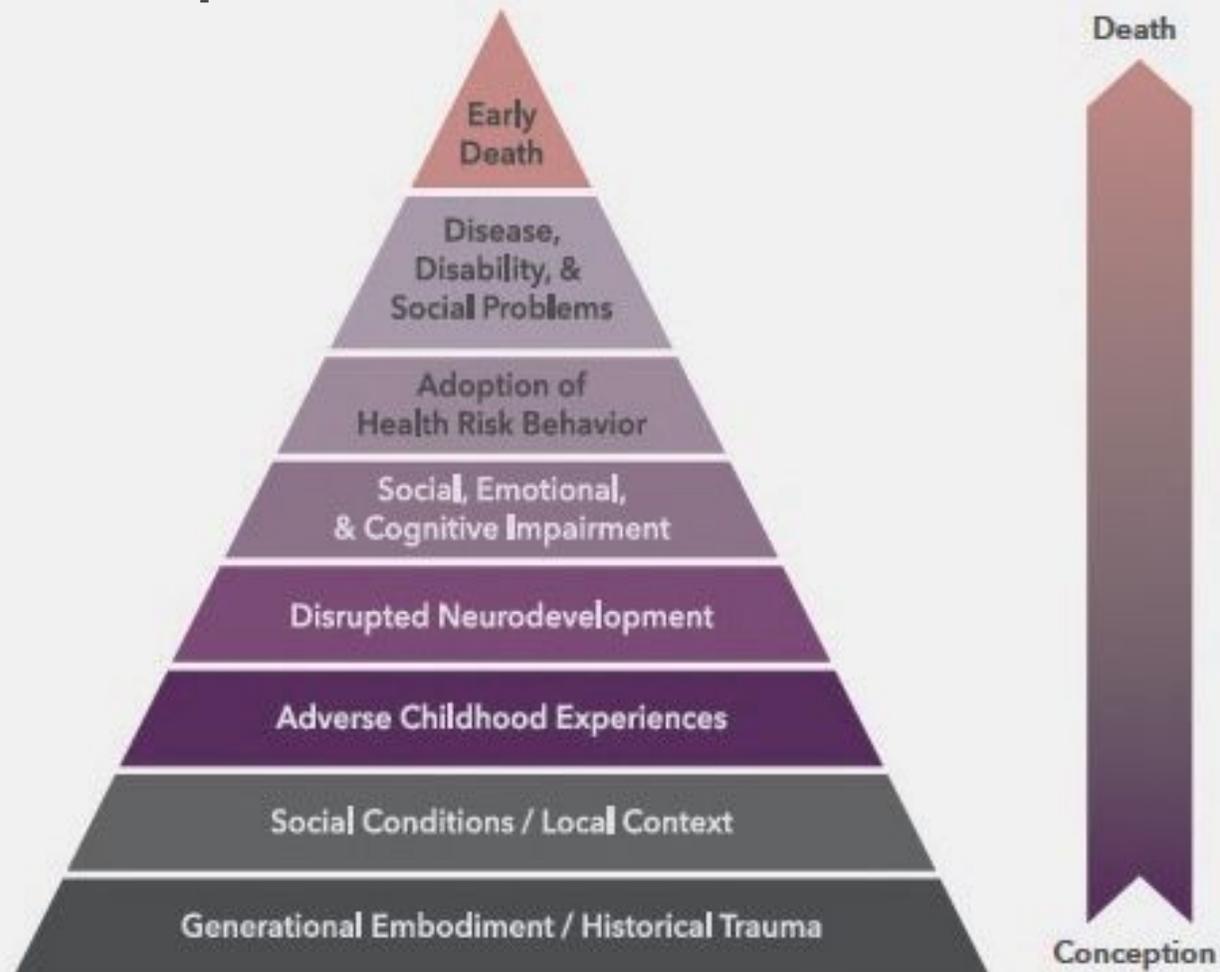
# Trauma



# What is Trauma?



# Adverse Childhood Experiences (ACEs)



# Types of ACEs

## Abuse

Emotional abuse

Physical abuse

Sexual abuse

## Household Challenges

Intimate Partner Violence

Substance Abuse

Mental Illness

Separation/Divorce

Incarcerated household member

## Neglect

Emotional

Physical

## Philadelphia ACEs Additional Measurement

Neighborhood  
safety and trust

Bullying

Witness Violence

Racism

Foster care

As the number of ACEs increases, so does the risk for negative health outcomes

0 ACEs

1 ACE

2 ACEs

3 ACEs

4+ ACEs

Low Risk

High Risk

## Lasting Impacts/Possible Risk Outcomes



### INJURY

- Traumatic Brain Injury
- Fractures
- Burns



### CHRONIC DISEASE

- Cancer
- Diabetes
- Heart disease



### INFECTIOUS DISEASE

- HIV
- STDs



### MENTAL HEALTH

- Depression
- Anxiety
- Suicide attempts
- PTSD



### MATERNAL HEALTH

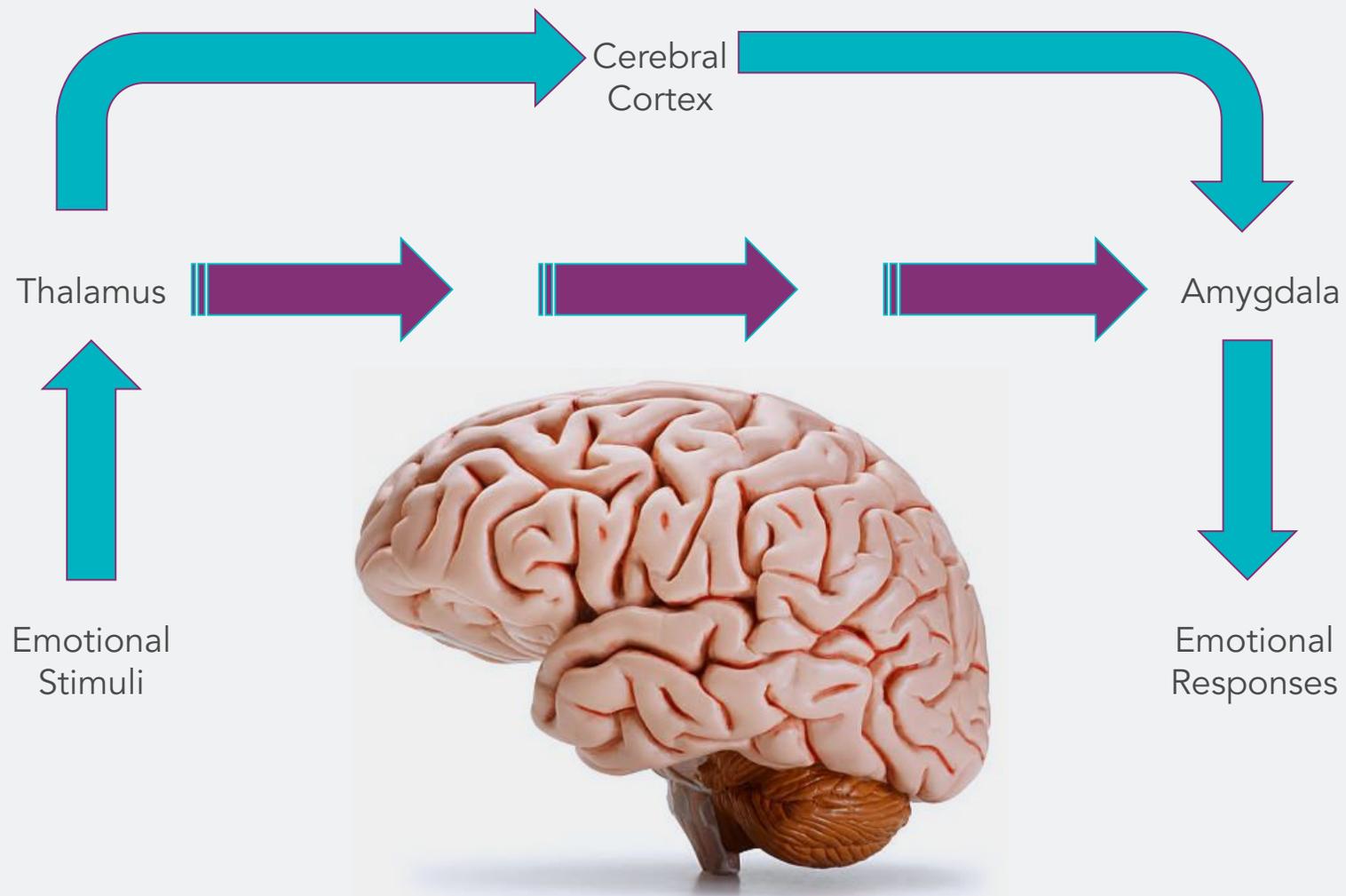
- Unintended pregnancy
- Pregnancy complications
- Fetal death

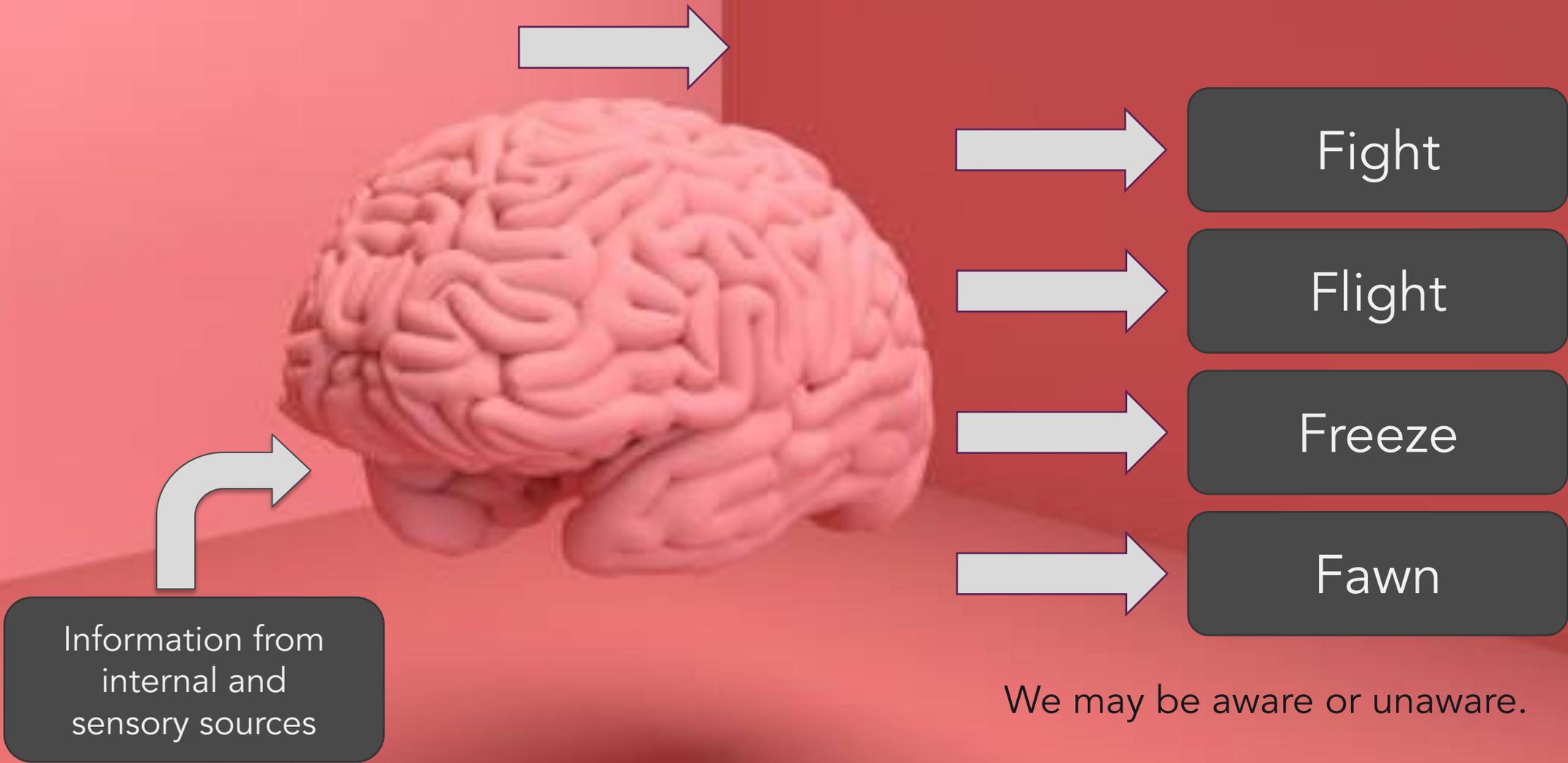


### RISKY BEHAVIORS

- Alcohol Abuse
- Substance Abuse
- Unsafe Sex

# Trauma Changes the Brain





We may be aware or unaware.

Responses may be visible or invisible.

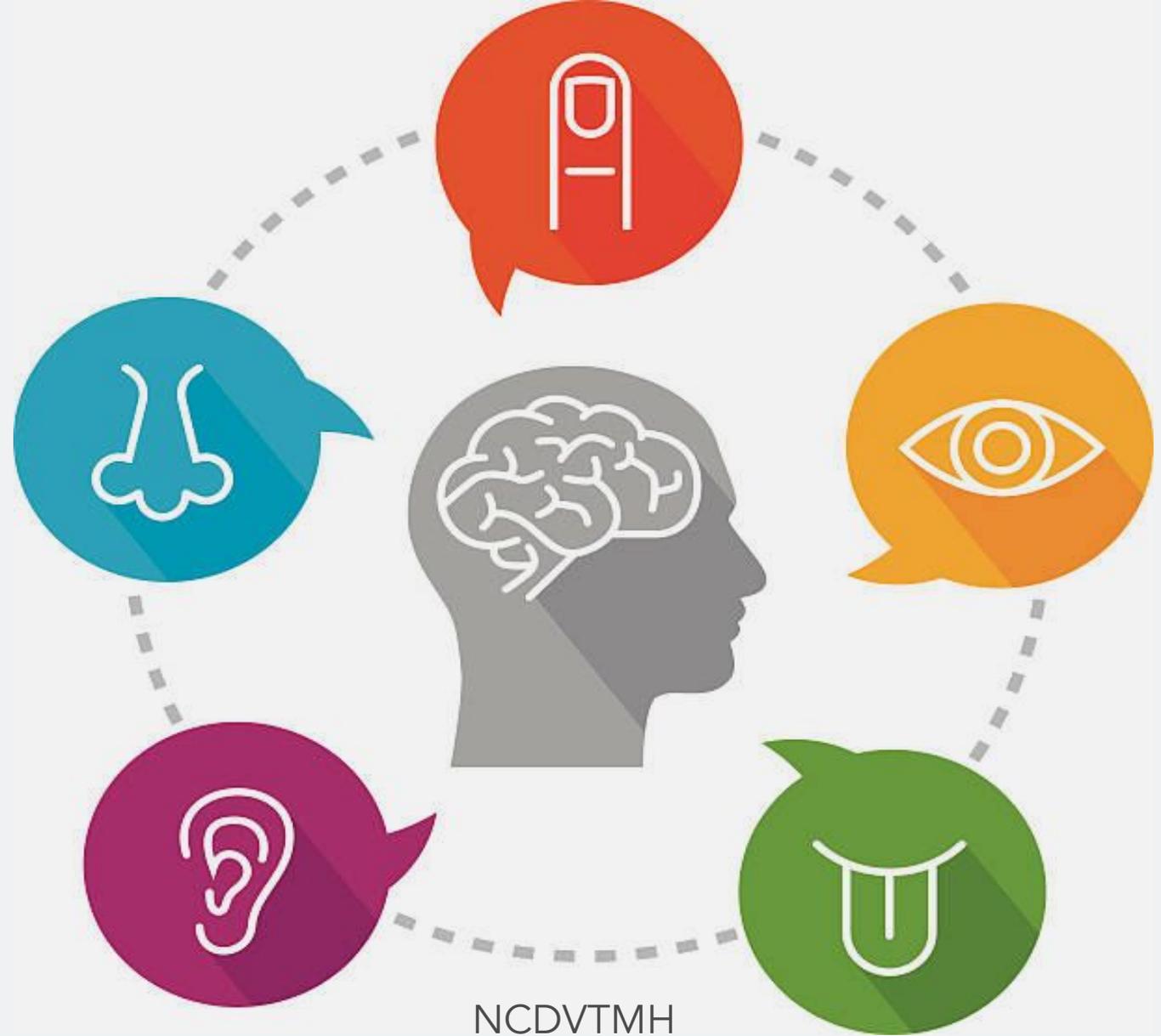
# Trauma Symptoms

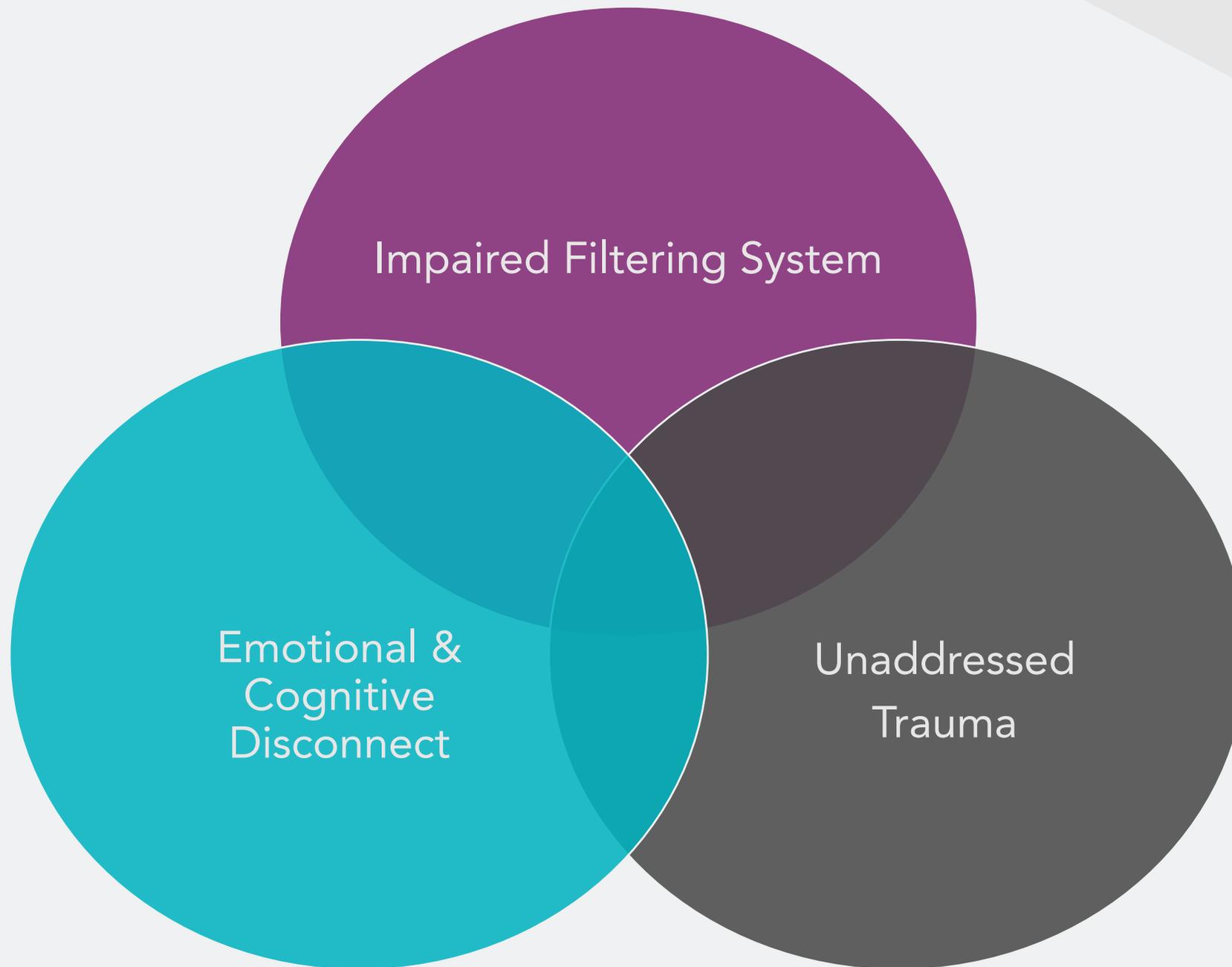
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# Trauma Reminders

Sensing things in the environment and/or interactions that bring our own responses to the surface.







# MULTI-ABUSE TRAUMA

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**Interpersonal  
Violence**

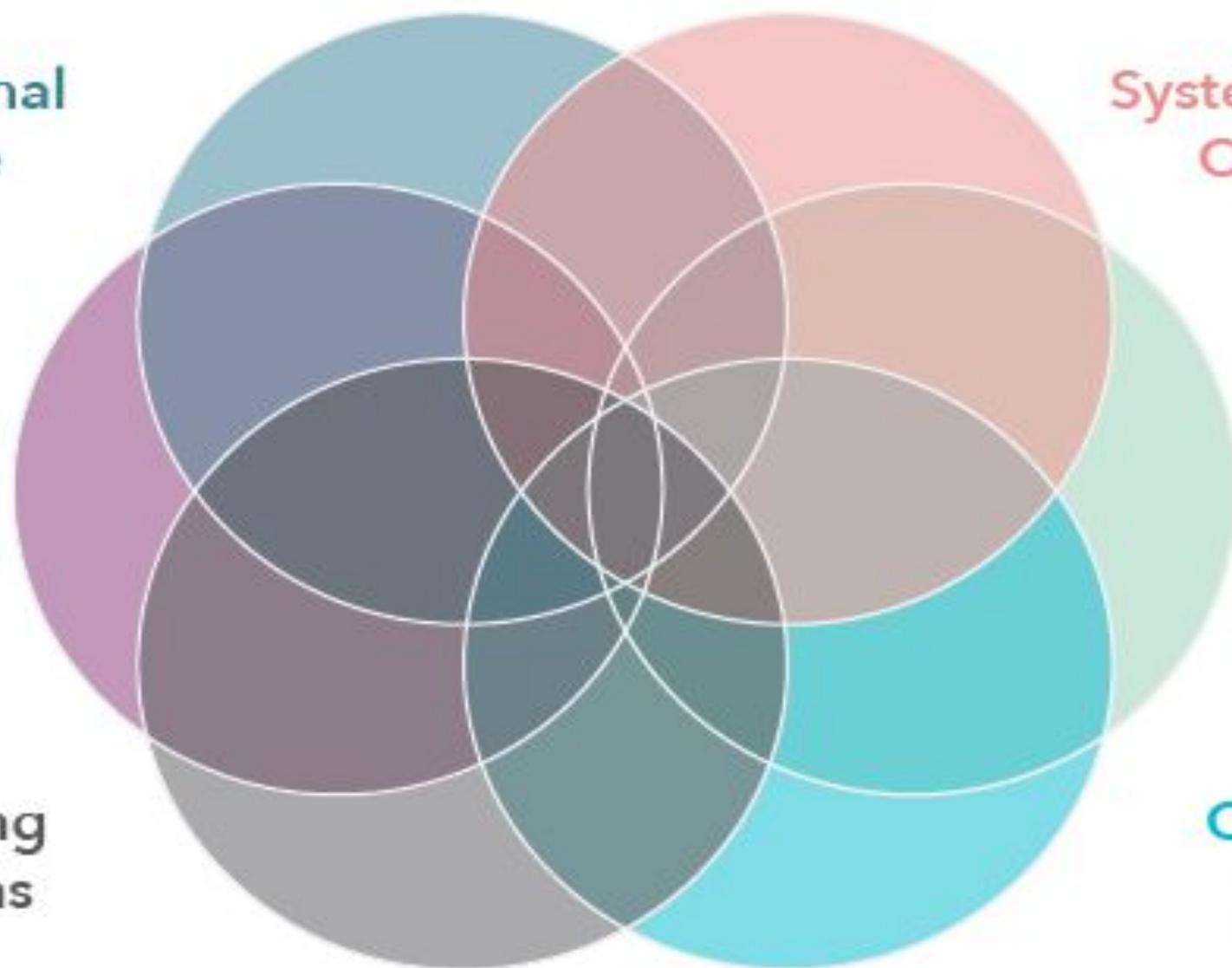
**Systemic/Societal  
Oppression**

**Child  
Abuse**

**Coping  
Abuse**

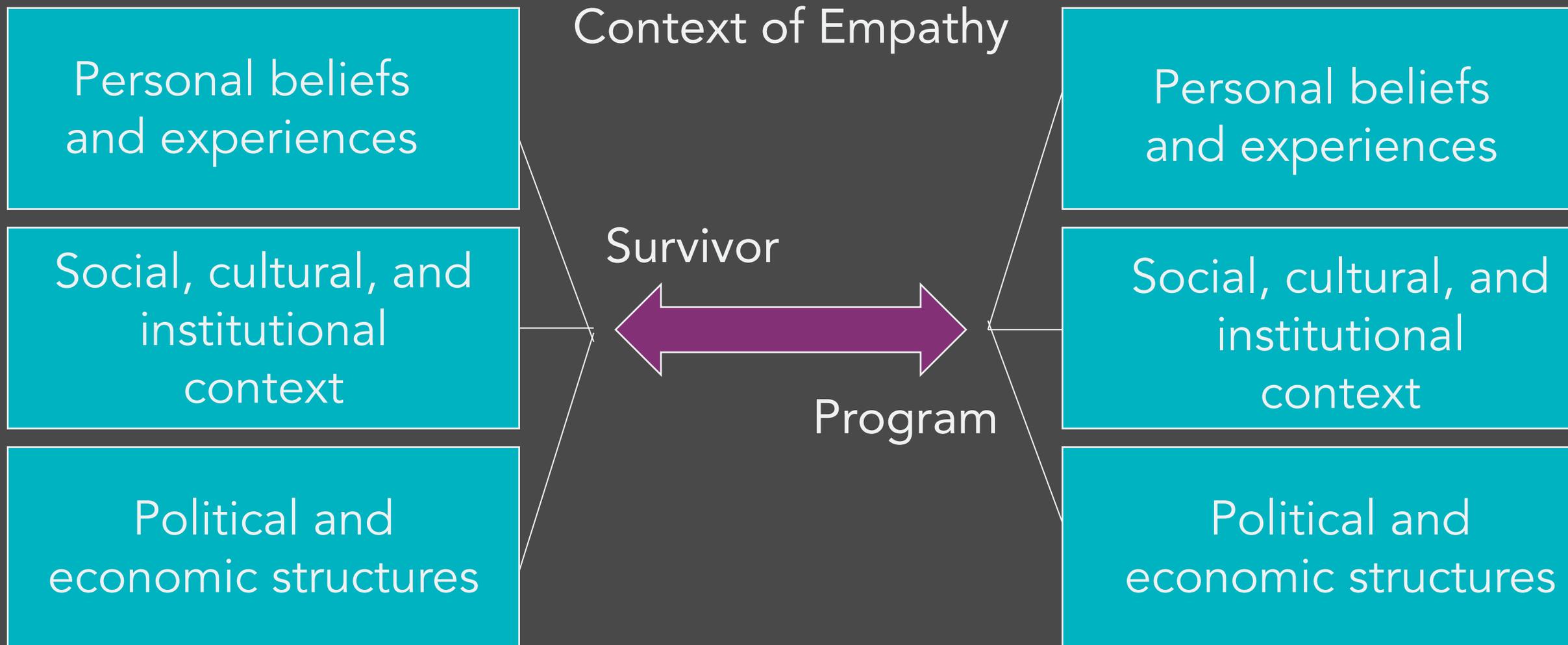
**Co-existing  
Conditions**

**Continuing  
Trauma**



# In a Trauma-Informed Approach, We Are Also Part of the Equation

NCDVTMH



# Awareness of Our Own Responses

Warshaw, 1999

- Fear of being overwhelmed or making bad decisions
- Reluctance to identify with “victim”
- Helplessness and inadequacy if we can’t “fix” or predict outcomes
- Frustration with survivor for not responding to our needs to do a good job
- Lack of attention to personal history and secondary trauma
- Avoid, dismiss, blame, label, control

When competence is tied to mastery and control



Sometimes, finding our balance  
can be challenging

# *Secondary Trauma*

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**pennsylvania**

**OFFICE OF CHILD DEVELOPMENT  
AND EARLY LEARNING**

# Secondary Trauma

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Occurs when the impact of other's life experiences with trauma also impacts our lives

# Secondary Trauma

Impacts worldview

Diminishes hope and optimism

Needs recognition

# Signs & Symptoms



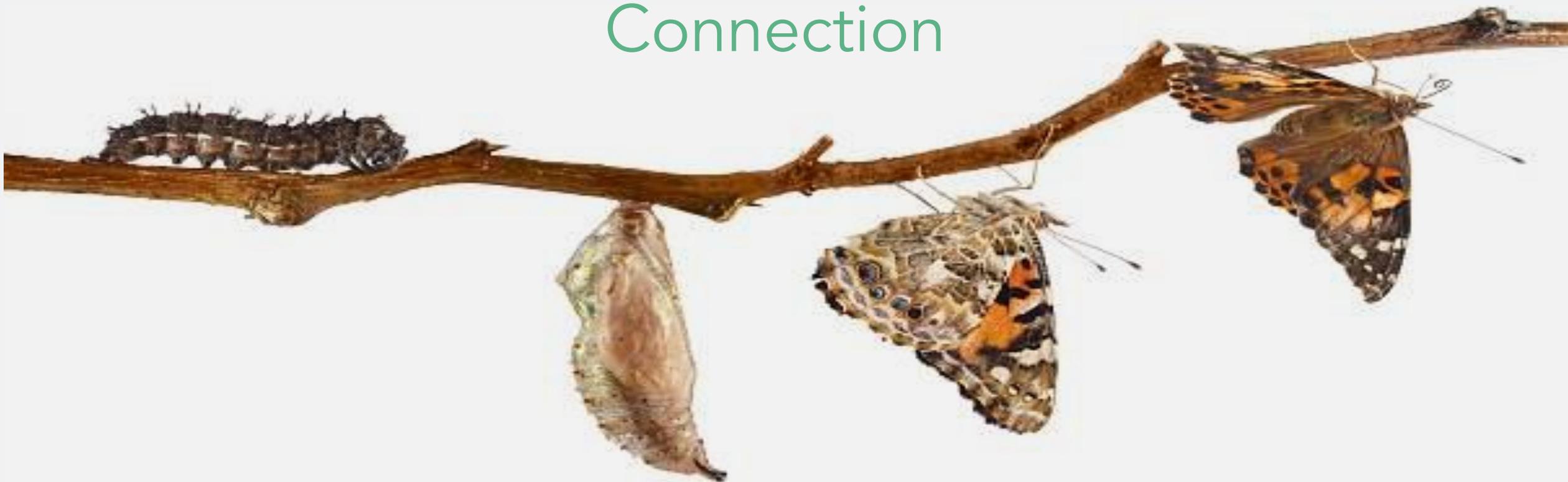
# Transforming Secondary Trauma

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Awareness

Balance

Connection



# Reflective Approach to Practice

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- Creates a safe and non-judgmental space
- Fosters attunement, empathy, non-judgmental stance
- Reduces burnout and secondary trauma responses
- Values self-care and agency supports
- Sustains hope and faith in the human spirit



Blumenfeld, 2010

- Time for restorative activities on and off-site
- Incorporation into staff meetings and service planning discussions
- Onsite or phone support from trauma-informed clinicians
- Time for reflection and quiet places
- Regular supportive supervision
- Mindfulness practices
- Team approach

Other Strategies for  
Cultivating  
Awareness and  
Nurturing Empathy



# Stress and Burnout

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Based in characteristics of the work experience, organizational culture, and the quality of supervision and management



Results in feelings of exhaustion, cynicism, and ineffectiveness related to organizational stressors

# *Preventing Burnout*

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How to build resilience and sustainability for the future

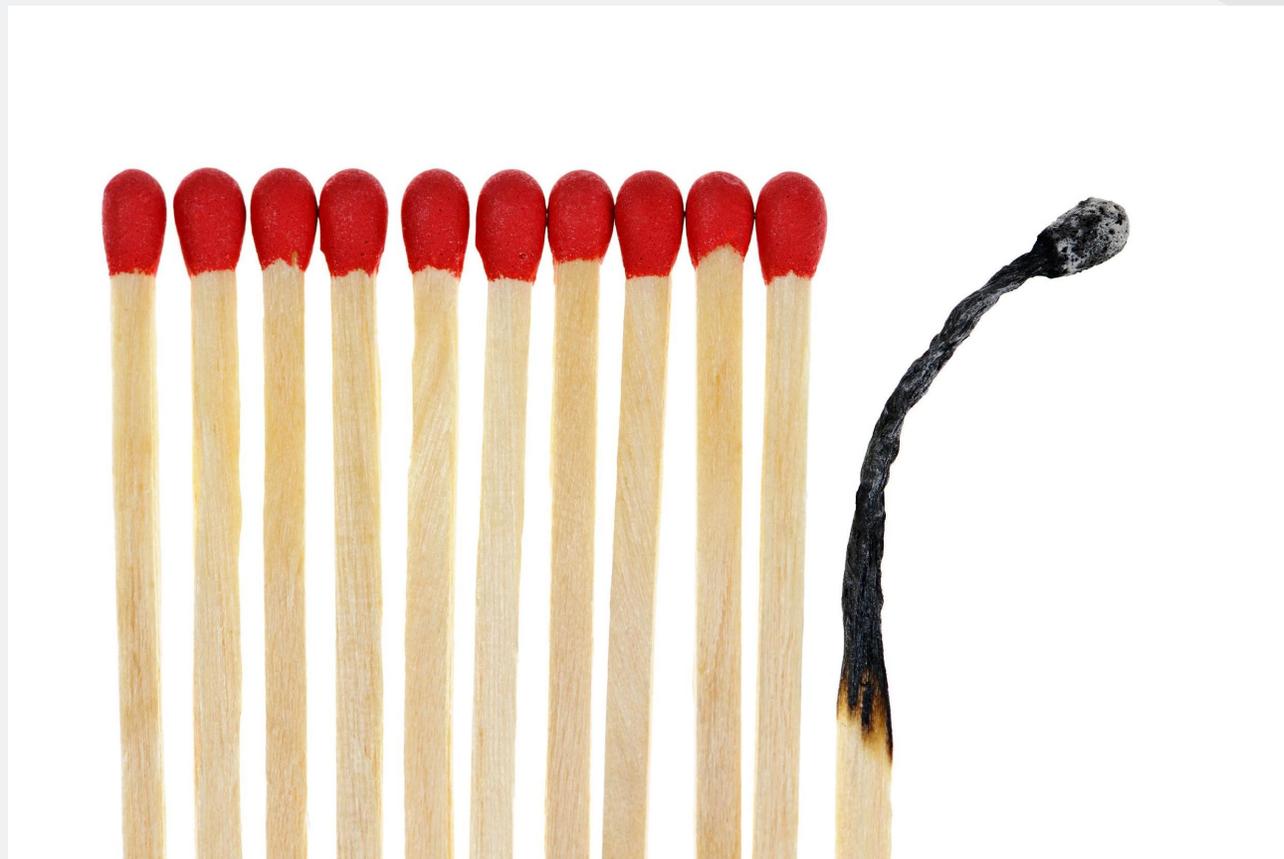
# What is burnout?

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“The initial ‘fire’ of enthusiasm, dedication, and commitment to the cause has ‘burned out,’ leaving behind the smoldering embers of exhaustion, cynicism, and ineffectiveness”

Which leads to “involuntary scaling back or completely leaving the activism they were apart of”.

(Maslach and Gomes 2006)



Who you are  
matters.

# The Future of our Movement

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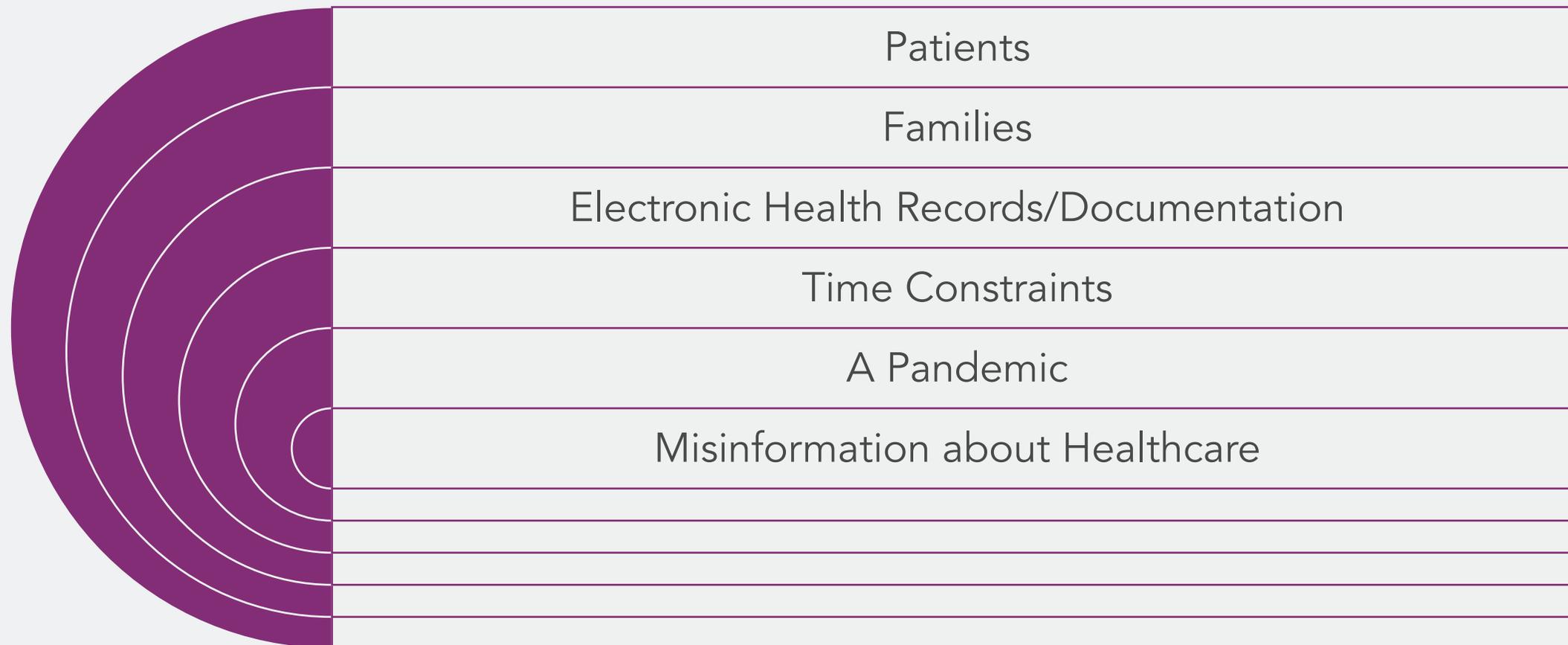
“We cannot develop and implement visionary strategies for change in the long term if we are exhausted and burned out in the short term.

To shift our work and movement culture, we need to care for ourselves and each other in a markedly different way so that as a movement we can move beyond surviving to thriving. By transforming ourselves, we will be able to engage in work that can actually transform our society.”

*-Move to End Violence Initiative*

# Healthcare Burnout: Converging Concerns

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# What does burnout look like?

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For an individual?

For a team?

For an organization?

Anticipate

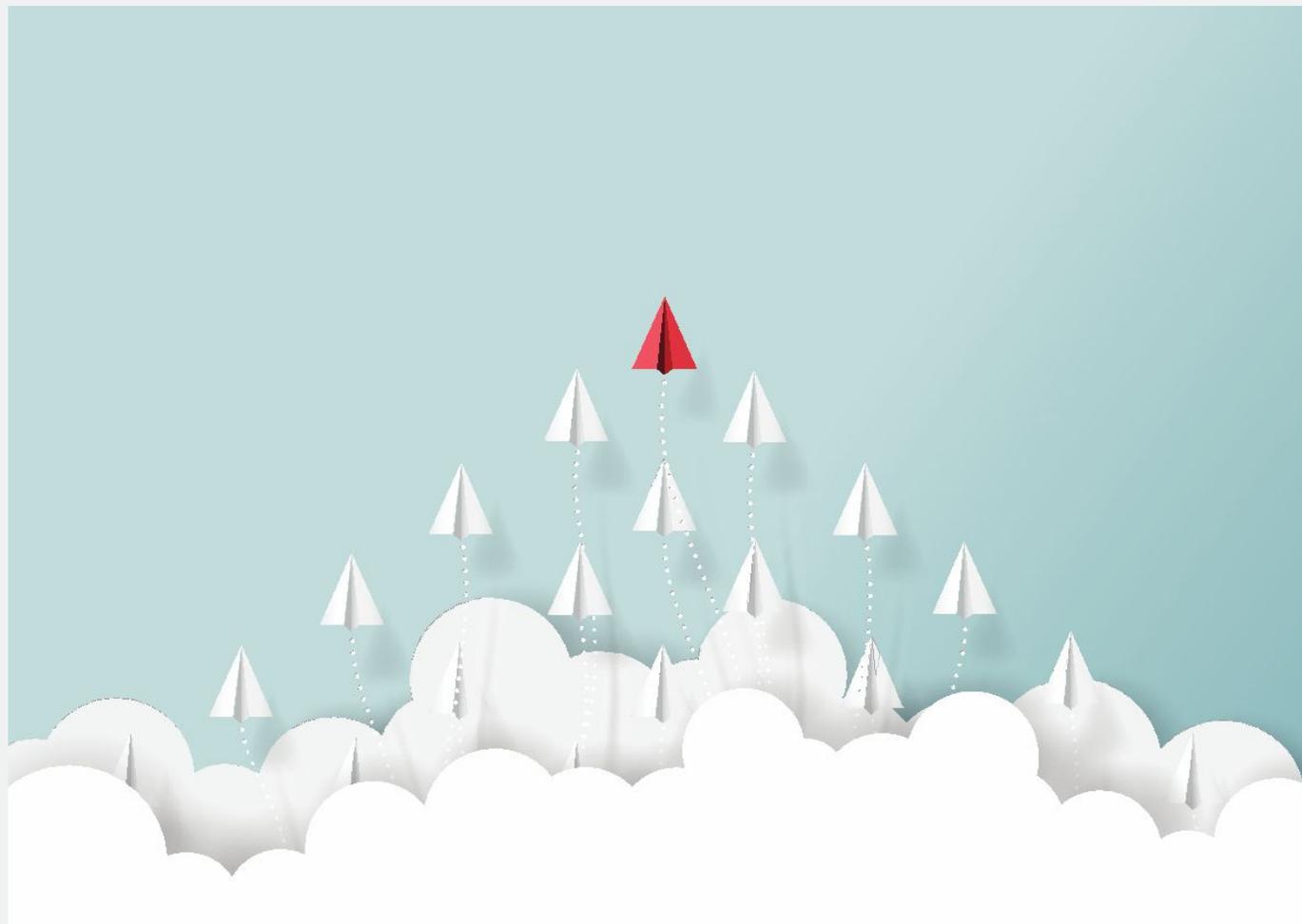
Self-awareness

Self-care plan



# Modeling Self-Care

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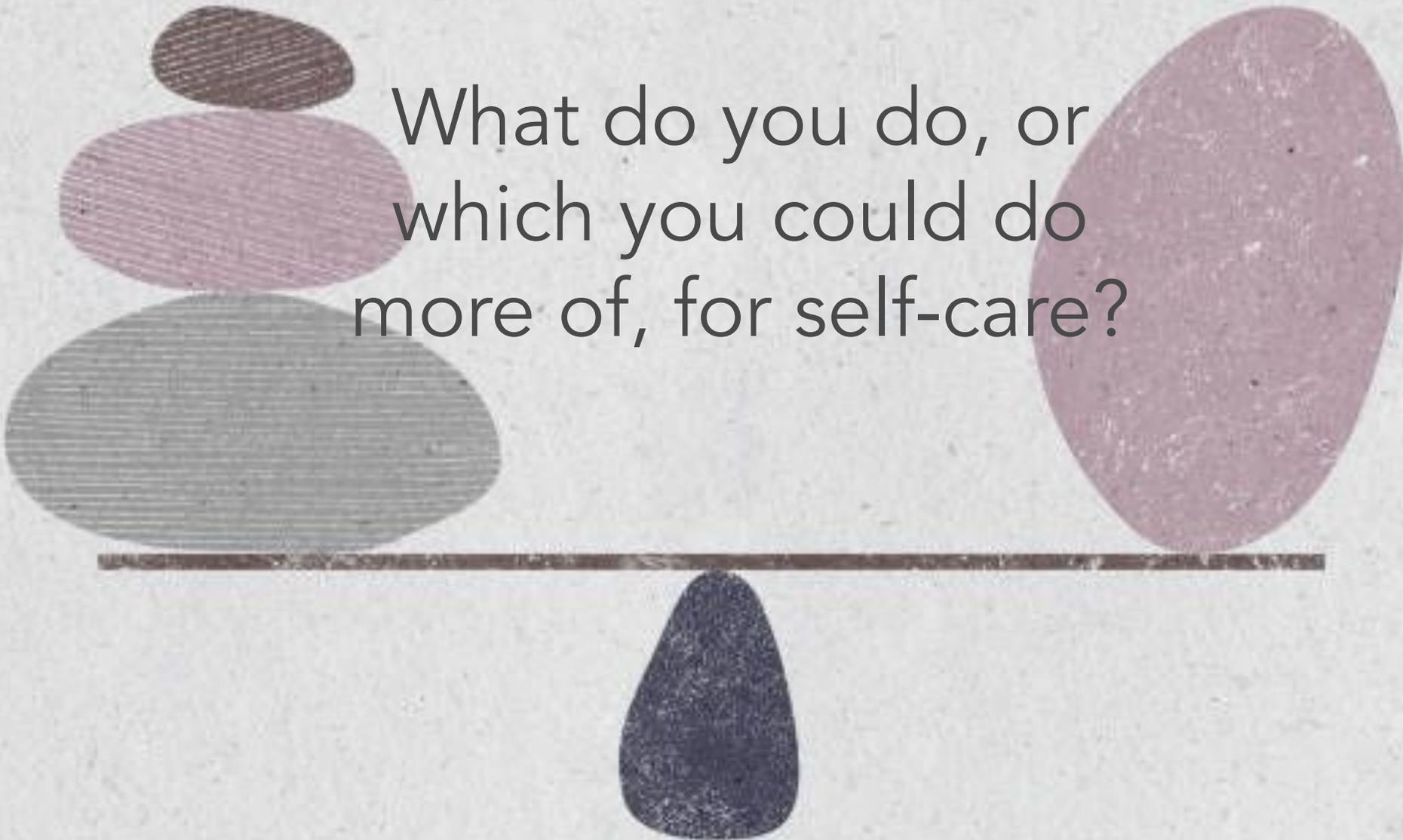


# *Self-Care*

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What is Self-Care?





What do you do, or  
which you could do  
more of, for self-care?

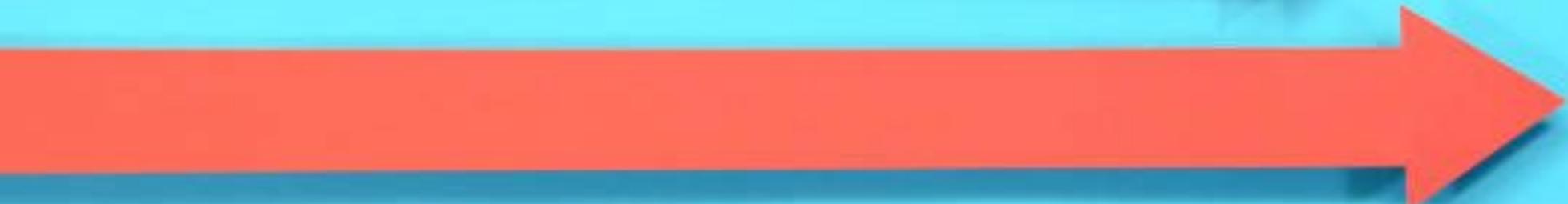


What are the barriers  
to doing the things  
you want to do for  
self-care?

# Self-Care



Basic



Work



Home



# COVID-19 Principles

You are not “working from home”, you are “at your home, during a crisis, trying to work.”

Your personal physical, mental, and emotional health is far more important than anything else right now.

You should not try to compensate for lost productivity by working longer hours.

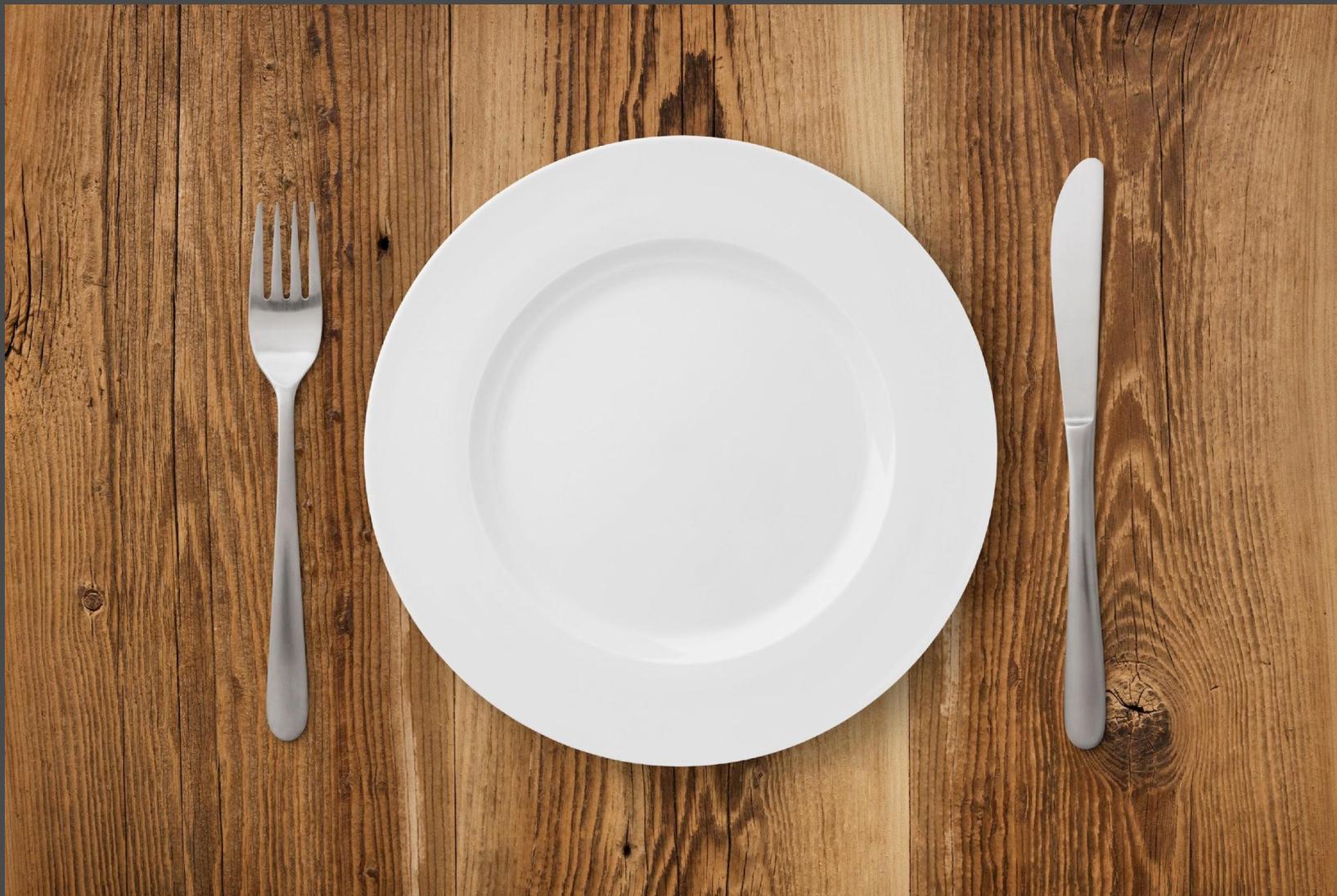
You will be kind to yourself and not judge how you are coping based on how you see others coping.

You will be kind to others and not judge how they are coping based on how you are coping.

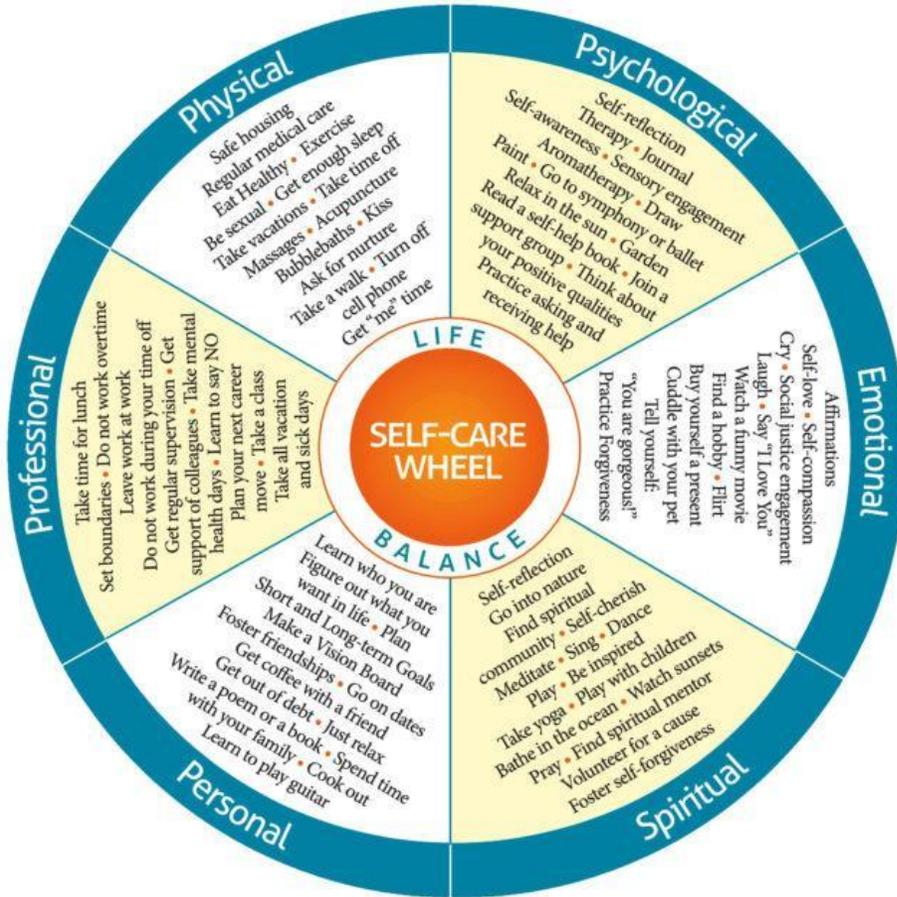
Your team’s success will not be judged the same way it was when things were normal.

# What's on your plate?

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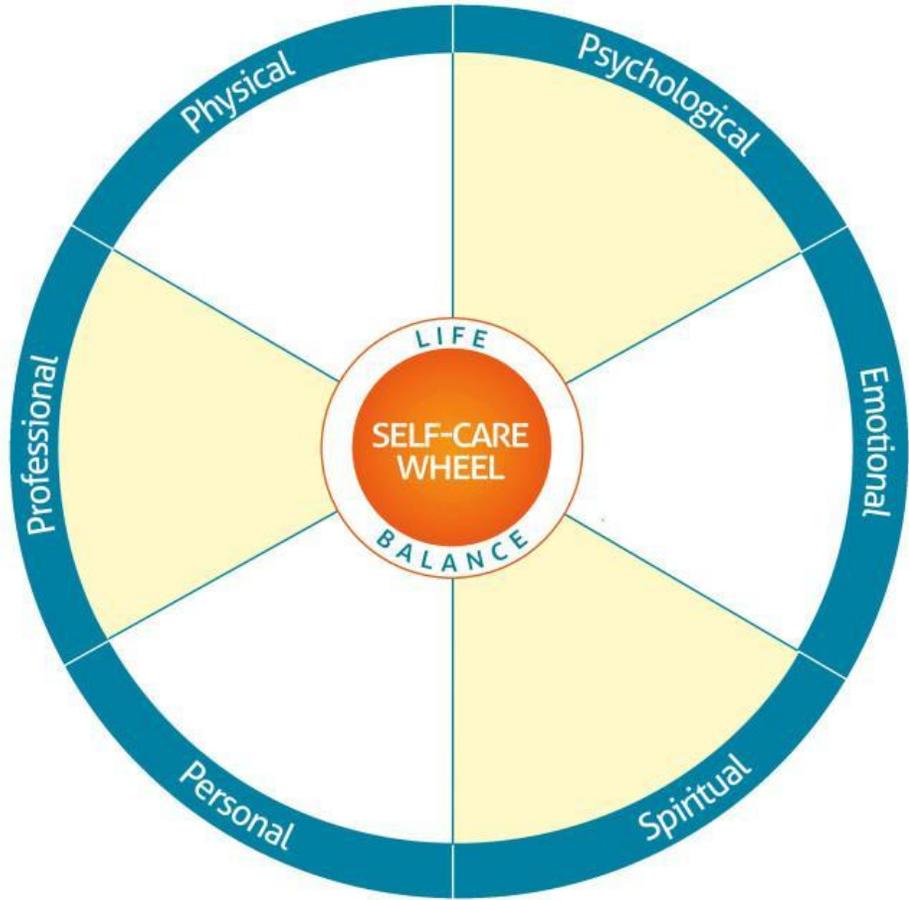
# SELF-CARE WHEEL



This Self-Care Wheel was inspired by and adapted from "Self-Care Assessment Worksheet" from *Transforming the Pain: A Workbook on Vicarious Traumatization* by Saakvitne, Pearlman & Staff of TSI/CAAP (Norton, 1996). Created by Olga Phoenix Project: Healing for Social Change (2013). Dedicated to all trauma professionals worldwide. Copyright @ 2013 Olga Phoenix, All Rights Reserved.

[www.OlgaPhoenix.com](http://www.OlgaPhoenix.com)

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# FIRE by Judy Brown

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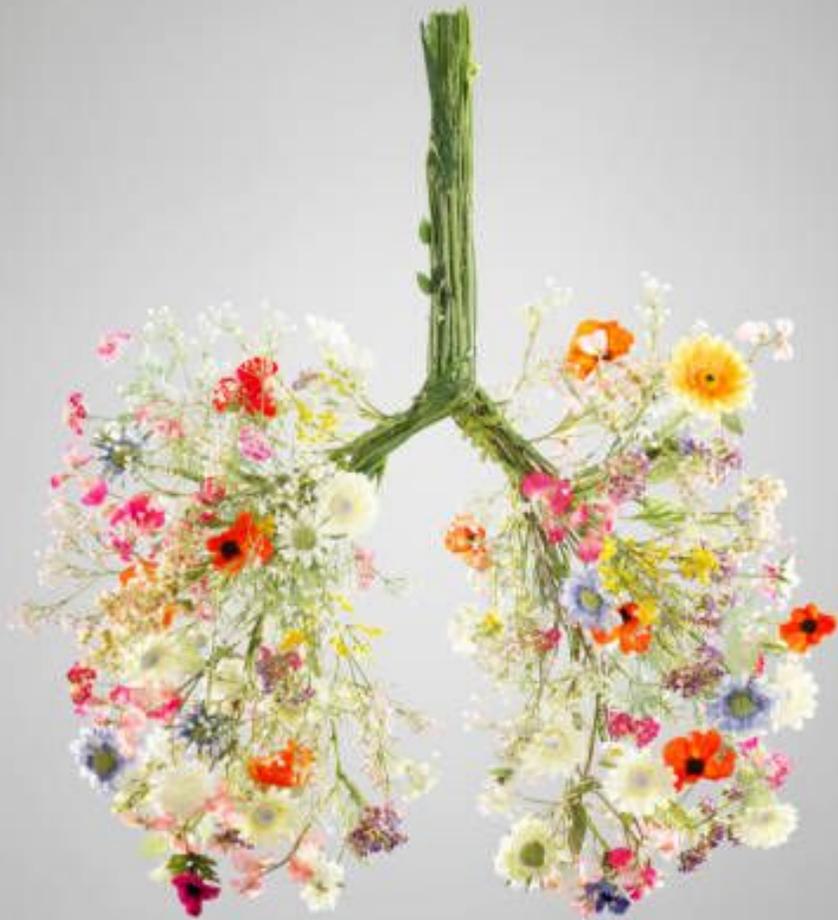


# Emergency Self-Care

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# Breathing Techniques

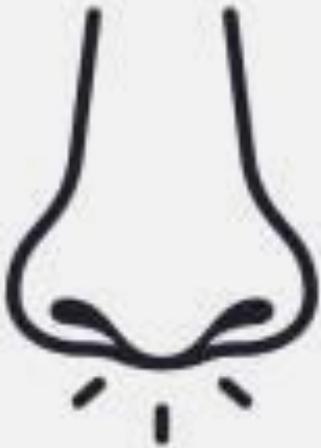
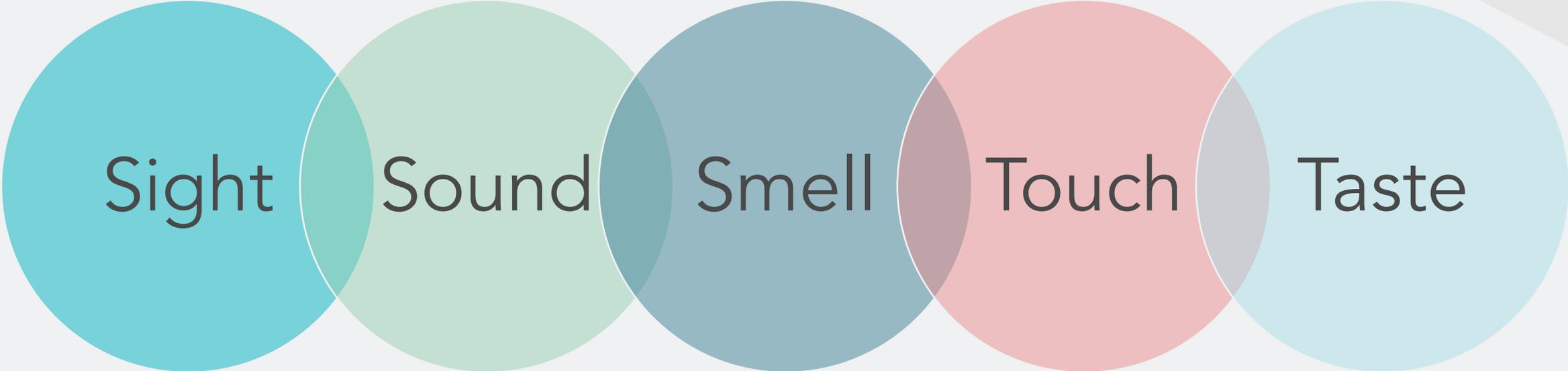


Hills & Valleys



Pick a Flower,  
Blow a Pinwheel

# Self-Care Kits





Everything Is Awful  
and I'm Not Okay:  
questions to ask  
before giving up



**2022**

GOAL

PLAN

ACTION





Questions?

# Contact Information

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Education Manager

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