

# RESILIENCE IN TRAUMA-EXPOSED WORK

UNDERSTANDING AND ADDRESSING THESE UNIQUE STRESS ENVIRONMENTS

PARTICIPANT BOOKLET



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Presented by:

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Your Name:

Date:

Location:

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# Resilience in Trauma-exposed Workplaces: Understanding and addressing these unique stress environments

An intensive program developed by Dr. Patricia Fisher, R.Psych., L.Psych

Working in fields where we are exposed to trauma, both directly and indirectly, provides a unique pathway to personal and professional growth and the development of an informed wisdom. However, work in these areas also increases our risk for serious stress, burnout and trauma effects. Fortunately, extensive research over the past decade provides grounded approaches to effectively address stress in trauma-exposed workplaces.

This workshop will provide a solid framework to understand the mechanisms of stress and resilience within trauma-exposed environments, and will introduce practical, best-practices approaches to increasing resilience and enhancing individual wellness and organizational health

## Course Contents

This intensive program supports participants by:

- Exploring the unique properties of trauma-exposed work and the critical need to enhance resilience.
- Applying the Complex Stress Model of Workplace Stress which incorporates both the system-based stresses and traumatic stresses (direct trauma and vicarious trauma).
- Recognizing and normalizing the wide range of physical, mental, behavioral and relationship responses to chronic stress.
- Understanding the cause and effect relationships between the relative risk for systemic and traumatic stress, self-care strategies and stress-related outcomes.
- Identifying the personal changes participants have experienced during their time in the field (areas of growth and areas of concern).
- Applying the workshop learning to each participant's personal experience and future planning.
- Considering the workshop information as it applies to participant's workplaces, organizations and occupational sectors.

## Workshop Format

This lively and engaging enhanced Webinar supports participants in meeting their goals using:

- Illustrated instruction and reflective exercises
- Assessment tools and applied planning tools

Each participant will receive:

- A copy of this *Workshop Participant Booklet* containing the overheads and a comprehensive suite of reusable assessment tools
- A copy of the course book: *Resilience, Balance & Meaning: Supporting our lives and our work in high stress, trauma-exposed workplaces*

## Slides

1

**RESILIENCE IN TRAUMA-EXPOSED WORK: ESSENTIALS**  
UNDERSTANDING AND ADDRESSING THESE UNIQUE STRESS ENVIRONMENTS

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**WHAT IS TRAUMA-EXPOSED WORK?**

Features exposure to threat, danger, injury, and suffering either directly or at second-hand

Who does this apply to?

- Formal helping professions: Health Care, Social Services, Child & Family Services, Educators, Animal Care professionals, Daycare workers
- First Responders: Police, Fire, Ambulance
- Justice sector: Court Services, Corrections, Lawyers
- Military
- Informal helpers

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**CONTENTS**

- What is unique about trauma-exposed work? – the Complex Stress Model
- How does the work affect us and our organizations?
- How can we grow in the work?
- What do we need to do?

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<h3>WHAT DO WE MEAN BY WELLNESS?</h3> <ul style="list-style-type: none"> <li>• Before we look at the stress issues, what do we mean when we talk about wellness?</li> <li>• What are the characteristics of a well person?</li> </ul>		<p><b>RESILIENCE IN TRAUMA-EXPOSED WORK: ESSENTIALS</b></p> <p>UNDERSTANDING AND ADDRESSING THESE UNIQUE STRESS ENVIRONMENTS</p> <p>A specialized enhanced webinar</p> <p>Presented by: Dr. Patricia Fisher Ph.D., R.Psych., L.Psych.</p>
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<h3>WHAT DO WE MEAN BY STRESS?</h3> <ul style="list-style-type: none"> <li>• <b>Eustress:</b> Stress experienced under positive circumstances</li> <li>• <b>Distress:</b> Arising from experiences of threat or discomfort from physical, psychological, environmental or other pressures.</li> </ul>		<p><b>RESILIENCE IN TRAUMA-EXPOSED WORK: ESSENTIALS</b></p> <p>UNDERSTANDING AND ADDRESSING THESE UNIQUE STRESS ENVIRONMENTS</p> <p>A specialized enhanced webinar</p> <p>Presented by: Dr. Patricia Fisher Ph.D., R.Psych., L.Psych.</p>
		
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<h3>WHAT IS THE STRESS STORY OVERALL?</h3> <ul style="list-style-type: none"> <li>• Chronic stress and its consequences have escalated overall</li> <li>• Major cause of physical health problems</li> <li>• Major cause of mental health problems             <ul style="list-style-type: none"> <li>• One in five workers suffer from a mental illness such as depression or anxiety (OECD)</li> <li>• 30 and 50 % of all new disability benefit claims in OECD nations are now due to poor mental health</li> </ul> </li> <li>• Depression alone is already a major cause of death, disability and economic burden worldwide and the WHO predicts that by 2020 it will be the second leading contributor to the global burden of disease across all ages</li> </ul>		<p><b>RESILIENCE IN TRAUMA-EXPOSED WORK: ESSENTIALS</b></p> <p>UNDERSTANDING AND ADDRESSING THESE UNIQUE STRESS ENVIRONMENTS</p> <p>A specialized enhanced webinar</p> <p>Presented by: Dr. Patricia Fisher Ph.D., R.Psych., L.Psych.</p>
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UNIQUE CHALLENGES OF THE WORK	
<ul style="list-style-type: none"><li>• The work culture and stress</li><li>• Work specific stress factors:<ul style="list-style-type: none"><li>• The work is stressful</li><li>• The extent of "emotional labour"</li><li>• Doing the work challenges the individual's previous belief systems</li><li>• The wider population doesn't share knowledge</li><li>• The work is not always valued by society</li></ul></li></ul> <p><b>Stress, identity, culture, emotion, cognition, biology</b></p>	<p><b>RESILIENCE IN TRAUMA-EXPOSED WORK: ESSENTIALS</b></p> <p>UNDERSTANDING AND ADDRESSING THESE UNIQUE STRESS ENVIRONMENTS</p> <p><b>A specialized enhanced webinar</b></p> <p>Presented by: <b>Dr. Patricia Fisher</b> Ph.D., R.Psych., L.Psych.</p> <p>© 2016, Dr. Patricia Fisher</p>

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INTRODUCING THE COMPLEX STRESS MODEL	
<ul style="list-style-type: none"><li>• What is it?</li><li>• Have the stresses increased over the last decade?</li><li>• What is unique about workplaces experiencing both systemic and traumatic stress?</li><li>• Why are trauma-informed workplaces especially vulnerable to stress effects?</li></ul>	<p><b>RESILIENCE IN TRAUMA-EXPOSED WORK: ESSENTIALS</b></p> <p>UNDERSTANDING AND ADDRESSING THESE UNIQUE STRESS ENVIRONMENTS</p> <p><b>A specialized enhanced webinar</b></p> <p>Presented by: <b>Dr. Patricia Fisher</b> Ph.D., R.Psych., L.Psych.</p> <p>© 2016, Dr. Patricia Fisher</p>

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AMPLIFIED STRESS IN TRAUMA-EXPOSED WORKPLACES	
<p><b>THE COMPLEX STRESS MODEL</b></p> <pre>graph TD; A[Systemic Workplace Stress] -- "+" --&gt; B[Traumatic Workplace Stress]; A --&gt; C[Job Stress]; A --&gt; D[Burnout]; A --&gt; E[Harassment]; B --&gt; F[Direct Trauma]; B --&gt; G[Indirect Trauma];</pre>	<p><b>RESILIENCE IN TRAUMA-EXPOSED WORK: ESSENTIALS</b></p> <p>UNDERSTANDING AND ADDRESSING THESE UNIQUE STRESS ENVIRONMENTS</p> <p><b>A specialized enhanced webinar</b></p> <p>Presented by: <b>Dr. Patricia Fisher</b> Ph.D., R.Psych., L.Psych.</p> <p>© 2016, Dr. Patricia Fisher</p>

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INCREASED SYSTEMIC STRESS PRESSURES	
<ul style="list-style-type: none"><li>• Restructured workplaces</li><li>• Financial constraints</li><li>• Increased complexity</li><li>• More multiagency, multidisciplinary collaborations</li><li>• Higher demands for accountability</li><li>• Demographic shifts</li><li>• Higher staff turnover</li><li>• Generational changes</li></ul>	<p><b>RESILIENCE IN TRAUMA-EXPOSED WORK: ESSENTIALS</b></p> <p>UNDERSTANDING AND ADDRESSING THESE UNIQUE STRESS ENVIRONMENTS</p> <p>A specialized enhanced webinar</p> <p>Presented by: <b>Dr. Patricia Fisher</b> Ph.D., R.Psych., L.Psych.</p> <p>10</p>
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INCREASED TRAUMATIC STRESS PRESSURES	
<ul style="list-style-type: none"><li>• Higher needs – higher risk populations</li><li>• Increased complexity of needs</li><li>• Increased complexity of interventions</li><li>• More diverse populations</li><li>• Greater challenges in access to services and integration across systems</li></ul>	<p><b>RESILIENCE IN TRAUMA-EXPOSED WORK: ESSENTIALS</b></p> <p>UNDERSTANDING AND ADDRESSING THESE UNIQUE STRESS ENVIRONMENTS</p> <p>A specialized enhanced webinar</p> <p>Presented by: <b>Dr. Patricia Fisher</b> Ph.D., R.Psych., L.Psych.</p> <p>11</p>
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CLAIMING OUR STRENGTHS & UNDERSTANDING OUR CHALLENGES	
<ul style="list-style-type: none"><li>• Systemic Workplace Stress</li><li>• Traumatic Workplace Stress</li></ul>	<p><b>RESILIENCE IN TRAUMA-EXPOSED WORK: ESSENTIALS</b></p> <p>UNDERSTANDING AND ADDRESSING THESE UNIQUE STRESS ENVIRONMENTS</p> <p>A specialized enhanced webinar</p> <p>Presented by: <b>Dr. Patricia Fisher</b> Ph.D., R.Psych., L.Psych.</p> <p>12</p>
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### A PREDICTIVE RISK & RESILIENCE APPROACH

While potential stressors exist in all our lives:

- There are factors that make it more or less likely we will experience stress (increase risk or increase resiliency)

There are 2 major types of factors:

- Individual Risk/Resiliency Factors
- Workplace Risk/Resiliency Factors

Each person will have a unique risk & resiliency profile


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### SYSTEMIC STRESSES

**Risk & Resilience factors for:**

- Job Stress
- Burnout
- Harassment


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### JOB STRESS RISK & RESILIENCE

Workplace Factors	Individual Factors
<ul style="list-style-type: none"><li>• Social support</li><li>• Respite time/time off</li><li>• Severity &amp; frequency of job stresses</li><li>• Job demands vs. resources</li><li>• Compensation &amp; advancement</li></ul>	<ul style="list-style-type: none"><li>• Belief that the work is valuable</li><li>• Work-family conflict</li><li>• Physical health problems</li></ul>


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BURNOUT	
<ul style="list-style-type: none"><li>• <b>Emotional exhaustion:</b> Being emotionally overextended and exhausted by one's work.</li><li>• <b>Depersonalization:</b> Having an unfeeling and impersonal response toward recipients of one's service.</li><li>• <b>Diminished personal accomplishment:</b> Having diminished feelings of competence and successful achievement in one's work with people</li></ul>	<p><b>RESILIENCE IN TRAUMA-EXPOSED WORK: ESSENTIALS</b></p> <p>UNDERSTANDING AND ADDRESSING THESE UNIQUE STRESS ENVIRONMENTS</p> <p>A specialized enhanced webinar</p> <p>Presented by: <b>Dr. Patricia Fisher</b> Ph.D., R.Psych., L.Psych.</p> <p>16</p>
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BURNOUT RISK & RESILIENCE	
<p><b>Workplace Factors</b></p> <ul style="list-style-type: none"><li>• Social support</li><li>• Role ambiguity</li><li>• Role conflict</li><li>• Tangible and intrinsic rewards of the work</li><li>• Workload</li><li>• Recognition from others</li></ul>	<p><b>Individual Factors</b></p> <ul style="list-style-type: none"><li>• Sense of control</li><li>• Perception of fairness</li><li>• Personal values fit organization's</li><li>• Coping skills and strategies</li><li>• Turnover intentions</li></ul>
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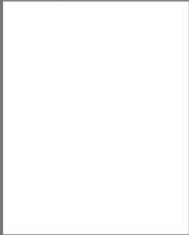
HARRASSMENT RISK & RESILIENCE	
<p><b>Workplace Factors</b></p> <ul style="list-style-type: none"><li>• Management attitudes</li><li>• Organizational culture</li><li>• Clearly stated and enforceable policies</li><li>• Role of cyberbullying</li></ul>	<p><b>Individual Factors</b></p> <ul style="list-style-type: none"><li>• Vulnerability factors</li><li>• Gender</li><li>• Minority status</li></ul>
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### WHAT IS YOUR EXPERIENCE OF SYSTEMIC STRESS?

#### What Supports Resilience?



#### What Increases Risk?



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### TRAUMATIC STRESSES

**Risk & Resilience factors for:**

- Direct Trauma
- Indirect Trauma (Vicarious Trauma, Secondary Trauma, Compassion Fatigue)

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### DIRECT TRAUMA & INDIRECT TRAUMA

#### Direct Trauma



Person experiencing the traumatic event

#### Indirect Trauma



Person witnessing the traumatic event

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DIRECT TRAUMA RISK & RESILIENCE: 3 STAGES		
<b>Pre-trauma Factors</b> <ul style="list-style-type: none"><li>• Training &amp; preparation</li><li>• Trauma history</li><li>• Family history</li><li>• Life circumstances</li></ul>	<b>During Trauma Factors</b> <ul style="list-style-type: none"><li>• Severity of trauma</li><li>• Frequency &amp; duration</li><li>• Biological &amp; behavioral reactions at the time</li></ul>	<b>RESILIENCE IN TRAUMA-EXPOSED WORK: ESSENTIALS</b> UNDERSTANDING AND ADDRESSING THESE UNIQUE STRESS ENVIRONMENTS <b>A specialized enhanced webinar</b>  Presented by: <b>Dr. Patricia Fisher</b> Ph.D., R.Psych., L.Psych.  © 2016, Dr. Patricia Fisher
		

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DIRECT TRAUMA RISK & RESILIENCE: 3 STAGES	
<b>Post Trauma Factors</b> <ul style="list-style-type: none"><li>• Social support</li><li>• Secure attachment bonds</li><li>• Background stress</li><li>• Access to support/therapy</li></ul>	<b>RESILIENCE IN TRAUMA-EXPOSED WORK: ESSENTIALS</b> UNDERSTANDING AND ADDRESSING THESE UNIQUE STRESS ENVIRONMENTS <b>A specialized enhanced webinar</b>  Presented by: <b>Dr. Patricia Fisher</b> Ph.D., R.Psych., L.Psych.  © 2016, Dr. Patricia Fisher
	

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INDIRECT TRAUMA RISK & RESILIENCE		
<b>Workplace Factors</b> <ul style="list-style-type: none"><li>• Workload</li><li>• Nature of the work &amp; client group or population</li><li>• Exposure level</li><li>• Supervision</li><li>• Supportive work environment</li><li>• Training and professional history</li></ul>	<b>Individual Factors</b> <ul style="list-style-type: none"><li>• Rewards of the work</li><li>• Personal history</li><li>• Personal support</li><li>• Coping style</li><li>• Current life stress</li></ul>	<b>RESILIENCE IN TRAUMA-EXPOSED WORK: ESSENTIALS</b> UNDERSTANDING AND ADDRESSING THESE UNIQUE STRESS ENVIRONMENTS <b>A specialized enhanced webinar</b>  Presented by: <b>Dr. Patricia Fisher</b> Ph.D., R.Psych., L.Psych.  © 2016, Dr. Patricia Fisher
		

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### WHAT IS YOUR EXPERIENCE OF TRAUMATIC STRESS?

#### What Supports Resilience?

#### What Increases Risk?

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### HOW IS STRESS AFFECTING ME AND MY TEAM?

- Effects on Individuals
- Effects on workplace
- Effects on organizations and society

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### WHAT STRESS EFFECTS DO YOU SEE?

#### For Yourself?

#### For Your Colleagues?

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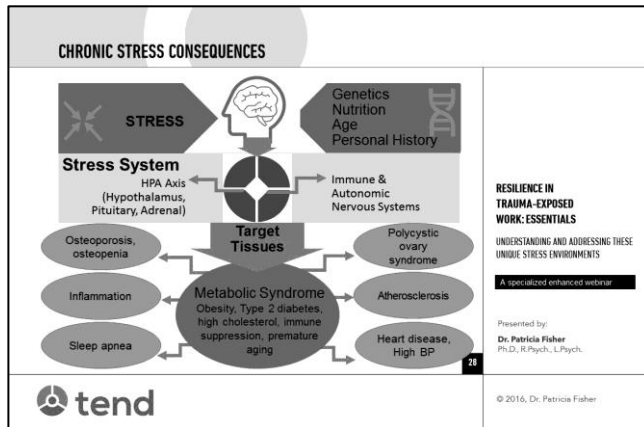
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**PHYSICAL HEALTH EFFECTS**

- **Increased Risk For:**
- Sleep problems & fatigue
- Headaches, joint & muscle pain
- Increased illness and immune system problems
- Cardiovascular disease
- Metabolic syndrome
- Gastrointestinal problems
- Cancers
- Arthritis
- Fat & sugar metabolism dysregulation

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**MENTAL HEALTH EFFECTS**

**Increased Risk For:**

- Mood disorders (depression & anxiety)
- PTSD
- Mental function (memory, concentration & attention)
- Self-esteem problems
- Substance abuse & dependency
- Moral distress/injury

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<h3>RELATIONSHIP EFFECTS</h3>	
 <p><b>Increased Risk For:</b></p> <ul style="list-style-type: none"> <li>• Emotionally numbing &amp; withdrawal</li> <li>• Poor communication</li> <li>• Anger &amp; aggression</li> <li>• Defensiveness</li> <li>• Negative attitudes</li> <li>• Family conflict &amp; breakdown</li> </ul>	<p><b>RESILIENCE IN TRAUMA-EXPOSED WORK: ESSENTIALS</b></p> <p>UNDERSTANDING AND ADDRESSING THESE UNIQUE STRESS ENVIRONMENTS</p> <p><b>A specialized enhanced webinar</b></p> <p>Presented by: <b>Dr. Patricia Fisher</b> Ph.D., R.Psych., L.Psych.</p>
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<h3>EFFECTS IN THE WORKPLACE</h3>	
<p><b>Environment &amp; Morale</b></p> <ul style="list-style-type: none"> <li>• Reduced productivity &amp; efficiency</li> <li>• Poor staff relations</li> <li>• Poor morale</li> <li>• Poor staff communications</li> <li>• Increased overwork &amp; overtime</li> <li>• Increased conflict and hostility</li> <li>• Increased grievances</li> <li>• Increased complaints from service recipients</li> <li>• Toxic staff environment</li> </ul>	<p><b>RESILIENCE IN TRAUMA-EXPOSED WORK: ESSENTIALS</b></p> <p>UNDERSTANDING AND ADDRESSING THESE UNIQUE STRESS ENVIRONMENTS</p> <p><b>A specialized enhanced webinar</b></p> <p>Presented by: <b>Dr. Patricia Fisher</b> Ph.D., R.Psych., L.Psych.</p>
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<h3>EFFECTS IN THE WORKPLACE</h3>	
<p><b>Direct &amp; Indirect Costs</b></p> <ul style="list-style-type: none"> <li>• Increased tardiness, absenteeism, presenteeism</li> <li>• Increased worker turnover</li> <li>• Increased risk for accidents and outcomes of poor judgment</li> <li>• Increased sick days, short-term stress leaves, long-term disability payments and early retirement</li> <li>• Increased training &amp; recruitment costs</li> <li>• Challenges to quality staff recruitment &amp; retention</li> <li>• Public relations problems</li> <li>• Increased risk for litigation costs</li> </ul>	<p><b>RESILIENCE IN TRAUMA-EXPOSED WORK: ESSENTIALS</b></p> <p>UNDERSTANDING AND ADDRESSING THESE UNIQUE STRESS ENVIRONMENTS</p> <p><b>A specialized enhanced webinar</b></p> <p>Presented by: <b>Dr. Patricia Fisher</b> Ph.D., R.Psych., L.Psych.</p>
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### EFFECTS ON ORGANIZATIONS & SOCIETY


- Functional capacity
- Sustainability
- These are critical systems for civil societies

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### WHAT CAN WE DO ABOUT IT?

- Self-Care is vital under conditions of chronic stress

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### THE STRESS & SELF-CARE EQUATION

Increased Stress

+

Increased Self-care

=

GROWTH

Increased Stress

+

Decreased Self-care

=


INJURY

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## Resilience in Trauma-Exposed Work

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### SELF-CARE QUESTIONNAIRES

How well are you taking care of yourself?

- In your workplace?
- In your personal life?

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UNDERSTANDING AND ADDRESSING THESE UNIQUE STRESS ENVIRONMENTS

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### COMPLETING THE SELF-CARE QUESTIONNAIRES

#### Self-care in Your Workplace Questionnaire

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**Instructions:**

- Please rate each of the items, on the 0-3 scale, in terms of how often you use them in your workplace. Look at what you currently do, rather than what you think you should do.
- Please total the scores for each of the sub-scales for the summary graphs at the end of the unit.

**1. Physical Self-Care**

	Never	Seldom	Frequently	Always
Take regular lunch and coffee breaks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Eat a healthy lunch and snacks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Drink 8-10 cups of water during the workday	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Limit caffeinated beverages to 3 cups/day	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Make opportunities to stretch and be active during the workday	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Score:

**2. Cognitive Self-care**

	Never	Seldom	Frequently	Always
Give yourself a mental map about what you are going to do that day - not panic, take time off	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Allow yourself to feel interested in what you are doing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Engage in activities which increase your professional knowledge base & sense of competency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Share your knowledge with others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Initiate new projects or procedures, consider ways you could improve the job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Score:

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### COMPLETING THE SELF-CARE QUESTIONNAIRES

Example	Your score
Physical	6.0
Cognitive	7.0
Psychological/Emotional	10.0
Behavioral	3.0
Interpersonal	10.0

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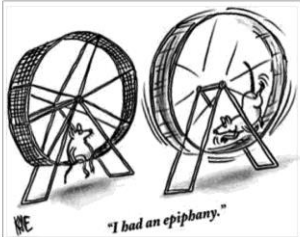
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WHAT DO YOUR SELF-CARE WHEELS LOOK LIKE?	
<ul style="list-style-type: none"><li>• Do you take better care of yourself in some areas than others?</li><li>• Is there room for improvement?</li><li>• How balanced is your self-care? Does your wheel look like a radiation hazard warning?</li><li>• Has it always been like this, or is this new?</li></ul> 	<p><b>RESILIENCE IN TRAUMA-EXPOSED WORK: ESSENTIALS</b> UNDERSTANDING AND ADDRESSING THESE UNIQUE STRESS ENVIRONMENTS</p> <p>A specialized enhanced webinar</p> <p>Presented by: <b>Dr. Patricia Fisher</b> Ph.D., R.Psych., L.Psych.</p> <p>40</p> <p>© 2016, Dr. Patricia Fisher</p>

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WORTH CONSIDERING?	
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START WITH THE PHYSIOLOGICAL BASICS	
<p><b>Sleep</b></p> <ul style="list-style-type: none"><li>• Fatigue</li><li>• Memory and concentration</li><li>• Impact on serotonin levels</li></ul> <p><b>Nutrition</b></p> <ul style="list-style-type: none"><li>• Metabolic stability</li><li>• Healthy weight</li></ul> <p><b>Exercise</b></p> <ul style="list-style-type: none"><li>• Mitigates stress response</li><li>• Neurotrophic growth hormone</li><li>• Fitness and resiliency</li></ul>	<p><b>RESILIENCE IN TRAUMA-EXPOSED WORK: ESSENTIALS</b> UNDERSTANDING AND ADDRESSING THESE UNIQUE STRESS ENVIRONMENTS</p> <p>A specialized enhanced webinar</p> <p>Presented by: <b>Dr. Patricia Fisher</b> Ph.D., R.Psych., L.Psych.</p> <p>42</p> <p>© 2016, Dr. Patricia Fisher</p>

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### HOW HAVE I GROWN AND CHANGED?


- Post-traumatic Growth

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### HOW HAVE YOU CHANGED?


- In what ways do you think you've changed since you began working in the field?
- What do you see as the positive changes?
- What are some of the changes you are not so comfortable about?
- What do you think your family and friends would say?

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### POSTTRAUMATIC GROWTH (R.G. Tedeschi and L.G. Calhoun)


- The experience of positive change that occurs as a result of the struggle with traumatic and challenging life challenges.
- The term is new, but the idea that great good can come from great suffering is ancient.
- Occurs in a wide range of people facing a wide variety of traumatic circumstances and events
- Posttraumatic growth mutually interacts with life wisdom and the development of the life narrative
- An ongoing process, not a static outcome.

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POSTTRAUMATIC GROWTH (R.G. Tedeschi and L.G. Calhoun)	
<ul style="list-style-type: none"><li>• Change that goes beyond an ability to resist and not be damaged by highly stressful circumstances; it involves a movement beyond pre-trauma levels of adaptation.</li><li>• Has a quality of transformation or a qualitative change in functioning unlike the concepts of resilience, sense of coherence, optimism, and hardiness</li><li>• Growth does not occur as a direct result of trauma exposure. <b>It is the individual's struggle with the new reality in the aftermath of trauma exposure that is crucial in determining the extent to which posttraumatic growth occurs.</b></li></ul>	<p><b>RESILIENCE IN TRAUMA-EXPOSED WORK: ESSENTIALS</b> UNDERSTANDING AND ADDRESSING THESE UNIQUE STRESS ENVIRONMENTS</p> <p>A specialized enhanced webinar</p> <p>Presented by: <b>Dr. Patricia Fisher</b> Ph.D., R.Psych., L.Psych.</p> <p>46</p>
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PERSONAL CHARACTERISTICS TO MANAGE STRESS	
<p><b>Resilience</b></p> <ul style="list-style-type: none"><li>• An ability to go on with life after hardship and adversity</li><li>• To continue living a purposeful life after experiencing hardship and adversity.</li></ul> <p><b>Hardiness</b></p> <ul style="list-style-type: none"><li>• Tendencies toward commitment, control, and challenge in response to life events</li><li>• Hardy people are curious and active, believe they can influence events, and expect life to present challenges that can be met with personal development.</li></ul>	<p><b>RESILIENCE IN TRAUMA-EXPOSED WORK: ESSENTIALS</b> UNDERSTANDING AND ADDRESSING THESE UNIQUE STRESS ENVIRONMENTS</p> <p>A specialized enhanced webinar</p> <p>Presented by: <b>Dr. Patricia Fisher</b> Ph.D., R.Psych., L.Psych.</p> <p>47</p>
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PERSONAL CHARACTERISTICS TO MANAGE STRESS	
<p><b>Optimism</b></p> <ul style="list-style-type: none"><li>• Expectations of positive outcomes to events</li></ul> <p><b>Sense of coherence</b></p> <ul style="list-style-type: none"><li>• Describes people who are in the best position to manage stress because they can comprehend or understand events</li><li>• Can manage or cope with them and find meaning in them.</li></ul>	<p><b>RESILIENCE IN TRAUMA-EXPOSED WORK: ESSENTIALS</b> UNDERSTANDING AND ADDRESSING THESE UNIQUE STRESS ENVIRONMENTS</p> <p>A specialized enhanced webinar</p> <p>Presented by: <b>Dr. Patricia Fisher</b> Ph.D., R.Psych., L.Psych.</p> <p>48</p>
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### HOW DOES POST-TRAUMATIC GROWTH APPLY TO YOU NOW?

Self-Assessment

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### COGNITIVE RESTRUCTURING

- Assumptions and cognitive rebuilding
- The changed reality of one's life after trauma exposure produces a worldview that incorporates the traumatic material and possible events in the future, and that are more resistant to being shattered. These results are experienced as growth

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### HOW CAN I (AND MY TEAM) MOVE AHEAD?

- Beyond Self-care

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<b>BUT IS SELF-CARE ENOUGH?</b>	
<ul style="list-style-type: none"><li>• Critical, but not the whole story and runs the risk of blame the victim</li><li>• We also have to address the ways we do our work and maximize the resiliency factors</li></ul> <p>ORGANIZATIONS CANNOT MAKE PROGRESS WITH RESPECT TO EMPLOYEE WELL-BEING AND WORK-LIFE BALANCE IF THEY DO NOT FOCUS ON CHANGING THEIR ORGANIZATIONAL CULTURES (DUXBURY &amp; HIGGINS 2012)</p>	<p><b>RESILIENCE IN TRAUMA-EXPOSED WORK: ESSENTIALS</b> UNDERSTANDING AND ADDRESSING THESE UNIQUE STRESS ENVIRONMENTS</p> <p>A specialized enhanced webinar</p> <p>Presented by: <b>Dr. Patricia Fisher</b> Ph.D., R.Psych., L.Psych.</p>
	

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<b>6 KEY RESILIENCY PREDICTORS</b>	
<p><b>Supervision – Peer Buddy</b></p> <ul style="list-style-type: none"><li>• Safe, trustworthy, and accessible peer without breaking privilege</li><li>• Available skilled, expert consultation resources</li><li>• Regular peer supervision</li></ul> <p><b>Supportive Working Environment</b></p> <ul style="list-style-type: none"><li>• Workplace recognize stress effects of vicarious trauma</li><li>• Able to discuss distress with colleagues and co-workers</li><li>• Able to discuss distress with supervisors or management</li></ul>	<p><b>RESILIENCE IN TRAUMA-EXPOSED WORK: ESSENTIALS</b> UNDERSTANDING AND ADDRESSING THESE UNIQUE STRESS ENVIRONMENTS</p> <p>A specialized enhanced webinar</p> <p>Presented by: <b>Dr. Patricia Fisher</b> Ph.D., R.Psych., L.Psych.</p>
	

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<b>6 KEY RESILIENCY PREDICTORS</b>	
<p><b>Training &amp; professional history</b></p> <ul style="list-style-type: none"><li>• Feel adequately trained for the work</li><li>• Feel adequately trained regarding the stress effects of the work</li><li>• Receive appropriate ongoing training and In-service</li></ul> <p><b>Rewards of the work</b></p> <ul style="list-style-type: none"><li>• Experience work as valuable</li><li>• Find work rewarding</li><li>• Committed to work</li></ul>	<p><b>RESILIENCE IN TRAUMA-EXPOSED WORK: ESSENTIALS</b> UNDERSTANDING AND ADDRESSING THESE UNIQUE STRESS ENVIRONMENTS</p> <p>A specialized enhanced webinar</p> <p>Presented by: <b>Dr. Patricia Fisher</b> Ph.D., R.Psych., L.Psych.</p>
	

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### 6 KEY RESILIENCY PREDICTORS

#### Personal Support

- Emotionally supportive relationship with spouse/partner
- Emotionally supportive relationship with family members
- Emotionally supportive relationship with friends

#### Current Life Context

- Work-life balance
- Health is good
- Financial life is reasonable

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### WHAT DOES IT LOOK LIKE FOR YOU AND YOUR TEAM?

#### Resiliency Predictors in Trauma-Exposed Workplaces - Team Members

Instructions: Please respond to each of the statements below on a 5-point scale in terms of how often you feel this statement is about your team members only. Not at all (0), to 30 days (4).

**PERSONAL SUPPORT**

Members have family, friends, and/or available support available

Members have access to other support resources available

Members have regular contact with

**SUPPORTIVE WORKPLACE ENVIRONMENT**

Members' workplace recognizes the stress effects of trauma exposure

Members are able to safely discuss stress with colleagues

Members are able to safely discuss stress with supervisors or management

**TRAINING & PROFESSIONAL SKILLS**

Members have adequate training for the work

Members feel adequately trained regarding the stress effects of the work

Members receive appropriate ongoing training and/or support

**RESOURCES ON THE WORK**

Members experience the work as stressful

Members feel they have enough

Members are personally committed to the work

**PROFESSIONAL SUPPORT**

Members have personally supportive collegial relationships

Members have personally supportive family relationships

Members have personally supportive relationships with friends

**CURRENT LIFE CONTEXT**

Members are not overwhelmed

Members are not financially distressed

#### Resiliency Predictors Score Chart - Team Members

Instructions: This is a simple bar chart that helps you see your scores. Please fill in your scores in each of the columns.

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### YOUR STRENGTHS & CHALLENGES

#### What are the biggest strengths?

#### What are the biggest challenges?

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### WHAT CAN YOU DO NOW?

**What are your priorities?**

- Get more training in trauma-informed care
- Develop and enhance your social supports
- Identify your warning signs
- Develop a wellness practice and grounding skills
- Advocate for change
- Decide what you can control
- What else?

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### HOW TO USE YOUR WORKBOOK

**RESILIENCE, BALANCE & MEANING**

Supporting our lives and our work in high stress, trauma-exposed workplaces

**Three Sections**

1. Understanding trauma-exposed work
2. Self-assessments: Risk & resilience; self-care; symptoms & effects
3. Developing self-care plans for your personal life & your work life

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### WHAT WOULD BE HELPFUL GOING FORWARD?

**For you personally?**

**For your team and organization?**

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**IN CLOSING**

What are your personal take-aways from this training?  
What are your professional take-aways?


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## What is Your Experience of Systemic Stress?

What Supports Resilience?	What Increases Risk?

## What is Your Experience of Traumatic Stress?

What Supports Resilience?	What Increases Risk?

## What Stress Effects Do You See?

For Yourself?	For Your Colleagues?

## Self-care in Your Workplace Questionnaire

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### Instructions:

1. Please rate each of the items, on the 0-3 scale, in terms of how often you use them in your workplace. Look at what you **actually do**, rather than what you think you **should do**.
2. Please total the scores for each of the subscales for the summary graphs at the end of the unit.

	Never	Rarely	Fairly Often	Usually
<b>1. Physical Self-Care</b>	0	1	2	3
Take regular lunch and coffee breaks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Eat a healthy lunch and snacks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Drink 4-8 cups of water during the workday	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Limit caffeinated beverages to 3 cups/day	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Make opportunities to stretch and be active during the workday	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Score	<input type="text"/>			
<b>2. Cognitive Self-care</b>				
Give yourself a mental map about what you are going to do that day - set goals, tick them off	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Allow yourself to feel interested in what you are doing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Engage in activities which increase your professional knowledge base & sense of competency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Share your knowledge with others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Initiate new projects or procedures, consider ways you could improve the job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Score	<input type="text"/>			
<b>3. Psychological/Emotional Self-Care</b>				
Check in with your emotional state through the day and identify distressing feelings. Recognize what is causing the feelings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stop to recognize & appreciate when you have done something you could feel good about	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recall the positive reasons why you are doing the work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Identify project/tasks that you find interesting and rewarding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recognize the emotional states of those with whom you are interacting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Score	<input type="text"/>			

## Resilience in Trauma-Exposed Work

		How Often			
	Never	Rarely	Fairly Often	Usually	
	0	1	2	3	
<b>1. Behavioral Self-Care</b>					
Create quiet time to complete tasks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Set limits with those you work with (e.g., patients/clients/inmates, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Set limits with co-workers and supervisors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Balance your daily tasks so that you are not overwhelmed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Keep your workspace comfortable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Score				<input type="text"/>	
<b>2. Interpersonal Self-Care</b>					
Take daily time to chat and be social with co-workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Make use of a peer support group to debrief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Keep communications open with supervisor and team members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Get specialized consultation when you need it	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Participate in workplace social occasions (e.g., gatherings, luncheons, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Score				<input type="text"/>	

## Self-care in Your Personal Life Questionnaire

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### Instructions:

1. Please rate each of the items, on the 0-3 scale, in terms of how often you use them in your personal life. Look at what you **actually do**, rather than what you think you **should do**.
2. Please total the scores for each of the subscales for the summary graphs at the end of the unit.

	How Often			
	Never	Rarely	Fairly Often	Usually
	0	1	2	3
<b>1. Physical Self-Care</b>				
Eat regularly and healthily	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Get regular exercise & maintain fitness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Get enough sleep (an average of 8 or more hours per day)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Take time for yourself	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Get regular medical & dental preventative care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			Score	<input type="text"/>
<b>2. Cognitive Self-care</b>				
Take time for self-reflection	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recognize and value your strengths, capabilities and accomplishments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discuss and exchange thoughts and ideas with others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Encourage yourself to be actively curious and interested	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Read books or material that have nothing to do with work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			Score	<input type="text"/>
<b>3. Psychological/Emotional Self-Care</b>				
Listen to your internal experience (e.g., feelings, thoughts, beliefs, judgments, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Allow yourself to experience distressing emotions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Make space and opportunities for laughter and fun	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Actively work to reduce your stress levels	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Make opportunities to safely connect with others and be yourself	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			Score	<input type="text"/>

	How Often			
	Never	Rarely	Fairly Often	Usually
<b>4. Behavioral Self-Care</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>
Ask for support and assistance when you need it	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do things where you are not an expert or not in charge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Say no to added responsibilities & stresses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Engage in hobbies or interests that are not work-related	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Give yourself day-trips, mini-vacations or breaks from the routine	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			Score	<input type="text"/>
<b>5. Interpersonal Self-Care</b>				
Make time for your intimate relationship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Spend quality time with children & family members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Spend time with friends who are important to you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Take risks in letting people know different aspects of you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Set limits to taking on responsibilities and burdens that are not yours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			Score	<input type="text"/>
<b>6. Existential Self-Care</b>				
Be aware of what is meaningful to you and notice its place in your life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pray, meditate, or engage in other practices which give you grounding and a sense of peace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hold awareness of the non-material aspects of your life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Find a spiritual connection or community that shares your beliefs & values	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Take part, in some way, in causes you believe in	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			Score	<input type="text"/>

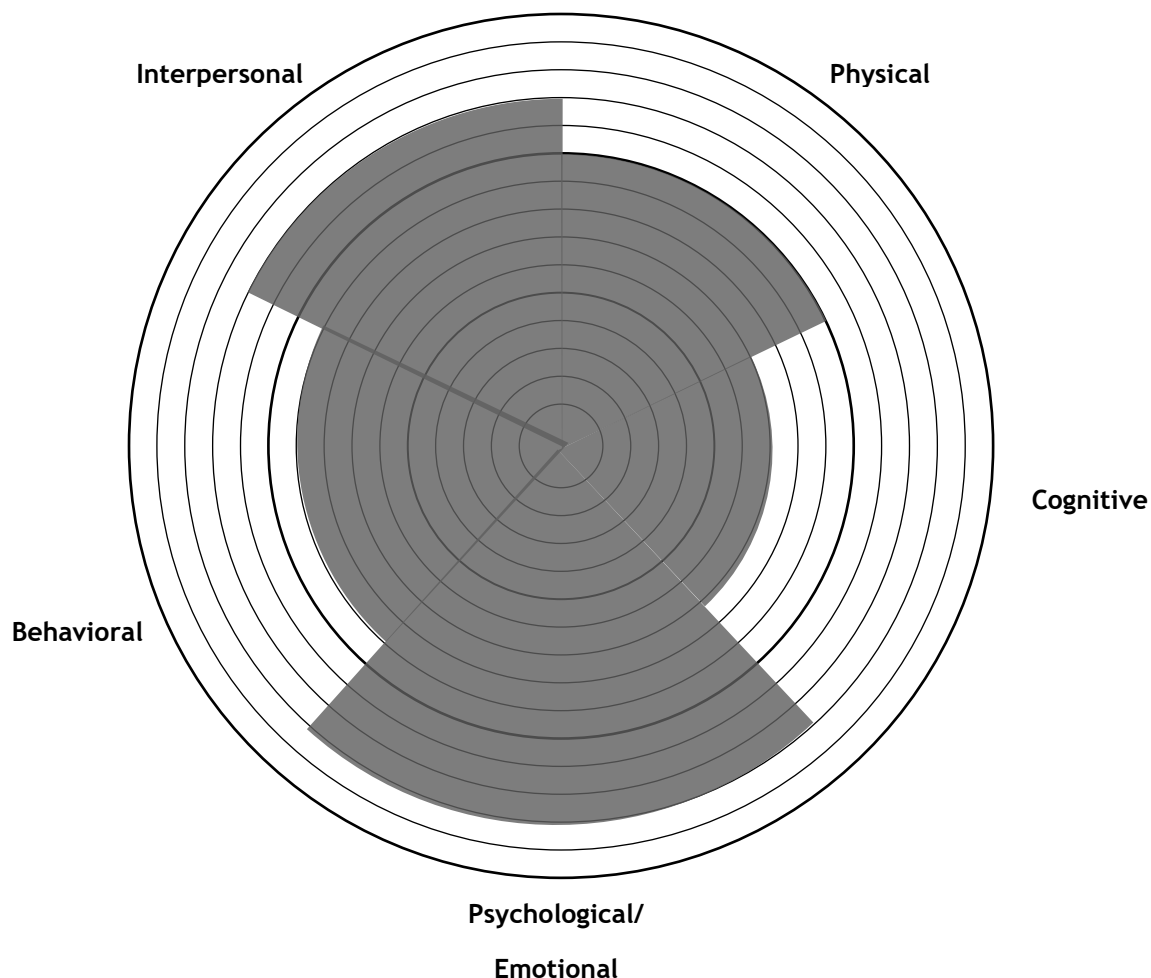
## Example: Self-Care in Your Personal Life Graphs

### Instructions:

Please take this opportunity to fill in the summary wheel graphs and allow yourself to reflect on what they may be telling you. Please complete each graph as in the example below.

1. Enter your individual factor scores in the appropriate sector of graph.
2. Fill in the pie graph to the indicated score level (colored pens are helpful).

Example	Your score
Physical	10
Cognitive	7
Psychological/Emotional	13
Behavioral	9
Interpersonal	12

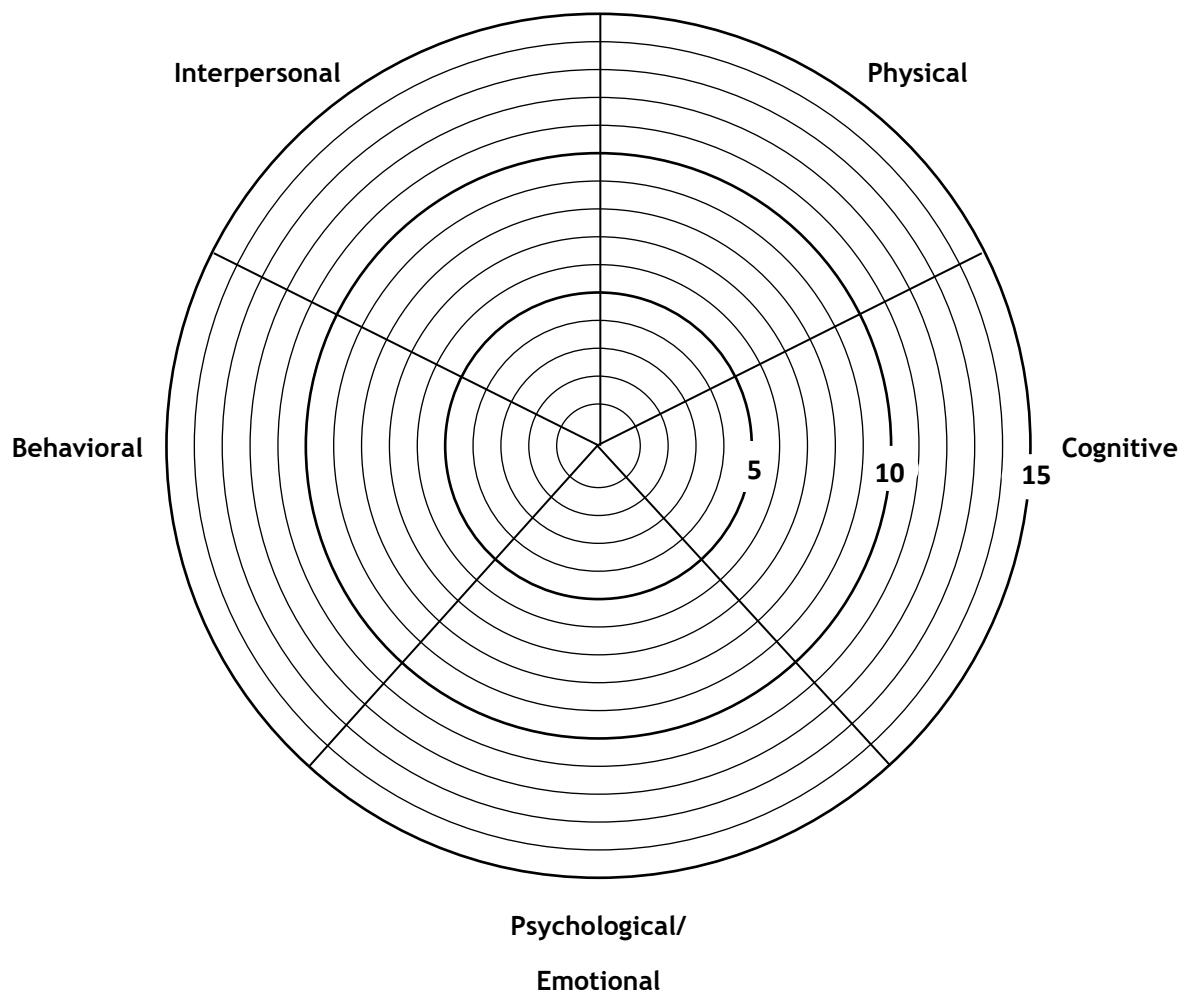




## Self-Care in Your Workplace Graph

	Your score
Physical	
Cognitive	
Psychological/Emotional	
Behavioral	
Interpersonal	

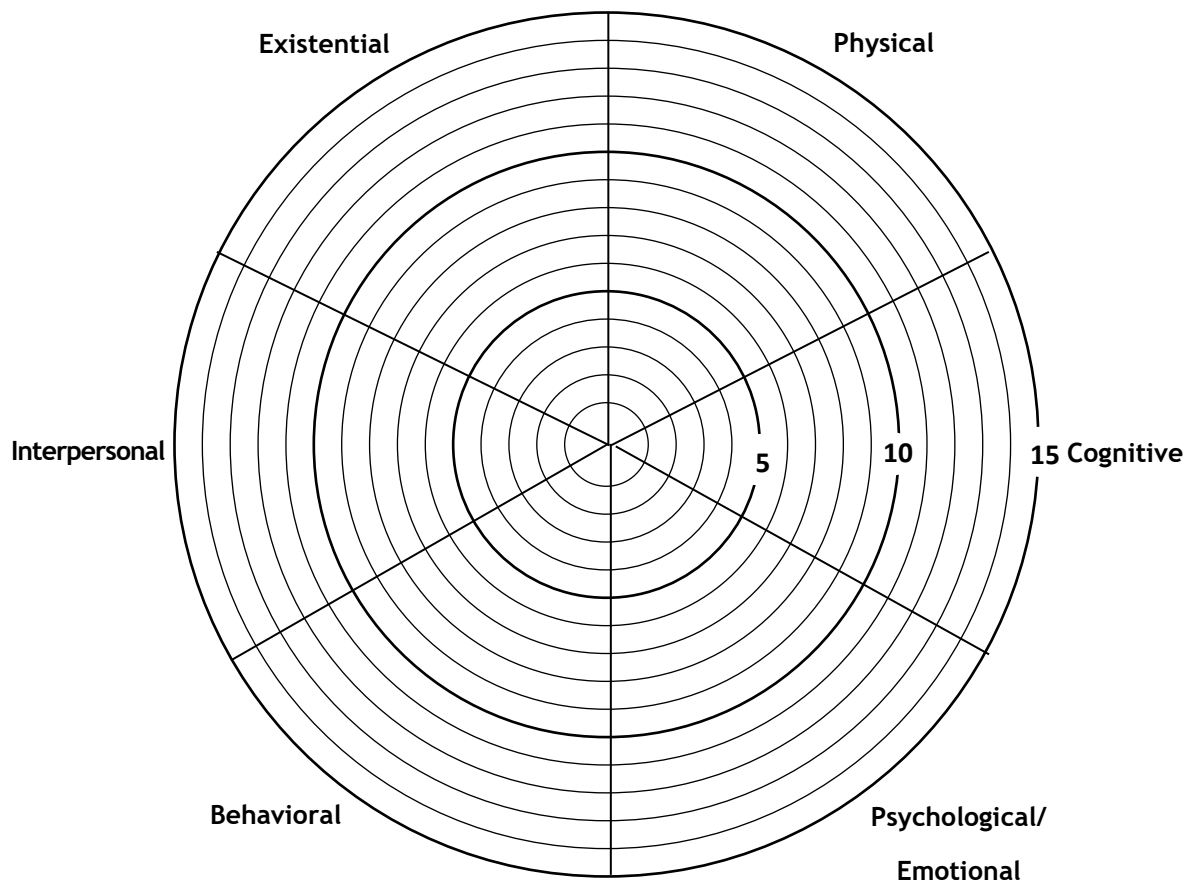
Please print this Graph and complete it by hand



## Self-Care in Your Personal Life Graph

	Your score
Physical	
Cognitive	
Psychological/Emotional	
Behavioral	
Interpersonal	
Existential	

Please print this Graph and complete it by hand



## Things to Look For

Take some time to look at your wheel graphs and see if you can see patterns or themes:

- Does your work wheel look similar to, or different from, your personal wheel?
- How balanced or unbalanced do the wheels look?
- In which areas of your life do you take best care?
- In which areas are you most neglectful of yourself?
- Has it always been like this for you, or has this changed over the past few years?
- How aware were you of the areas of strength and those of vulnerability?

## How Have You Changed?

What do you see as the positive changes?	What are some of the changes you are not so comfortable about?
What do you think your family and friends would say?	

## Post Traumatic Growth Inventory (Adapted from APA)

Score on a 1 to 5 scale where:

1 = I do not experience this change

5 = I experience this change to a great extent

	1	2	3	4	5
<b>Factor I: Relating to Others</b>					
I more clearly see that I can count on people in times of trouble					
I have a greater sense of closeness with others					
I am more willing to express my emotions					
I have more compassion for others					
I put more effort into my relationships					
I learned a great deal about how wonderful people are					
I better accept needing others					
	Total				/ 35
<b>Factor II: New Possibilities</b>					
I developed new interests					
I established a new path for my life					
I am able to do better things with my life					
I am more likely to try to change things which need changing					
	Total				/ 20
<b>Factor III: Personal Strength</b>					
I have a greater feeling of self-reliance					
I know better that I can handle difficulties					
I am better able to accept the way things work out					
I discovered that I'm stronger than I thought I was					
	Total				/ 20
<b>Factor IV: Spiritual Change</b>					
I have a better understanding of spiritual or existential matters					
I have a stronger religious or spiritual faith					
	Total				/ 10
<b>Factor V: Appreciation of Life</b>					
I changed my priorities about what is important in life					
I have a greater appreciation for the value of my own life					
I can better appreciate each day					
	Total				/ 15

**Note:** Scale is scored by adding all responses. Factors are scored by adding responses to items on factors.

## Post Traumatic Growth Inventory Scales

### **Factor I: Relating to Others**

If you answered with 4 or 5 to many of the questions in this section, you may be developing even stronger bonds with loved ones, reestablishing relationships with estranged family members and friends, or gaining more compassion for others.

### **Factor II: New Possibilities**

If you answered with 4 or 5 to many of the questions in this section you may be noticing that you are making choices in a more conscious manner according to a plan. You also may be more likely to try to change things that need changing.

### **Factor III: Personal Strength**

If you answered with 4 or 5 to many of the questions in this section, you may be expressing greater self-reliance and feeling more able to accept how things turn out and developing personal strength that may help you through hardships you encounter in the future.

### **Factor IV: Spiritual Change**

If you answered with 4 or 5 to the questions in this section, you may be reevaluating spiritual beliefs, associating with a community of similar believers, or connecting with your spiritual roots.

### **Factor V: Appreciation of Life**

If you answered with 4 or 5 to many of the questions in this section, you may be developing a greater appreciation of life. Some explain this as trying to live each day more fully. Some may rethink their values and priorities about what is important in their life and act differently if they change their priorities - for example, by spending more time with their family

# Resiliency Predictors in Trauma-Exposed Workplaces

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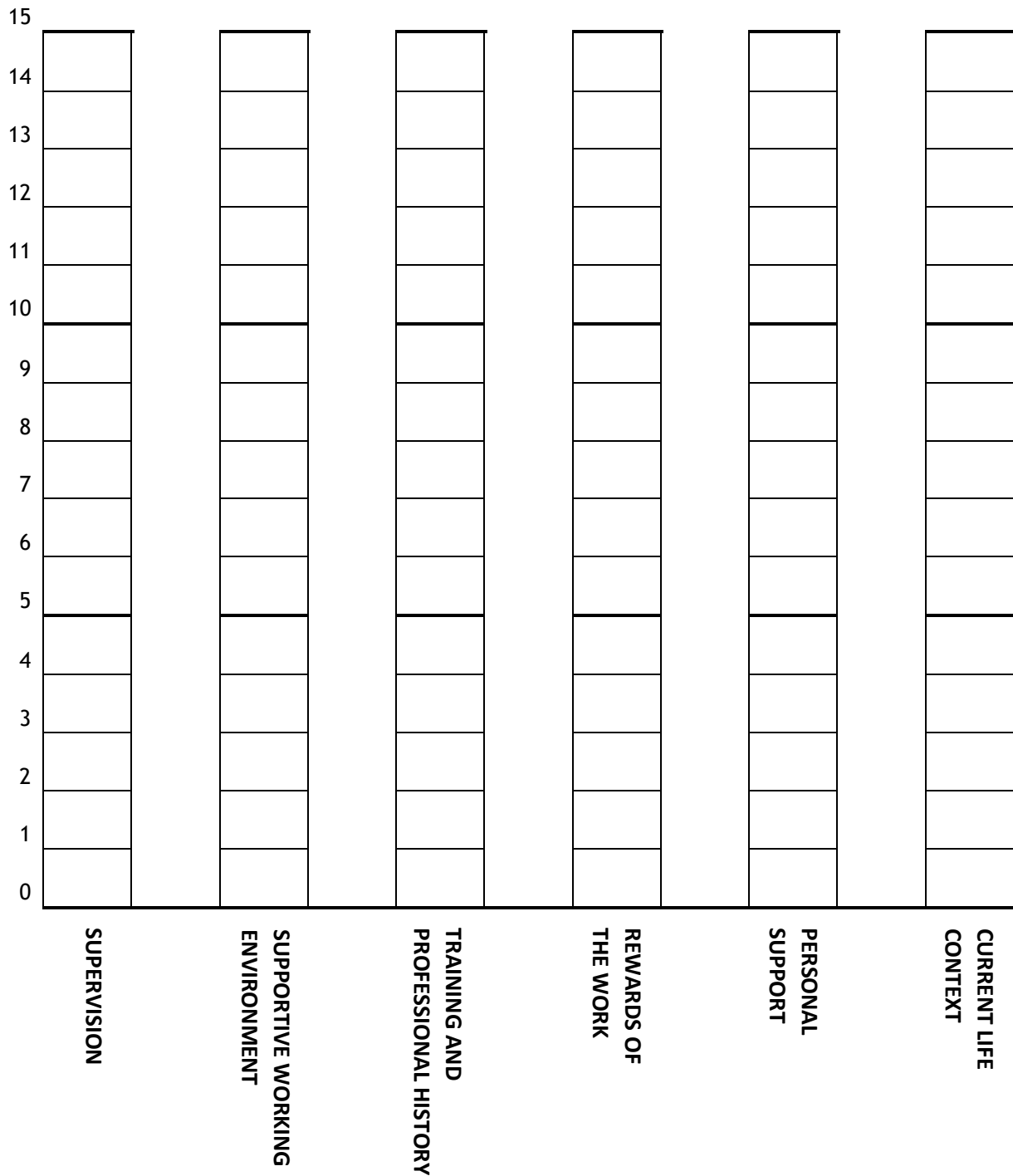
**Instructions:** Please respond to each of the statements below on a 1 to 5 scale in terms of how true you feel the statement is with: Not at all true (1) to (5) very true

	1	2	3	4	5
<b>SUPERVISION</b>					
I have safe, trustworthy, and accessible supervision available	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have skilled, expert consultation resources available	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have regular supervision	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Total</b>					<input type="text"/>
<b>SUPPORTIVE WORKING ENVIRONMENT</b>					
My workplace recognizes the stress effects of vicarious trauma	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am able to safely discuss issues with colleagues and co-workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am able to safely discuss issues with supervisors or management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Total</b>					<input type="text"/>
<b>TRAINING &amp; PROFESSIONAL HISTORY</b>					
I feel adequately trained for the work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel adequately trained regarding the stress effects of the work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive appropriate ongoing training and in-service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Total</b>					<input type="text"/>
<b>REWARDS OF THE WORK</b>					
I experience the work as valuable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find the work rewarding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am personally committed to the work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Total</b>					<input type="text"/>
<b>PERSONAL SUPPORT</b>					
I have an emotionally supportive relationship with my spouse/partner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have emotionally supportive relationships with my family members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have emotionally supportive relationships with friends and colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Total</b>					<input type="text"/>
<b>CURRENT LIFE CONTEXT</b>					
Relationships in my personal life are stable and dependable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My health is good	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My financial life is reasonable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Total</b>					<input type="text"/>

## Resiliency Predictors Score Chart

Please print this Graph and complete it by hand

**Instructions:** This is a simple bar chart that helps you see your scores. Please fill in your score totals in each of the 6 columns





## Your Strengths & Challenges?

What Are the Biggest Strengths?	What Are the Biggest Challenges?

## What Would Be Helpful Going Forward?

For You Personally?	For Your Team & Organization?

## What Are Your Take-Aways?

Personally?	Professionally?

## **Resilience in Trauma-Exposed Work**

**Notes:**

## **Resilience in Trauma-Exposed Work**

**Notes:**