

CMMHC WELLNESS BULLETIN

June 2018

Follow up to Vicarious Trauma Training

CMMHC recently hosted a training focused on vicarious trauma as presented by Angela Lewis-Dmello, MSW, LICSW. This training educated on the differences between burnout, secondary traumatic stress, and vicarious trauma. Let's dig more into what to do about this!

What are ways to cope with Vicarious Trauma?

INDIVIDUAL LEVEL:

- PRACTICE SELF-CARE
 - A. Increase Your Self-observations
 - Recognize and chart signs of stress: Vicarious traumatization and burnout. Maintain self-awareness.
 - Conduct self-analysis by filling out self-report scales such as the PROQOL (see attached)
 - B. Engage in Emotional Self-care Behaviors
 - Engage in relaxing and self-soothing activities. (Use mindfulness, meditation). Nurture Self-care.
 - Ensure physical and mental well-being
 - Maintain a healthy balance in your life. Have outside outlets.
 - Engage in healing activities in and outside of therapy. Express feelings through writing or art.
 - C. Use Your Cognitive Abilities
 - Recognize you are not alone
 - Set realistic expectations to enhance feelings of accomplishment. Avoid wishful thinking. Set specific achievable goals for each work shift or each session.
 - Do not take on responsibility to "heal" your clients"
 - Challenge negativity: Find meaning and hope. Focus on resilience in therapies.
 - D. Engage in Behavioral Activities
 - Balance the composition of case loads
 - Limit overall case loads.
 - Monitor work balance and work/life balance.
 - When necessary, take time off. Take a break (daily, weekly, monthly).

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- PEER AND COLLEGIAL LEVEL

- A. Helper Initiated Activities

- Assess social support network
 - Seek social support from supervisor, colleagues, and family members
 - Use buddy system, especially for novices
 - Obtain peer supervision- use Consultation Teams
 - Engage in “debriefing”. Develop informal opportunities to connect
 - Participate in training opportunities including RELIAS and all-staff training as well as off-site training that interests you
 - Participate in agency building or community building activities- ex. FISH committee activities!
 - Continue to learn more professionally

- ORGANIZATIONAL AND AGENCY LEVEL

- Schedule team meetings – “emotional check-ups”
 - Provide ongoing supervision, especially for novice helpers
 - Promote education and training
 - Ensure staff takes care of themselves in terms of nutrition, exercise, sleep and that they take frequent breaks. Help foster spiritual renewal.
 - Maintain professional connections and establish professional networks.
 - Address boundary issues, "Manage boundaries".
 - Support “altruistic” activities

Source: attached. The above information is “adapted” from the original version.



10 Reasons Why Helpers Don't Get Help

- We should not experience personal problems... we know better!
- We are too busy thinking about and taking care of others to think about and take care of ourselves.
- We view personal problems as a sign of inadequacy or failure as a professional.
- We think that there is no safe place for us to get help and feel embarrassed to ask for help from fellow professionals.
- We should know all helping resources for all problems.
- We have helping skills and can take care of ourselves.
- We often intellectualize the emotional impact of our problems.
- We have learned to tough it out, take risks, and just push through.
- We always can think of a dozen people who have it worse; so our problem isn't that bad in comparison.
- We feel like we are the only professional to have personal problems.

Nut-and-Seed Mix with Papaya

Source: <https://www.foodnetwork.com/recipes/food-network-kitchen/nut-and-seed-mix-with-papaya-recipe-1973400>

Ingredients:

- 1 c Hazelnuts
- 1 c Pecans
- 1 c Almonds
- 1 c Walnuts
- 1/4 c Shredded Coconut
- 1/2 c Dried Papaya Pieces
- 1/2 c Pitted Dried Dates, Chopped
- 1/2 c Hulled Pumpkin seeds
- 1/2 c Sunflower Seeds
- 1 c Raisins
- Handful of flax seeds



Directions:

Combine the ingredients in a large bowl. Store in an airtight container



- Health Integration Expo —St. Cloud Convention Center—July 24th
- Social Justice Perspective in Honoring Differences and Understanding Similarities—St. Cloud Tuscan Ballroom in the Midtown Square Mall—October 25th

UPCOMING
EVENTS★

CMMHC's Wellness Committee Mission Statement:

It is the mission of the CMMHC Wellness Committee to promote the health and wellness of staff through education and initiatives that:

- Encourage habits of Wellness
- Increase awareness of factors and resources contributing to well-being
- Inspire and empower individuals to take responsibility for their own health.
- Support a sense of community

Brought to you by your

Central Minnesota Mental Health Center Wellness Committee

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|-----------------|-----------------|
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Together, Creating a Healthier Life