How Are You, Really?
Managing the Impact of Your Work
Tonia Deese, LCSW
Family & Children's Resource Program, UNC School of Social Work
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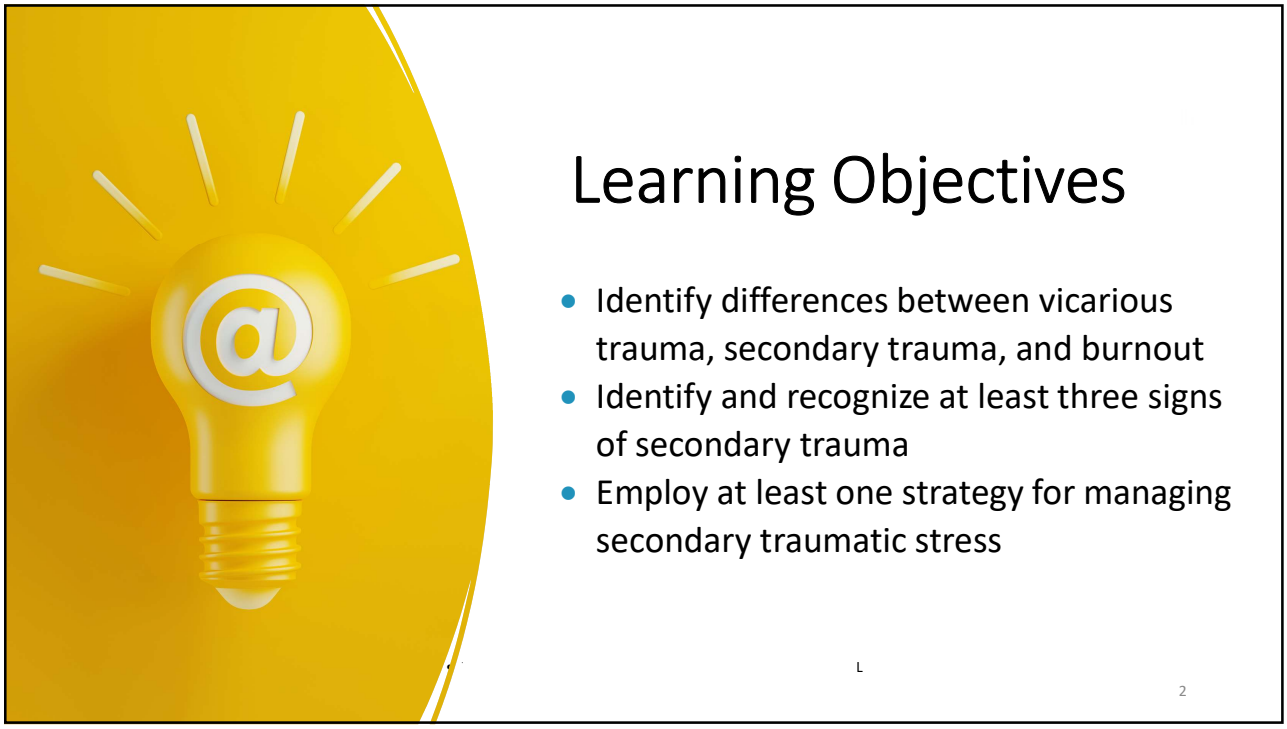
Learning Objectives
- Identify differences between vicarious trauma, secondary trauma, and burnout
- Identify and recognize at least three signs of secondary trauma
- Employ at least one strategy for managing secondary traumatic stress
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3-Part Breathing Exercise

- Helps us refocus on mind and body using one of our most powerful tools: our breath
- Helps release dopamine to the brain, for a calming effect

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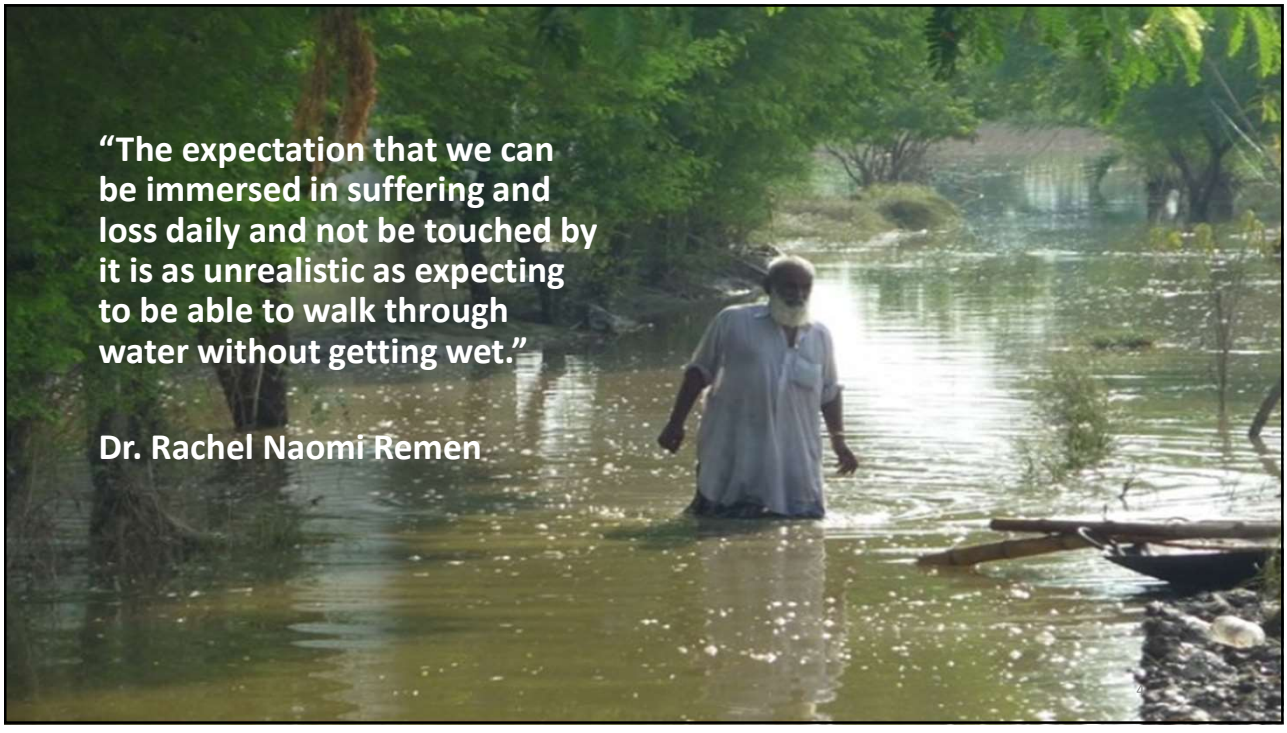

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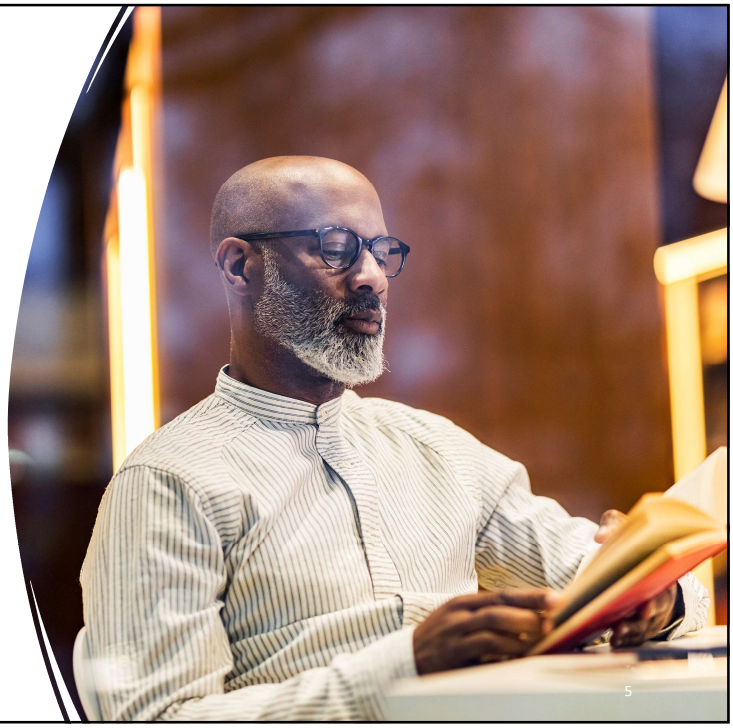
Overview of Key Terms



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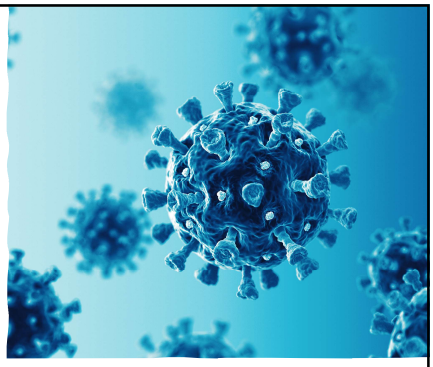
DTJ [2]5

Trauma

Traumatic Event: *Experiencing or witnessing an immediate threat to ourselves or to a loved one, often followed by serious injury or harm.*

Traumatic stress *refers to the* ***physical*** *and* ***emotional*** *responses to traumatic events.*



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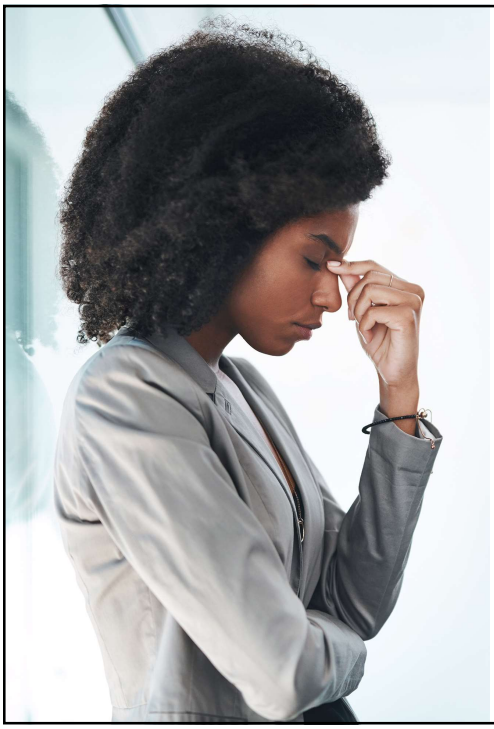
Slide 6

DTJ [2]5 what traumas have you experienced activity?
Deese, Tonia Jacobs, 5/18/2022



Vicarious Trauma

- Cause: repeated exposure to other's trauma.
- Causes a significant shift in our world view and belief systems.
- Can change how we see ourselves and others in 5 areas:
  - ***Safety***
  - ***Trust***
  - ***Self-esteem***
  - ***Intimacy***
  - ***Control***

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Signs & Symptoms of Vicarious Trauma

Change in Emotions

Change in Behavior

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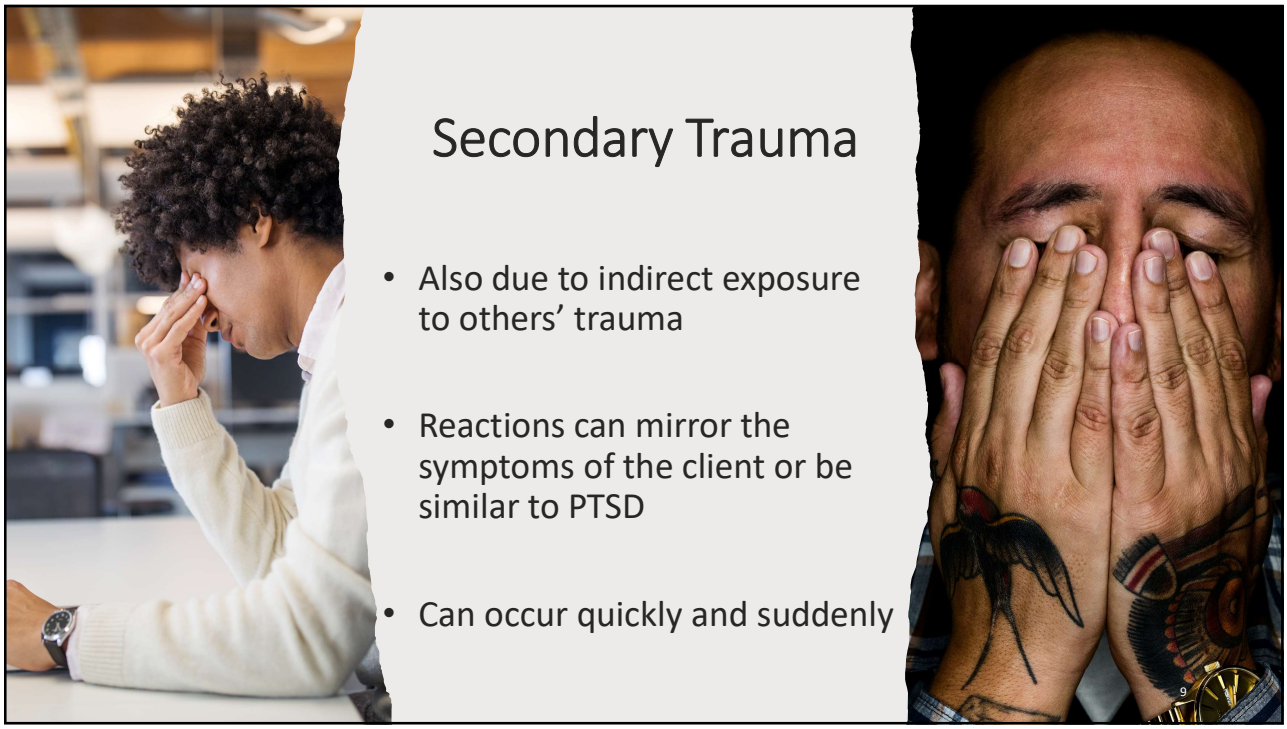

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Signs & Symptoms of Secondary Trauma

- Physical
- Behavioral
- Psychological

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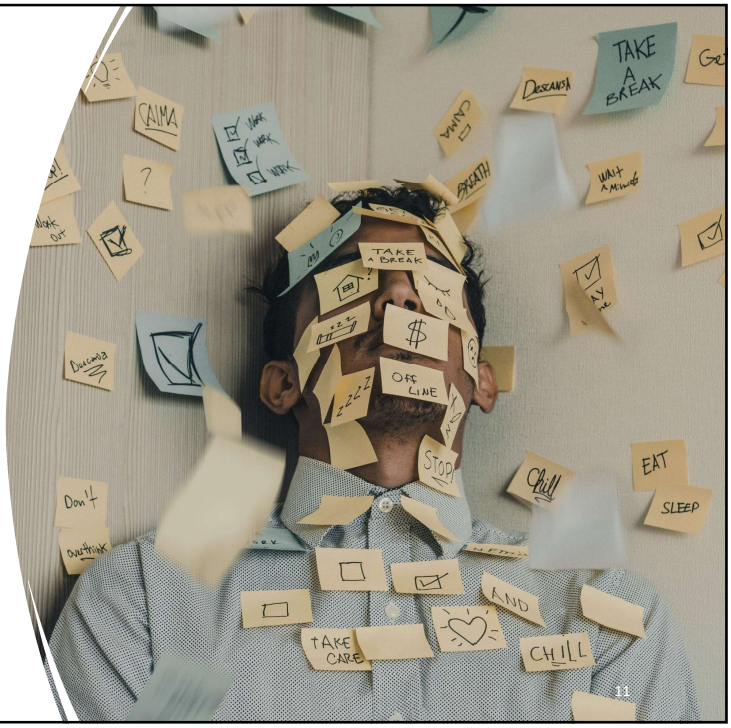
Burnout

Loss of energy and motivation to do the job.

Feelings of hopelessness.

Difficulty doing your job effectively.



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Signs & Symptoms of Burnout

- Change in Feelings & Attitudes
- Decreased Energy
- Adverse Impact on Your Work

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Key Distinctions

Vicarious Trauma	Secondary Trauma	Burnout
Indirect exposure to trauma	Indirect exposure to trauma	Prolonged exposure to a very stressful work environment
Builds over time	Occurs quickly, suddenly	Develops slowly
Change in world view & beliefs	Physical, behavioral, and/or emotional stress reactions	Loss of motivation and desire to do the work
Change in emotions and behavior	PTSD like symptoms	Questioning impact of work
Can change how we see ourselves	May avoid aspects of work that are triggering	Negative thoughts toward self and others
		Impacts quality of work

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- Professional Indicators
- Personal Indicators

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Self-Assessment

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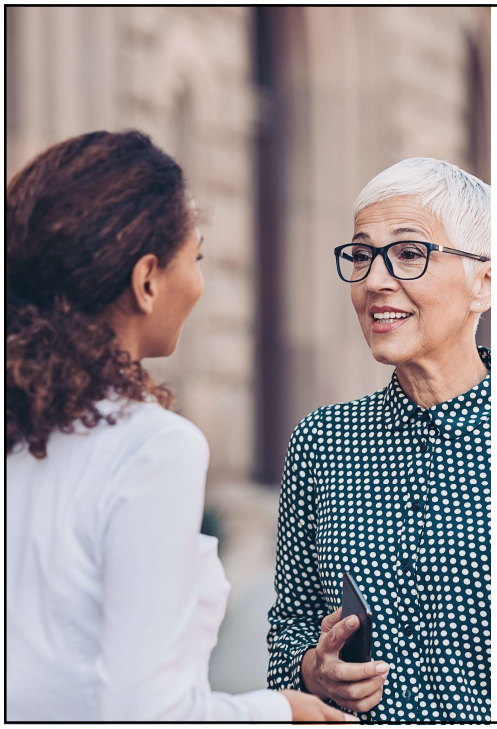

Self-Reflection

- How have the last few years changed me—for better or for worse?
- How is my work impacting me? My personal life?
- Has my worldview changed, due to my role? If so, how is this impacting my work?
- Am I experiencing signs or secondary trauma? Burnout?

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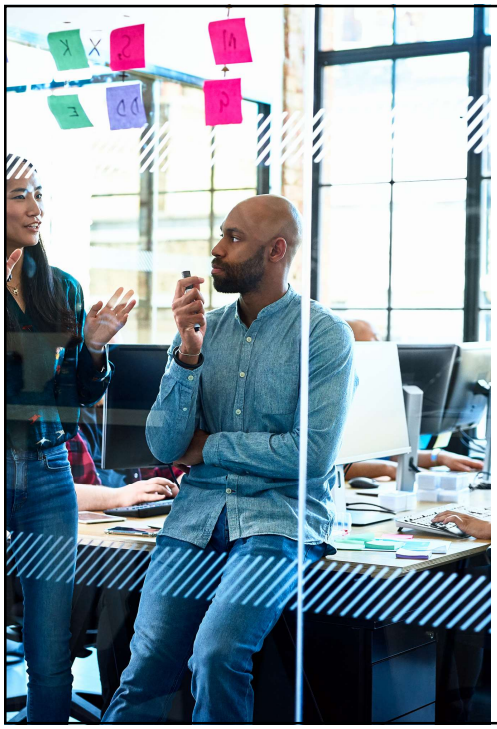
DTJ [2]3 Have participants complete self-assessment AND reflections activity prior to session?

Deese, Tonia Jacobs, 8/30/2021



Managing the Impact

- ***Pay attention to the basics***: sleep, hygiene, healthy eating, exercise
- Take advantage of available resources
- Practice self-care: physical, social, emotional, spiritual
- Debrief
- Have a clear, distinct process to transition from work to home

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Walk, Talk, Flush it Out

- Way to metabolize stress that you experience throughout the day
- Helps prevent stress from accumulating or getting "stuck" in your system
- Builds resilience

Tikasz, D., adapted from Fisher, P. (2012). Hot Walk and Talk Protocol. https://www.tendacademy.ca/hot-walk-and-talk-protocol/

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DTJ [2]11

Pause, Reset, Nourish (PRN)

1

Pause for conscious breathing practices

2

Reset via relaxation activities

- Meditation
- Mindfulness
- Mindful movement

3

Nourish: Ways to replenish and feed Mind-Body-Heart-Soul

NCTSN, 2021

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Take a Microbreak

- Helps avoid “all or nothing” mentality around wellness practices
- Helps reset from mentally draining tasks
- A few seconds to a few minutes
- Improves concentration, boosts productivity, calming effect, takes strain off our body

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DTJ [2]11 adapt from NCTSN, cite
Deese, Tonia Jacobs, 5/18/2022

Finding Time for Self-Care

2 minutes
- Smile
- Sit quietly, relax
- Breathe deeply
- Stretch
- Thank someone
- Tell a joke to a co-worker
- Have a 2-minute dance party

10 minutes
- Plan a party to celebrate an accomplishment or milestone
- Write down your thoughts
- Clean up your workspace
- Do a wellness activity with co-worker(s)
- Sit outside, take in 5 senses

5 minutes
- Get coffee, tea, or water
- Have a snack
- Have a conversation with someone who you don't usually talk to at work
- Do a mindfulness practice
- Listen to music
- Tell a story to a co-worker

30 minutes
- Eat lunch with your co-worker
- Take a walk outside
- Mindful movement
- Assess your wellness plan
- Debrief with a co-worker about something stressful
- Complete a task that has been nagging at you

NCTSN, 2021

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My Personal Resilience Plan

- Identify 1 to 3 things you can do to attend to your mental health and wellness on a regular basis.
- Identify what you can commit to starting ***in the next week***.

Share your plan with an accountability partner.

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