



Division of Criminal
Justice Services

OFFICE OF PROBATION AND
CORRECTIONAL ALTERNATIVES
PRESENTS
LUNCH&LEARN

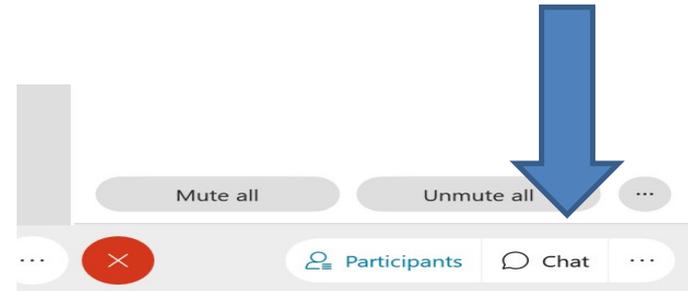


Community Correction Wellness

May 19, 2021

Housekeeping

- You are muted upon entry. Please unmute during the Q&A at the end.
- If you have any questions, comments or technological issues, please utilize the chat feature.



Welcome!

Deputy Commissioner and Director
Robert Maccarone

Welcoming Remarks
&
Introductions



Division of Criminal
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Today's Objectives

- Identify three possible adverse effects of workplace stress
- Describe the stress response system
- Identify signs of stress and the situations that lead to stress
- Describe three strategies for reducing stress and how they are beneficial



Workplace Stress



What the Research Tells Us

Systemic Workplace Stress

- Role ambiguity
- Role conflict
- Role overload
- Challenges to personal and professional integrity
- Difficulties managing personal and professional boundaries

Traumatic Workplace Stress

- Primary traumatic stress – professionals experiences an extreme or life-threatening event
- Secondary traumatic stress – secondary trauma, vicarious trauma



“The expectation that we can be immersed in suffering and loss daily and not be touched by it is as unrealistic as expecting us to be able to walk through water without getting wet.” – Naomi Remen



The Impact of Workplace Stress

- Health problems – including diabetes, heart disease
- Unhealthy lifestyle choices – substance use
- Family conflict and distress
- Emotional exhaustion and burnout
- Trauma symptoms
- Job ineffectiveness
- High rates of staff turnover and reports of dissatisfaction
- Increased risk of suicide
- Staff performance difficulties



The Good News

- Workplace settings are more aware than ever of the stressors faced by community corrections professionals and strategies to help staff cope with stress.
- Staff are resilient and can learn to recognize and respond to stress to build resilience.

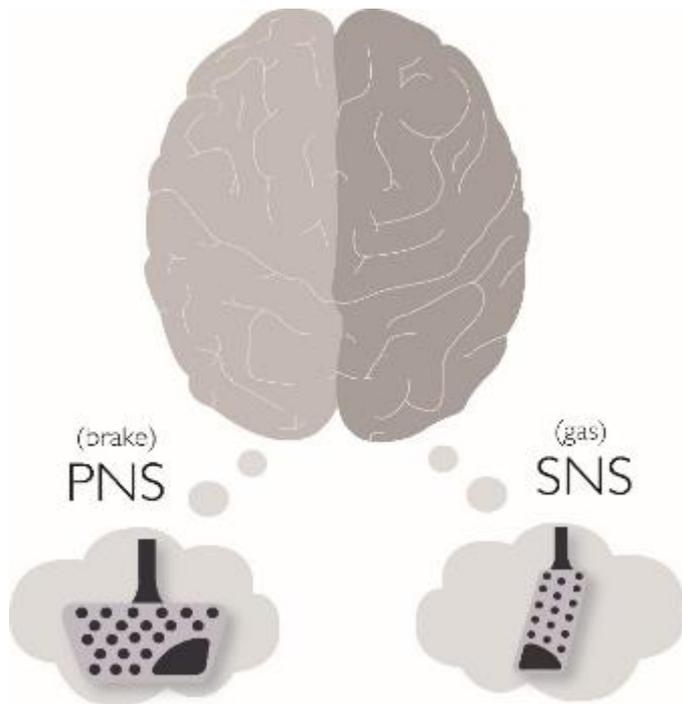


Our Innate Capacity to Regulate

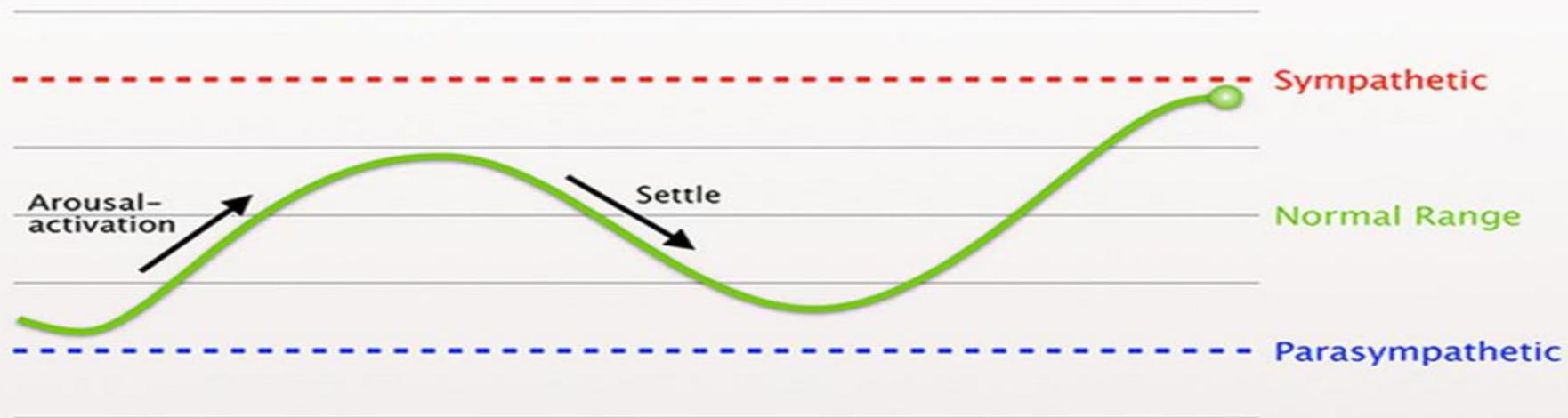
Over millions of years, human beings developed a complex nervous system – including the brain and thousands of neuro pathways in the body – to deal with the day-to-day demands of living and staying alive.



The Automatic Nervous System



- ANS - “Control Center”
-
- SNS - “fight, flight, freeze”
 - PNS - “rest and digest”



Sources of Stress

1. **Environment** – weather, pollens, noise, traffic, and pollution.
2. **Social stressors** – deadlines, financial problems, demands of time and attention from loved ones, co-workers and other workplace challenges discussed earlier.
3. **Physiological** – illness, aging, injuries, lack of exercise, poor nutrition, lack of sleep.
4. **Thoughts/Cognitions** – our perception of events.



How Much Stress Is Too Much?

- **Acute** – The good kind which helps us to get mobilized and respond effectively to short-lived tense situations.
- **Chronic** – When the demands exceed our capabilities in the moment. Refers to the nagging situations that won't go away.
- **Toxic** – Ongoing stress linked to interpersonal, cultural or systemic trauma (e.g., racism and/or stress linked to poverty, unemployment, homelessness).
- **Complex Trauma** – Prolonged and repeated abuse in childhood (recall the ACE study).



Resilience

- Resilience (more internal coping strategies and external supports) helps you to manage workplace stress.
- Our primary goal in this section is to explore opportunities offered in the workplace to build resilience.



Organizational Interventions to Promote Staff Wellness

- Internal incident response protocol
- Paid time off
- Employee Assistance Programs (EAP)
- Training that addresses staff wellness and safety issues
- Organizational practices to improve staff wellness
- Organizational changes including leadership development and training
- Peer support (Teams may be available at your County level)



Benefits of Peer Support Teams & Officer Wellness Programs

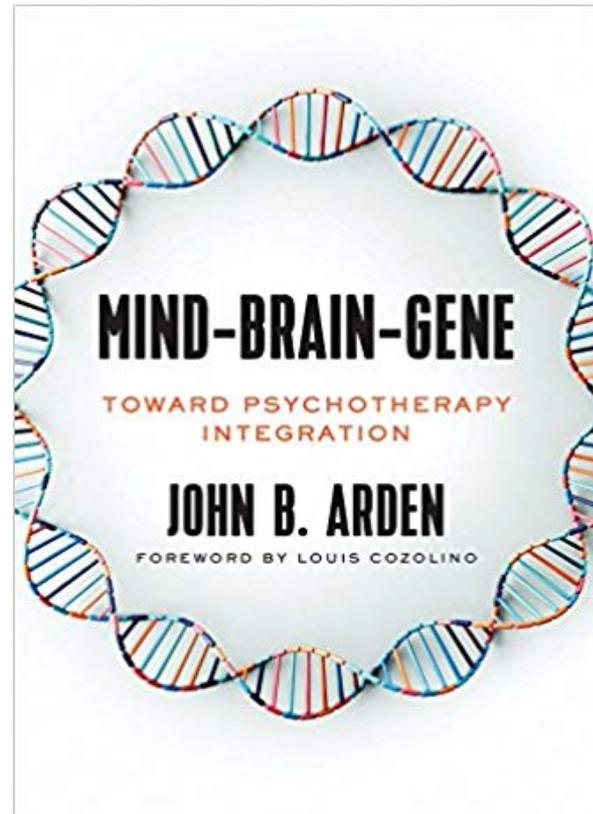
- Function as a support and debriefing resource to assist employees in managing both personal and professional stress
- Increase coping skills
- Destigmatize “asking for help”
- Builds a positive culture of physical and emotional health



What the Research Tells Us

An Integrated Approach

- **S**ocial Connections (healthy and mutually satisfying relationships)
- **E**xercise (any and all physical activity – including Yoga)
- **E**ducation (CBT, Mindfulness, Meditation)
- **D**iet (healthy lifestyle choices)
- **S**leep



Mindfulness

- A practice that helps to deepen our awareness of the present moment – without judgment
- Ground our feelings, thoughts and bodily sensations, and actions in the present
- Powerful impact on brain and behavior



Types of Mindfulness Practice

- Mindfulness can be formal or informal.
- Many different types – breathing, guided imagery, visualization, meditation, coloring, active, etc.
- To learn mindfulness can take tremendous discipline and repetition, without judgment.
- We need to practice this so that we can model it and understand challenges in using these techniques.



Benefits of Mindfulness Practice

Increases in:

- Emotional regulation
- Social skills
- Ability to orient attention
- Working memory and planning and organization
- Self esteem
- Sense of calmness, relaxation, and self-acceptance
- Quality of sleep

Decreases in:

- Test anxiety
- ADHD behaviors – specifically hyperactivity and impulsivity
- Negative affect/emotions
- Anxiety
- Depression
- Problems related to conduct and anger management



the 3Rs

Recognize
Regulate
Respond

Recognize

What is happening
with me right now?

- Notice
- Acknowledge

Regulate

What can help me feel
more anchored in
the moment?

- Breathe
- Orient
- Ground
- Create Calm

Respond

What response is
needed right now?

- Practice non-judgement
- Proceed with purpose

1. Recognize

What is happening with me right now?

- Notice
- Acknowledge



2. Regulate

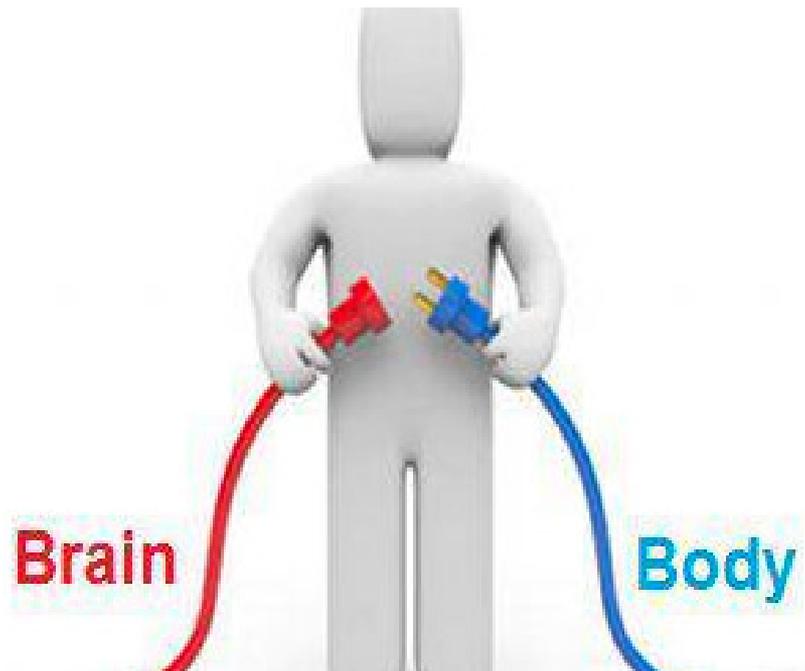
What can help me feel more anchored?

Breathe

Orient

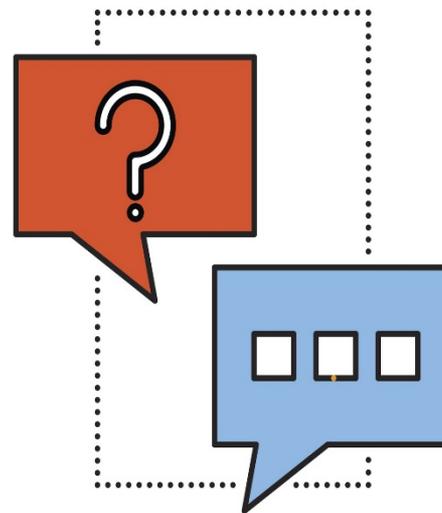
Ground

Create Calm



3. Respond

- Personal Mission: A strategy that can help us stay regulated in the moment and proceed with purpose.
- Many of us are familiar with our agency's mission, but a strong sense of personal mission regarding our work is equally important.



RESPONSE



Supporting a stressed Co-Worker

- Recognize when a co-worker/staff are experiencing these stressors - reflection/mindfulness of our selves – recognize in others
- Steps of approaching & referring
- For those who have Peer Support Teams in their counties utilize as additional support
- Utilize Supervisors or trusted peers





Testimonial



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*“Give yourself LOVE.
Give yourself TIME.
Give yourself REST.
Give yourself GRACE.
But please don’t ever give up. We need you.”
~Faith Broussard Cade*



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Stress Prevention 101: Work-Life Alignment

- Life consists of career, family, friends, health, enjoyment, fulfillment, contribution, love.
- Trying to balance all of these areas of life can feel overwhelming – and sometimes downright impossible.
- Tools/Strategies



RESOURCES FOR WELLNESS

- **SAMHSA's Eight Dimensions of Wellness**

<https://www.samhsa.gov/wellness-initiative>

- **Individual Wellness Tracking Log**

<https://www.printableworksheets.in/worksheet/8-dimensions-of-wellness>

- **NYS DOH Worksite Wellness – Employee Wellness Website**

https://www.health.ny.gov/prevention/worksite/learn_more.htm

- **American Psychological Association – The Road to Resilience**

<https://www.apa.org/helpcenter/road-resilience>

- **10 Ways to Improve Your Resilience**

<https://www.verywellmind.com/ways-to-become-more-resilient-2795063>

- **Kelly McGonigal - How to Make Stress Your Friend**

https://www.ted.com/talks/kelly_mcgonigal_how_to_make_stress_your_friend?language=en

- **Suicide Prevention**

www.suicidepreventionlifeline.org 1-800-273-TALK

*For More Resources: IJ PORTAL>RESOURCES>REFERENCE LIBRARY>PROBATION>PEER SUPPORT & WELLNESS



QUESTIONS ?



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