Reducing Burnout, Enhancing Resilience & Caring for Self/Others in Child Death Review

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By the conclusion of this presentation, participants will have greater awareness of:

- Definitions of:
  - Mental Health; Stress
  - Trauma; Secondary (Vicarious) Traumatization
  - Burnout & Resilience

- Stressors that could impact well being

- Factors that contribute to resilience

- Strategies to protect self and avoid burnout
Mental Health

Is a state of successful performance of mental function, resulting in productive activities, fulfilling relationships with other people, and the ability to adapt to change and to cope with adversity.
DSM-V: Theoretical Mental Health Continuum

Dr. Bill Thompson, CDC, Upcoming Presentation
- - - WARNING - - -

The Next 3 Slides May Trigger Distress.

They show scenes of US mass violence.

It is totally appropriate to look away if you have concerns about how they might impact you.
Things that Can Impact Our Mental Health

people.com
orbitingsphere.com
cbsnews.com
nydailynews.com
Things that Can Impact Our Mental Health
Things that Can Impact Our Mental Health
Major Depressive Disorder
Diagnostic Criteria

1. **Depressed mood most of the day**, almost every day...This mood might be characterized by sadness, emptiness or hopelessness.
2. **Markedly diminished interest or pleasure in all or almost all activities** most of the day nearly every day.
3. **Significant weight loss** when not dieting or **weight gain**.
4. **Inability to sleep** or **oversleeping** nearly every day.
5. **Psychomotor agitation** or retardation nearly every day. (e.g., restlessness, pacing)
6. **Fatigue** or loss of energy nearly every day.
7. **Feelings of worthlessness or excessive or inappropriate guilt**...nearly every day.
8. **Diminished ability to think or concentrate, or indecisiveness**, nearly every day.
9. **Recurrent thoughts of death** (not just fear of dying), recurrent suicidal ideation without a specific plan, or a suicide attempt or a specific plan...

https://www.evolutioncounseling.com/major-depressive-disorder-dsm-5-criteria
Major Depressive Disorder Diagnostic Criteria

Five or more of 9 symptoms present during the same 2 week period and represents a change from previous functioning and at least one of the symptoms is either:

a. Depressed Mood
b. Loss of Interest or Pleasure
Major Depressive Disorder
Diagnostic Criteria

a. **Depressed Mood**: most of the day, nearly everyday, as indicated by either subjective report (e.g., feels sad, empty, hopeless) or observation made by others (e.g., appears tearful)

b. **Loss of Interest or Pleasure**: markedly diminished interest or pleasure in all, or almost all, activities most of the day, nearly everyday (as indicated by either subjective account or observation)
Trauma is...

“... an emotional response to a terrible event like an accident, rape or natural disaster. Immediately after the event, shock and denial are typical. Longer term reactions include unpredictable emotions, flashbacks, strained relationships and even physical symptoms like headaches or nausea.”

http://www.apa.org/topics/trauma/

OR

“...a type of damage to the mind that occurs as a result of a severely distressing event. Trauma is often the result of an overwhelming amount of stress that exceeds one's ability to cope, or integrate the emotions involved with that experience.

https://en.wikipedia.org/wiki/Psychological-trauma#Definition
Definition of Individual Trauma

“an event, series of events, or set of circumstances that is experienced by an individual as physically or emotionally harmful or life threatening and that has lasting adverse effects on the individual's functioning and mental, physical, social, emotional, or spiritual well-being.”

https://www.samhsa.gov/trauma-violence
Two Types of Individual Trauma

- **Type I Trauma**
  
  “An unexpected and discreet experience that overwhelms the individual’s ability to cope with the stress, fear, threat and/or horror of this event leading to PTSD (e.g., motor vehicle accident, natural disaster). Can be the witnessing of an event (secondary traumatic stress)”

- **Type II Trauma**
  
  “Expected, but unavoidable ongoing experience(s) that overwhelm the individual’s ability to metabolize the event (i.e., childhood sexual abuse, combat trauma).”
Traumatic Stress Responses

- Stress is omnipresent but some stressors have a greater effect than others
- Reactions to stress are natural
- Once exposed to a stressor, the experience is not modifiable, but the reaction to it is
- Actions taken before, during, and after the event impact long-term health

Excerpted from CDC’s DSRT training
Traumatic Stress Response Timeline

Excerpted from CDC’s DSRT training
Primary Stress

- Primary Traumatic Stress
  - Experienced or witnessed stressor
  - Reactions:
    - Physical arousal
    - Intrusive reactions
    - Avoidance/withdrawal
    - Physical symptoms

Excerpted from CDC’s DSRT training
Immediate Responses to Stress

- Strong emotions, disbelief, numbness, fear, confusion
- Signs/Symptoms of anxiety and autonomic arousal (e.g., freeze, flight, or fight)
- Hypothalamic-Pituitary-Adrenal (HPA) Axis
  - Increased hormones/catecholamines
  - (e.g., CRH, ACTH, and Cortisol)

Excerpted from CDC’s DSRT training
Delayed Responses to Stress

- Intrusive recollections
- Persistent autonomic arousal (startle, hypervigilance, insomnia, nightmares)
- Multiple somatic symptoms (dizziness, headache, fatigue, nausea)
- Anger/Irritability, Grief/Mourning, Apathy/Withdrawal

Excerpted from CDC’s DSRT training
Targets For Intervention

- Withdrawal, isolation
- Loneliness, alienation
- Hopelessness
- Helplessness
- Fear
- Decreased concentration
- Mental disorders (e.g., ASD/PTSD, depression, traumatic grief)
- Fatigue
- Loss of team cohesion
- Anger, irritability
- Health risk behaviors
- Anxiousness

*(NOTE: Discussed in greater detail tomorrow)*
Definition of Disaster

Any event, typically occurring suddenly, that causes damage, ecological disruption, loss of human life, deterioration of health and health services

AND

which exceeds the capacity of the affected community on a scale sufficient to require outside assistance. (Disasters can be classified as Human-generated or Natural)
Definitions of Stress

- It’s like the strings on a violin—(too tight/too loose = problem)
- And...It’s a normal response to an abnormal situation.
- And...It is an overload or underload of matter, energy or information

A physical, chemical, or emotional factor that causes bodily or mental tension and may be a factor in disease causation. (Traumatology Institute)

A perceived inadequacy of resources necessary to complete a specific task.

Dr. Ken Matheny
Individual Responses

Physiological Signs of Stress

- Fatigue
- Nausea
- Fine motor tremors
- Tics
- Paresthesia (numbness, tingling)
- Profuse Sweating
- Dizziness
- Gastrointestinal Upset
- Heart Palpitations
- Choking or smothering sensation
Individual Responses

Cognitive Signs of Stress

- Memory loss
- Anomia
- Decision making difficulties
- Confusing trivial and major issues
- Concentration problems/distractibility
- Reduced attention span
- Calculation difficulties
Individual Responses

Behavioral & Emotional Signs of Stress

- Anxiety
- Grief
- Irritability
- Feeling overwhelmed
- Anticipation of harm to self or others
- Insomnia
- Gait change
- Hyper-vigilance
- Crying easily
- Gallows humor
- Ritualistic behavior
Individual Responses

Predictors of Psychiatric Disorders

- Threat to life
- Exposure to the dead or grotesque
- Surprise
- Intentional harm
- Exposure and illness to agent
- Loss of loved one

(Summary: “DIP” Duration, Intensity, Proximity)
Individual Responses

Reactions & Symptoms that Signal Possible Need for Referral

- Disorientation (dazed, memory loss, unclear about date)
- Depression (pervasive feeling of hopelessness & despair)
- Anxiety (constantly on edge, restless, obsessive fear...)
- Mental Illness (hearing voices, delusional thinking...)
- Inability to care for self (not eating, bathing, grooming)
- Suicidal or homicidal thoughts or plans
- Problematic use of alcohol or drugs
- Domestic violence, child abuse or elder abuse
Secondary Trauma

is commonly referred to as:

"the stress resulting from helping or wanting to help a traumatized or suffering person."

Compassion Fatigue (aka: Vicarious Trauma)

“the cost of caring”  
Figley, 1982

“Sufferers can exhibit symptoms such as overall decrease in experiences of pleasure, constant stress and anxiety, and a pervasive negative attitude. This can lead to detrimental effects, both professionally and personally, including a decrease in productivity, the inability to focus, and the development of new feelings of incompetence and self doubt.”
Compassion Fatigue (CF)

Is the Cumulative Build Up Over Time Of:

- **Primary Stress** (direct trauma experience of provider)
  
  *PLUS*

- **Secondary Stress** (direct witnessing of other’s trauma)
  
  *PLUS*

- **Vicarious Traumatization** (hearing other’s trauma stories)
  
  *CAN EQUAL*

- Compassion Fatigue
Burnout

A state of physical, emotional, mental exhaustion caused by long-term involvement in emotionally demanding situations.

(Pines & Aronson, 1988)
NCPTS
Burnout/CF Risk Factors

- Professional isolation
- Exposure (remember: duration, intensity, proximity)
- Emotional/physical drain of continuous empathy
- Ambiguous success; Erosion of idealism
- Lack of expected rewards
- Helpers may also be survivors
- “Unresolved trauma” from the past
- Continuous vulnerability
- Victim comparisons to family members (children)
Burnout—What does it look/sound like?

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How much work can you do if...

- You become totally fatigued?
- You believe you are worn out?
- You feel you are burned out?
- Your attitude sours due to your workload?
- You suffer a physical or emotional break?
- Relationships @ work & home deteriorate?
- You begin to dislike what you do?
- You become resentful?
Definition of Resilience

The ability to **withstand**, **recover** and **grow** in the face of stressors and changing demands.
Attributes of Resilient Communities*

- Connectedness, Commitment, & Shared Values
- Participation
- Support and Nurturance
- Structure, Roles, and Responsibilities
- Resources
- Critical Reflection and Skill Building
- Communication
- Disaster Management

*B. Pfefferbaum et al. (2007) and R. L. Pfefferbaum et al. (2008)
The Road to Resilience

1. Make connections
2. Avoid seeing crisis as insurmountable problem
3. Accept that change is a part of living
4. Move towards your goals
5. Take decisive actions
6. Look for opportunities for self-discovery
7. Nurture a positive view of yourself
8. Keep things in perspective
9. Maintain a hopeful outlook
10. Take care of yourself

Self Care

- **Physical** Nutrition, exercise, sports, sleep, reduce caffeine
- **Emotional** Family, friends, social support, relaxation, music
- **Cognitive** Training, reading, perspective, expectations
- **Behavioral** Personal/family preparedness, Civic involvement, 
- **Spiritual** Meditate, pray, fellowship, volunteer, Tai Chi

Managing Stress at Work

- Do you take a break away from your desk?
- Do you ever go for a 10-20 minute walk?
- Do you take a break with a colleague?
- Do you call a friend?
- Do you ever eat lunch away from work?
- Do you take leave to recharge?
- Do you ever use your wellness benefits?
- Do you attend helpful seminars or webinars?
- Do you practice the useful information?
- Do you _________ to relax in a healthy way?
Effects of Sleep Deprivation

- Depressed immune system
- Lapse of attention
- Thinking is slowed
- Irritability
- Trouble remembering
- Anxiety and depression
- Absenteeism
- Presenteeism
- Lack of focus
- Mistakes and accidents
- Interpersonal difficulties
How To Improve Sleep Hygiene

According to the National Sleep Foundation, “One of the most important sleep hygiene practices is to spend an appropriate amount of time asleep in bed...Sleep needs vary across ages and are especially impacted by lifestyle and health...” For example:

- **“Limiting daytime naps to 30 minutes...** However, a short nap of 20-30 minutes can help to improve mood, alertness and performance.

- **Avoiding stimulants such as caffeine and nicotine close to bedtime...** While alcohol is well-known to help you fall asleep faster, too much close to bedtime can disrupt sleep in the second half of the night...

- **Exercising to promote good quality sleep.** As little as 10 minutes of aerobic exercise, such as walking or cycling, can drastically improve nighttime sleep quality. For the best night’s sleep, most people should avoid strenuous workouts close to bedtime...”
How To Improve Sleep Hygiene

- “Steering clear of food that can be disruptive right before sleep.” Heavy or rich foods, fatty or fried meals, spicy dishes, citrus fruits, and carbonated drinks can trigger indigestion for some people...
- Ensuring adequate exposure to natural light... Exposure to sunlight during the day, as well as darkness at night, helps to maintain a healthy sleep-wake cycle.
- Establishing a regular relaxing bedtime routine... This could include taking warm shower or bath, reading a book, or light stretches. When possible, try to avoid emotionally upsetting conversations and activities before attempting to sleep.
- Making sure that the sleep environment is pleasant. Mattress and pillows should be comfortable. The bedroom should be cool – between 60 and 67 degrees – for optimal sleep. Bright light from lamps, cell phone and TV screens can make it difficult to fall asleep, so turn those light off or adjust them when possible...”

https://sleepfoundation.org/sleep-topics/sleep-hygiene/page/0/1
Connor-Davidson Resilience Scale 10

not true rarely sometimes often true nearly all the time
at all 0 1 2 3 4

1. I am able to adapt when changes occur
2. I can deal with whatever comes my way
3. I try to see the humorous side of things when I am faced with problems
4. Having to cope with stress can make me stronger
5. I tend to bounce back after illness, injury or other hardships
6. I believe I can achieve my goals, even if there are obstacles
7. Under pressure, I stay focused and think clearly
8. I am not easily discouraged by failure
9. I think of myself as a strong person when dealing with life's challenges and difficulties
10. I am able to handle unpleasant or painful feelings like sadness, fear and anger
Is your Work/Life Balanced?

What percent of your day is devoted to:

- Sleep
- Commute
- Work
- Family
- Relaxing
- Exercise
- Other
Sample of Online Resources

NOTE: CDC is not affiliated with and is not endorsing or recommending these sites, but is simply highlighting a few potentially-relevant sources of information to consider.

- https://www.helpguide.org/articles/stress/stress-management.htm
- http://www.compassionfatigue.org/pages/reading.html
- http://scrubsmag.com/you-can-cope-with-compassion-fatigue/
- https://www.samhsa.gov/samhsaNewsletter/Volume_22_Number_2/preventing_suicide/preventing_compassion_fatigue.html
- https://www.forbes.com/sites/vanessaloder/2015/01/30/how-to-prevent-burnout-13-signs-youre-on-the-edge/#7c848f1a4e3d
- https://www.psychologytoday.com/blog/pressure-proof/201306/7-strategies-prevent-burnout
- https://psychcentral.com/blog/archives/2012/04/30/5-ways-to-prevent-job-burnout/