Beyond the Burn: Trauma, Burnout, And Resilience

Christen Kishel, PhD
Psychologist
Reality Check

FF Suicide Statistics Compiled by the Firefighter Behavioral Health Alliance
FF LODD Statistics Compiled by FEMA
LE Suicide Statistics Compiled from Badge of Life and the IACP
LEO LODD Statistics Compiled by the Officer Down Memorial Page
Johns Hopkins Continuum of Resilience (Everly and Parker, 2005)

- Resistance
  - Prevention
    - Education
    - Support
    - Leadership
- Resilience
  - Distress
    - Crisis Intervention
    - Peer Support
    - Psychological First Aid
- Recovery
  - Functional Challenges
    - Professional MH Support
    - Substance Abuse Tx
    - Medication
When you feel like quitting, think about why you started.
What is Your Vision?
My Vision
Why do we lose good people?

Compassion Satisfaction

Burnout

Traumatic Stress
Common Responses During Critical Incidents

- Tunnel Vision
- Auditory Exclusion
- Visual Exclusion
- Time Distortion
- Pounding Heart
- Rapid, Shallow Breathing
- Nausea/wretching feeling
More common responses during critical incidents

• Quicker Reaction Time
• Heightened Visual Clarity
• Dissociation
• Temporary Paralysis (freezing)
• Automatic Behavior
• Insensitivity to Pain
Adapted from LeDoux, NYU Center for Neural Science website
Common Responses After Traumatic Events

- Insomnia, nightmares
- Fatigue
- Restlessness or nervous energy
- Headaches and other aches and pains
- Dizzy spells and/or heart palpitations
- Trouble concentrating
- Appetite change/stomach upset

- Jumpiness or being easily startled
- Irritability or anger
- Flashbacks or reliving the event
- Feelings of anxiety or helplessness
- Feeling vulnerable
- Feeling numb or detached

Traumatic reactions usually grow less intense and may disappear within a few weeks.
Hi, GUYS!

"Great." Greg's here.

GO HOME, GREG!!!
**Do’s and Don’ts of Coping with Trauma**

- **Do:**
  - Connect with your trusted supports- family, friends, peers, spiritual, etc.
  - Give yourself permission to feel what you are feeling
  - Take one thing at a time
  - Eat even if you don’t feel like eating
  - Take refuge in routine
  - Sleep (or at least rest)
  - Exercise
  - Know your limits and give yourself extra time to complete tasks
  - Breathe

- **Don’t:**
  - Isolate or shut people out
  - Make alcohol your primary coping tool
  - Make major decisions right away
  - Forget that you are not alone and that what you’re experiencing is most likely normal and temporary
"That's part of our in-house, stress management program..."
TIPS TO HELP WITH AN ANXIETY ATTACK

- Look around you.
- Find five things you can see, four things you can touch, three things you can hear, two things you can smell, and one thing you can taste.

*This is called grounding. It can help when you feel like you have lost all control of your surroundings.*

Please re-post, it could really help someone in need.
Contributing Factors

- Public perception
- Boredom
- On-the-job stress
  - Physical threats
  - Lack of support
  - Organizational pressure
- The revolving door
  - Resource availability
- Giving, giving, and more giving
About a Nurse

“It’s the hospital. They want to know if it would be too much trouble to fly back to work a shift.”
Contributing Factors Continued

- Family Problems
- Financial Problems
- Health Problems
We spend the first half of our lives sacrificing our health to gain wealth. We spend the second half of our lives sacrificing our wealth as we attempt to regain our health.
No, I have not slept well...

Why do you ask?
FIGURE 10.6 Hypothalamic-Pituitary-Adrenal (HPA) Axis
How do you know you’re in burnout?

My job is:

☐ Rewarding
☐ Satisfying

X Slowly crushing my soul
R.O.D.  
(Retired On Duty)

- Doing as little as possible while at work
- Jaded/cynical
- Fatigued
- Sick a lot
- High level of absenteeism
- Alcoholism/addiction of any kind
- Irritability
- Isolation
- Withdrawal
- Anxiety
- Suicide
Burnout

- Excessive blaming & complaining
- Bottled up emotions
- Poor self-care (i.e., hygiene, appearance)
- Loss of a future orientation
- Lack of follow through
- Loss of commitment
- Procrastination

- Legal problems, indebtedness
- Apathy, sad, no longer finds activities pleasurable
- Difficulty concentrating
- Preoccupied
- In denial about problems
- Can’t leave work at work
I don't need any help - I can rescue myself.
Building Resilience:
It may seem simple, but that doesn’t mean it’s easy!

• Keep things in perspective: do you live to work or work to live?
Find three hobbies you love:
One to make you money, one to keep you in shape, and one to be creative.
extramadness.com
HOW TO EXERCISE AT HOME
(when you own a dog)

1. Sit-up

2. Give up
When you can leave:

- Have a work-to-home routine
- Exercise
- Eat well
- Stay connected to friends
- Sleep
- See the doctor
- Avoid self-medicating
- Implement regular mini-escapes in your life: healthy diversions from the intensity of your work.

On-the-spot:

- Recognize and acknowledge your stress
- Take a moment to breathe
- Catch your thoughts & make a mental adjustment
- Take a few minutes to yourself
- Take your lunch break
- Vent
- Laugh
- Remember that you are in control of your happiness
COFFEE ISN'T HELPING

GET THE JUMPER CABLES

BaxterBoo.com
I used to be stressed out a lot, but then I discovered Yoga. I’m feeling so much better now.
Nutrition Matters

• Magnesium
  • Best sources: the green stuff and the fiber-rich stuff
• Omega 3’s
  • Good for hearts and not just brains
• Probiotics
  • Healthy gut, healthier mind
• Herbal Remedies
  • Kava
  • Valerian Root
  • Rhodiola
  • Ashwangdha
  • Green Tea
  • Chamomile
• Melatonin
So Does Humor

Anger management: When angry with someone, it helps to sit down and think about the problem...
And So Do Mindfulness and Meditation

- Mind Like Sky
- Body is a Mountain
- Mind is the Sky
- Thoughts are the Clouds in the sky
- The breath moves the clouds through the sky
- Butterfly Tapping
- Present Moment
- One Deep Breath
A good laugh and a long sleep are the two best cures for anything.

Irish proverb
"If you don’t heal what hurt you, you’ll bleed on people who didn’t cut you."

—Unknown—
<table>
<thead>
<tr>
<th>Resources</th>
<th>Description</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>International Critical Incident Stress Foundation (ICISF)</strong></td>
<td><strong>Critical Incident Stress Management (CISM)</strong></td>
<td><a href="http://www.icisf.org">www.icisf.org</a></td>
</tr>
<tr>
<td>IAFF Center of Excellence</td>
<td>Inpatient Treatment for Members of the IAFF</td>
<td>844-607-0490 <a href="http://IAFFRecoveryCenter.com">IAFFRecoveryCenter.com</a></td>
</tr>
<tr>
<td>Code 4 Northwest</td>
<td>24-hour crisis line for Emergency Responders + referral and resource line</td>
<td>1-425-243-5092 <a href="http://code4nw.org">code4nw.org</a></td>
</tr>
<tr>
<td>Veterans Crisis Line</td>
<td>24-hour confidential crisis help for Veterans and their families</td>
<td>1-800-271-8255 Press 1 Or text to 838255</td>
</tr>
<tr>
<td>Code Green Campaign</td>
<td>Awareness and resources for emergency responders</td>
<td><a href="http://codegreencampaign.org">codegreencampaign.org</a></td>
</tr>
<tr>
<td>West Coast Post-Trauma Retreat (WCPR)</td>
<td>Residential treatment for first responders, part of the First Responder Support Network (Oregon)</td>
<td>1-415-721-9789 <a href="http://frsn.org">frsn.org</a></td>
</tr>
<tr>
<td>Rosecrance Florian Program</td>
<td>Substance abuse treatment for emergency responders (Chicago)</td>
<td><a href="http://rosecrance.org/substance-abuse/florian-program">rosecrance.org/substance-abuse/florian-program</a></td>
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How To Listen So That People Will Talk

• Start with asking
• What have you noticed?
• What do you know about them?
• What are you worried about?
• What does FINE mean?
• Listen to more than the facts
• Feelings, values, needs
• Reflect what you heard
• Don’t try to fix!
“The mind is its own place, and in itself can make a Heaven of a Hell or a Hell of a Heaven.”
- Milton

The worst bullies you will ever encounter in your life are your own thoughts.
Bryant H. McGill
These tools are great, but how can you make them stick?

**Build a personal culture of resilience**

A consistent and pervasive belief, reaching across situations and experiences, that one possesses the ability to withstand, or rebound from, extreme challenges or adversity.
5 Factor Formula for Highly Resilient People

1. **Active Optimism** - can become a self-fulfilling prophecy. But, it must lead to...

2. **Decisive Action** - Optimism is not enough. You must act in order to rebound! Making hard decisions is made easier when based upon...

3. **Moral Compass** - 4 points... Use honor/integrity/fidelity/ethical behavior to guide your decisions under challenging circumstances. Once your decisions have been implemented, employ...

4. **Relentless tenacity, determination**...while knowing when to quit. To find hidden opportunities and aid in physical and psychological energy, rely upon...

5. **Interpersonal support**...It’s Whom You Know!
ADOPT POSITIVE CORE BELIEFS:
The Power of the 4 Ps
(adapted from Seligman, Learned Optimism; and, Everly, Resilient Child)

• **Permanence** - setbacks are temporary
• **Pervasiveness** - problems will be confined to a small aspect of life. They do not contaminate others.
• **Personalization** - take responsibility for only those things you control; let the others go.
• **Perseverance** - recognize mistakes and try harder (Rule of 3)
Knowing is not enough; we must apply.
Willing is not enough; we must do.”
—Goethe
THE MOST DANGEROUS RISK OF ALL – THE RISK OF SPENDING YOUR LIFE NOT DOING WHAT YOU WANT ON THE BET YOU CAN BUY YOURSELF THE FREEDOM TO DO IT LATER.
<table>
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<tr>
<th><strong>FAMOUS FAILURES</strong></th>
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<tr>
<td><strong>ALBERT EINSTEIN</strong></td>
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<tr>
<td>He wasn’t able to speak until he was almost 4-years-old and his teachers said he would “never amount to much”</td>
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<tr>
<td><strong>MICHAEL JORDAN</strong></td>
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<td>After being cut from his high school basketball team, he went home, locked himself in his room, and cried.</td>
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<td><strong>WALT DISNEY</strong></td>
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<tr>
<td>Fired from a newspaper for “lacking imagination” and “having no original ideas.”</td>
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<tr>
<td><strong>STEVE JOBS</strong></td>
</tr>
<tr>
<td>At 30-years-old he was left devastated and depressed after being unceremoniously removed from the company he started.</td>
</tr>
<tr>
<td><strong>OPRAH WINFREY</strong></td>
</tr>
<tr>
<td>Was demoted from her job as a news anchor because she “wasn’t fit for television.”</td>
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<tr>
<td><strong>THE BEATLES</strong></td>
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<tr>
<td>Rejected by Decca Recording Studios, who said “We don’t like their sound—they have no future in show business.”</td>
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**IF YOU’VE NEVER FAILED, YOU’VE NEVER TRIED ANYTHING NEW**
Tenacity should never be self-defeating...
Know when to begin your advance in another direction!

I am.

Two of the most powerful words; for what you put after them shapes your reality.
DEVELOP NETWORKS OF SOCIAL SUPPORT
Dynamics of Interpersonal Support

- Single best predictor of resiliency.
- Loneliness predicts coronary heart disease
- Loneliness predicts immune suppression.
- Loneliness increases stress as perception of threat is heightened...no one “has your back.”
- Don’t confuse being alone with loneliness.
- Loneliness is the unmet desire for social affiliation.
Forming Relationships

• Proximity predicts relationship formation.
• Go where other “desirable” people are.
• Show up on a regular basis.
• Consistency predicts relationship formation.
Hanlon’s Razor

Suspend your ego...Never attribute to malice that which can be adequately explained by stupidity.
Work Hard, Be Nice

Gina Brelesky

If you think you're too small to make a difference ... try sleeping with a mosquito in the room

~Dalai Lama
REMEMBER...
The deepest craving of human nature is the desire to be appreciated!
Show someone they are appreciated!
Exercise caution...; for the world is full of trickery.

Desiderata
AVOID THESE 7 TOXIC PEOPLE

- Yes, But (The excuse expert)
- Entitled (It’s all about me)
- Social Butterfly (Cultivates superficial relationships)
- Aggressive (What’s mine is mine; what’s yours is mine. It’s a jungle out there)
- Meticulous Me (Rules are rules)
- Frienemie (Hates your success)
- Drama Queen/King (Must be the center of attention)
SOMETIMES I PRETEND TO BE NORMAL.
but it gets boring.
SO I GO BACK TO BEING ME.
Resources

C-SPAN


When Resilience Is Not Enough