



Self-care in trauma-informed organisations

Caring for others requires caring for
oneself.

~ Dalai Lama (2000) ~



Today

- Self-care
- Wellbeing and work
- Creating safe and supportive workplaces
- Self-care strategies
- Resources

Self-care

‘the practice of taking an active role in protecting one's own wellbeing and happiness, in particular, during periods of stress’

Self-care

When we look after our own needs, we have more resilience and energy to support others.

It requires a conscious effort to be self-aware and prioritise self-care.

Your health and wellbeing can affect:

You	Your workload, your quality of life, ability to do your job well, productivity, concentration, communication of your needs.
People around you (your family, colleagues, other staff)	The way others perceive you, respect, relationship building, team work, morale
Families you support	Their experience and confidence in you, how they benefit from your support
Organisation	Reputation, morale, complaints, staff absenteeism and retention

Work and our wellbeing



Work and our wellbeing

Trauma and adversity

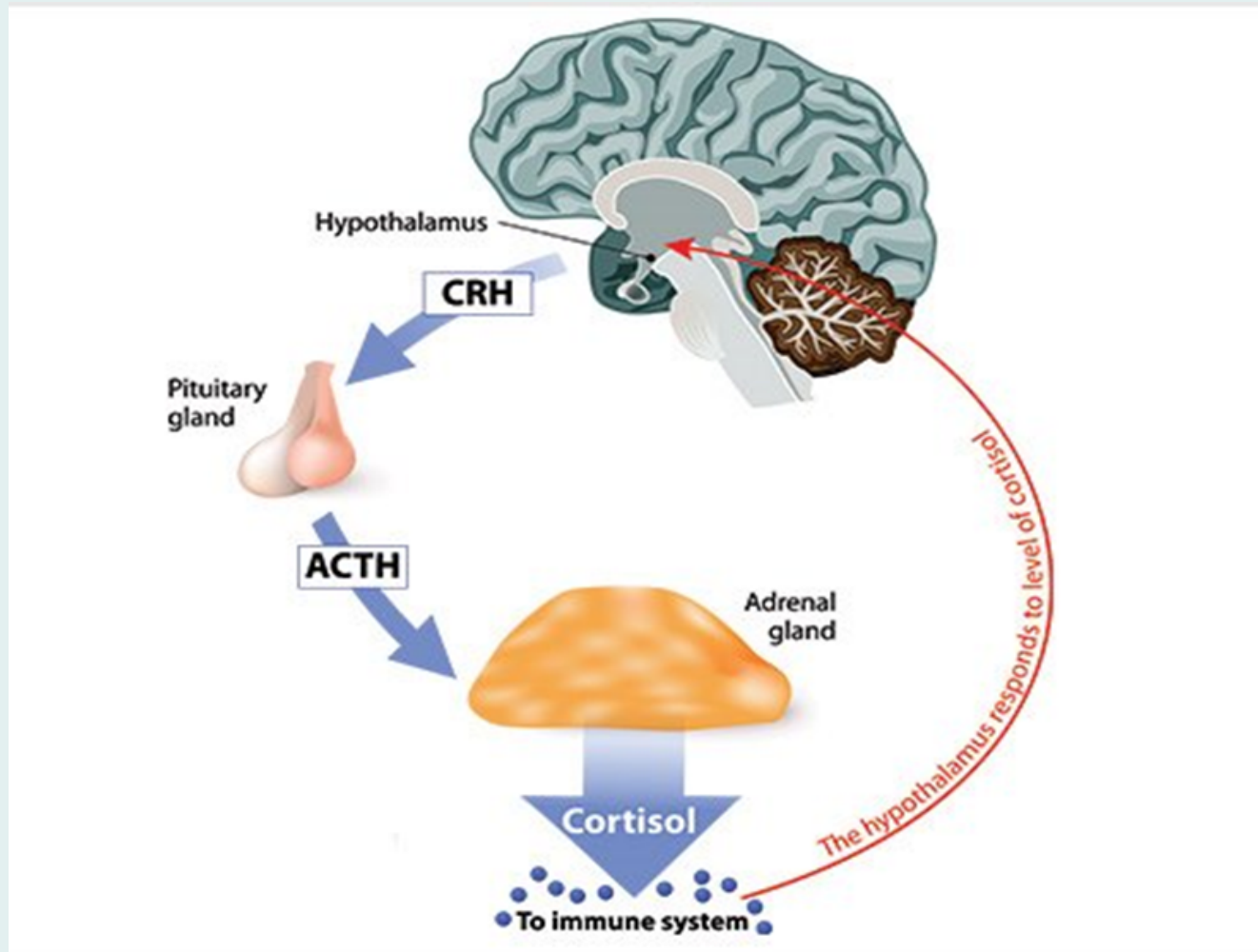
Burnout

Compassion fatigue

Secondary trauma

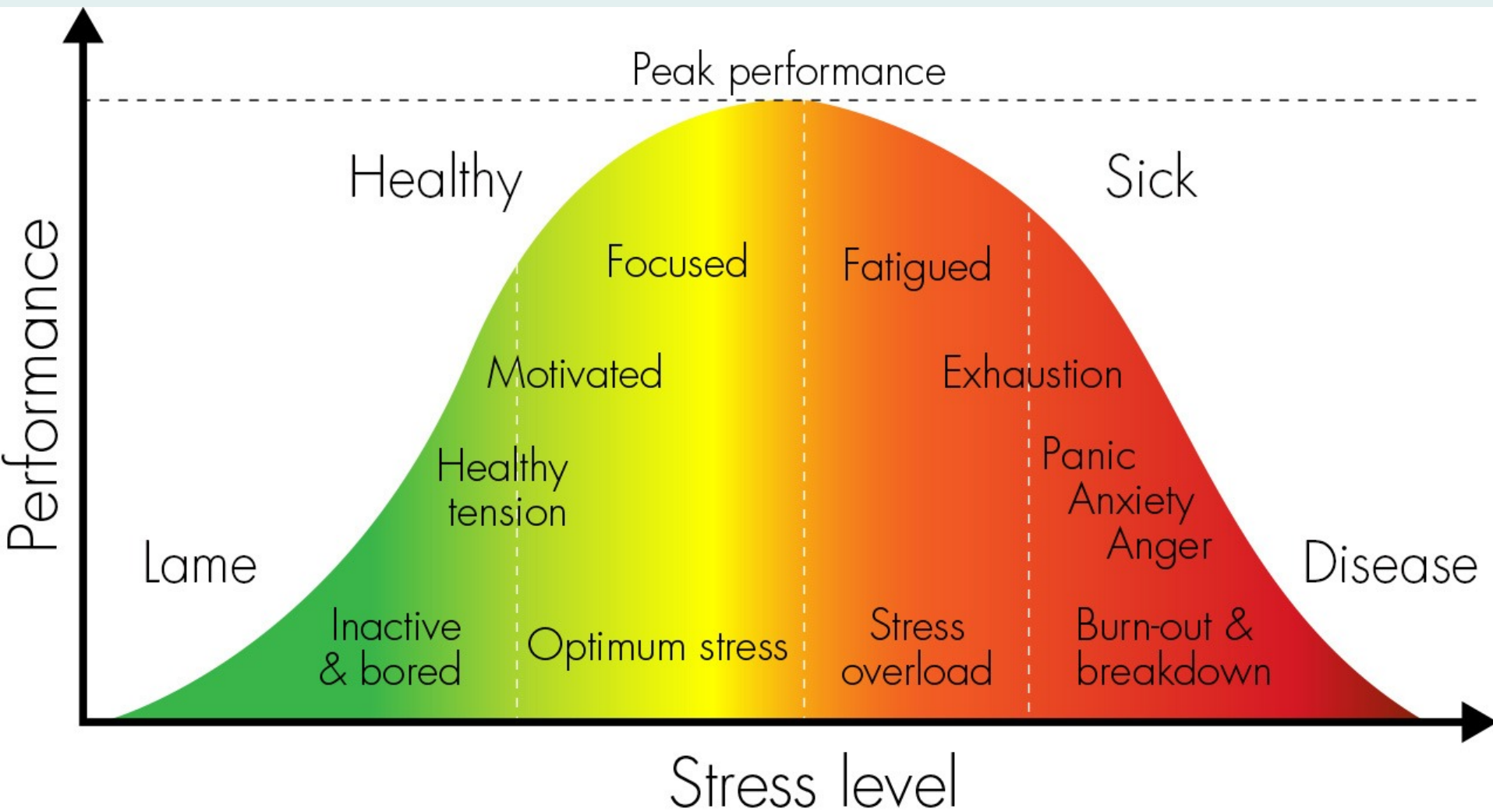
Vicarious trauma

Physiology of stress



Fight-Flight-Freeze



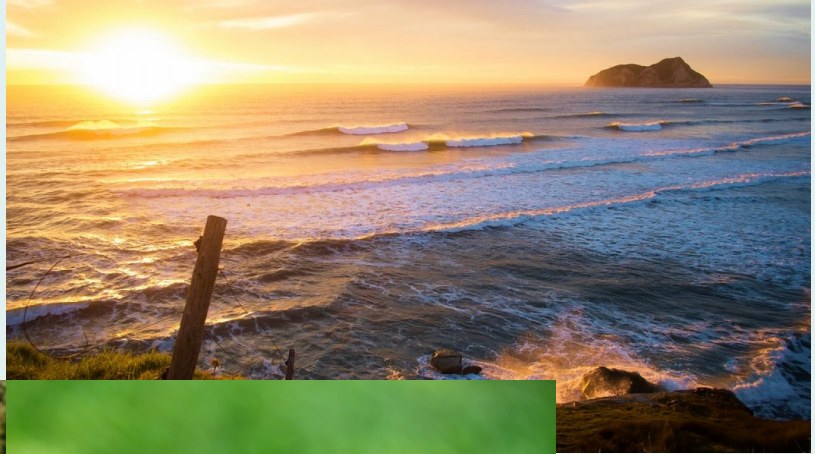


COVID-19



What impact has COVID 19 had for you in your workplace?





What are you doing now to manage the impact of COVID-19?



“Staff wellness is central to becoming a trauma-informed organisation.”

Menschner, C,. & Maul, A.(2016)

Workplace wellbeing



create space to discuss and normalise feelings of stress



whats the new normal in your workplace?

Workplace wellbeing



share coping strategies and resources



encourage and support one another to make healthy choices



express gratitude



be kind

Children and families



Empowerment



Practitioner



Family



Self-care strategies

Self-care



HOW DO I
DEFINE SELF-
CARE?



WHAT ARE MY
SIGNS OF
STRESS?



WHAT ACTIVITIES
CONTRIBUTE TO
TAKING CARE OF
MYSELF?

Your early warning signs

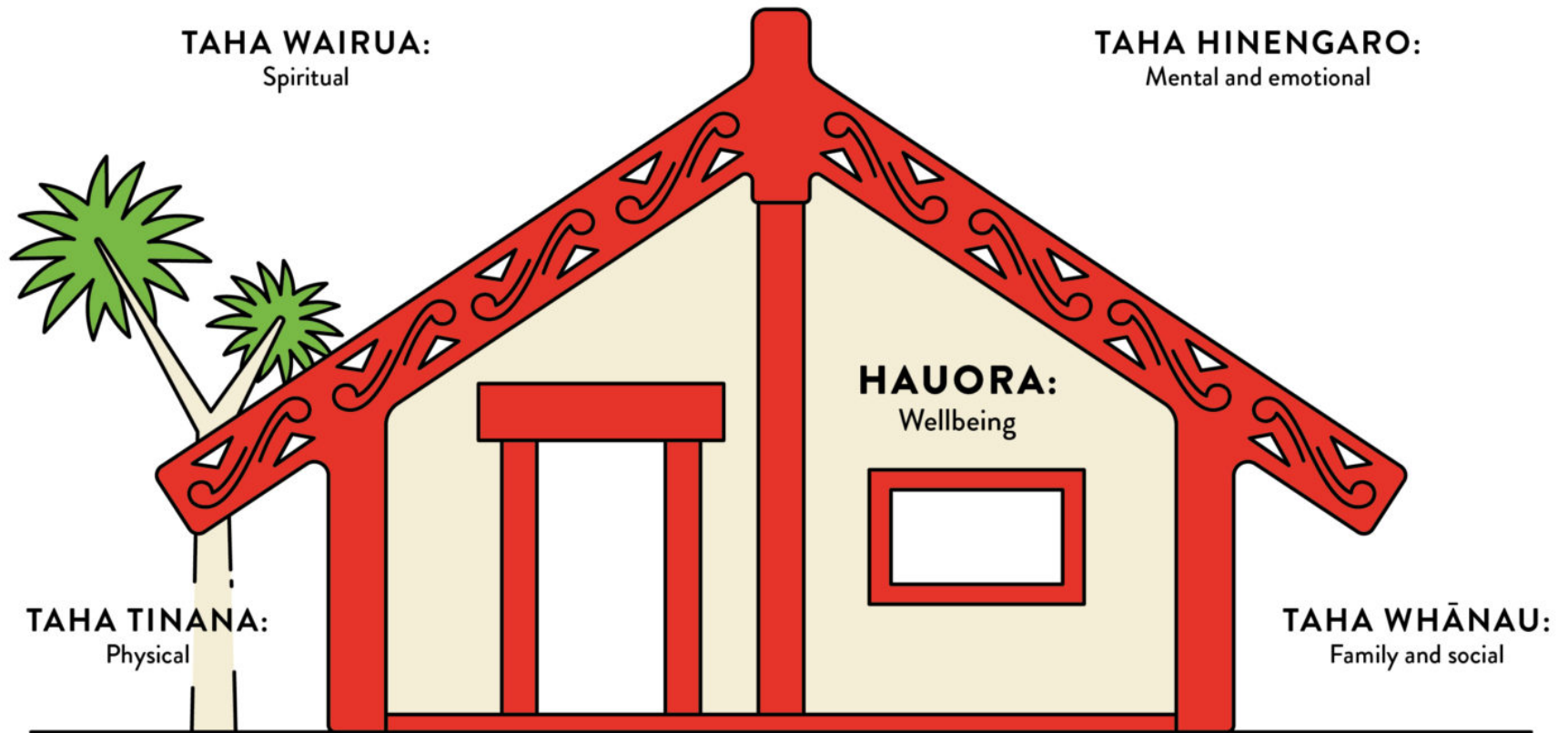
Psychological

Behavioral

Physical



Te Whare Tapa Whā



Ngā mihi to Professor Sir Mason Durie,
who was instrumental in the development
of the Te Whare Tapa Whā model.

WHENUA:
Land, place, roots

Mason Durie, 1984.

Self care plan

What are your personal signs of stress?

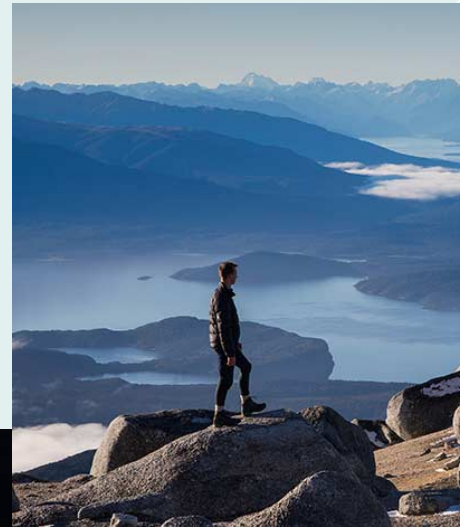
What strategies can you use to manage stress?

Who can you call upon for support?

What enjoyable activities can you include in your routine over the next month?

Reduce the stress response

Mindfulness: a state of mind where your focus is centered in the present moment.



Don't get on the train of thoughts – stand on the platform (Craig Hassed , 2011)





Healthcare worker programme.xspf

Mindfulness mental health outcomes

Prevent relapse of depression (Kuyken et al, 2015)

Reduces:

- **Clinical depression** (Shapiro, Schwarz & Bonner, 1998; Anderson, Lau, Segal & Bishop, 2007)
- **Anxiety** (e.g. Anderson et al. 2007; Speca, Carlson, Goodey, & Angen, 2000)
- **Anger** (Anderson et al. 2007)
- **Rumination** (Anderson et al. 2007., Jain et al., 2007)
- **Enhances cognitive flexibility & attention** (Hodgins & Adair, 2010; Moore & Malinowski, 2009)

Associated with:

- **Greater life satisfaction & vitality** (Brown & Ryan, 2003)
- **More emotional equanimity** (Hill & Updegraff, 2012)
- **Greater self-esteem** (Brown & Ryan, 2003; Rasmussen & Pidgeon, 2011)
- **More empathy** (Dekeyser, Raes, Leijssen, Leysen, & Dewulf, 2008)
- **Greater sense of autonomy** (Brown & Ryan, 2003)

Self compassion



Compassion → Vagal tone → Calm

Feeling stressed **versus** feeling safe and comforted –
the optimal state for doing our best

Benefits of self compassion

- Motivation increases as a result of encouragement, support and love rather than relying on fear of failure
- Less self criticism
- Less rumination
- Decreased anxiety and depression
- Improved physiology

MacBeth & Gumley, 2012

Neff & Germer, 2013

Warren, Smeets and Neff, 2016

The optimal mindset

- Kind, self-compassionate, trial and error, curious
- Self-aware, tendencies under stress, action
- Flexible and realistic (not perfection)
- Open to new opportunities

Caring for others requires caring for
oneself.

~ Dalai Lama (2000) ~



Resources

Websites

<https://www.mentalhealth.org.nz/>

<https://nam.edu/initiatives/clinician-resilience-and-well-being/>

<http://www.ihi.org/Topics/Joy-In-Work/Pages/default.aspx>

<https://www.monash.edu/health/mindfulness>

<https://www.calm.auckland.ac.nz/>

<https://www.themindfulnessinitiative.org/>

Resources

TED talks

Laura van Dernoot Lipsky. Beyond the Cliff.
<https://www.youtube.com/watch?v=uOzDGrcvmus>

Kristin Neff. The 3 components of self-compassion
<https://youtu.be/11U0h0DPu7k>

Kristin Neff. The space between self-esteem and self compassion
<https://www.youtube.com/watch?v=lvTZBUSplr4>

Apps: Smiling mind, Headspace, Insight timer

Free online courses:

Self-care in trauma-informed organisations (e-module)
<https://www.goodfellowunit.org/courses/self-care-trauma-informed-organisations>

Future Learn: Mindfulness for wellbeing and peak performance (4 week course) <https://www.futurelearn.com/courses/mindfulness-wellbeing-performance/6>