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March 2020

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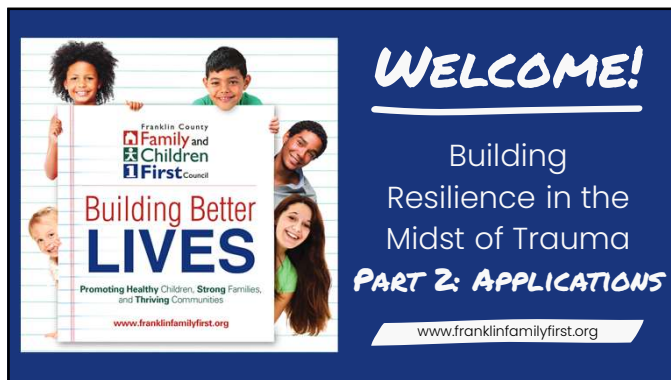
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**WELCOME!**

Building Resilience in the Midst of Trauma

**PART 2: APPLICATIONS**

[www.franklinfamilyfirst.org](http://www.franklinfamilyfirst.org)

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**Topics to be covered today**

- Guiding Framework: Resilience & the 6 R's
- Building Our Own Resilience
- Skills Application for Individuals
- Skills Applications for Teams & Organizations
- Applying to the Current Context

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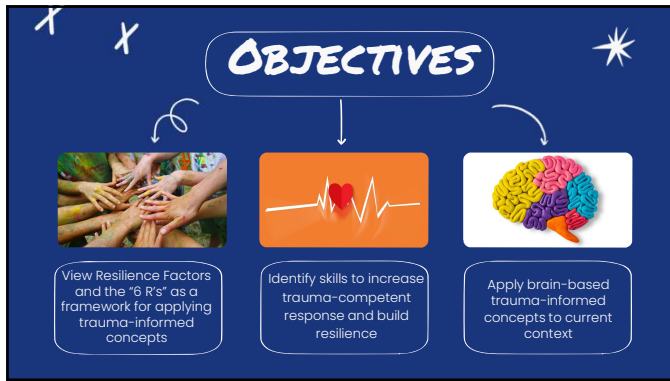
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"I don't need you to praise me for my resilience. I need you to stop creating spaces of trauma, where being resilient is all I'm allowed to be."

-Omolara Uwemedimo, MD, MPH

**BEYOND RESILIENCE...**

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Large-Scale Support Systems

Skills of Resilience for Individuals and Organizations

**BEYOND RESILIENCE...**

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What is the situation?

What is your preference?

What resources do you have?

**Recipe for Regulation**

- ✓ Rhythm
- ✓ Repetition
- ✓ Relationship
- ✓ Relevance
- ✓ Reward
- ✓ Respect

"6 Rs is the work of Dr. Perry and the NeuroSequential Network"

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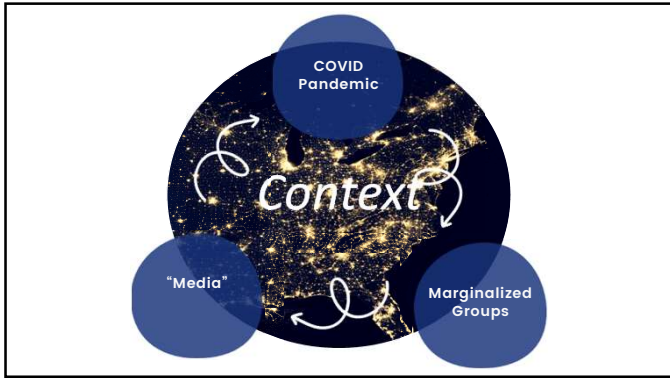
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**TYPES OF STRESS**

Type	Looks Like...	Response
Stress	I'm tired after a long day, but I know I'll be ok tomorrow	Continue best practices and routines that I know are effective, at home and at work.

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TYPES OF STRESS		
Type	Looks Like...	Response
<b>Burnout</b>	My personality and automatic responses are more negative; friends and family comment that I seem on edge, I feel like I need some time to recharge	Practice self-care (exercise, quiet time, relationships, etc., take time away when possible)

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TYPES OF STRESS		
Type	Looks Like...	Response
<b>Secondary Trauma</b>	Intrusive thoughts, disrupted sleep, poor eating habits, poor health; the trauma is overwhelming and I can't handle it	Reach out for professional help, such as Employee Assisted Services; treat it as a mental health concern

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## SELF CHECK-IN

Pro-QOL – Professional Quality of Life Assessment  
See Handout



What is your level of  
"Compassion Satisfaction"?  
"Burnout"?  
"Secondary Traumatic Stress"?

Low – Moderate – High



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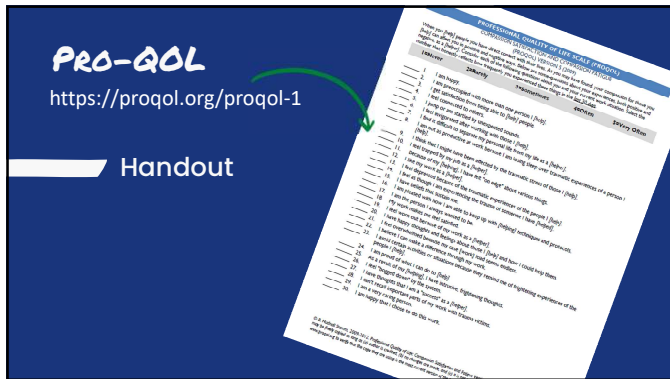
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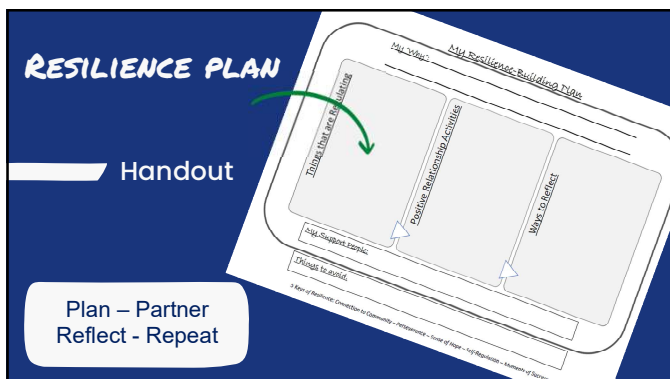
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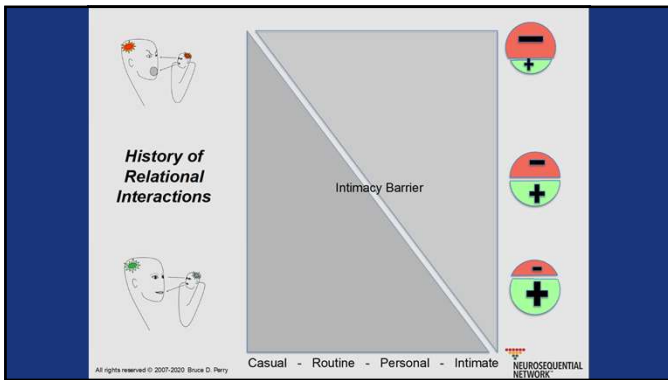
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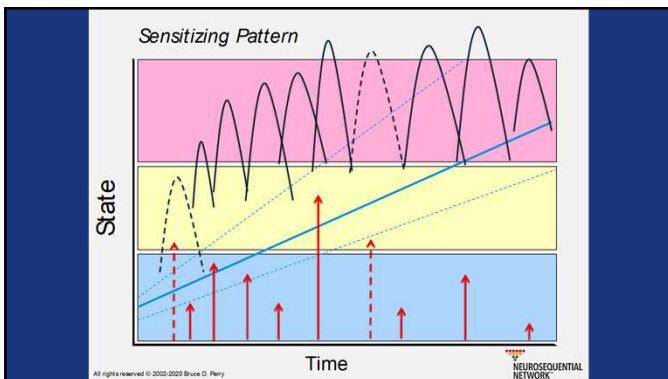
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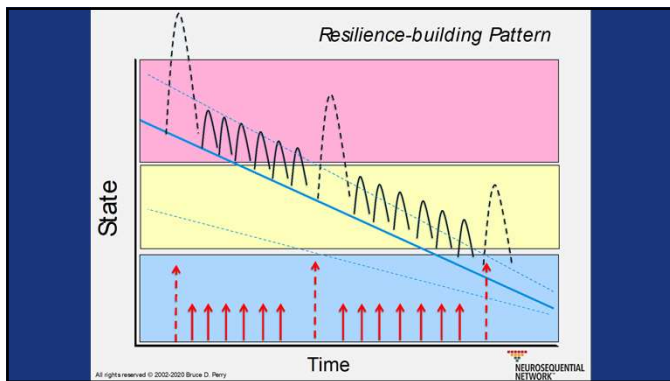
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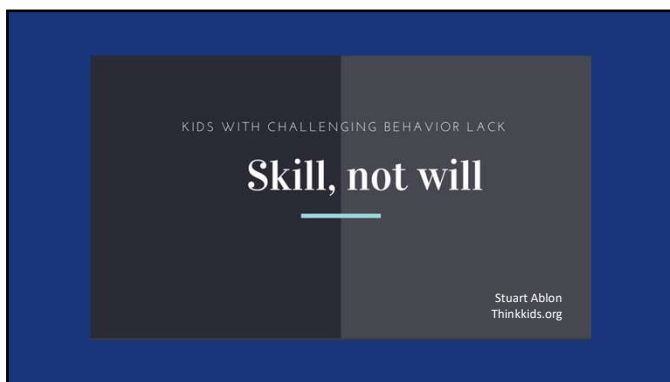
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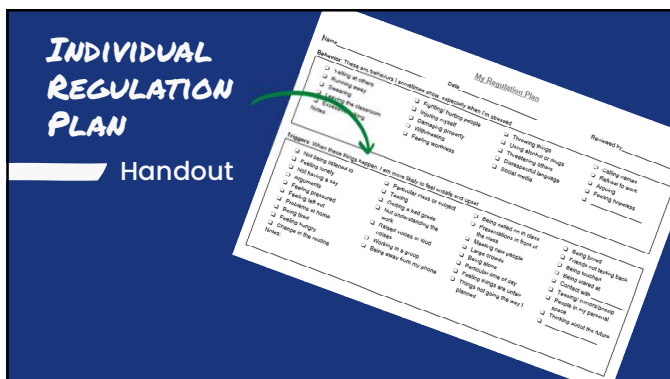
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## DEVELOPING A REGULATION PLAN



- ✓ Plan together
- ✓ Small, tolerable doses
- ✓ Share with others
- ✓ Practice
- ✓ Reflect and adjust



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## BUILDING RESILIENT ORGANIZATIONS



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Organizational Pressures	Resource-surplus Predictable Stable/Safe	Resource-limited Unpredictable Novel	Resource-poor Threatening Inconsistent
	Prevailing Cognitive Capacity	Abstract Creative (IQ = 120)	Concrete Superstitious/Defensive (IQ = 100)
	Prevailing Affective 'Tone'	CALM	ANXIETY
	Systemic Solutions	Reflective INNOVATIVE	Concrete SIMPLISTIC
	Focus of Solution	FUTURE Intentional Infection	SHORT-TERM Serendipitous Infection
	Policies and Practices	Abstract Conceptual	Concrete Superstitious Intrusive
Staff & Supervisory Practices	Nurturing Flexible Enriching	Ambivalent Obsessive Controlling	Apathetic Oppressive Harsh

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## THE 6R'S IN ORGANIZATIONS



- |                |   |                |
|----------------|---|----------------|
| ✓ Rhythm       | → | Predictability |
| ✓ Relationship | → | Safety         |
| ✓ Repetition   | → | Practice       |
| ✓ Relevance    | → | Connection     |
| ✓ Reward       | → | Purpose        |
| ✓ Respect      | → | Humility       |

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We are all in  
the storm,  
but we are  
not in the  
same boat



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## ADDITIONAL RESOURCES



- Change Your World by Michael Ungar
- Trauma Stewardship by Laura van Dernoot Lipsky
- Treating Explosive Kids by J. Stuart Ablon and Ross W. Greene
- Culturally Responsive Teaching & the Brain by Zaretta Hammond

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