

Tania Glenn and Associates, PA
Trauma Defense Team



Resilience Through Chaos

TANIA GLENN
& ASSOCIATES, PA Presented by: Rebecca Thomas, LMSW

How it started




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& ASSOCIATES, PA

OUR BEGINNING

Proposal

City of Austin
Emergency Medical Services
Wellness Program



Prepared and Submitted By: Tania Glenn, LMSW LMSW
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& ASSOCIATES, PA



History



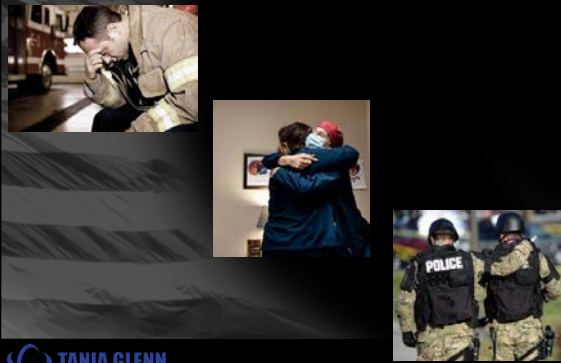
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Peer Support Teams



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What We Are Facing Now More Than Ever



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Every Organization MUST Have a Plan



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The Time for a Plan is NOT When You Need It



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The Elements of a Good Plan

- ❖ Protocol and policies that support hospital workers getting help



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The Elements of a Good Plan

- ❖ A culture that promotes mental health and resilience



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The Elements of a Good Plan

- ❖ Local clinicians who understand emergency services
- ❖ Local clinicians who believe in peer support



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Where We Start – Education is Inoculation

Traumatic Stress:



A state of physical and emotional activation.



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Where We Start – Education is Inoculation

- ❖ The core element of stress is fight or flight syndrome



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The Types of Stress – Let's Normalize This

- ❖ Acute Stress
- ❖ Delayed stress
- ❖ Cumulative stress
- ❖ Post-traumatic stress disorder



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The Four Red Flags of Trauma

- ❖ The perception that you will lose your life
- ❖ The perception that you will witness the loss of life of someone you care about, or this event actually occurring
- ❖ Mass carnage incidents
- ❖ Serious injury or death of a child/children



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Enhancing Resilience After Horror

Start with the base of Maslow's Hierarchy of Needs:
Food, Water, Clothing, Shelter, Safety



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PTSD

End of week 1:
FADING

End of week 2:
GOOD TO GO



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Post-Traumatic Stress Syndrome

- ❖ Symptoms are common after trauma but resolve in about a month.
- ❖ These are normal reactions to trauma and the healthy, resilient brain resolves it.



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Cumulative Stress: Think Burnout!!!



- ❖ High expectations and good intentions



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Innocence, The End of the Innocence and Wisdom



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Cumulative Stress: Think Burnout!!!

- ❖ Continuous exposure to suffering and violence



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Cumulative Stress: Think Burnout!!!

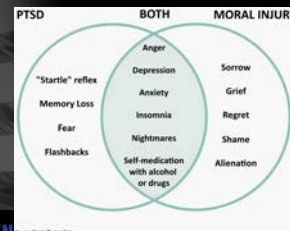
- ❖ Burnout means no balance



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Moral Injury

- ❖ Moral injury refers to an injury to an individual's moral conscience and values resulting from an act of perceived moral transgression. The result is profound guilt and shame, and sometimes a sense of betrayal.



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Vicarious Trauma

- ❖ The response associated with the exposure to the pain of others



Secondary Trauma

- ❖ Secondary trauma is associated with symptoms that resemble PTSD, resulting from working with others who have experienced trauma firsthand. Symptoms include hypervigilance, hopelessness, anger, fear and cynicism.



Resilience



- ❖ Resilience means getting through adversity

Resilience

It's not enough to want to be resilient.



We have to choose a resilient life.

Resilience Continuum



Resilience

- ❖ Everyone is resilient to some degree
- ❖ No one is perfectly resilient



Resilience



- ❖ Resilience means generally working, playing, loving and expecting well
- ❖ Resilience means functioning at the best possible level

The Resilient Brain



- ❖ The brain is plastic – it changes in structure and function as we grow through life and experience events
- ❖ The hippocampus grows neurons as it recovers from stress

The Resilient Brain

Brain health equals heart health



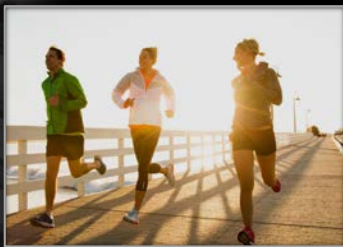
Aerobic Exercise

- ❖ Exercise burns stress and lowers cholesterol
- ❖ Exercise enhances cognitive function and prevents decline
- ❖ Fitness is associate with academic performance



Aerobic Exercise

- ❖ Exercise improves mood, happiness and confidence
- ❖ Exercise reduces tension, depression and anxiety



Nutrition



- ❖ Nutrition is good for the heart and the brain
- ❖ Power foods: Plants and fish

Nutrition



- ❖ Choose good carbohydrates
- ❖ Choose foods rich in antioxidants
- ❖ Restrict calories
- ❖ Go with whole grains
- ❖ High fiber

Nutrition



- ❖ Vitamins
- ❖ Dark chocolate
- ❖ Nuts
- ❖ Hydrate
- ❖ Go lean

Sleep

- ❖ Sleep recharges and refreshes the mind
- ❖ Sufficient sleep has been linked to resilience
- ❖ Creativity, problem-solving and better performance



Not Enough Sleep

- ❖ REM sleep is shortened
- ❖ Weight gain
- ❖ Decreased blood flow to the brain – depression, anxiety, suicide



Tips for Good Sleep



- ❖ Get enough
- ❖ Keep a regular schedule
- ❖ Create a sleep-friendly environment
- ❖ Develop a relaxing routine

Tips for Good Sleep

- ❖ Exercise
- ❖ Consider regular naps
- ❖ Avoid alcohol and caffeine and self-medication



Happiness

Happiness is an overall feeling of satisfaction with one's life and oneself



Happiness

- ❖ Happiness includes genetics and outside factors
- ❖ Exercise, nutrition, sleep, light and Vitamin D
- ❖ Preliminary blood draws:
 - Vitamin D
 - Cortisol
 - Testosterone
 - Thyroid
 - Electrolytes



Gratitude



Gratitude is linked to happiness, health, job satisfaction, less pain and fatigue, feeling more connected to others

Altruism

- ❖ Altruism is the unselfish concern for the welfare of others
- ❖ Selflessness
- ❖ Kindness
- ❖ Benevolence



Altruism

Altruism is associated with kindness and less cynicism



Spirituality



Spirituality is connected to greater optimism, health, resilience and altruism

Resilience According to TGA

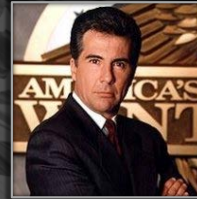


- ❖ Hydration, nutrition, rest and exercise
- ❖ Family, faith, friends and hobbies
- ❖ Alcohol in moderation, or for some, none at all



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Resilience According to TGA



- ❖ Set reasonable goals and objectives to reach them
- ❖ Get regular and comprehensive check-ups



- ❖ Anger is a great tool – use it well
- ❖ Forgive yourself and others



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Resilience According to TGA

- ❖ Develop a core set of beliefs that nothing can shake
- ❖ Try to find meaning in whatever stressful or traumatic thing has happened – find post-traumatic growth
- ❖ Be tenacious in your healing



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Resilience According to TGA



- ❖ Take cues from someone who is especially resilient
- ❖ Don't get stuck in a moment – take a step back and look at the big picture



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Bottom Line...Get Help!



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Posttraumatic Growth – Pay It Forward

I love when people that have been through hell walk out of the flames carrying buckets of water for those still consumed by the fire.

Stephanie Sperkle



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Publications

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Publications

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www.smashingthestigma.com

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Questions and Answers

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"Pain is inevitable, suffering is optional."

REBECCA THOMAS, LMSW
rebecca@taniaglenn.com • 1.512.323.6994

www.taniaglenn.com
<http://drtaniaglenn.blogspot.com>
<https://facebook.com/DrTaniaGlenn> and Associates PA
<https://twitter.com/DrTaniaGlenn>

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