

What is stress?

Stress is a term used to describe the wear and tear the body experiences in reaction to everyday tensions and pressures. Change, illness, injury or career and lifestyle changes are common causes of stress. It's how we respond, however, to the emotional pressure and tension we feel from the little everyday hassles—rush-hour traffic, waiting in line and too many e-mails—that do the most damage.

How does stress affect health?

Stress affects people physically, mentally and emotionally. According to the American Institute of Stress, up to 90% of all health problems are related to stress. Too much stress can contribute to and aggravate many health problems, including heart disease, high blood pressure, stroke, depression and sleep disorders.

How stressed are you?

Everyone responds to stress differently. Take this quick test to see if you are experiencing stress. The items you check will reveal how much stress is affecting your life.

- ☐ I feel overly tired or fatigued.
- ☐ I often am nervous, anxious or depressed.
- ☐ I have sleep problems.
- ☐ I have repeated headaches or minor aches and pains.
- ☐ I worry about my job, finances, relationships.

What can I do about it?

The first step is to understand how stress works. It's not the events or situations that do the harm, but rather how you respond to those events. More precisely, it's how you feel about them that determines whether you are stressed.

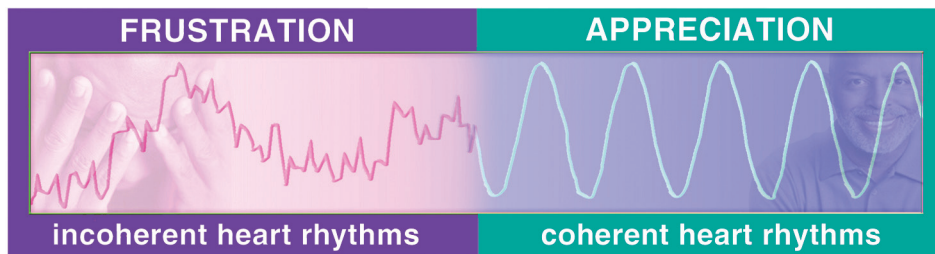
Emotions, or feelings have a powerful impact on the human body. Positive emotions like appreciation, care and love not only feel good, they are good for you. They help your body's systems synchronize and work better, as a well-tuned car. Research at the Institute of HeartMath has shown that when you intentionally shift to a positive emotion, heart rhythms immediately change. This shift in heart rhythms creates a favorable cascade of neural, hormonal and biochemical events that benefit the entire body. The effects are both immediate and long lasting.

The Impact of Stress and the Basics of Heart Coherence



How does it work?

When you're stressed, your body is out of sync. Negative/depleting emotions we feel when stressed such as anger, frustration, anxiety and worry lead to increased disorder in heart rhythms and the nervous system. In contrast, positive/renewing emotions like joy, appreciation, care and kindness create harmony in heart rhythms and the nervous system. Other bodily systems sync up to this rhythm, a process scientists call coherence. Because coherence leads to more mental clarity, creativity and better problem-solving abilities, it's easier to find solutions and better ways of handling stressful situations.



How can I create and practice physiological coherence?

The HeartMath® System introduces you to a powerful tool to help you increase physiological coherence. Use the Quick Coherence® Technique in your daily life to reduce the effects of stress and the emWave® technology to enhance your coherence practice.

The Quick Coherence® Technique

The Quick Coherence Technique is an easy way to interrupt the stress response and quickly bring your system into coherence. Practice this tool four or five times a day, every day for a minimum of three weeks. Use it as a quick stress manager prior to or during challenging events or situations. Good times to practice the Quick Coherence steps are first thing in the morning, before going to sleep at night and break time in the middle of the day, but you can use it anytime you want to rebalance or get an energy boost.

The Steps

Step 1. Focus your attention in the area of the heart. Imagine your breath is flowing in and out of your heart or chest area, breathing a little slower and deeper than usual.

Suggestion: Inhale 5 seconds, exhale 5 seconds (or whatever rhythm is comfortable).

Step 2. Make a sincere attempt to experience a regenerative feeling such as appreciation or care for someone or something in your life.

Suggestion: Try to re-experience the feeling you have for someone you love, a pet, a special place, an accomplishment, etc., or focus on a feeling of calm or ease.

Once you have become familiar with these two steps, use the quick steps:

1. Heart-Focused Breathing
2. Activate a positive or renewing feeling

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Introduction to iRest Yoga Nidra Meditation

Linda Chamberlain PhD MPH

iRest is a science-based, mind-body approach that integrates Yoga Nidra meditation with relaxation techniques. Initially developed and evaluated with the U.S. military, participants are guided through a process of self-inquiry and mindfulness training. iRest is a secular (non-religious) practice that is used in a wide range of community settings. There are ten steps in the iRest protocol. Each step is a tool that can be used by itself or with other steps to build resilience, cope with stress, help regulate emotions and experience well-being. Research has shown the iRest protocol to be effective for helping people with a wide range of challenges including depression, anxiety, panic attacks, sleep problems, chronic pain and traumatic stress. If you are under the care of a physician, therapist or counselor, please check with your provider to ask if Yoga Nidra meditation and relaxation techniques would be appropriate for you at this time.

This practice can be done in any comfortable position including sitting, lying down on a mat or blanket, or while walking. No special equipment or clothing is needed. While a typical, guided practice is 25-30 minutes, you can practice any tool for just a moment or two. Practicing a little and often can be very effective. In the workshops I offer, we do some brief practices to experience specific steps of iRest and when time allows, a longer practice combining several steps.

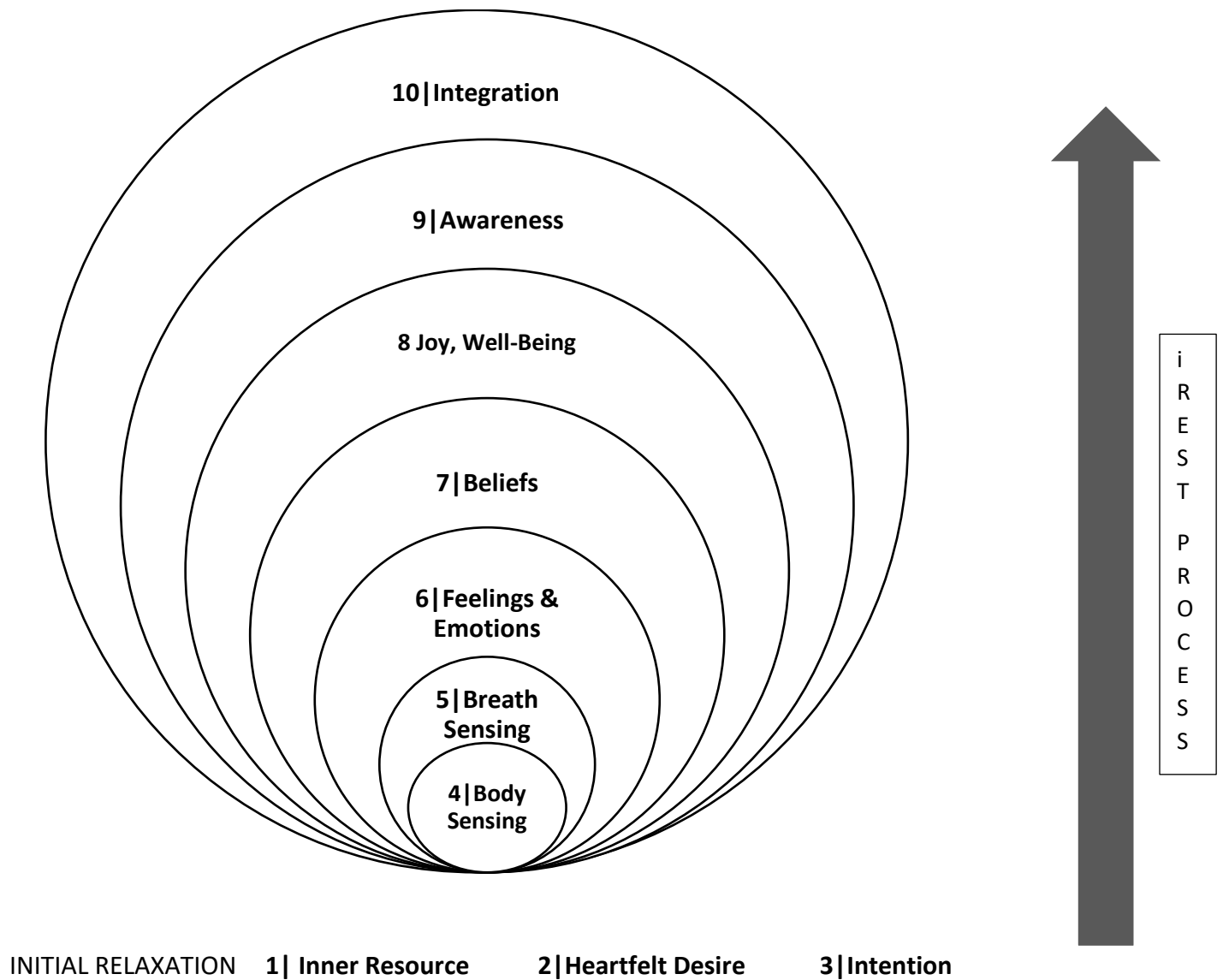
iRest can be done as a self-practice at your own pace by using an app, by accessing online resources or reading books. Group classes are offered online and in-person when it is safe to do so again. iRest is often taught as a six- or eight-week series to explore each tool in the protocol.

You can find more information and resources at www.irest.org

ABOUT ME

I am a public health scientist specializing in the effects of stress and trauma on the brain and body. My work current focuses on mind-body approaches that can be easily learned by adults and children to buffer the effects of stress, strengthen emotional regulation and build resilience. I have trained in several mind-body modalities and was exposed to iRest through my work with the military. I am a certified iRest teacher. You can contact me at drlindachamberlain@gmail.com

10 Tools of iRest Protocol



Adapted from Integrative Restoration Institute, 2017

PROFESSIONAL QUALITY OF LIFE SCALE (PROQOL)

COMPASSION SATISFACTION AND COMPASSION FATIGUE

(PROQOL) VERSION 5 (2009)

When you [help] people you have direct contact with their lives. As you may have found, your compassion for those you [help] can affect you in positive and negative ways. Below are some questions about your experiences, both positive and negative, as a [helper]. Consider each of the following questions about you and your current work situation. Select the number that honestly reflects how frequently you experienced these things in the last 30 days.

1=Never

2=Rarely

3=Sometimes

4=Often

5=Very Often

- _____ 1. I am happy.
- _____ 2. I am preoccupied with more than one person I [help].
- _____ 3. I get satisfaction from being able to [help] people.
- _____ 4. I feel connected to others.
- _____ 5. I jump or am startled by unexpected sounds.
- _____ 6. I feel invigorated after working with those I [help].
- _____ 7. I find it difficult to separate my personal life from my life as a [helper].
- _____ 8. I am not as productive at work because I am losing sleep over traumatic experiences of a person I [help].
- _____ 9. I think that I might have been affected by the traumatic stress of those I [help].
- _____ 10. I feel trapped by my job as a [helper].
- _____ 11. Because of my [helping], I have felt "on edge" about various things.
- _____ 12. I like my work as a [helper].
- _____ 13. I feel depressed because of the traumatic experiences of the people I [help].
- _____ 14. I feel as though I am experiencing the trauma of someone I have [helped].
- _____ 15. I have beliefs that sustain me.
- _____ 16. I am pleased with how I am able to keep up with [helping] techniques and protocols.
- _____ 17. I am the person I always wanted to be.
- _____ 18. My work makes me feel satisfied.
- _____ 19. I feel worn out because of my work as a [helper].
- _____ 20. I have happy thoughts and feelings about those I [help] and how I could help them.
- _____ 21. I feel overwhelmed because my case [work] load seems endless.
- _____ 22. I believe I can make a difference through my work.
- _____ 23. I avoid certain activities or situations because they remind me of frightening experiences of the people I [help].
- _____ 24. I am proud of what I can do to [help].
- _____ 25. As a result of my [helping], I have intrusive, frightening thoughts.
- _____ 26. I feel "bogged down" by the system.
- _____ 27. I have thoughts that I am a "success" as a [helper].
- _____ 28. I can't recall important parts of my work with trauma victims.
- _____ 29. I am a very caring person.
- _____ 30. I am happy that I chose to do this work.

YOUR SCORES ON THE PROQOL: PROFESSIONAL QUALITY OF LIFE SCREENING

Based on your responses, place your personal scores below. If you have any concerns, you should discuss them with a physical or mental health care professional.

Compassion Satisfaction _____

Compassion satisfaction is about the pleasure you derive from being able to do your work well. For example, you may feel like it is a pleasure to help others through your work. You may feel positively about your colleagues or your ability to contribute to the work setting or even the greater good of society. Higher scores on this scale represent a greater satisfaction related to your ability to be an effective caregiver in your job.

The average score is 50 (SD 10; alpha scale reliability .88). About 25% of people score higher than 57 and about 25% of people score below 43. If you are in the higher range, you probably derive a good deal of professional satisfaction from your position. If your scores are below 40, you may either find problems with your job, or there may be some other reason—for example, you might derive your satisfaction from activities other than your job.

Burnout _____

Most people have an intuitive idea of what burnout is. From the research perspective, burnout is one of the elements of Compassion Fatigue (CF). It is associated with feelings of hopelessness and difficulties in dealing with work or in doing your job effectively. These negative feelings usually have a gradual onset. They can reflect the feeling that your efforts make no difference, or they can be associated with a very high workload or a non-supportive work environment. Higher scores on this scale mean that you are at higher risk for burnout.

The average score on the burnout scale is 50 (SD 10; alpha scale reliability .75). About 25% of people score above 57 and about 25% of people score below 43. If your score is below 43, this probably reflects positive feelings about your ability to be effective in your work. If you score above 57 you may wish to think about what at work makes you feel like you are not effective in your position. Your score may reflect your mood; perhaps you were having a “bad day” or are in need of some time off. If the high score persists or if it is reflective of other worries, it may be a cause for concern.

Secondary Traumatic Stress _____

The second component of Compassion Fatigue (CF) is secondary traumatic stress (STS). It is about your work related, secondary exposure to extremely or traumatically stressful events. Developing problems due to exposure to other's trauma is somewhat rare but does happen to many people who care for those who have experienced extremely or traumatically stressful events. For example, you may repeatedly hear stories about the traumatic things that happen to other people, commonly called Vicarious Traumatization. If your work puts you directly in the path of danger, for example, field work in a war or area of civil violence, this is not secondary exposure; your exposure is primary. However, if you are exposed to others' traumatic events as a result of your work, for example, as a therapist or an emergency worker, this is secondary exposure. The symptoms of STS are usually rapid in onset and associated with a particular event. They may include being afraid, having difficulty sleeping, having images of the upsetting event pop into your mind, or avoiding things that remind you of the event.

The average score on this scale is 50 (SD 10; alpha scale reliability .81). About 25% of people score below 43 and about 25% of people score above 57. If your score is above 57, you may want to take some time to think about what at work may be frightening to you or if there is some other reason for the elevated score. While higher scores do not mean that you do have a problem, they are an indication that you may want to examine how you feel about your work and your work environment. You may wish to discuss this with your supervisor, a colleague, or a health care professional.

WHAT IS MY SCORE AND WHAT DOES IT MEAN?

In this section, you will score your test so you understand the interpretation for you. To find your score on **each section**, total the questions listed on the left and then find your score in the table on the right of the section.

Compassion Satisfaction Scale

Copy your rating on each of these questions on to this table and add them up. When you have added then up you can find your score on the table to the right.

3. _____
6. _____
12. _____
16. _____
18. _____
20. _____
22. _____
24. _____
27. _____
30. _____

Total: _____

The sum of my Compassion Satisfaction questions is	So My Score Equals	And my Compassion Satisfaction level is
22 or less	43 or less	Low
Between 23 and 41	Around 50	Average
42 or more	57 or more	High

Burnout Scale

On the burnout scale you will need to take an extra step. Starred items are "reverse scored." If you scored the item 1, write a 5 beside it. The reason we ask you to reverse the scores is because scientifically the measure works better when these questions are asked in a positive way though they can tell us more about their negative form. For example, question 1. "I am happy" tells us more about

- *1. _____ = _____
*4. _____ = _____
8. _____
10. _____
*15. _____ = _____
*17. _____ = _____
19. _____
21. _____
26. _____
*29. _____ = _____

Total: _____

The sum of my Burnout Questions is	So my score equals	And my Burnout level is
22 or less	43 or less	Low
Between 23 and 41	Around 50	Average
42 or more	57 or more	High

You Wrote	Change to
	5
2	4
3	3
4	2
5	1

the effects of helping when you are *not* happy so you reverse the score

Secondary Traumatic Stress Scale

Just like you did on Compassion Satisfaction, copy your rating on each of these questions on to this table and add them up. When you have added then up you can find your score on the table to the right.

2. _____
5. _____
7. _____
9. _____
11. _____
13. _____
14. _____
23. _____
25. _____
28. _____

Total: _____

The sum of my Secondary Trauma questions is	So My Score Equals	And my Secondary Traumatic Stress level is
22 or less	43 or less	Low
Between 23 and 41	Around 50	Average
42 or more	57 or more	High



The power of the Quick Coherence Technique comes from positive emotions. When you engage positive feelings, in the moment, you replace depleting emotions with ones that can renew your system. The technique is easy, but each step is important. With practice, the coherence you establish in your system becomes your new reference point making the shift easier and more automatic.

Step 1. Focus your attention in the area of the heart. Imagine your breath is flowing in and out of your heart or chest area, breathing a little slower and deeper than usual.

Suggestion: Inhale 5 seconds, exhale 5 seconds (or whatever rhythm is comfortable).

Step 2. Make a sincere attempt to experience a regenerative feeling such as appreciation or care for someone or something in your life.

Suggestion: Try to re-experience the feeling you have for someone you love, a pet, a special place, an accomplishment, etc., or focus on a feeling of calm or ease.

Once you have become familiar with these three steps, use the quick steps:

- **Heart-Focused Breathing**
- **Activate a positive or renewing feeling**

Use the Quick Coherence steps anytime you want to:

- Gain the benefits of positive emotions.
- Have a quick 30 second emotional adjustment.
- Get an extra energy boost.

List some everyday depleting situations and how you can benefit from applying the Quick Coherence Technique.

SITUATION	DEPLETING RESPONSE	HOW QUICK COHERENCE CAN HELP

Specific applications.

Quick Coherence® Personal Practice Log



Consider any stress triggers or potentially depleting reactions you experienced.
Write down the situation and what happened.

Date	Situation	Response	Observations

Write down any successes you are having with your practice.

Write down any challenges you are having with your practice.



The Heart-Focused Breathing™ step shifts your attention away from your depleting thoughts to your heart or chest area increases coherence in your system. Because changing the rhythm of your breathing changes the rhythm in your nervous system, when you breathe deeper and slower, 5 seconds in and 5 seconds out or 6 complete breaths per minute, you bring more order to your nervous system and the rhythm of your heart. Doing this anytime you feel stress has a powerful soothing effect on the entire body and will help you start to feel calmer.

Activate a positive or renewing emotion. Making a sincere attempt to experience a renewing feeling such as appreciation or care for someone or something in your life helps you sustain the coherence started with the Heart-Focused Breathing step, without having to remain focused on your breath. Many people find that when they experience positive feelings like care, love or appreciation while practicing heart-focused breathing through the heart or chest area, they immediately feel uplifted and regenerated. We call these *heart feelings* because they change how your heart is beating and because people often describe these feelings or emotions as *coming from the heart*.

If you are accustomed to having more negative, depleting feelings than positive, renewing feelings, breathing this way may feel uncomfortable at first because it's unfamiliar. For now, simply make a sincere effort to feel and hold the renewing emotions by recalling a positive or fun time in your life and reexperiencing it.

If it's hard for you to recall anything positive, write down some occasions when you felt an uplifting, positive feeling. This will help you remember how to recall one of them when you practice the Quick Coherence Technique. Even a sincere attempt to feel a positive emotion will reduce the drain and replenish your system.

Practice makes it easier to sustain coherence for longer periods of time. Coherence will become more natural and familiar to your system, making it much easier to remain calm and balanced in challenging or stressful times.

**TURNING THE TIDE:
Preventing Vicarious Trauma**

**Linda Chamberlain PhD MPH
www.drlindachamberlain.com**

Questions to Consider

Ask yourself, as a result of the work I do:

1. How have my identity and personal beliefs about myself changed?
2. Have the reasons that I chose to do this work changed from when I started?
3. Am I using my strengths and resources to keep growing with the work or am I in survival mode?
4. Has my perception of things that are under my control changed since I started doing this work?
5. Think about a critical situation in the last few months that affected how your thinking/how you felt outside of work.

Turning the Tide: Preventing Vicarious Trauma



Linda Chamberlain, PhD MPH
www.drindachamberlain.com

"The repeated exposure to detailed accounts, pictures and videos of traumatic events that affected someone else is a daily occurrence for judges and other court personnel."

Secondary or Vicarious Trauma Among Judges and Court Personnel, National Center for State Courts, 2017

What We're Talking about Today

- What is vicarious trauma
- Indicators of vicarious trauma
- Strategies and resources
- *Everything is an Invitation*

Linda Chamberlain PhD, MPH

Movement Changes Brain-Body Chemistry



- Fist and 5-Fingers (PMR)
- Shoulder to ears & circles
- Gently fold forward (stress response) and open

Linda Chamberlain PhD, MPH

↑Serotonin

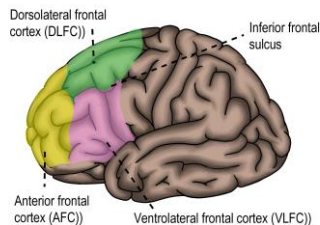
↑Oxytocin



Amy Cuddy, Social Psychologist, Harvard, TEDGlobal

Linda Chamberlain PhD, MPH

Reboot the Brain: 5-Finger Breathing



How do you feel now?

Free App Breathe by Dr. Jud, Yale, MIT & Brown

Linda Chamberlain PhD, MPH

Vicarious Trauma: The Silent Stressor

- Not new...
- Predictable & preventable consequence of occupational exposure
 - Not just about direct exposure to trauma
→ **secondary exposure** through working with others who have experienced trauma

If we are to do our work with suffering people and environments in a sustainable way, we must understand how our work affects us.

Trauma Stewardship: An Everyday Guide to Caring for Self While Caring for Others
Laura Van Dernoot Lipsky

Linda Chamberlain PhD, MPH

Burn-Out ≠ Vicarious Trauma

Stress and frustration due to toxic work environment

- Unrealistic demands, heavy workload
- Poor management, inadequate support
- Feelings of depersonalization



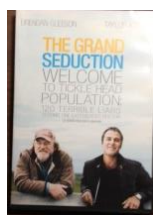
Linda Chamberlain PhD, MPH

Vicarious Trauma

- Repeated exposure to suffering of others related to work
- Symptoms similar to PTSD (D.W. Smith, Trends in State Court, NCSC, 2017)
- Change in how we view ourselves, our work, others, the world



"Grand Seduction Weekend Package"



Vicarious trauma is a change in one's thinking due to exposure to other people's traumatic stories.

Dr. David Bercei, TRE

Linda Chamberlain PhD, MPH



Do you think we're having any impact?

Hopelessness

Linda Chamberlain PhD, MPH

Write down an indicator/symptom of vicarious trauma

"can't bounce back" don't enjoy things I used to poor follow-through
 disillusioned sleep/appetite changes intrusive thoughts low motivation
 detached low self-confidence no one understands me irritability
 powerless **VICARIOUS TRAUMA** absenteeism
 tardiness can't get anything done obsessed with detail
 hopelessness can't make a difference negative attitude
 impatient self-medicating withdrawn from co-workers
 isolating from friends/family task avoidance

Linda Chamberlain PhD, MPH

Indicators of Vicarious Trauma

Category	Description
Physical	Rapid pulse/breathing; headaches, impaired immune system, fatigue
Psychological/Emotional	Feeling no one understands you, powerless-can't make a difference, fearfulness, disillusionment, "can't bounce back", don't enjoy things you used to
Behavioral	Irritability, sleep/appetite changes, isolating from friends/family, self-medicating
Cognitive	Cynicism, pessimism, intrusive thoughts and images, preoccupation with clients
Performance	Low motivation, task avoidance or obsession with detail, working too hard and getting less done
Morale	↓ confidence, negative attitude
Interpersonal	Detached/withdrawn from co-workers, poor communication; ↑ conflict, impatient
Workplace	Absent/tardiness, poor follow-through, overwork

Sources: Content from *The Vicarious Trauma Toolkit* (Office for Victims of Crime, 2017); *What About You?* National Center for Family Homelessness

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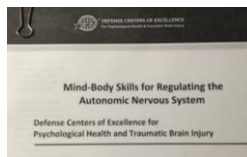
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PROFESSIONAL QUALITY OF LIFE SCALE (PQOLS)					
ORIGINAL VERSION (1993)					
After you read each item, please indicate how much you agree or disagree with the statement by marking a number from 1 to 5. 1 = Strongly Agree, 2 = Agree, 3 = Neither Agree nor Disagree, 4 = Disagree, 5 = Strongly Disagree. Circle only the following number and do not check any other numbers. Write the number in the space below the item.					
Response	1	2	3	4	5
1	I am happy				
2	I am satisfied with most of my work (70%)				
3	I am satisfied with my work as a health professional				
4	I am content with my work				
5	I am satisfied with my work as a health professional				
6	I am satisfied with my work as a health professional				
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Linda Chamberlain PhD, MPH

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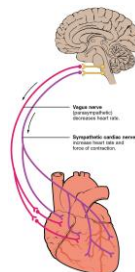
Linda Chamberlain PhD, MPH

Introduction to HeartMath

An Evidence-based System of Techniques and Technologies for Managing Stress, Improving Health and Performance



QUICK COHERENCE BREATHING



1. Focus attention on your heart
2. Imagine your breath flowing in and out through your heart as you inhale and exhale (equal length) to the count of 5 or whatever is comfortable
3. Focus on positive feeling such as gratitude or something in your life

Linda Chamberlain PhD, MPH

Published Research



- Increased ability to self-regulate (Bradley, 2010; Bedell, 2010)
- Increased calmness and well-being (Friedman, 2000)
- Increased emotional stability (McCarty, 2001)
- Improved hormonal balance (McCarty, 1998)
- Reduced anxiety and stress (Dunster, 2010)
- Increased ability to focus (Lloyd, 2010; Ginsberg, 2010)
- Increased ability to manage pain (Berry et al., 2014)



www.heartmath.com

Linda Chamberlain PhD, MPH

iRest (Integrative Restoration)



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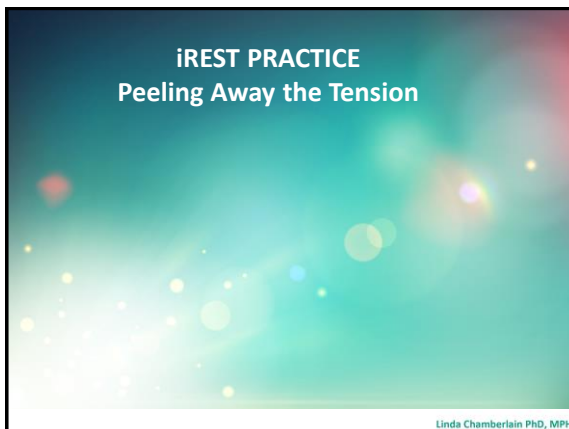
What is iRest?

- Trauma-informed, evidence-based protocol combines guided meditation & deep relaxation techniques
 - Promotes self-regulation, resiliency and stress reduction
 - Somatic practices to engage & restore instinct of body to balance and heal
 - Enhances neural plasticity especially in areas of sensory, motor, limbic and prefrontal cortex

For information about online workshops and sessions,
Contact drindchamberlain@gmail.com

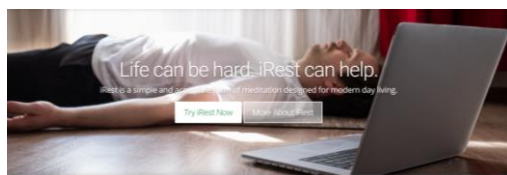
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iREST PRACTICE Peeling Away the Tension



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iRest (Integrative Restoration) Resiliency Training and Undoing Stress



<https://www.irest.org/>
www.drlindachamberlain.com

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Resilience is Not a Fixed Trait

- Gratitude is an essential tool for well-being & dealing effectively with grief
- Army calls it **“hunting the good stuff”**
- Write down 3 good things a day
- Ask yourself **“Is what I’m doing helping or harming me?”** (not just what you’re doing but also what you’re thinking...)

Ordinary Magic- Ann Masten
Resilient Grieving - Lucy Hone

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Organizational Wellness

The industry needs to make a paradigm shift away from blaming helpers for developing compassion fatigue/vicarious trauma to where we see the solution in a larger organizational context rather than focusing solely on individual helpers' responsibility for self-care.

Killian KD. Helping till it hurts? *Traumatology*,14(2);41.

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Organizational Response

Having a prevention plan for vicarious trauma is a cornerstone of being trauma-informed



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Indicators of Organizational Vicarious Trauma

lack of communication cynicism
interpersonal conflicts boundary violations complaints
ORGANIZATION VICARIOUS TRAUMA
negative atmosphere/low moral staff turnover
miscommunication pessimism

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Why Prevention Makes Sense

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A CAUTIONARY TALE:
THE “A” TEAM

CONTAGION
FACTOR

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Strategies to Prevent Vicarious Trauma

1. **Baseline assessment**— individual and organization
2. **System-wide training** — impact of vicarious trauma on workforce, organization and services
3. **Proactive Plan**
 - begins during hiring process
 - part of orientation
 - continuing education
 - exit interviews

We begin to turn the tide with systematic awareness

Strategies to Prevent Vicarious Trauma

4. Build **toolkit of resiliency practices** to integrate into organization
 - start and end meetings with 1-2 minute practice
5. **Low impact debriefing** after critical events ASAP
6. **Staff Support Hotline/Resource page** (list other existing resources), working with **EAP** to ensure best practices

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RESOURCE

- Organizational and Personal Self-Care Checklists
- Tools and exercises for discussions, planning and shaping policies



<http://homelesshub.ca/resource/what-about-you-workbook-those-who-work-others>

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Steps for Low Impact Debriefing

1. **Increased Self Awareness**
Awareness of how story you are sharing affects you and others and level of detail needed.
2. **Fair Warning**
What would I say to someone if I was sharing bad news?
3. **Consent**
I need to debrief with you. Is now a good time?
4. **Limited Disclosure**
Start with outer circle of your story and as you move in, decide how much of the graphic details you need to include at this time.

Mathieu, *Compassion Fatigue Workbook*

<https://www.tendacademy.ca/low-impact-debriefing-how-to-stop-sliming-each-other/>

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VICARIOUS RESILIENCE

= **Process of positive growth and empowerment that comes through working with clients who are coping with and overcoming adversity**

- Vicarious trauma and vicarious resilience co-exist
 - Recognizing people's capacity to heal
 - Reaffirming the value of the work you do
 - Gift of **HOPE**

Vicarious Resilience: A Comprehensive Review, Hernandez-Wolfe, 2018
Vicarious Resilience, Vicarious Trauma and Awareness of Equity in Trauma Work, Hernandez-Wolfe & Killian, 2014

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Vicarious resilience is only possible if skills and strategies are implemented by organizations and individuals to protect themselves.

Take a moment to think about the most rewarding moments you've had at your job—those moments that keep you coming back.

Activity 3.6 Dwelling on Days That Make You Want to Come Back

Source: "What About You?" page 44

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Essential Elements of Trauma-informed System to Promote Worker Resiliency

- Recognize exposure to trauma is a risk of the work you do
- Recognize impact of vicarious trauma on workforce
- Trauma can shape culture of an organizations in same way that trauma can shape world view of individuals
- Trauma-informed organizations are less likely to re-traumatize clients/families they serve
- Develop capacity to translate trauma-related knowledge into meaningful action, policy & improvements in practice

National Child Traumatic Stress Network (NCTSN) Fact Sheet

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