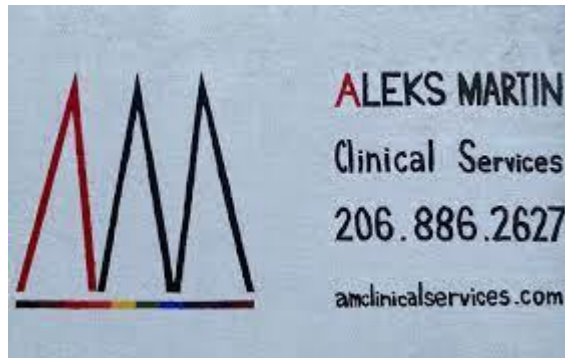


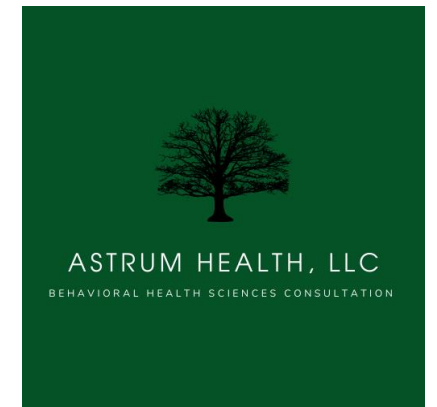
Supporting Our Well-Being: *Workforce Equity, Training and Resilience*



Christina N. Clayton, LICSW, SUDP
Northwest MHTTC, UW



Aleks Martin, LSWAIC, SUDP
AM Consulting & Clinical Services



Kira Mauseth, PhD
Astrum Health, LLC

LAND ACKNOWLEDGMENT

The Northwest MHTTC acknowledges and honors that the University of Washington stands on the unceded land of the Coast Salish peoples, land which touches the shared waters of all tribes and bands within the Duwamish, Suquamish, Tulalip and Muckleshoot nations.

We acknowledge the ancestral homelands and traditional territories of Indigenous peoples who have been here since time immemorial across our Region spanning Alaska, Idaho, Oregon and Washington.

**May we always honor their spirit and heritage
while working for justice in their communities.**

To identify the stewards of your land, visit <https://native-land.ca/>



EVALUATION



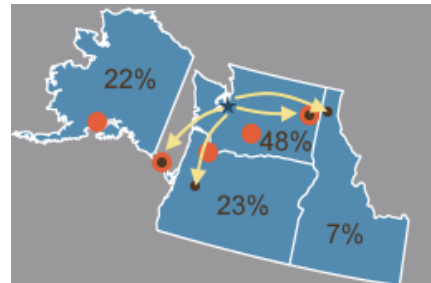
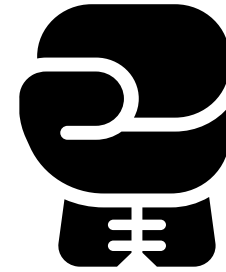
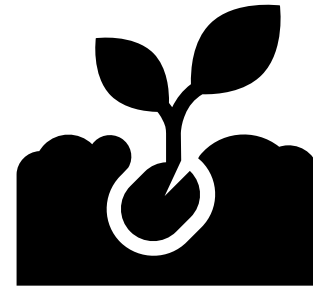
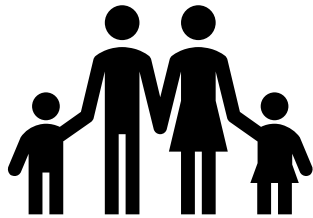
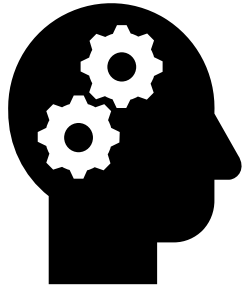
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- This work is supported by grant SM 081721 from the Department of Health and Human Services, Substance Abuse and Mental Health Services Administration.



SETTING OUR INTENTION

What brings me here today?



SESSION GOALS

Learn

About
Training Resources

Challenges &
Lessons

Hear

Ideas from Trainers
on Well-Being
Concepts

Practices for
Supporting Work

Plan

Increase &
Sustain Resilience

Training
Recommendations

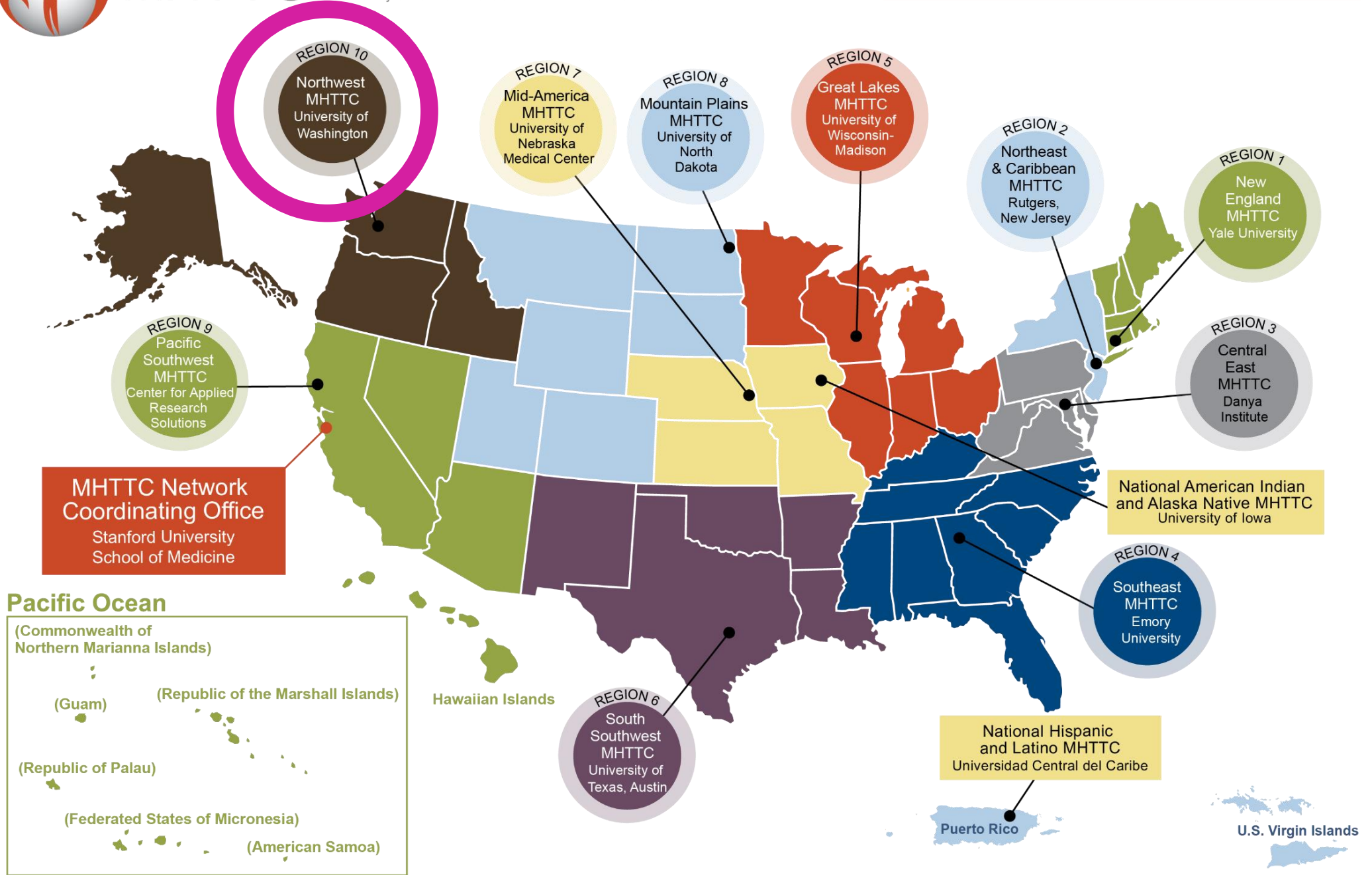


MHTTC

Mental Health Technology Transfer Center Network

Funded by Substance Abuse and Mental Health Services Administration

MHTTC Network



Pacific Ocean





WE OFFER



VIRTUAL TRAINING



ONLINE, SELF-PACED
COURSES



LIVE WEBINARS



VIRTUAL LEARNING
COMMUNITIES

OUR GOALS



Accelerate adoption and
implementation of
mental health-related EBPs.



Heighten awareness,
knowledge, and skills of
the workforce.



Foster alliances and address
training needs among
diverse partners.



Ensure availability & delivery
of **FREE**, publicly available
training and TA.

AREA OF FOCUS Evidence-based practices (EBPs) for psychosis

Including CBT for psychosis (CBTp) & Assertive Community Treatment (ACT)

ADDITIONAL TOPICS OF TRAINING & TECHNICAL ASSISTANCE

Integrated Care | Peer Support | Suicide Prevention | Telehealth | Families
Trauma-Informed Support | Culturally-Responsive Care | Crisis Work

WE PROVIDE



NEWSLETTERS



RESOURCES



RESEARCH &
PRACTICE BRIEFS



ON-DEMAND
CONTENT

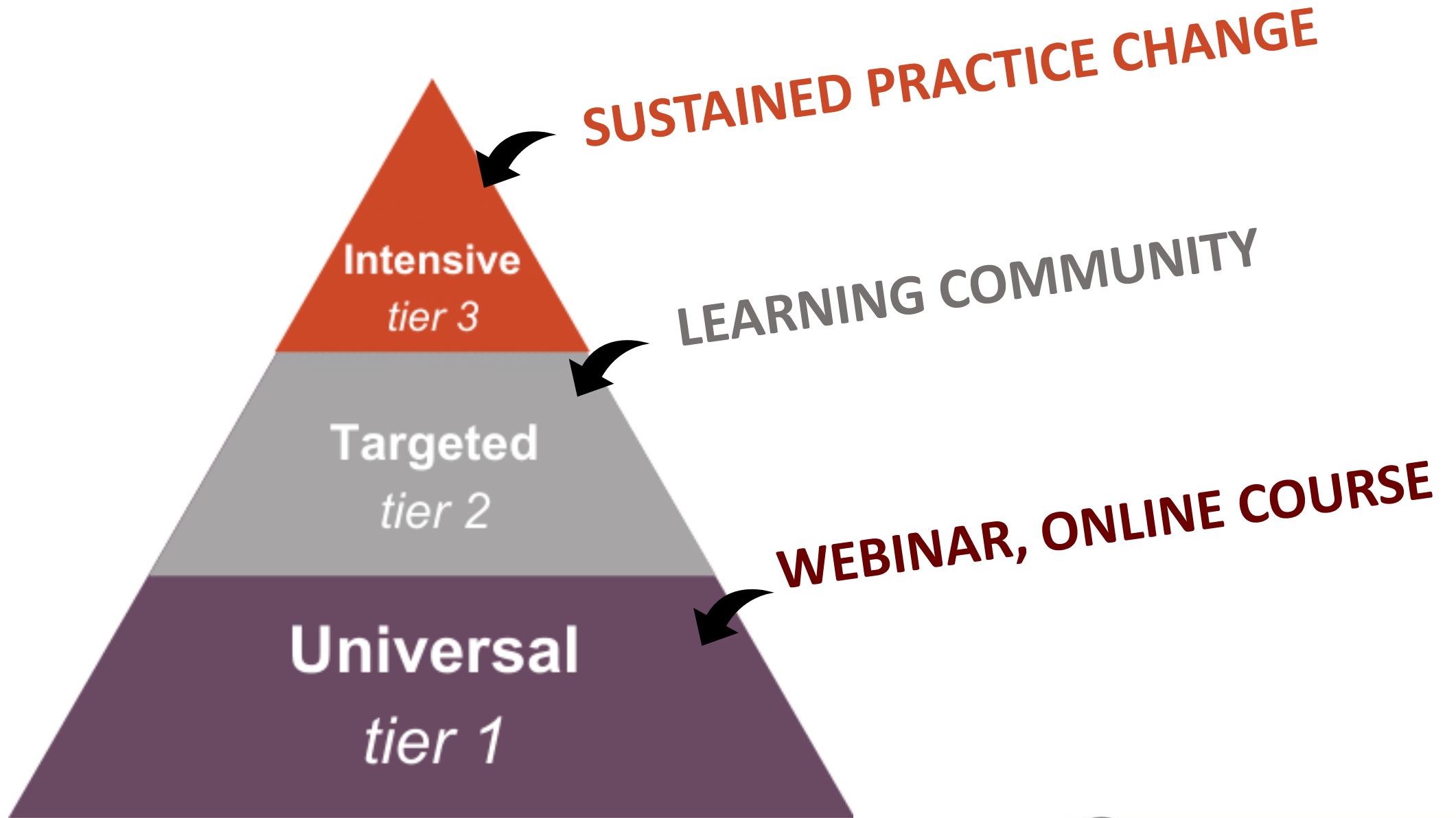


LYDIA CHWASTIAK, MD, MPH
PI & CO-DIRECTOR

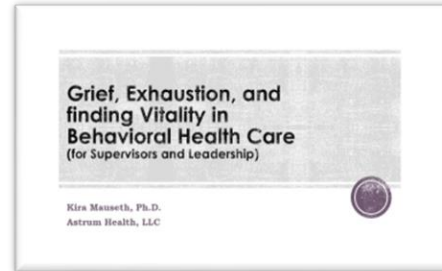


CHRISTINA CLAYTON LICSW, CDP
CO-DIRECTOR





Examples of Activities, Products & Events



Topics

- Evidence-Based Practices for Psychosis
- Integrated Care
- School Mental Health
- Culturally-responsive Practices
- Suicide Prevention
- Peer Support
- Supervisor Topics
- Provider Well-Being
- 988 Roll-Out

Products

- Curriculum Packages
- Tip Sheets & Research Briefs
- Podcast
- Flipbooks



A FREE WEBINAR
WITH
ASHLEY STEWART, MSW, PHD

DEVELOPING
ANTI-RACISM
STRATEGIES IN
BEHAVIORAL HEALTH
AGENCIES



 NORTHWEST MHTTC PRESENTS 

A FREE WEBINAR WITH
LUMMI HEALTH

**IT TAKES A VILLAGE:
PSYCHIATRIC SERVICES
AT THE LUMMI NATION**



Dashboard

Site home

Calendar

My courses



Accessibility settings

Course categories

- ▶ Clinical Supervision and Administration (2)
- ▼ Mental Health Services
 - ▶ Special Topics in Mental Health Services (8)
 - ▶ Suicide Prevention Across the Educational Continuum: A Five-Part Series (5)
 - ▶ School Mental Health (3)
- ▶ Opioid Use Disorder Treatment (4)
- ▶ Pharmacology for Behavioral Health (3)
- ▶ Prevention of Substance Misuse
- ▶ SBIRT (Screening, Brief Intervention and Referral to Treatment) (3)
- ▶ Sexual and Reproductive Health (5)
- ▶ Special Topics in Behavioral Health (9)
- ▶ Substance Use Disorders in Special Populations (5)
- ▶ Substance Use Disorder Basics (6)
- ▶ Suicide Prevention (2)
- ▶ Universal Treatment Curriculum (5)



Northwest (HHS Region 10)

MHTTC

Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

YEAR 3 REVIEW

2020-2021

Includes our Primary Grant Award + Supplements for
School Mental Health and Provider Well-Being

←..... OUR REACH→



19,321
TRAINED



262
EVENTS



3,462
E-COURSE
PARTICIPANTS



23,581
VIDEO



136
PRODUCTS



2,072
DOWNLOADS



123,268
VISITORS



20,138
SUBSCRIBERS

OUR GOALS

1
Accelerate adoption
and implementation
of mental health-
related EBPs.

2
Heighten awareness,
knowledge, and skills
of the workforce.

3
Foster alliances and
address training
needs among diverse
partners.

4
Ensure availability
& delivery of free,
publicly available
training and TA.

TRAINING CHALLENGES



Meeting the needs of a diverse workforce

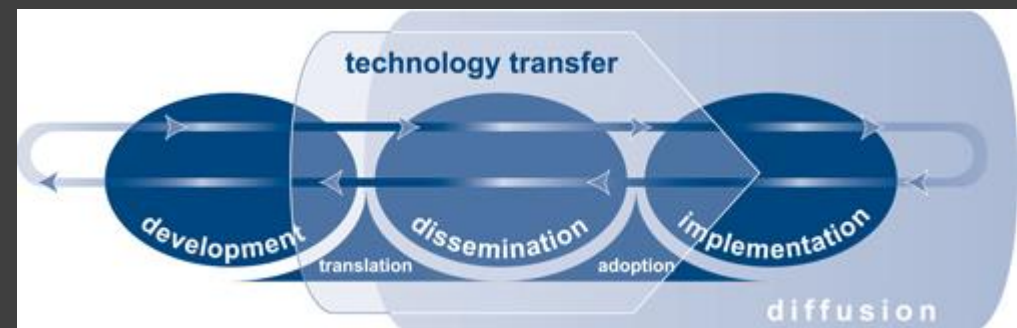
Striving for deeper training & implementation

Balancing reach to our Region & virtual demand

Pandemic tolls continue

Continued racism, oppression, inequities

War, political turmoil, violence



ACTIONS & RESPONSES



Asking tough questions & looking at the data

Adapting interventions, creative solutions

Needs Assessment, conversations

Prioritize well-being, holding space

Intentional work: staff, teams, training priorities & speakers

Support work to end atrocities & people affected

Focusing On Provider Well-Being



Northwest (HHS Region 10)

MHTTC

Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

The COVID-19 pandemic has had a significant impact on mental health in our communities and in our work force.

The MHTTC Provider Well-Being Initiative was established to support provider well-being, optimize provider satisfaction and health, and build strategies for ongoing self-care to enhance personal and professional resilience.

LESSONS LEARNED ABOUT TRAINING...

...before and during this “new normal”

- 1. Tailor content to audience (perceived importance)**
- 2. Follow-up is essential**
- 3. Quality of training really, really matters**
- 4. Challenge from current practice is important**
- 5. A supportive inner setting is helpful**
- 6. Online formats can be very successful**
- 7. Participants prefer shorter online and longer in-person**
- 8. Online, virtual learning communities show promise**
- 9. Virtual fatigue is real, but we all want more time**

SESSION GOALS





AGENDA



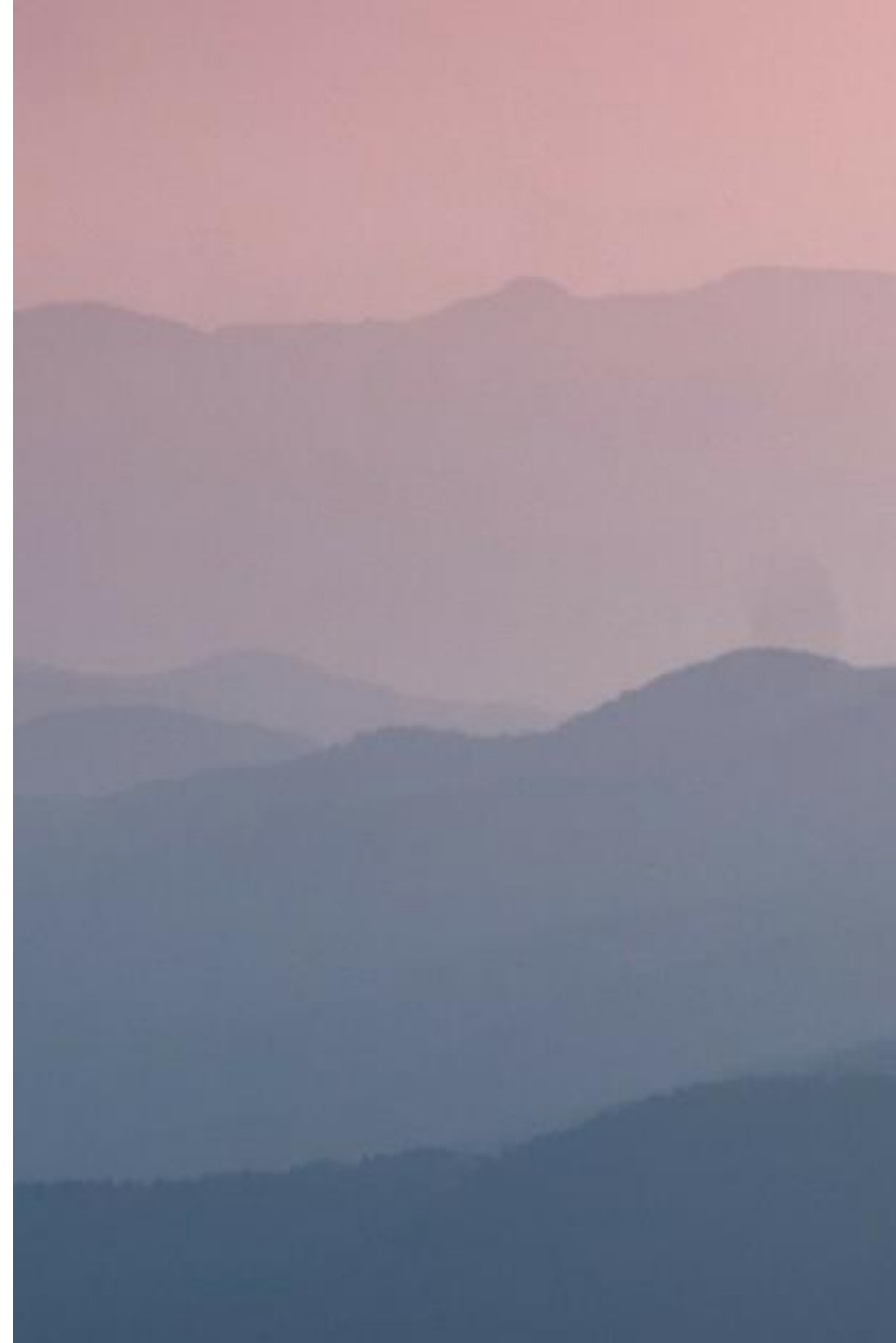
Common Terms



**Pandemic and more:
Depletion of
resources**



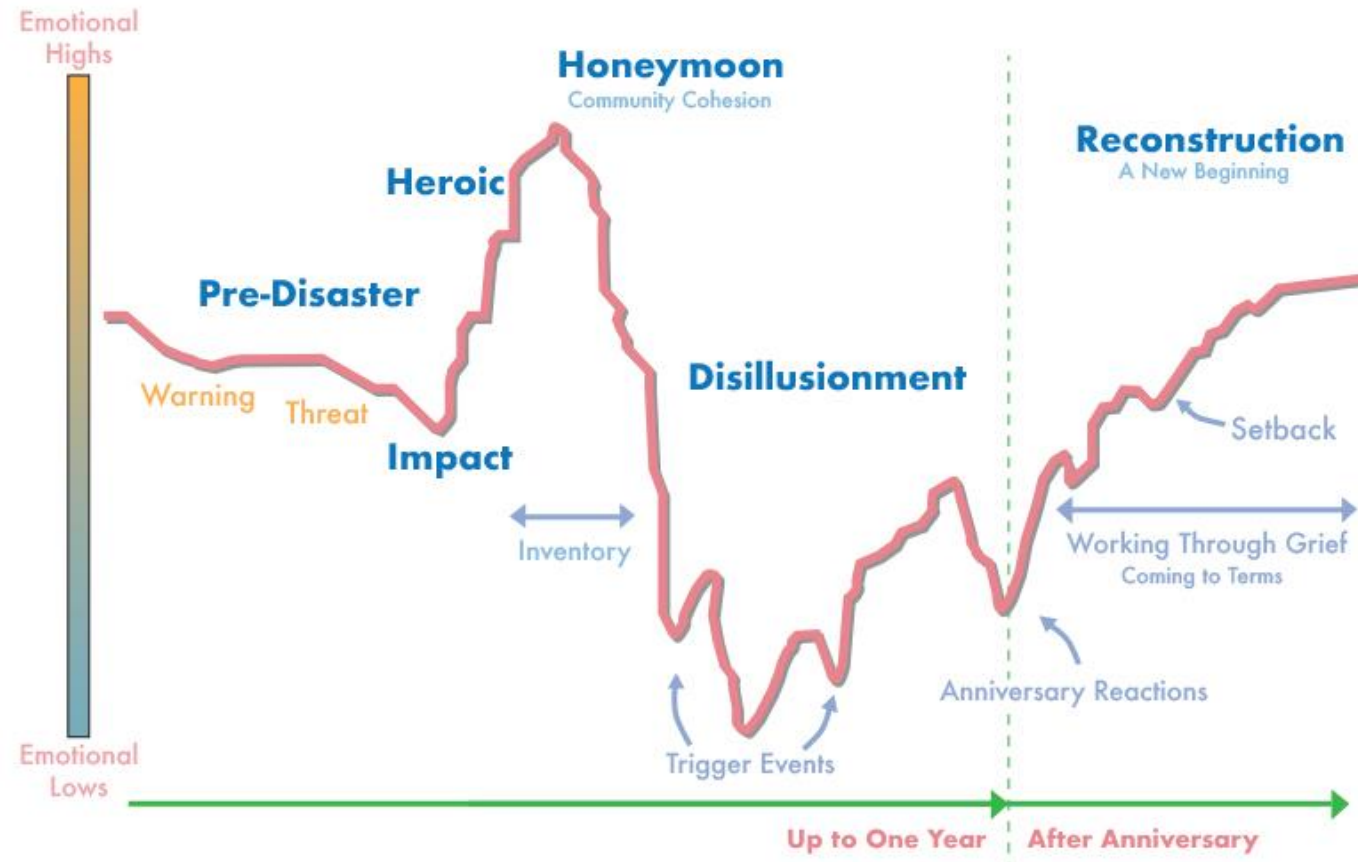
**Management of
Burnout, Moral Injury
and Compassion
Fatigue**



Definitions

- **Burnout:** Exhaustion of body, mind, and motivation due to exposure to prolonged and unresolved work stress or frustration. Burnout is often a consequence of perceived disparity between the demands of the job and the resources that an employee has available to them.
- **Compassion fatigue:** Emotional and physical exhaustion leading to a diminished ability to empathize or feel compassion for others, also described as secondary traumatic stress.
- **Moral Injury:** Strong feelings of guilt, shame, or anger due to not being able to provide the kind of care or service you want and expect to provide
- **Resilience:** The process - involving behaviors, thoughts, and actions - of adapting well in the face of adversity, trauma, tragedy, threats, or significant sources of stress. Can be developed by focusing on connection, purpose, and flexibility /adaptability.
- **Resilience factors:** Conditions that help a person survive during and recover from a crisis or trauma- usually internal strengths and external resources.

Behavioral health Disaster response timeline

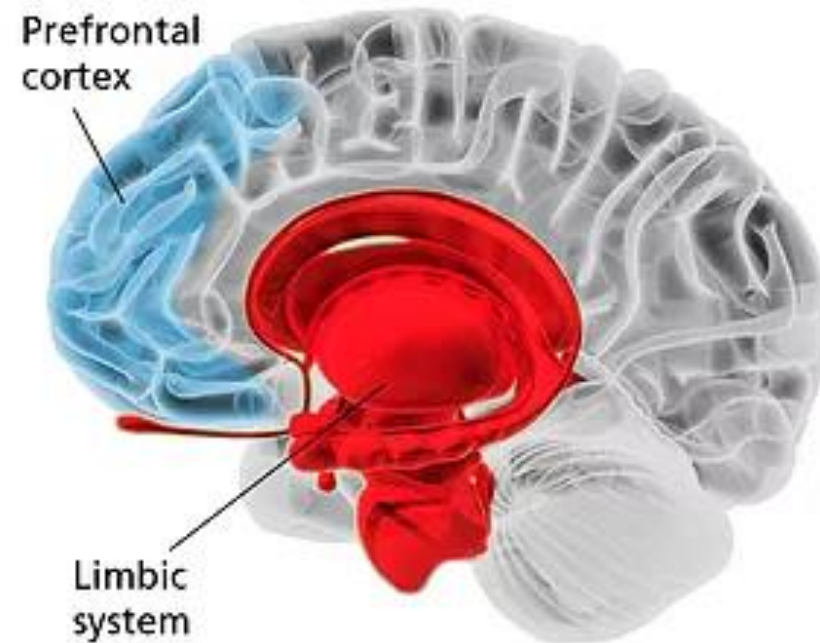


Common Experiences



The neuroscience of response and recovery

- Prefrontal cortex: higher-level functioning, planning, organization, details, filtering.
- Limbic system: emotion, impulse, pleasure and safety, memory



Symptoms and common experiences in the workplace

COGNITIVE

- Brain 'fog'
- Memory issues
- Word-finding difficulties
- Trouble with:
 - Focus, concentration
- Misinterpretation of motives / actions of others

EMOTIONAL

- Quick to anger / short tempered
- Weepy / crying
- Flat affect / shut down
- Higher likelihood of emotional responding in general.

BEHAVIORAL

- Impulsive
- Reckless
- Risky decisions/ actions
- Acting 'out' or acting 'in'
- Withdrawal / Disengagement

Job stress & Disaster Response



BURNOUT

- Time / boundaries; consistent and structured off or unavailable time
- Peer check ins
- Media and news limits (no doom-scrolling!)



COMPASSION FATIGUE

- Positive reinforcement
- Active listening
- Participation with peers who also get it
- Recognize when you need to say "no" or "I can't" and support each other



MORAL INJURY

- Recognition of effort & contributions to larger picture
- Accounting of small, daily or regular successes
- Small, achievable goal setting

How to manage / reduce Burnout

- Burnout is widespread in the context of a disaster. Our energy is more limited right now generally. Healthy and clear boundaries between work and “off” time are essential to reducing burnout.
 - We need three groups of time: ON, ON CALL, and OFF
- Create a system for recognizing personal or group efforts and accomplishments during team or one-on-one meetings. End the check-in with what is currently going well.
- Create a personal coping plan if you don't have one already- list things that you can do in different places (home and work) and things in different time frames (if you have 5 minutes or a hour) that YOU KNOW work for you.

How to manage / reduce Compassion Fatigue

- Compassion Rewards are the antidote for Compassion Fatigue:
 - Take time to recognize the impact your work is having on others and celebrate victories when possible (even little ones).
- Cultivate a group of coworkers who are supportive and maintain these relationships.
- If you are in a supervisory or managerial role: Lead by example with mandatory and systematic work breaks (on a reasonable schedule) and include them in your schedule.
- Offer verbal support for colleagues (active listening is great!!)
- Avoid professional isolation by engaging with colleagues while maintaining social distancing (e.g., virtual get-togethers, online consult and affinity groups, and online huddle-style meetings to share information and lessons learned).

How to manage / reduce Moral Injury

- Moral Injury is triggered by environmental circumstances, not personal failures. If you experience this, try to focus on external causes that can be addressed, not internal blame.
- Try to acknowledge that this is happening when or if you notice it.
- Develop a plan for *what works for you as an individual* when it comes to self-care.
- Create a schedule and try to add just one small thing each day you enjoy doing. Mindfulness practices (e.g., meditation and breathing practices) can be helpful.
- If you have a personal history of trauma, consider professional care services to help process your experiences.
- Get back to your personal coping plan.

Resilience Development

Purpose

- What motivates you?
- What contributes to *compassion rewards*?
- What can you remind yourself of to help on a day-to-day basis (**don't think too long term or big picture**).

Connection

- How can you maintain existing connections with others?
- How can you develop new connections?
- **Connection can be anything that prevents isolation.**

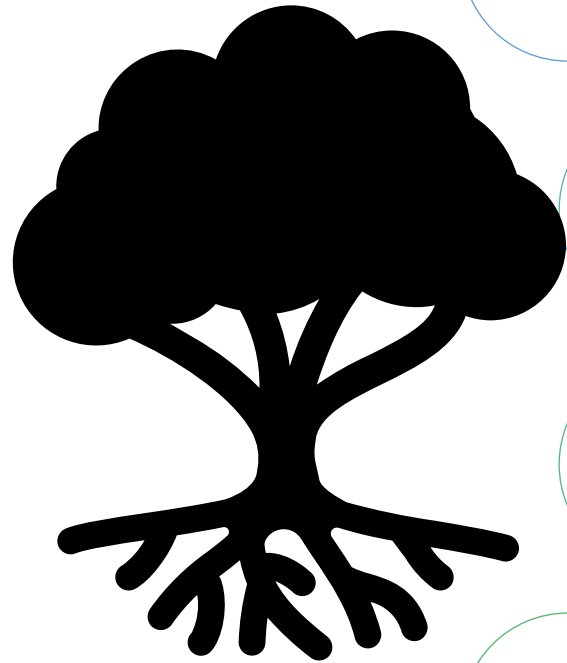
Flexibility & Adaptability

- How can you be creative in physical distancing while leveraging connection?
- How can you adjust your physical space?
- How can you adapt your schedule to give yourself discreet and clear breaks and boundaries?

Hope

- What opportunities may exist where they didn't before?
- What are some surprise or hidden benefits that have come out of recent experiences?
- What examples do you have to shift your thinking from a "threat" to a "challenge"?

Resilience Development



Purpose - What motivates you? What goals do you have right now? (**don't think too long term or big picture**).

Adaptability - How can you make adjustments that are needed, to time, space, fun, expectations, etc?

Hope - How can you shift your thinking from 'threat' to 'challenge' and what are the realistic opportunities you have?

Connection- To whom or what are you connected? Connection can be anything that prevents isolation

What can we DO that doesn't add MORE work?

MEDIC © for disaster recovery

Model

Model resilience as a priority. Focus on purpose, connection, adaptability, and HOPE. Practicing resilience has a domino effect with others; they see you do it, and they do it too. Modeling resilience is one way to work smarter and not harder.

Engage

Engage in active listening with colleagues. This increases connection and is very effective for both the speaker and the listener. Start with simple, open ended questions.

Develop

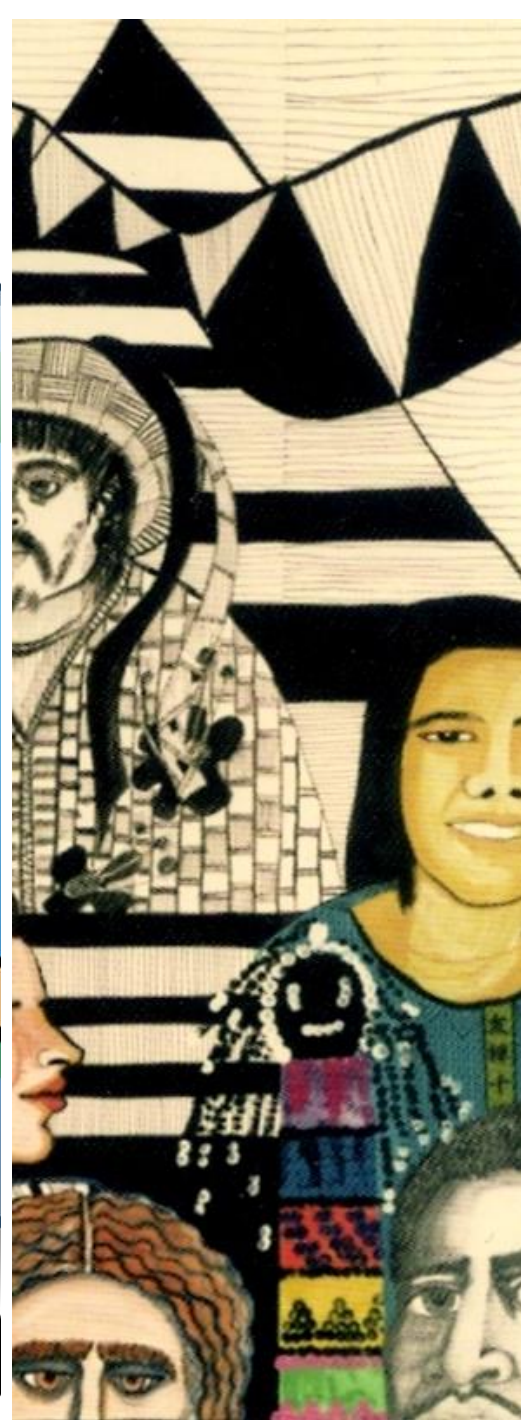
Develop healthy boundaries around work and personal time. Time off is NOT for work (emails, calls, etc.). This is particularly important for those who work changing shifts. Off time is still Off time, regardless of when it takes place.

Identify

Identify small, workable pieces of a personal self-care plan. Who can you talk to, what activities can you do that give you a TRUE break and allow some space. SMALLER goals and time-frames. Music, TV, books, outdoors. What works for YOU?

Change

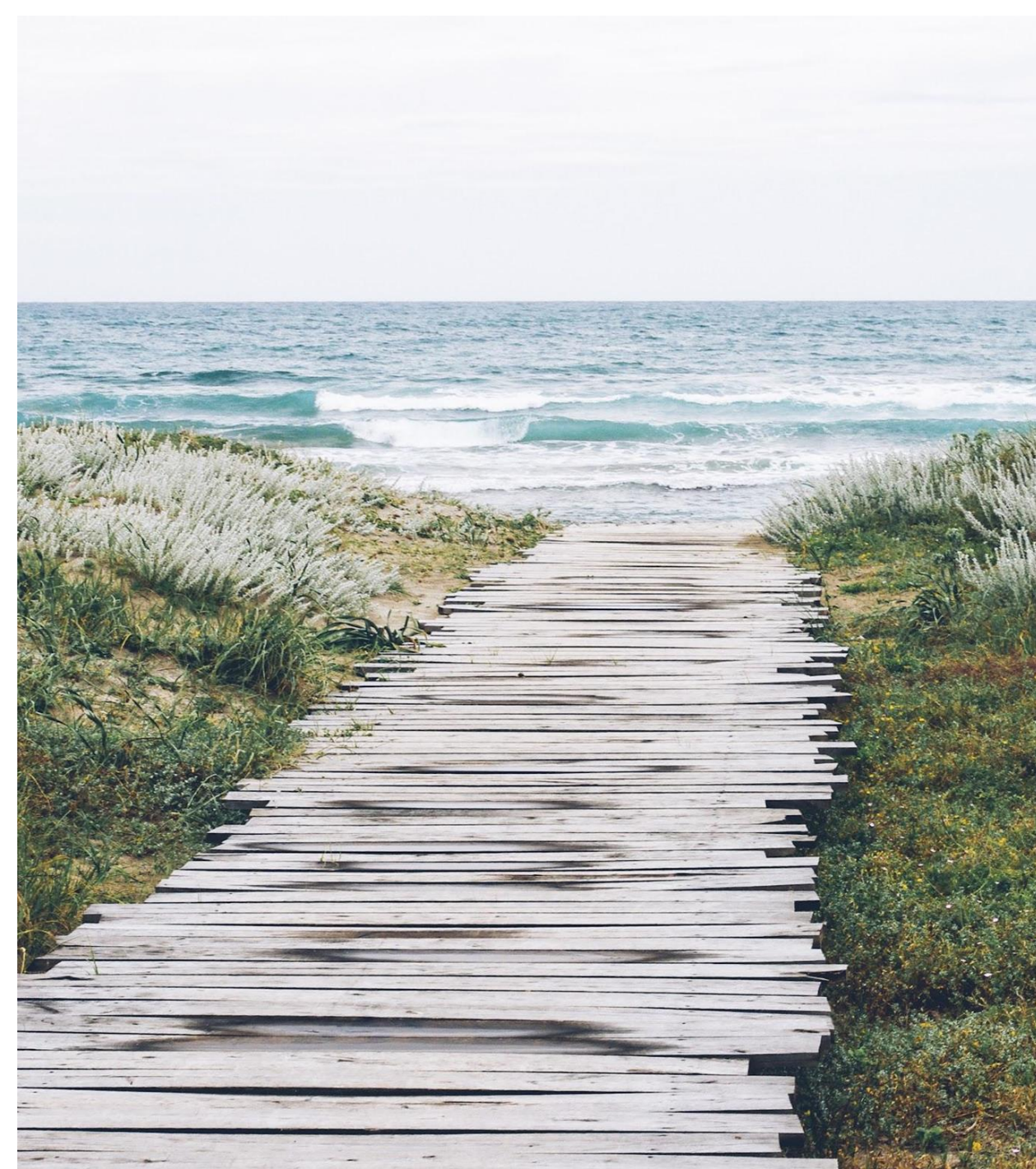
Change expectations and priorities about performance 'success'. Shift your thinking from the large to small scale. Try to let go of long-held large-scale expectations and adapt them for the current situation.



KALEIDOSCOPE

Perspectives in DIVERSITY

During a PANDEMIC



2021: January to August

Monthly webinars

2022: Late Spring

Weekly webinars and

Learning Communities



16 HOURS.

X HUMANS.

1 CAMERA.

1 DOG.

Provider Well-being

Self-care Support

Mindfulness Practice

Mental Illness vs. Wellness

“Am I Good Enough?”

Stigma, Shame & Self

Diversity & Difference

Fostering Resilience,

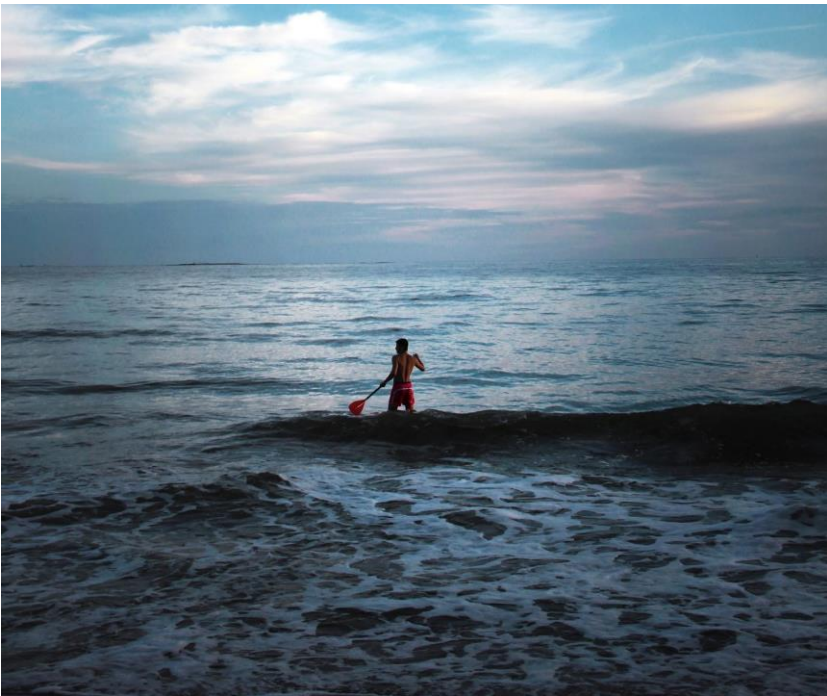
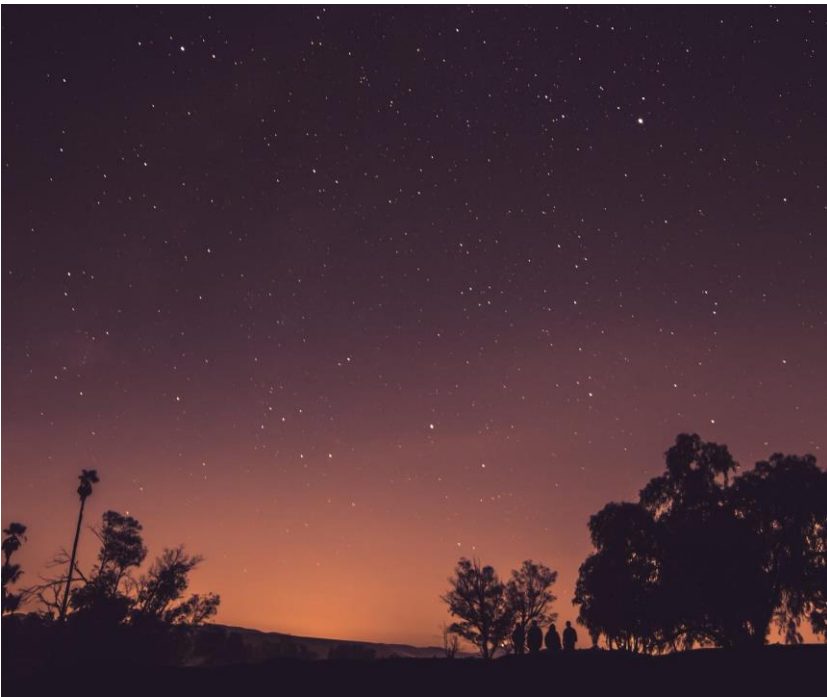
Avoiding Burnout

Lessons Learned





BREATHE.

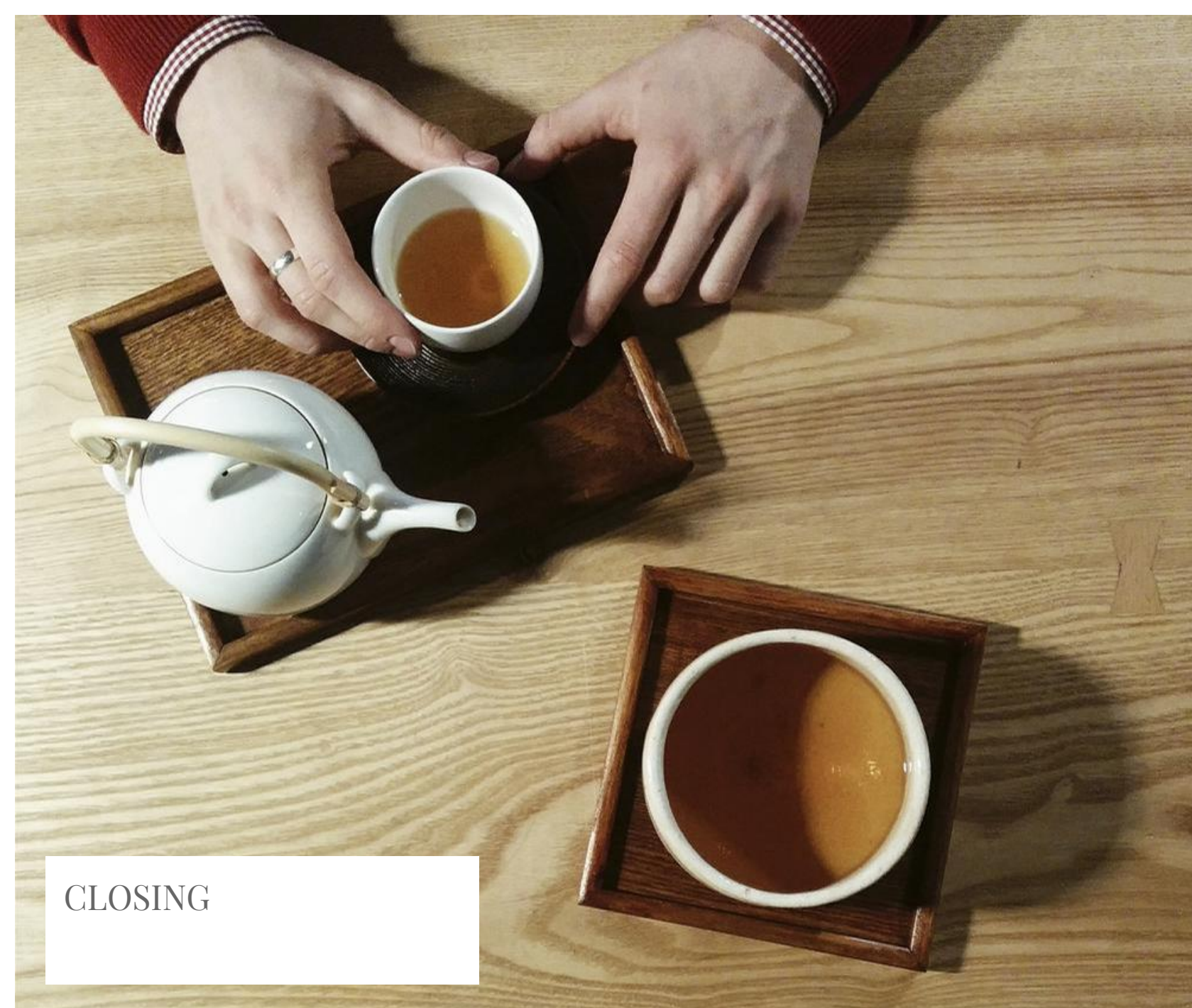




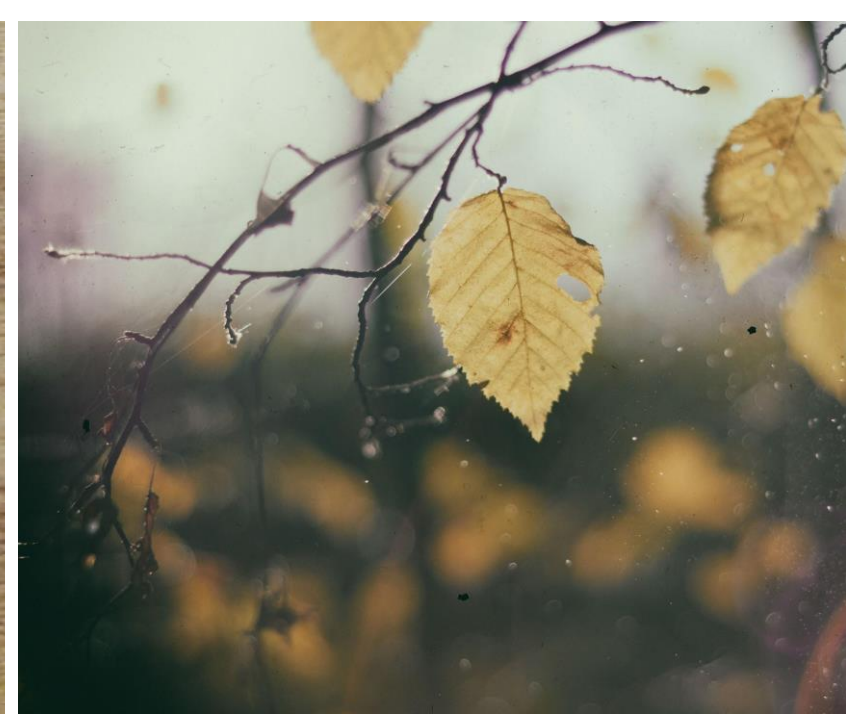
COMMUNITY vs. SELF



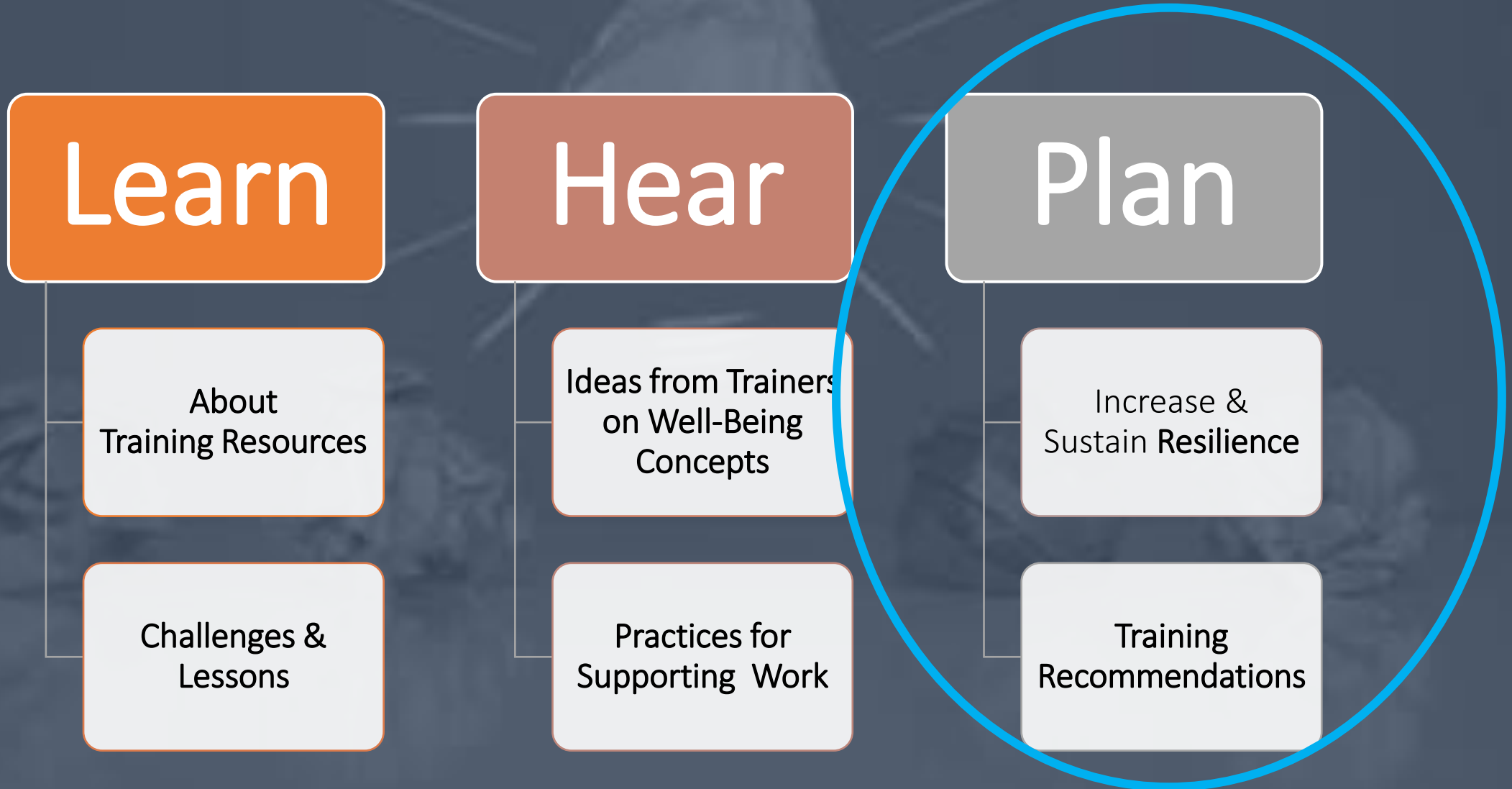




CLOSING



SESSION GOALS



NORTHWEST MHTTC

2021

NEEDS ASSESSMENT REPORT

TRAUMA, INCLUDING TRAUMA-INFORMED CARE
CO-OCCURRING MENTAL HEALTH & SUBSTANCE ABUSE
DISORDERS
SCHOOL-BASED MENTAL & BEHAVIORAL HEALTH
MOTIVATIONAL INTERVIEWING
CRISIS DE-ESCALATION
CULTURAL CONSIDERATIONS
GRIEF, LOSS, & BEREAVEMENT
MENTAL HEALTH AWARENESS & LITERACY
POSITIVE BEHAVIOR INTERVENTIONS & SUPPORTS (PBIS)
MICROAGGRESSIONS
COGNITIVE BEHAVIORAL THERAPY (CBT)
CULTURAL ELEMENTS FOR AMERICAN INDIAN/ALASKA NATIVE
CULTURALLY & LINGUISTICALLY APPROPRIATE SERVICES (CLAS)
STRENGTH-BASED APPROACHES TO TREATMENT
YOUTH & TRANSITION-AGED YOUTH (16-25) WITH
SERIOUS EMOTIONAL DISTURBANCE (SED) &/OR SERIOUS
MENTAL ILLNESS (SMI)
SUICIDE PREVENTION & SCREENING

How can we
support our
workforce in
Washington?



Gaps and
opportunities?

Are projects or
efforts on the
horizon?

Innovative
ideas to
pursue?

QUESTIONS & DISCUSSION



Thank you for all that you do!



Christina N. Clayton, LICSW, SUDP
Northwest MHTTC, UW

Aleks Martin, LSWAIC, SUDP
AM Consulting & Clinical Services

Kira Mauseth, PhD
Astrum Health, LLC

RESOURCES

- <https://mhttcnetwork.org/centers/content/northwest-mhttc>
 - Our Center's [flyer](#) and our [Year 3 summary](#)
 - Website: <https://mhttcnetwork.org/centers/northwest-mhttc/home>
 - Note that anything on the orange bar at the top beyond "your MHTTC" is the NATIONAL centers' combined info
 - Our info is under the grey navigation menu that expands
 - [Areas of Focus](#)
 - [Faculty/Staff Directory](#)
 - [Regional Advisory Board members](#)
 - [Online Courses](#)
 - [Archived Webinars](#)
 - <https://mhttcnetwork.org/centers/northwest-mhttc/school-based-mental-health>
 - <https://mhttcnetwork.org/centers/northwest-mhttc/provider-well-being-support>
 - <https://mhttcnetwork.org/centers/northwest-mhttc/product/grief-exhaustion-and-finding-vitality-behavioral-health-care-2>
 - <https://mhttcnetwork.org/centers/northwest-mhttc/product/northwest-mhttc-2021-needs-assessment-report>
- <https://mhttcnetwork.org/>

Other Region 10 TTCs

- [Addiction TTC](#)
- [Prevention TTC](#)
- <https://techtransfercenters.org/landing>
- <https://techtransfercenters.org/events>
- <https://healthknowledge.org/>
- <https://native-land.ca/>
- <https://aleksmartinclinicalservices.com/>
- <http://astrumhealthllc.org/>