

WEBVTT

1

00:00:07.529 --> 00:00:17.910

Katty Rivera: Hello. So good morning everyone and welcome to today's webinar on the mental health toll on law enforcement burnout compassion fatigue and secondary traumatic stress.

2

00:00:18.570 --> 00:00:27.060

Katty Rivera: This webinar is sponsored by the northeast and Caribbean Mental Health Technology Transfer Center or image TTC, how's that Rutgers University.

3

00:00:27.660 --> 00:00:38.010

Katty Rivera: The School of Health Professions the Department of psychiatric rehabilitation and counseling professions. My name is Kathy and I'm the project coordinator of the center and I'll be facilitating the webinar today.

4

00:00:39.780 --> 00:00:40.620

Katty Rivera: Is a slide.

5

00:00:45.750 --> 00:00:54.540

Katty Rivera: presentation was prepared for the image TTC network Andre cooperative agreement from the Substance Abuse and Mental Health Services Administration or SAMHSA.

6

00:00:55.290 --> 00:01:09.720

Katty Rivera: Or material period this presentation, except that taken directly from copyrighted sources is in the public domain and may be reproduced or copied without permission from Samsung or the authors citation of the sources, appreciate it.

7

00:01:10.740 --> 00:01:18.570

Katty Rivera: Please do not reproduce or distribute this presentation for fee without specific written authorization from the northeast and Caribbean image, etc.

8

00:01:20.580 --> 00:01:26.190

Katty Rivera: This presentation will be recorded and posted on our website at the time of at the time of this presentation.

9

00:01:27.330 --> 00:01:38.370

Katty Rivera: Miss Eleanor McCann's cat served as Samsung Assistant Secretary. The opinions expressed here in are the views of the presenters and do not reflect the official position.

10

00:01:38.820 --> 00:01:50.850

Katty Rivera: Of the Department of Health and Human Services or SAMHSA no official support or endorsement of the Hs HS SAMHSA for the opinions described in this presentation is intended or should be inferred

11

00:01:51.900 --> 00:01:55.770

Katty Rivera: I wanted to review a couple housekeeping items before we begin the presentation.

12

00:01:56.670 --> 00:02:04.380

Katty Rivera: Following the webinar you will be asked to complete a brief survey revalue this feedback and use it to improve our activities and inform future activities.

13

00:02:04.950 --> 00:02:11.850

Katty Rivera: The survey is also important because our continued funding is linked to the completion of these surveys. So we thank you in advance for your feedback.

14

00:02:12.990 --> 00:02:20.550

Katty Rivera: We also want to let you know that this webinar is being recorded and will be posted to our website, along with the PowerPoint slides in the next couple of days.

15

00:02:22.230 --> 00:02:22.920

Katty Rivera: Lastly,

16

00:02:24.090 --> 00:02:39.030

Katty Rivera: We encourage you to interact with our presenters during the webinar by using the chat feature, please post any comments or questions you have in the chat and I will collect your questions as we go and ask them of the presenter during the q&a time towards the end of the presentation.

17

00:02:40.260 --> 00:02:49.380

Katty Rivera: During the webinar. Our presenter may post questions to

you, please use the chat feature to answer these questions. So now let's begin our webinar.

18

00:02:50.400 --> 00:02:54.330

Katty Rivera: We have two presenters with us today. First we have PJ Wagner.

19

00:02:56.160 --> 00:02:59.100

Katty Rivera: Who has 20 years of experience in the field of mental health.

20

00:03:00.480 --> 00:03:13.260

Katty Rivera: Among the settings. She has worked at in our psychiatric screening and patient children's adult psychiatric unit in home counseling residential treatment schools and private practices 2003

21

00:03:14.310 --> 00:03:29.970

Katty Rivera: She worked as a school counselor for 15 years. In addition, Pj is the lead trauma response for the Mercer County for Mercer County, New Jersey, as well as a state and national trauma responder having responded to both the 911 events and Hurricane Sandy.

22

00:03:32.040 --> 00:03:40.290

Katty Rivera: We also have chemical mentor who has worked with people with mental illness and addictions throughout his 30 year career. This includes 25 years

23

00:03:41.040 --> 00:03:49.860

Katty Rivera: Working in psychiatric emergency settings partial care programs and in county jail. He has worked for Rutgers for 16 years and currently

24

00:03:50.460 --> 00:04:00.210

Katty Rivera: We're currently works and implementing evidence based practices and psychiatric hospitals and implementing motivational interviewing at several New York and New Jersey mental health agencies.

25

00:04:00.900 --> 00:04:09.180

Katty Rivera: Mr country is currently completing his add and his dissertation involves predicting and preventing 30 day readmissions to state psychiatric hospitals.

26

00:04:10.260 --> 00:04:19.260

Katty Rivera: He has also published on Lean thinking. Six Sigma the institutionalization wellness centers and illness management recovery.

27

00:04:20.160 --> 00:04:32.130

Katty Rivera: He and his wife. Also I operate a private therapy practice where he works primarily with people with addictions and with families of people with severe mental illness and addictions welcome Pj and Ken

28

00:04:33.210 --> 00:04:34.350

Katty Rivera: And I'll turn it over to you.

29

00:04:35.130 --> 00:04:35.580

Morning.

30

00:04:37.890 --> 00:04:38.490

PJ Wenger: Good morning.

31

00:04:40.590 --> 00:04:45.390

PJ Wenger: Alright, so this is the outline of what we're going to be doing on the webinar this morning.

32

00:04:46.170 --> 00:04:51.270

PJ Wenger: We're going to be throwing a lot of terms that you don't worry about them will, we're going to go over them one at a time.

33

00:04:51.960 --> 00:04:59.940

PJ Wenger: And we'll explain each one, as we go. So we're going to be defining such terms as vicarious trauma trauma ization secondary traumatic stress.

34

00:05:00.420 --> 00:05:09.240

PJ Wenger: compassion fatigue burnout resilience and vicarious resilience. You know what these things are. You just may not have heard of them referred in in this way before.

35

00:05:09.660 --> 00:05:16.950

PJ Wenger: We're going to discuss how working with traumatized

population impacts law enforcement staff LAW ENFORCEMENT IS FUN
enough. And then when you throw

36

00:05:17.430 --> 00:05:25.560

PJ Wenger: Mental health and trauma in there. It's a whole other dimension. We're going to provide suggestions, so that you can assess your own levels of these things we're talking about the trauma.

37

00:05:26.040 --> 00:05:35.160

PJ Wenger: The secondary traumatic stress, etc. And hopefully also identify some particular strategies that will help increase your own resilience and your own self care.

38

00:05:38.130 --> 00:05:52.950

PJ Wenger: So as long as for some officers the trauma you bear witness to every day undoubtedly affects you. The purpose of this training is to understand how it affects us and what can be done about it. So we are going to start with some terminology

39

00:05:54.150 --> 00:06:05.190

PJ Wenger: We're going to be defining the terms throughout the presentation and but we're going to start with stress and technically stress is defined simply as a reaction to a stimulus that disturbs our physical or mental equilibrium

40

00:06:05.940 --> 00:06:17.010

PJ Wenger: We've all used the term. I'm so stressed out. So we pretty much know what stress is stress can be experienced in many ways. There's acute stress which is sudden severe and brief.

41

00:06:17.430 --> 00:06:26.520

PJ Wenger: And there is chronic stress, which refers to constant or frequently reoccurring stressful events and traumatic stress relates to a life or death type of event.

42

00:06:27.450 --> 00:06:37.380

PJ Wenger: Will return to that in a few minutes. We're also later going to define burnout and compassion fatigue, which you see on the right at the bottom and looking at the terms on the right.

43

00:06:38.400 --> 00:06:42.870

PJ Wenger: There are many words that describe the impact of vicarious

trauma through throughout the field.

44

00:06:43.470 --> 00:06:49.920

PJ Wenger: Although each of these terms have different definitions and describes slightly different reactions they are used interchangeably.

45

00:06:50.460 --> 00:06:59.400

PJ Wenger: What all the terms have in common, though, is that they are trying to describe the negative reactions to work related trauma exposure by law enforcement personnel.

46

00:07:00.000 --> 00:07:14.430

PJ Wenger: We begin with stress because understanding how the body responds to stress is imperative to understanding not only how we are reacting to the work, but also what the victims that we are working with are experiencing their trauma is our trauma.

47

00:07:17.280 --> 00:07:29.670

PJ Wenger: So stress. Pretty sure everybody knows what that is. And if you don't, you should stay on afterwards. And we'll explain it in greater detail, but I'm pretty sure you know we've all experienced stress, maybe several times in a day.

48

00:07:30.690 --> 00:07:44.430

PJ Wenger: One of the things I'm curious about is where you feel stress in your body that feeling of tension that feeling of fearfulness and uncertainty. So I'd like you to take a minute and think about two things, actually. One is

49

00:07:45.600 --> 00:07:51.840

PJ Wenger: When was the last time that you felt really stressed. When was the last time you really felt that that wave of stress come over you.

50

00:07:52.590 --> 00:07:58.290

PJ Wenger: And where do you feel it in your body. And again, if you want to use the chat box. You can check back in again.

51

00:07:58.890 --> 00:08:07.140

PJ Wenger: Regarding where you feel stress in your body. I will share with you that I am a palpitation guy when I'm under stress. I can feel a little extra heartbeats going on in there.

52

00:08:07.860 --> 00:08:14.520

PJ Wenger: I know that there are other people who have Cofield in different ways. For example, muscle tightness or tenseness

53

00:08:15.300 --> 00:08:25.050

PJ Wenger: Headaches backaches I know blood pressures popular one. We probably have somebody out there who's a big time sweater when they're stressed to the A feel all sorts of stress.

54

00:08:25.590 --> 00:08:30.960

PJ Wenger: I have another friend he turns red when he's under stress. So it's really obvious to tell when he stressed out by what color is

55

00:08:31.410 --> 00:08:43.680

PJ Wenger: So it's kind of easy to spot. Yep, we got a couple of popular ones in there that the tension headache is a favorite one right feels like the horseshoe around the head, not that I'm familiar but I read an article about at once.

56

00:08:44.760 --> 00:08:57.270

PJ Wenger: So absolutely. So this is universal right everybody feel stress it at some point or another, it's, it's worth noting, where it tends to hit us in our body. And you mentioned the stomach. That's another one, the stress, the stress stomach.

57

00:08:58.650 --> 00:09:06.480

PJ Wenger: Some people when they're stressed, they eat like the world's coming to an end and other people can at all. So, but it's important to know where it hits you.

58

00:09:10.320 --> 00:09:23.880

PJ Wenger: So let's talk about how stress works. So here's the little, little flowchart and how this works. It's pressure exerted on us. Now you have the stress here and then you have our response and that response can either strengthen us or weakness.

59

00:09:26.940 --> 00:09:37.290

PJ Wenger: And stress is not necessarily a bad thing. So, because very often we talk about stress, really. Oh, wouldn't it be great to have no stress no stress at all. Well, if there's no stress. There's no motivation.

60

00:09:37.740 --> 00:09:44.010

PJ Wenger: There's no need to get out of bed. No need to do what you do. No need to achieve or accomplish anything. So here we have this little

61

00:09:45.570 --> 00:09:55.350

PJ Wenger: Bell curve here that shows where people are on the stress curve. So when you have really little stress, someone is basically inactive.

62

00:09:56.430 --> 00:10:02.550

PJ Wenger: And there's really nothing going on there. And then you see as the stress level picks up a little bit.

63

00:10:03.060 --> 00:10:18.840

PJ Wenger: You have a person's performance improving they're being a little more driven. And if you picture this bottom line here on the slide is being from maybe one all the way on the left and the green to 10 all the way on the right, there's a certain point, once you get past five, six or seven

64

00:10:19.920 --> 00:10:30.270

PJ Wenger: That you stop the all the sudden the performance tops out and now it starts to come down the other side you see exhaustion panic and ultimately a breakdown there.

65

00:10:31.050 --> 00:10:34.350

PJ Wenger: So the metaphor. They give us about stresses. If you picture a paperclip.

66

00:10:35.190 --> 00:10:44.760

PJ Wenger: Okay paperclip made out of metal. It's pretty strong, but if you keep bending it this way and back, this and that, this and that eventually, it starts to fatigue.

67

00:10:45.480 --> 00:10:53.760

PJ Wenger: And then eventually the metal will break. So it's kind of like using a muscle over and over again, if you use that muscle, it gets stronger and it's more useful.

68

00:10:54.720 --> 00:11:03.780

PJ Wenger: But then at a certain point, you get into the point of failure. So there's a term they use called you stress you stress is when stress is motivating.

69

00:11:04.290 --> 00:11:13.320

PJ Wenger: You know, when it prompts you to do better. You know, those of you who are, you know, workout in our athletic, you know, it's that stress that drives you forward to accomplish more and to achieve more.

70

00:11:14.100 --> 00:11:18.270

PJ Wenger: But then of course you get to that you hit that point of exhaustion and then it's the downward curve from there.

71

00:11:20.730 --> 00:11:32.310

PJ Wenger: So we're built this way for a reason, the stress response is part of our evolution. I know, back in the day when there were life and death threats around, you know, all of us humans all the time.

72

00:11:32.850 --> 00:11:42.810

PJ Wenger: We needed a way that once we identified a threat. We went into threat response mode, which you'll hear referred to as fight, flight, freeze is also a third option.

73

00:11:43.710 --> 00:11:52.620

PJ Wenger: And you feel all these responses in your body. So your blood pressure picks up, you might sweat your breathing changes you feel that that wave of adrenaline hit you.

74

00:11:53.460 --> 00:12:07.020

PJ Wenger: And and it does that, in order to respond to a threat without that. Imagine if your body didn't respond when there was a life threatening stress around you and nothing changed. Not good. And probably wouldn't survive. So this has been built in.

75

00:12:08.490 --> 00:12:21.960

PJ Wenger: So it's but it's meant, kind of like an on off switch. There's the threat the light switch kicks on the stress response kicks in and then after the threat has either been evaded or defeated or whatever, then the switch hits off again.

76

00:12:24.540 --> 00:12:35.160

PJ Wenger: Unfortunately, the stress that we deal with today isn't so much like that. In fact, I would say people who work in law enforcement. It's one of the few fields where that still is that way.

77

00:12:35.880 --> 00:12:46.080

PJ Wenger: Most of the stress we deal with now is not that life or death stress, it's lower intensity but it's it's chronic it's continuous. So think about the stress of

78

00:12:46.620 --> 00:12:53.430

PJ Wenger: paying bills they get the stress of a mortgage or, you know, the stress that comes along with raising kids and all that kind of stuff.

79

00:12:53.910 --> 00:13:06.720

PJ Wenger: So all of that builds up. So instead of it being the on off switch, which was how it was designed to be. It's almost like a dimmer switch where the light stays in the middle, all the time where we really weren't designed for that.

80

00:13:07.770 --> 00:13:13.770

PJ Wenger: And that wears on us. And sometimes that can lead to medical consequences like chronic blood pressure or

81

00:13:14.820 --> 00:13:16.320

PJ Wenger: Or officers, things like that.

82

00:13:20.130 --> 00:13:30.390

PJ Wenger: So we want to take a closer look at trauma, a traumatic event is more than a stressor. It is a threat to our safety or security in our sense of well being.

83

00:13:30.840 --> 00:13:39.000

PJ Wenger: And as law enforcement officers, you are exposed to traumatic events all the time, whether you're witnessing them or you're actually involved in them.

84

00:13:40.050 --> 00:13:41.970

PJ Wenger: So what we look at

85

00:13:43.140 --> 00:13:53.790

PJ Wenger: Excuse me, is the traumatic event is really outside of our normal experience and it causes fear and it can exceed our ability to cope with it.

86

00:13:54.210 --> 00:14:10.740

PJ Wenger: And sometimes we think we're coping with it. But we're really not and traumatic events can occur as a result of people's behaviors or actions or as a result of natural occurrences. So you see on the left. Some of the traumatic events we identify that law enforcement are exposed to.

87

00:14:11.880 --> 00:14:30.240

PJ Wenger: on a fairly regular basis for some and periodically with others and you can be exposed directly by being involved in an incident. For example, if you're involved in a car accident or if you're involved in an assault situation or by witnessing that traumatic experience of another person.

88

00:14:33.540 --> 00:14:41.430

PJ Wenger: Yeah, I'll give you an example of that, because I tend, I think we tend to think about trauma as it has to happen to the person

89

00:14:42.300 --> 00:14:48.480

PJ Wenger: But the idea of it happening to somebody else and witnessing it. We had a situation that law enforcement was involved in near us where

90

00:14:48.780 --> 00:14:56.670

PJ Wenger: A woman had driven to her ex husband's house with her kids and set the car on fire in front of his house with the kids in the car.

91

00:14:57.480 --> 00:15:02.670

PJ Wenger: So the first police officers that rolled up on the scene. See a car and flames.

92

00:15:03.210 --> 00:15:12.570

PJ Wenger: The mother had accidentally caught herself on fire in the process. So she's on fire in the art kids are on fire in the car and the flames are up to stories up the side of the house.

93

00:15:13.350 --> 00:15:20.340

PJ Wenger: That's the kind of stuff that will give you nightmares. You've come in and you've witnessed it, it hasn't happened to you, but at the same time that doesn't get that image out of your head.

94

00:15:21.330 --> 00:15:28.890

PJ Wenger: So as far as the ingredients for making an event traumatic. There has to be a threat to someone's physical, psychological or emotional well being.

95

00:15:29.940 --> 00:15:34.530

PJ Wenger: It's got to be overwhelming, you know, bigger than, you know, bigger than life. And you know, when we think about

96

00:15:35.010 --> 00:15:41.820

PJ Wenger: Some of the hurricanes that you guys have gone through. To me, that's the image of a trauma. It's that big storm coming at you and you can't get away from it. Here it comes.

97

00:15:42.810 --> 00:15:50.550

PJ Wenger: intense feelings of fear or lack of control, again, I think the hurricanes. A perfect example of that. If you're not going to be afraid of that. I don't know what you're gonna be afraid of.

98

00:15:51.570 --> 00:16:04.260

PJ Wenger: feeling of helplessness. What can I do about this and the impact of these traumas sometimes change the way you view the world. These are big significant events and they shift people's thinking and perceptions pretty dramatically.

99

00:16:07.620 --> 00:16:13.050

PJ Wenger: So, you know, when we define a traumatic stress, I would find traumatic stress.

100

00:16:14.730 --> 00:16:15.900

PJ Wenger: Passing our cue cards here.

101

00:16:17.940 --> 00:16:23.700

PJ Wenger: So the idea of traumatic stress. It's the physical response of the body you Vic you've witnessed it or you've been the victim of it.

102

00:16:24.240 --> 00:16:32.580

PJ Wenger: And it's driven up the stress response. Now one of the really interesting things to bring up about this is that some people get a disproportionately high number.

103

00:16:32.970 --> 00:16:43.020

PJ Wenger: Of traumatic events happening to them, there's a there's something called the a score adverse childhood experiences and it's a quick one to 10 scale of traumatic events that happened to children.

104

00:16:44.340 --> 00:16:48.000

PJ Wenger: Many children have a score of zero or many people have a score of zero through their childhood.

105

00:16:48.750 --> 00:16:55.470

PJ Wenger: Some have one, two, and three. But then when you get up into four or five and six. You start to see a cumulative effect of these stressors.

106

00:16:56.190 --> 00:17:02.790

PJ Wenger: We refer to this as a trauma load. So if you think about if you were wearing a backpack and all of us have this backpack on

107

00:17:03.060 --> 00:17:09.420

PJ Wenger: But what's in the backpack is different for each person. So with some people. There's a lot of stuff in that backpack. That's a 50 pound pack.

108

00:17:09.840 --> 00:17:18.570

PJ Wenger: For other people. There might just be a few things in there, but for those people that have all of that they're walking around with that all the time. And what we find is that

109

00:17:19.560 --> 00:17:28.530

PJ Wenger: The more traumas that someone's experienced the higher risk they have for medical problems, the higher risk they have for psychological problems.

110

00:17:29.100 --> 00:17:36.450

PJ Wenger: For addiction suit the suicide rate is much higher. As you go up that that count. So whatever you have going on.

111

00:17:37.050 --> 00:17:47.520

PJ Wenger: Is that so one of the important takeaway points in that is the person you may be dealing with this may not be their first traumatic incident maybe their third maybe their 10th. It could be there hundred

112

00:17:48.300 --> 00:17:51.930

PJ Wenger: We had an example where. In a town near where we lived where

113

00:17:52.680 --> 00:18:01.050

PJ Wenger: There was a convenience store like a 711 and a guy came in with a gun to rob the place and there were two customers in the store at the time. So he came in with his gun.

114

00:18:01.770 --> 00:18:07.230

PJ Wenger: Rob the cash register told everybody to get on the floor and took the money didn't shoot anybody didn't hurt anybody.

115

00:18:07.860 --> 00:18:19.140

PJ Wenger: So the two customers get up afterwards dust themselves off one of them immediately gets on his phone calls his wife calls his friends gets on Facebook like I can't believe this place has got robbed. I was in

116

00:18:19.740 --> 00:18:23.670

PJ Wenger: The other guy starts to shake starts to cry, and he ends up going to the crisis unit.

117

00:18:24.510 --> 00:18:35.070

PJ Wenger: So hold on a minute. We have two people they experienced the exact same thing at the exact same time. But look at the two different reactions, the one guy laughs about it and the other person is really affected by it.

118

00:18:36.330 --> 00:18:45.840

PJ Wenger: My bet for what causes the difference between those two different reactions. My guess is that person had had a number of previous traumas and it's not just the one that happened that night.

119

00:18:46.260 --> 00:18:55.530

PJ Wenger: It triggered all of the older ones as well. And that person had a hard time going out in public places again after that for a long time, which I'm sure the guy who got on Facebook, right away, did not

120

00:18:56.550 --> 00:19:05.610

PJ Wenger: And what we find sometimes with, you know, adults is that when we do the as the adverse childhood experience. A lot of times the traumatic events that happened in childhood, because we've

121

00:19:06.030 --> 00:19:12.210

PJ Wenger: Dealt with them our entire lives. We've sort of normalize them in our mind and don't really view them as being stressful that

122

00:19:12.420 --> 00:19:17.550

PJ Wenger: You know, I hear people saying to us all the time. Well, that's just how we live. That's just what I lived through that was just my childhood.

123

00:19:17.940 --> 00:19:23.970

PJ Wenger: Not realizing that it actually is a traumatic stress event in our life and it does affect us.

124

00:19:24.660 --> 00:19:31.980

PJ Wenger: But I want to go back door Lou made up a great point here that I wanted to address. Now think about that bell curve that we were talking about where you go from one to 10

125

00:19:32.760 --> 00:19:39.000

PJ Wenger: So if you had to think about a number on that one to 10 where you are, most of the time. Where are you most of the time.

126

00:19:39.480 --> 00:19:47.970

PJ Wenger: Rhetorical question. You don't have to answer it. I want you to just think about the answer, but think about the difference between someone who operates it for most of the time.

127

00:19:48.660 --> 00:19:58.740

PJ Wenger: And maybe someone who operates at seven. Most of the time, or eight, most of the time that's exhausting. That's draining and maybe you've had periods in your life where you've hung around eight for a while.

128

00:19:59.220 --> 00:20:09.450

PJ Wenger: That's amazingly draining and there are people who are at that eight, nine and 10 mark for long periods of time, or they may be eight nine or 10 when you see them and they are clearly not going to be able to function do their best.

129

00:20:11.220 --> 00:20:21.270

PJ Wenger: So we're, you know, we're going to talk about some work related traumas and how they affect us. And, you know, people often say is trauma contagious. Well, it's

130

00:20:21.780 --> 00:20:33.510

PJ Wenger: A well known fact that helping traumatized. People can affect us in a lot of ways, what we call it differs widely. These are just some of the terms that come up with law enforcement describe their negative reactions to work.

131

00:20:34.860 --> 00:20:46.440

PJ Wenger: You know, and again, my question to you would be, What terms do you use to refer to that work related trauma exposure. A lot of times what we hear is, I'm so stressed out, or I'm burnt out.

132

00:20:47.370 --> 00:20:50.460

PJ Wenger: And we don't realize that there's some other things that are underlying that

133

00:20:50.970 --> 00:20:59.400

PJ Wenger: And those as you're going to hear those things are different. And what we what I would really like because we're defining stress in a lot of different terms is for you to be able to pinpoint

134

00:20:59.880 --> 00:21:09.030

PJ Wenger: Where it's coming from for you where the big things are for you. So, as we mentioned, each of these categories of stress want you to think about that. We'll go into some of these a little more detail.

135

00:21:10.290 --> 00:21:22.620

PJ Wenger: So understanding the difference between traumatic stress and vicarious trauma ization, you know, here are some of the examples of the differences between traumatic stress reactions and vicarious trauma ization

136

00:21:23.010 --> 00:21:30.540

PJ Wenger: And we can experience these types of mirror reactions acutely sometimes occasionally or chronically like all the time.

137

00:21:31.800 --> 00:21:40.470

PJ Wenger: And you see it's, you know, traumatic stress is extreme it's, you know, sometimes I'm very emotional. Sometimes I have no motion at all.

138

00:21:40.860 --> 00:21:54.570

PJ Wenger: We can have an exaggerated startle response, we see that a lot in our veterans that come back from service. Sometimes, you know, a veteran might be in a grocery store and an alarm goes off and they are ready to go into fight mode.

139

00:21:55.800 --> 00:22:06.480

PJ Wenger: That is just their traumatic stress reaction and and then of course flashbacks. We talked about like when you see somebody in a burning car and you can't save them you'll flashbacks to that event or you have nightmares of that event.

140

00:22:07.770 --> 00:22:13.560

PJ Wenger: vicarious trauma ization is then being overly involved with a victim or suspect or somebody that you're working with.

141

00:22:14.550 --> 00:22:19.830

PJ Wenger: And then that builds some kind of fear of our own safety. And then we have you know the nightmares.

142

00:22:20.340 --> 00:22:29.520

PJ Wenger: And vicarious just means that you're getting it from someone else you're impacted by what happens to someone else. There was an example that we heard of a

143

00:22:30.030 --> 00:22:38.010

PJ Wenger: bunch of guys in the military who were on a truck together and they hit an IED and three people on the truck were physically injured.

144

00:22:38.580 --> 00:22:48.090

PJ Wenger: And they all recovered, but three of them were injured. One

of them was completely physically uninjured. However, because of the injuries that his colleagues suffered in the fact that he was uninjured.

145

00:22:48.480 --> 00:22:55.650

PJ Wenger: He actually had the hardest adjustment afterwards you think, Wait a minute, this guy's physically unharmed. How can he be having such a difficult time.

146

00:22:57.210 --> 00:23:03.210

PJ Wenger: It became very complicated for him, the people that were physically injured. It was very straightforward. I've been injured. I gotta recover, you know,

147

00:23:03.540 --> 00:23:09.600

PJ Wenger: I want to get back to where I was this other person there was guilt involved and all sorts of questions. And it was

148

00:23:10.050 --> 00:23:21.420

PJ Wenger: I don't know, it's, it's much more difficult to fix things that are going on in the mind, then maybe the day you know i don't mean easier, but a little more complicated. And we give you those examples to show you that this

149

00:23:22.650 --> 00:23:30.210

PJ Wenger: Traumatic Stress and vicarious trauma ization is very unique to individuals and not everybody experiences at the same way, or at the same time. Mm hmm.

150

00:23:31.440 --> 00:23:38.880

PJ Wenger: So again, depending on the work environment and your job duties, you may be exposed to trauma directly or indirectly.

151

00:23:40.200 --> 00:23:52.080

PJ Wenger: And trauma exposed exposure from law enforcement involves both of these so direct trauma could be you know you're involved in a shooting or an assault by a suspect.

152

00:23:52.590 --> 00:24:01.320

PJ Wenger: Or traffic collision and indirect trauma could be you know you're serving death notifications or you're performing life saving measures on somebody.

153

00:24:02.040 --> 00:24:13.440

PJ Wenger: Or investigating a sexual assault of a child or child abuse cases and the American Psychiatric Association decided that people who are exposed to traumatic material through their work.

154

00:24:13.800 --> 00:24:26.130

PJ Wenger: Are susceptible to developing post traumatic stress disorder, you know, we always thought that was you know just part of, you know, veterans who were in service, but we're realizing that it is a lot of our first responders. It is

155

00:24:26.520 --> 00:24:34.710

PJ Wenger: The law enforcement, it is the first aiders. It is the firemen, and we got to see a lot of this after 911

156

00:24:35.100 --> 00:24:48.210

PJ Wenger: With all of our first responders who were very affected, some of them, not even having been on the scene when the planes hit the buildings, but having been on the scene for weeks after doing cleanup and body recovery and things like that.

157

00:24:49.470 --> 00:25:05.760

PJ Wenger: We're very exposed to that that trauma. So you think about it, when you work in a field where, for example, most people don't experience life and death on their jobs on a regular basis. They just don't they do their jobs and if anything extraordinary comes in. It's a remarkable event.

158

00:25:07.050 --> 00:25:13.650

PJ Wenger: Pj and I most of our work experience has been in emergency rooms, people die. People die on a daily basis and

159

00:25:13.980 --> 00:25:20.370

PJ Wenger: So you may have to deal with that death and then five minutes later, you've got to be doing something else. And you've got to be doing it at 100%

160

00:25:20.820 --> 00:25:28.950

PJ Wenger: That's not easy to do. So a lot of times what we do is we compartmentalize that stuff like, okay, that person died, but I can't deal with that right now I have to put that away. So I can deal with

this.

161

00:25:29.610 --> 00:25:38.220

PJ Wenger: But if we just keep putting these things away in boxes. I don't know. You guys have that room in your house where you put stuff away in boxes and then all of a sudden you have a room full of boxes. You don't know what's in them.

162

00:25:38.970 --> 00:25:47.160

PJ Wenger: It's a little similar to that except these boxes carry these this emotional weight. And actually, what we've done is we put it in that backpack. I was talking about. And after a while,

163

00:25:47.400 --> 00:25:53.220

PJ Wenger: We just can't carry it around anymore and it does have an impact on us. Yeah, I refer to it as the ticking time bomb.

164

00:25:53.670 --> 00:26:02.850

PJ Wenger: So it eventually, it does go off and explode and we're just not prepared for that. The reality is that, and this is part of that vicarious peace everyone that you work with.

165

00:26:03.210 --> 00:26:09.150

PJ Wenger: You give a little bit of yourself to them and you take on a little bit of them. There's this exchange that happens we're all human beings.

166

00:26:09.510 --> 00:26:21.630

PJ Wenger: And nobody's a Robocop. Nobody's a you know a robot here. So anyone you work with and we tend to work with people that are suffering at some degree. People don't seek out, law enforcement, because things are going so well in their lives.

167

00:26:22.020 --> 00:26:29.910

PJ Wenger: People don't come to the emergency room because they were in perfect health. They come in because something is going on that's negative and has the potential to be extremely negative

168

00:26:30.540 --> 00:26:41.760

PJ Wenger: And there's a cumulative impact to that. And then some is we'll talk about some of those will impact us a little bit more than others. So we have this thing called a vicarious trauma toolkit model.

169

00:26:42.840 --> 00:26:50.280

PJ Wenger: And it just outlines the effects of work related trauma exposure and vicarious trauma that trauma that we get from other people.

170

00:26:51.900 --> 00:26:59.760

PJ Wenger: It's the exposure that first responders experience in every day of your work. You know, like Ken said PEOPLE DON'T CALL THE POLICE TO SAY HI, HOW, HOW YOU DOING,

171

00:27:00.510 --> 00:27:07.200

PJ Wenger: And there are a number of ways to respond to this trauma or this exposure and part of that is a changing world view.

172

00:27:07.590 --> 00:27:18.240

PJ Wenger: And is always inevitable for those who work in this field after 911 our police in our firemen definitely had a change in how they world, how they view the world, and even the city.

173

00:27:19.260 --> 00:27:29.340

PJ Wenger: So there you know the respect and my responses are negative, neutral or positive so negative. We are traumatized by it, we're stressed by it. We have a hard time

174

00:27:29.940 --> 00:27:47.670

PJ Wenger: eliciting some compassion for our victims when we're seeing them, you know, neutral is kind of we've managed it. You know, or we've put it somewhere. Sometimes, and then positive, is that something comes out of it. There's a transformation or we, you know,

175

00:27:50.190 --> 00:27:53.550

PJ Wenger: We view it in a different manner. So some of the things

176

00:27:54.330 --> 00:27:59.340

PJ Wenger: Just right now, some of the things that are happening in the states with the protests and the social injustice.

177

00:27:59.640 --> 00:28:04.350

PJ Wenger: Yes, there's a lot of negative going on, but we're also seeing a lot of positive things we're seeing

178

00:28:04.680 --> 00:28:12.870

PJ Wenger: You know, law enforcement meal with protesters and law enforcement and people hugging and and of course that's not social distancing but

179

00:28:13.140 --> 00:28:25.950

PJ Wenger: It's an it's nice to see and people supporting each other and doing some good things, you know, just yesterday on the news. We had one person carry another person who is in your out of a situation. So, you know,

180

00:28:26.880 --> 00:28:37.050

PJ Wenger: Not that these traumatic events have are positive, but sometimes there is some positive work that comes out of that and we can draw some inspiration from

181

00:28:37.620 --> 00:28:46.230

PJ Wenger: Other people's resilience. So, you know, compassion fatigue then compassion satisfaction. I'm sorry, reflects that sense.

182

00:28:46.620 --> 00:28:53.430

PJ Wenger: Of meaningfulness that you gained from doing the work you know some of our law enforcement, who are out there with our protesters.

183

00:28:53.790 --> 00:29:00.720

PJ Wenger: Are talking to them and they're actually having conversations and exchanging information and ideas and they're learning from each other. And again,

184

00:29:01.260 --> 00:29:07.800

PJ Wenger: That's it's not a great time. However, some positive things can kind of motivate us and protect us.

185

00:29:08.670 --> 00:29:21.720

PJ Wenger: So, you know, we do have a changing world view. You know, our law enforcement is our job is to, you know, protect and serve. And sometimes, you know, when there's a situation like 911

186

00:29:22.440 --> 00:29:28.830

PJ Wenger: A lot of the officers felt like they could not protect the victims and that was very hard for them because

187

00:29:29.130 --> 00:29:32.850

PJ Wenger: You know, nobody had any idea those planes were going to crash into those buildings that day.

188

00:29:33.090 --> 00:29:44.400

PJ Wenger: And there were law enforcement environment, who ran into that building and did not come out and there were others who came out and felt bad that they could not save their co workers. So it does change our worldview.

189

00:29:45.810 --> 00:29:56.220

PJ Wenger: And PJ brought up a good point as well. There's also times where the environment around law enforcement or the military changes and that impacts how it's viewed as well.

190

00:29:56.820 --> 00:30:04.410

PJ Wenger: One of the reasons that we learned so much about trauma and the example of Vietnam veterans is the unpopularity of the war and how to a certain degree.

191

00:30:04.710 --> 00:30:10.200

PJ Wenger: The popularity of that work I transferred onto the people who were sent to go fight it, or were drafted to go fight it.

192

00:30:10.650 --> 00:30:20.280

PJ Wenger: So that made it difficult because they live through what they lived through then they came home and the response was not what it had been say after World War Two.

193

00:30:21.090 --> 00:30:26.880

PJ Wenger: Now, the same thing has happened in law enforcement. There's times where law enforcement has been held in really high esteem. I know around New York

194

00:30:27.510 --> 00:30:33.330

PJ Wenger: If you are a firefighter a police officer, you couldn't buy yourself a meal or a drink in New York for a while after that. It just wasn't going to happen.

195

00:30:34.050 --> 00:30:41.490

PJ Wenger: So, but, and that helps. So if those officers and firefighters are carrying trauma. Look at this support that you're getting. And that's a wonderful environment.

196

00:30:41.820 --> 00:30:49.500

PJ Wenger: We're in a situation now where there's some transition going on between the protests and all that. So that becomes complicated but if there's a hostile environment.

197

00:30:49.980 --> 00:30:54.360

PJ Wenger: That's, that is that is very friendly for trauma turning into p PTSD.

198

00:30:55.110 --> 00:31:05.370

PJ Wenger: Instead of trauma been resolved, you know, and we really, you know, we really grow up thinking that the world is this basically good, safe and kind of predictable place and then when these things happen.

199

00:31:06.000 --> 00:31:11.340

PJ Wenger: We do change our view, you know, our assumptions that, you know, the world is, you know,

200

00:31:11.730 --> 00:31:27.540

PJ Wenger: A safe place are challenged in our ongoing exposure to incidents or accidents or human cruelty or traumatic events shifts our worldview and sometimes this is a permanent change for law enforcement people it especially was after 911 and we saw that a lot

201

00:31:28.560 --> 00:31:34.740

PJ Wenger: You know I we have police officers in our private practice that we see for counseling.

202

00:31:35.310 --> 00:31:43.320

PJ Wenger: And even now, you know, some of them are saying, you know, I have to go do my job. But I'm wondering if somebody is going to come after me and you know we have to really

203

00:31:43.770 --> 00:31:49.920

PJ Wenger: Shift people's view to look at what are some of the good

things that are coming out of this, and what are some of the positives.

204

00:31:50.430 --> 00:31:57.780

PJ Wenger: Yeah, the, the emergency room, for example, has a bit of a toxic mindset and that you only see people getting sick and dying. So, at some level, you get the hint.

205

00:31:58.140 --> 00:32:07.530

PJ Wenger: In your head that everybody is sick and dying and that nobody is in good health because you you live in an environment where you only see that part of it, but it's not all of reality, it's just part of it.

206

00:32:08.070 --> 00:32:12.810

PJ Wenger: I can only imagine. And my limited experience working in the jail and in a forensic setting.

207

00:32:13.170 --> 00:32:21.180

PJ Wenger: You see the negative side of humanity so much. It's real easy to generalize that across the board and turn your micro world.

208

00:32:21.450 --> 00:32:34.140

PJ Wenger: Into the macro world without appreciating it's different. We need a lifeline to that outside world to remind us that hey you know what things are actually okay out there. We just our job just brings us into these places, you know, where

209

00:32:34.500 --> 00:32:37.470

PJ Wenger: This is, this is where we live at work, but it's not where we live in the world.

210

00:32:37.890 --> 00:32:42.480

PJ Wenger: You know, and we also talked about what your traumatic experiences are growing up as a child and

211

00:32:42.810 --> 00:32:51.780

PJ Wenger: You know, if you if you grew up in an unsafe or an unstable home with environments that had violence or poverty or conditions where you were oppressed or mistreated.

212

00:32:52.650 --> 00:33:02.940

PJ Wenger: We don't necessarily have a shift in the world view because we already feel or already believe that the world is unsafe. So, you know, again, both sides of that spectrum can happen.

213

00:33:06.390 --> 00:33:19.800

PJ Wenger: So the prevalence of vicarious traumatization of a long enforcement, you know, this is just some of the research shows that there can be negative effects from our work. You know what we call vicarious traumatization that traumatization that we get

214

00:33:20.310 --> 00:33:28.410

PJ Wenger: By dealing with other people and we find that law enforcement is that significant risk for experiencing this vicarious trauma diarization

215

00:33:28.800 --> 00:33:36.450

PJ Wenger: And that you can see the studies demonstrate that some of these again result in developing a post traumatic stress disorder.

216

00:33:36.900 --> 00:33:43.500

PJ Wenger: And again, sometimes we don't always recognize that in ourselves, it's you know, it's really, we're going to talk about you know the signs a little later.

217

00:33:43.860 --> 00:33:50.550

PJ Wenger: But it's really important for us to take an inventory of where we are. When we are in helping professions.

218

00:33:50.790 --> 00:34:00.150

PJ Wenger: Right now we're we're addressing a lot of nurses who are on the front lines with the code bed and are just, you know, nurses have watched people die in the past. It's part of their job.

219

00:34:00.510 --> 00:34:11.400

PJ Wenger: But the amount of death is so great right now that they are actually traumatized, you know. So again, that's just something that we're watching we've heard from nurses that

220

00:34:11.940 --> 00:34:19.860

PJ Wenger: Usually experience, maybe three deaths in a month on an ICU and now they can lose six people in a day. So even though you're

prepared for it.

221

00:34:20.250 --> 00:34:32.670

PJ Wenger: You're not prepared for it like you're not just fully prepared for how this keeps going. Now, and there's no training and, you know, the police academy for traumatic events. I mean, there's some how you react to a fire, how you react to

222

00:34:33.240 --> 00:34:41.550

PJ Wenger: You know the situation situation. But, you know, again, when I go back to 911 law enforcement said they were never prepared for anything.

223

00:34:41.940 --> 00:34:52.920

PJ Wenger: Of that magnitude and very often you're you can be somewhat prepared for the thing, but it's the after effects afterwards. And again, I'm thinking about you guys with the hurricane when the hurricane leaves. It's not over.

224

00:34:53.340 --> 00:34:58.830

PJ Wenger: Like you guys aren't done like okay you survived the hurricane, but we saw when we were down there, just a few months ago.

225

00:34:59.430 --> 00:35:11.490

PJ Wenger: You know the impact is still there. The consequences are still there. You don't just dust yourself off and go about your life again there's there's physical damage. There's all sorts of other things going on. And then there's that internal peace as well.

226

00:35:13.050 --> 00:35:29.010

PJ Wenger: So here's some examples of how vicarious trauma affects us permanently personally and I'm not going to read all the examples, but you can see how, you know, it affects us. And the question is, do you see yourself anywhere in this

227

00:35:30.030 --> 00:35:42.990

PJ Wenger: Diagram, you know, physical symptoms. We went over, you know, emotional that feeling of powerlessness. You know, you're the law enforcement, you're supposed to be in control. You're supposed to be directing people, but sometimes it feels

228

00:35:43.590 --> 00:35:51.630

PJ Wenger: Very powerless when there are conditions that you can't control, such as the hurricane, you know, and then we have behavioral

229

00:35:53.130 --> 00:35:59.820

PJ Wenger: Responses you know they're listed there. You know, sleeping appetite, you know, Ken said you know addictions. Sometimes we

230

00:36:00.150 --> 00:36:10.140

PJ Wenger: Turn to alcohol or something to make ourselves feel better, you know, and certainly the spiritual is what we see a lot of where people really lose that. Why am I doing this job.

231

00:36:10.410 --> 00:36:18.300

PJ Wenger: You know, what's the purpose of this job. Why am I doing this and we're seeing some of this here in the States as like some of the officers are so disgusted. They're just resigning

232

00:36:18.720 --> 00:36:25.500

PJ Wenger: You know, it's not because they don't believe in police work. They just feel, you know that there's no purpose and so

233

00:36:26.190 --> 00:36:33.690

PJ Wenger: That's where our spiritual our personal spirituality does get affected and then again you know personal when we're

234

00:36:34.080 --> 00:36:50.610

PJ Wenger: Experiencing this trauma ization we sometimes lose our ability to do the cognitive things that we need to do, you know, concentrating or we're doing our job the best way we can and then ultimately what it does affect is our relationships because we begin to be either irritable, or

235

00:36:51.690 --> 00:36:56.220

PJ Wenger: Reactive to people around us or we begin to withdraw and isolate. Mm hmm.

236

00:36:57.000 --> 00:37:04.440

PJ Wenger: It's like it's almost like you put on this little suit of armor. You know, you've been hit so many times that you just, you're just going to protect yourself. But the problem is

237

00:37:04.890 --> 00:37:10.470

PJ Wenger: You don't come out and no one comes in and that's that's the longer that goes on the harder place, it is to be

238

00:37:11.760 --> 00:37:27.240

PJ Wenger: And then here are some of the professional effects, you know, again, I'm not going to read you to read these to you, but sometimes we're not doing our job to the best weekend we feel that it's just overwhelming and we're not motivated. And again, what's the purpose

239

00:37:28.500 --> 00:37:37.200

PJ Wenger: Sometimes we get a little apathetic, or we feel appreciated, which is certainly something that I think officers in the states are struggling with right now.

240

00:37:38.490 --> 00:37:48.570

PJ Wenger: And again that's going back and forth in some areas we're seeing a lot of appreciation for the officers and in other areas. They're not feeling so appreciated relational, you know,

241

00:37:49.980 --> 00:37:56.640

PJ Wenger: We tell people, you know, pay attention to when people are saying, you know, hey, you know when they're asking you to often. Are you okay, are you okay

242

00:37:56.940 --> 00:38:11.580

PJ Wenger: Or your children are saying, hey, all you do is. Yeah. Or I don't see where you don't talk to me, you know, and then behavioral sometimes we get overwhelmed and we're exhausted, or were traumatized or were burnt out, we call out or we get to work late

243

00:38:12.960 --> 00:38:23.460

PJ Wenger: So that would be that'd be an interesting little experience going, going back to our bell curve again, we talked about, where would you think that you are on that stress curve from one to 1010 being the highest

244

00:38:23.790 --> 00:38:31.710

PJ Wenger: Another great assignment would be asked your partner or your spouse, where they think you are on that scale of one to 10 be really interesting. If those answers aren't the same.

245

00:38:34.530 --> 00:38:51.960

PJ Wenger: So you know what we're talking about, again, is secondary traumatic stress. We're going to define that. And again, that's what we know about a traumatic experience that somebody is experienced by somebody else and the stress resulting from wanting to help that person.

246

00:38:54.720 --> 00:38:55.290

PJ Wenger: Excuse me.

247

00:38:57.240 --> 00:39:01.530

PJ Wenger: So that secondary traumatic stress. Stress refers to

248

00:39:02.280 --> 00:39:10.230

PJ Wenger: Sometimes an acute or symptom based reaction to the exposure of traumatic events and sometimes it mirrors post traumatic stress disorder.

249

00:39:10.470 --> 00:39:24.750

PJ Wenger: Which again, we don't want to look at all the time. But from time to time, we find that we are badly affected by a particular case it's the one we bring home. It's the one we can talk about or it's the one we have nightmares about where it's the one we can't shake

250

00:39:25.890 --> 00:39:34.980

PJ Wenger: And it reflects a combination of our life experience. You know what our day or week or month is like you know what's happening in our agency or what's happening in our personal life.

251

00:39:35.820 --> 00:39:42.810

PJ Wenger: And having functional and healthy personal and professional sports supports in place can lessen that negative effect.

252

00:39:44.400 --> 00:39:51.540

PJ Wenger: So just to give you an example of that. So I gave you the example before about the officers who showed up with a car that was on fire with the children in it.

253

00:39:52.170 --> 00:39:57.750

PJ Wenger: So we talked before about how some cases impact more than

others. And those of you that I'm sure have been in law enforcement for a while.

254

00:39:58.110 --> 00:40:04.920

PJ Wenger: They're those ones that stand out in your head. The ones that stay with you. And sometimes it's because they had a connection to you, for example.

255

00:40:05.340 --> 00:40:15.030

PJ Wenger: One of the officers that responded had a kid that was the age of one of the kids in the car. That's a complicating factor. Now you can say in your head. Well that kid had nothing to do with your kid.

256

00:40:15.450 --> 00:40:25.770

PJ Wenger: Yeah, no, but at the same time that becomes something, it's almost I've heard it called a hook where it's something that sort of snags you and it pulls you into it to a deeper level so

257

00:40:26.310 --> 00:40:36.690

PJ Wenger: We give a little of ourselves to each person and take a little bit and then those come along, where there's more for whatever reason there's some significance or connection for us. Those are the ones that stay with us.

258

00:40:38.340 --> 00:40:48.690

PJ Wenger: So the next part of this want to talk about compassion fatigue and burnout. Specifically, the difference between the two because they get used sort of overlapping a little bit and they're different.

259

00:40:49.410 --> 00:40:55.380

PJ Wenger: So compassion fatigue, pretty much is exactly what it's called. It's just when you know that paperclip that we bent

260

00:40:56.280 --> 00:41:02.370

PJ Wenger: That that compassion is just been used up. The other example that we use in compassion fatigue is a well

261

00:41:02.790 --> 00:41:09.000

PJ Wenger: You have this well of empathy and as well of compassion and every time you need it. You send the bucket down into the well and you

get a little more

262

00:41:09.540 --> 00:41:17.940

PJ Wenger: Well, what happens if you send the bucket down too many times and you don't give the well, time to replenish you send the bucket down and instead of hearing a splashing here clunk.

263

00:41:18.360 --> 00:41:26.790

PJ Wenger: The bucket is hit bottom there's none in there. So the four more formal definitions. It's a combination of physical, emotional and spiritual depletion

264

00:41:27.480 --> 00:41:40.590

PJ Wenger: So if you feel that you've been spent that part of you has been exhausted and it's caring for people and animals and significant emotional pain and physical distress. It's this tension and preoccupation.

265

00:41:41.160 --> 00:41:54.570

PJ Wenger: So in a way, I don't want to overstate this but helping both helps and hurts the helper to a certain degree. And when there's too much going out, there's just not enough left. You know, it takes time to replenish

266

00:41:55.350 --> 00:42:05.490

PJ Wenger: So again, not going to read all these but just to mention the ideas of this is how compassion fatigue hits all these different areas of your life, cognitive, emotional, etc, etc.

267

00:42:05.880 --> 00:42:10.080

PJ Wenger: Take a quick look at these and see to any of these things.

268

00:42:10.860 --> 00:42:23.400

PJ Wenger: Reach to you or they send significant to you again, one of the things I would indicate is that sort of armoring I've been hurt by extending my myself to other people emotionally so many times. I'm going to shut it down so that nobody can hurt me anymore.

269

00:42:24.660 --> 00:42:28.440

PJ Wenger: One of the ways that compassion fatigue shows up. Is it starts out as anger.

270

00:42:29.400 --> 00:42:38.610

PJ Wenger: You know, angry at. Oh my god. These people are doing this and they're doing that. I can't believe it. And there's that's the pushing away it's them. These are the people that were having problems with

271

00:42:39.540 --> 00:42:47.640

PJ Wenger: Then after a while when it gets worse. The anger subsides and that feels like it's getting better. But now we move from anger to not caring

272

00:42:48.900 --> 00:42:56.070

PJ Wenger: If you've ever been in a relationship with somebody where you fought all the time. And then after a while. You didn't even care about fighting anymore. That's kind of how that works.

273

00:43:00.150 --> 00:43:13.800

PJ Wenger: So the other part of this is burnout and burnout. The major dip burnout is a state of physical and emotional exhaustion by long term involvement in emotionally demanding situations. And again, we're talking about more going out and then coming in.

274

00:43:15.210 --> 00:43:26.550

PJ Wenger: The difference between burnout and compassion fatigue is that compassion fatigue has to do with that compassion and people stuff, the actual interaction with the people that you interact with

275

00:43:27.300 --> 00:43:38.490

PJ Wenger: burnout is from details about the job you know the time that you have to go in in the morning. The morning meeting. It's like this humdrum day to day BS, for lack of a better term.

276

00:43:39.120 --> 00:43:46.590

PJ Wenger: That you just get tired of dealing with and one of one of the examples where we see this is a lot of teachers get burned out.

277

00:43:47.310 --> 00:43:55.020

PJ Wenger: But they don't get burned out on the kids, they get burned out on the nonsense that they have to deal with. And the day to day in the school so they change schools.

278

00:43:55.440 --> 00:44:01.560

PJ Wenger: Now that's not compassion fatigue. They're still good with the kids. It's just the stuff in the school so they change schools now.

279

00:44:01.800 --> 00:44:07.230

PJ Wenger: When you get a teacher says, all right, I'm tired of dealing with kids. I don't want to deal with kids anymore. We might be dealing with compassion fatigue.

280

00:44:07.440 --> 00:44:17.370

PJ Wenger: And maybe that's happened in law enforcement to where you move to a different area, you know, I'm tired of this stuff that goes on, right here. So I'm going to move on somewhere else. But I still like the work

281

00:44:18.630 --> 00:44:30.510

PJ Wenger: So that's one of the major, major differences. So one of the ways that you can, again, we talked about taking your own inventory. Inventory. One of the ways you can figure out where you are on this spectrum of

282

00:44:30.900 --> 00:44:39.690

PJ Wenger: Burnout compassion fatigue secondary traumatic stress is what we call the protocol, which is the professional quality of life and I have the link there.

283

00:44:40.260 --> 00:44:44.280

PJ Wenger: When we're in person we we give this out to you so that you can fill it out, but

284

00:44:44.790 --> 00:44:57.060

PJ Wenger: Because of the coven and our quarantine and us being unable to travel we're giving you the link and I really encourage you to go to that link fill out, you know, answer the questions. It's real simple.

285

00:44:57.900 --> 00:45:02.940

PJ Wenger: The scoring is real simple and it will kind of give you an idea whether you're on the

286

00:45:03.690 --> 00:45:10.500

PJ Wenger: Side of burnout. If you're on the side of compassion fatigue or if there's really some secondary traumatic stress going on and

287

00:45:11.100 --> 00:45:22.440

PJ Wenger: It's a well researched assessment. It's easy to take I as a professional. Take it periodically, just to gauge where I'm at, you know, sometimes, you know,

288

00:45:22.860 --> 00:45:27.990

PJ Wenger: Because I'm, I'm in the field. I know that when my compassion fatigue is getting high.

289

00:45:28.950 --> 00:45:35.700

PJ Wenger: I can be really good with clients sitting in front of me, but when I get in my car and I'm driving down the road, I do experience a little bit of road rage.

290

00:45:35.970 --> 00:45:42.210

PJ Wenger: And then I know that. Okay, PJ, you know, you're getting a little fatigued in the compassion era, and you need to do something.

291

00:45:42.780 --> 00:45:54.870

PJ Wenger: To help yourself. And we're going to talk about those things later. So please, I encourage you to go to this website to the link and complete the protocol on your own time and just, you know, identify where you're at.

292

00:45:56.400 --> 00:46:00.270

PJ Wenger: Because one of the good points about this is we don't always realize it.

293

00:46:01.020 --> 00:46:08.460

PJ Wenger: But it impacts as as PJ was saying before, it impacts us professionally impacts how we do our job, but then it also impacts our loved ones.

294

00:46:08.880 --> 00:46:21.600

PJ Wenger: We might think we do a perfect job of locking all this stuff down when we walk in the house, but it does, it impacts our spouse and impacts our kids impacts our families and it impacts our community. So it really isn't just about us at that at that level.

295

00:46:22.800 --> 00:46:35.010

PJ Wenger: So let's talk about risk factors. So you may be at risk if I'm not going to go over every one of these. But some of these are really critical mentioned you identify so strongly with your work that you lack balance between work and your personal life.

296

00:46:35.670 --> 00:46:44.220

PJ Wenger: All right, now, law enforcement is one of those occupations where that balance is particularly hard to maintain. You might work all different shifts, you might work all kinds of overtime.

297

00:46:44.910 --> 00:46:49.080

PJ Wenger: And, you know, if you work in the community where you live. Now you've got a dual role.

298

00:46:49.500 --> 00:46:55.680

PJ Wenger: Your law enforcement and you're also a person, but you don't stop being law enforcement when you're that person so that line gets a little blurred.

299

00:46:56.580 --> 00:47:07.170

PJ Wenger: The emergency room is the same way, you're in the community where you are and you're on all the time so that balance is really, really hard work has a funny way of pulling rank on you.

300

00:47:07.920 --> 00:47:18.180

PJ Wenger: Any of you who go back far enough to the days when we were all carrying beepers we used to carry beepers and they could pages in the middle of the night. So it's three four in the morning and you're getting up and going to work and you had that experience now.

301

00:47:19.740 --> 00:47:29.280

PJ Wenger: Other risk factors, you try to be everything to everyone take care of everybody. If your job is monotonous, or I'll punctuate that with monotonous with

302

00:47:29.550 --> 00:47:38.820

PJ Wenger: Periods of sudden high intensity. So nothing, nothing, nothing completely overwhelmed. Nothing. Nothing. Law enforcement healthcare teaching and counseling right there.

303

00:47:40.830 --> 00:47:45.150

PJ Wenger: So other additional risk factors to consider. Okay, what do you already have in your backpack.

304

00:47:45.780 --> 00:47:55.860

PJ Wenger: You know, PJ was talking before about how we start out life world is basically a good place and sometimes these traumas happen. Well, some people got dispersed from that a lot earlier than others.

305

00:47:56.760 --> 00:48:04.860

PJ Wenger: Depending on where you grew up, and what your life was like, you may learn some hard lessons about life very pre existing mental illness or addictions.

306

00:48:05.670 --> 00:48:14.220

PJ Wenger: Age when trauma happens recent losses. And then we also have the professional part and this can be a mixed bag because law enforcement.

307

00:48:14.640 --> 00:48:21.390

PJ Wenger: You're in. You're in a very difficult double bind there because you're expected to be in charge and in control of things at all times.

308

00:48:21.810 --> 00:48:28.890

PJ Wenger: But then what happens when that when that load starts to become too heavy to carry around how do you get help.

309

00:48:29.190 --> 00:48:40.140

PJ Wenger: It might not be part of the culture where someone works to say, hey, man, I need help. I need support. I got I'm having trouble with this. I've had nightmares about this burning car in my head for a month. I haven't slept in a month.

310

00:48:40.620 --> 00:48:42.660

PJ Wenger: And eventually, that's going to impact job performance.

311

00:48:43.020 --> 00:48:51.300

PJ Wenger: And the worst case scenario is that you have someone in law enforcement, who is very effective, but they're under a fantastic amount of stress and it starts to compromise their performance.

312

00:48:51.600 --> 00:48:59.850

PJ Wenger: They're good. What they do, but their ability to do it has been diminished, and we talked about this in the previous training. Some of the incidents that you've seen

313

00:49:00.390 --> 00:49:06.120

PJ Wenger: We've seen in all the protests that are going on that we've seen people provoking police. We've also seen police engaged in unprofessional behavior.

314

00:49:06.750 --> 00:49:12.480

PJ Wenger: Now I don't automatically think okay, that's a bad cop or that's an inexperienced cop or that's a racist cop where I go is

315

00:49:12.960 --> 00:49:19.320

PJ Wenger: That could be a police officer who's been under a phenomenal amount of stress for a while. And what we see is that moment where

316

00:49:19.590 --> 00:49:25.800

PJ Wenger: The stress overwhelms your better judgment or your training and that that's the first place that I go, how does that get addressed.

317

00:49:26.310 --> 00:49:34.500

PJ Wenger: And when we were in the US VI, we were doing some trainings with some officers that were in our training and one of the officers expressed that

318

00:49:34.890 --> 00:49:43.530

PJ Wenger: You know, when the hurricane came his home was destroyed, but he still had to go to work and help all these other people whose homes were destroyed. And so again,

319

00:49:43.830 --> 00:49:54.870

PJ Wenger: That stressor is in his backpack huge he's carrying that around trying to help other people knowing that he's going back to maybe a couches friend's house or something. And so again,

320

00:49:55.710 --> 00:50:01.110

PJ Wenger: What what our stressors are and what our trauma is on top of us having to do our job.

321

00:50:01.860 --> 00:50:11.280

PJ Wenger: Is definitely a risk factor. Have you ever seen that person at a funeral, who makes sure that everyone else's. Okay. All they do is go around and make sure everybody else's good

322

00:50:11.880 --> 00:50:22.440

PJ Wenger: Well, when does that person grieve after they've helped everybody else get better and they've all moved on. What did they do, and is there anybody there for them at that point in time so that that's part of the dynamic that we're talking about.

323

00:50:23.490 --> 00:50:26.670

PJ Wenger: The other issue. We should probably touch on this as well in is that

324

00:50:27.810 --> 00:50:37.410

PJ Wenger: Where We Live. There's a lot of overlapping services. So for example, when the police go out and do calls for people that may have mental illness or addiction, they can have a clinician go out with them.

325

00:50:38.370 --> 00:50:48.810

PJ Wenger: My understanding is that the services aren't nearly as as developed where you are. So you guys are out on the scene and you're you're it. You're the decision maker about what this is. So you're in this position about diagnosing

326

00:50:49.500 --> 00:50:58.530

PJ Wenger: Mental illness and addiction and, you know, dealing with domestic violence and all these things without necessarily all that backup and that's a rough place to be.

327

00:50:59.070 --> 00:51:12.960

PJ Wenger: That there's no way to train somebody appropriately to be, you know, great at all of those things. So it's a really difficult job so I can appreciate that you're kind of out there having to make that decision and that that drives the stress level up as well.

328

00:51:14.220 --> 00:51:27.750

PJ Wenger: So some signs. Do you find yourself more cynical critical or sarcastic at work, we may have sarcastic people out there. I'm I happened to be one of them. But when you start to see that anger coming out as as sarcasm.

329

00:51:28.680 --> 00:51:34.260

PJ Wenger: Getting sort of a pessimistic or critical view of life. Have you lost the ability to experience joy.

330

00:51:34.800 --> 00:51:42.300

PJ Wenger: We mentioned earlier in this presentation when the last time was that you felt really stressed. When was the last time you felt really joyous and really happy. Hopefully, it wasn't that long ago.

331

00:51:43.770 --> 00:51:52.560

PJ Wenger: Do you have a hard time dragging yourself into work. We're going to see a great example that and have trouble getting started when once you arrive. Do you find yourself becoming more irritable.

332

00:51:53.340 --> 00:51:56.130

PJ Wenger: Were little things that normally don't bother you now do

333

00:51:57.060 --> 00:52:10.920

PJ Wenger: Do you feel that you face insurmountable barriers at work and you may face insurmountable bears at work. Some of the things that people are asked to do as we've asked nursing to do recently. If you don't have enough ventilators, and you have more people than you need ventilators for

334

00:52:12.330 --> 00:52:13.200

PJ Wenger: You got a problem.

335

00:52:15.060 --> 00:52:18.570

PJ Wenger: Do you lack the energy to be consistently productive. Do you feel satisfaction.

336

00:52:19.830 --> 00:52:27.150

PJ Wenger: I my, my understanding. My belief is that law enforcement identifies very closely with with their with their job, and rightly so.

337

00:52:28.860 --> 00:52:35.280

PJ Wenger: However, what's happening with that, you know, where is that is that feeling of satisfaction and purpose not there anymore.

338

00:52:36.780 --> 00:52:41.430

PJ Wenger: Do you have a hard time laughing yourself. I'm a big believer in this one. If you can laugh at something you've beaten it

339

00:52:42.360 --> 00:52:49.680

PJ Wenger: If you can't laugh at it, it's still a little close it's still striking a nerve. Are you tired of your coworkers asking you if you're okay.

340

00:52:50.400 --> 00:53:04.410

PJ Wenger: We always say there are a couple different people that know that you're not. Okay, before you do your co workers are one of them your partner. One is your partner is another and another one. Are your pets animals, no particular, I would say, particularly a dog knows when you're not are right.

341

00:53:05.430 --> 00:53:15.690

PJ Wenger: And your children. Yeah, you know, to for sure kids will say, you know, what's wrong with daddy or mommy or, you know, why are you yelling all the time. So I always tell people to pay attention to what your children are saying

342

00:53:16.050 --> 00:53:22.170

PJ Wenger: They're all intuition. They're not. They're not bothered by fancy words. So they go right to what the, what the issue is.

343

00:53:24.660 --> 00:53:33.150

PJ Wenger: So are there signs. Are you self medicating and self medicating can be with all of these various things. And it's really just to try to numb a hurt.

344

00:53:33.750 --> 00:53:40.920

PJ Wenger: Unfortunately, by numbing the hurt doesn't fix the hurt. In fact, it actually kind of opens it up to do even more more damage.

345

00:53:41.280 --> 00:53:49.770

PJ Wenger: Have your sleep or appetite habits change to me that's like

your blood pressure in your heart rate, you know, those are like the vital signs of your well being. If those been altered.

346

00:53:50.220 --> 00:53:57.660

PJ Wenger: There's, there's a problem somewhere, are you troubled by headaches, neck pain and lower back pain again from that for long periods of muscular attention.

347

00:54:00.990 --> 00:54:08.250

PJ Wenger: So, you know, in, you know, we're kind of thinking about the effects of this, you know, we've gone over you know the personal effects and the professional effects.

348

00:54:08.640 --> 00:54:23.130

PJ Wenger: You know, and the question is, you know, can you identify with any of these things that we've reviewed or several of them you know on the previous slide that were were reviewed and again it's not asking you to

349

00:54:24.870 --> 00:54:31.530

PJ Wenger: Come down on yourself or bash yourself. It's really about identifying where am I, you know, how helpful is my well

350

00:54:32.010 --> 00:54:43.110

PJ Wenger: You know and how heavy is my backpack. And that's really what we're asking you to do. So the, the answer to that is really, you know, self care. So if we were in person.

351

00:54:43.590 --> 00:54:50.010

PJ Wenger: About this time, we would be asking you to get up and stretch and take 10 minutes to just kind of move around.

352

00:54:50.370 --> 00:54:59.310

PJ Wenger: Unfortunately, we're not in person more remote. So, but I would still encourage you to get up at this moment, if you've been sitting and listening. If you've been listening and moving around. Great.

353

00:55:01.020 --> 00:55:08.640

PJ Wenger: But self care is really what we do, it's the, it's the prescription for all the things that we're talking about.

354

00:55:09.570 --> 00:55:23.220

PJ Wenger: And this is what all human beings need to do to live, you know, and it varies from culture and geography and personality and socio economics, but we consider how much more those

355

00:55:23.940 --> 00:55:35.100

PJ Wenger: Who are traumatized and those who work for them need this for sustenance. This goes beyond self care. Although caring for yourself is a good place to start.

356

00:55:35.550 --> 00:55:42.930

PJ Wenger: Because when we care for ourselves what we develop is some resilience and resilience is really about being able to bounce back

357

00:55:43.170 --> 00:55:57.300

PJ Wenger: It's being able to deal with these stressors and really be able to bounce back in a way that I'm still effective at my job that I'm still functioning as a human being as a husband as a as a father as a mother.

358

00:55:58.410 --> 00:56:08.490

PJ Wenger: As a wife, you know, that's what bouncing back and resilience is all about. It's been able to adapt adapt to whatever it is that I that I saw and sometimes

359

00:56:09.030 --> 00:56:15.060

PJ Wenger: What we have is vicarious resilience and basically that is just resilience that we get from another person.

360

00:56:15.570 --> 00:56:22.620

PJ Wenger: You know, simply doing the work can increase our resilience, or we can be inspired by somebody you know and learn from those

361

00:56:23.250 --> 00:56:34.980

PJ Wenger: People that we deal with are the survivors we encounter. You know, it stands to reason that if their trauma is contagious, that so can their resilience. So sometimes we have people who go through

362

00:56:35.400 --> 00:56:42.240

PJ Wenger: A really disastrous events and come out and be motivational

speakers and go around one of the

363

00:56:44.610 --> 00:56:54.900

PJ Wenger: People that we listened to a lot when we're out doing suicide trainings, is there is a man Kevin Hines who jumped off the San Francisco bridge in a suicide attempt.

364

00:56:55.200 --> 00:57:06.870

PJ Wenger: And survived and he now goes around and talks about you know what he needed and how people can help. And he has become sort of that beacon of light in a really dark

365

00:57:07.530 --> 00:57:21.030

PJ Wenger: Topic and sometimes people gain some resilience from that person just listening to their story or identifying how they bounced back. So think about the adverse things that have happened to you in your life.

366

00:57:21.990 --> 00:57:32.880

PJ Wenger: And I would ask you to think about some good come out of those things. My guess is that they did. My guess is that one on one hand you learn how strong you are and how what you can tolerate

367

00:57:33.810 --> 00:57:42.510

PJ Wenger: The other thing is very often there's a lesson. There's a really important lesson in there somewhere. So that adverse thing probably taught you something might taught you.

368

00:57:42.780 --> 00:57:49.920

PJ Wenger: Have taught you compassion for other people. Because again, let's go to the example she gave of the officer who who lost his home in the hurricane.

369

00:57:50.550 --> 00:57:57.960

PJ Wenger: What kind of compassion. You think he's going to have for other people who've lost their homes. He knows what that feels like he's been there so

370

00:57:58.800 --> 00:58:04.050

PJ Wenger: So anything that has the capacity to do this trauma ization also has the capacity to build

371

00:58:04.710 --> 00:58:09.090

PJ Wenger: Resilience and sometimes it's within ourselves, and sometimes it's witnessed in other people

372

00:58:09.540 --> 00:58:14.790

PJ Wenger: When we did the 911 response. The, the hospital that I worked at we were expecting hundreds of wounded.

373

00:58:15.210 --> 00:58:19.620

PJ Wenger: So all three shifts came in. We had three shifts that people everybody standing there getting ready to go.

374

00:58:19.980 --> 00:58:28.200

PJ Wenger: One of the supervisors was running around with a clipboard trying to find out when we all came in. He's like, I just want to write down what time you came in, so that you could get paid, and we all looked at him like

375

00:58:28.800 --> 00:58:36.750

PJ Wenger: We're not here to get paid, we're, you know, we've been attacked and there were hundreds of people there was all this, we were there, because basically we're being patriotic

376

00:58:37.020 --> 00:58:41.220

PJ Wenger: Notice really cared about what time we came in and where we're getting paid for it and and that was

377

00:58:41.910 --> 00:58:52.110

PJ Wenger: And that's going on 20 you know 20 years ago, but I still find that very inspiring that that happened. I heard my coworker say that and I really, I didn't realize I felt the same way until I heard somebody else say it.

378

00:58:53.550 --> 00:59:00.780

PJ Wenger: You know, so we're really, you know, talking about the impact of of that vicarious resilience that resilience, we get from other people.

379

00:59:01.170 --> 00:59:11.310

PJ Wenger: And, you know, cure. There's some findings that researchers are making regarding this resilience. You know, we appreciate our own

problems. We have a greater perspective.

380

00:59:12.420 --> 00:59:25.650

PJ Wenger: You know sometimes we something happens, you know, after Hurricane Sandy. We had a lot of people taking people in or, you know, creating meals for them. We're seeing a lot of that with Kobe companies who are stepping up

381

00:59:26.400 --> 00:59:32.580

PJ Wenger: Companies who made alcohol, who are now you know alcoholic beverages, who are now making alcohol for cleaning

382

00:59:33.990 --> 00:59:41.250

PJ Wenger: You know sometimes we get an increased sense of hope. I know that after 911 the climate of the city changed.

383

00:59:42.420 --> 00:59:47.220

PJ Wenger: You know when you went into New York. There was lots of horns beeping and there were lots of people who were in patient and

384

00:59:47.610 --> 01:00:03.630

PJ Wenger: Let people in talk to each other a road rage loving hands on and afterwards you heard much less horns, people talk to each other. They spoke they interactive. So again, there's some hope that's coming out of it. And even today, with the coven and

385

01:00:04.920 --> 01:00:16.260

PJ Wenger: The social injustice movements that are happening all around the states, you know, we're seeing some very positive things coming out of that we saw protesters stopping looters

386

01:00:17.430 --> 01:00:28.350

PJ Wenger: From destroying a building. So again, you know, and sometimes we can recommit to our job, and we can find that meeting in our work. Oh yeah, I remember the reason I do this job.

387

01:00:29.490 --> 01:00:30.150

PJ Wenger: Yeah, right.

388

01:00:31.200 --> 01:00:38.040

PJ Wenger: So again, we're acknowledging the positive, you know, we

have compassion fatigue. We can also have compassion satisfaction.

389

01:00:38.400 --> 01:00:49.590

PJ Wenger: It's about the pleasure or positive that you derive from doing your work. You know you went into this field for a reason. We need to kind of go back sometimes and recapture the reason why we went into this field.

390

01:00:50.970 --> 01:00:58.620

PJ Wenger: That we are contributing to society that there is some greater good, you know. And again, the vicarious transformation is how are you changing

391

01:00:59.100 --> 01:01:07.440

PJ Wenger: Based on the things that you encounter, you know, how are you deepening your sense of connection. We are human beings, we are programmed to be connected.

392

01:01:08.160 --> 01:01:14.850

PJ Wenger: How do you appreciate your life you know where we always suggest to people that they do a gratitude inventory

393

01:01:15.180 --> 01:01:24.090

PJ Wenger: Every day at the end of the day, or first thing in the morning. What am I grateful for and it can be something as simple as, you know, what I got out of the bed and I can stand on two legs.

394

01:01:24.330 --> 01:01:33.180

PJ Wenger: I'm not in a wheelchair or I can hear. I can see or, you know, sure. Somebody else didn't get that that gift that you got someone else didn't get that day.

395

01:01:35.820 --> 01:01:41.970

PJ Wenger: So again, you know, we're talking about personal self care strategies and self care isn't everything

396

01:01:42.450 --> 01:01:49.200

PJ Wenger: Sometimes we can be made to feel guilty that we're having difficulty reactions to trauma exposures from war and

397

01:01:49.980 --> 01:02:03.420

PJ Wenger: You know what, sometimes we think we're not cut out to do this job that you know but the reality is if we do a little bit more self care, we would be fine and self care is important. And we're going to talk about why that is so important.

398

01:02:04.770 --> 01:02:09.930

PJ Wenger: So, some of these are some of the dimensions of of self care what you get from it.

399

01:02:10.320 --> 01:02:24.120

PJ Wenger: First of all, the idea of the value that you serve and that you are that your work does to other people into your community and to the world as a whole, not to ever forget that unfortunate. It's one of the first things that goes is the why, why I do this.

400

01:02:25.290 --> 01:02:34.470

PJ Wenger: Very often perspective, worst case scenarios usually don't happen we think about the worst case scenario but the idea that hopefully things will go better than that.

401

01:02:35.370 --> 01:02:43.710

PJ Wenger: The group and the community connections that you have. Remember we talked about that lifeline outside of your work world. So, okay, we go from work to

402

01:02:44.580 --> 01:02:50.340

PJ Wenger: To a baseball team. So we're going to go out and play baseball. Now I'm going to hang out with people. We're not going to do anything that's law enforcement oriented.

403

01:02:52.230 --> 01:02:56.340

PJ Wenger: Acceptance that things are the way they are and to a certain degree. We're powerless over the way

404

01:02:57.480 --> 01:03:11.610

PJ Wenger: The way things happen support again that your community, who is your safety net and then even growth. Just the idea of taking on new challenges or or trying to improve what you do. Sometimes that adds to that value and purpose of what you do.

405

01:03:12.600 --> 01:03:23.640

PJ Wenger: So we have a list of suggestions here, I'm just going to

pick a couple. The first one I think is really critical that is just that self monitoring. Be honest with yourself about what kind of shape. You're in

406

01:03:25.140 --> 01:03:32.760

PJ Wenger: Again, it does. It doesn't do anybody any good to be able to say, Okay, I'm fine. Fine tends not to work too long.

407

01:03:33.780 --> 01:03:43.110

PJ Wenger: Take an inventory, where are these things coming from. Where are you feeling in your body. What impact they're having on your, your physical well being your emotional well being your relational all those dimensions we talked about

408

01:03:44.070 --> 01:03:48.840

PJ Wenger: What can you do about it. What things can you change obviously things like hurricanes are going to happen.

409

01:03:49.170 --> 01:03:59.850

PJ Wenger: But what is it, what are the things that we do. We don't have control over most things, what are the things we do have control over. And maybe it's just a little change. Maybe it's just making a little shift in some way that will change habits.

410

01:04:00.690 --> 01:04:06.210

PJ Wenger: I love to have a meeting with yourself, plan your day or a gratitude list as page was talking about before.

411

01:04:06.870 --> 01:04:11.100

PJ Wenger: I like this last one to before going to sleep. Remember, remember, at least one good thing you did.

412

01:04:11.580 --> 01:04:19.890

PJ Wenger: And one good thing that happened to you that day I would much rather finished my day thinking about that then watch news, the last hour of the day and be thinking about that stuff.

413

01:04:20.490 --> 01:04:28.200

PJ Wenger: So what I'm, I'm working with somebody right now who is really struggling with his job and really like what is the purpose and why am I doing this.

414

01:04:28.500 --> 01:04:39.090

PJ Wenger: And I'm having him do this and I he actually has a sticky on his car that says what was one good thing I do today because it's really easy for us to pick out all the bad things that happened and all the negative

415

01:04:39.840 --> 01:04:50.940

PJ Wenger: But there are so many things that we do that are good that affect other people's life, especially as officers, you know, even if it's, you know, you picked up a

416

01:04:52.110 --> 01:05:02.880

PJ Wenger: Animal on the street that was hurt and you took care of it or you help somebody across the street or simple things that we just do

417

01:05:03.270 --> 01:05:12.360

PJ Wenger: Automatically, but we don't realize that they're such good things that we didn't have to do it but you did, and in some. Nothing is too small and some tiny way you made the world a better place.

418

01:05:14.100 --> 01:05:19.920

PJ Wenger: Meeting with coworkers. This is a big challenge here in that. Okay. If you're law enforcement, who you go to

419

01:05:20.400 --> 01:05:26.040

PJ Wenger: You know, around here, we have something that's called cop cop where it's a hotline where you can speak to someone who's been there and done that.

420

01:05:26.490 --> 01:05:33.930

PJ Wenger: Part of the hard part about telling law people in law enforcement to take advantage of therapies. They're not going to know the world I live in, they're just not going to know that not going to appreciate that.

421

01:05:34.320 --> 01:05:43.380

PJ Wenger: Well, a they don't absolutely have to know it. You're the one that's going to explain it to them. But the other pieces. If you are more comfortable talking to someone who has that background, then do that.

422

01:05:44.250 --> 01:05:51.150

PJ Wenger: Don't tough it out yourself. There's a nice list of things that are not effective stress relievers that are here.

423

01:05:51.450 --> 01:06:03.300

PJ Wenger: What are the other people around you doing for stress what healthy things. Do they do that. You could take one on. Are there healthy coping thing coping skills that maybe you've gotten away from or that people around you were doing.

424

01:06:05.460 --> 01:06:19.110

PJ Wenger: A serenity prayers classic one as well. Self care in terms of diet and exercise. It's almost, almost too easy to say, but it is start with small changes start with the little things don't change the big things get

425

01:06:20.520 --> 01:06:27.360

PJ Wenger: Chances are those big things are a bunch of little things all stuck together. So if you start fixing little pieces of that. The big problem solves itself.

426

01:06:27.870 --> 01:06:35.490

PJ Wenger: And this last one, I hate to say it, but as a therapist. This is most of my job. Most of my job is finding for that person to find their joy again.

427

01:06:35.880 --> 01:06:42.780

PJ Wenger: What is that thing that brings them joy and purpose in life. How did they get disconnected from it or not have that fully in their life anymore.

428

01:06:43.170 --> 01:06:52.980

PJ Wenger: And get them re engaged in it, the more reengage someone is in the things in their life that makes them happy, the less they need therapists, putting myself out of business. But that's no it's a good problem.

429

01:06:55.740 --> 01:07:02.760

PJ Wenger: So this is kind of just our wrap up slide just to acknowledge that as first responders as law enforcement.

430

01:07:03.150 --> 01:07:13.920

PJ Wenger: That you do witness tremendous experiences every day and things that can shatter our assumptions that are in our worldview and make us very vulnerable.

431

01:07:14.160 --> 01:07:22.290

PJ Wenger: And vulnerability is a really tough place to be. But there are so many things that we can do. And again, I can't reinforce what Ken said, you know, finding our joy.

432

01:07:22.710 --> 01:07:26.670

PJ Wenger: Is really critical. You know, I have my client who's struggling right now.

433

01:07:27.600 --> 01:07:36.210

PJ Wenger: When I asked him, What did he do that was relaxing, or that he really felt joy and he said, Why kayaks, and I said, Where's your kayak and he says, well, it's in the back of the garage. I haven't added out for years.

434

01:07:36.510 --> 01:07:45.120

PJ Wenger: And I said, well, that's something that you need to resurrect you need to bring that back into your life. So we're going to end today with a video.

435

01:07:46.380 --> 01:07:51.450

PJ Wenger: We found this this weekend. Unfortunately, the first group that did our training on Saturday, we're not

436

01:07:53.100 --> 01:08:03.030

PJ Wenger: Accessible to this, but we think this is a good way for somebody to talk about compassion fatigue burnout and stress and in a funny way self care and other care. Yep.

437

01:08:04.560 --> 01:08:06.870

PJ Wenger: My poor husband, trying to to work.

438

01:08:08.790 --> 01:08:10.020

PJ Wenger: just lays flat on the ground.

439

01:08:37.230 --> 01:08:39.720

PJ Wenger: Wednesday Thursday and Friday. So to go to work.

440

01:09:12.510 --> 01:09:12.990

PJ Wenger: Hi.

441

01:09:42.600 --> 01:09:46.170

PJ Wenger: So all I need to get ready for work is a belly rub. Got it. Check.

442

01:09:48.810 --> 01:09:52.950

PJ Wenger: So that just goes to show you how a little self care or her own way.

443

01:09:53.970 --> 01:10:03.510

PJ Wenger: So we have some references attached, you know, certainly some websites that we would encourage you to look at. I'm going to turn it back over to Cody at the moment.

444

01:10:05.880 --> 01:10:17.610

Katty Rivera: I. Hello. Yes, thank you. PJ and can for presenting during our webinar today. And we have a couple of comments that came in.

445

01:10:18.690 --> 01:10:20.730

Katty Rivera: One of them is well

446

01:10:22.740 --> 01:10:36.090

Katty Rivera: A participant shared that in response to stress or traumatic stress that her heart skips beats and then she feels fatigued and dizzy and

447

01:10:36.960 --> 01:10:53.160

Katty Rivera: As symptoms of stress. I was wondering if you could share some strategies, some coping strategies in these physical symptoms of stress that sometimes may appear only physical in nature of our can also be psychosomatic.

448

01:10:54.720 --> 01:11:01.200

PJ Wenger: When we always recommend people get checked out physically first. First thing is let's rule out that there isn't something major going on.

449

01:11:02.100 --> 01:11:08.100

PJ Wenger: Medically and again there's there's a blurred line between those two are psychological status influences our health status but

450

01:11:08.460 --> 01:11:12.180

PJ Wenger: First thing, be safe, physically and then some of these things that we talked about.

451

01:11:12.750 --> 01:11:20.850

PJ Wenger: These, these coping skill suggestions that we talked about. How are you, are you okay regarding your stress level and your, your own personal habits.

452

01:11:21.210 --> 01:11:29.220

PJ Wenger: All of this stuff that we just talked about is really targeted right at that and I would also incorporate you know when you're feeling like that some breathing technique.

453

01:11:29.670 --> 01:11:39.360

PJ Wenger: Because we find that people in stressful situations. Really don't breathe, we kind of do this shallow breathing. We are breathing, because we're alive, but we're doing this shallow breathing.

454

01:11:39.660 --> 01:11:45.030

PJ Wenger: And if we really, you know, when I have clients who are experiencing those symptoms or

455

01:11:45.480 --> 01:12:00.750

PJ Wenger: Even myself sometimes if something is making me anxious I literally put my hand on my belly and I take a deep breath and make sure that my belly is expanding. My lungs are expanding to taking that deep breath and then breathe out, and I might do that four times.

456

01:12:01.950 --> 01:12:09.900

PJ Wenger: The other technique that I would say to you is what we call pelvic floor and pelvic floor actually

457

01:12:10.440 --> 01:12:20.280

PJ Wenger: deactivates or automatic nervous system, which is causing all of that stress and basically with pelvic floor is I I put my hands

under my my seat.

458

01:12:20.910 --> 01:12:31.500

PJ Wenger: So it's kind of hard to show you in person in remotely but I put my hands under my seat bones and I literally become a rag doll and drop into my hands and into the seat.

459

01:12:32.970 --> 01:12:39.540

PJ Wenger: And it actually activates our automatic nervous system. So we can't have both happening simultaneously.

460

01:12:39.840 --> 01:12:50.250

PJ Wenger: And I know that it works because me personally, I was in a really bad car accident and sometimes when I'm driving. I can feel myself being really tense and then I have to go pelvic floor.

461

01:12:50.760 --> 01:12:54.060

PJ Wenger: your pelvic floor pelvic floor and it doesn't make you

462

01:12:54.810 --> 01:13:09.390

PJ Wenger: You're not in a zone, you're still alert. I can still drive, but I've relaxed that pelvic floor and I no longer in that anxious kind of demeanor that something's going to happen to me, and I need to like be on alert.

463

01:13:10.020 --> 01:13:19.530

PJ Wenger: You may have done the usually when you hear progressive relaxation exercises, they usually say like, start with your feet and start with your hands and your work your way back into the body.

464

01:13:20.010 --> 01:13:28.860

PJ Wenger: But this technique says that you should really start from your core. So like I said, if you're sitting on your hands and your hands are right where your tailbone is

465

01:13:29.520 --> 01:13:40.620

PJ Wenger: And then the other parts of this square are right where your hip bones are it should start from there if you, chances are if you're sitting right now and you're sitting tensed. You're sitting up and tight.

466

01:13:41.220 --> 01:13:47.130

PJ Wenger: And if you get that pelvic floor and you just sort of breathe into that and make that area soft

467

01:13:47.820 --> 01:14:03.990

PJ Wenger: That helps your relaxation and then it spreads out into your periphery instead of trying to go from your fingers and your toes back in another suggestion, and we got this one from Eric gentry us a fantastic trauma therapist is asked the question, Is my life in danger right now.

468

01:14:05.010 --> 01:14:11.730

PJ Wenger: Because when we are stressed when we're panicky, we are acting as if that life or death stressors right there in front of us. And right now.

469

01:14:12.690 --> 01:14:26.130

PJ Wenger: I'm not. I'm acting as if I am almost like an allergy. You know what your body attacks, something that's that's healthy is my life in mortal danger right now. And if it isn't. Now, let's start with that breathing and the pelvic floor.

470

01:14:27.690 --> 01:14:35.760

PJ Wenger: Yeah, and I like pelvic floor because nobody around you knows that you're doing it. Yeah, so I can do it in my police car, I can do it in the squad room, I can do it in

471

01:14:36.150 --> 01:14:43.860

PJ Wenger: In church. I can do it if I'm sitting with my family, I can do it anywhere and nobody knows that it's happening. We teach it to a lot of our veterans.

472

01:14:44.310 --> 01:14:48.540

PJ Wenger: Because it really helps them function in the world. We also are teaching it to teenagers.

473

01:14:48.930 --> 01:14:55.980

PJ Wenger: Who are using it in school and nobody even knows that they're using it. So I really like that technique. So that's what those are some of the suggestions I would

474

01:14:56.370 --> 01:15:05.820

PJ Wenger: Put out there and then also finding out where it's coming from. What's driving it. If it isn't, my life is in mortal danger right now. It's all right. What's doing this, what

475

01:15:06.330 --> 01:15:16.350

PJ Wenger: What's because that to me what you described is what I call feeling triggered and it's okay. Something is activating that response. What is it,

476

01:15:18.360 --> 01:15:25.860

Katty Rivera: Thank you. And on the same line of feeling triggered. We have another comment that came in and a question.

477

01:15:27.030 --> 01:15:27.360

Katty Rivera: You know,

478

01:15:28.800 --> 01:15:31.950

Katty Rivera: That the presentation help this person understand why.

479

01:15:33.420 --> 01:15:40.410

Katty Rivera: Their stress level has raised, and then I also realized is that hurricane season is coming again and

480

01:15:40.470 --> 01:15:51.060

Katty Rivera: Yeah, this they begin to feel this way after the 2017 hurricanes. So the question would be, how, how would this person help prepare themselves mentally

481

01:15:52.890 --> 01:15:57.660

PJ Wenger: So prepare for the oncoming hurricane season based on what's happened before. Um,

482

01:15:58.440 --> 01:16:13.380

PJ Wenger: That's a really good question. So I asked this question and I'm, I'm sure living there. You guys have had to go through hurricanes before so what what is it worked in the past to help you guys deal with this before and I and I understand 2017 particularly bad

483

01:16:14.490 --> 01:16:23.670

PJ Wenger: Series of hurricanes particularly damage and we saw some of the damage even earlier this year. So what's worked before. What's

worked before to help you, you know,

484

01:16:24.480 --> 01:16:28.920

PJ Wenger: You know that that hurricane season is coming. This is something that is clearly beyond our control.

485

01:16:29.610 --> 01:16:37.830

PJ Wenger: So what can we do that is within our control. What do we have influence over maybe controls too strong a word, but influence over

486

01:16:38.460 --> 01:16:46.500

PJ Wenger: Because I'll say we have a similar issue here. We New York and New Jersey right in the epicenter of this you know covidien the pandemic.

487

01:16:47.010 --> 01:16:53.310

PJ Wenger: So all of a sudden we're so panicked by. Oh my god. We can't go outside the house. We can't go to the store. We can't go to a restaurant. We can't do all that stuff.

488

01:16:53.940 --> 01:17:00.390

PJ Wenger: And I know for me, the first thing that I had to do was take inventory of, okay, well, what can I do. All right. If I stay home.

489

01:17:01.170 --> 01:17:09.390

PJ Wenger: I can still do what I need to do here. And so, and if I do go out into the world. Okay, I'm gonna wear a mask and I'm going to wear gloves, and I'm going to keep my trips to a minimum.

490

01:17:09.690 --> 01:17:21.450

PJ Wenger: So I made an inventory of these are all the things I can't control and I gotta let them go here, the things that I do have influence over and this is where this is what I'm going to put my energy into

491

01:17:22.590 --> 01:17:33.690

PJ Wenger: Also a version of this question came up in the, in the previous webinar. And we talked about what are specific self care behaviors that you do to make yourself well

492

01:17:34.260 --> 01:17:38.070

PJ Wenger: We're on I think we're on week 14 of our quarantine now.

493

01:17:38.670 --> 01:17:45.960

PJ Wenger: And our dog has never been in better physical condition than she is right now because one of our main ways of dealing with stress is by walking the dog.

494

01:17:46.320 --> 01:17:54.120

PJ Wenger: So, three, four, whatever times a day that dog is going out sometimes she doesn't even want to anymore. She's, she's gotten too much exercise and

495

01:17:54.570 --> 01:18:03.240

PJ Wenger: So what are those routines. What does that self care routine that I put into practice every day because when I very often when I leave to start that walk. I'm not okay.

496

01:18:03.780 --> 01:18:14.130

PJ Wenger: But when I come back. I'm a much better and much more able to deal with what I need to deal with. And I think self care coming up to hurricane season is really, really important.

497

01:18:15.180 --> 01:18:22.260

PJ Wenger: For you guys so that you're not stressed out. It's almost like anticipatory stress because we know the hurricanes are coming

498

01:18:23.280 --> 01:18:33.690

PJ Wenger: But it is the self care. And again, you know, finding joy in the moments, you know, so when there isn't a hurricane, and it's beautiful out and it's sunny and what can you do

499

01:18:34.590 --> 01:18:44.670

PJ Wenger: To kind of, it's kind of boosting your immune system that's sort of what we're doing. So if I know that I'm going into surgery I boost my immune system by taking lots of vitamin C and

500

01:18:45.030 --> 01:18:56.220

PJ Wenger: You know, maybe EQ in Asia and things like that. So I can raise my immune system before I go into surgery, which I know is going to deplete it. So that's kind of what we're asking you to do is, you

know, do a

501

01:18:57.600 --> 01:19:05.730

PJ Wenger: Preparatory kind of strategy to boost your self care and boost those good moments and then prepare for

502

01:19:06.090 --> 01:19:11.940

PJ Wenger: How can I use the self care strategies when these things are happening. I'll tell you what, we have a pair of

503

01:19:12.270 --> 01:19:18.780

PJ Wenger: Tools that might be able to help with that. And I know they're going to be sending out slides and other materials. We're going to send these materials along to you.

504

01:19:19.380 --> 01:19:23.520

PJ Wenger: One is called the PCI or the personal chaos in inventory

505

01:19:24.090 --> 01:19:30.540

PJ Wenger: And what it is is it's a list of all different domains, your life and you write in what your bad habits are so for example.

506

01:19:30.870 --> 01:19:40.200

PJ Wenger: My big bad habit is a condition to the inside of my car when I'm stressed the inside of my car turns into an apartment in an office and a mess. Just a hot mess.

507

01:19:41.010 --> 01:19:46.500

PJ Wenger: So I know other people it's maybe they don't do laundry. You know, there's everybody has their own

508

01:19:47.250 --> 01:19:54.840

PJ Wenger: But then there's another thing called a personal self care index and it's those same dimensions and its behaviors that you can build in

509

01:19:55.290 --> 01:20:01.170

PJ Wenger: Regarding your transportation regarding your physical well being. Regarding your relationships so that you can build in

510

01:20:01.740 --> 01:20:11.220

PJ Wenger: Interventions that you can do to help increase your self care will send both of those along there they're quick and easy to fill out, but that might be something where you can kind of catalog, what will work for you.

511

01:20:13.560 --> 01:20:28.350

Katty Rivera: Thank you. And yes, I'm for the personal chaos inventory. I think it's very beneficial to see it. See it and and put your own self, and your own situation in it to infer what my best work for them and to map it out.

512

01:20:29.430 --> 01:20:45.420

Katty Rivera: So on. Someone said here that and anticipatory stress sounds very familiar. Can you share maybe perhaps some grounding techniques in response to that as the intervention from when they feel that they're having that stress response.

513

01:20:45.720 --> 01:20:58.260

PJ Wenger: So anticipatory stress. Yeah. So I would definitely and, you know, incorporate into your daily routine. You know, the pelvic floor breathing techniques. But I also do an exercise with my clients about

514

01:20:59.370 --> 01:21:10.260

PJ Wenger: It's called the what is what ifs and what is so you know when we're anticipating a stress we we have the what ifs. What if the hurricane hits the island. What if my home gets destroyed. What if

515

01:21:11.730 --> 01:21:23.340

PJ Wenger: We lose power. What if we don't have food. What if we go through all the what ifs and all the what ifs do is really raise our stress level and raise our anxiety. So what I try to shift our

516

01:21:23.700 --> 01:21:34.920

PJ Wenger: My clients thinking to is the, what is what is right now what is right now is we are fine. Our home is is stable. I'm around my family.

517

01:21:35.790 --> 01:21:46.680

PJ Wenger: We have I don't know gallons of water that we're harboring so that we're prepared. We have stoves and fire if we lose power that those are the, what is

518

01:21:47.130 --> 01:21:51.930

PJ Wenger: And I really try to stay out of the what ifs and and I have I have people write that down.

519

01:21:52.920 --> 01:22:01.800

PJ Wenger: You know, and, and I have clients say to me. Do you do this PJ. And I said, well, at this point in my career, I don't need to write it down anymore because I do it so naturally in my head.

520

01:22:02.160 --> 01:22:17.460

PJ Wenger: But I do tell people to write it down because sometimes it helps us to see here's what I'm anticipating and here is what is right now, you know, and sometimes we just need to see that to bring ourselves sort of back into reality. But I would definitely

521

01:22:18.720 --> 01:22:28.860

PJ Wenger: encourage everyone to develop a breathing practice to practice pelvic floor you know that's that's my go to is pelvic floor because I know that it works and it is so

522

01:22:29.250 --> 01:22:38.460

PJ Wenger: I know that it works with my PTSD vets and I know that it works with me personally, so I would tell you to be practicing those things as we come into those

523

01:22:39.540 --> 01:22:50.790

PJ Wenger: Potentially stressful events that are going to happen. Okay, anything else. The lion to support the anticipatory stress sounds a lot like the work that's being done an anticipatory grief now.

524

01:22:51.360 --> 01:23:00.150

PJ Wenger: And again, we've had a kind of a crash course in that this year with the pandemic anticipatory grief is I'm going to lose something

525

01:23:00.750 --> 01:23:13.290

PJ Wenger: I don't know when i don't know how bad I don't know the details. I don't know what I'm going to lose them. When I'm going to lose it, but I have this feeling of sadness and fear. What I'm going to lose.

526

01:23:14.490 --> 01:23:23.730

PJ Wenger: So how do we do that as we get ourselves back in in the moment where we are right now at this point in time right now I have all these things. I would also add on.

527

01:23:25.320 --> 01:23:30.000

PJ Wenger: I'm not sure if this is the difficult part about not speaking to you personally but

528

01:23:30.390 --> 01:23:40.710

PJ Wenger: I think that law enforcement and emergency medical and mental health tends to lean toward pessimism. We tend to think about the worst case scenario and then that's what drives our fear.

529

01:23:41.100 --> 01:23:44.820

PJ Wenger: You know, we see the worst thing that ever happened. And then that's automatically what's going to happen.

530

01:23:45.840 --> 01:23:54.390

PJ Wenger: And I think, to a degree that's helpful because we prepare we prepare for that. Worst case scenario, but is that worst case scenario going to happen, usually

531

01:23:55.020 --> 01:24:02.460

PJ Wenger: You know, usually, life happens somewhere in the middle. Here's the worst case scenario. Here's the best case scenario and know that we're probably going to be in the middle somewhere.

532

01:24:03.060 --> 01:24:11.760

PJ Wenger: Because I'm sure I mean you guys tell me you guys know this better than me. If the biggest storms that anybody could remember showed up in 2017

533

01:24:12.060 --> 01:24:17.640

PJ Wenger: Each hurricane season after that I'm picturing 2017 happening again. We know what 2017

534

01:24:18.240 --> 01:24:33.270

PJ Wenger: It's not that it's never gonna happen again. But it's not going to come back like that. Every year we prepare as if it's coming

back. But we also know some years he get by light, sometimes you know sometimes you don't. So it's being able to use some of these some of these strategies.

535

01:24:36.570 --> 01:24:50.010

Katty Rivera: Thank you. Thank you so much for your responses. So we don't have any other questions in our chat box or in our q&a so I just wanted to share our contact information with us and also

536

01:24:50.820 --> 01:24:59.700

Katty Rivera: I wanted to inform you that we will also email you a link to our survey. Again, these surveys are very important for us.

537

01:25:00.240 --> 01:25:06.330

Katty Rivera: That you complete because it's linked to our funding so that way in order to continue providing these

538

01:25:07.050 --> 01:25:20.850

Katty Rivera: Webinars and training products. We are funders required that our participants complete a survey also I will be emailing everyone certificates of completion, a link to the recording of

539

01:25:21.900 --> 01:25:30.630

Katty Rivera: This webinar and as well as any resources, just like can mpg mentioned, I'll be sending the personal chaos inventory

540

01:25:31.080 --> 01:25:50.340

Katty Rivera: And then I also wanted to know. I see that there's some folks that have logged in from phones now in my zoom it appears as a phone number. So I in the chat box, I will write in my email and I just kindly ask that you email me so that you also receive a certificate

541

01:25:51.630 --> 01:26:02.460

Katty Rivera: Because these phone numbers don't have an email attached to them in, zoom, but I do want to acknowledge your participation. So Ken and PJ. Thank you so much again for

542

01:26:03.150 --> 01:26:15.420

Katty Rivera: For providing us with this webinar and, you know, to all the participants. Thank you for joining us. We appreciate your patience and thank you for your active participation and we hope that

we'll see you again in our future events. Thank you.

543

01:26:16.170 --> 01:26:25.200

PJ Wenger: Will do. I just wanted to point out the last website on this page, the Rutgers one. There's a lot of videos that cover ground very similar to what we talked about today, including compassion.

544

01:26:25.560 --> 01:26:31.350

PJ Wenger: Fatigue and burnout. So that Rutgers edu site, you might want to check that out. A lot of free videos on there.

545

01:26:31.830 --> 01:26:41.280

PJ Wenger: With post tests and certificates as well so you can if you were interested in some of the stuff we talked about one to learn a little bit more about it. There's a little more time. There we go into a little more depth on those

546

01:26:41.880 --> 01:26:57.480

PJ Wenger: So we'd like to thank you all for attending today and wish you, you know, healthy, safe futures. All the best. All the best, and thank you for what you do you make you make you make the world a better place through what you do, don't ever forget that.

547

01:26:59.550 --> 01:27:01.260

Katty Rivera: So Atlanta. Thank you, everyone.