

ADAPT AND OVERCOME

LEANING GREEN IN A HAZY ORANGE WORLD

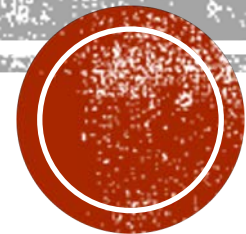
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“UNPRECEDENTED”

Pre-traumatic stress management

Those who will survive and thrive in this season- both teams and individuals -are those who meet the new challenges with enough capacity to adapt and **radically prioritize** concrete steps to combat depletion, loneliness, overwhelm and who are able to embrace and respond to the ‘what is’ not the ‘what we want it to be.’



STATUS CHECK

What is charging the battery?

-
-
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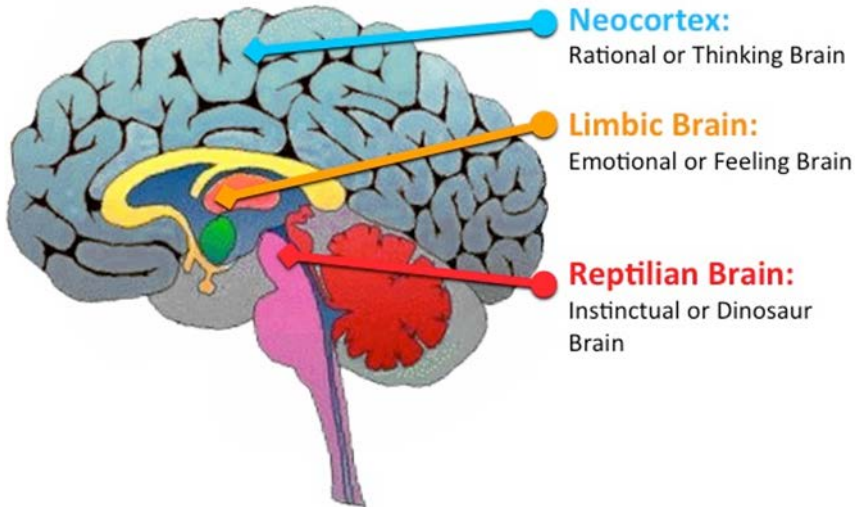
What is draining the battery?

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STRESS INJURY FORMATION

TRAUMA: “ A STIMULUS THAT OVERWHELMS ONE’S CAPACITY TO INTEGRATE IT.”



Response system
overwhelmed

Emotional **Connection**

Isolation

Helplessness



STRESS INJURIES

COMMON, PREDICTABLE, EXPOSURE AND DEPLETION INJURIES THAT CAN BE MITIGATED (AND PREVENTED?) WHEN RECOGNIZED.

1. Occur on a continuum, with PTSD as one of many presentations
2. Have early and late changing vital signs
3. Are physical injuries
4. **Are relationship injuries**
5. Can be supported when they are recognized
6. Are dynamic
7. **Are more likely to occur in a state of stress**





Stress Continuum Model



READY	REACTING	INJURED	ILL
<ul style="list-style-type: none">• Effective communication• Socially, spiritually active• Calm and confident• Strong, cohesive units and families• Emotionally and physically healthy	<ul style="list-style-type: none">• Changes from normal behaviors• Poor focus, loss of interest• Irritable and pessimistic• Temporary and mild distress	<ul style="list-style-type: none">• Unresolved loss, trauma, wear and tear, inner conflict• Social isolation• Sleeplessness and self medicating• More severe and lasting effects	<ul style="list-style-type: none">• Constant and disabling distress• Depression, severe anxiety• Symptoms get worse or get better then worse again• Relationships and work suffer
TO STAY MISSION READY	TO RECOVER AND BUILD RESILIENCE	TO BEGIN HEALING	TO GET HELP
Keep fit, eat right, relax	Get adequate sleep, talk to someone you trust	Talk to a chaplain, counselor, or medical provider	Seek medical treatment
Unit Leader Responsibility	Individual, Shipmate, Family Responsibility	Caregiver Responsibility	

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USMC STRESS CONTINUUM

COMBAT AND OPERATIONAL STRESS FIRST AID



STRESS CONTINUUM

READY

Sense of mission
Spiritually and emotionally
Healthy
Physically Healthy
Emotionally
Availability

Healthy Sleep
Enjoying
Sense of
Joy/Vitality
Room for
complexity

REACTING

Cynicism
Work avoidance
Loss of interest
Distance from others
Short fuse
CHANGE

Life feels 'bleh'
Lack of motivation
Fatigue/weariness
Sleep Disturbance

INJURED

Sleep disturbances
Numbing and avoiding
Burnout
Nightmares
Trapped

Distant from life
Exhausted
Physical Symptoms
"I usta"

CRITICAL

Hopelessness
Anxiety
Depression
Intrusive thoughts
Feeling lost or out of control
Insomnia

Thought of suicide
Self blame
Hiding out
Broken relationships
Careless mistakes
Panic



STRESS CONTINUUM FOR THE ORGANIZATION

READY

Resources
adequate if not
ample

Open to
Opportunity &
Innovation

Meeting
emergencies with a
well-oiled, capable
team

Mission Alignment

REACTING

Resources
stretched
Open to
opportunity in
theory, “but not
now, we’re busy”

Coping with
emergencies –
barely

Some Mission
Questions

INJURED

Resources scarce
Rigid perspectives
Closed to
opportunity
Emergencies
strain the system
and are survived
rather than dealt
with capably

Major Mission
Questions

ILL

Resources absent
Calcified
perspectives
Communication
channels closed
Sense of doom

Mission Drift:
“why are we
doing this?”

Mission satisfaction/ Mission Drift



STATUS CHECK

What is charging the battery?

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What is draining the battery?

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WHAT IS THE GREEN?

COVID-19 Stress Continuum			
Minimize exposure – Avoid unnecessary exposure. Schedule exposed check ins.			
Potential – Awareness of stress injury formation [MOI: overwhelmed, emotional connection, helplessness, error/guilt, isolation, near-miss, fatalities]			
Signs & Symptoms – Ready Reacting Injured Critical (See below)			
Follow up – On-site debrief, one-on-one, peers/leadership, incident support			
Plan for exposure – Utilize peer, leadership and provisional help (for you & team members)			
IMPACT → INJURY Signs & Symptoms			
READY	REACTING	INJURED	CRITICAL
COVID-19; This is going to be hard, but we can do this.	COVID-19; and the government isn't doing anything.	COVID-19; I'm going to hide until this is over.	COVID-19; My life is over.
<ul style="list-style-type: none"> • I'm alarmed (and I'm going to look for resources) • Sense of Mission • Realistic, concerned but moving forward • Appropriate cleaning and social distancing • PBR – Pause, Breath, Repeat • Supporting other team members • Creative connection • Outward focus • Motivated to respond • Awareness and planning • Solution Driven • Kindness to self/others • "We're all in this together" • Practicing Gratitude 	<ul style="list-style-type: none"> • I'm alarmed (and there's not enough to go around) • I don't like Teleworking • Short Fuse • Fear based cleaning and isolation • Communication breaking down • Feeling there is a lack of communication • Changes in personality • Fatigue/weariness • Teamwork breaking down • Decrease in high performance • No longer sharing ideas or • Temporary sleep issues, eating issues, distress • Spinning at work, not able to complete tasks 	<ul style="list-style-type: none"> • I'm scared (and I can't stop watching the news) • Lack of motivation to leave the house • Physical symptoms • Exhaustion • Withdrawal • Emotional numbness • Increased use of numbing tools such as alcohol. • Performance degrading • Defeatist attitude • Complaint Driven • AVOIDANT- "this doesn't involve me, so I don't need to engage." • "This is never going to end." • Highly Individualized- every person for themselves." 	<ul style="list-style-type: none"> • I'm terrified (and I can't breathe) • Hopelessness • Can't sleep • Depression • Thoughts of Suicide • Damage to relationships • Feeling lost or out of control • Unable to work • Complete disengagement • Giving up • Paranoia and Isolation • Panic • Can never get enough supplies • Feelings of scarcity • Blaming others • Panic • Beating yourself up

PLANNING FOR GREEN

Individual Resiliency Planning

IRP examples:

www.responderalliance.com

Planning foundations for this next deployment season; rest, boundaries, connection, expectations

Organizational Resiliency Planning

Organizational plans for capacity to respond to this moment and the coming year;

Consider 1-6-12 months or the 'season' whatever that means for your team.



Individualized Resiliency Plan

Consider Organizational Plan

Responder Alliance		INDIVIDUAL RESPONSE AND RESILIENCE PLAN (5 Elements)		Responder Alliance	
5 Elements (Hobfoll, et al)	Examples	Your Plan			
Safety – Protect from misinformation and fearful stories <ul style="list-style-type: none">Plan your interaction with the media and world around youPlan moments to be presentStay in your own lane	<ul style="list-style-type: none">News updates during drive to work.Check in with self during first cup of coffeeMake a plan with family/friends to check in on health and stressors once per week.	<ul style="list-style-type: none">			
Calm – <ul style="list-style-type: none">SleepExerciseBreath	<ul style="list-style-type: none">Awake by 8am. In bed by 10pmhttp://schwarzenegger.com/fitness/post/stay-at-home-stay-fitIntentionally pay attention to breathing during morning cup of coffee	<ul style="list-style-type: none">			
Efficacy – <ul style="list-style-type: none">EmpowermentEngagementRemind yourself you are not helpless	<ul style="list-style-type: none">Invest time into meal planning for next two weeksMake a garden bed for an elderly neighbor	<ul style="list-style-type: none">			
Connection – We are wired to lean on each other for support, calm and even give and receive hope from strangers.	<ul style="list-style-type: none">Video chat with friend or familyPlay 'Cards Against Humanity' with friends online.Hand write a letter – to family, friend, armed service member	<ul style="list-style-type: none">			
Hope – Planning for the future and finding your creativity, and offering hope to others also tells your brain there is life after this moment.	<ul style="list-style-type: none">Brush teeth with the intention of being able to close the 6 foot gap one day.Start plants from seeds – nurture their growth daily with the intention of sharing their produce with friends	<ul style="list-style-type: none">			

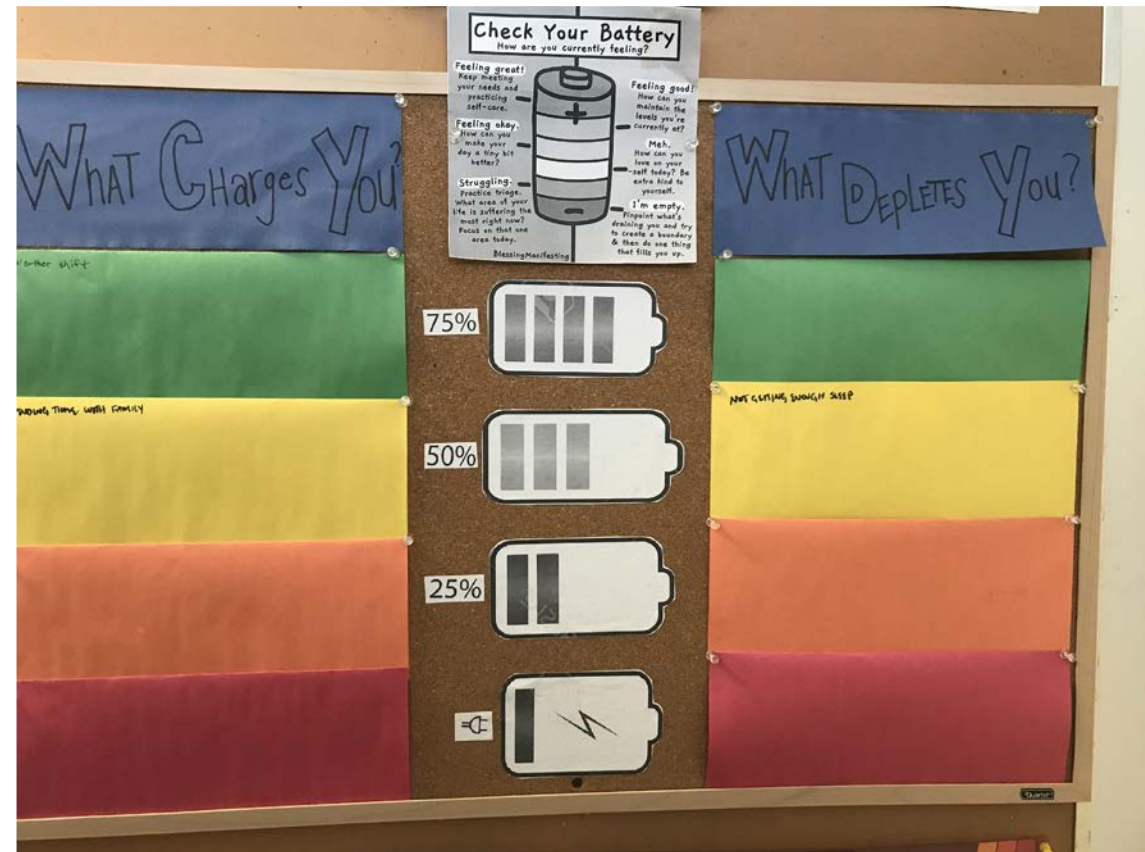


LET'S TALK

How can you plan for capacity?

(What do you need to say no to?

What do you need to say yes to?)



AWARENESS THEN CHOICE

Resilience Team, Resilience Survey

Please choose the color which best represents how you feel about your own status along the stress continuum, either today or during the past two weeks...



QUESTIONS, NEXT STEPS...



If you'd like to get involved in a multi-organizational workgroup on organizational resilience and stress in the outdoor industry, contact;

Support@responderalliance.com

Please write 'WRMC Workgroup' in the subject line

