Resilience, Bandwidth, Burnout and some other stuff too

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Based on the work of:
Marsha M. Linehan, Dr. Maurine Lung,
Dr Tina Bhargava, and Bruce Berry

Roadmap

grounding

Self-Holding Technique ©Peter Levine, Ph D.

AKA
- Inter-palmal Self-Regulation
- Self-Therapeutic Touch
- Hand Placement for Self-Induced Homeostasis
- Hand Positions for Internal Balance
- The 2 Step Self-Soothing Hand Positions Exercise

grounding

What do you feel in your left hand?
What do you feel in your chest?
What do you feel between your hand and your chest?
Do you notice anything in the rest of your body?

    --Allow to sit with the sensations---

What do you feel in your right hand?
What do you feel in your stomach?
What do you feel between your hand and your stomach?
Do you notice anything in the rest of your body

    --Allow to sit with the sensations---

Drawing by Heidi Hanson, new-synapse.com

grounding

Let yourself settle into the position; allow yourself to feel supported by it. Allow yourself to feel contained.

Watch and see if anything shifts with your breathing, bodily sensations, and how you feel in space.

Give yourself a firm squeeze and hold. See if anything shifts with your breathing, bodily sensations, and how you feel in space.

Release the squeeze. See if anything shifts with your breathing, bodily sensations, and how you feel in space.

Drawing by Heidi Hanson, new-synapse.com

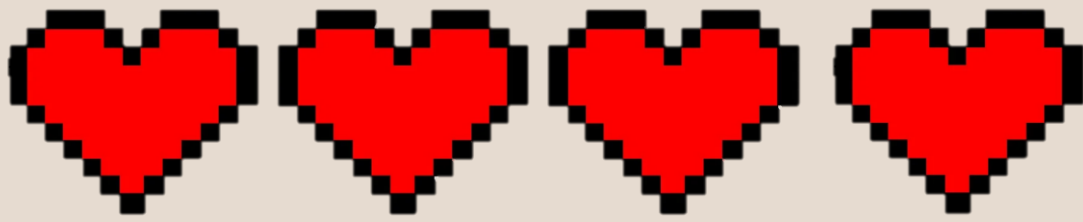Use your non-dominant hand to write how that process felt

identify supports

what allows you to be here?

What are Resiliency, Bandwidth, and Burnout?

And why should we be concerned?
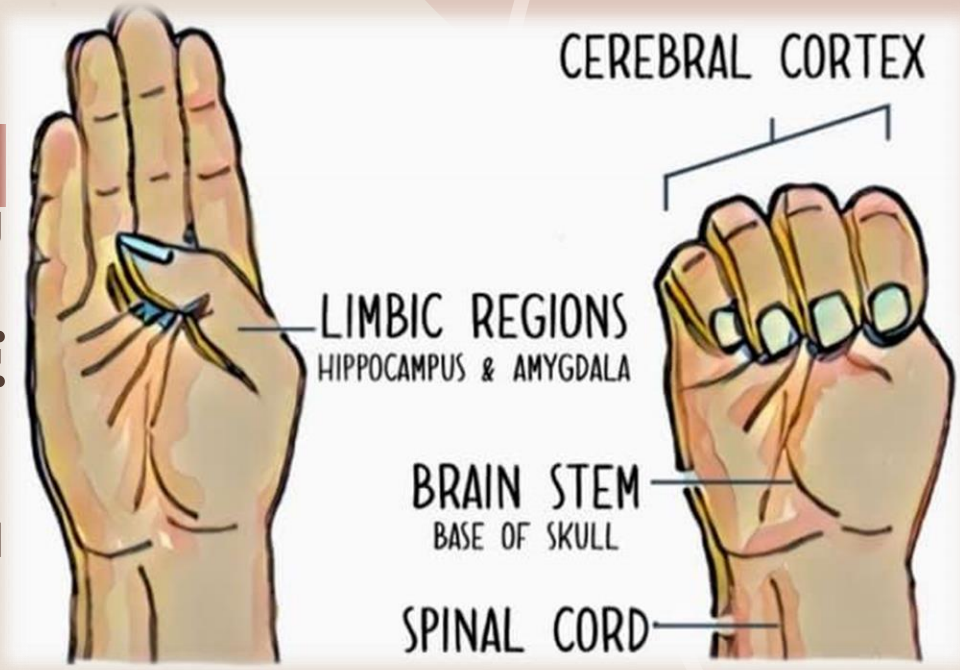
Resiliency:
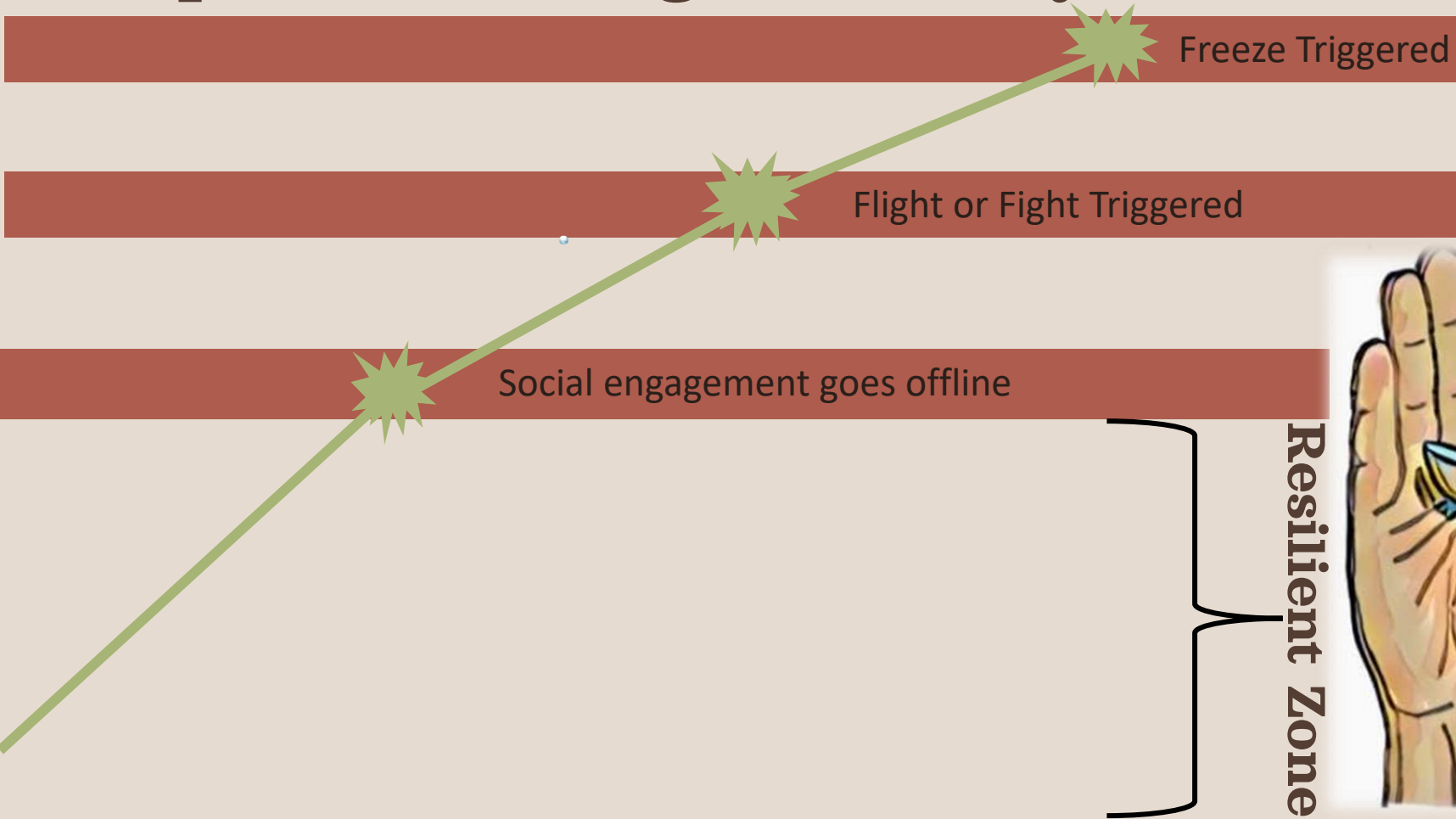## our TOTAL capacity to deal with stress

Toxic Stress and
Dysregulation: Fight Flight Freeze
Adverse Childhood Experiences (ACEs)

Dysregulation: Fight Flight Freeze

Charge

Release

Charge
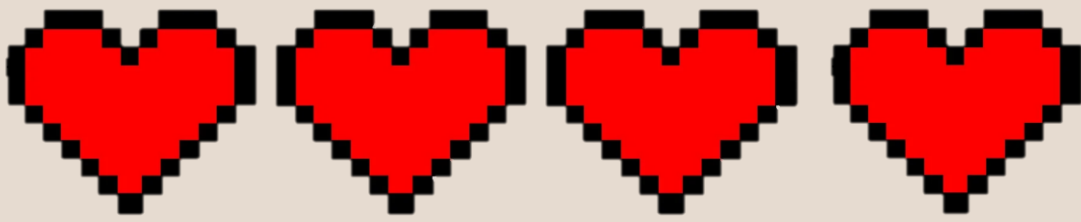
Resilient Zone

Sequence leaving Resiliency Zone:

Freeze Triggered

Flight or Fight Triggered

Social engagement goes offline

Resilient Zone

CEREBRAL CORTEX

LIMBIC REGIONS
HIPPOCAMPUS & AMYGDALA

BRAIN STEM
BASE OF SKULL

SPINAL CORD

Frequent dysregulation's impacts the nervous system

Awareness	Thoughts	Emotions	Reactions	Relationships
Hypervigilance	Excessive Rumination	Overwhelm	Excessive Crisis Mode	Over Dependence
Disassociation	Impulsive Decision Making	Numbness	Paralysis	Under Dependence

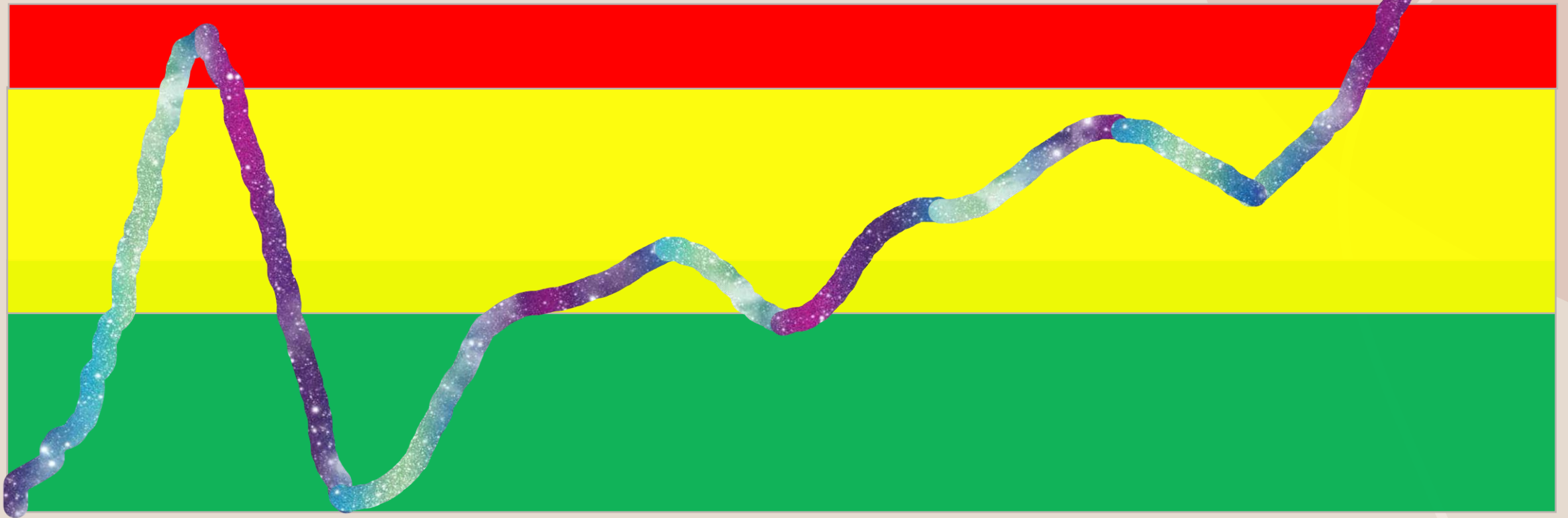# **Bandwidth** :
CURRENT capacity to deal with stress

Charge

Release

Charge

Resilient Zone

Bandwidth :
CURRENT capacity to deal with stress

Bandwidth :
CURRENT capacity to deal with stress

Bandwidth :
CURRENT capacity to deal with stress

Examples of Things That Affect Bandwidth Availability

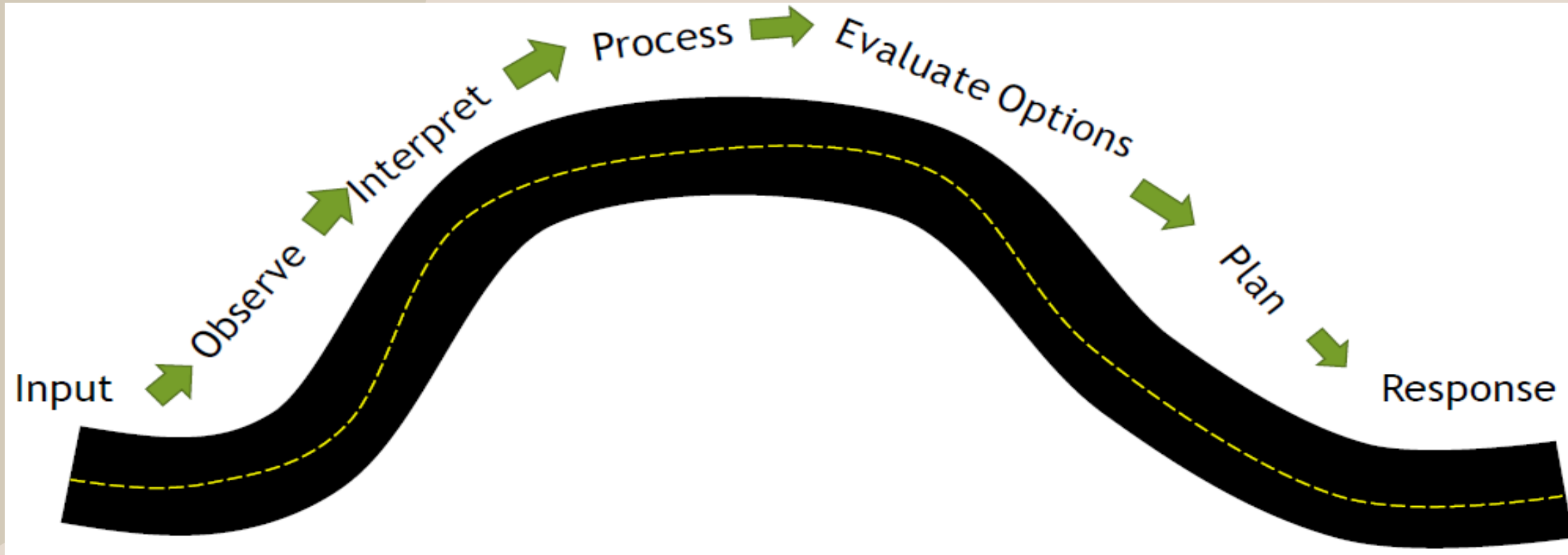| Bandwidth Health	Bandwidth Drains	Bandwidth Usage
Uncontrolled blood pressure	Anxiety & worried thoughts	Creative endeavors
Uncontrolled blood sugar	Depression & negative/hopeless thoughts	Learning new things
Addiction	Financial insecurity	Connecting ideas in new ways
Substance use	Experiences of discrimination	Practicing "novel" brain tasks
Chronic stress (cortisol response)	Belongingness uncertainty	Navigating unusual situations/tasks
Pregnancy	Uncertainty/unpredictability	Completing complex tasks
Sleep deprivation	Information overload	Controlling impulses
General lack of fitness	Intense emotional experiences	Changing existing habits
Malnutrition	Self-critical thoughts	Creating new habits
Brain's threat/fear response	Acute stress/stressful events	Handling constantly changing tasks

Compiled by Dr. Tina D. Bhargava; www.everydaybandwidth.com

Burnout:

Results in chronic exhaustion, cynicism, lack of motivation and increased reactivity.

Long term or repeated exposure in red activity zone

Reactivity

Input → Observe → Interpret → Process → Evaluate Options → Plan → Response
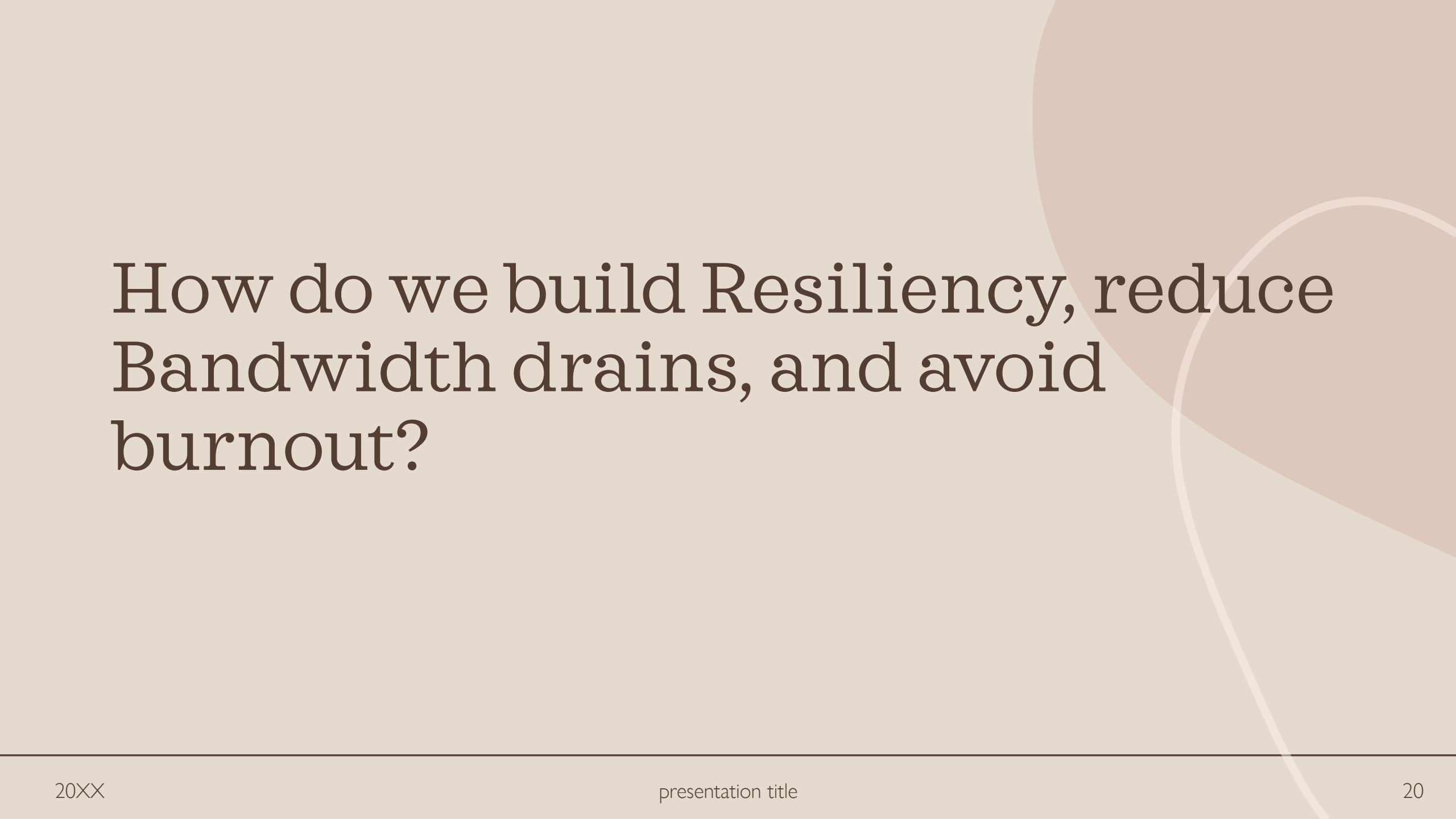
Reactivity

Reactivity
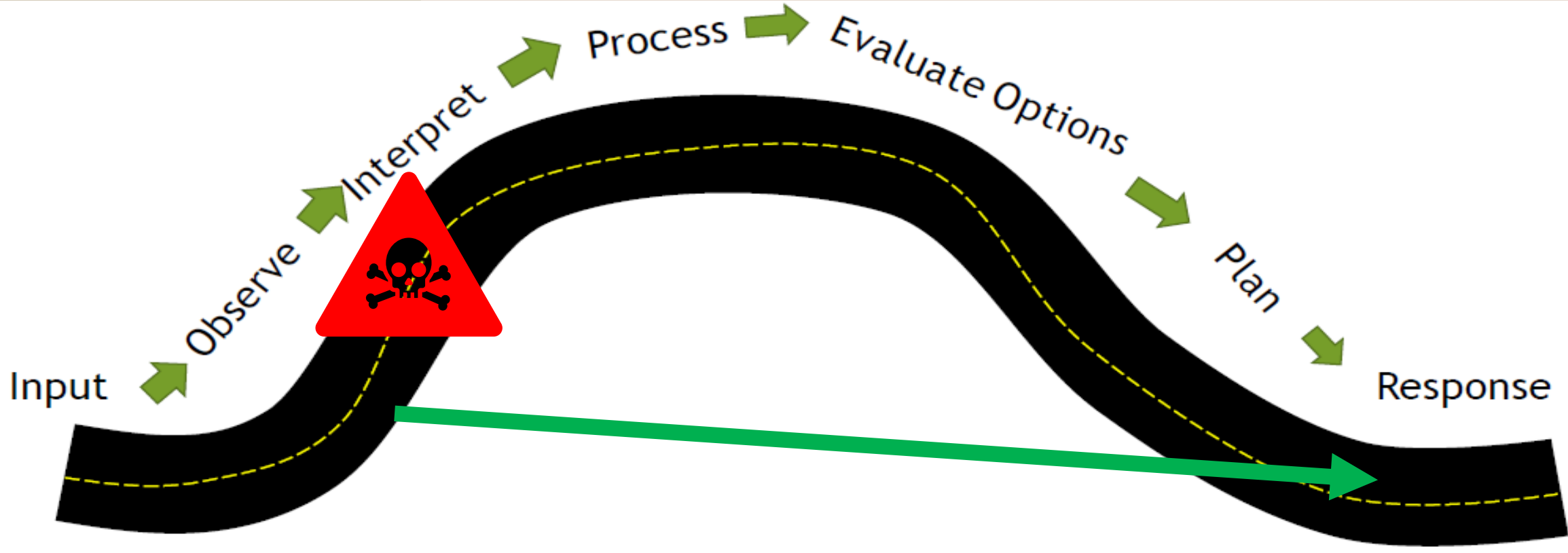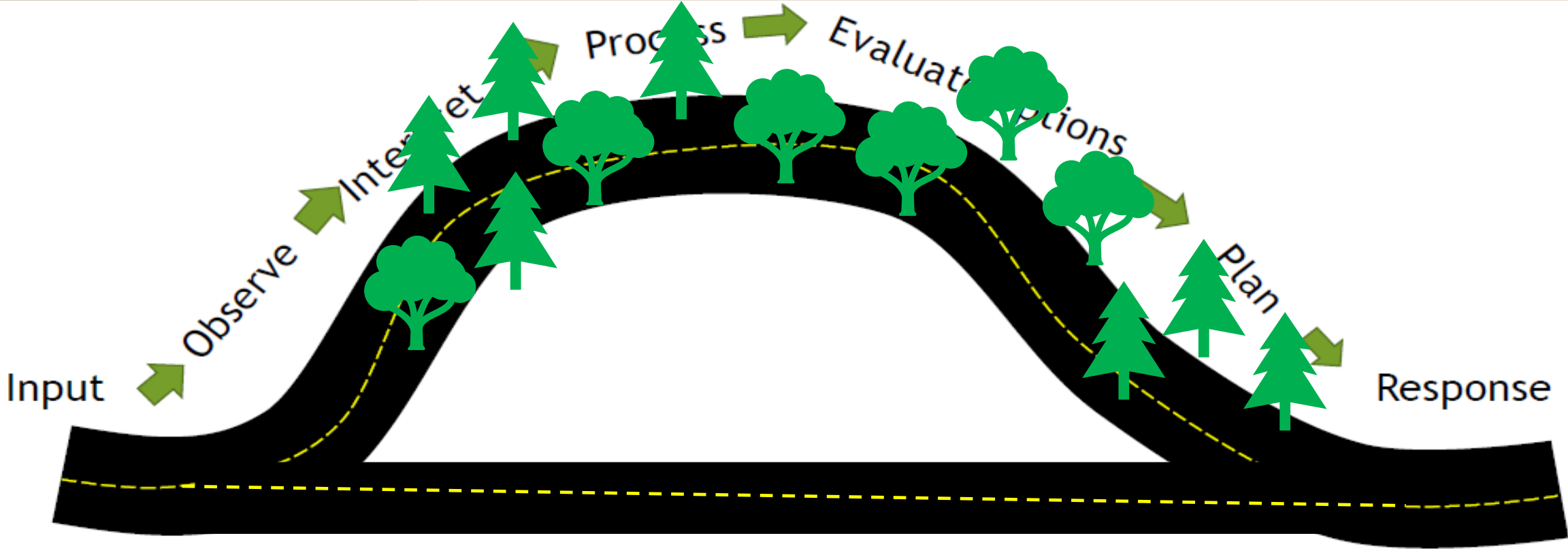
How do we build Resiliency, reduce Bandwidth drains, and avoid burnout?
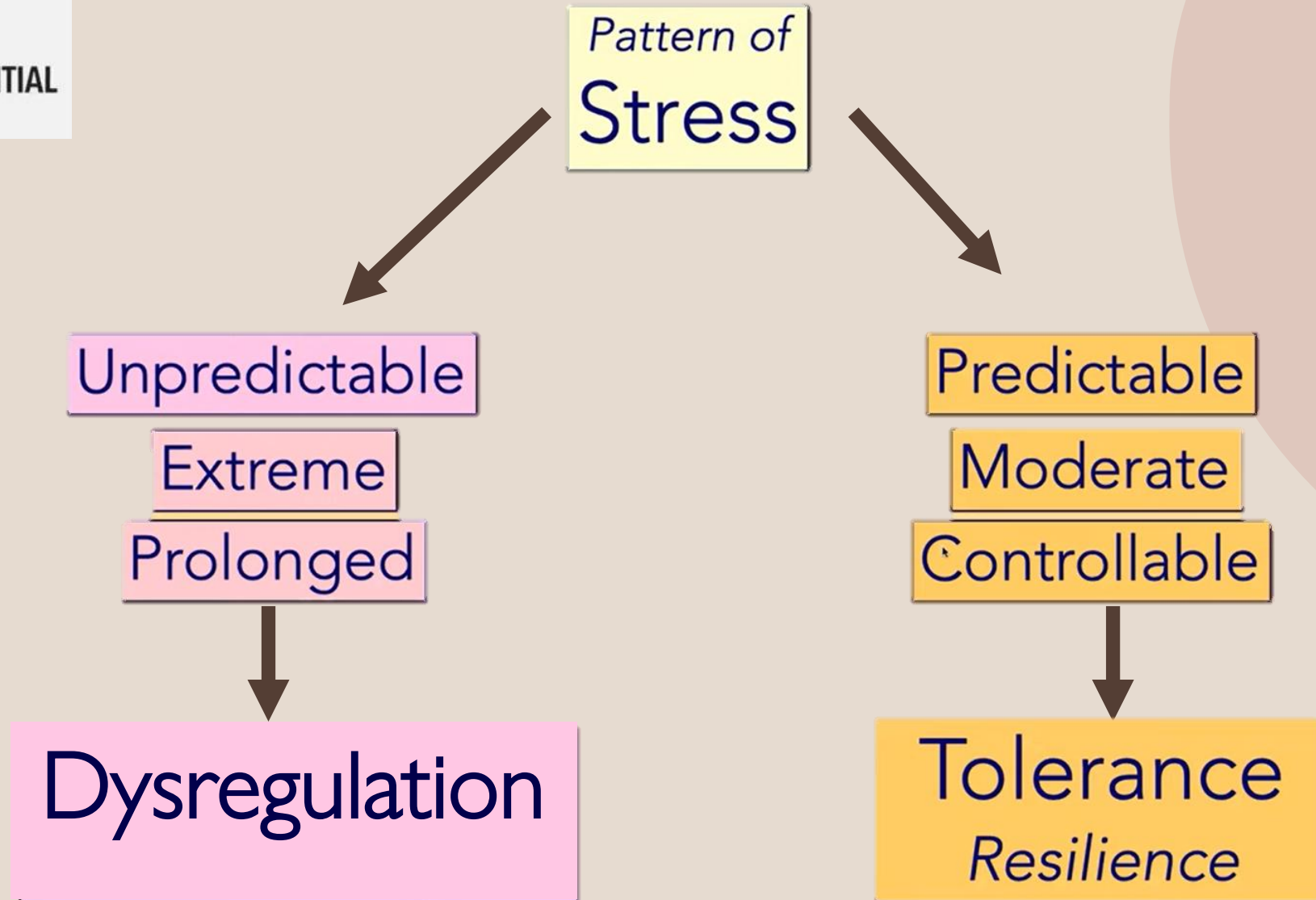
Building Resiliency
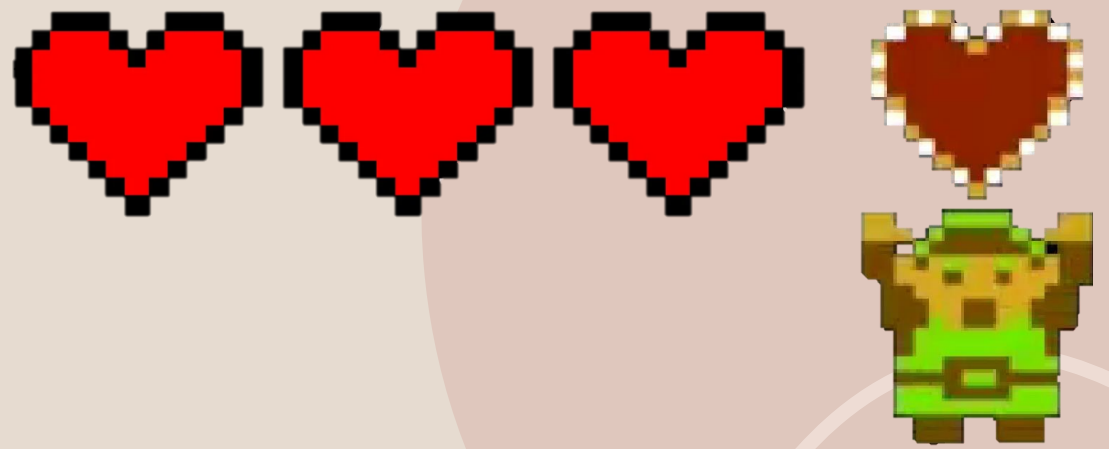
COMPETENCY

CONNECTION

CONTRIBUTION

CONTROL
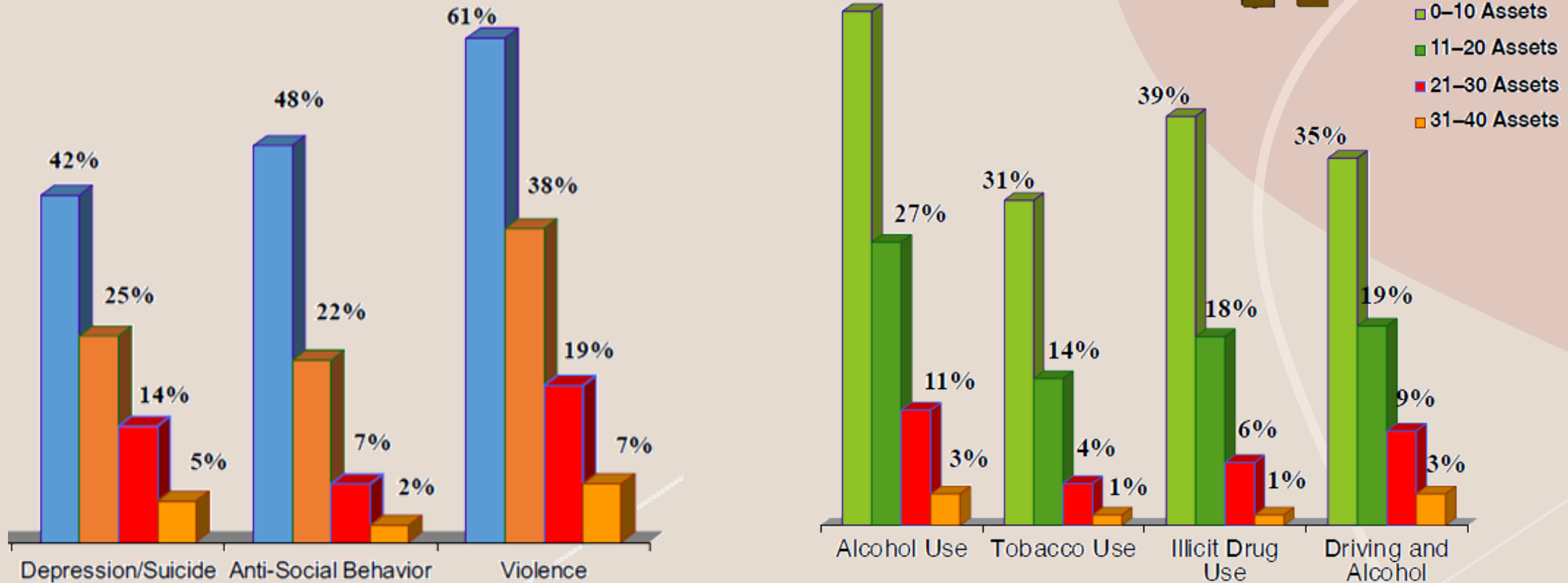
Resiliency:

Protective Assets

Chart 1 (Risk Behaviors):
- Depression/Suicide: 42%, 25%, 14%, 5%
- Anti-Social Behavior: 48%, 22%, 7%, 2%
- Violence: 61%, 38%, 19%, 7%

Chart 2 (Substance Use):
- Alcohol Use: 49%, 27%, 11%, 3%
- Tobacco Use: 31%, 14%, 4%, 1%
- Illicit Drug Use: 39%, 18%, 6%, 1%
- Driving and Alcohol: 35%, 19%, 9%, 3%
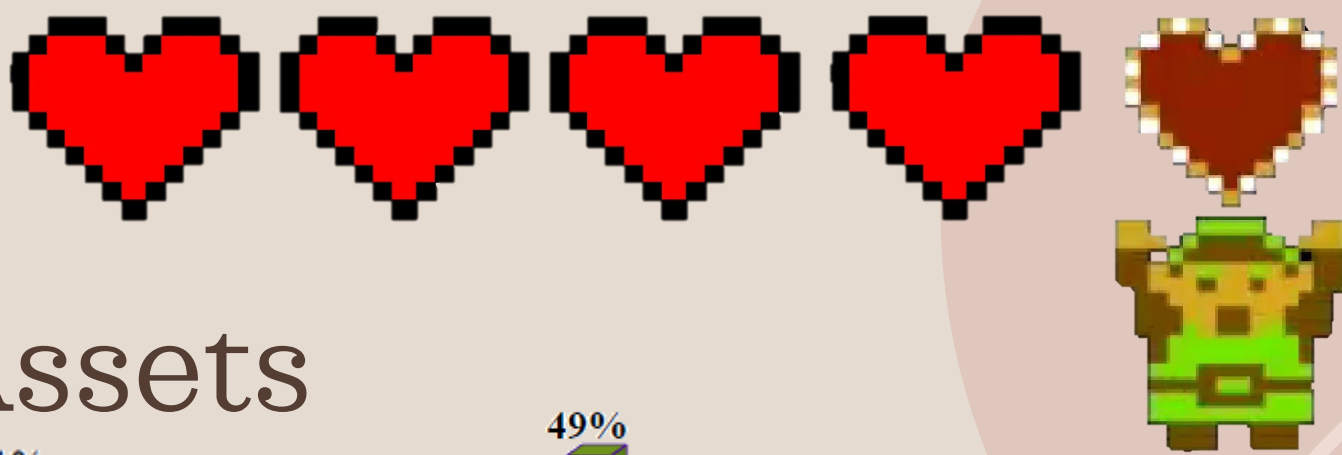
Legend:
- 0–10 Assets
- 11–20 Assets
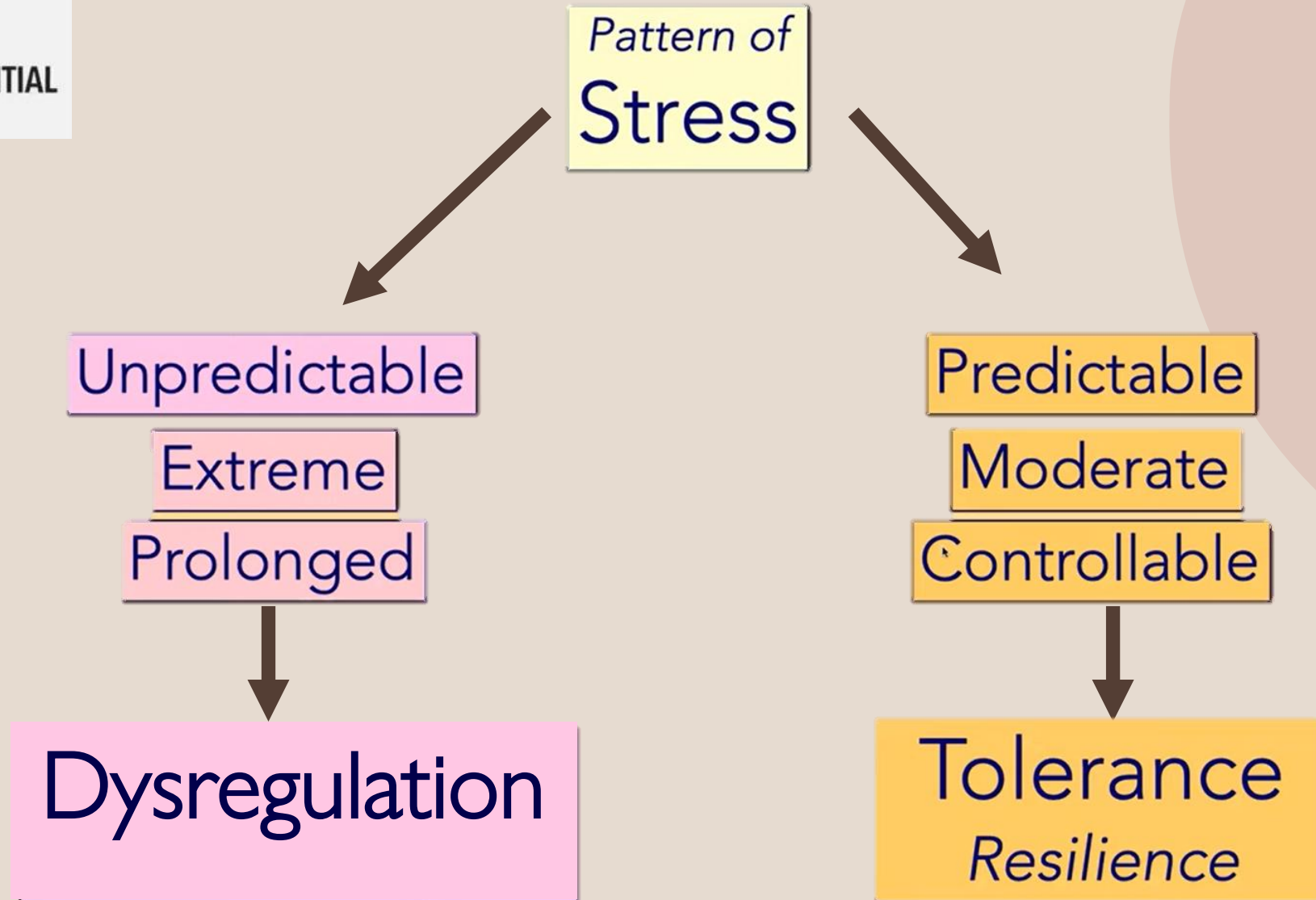- 21–30 Assets
- 31–40 Assets

Protective Assets

- Does your company include the 4C's (Control, Competency, Connection, and Contribution) into its programming?

- Is it explicitly stated to the field staff?

- Is it explicitly stated to program participants?

Pattern of **Stress**

Unpredictable
Extreme
Prolonged

Dysregulation

Predictable
Moderate
Controllable

Tolerance
Resilience

Bruce D Perry © 2022

Bandwidth :
CURRENT capacity to deal with stress

Charge

Release
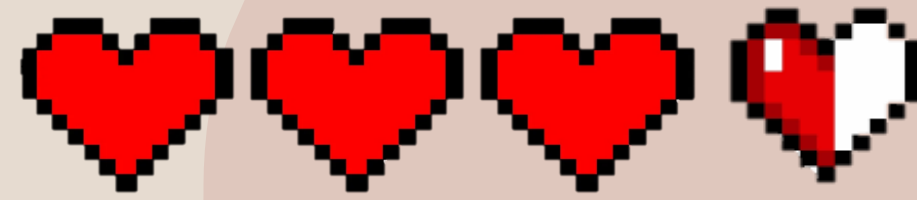
Charge

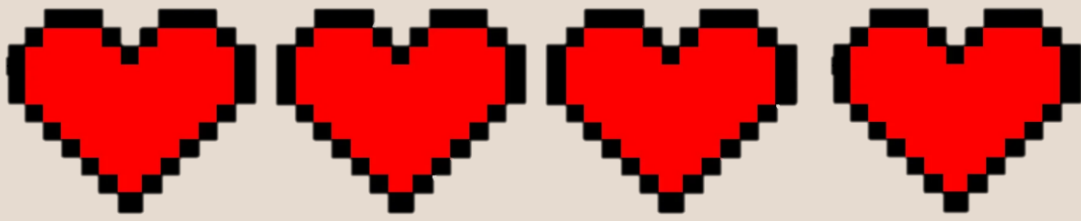Resilient Zone

Dosing and Spacing:
Intentionally applying appropriate stressors

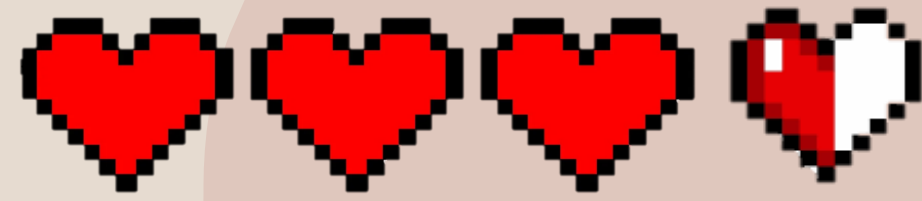Resilient Zone
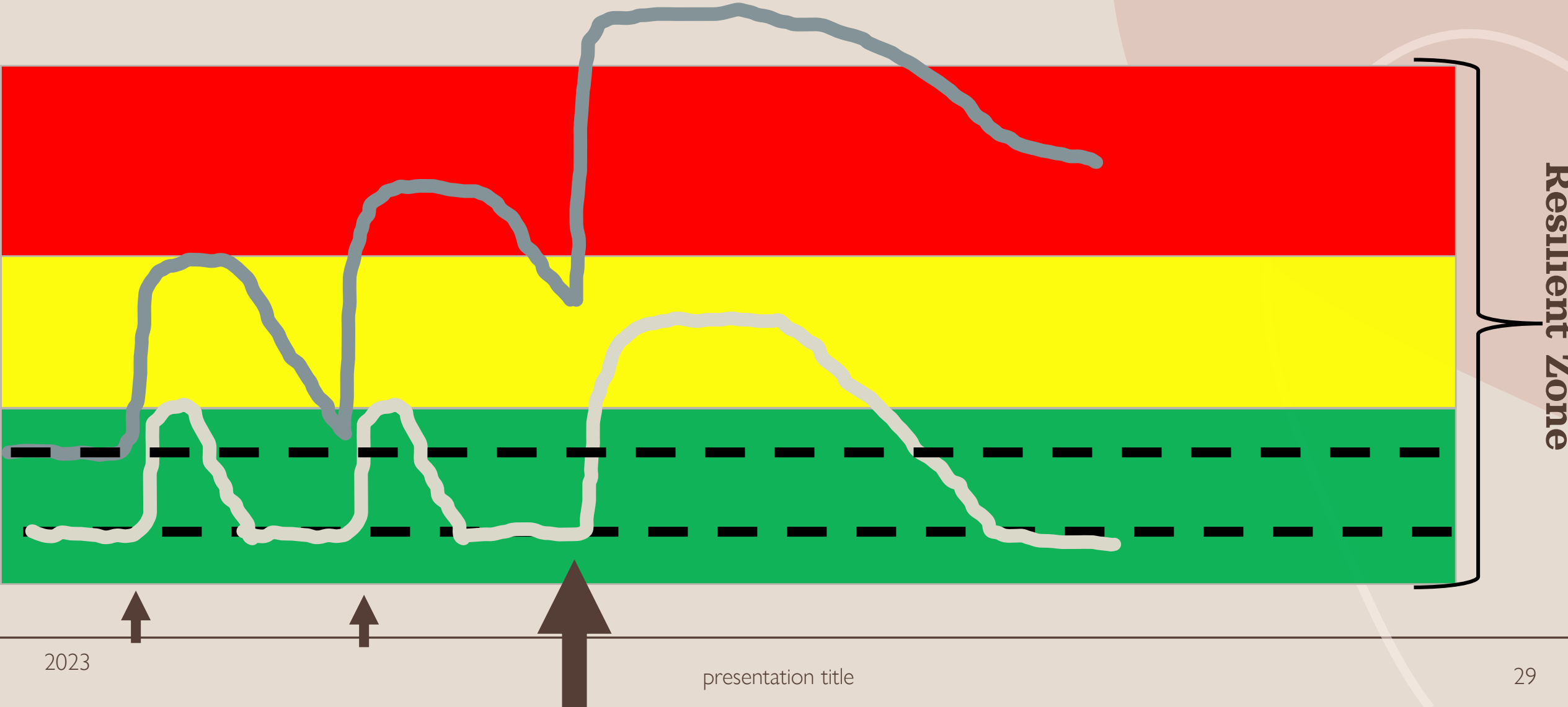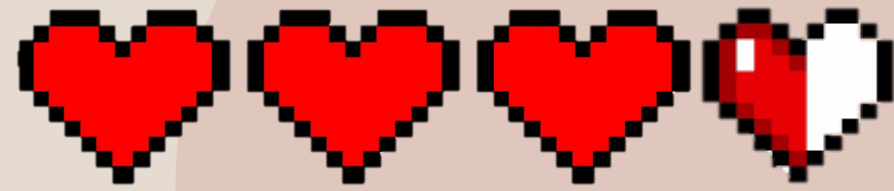
Dosing and Spacing

- How does your company provide consistent programming and account for dosing and spacing of individual members?

- Whose responsibility is it to dose and space a program?

- If it is field staff, what training are they provided with for making augmentations to the program framework?
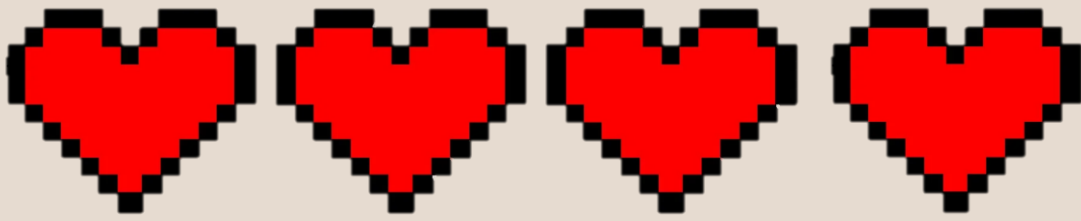
Sequence Returning to the Resiliency Zone:

Freeze Triggered

Flight or Fight Triggered

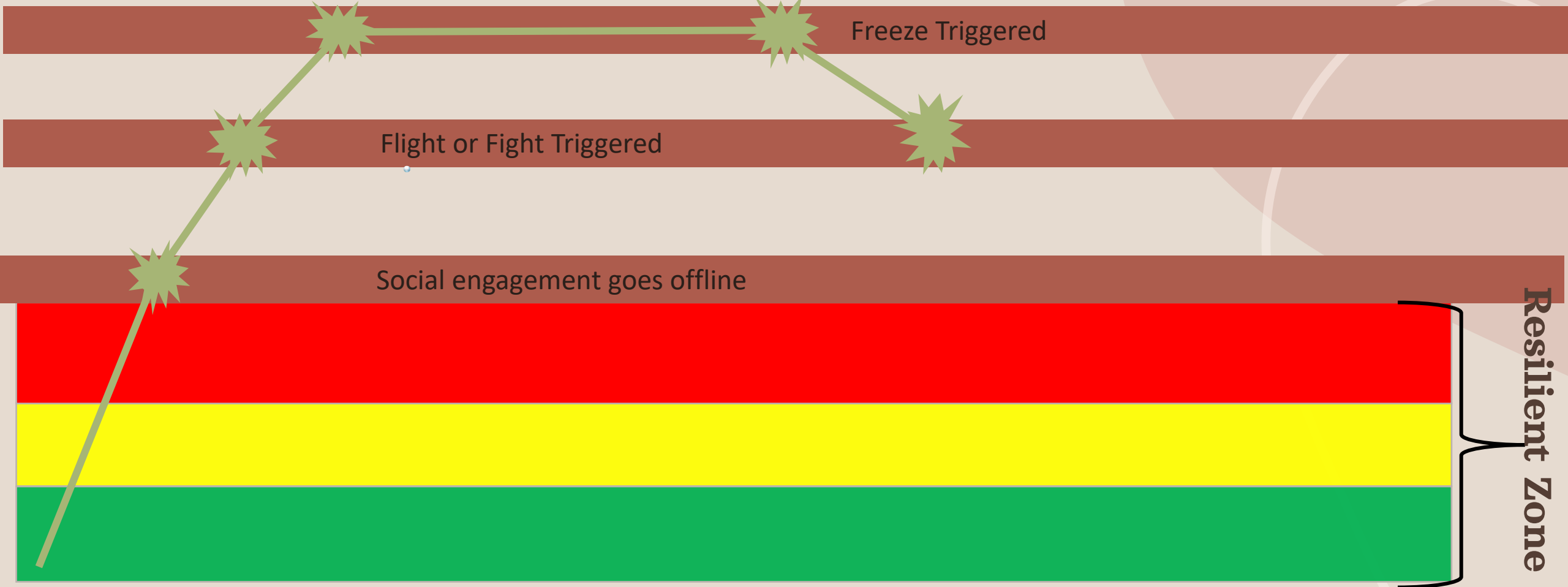Social engagement goes offline

Resilient Zone

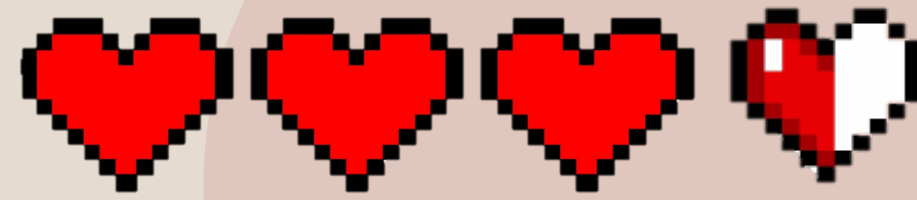# Returning to the Resilient Zone: Freeze

- Intervention that brings the client into the present
- Physical actions done in tandem

  - Go for a silent walk
  - Pick up stones
  - Dissect a pinecone

Sequence Returning to the Resiliency Zone:

EMPLOYEE

Freeze Triggered

Flight or Fight Triggered

Social engagement goes offline

Resilient Zone

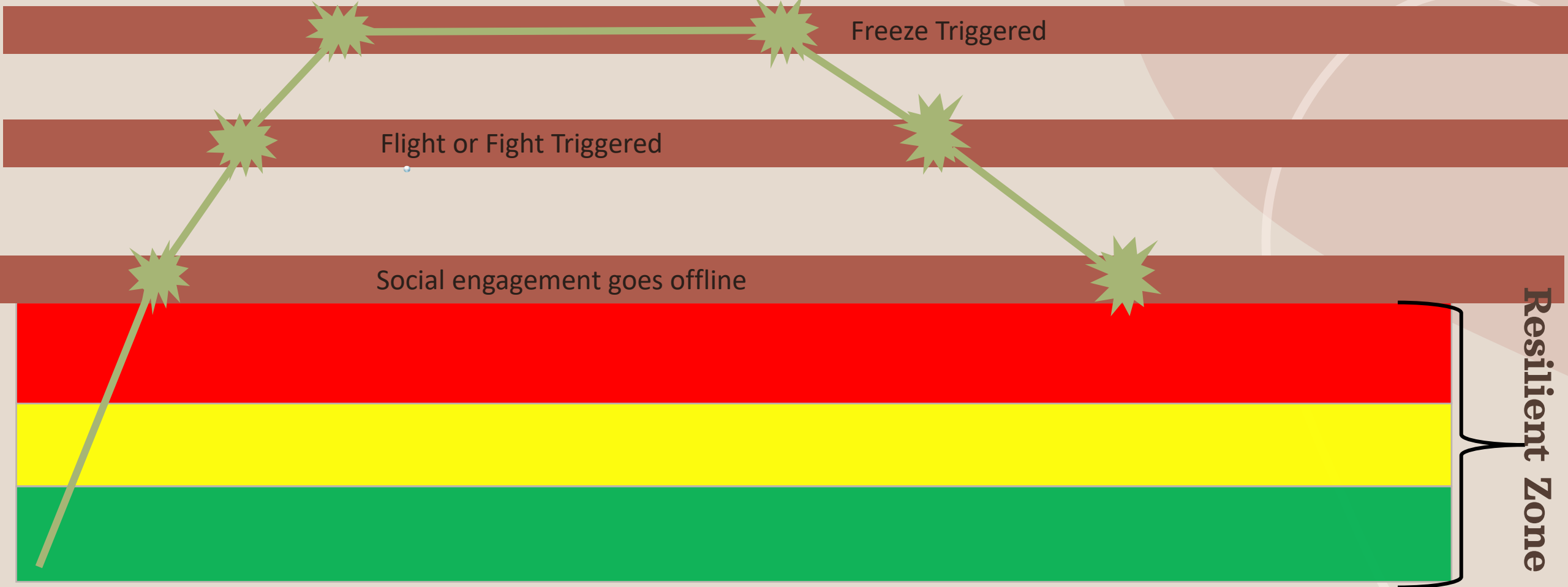# Returning to the Resilient Zone: Fight or Flight

- Intervention should begin with a focused interaction with the world and then expand

  - Paired Muscle Relaxation with Paced Breathing
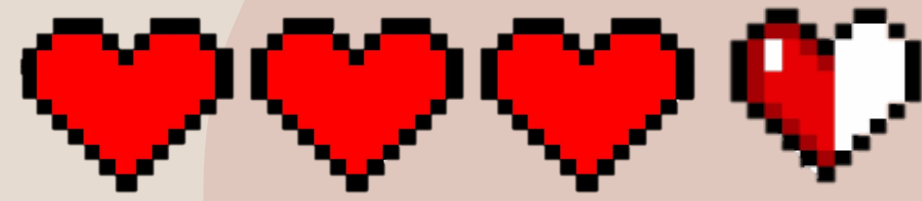 - Pick a color

EMPLOYEE

Sequence Returning to the Resiliency Zone:
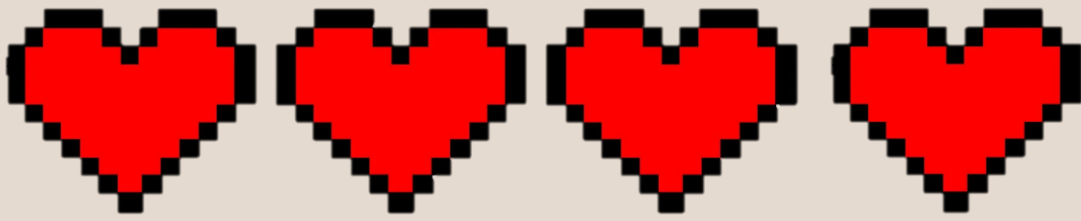
Freeze Triggered

Flight or Fight Triggered

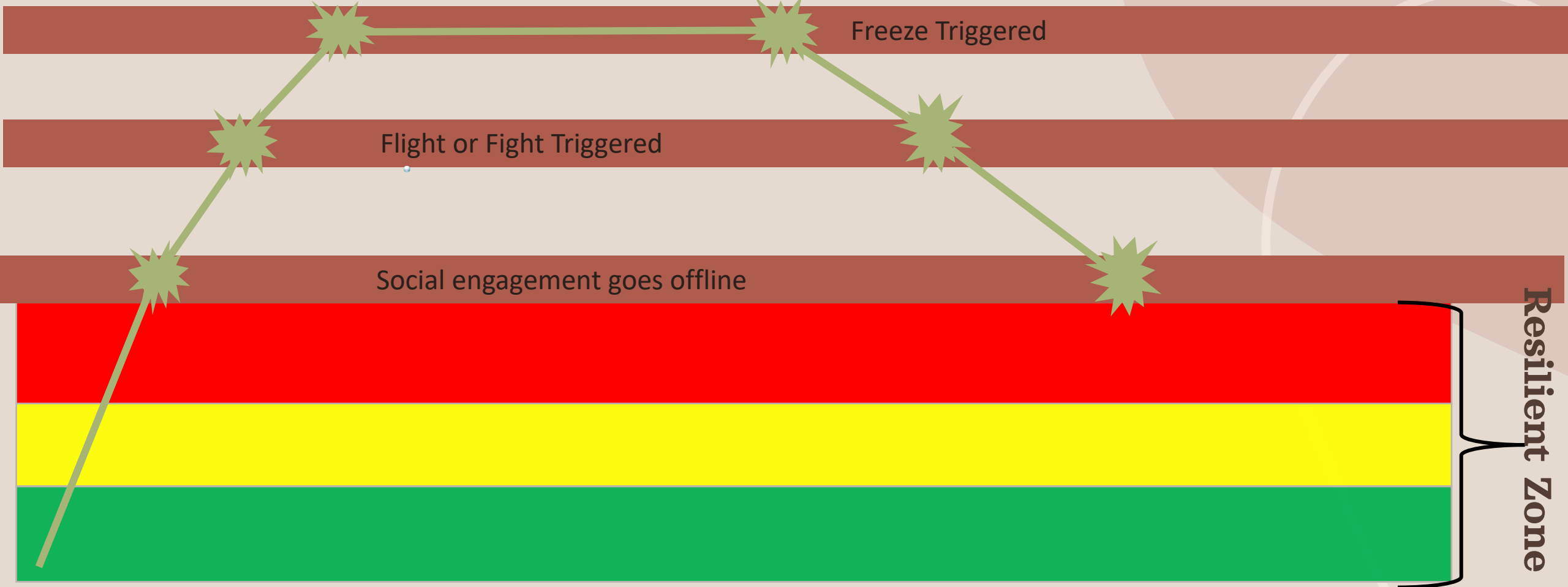Social engagement goes offline
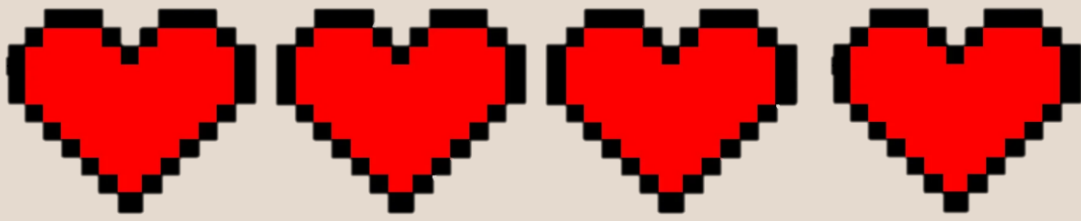
Resilient Zone

Returning to the Resilient Zone: Emotion

- Intervention should be verbal and self-focused

    - RAIN-Recognize, Acknowledge, Inquire, Nurture
    - Thought, Opposite, Middle

EMPLOYEE

Sequence Returning to the Resiliency Zone:

Freeze Triggered

Flight or Fight Triggered

Social engagement goes offline

Resilient Zone

Burnout:

Long term or repeated exposure to stressors at the edge of an individual's resiliency zone. Resulting in chronic exhaustion, cynicism, lack of motivation and increased reactivity.

Charge

Release

Charge

Dopamine Menu

Starters
Activities that are quick and don't suck you in

Mains
Activities that take a bit longer

Sides
Activities that you can add to other activities to make them more enjoyable

Desserts
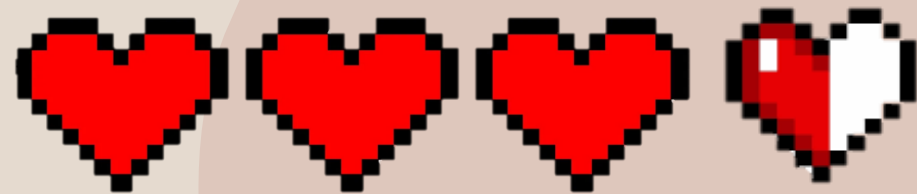*Activities that don't make you feel great if you overdo it on them*
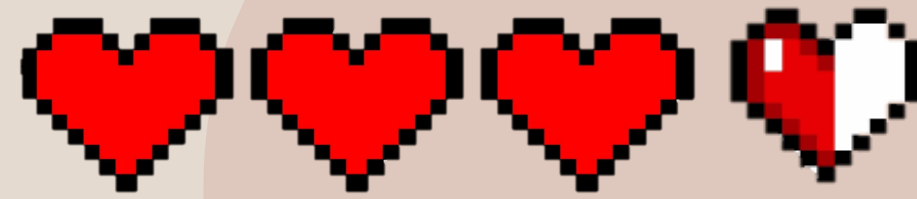

Specials
Activities that are expensive or less convenient

Avoiding Burnout

- What decompression time does your company allow while staff are in the field?

- What side quests are assigned to your field staff and how much time do each of these tasks take? How much background bandwidth?

- How many hours a week are you asking your staff to be on?

- What supports does your company provide field staff?

Taking this Home

-Do the "basic expectations" of your program take into account chronic bandwidth drains and different resiliency levels?

-Do you provide skills and tools to participants for monitoring/tracking their resiliency/bandwidth?

-What skills and tools do you provide your field staff with to assist with participant dysregulation (both pre-emptively and in a dysregulated state)?

-Whose responsibility is it to advocate for burnout support? Is it the person facing burnout?

thank you

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Darren Gruetze