Fostering Resiliency among SAAs after Mass Violence: Lessons Learned

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Acknowledgments:
Notice of Federal Funding and Federal Disclaimer

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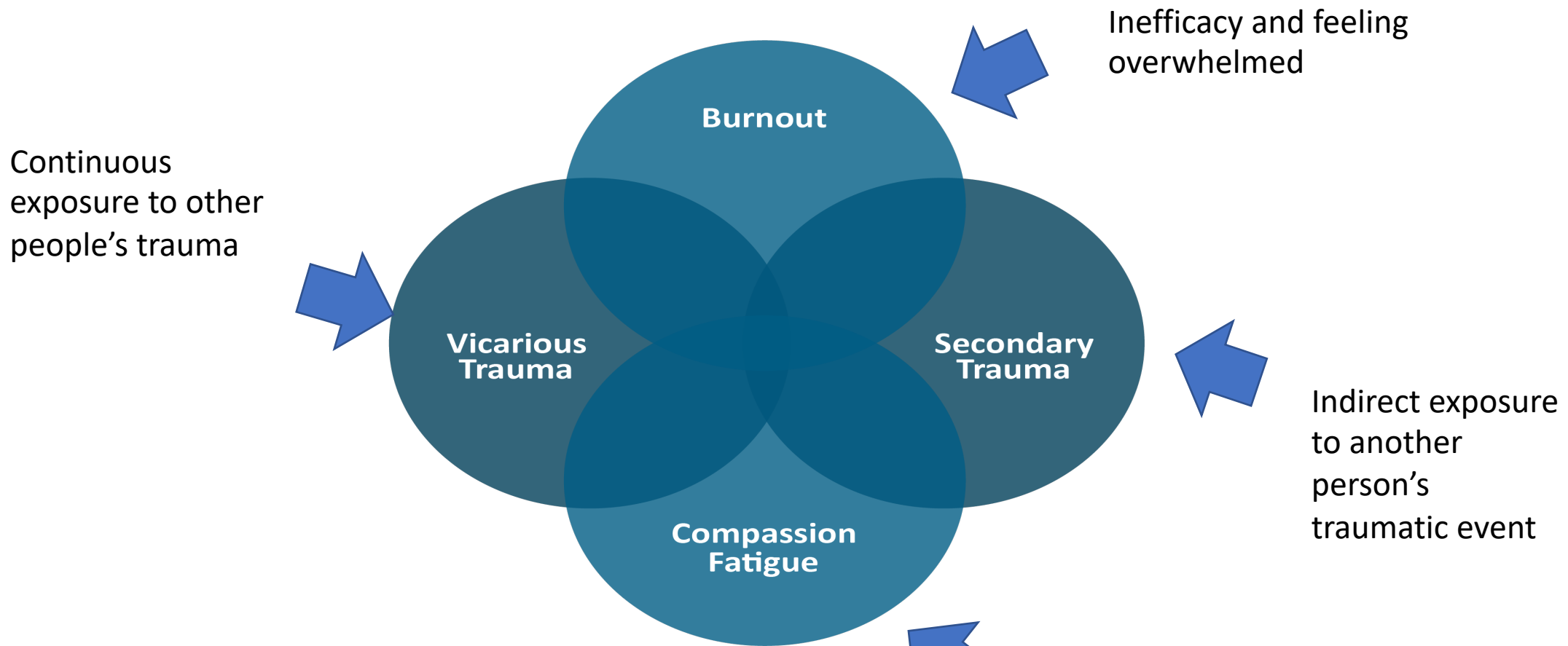
ICEBREAKER

- How many:
  - have been a part of a mass violence incident in your state?
  - local community?
  - responded at a FRC or FAC?
  - administered recovery efforts?

- How many have formal wellbeing programming or plans for staff?

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Concepts for Consideration

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Related Terms

Burnout

Vicarious Trauma

Secondary Trauma

Compassion Fatigue

Inefficacy and feeling overwhelmed

Continuous exposure to other people's trauma

Indirect exposure to another person's traumatic event

Negative aspects of working as a helper- combination of vicarious trauma and burnout

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Personal Impacts of Vicarious Traumatization

Physical

- Rapid pulse/breathing, headaches, impaired immune system, fatigue, aches

Emotional

- Feelings of powerlessness, numbness, anxiety, guilt, fear, anger, depletion, hypersensitivity, sadness, helplessness, severe emotional distress or physical reactions to reminders

Behavioral

- Irritability, sleep and appetite changes, isolate from friends and family, self destructive behavior, impatience, nightmares, hypervigilance, moody, easily startled or frightened

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Personal Impacts of Vicarious Traumatization

Spiritual

- Loss of purpose, loss of meaning, questioning goodness versus evil, disillusionment, questioning prior religious beliefs, pervasive hopelessness

Cognitive

- Diminished concentration, cynicism, pessimism, preoccupation with clients, traumatic imagery, inattention, self doubt, racing thoughts, recurrent and unwanted distressing thoughts

Relational

- Withdrawn, decreased interest in intimacy or sex, isolation from friends or family, minimization of others' concerns, projection of anger or blame, intolerance, mistrust

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Professional Impacts of Vicarious Traumatization

- **Performance** — Decrease in quality/quantity of work, low motivation, task avoidance or obsession with detail, working too hard, setting perfectionist standards, difficulty with inattention, forgetfulness

- **Morale** — Decrease in confidence, decrease in interest, negative attitude, apathy, dissatisfaction, demoralization, feeling undervalued and unappreciated, disconnected, reduced compassion

- **Relational** — Detached/withdrawn from co-workers, poor communication, conflict, impatience, intolerance of others, sense of being the "only one who can do the job"

- **Behavioral** — Calling out, arriving late, overwork, exhaustion, irresponsibility, poor follow-through

(Adapted from J. Yassen in Figley, 1995)

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Situational factors

- The nature of the particular work

- The nature of the professional's clients

- The context of the work setting or organization

- The cultural and social context

- The cumulative exposure to trauma

Resilience

- Resilience is the process of adapting in the face of adversity or significant sources of stress

- Resilience *does not* mean the *absence* of difficulty or distress
  - Managing change while carrying the challenges of trauma, stress, grief
- Resilience is not a trait -- it can be learned and acquired. It is a process.

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Resiliency Factors/Variables

Individual

Family

Community

Culture

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Other Resilience Concepts

THRIVING

HARDINESS

Thriving/Hardiness Predictors

- Being committed to finding meaningful purpose in life
- Belief that one can influence one's surrounding and the outcome of events
- Belief that one can learn and grow from both positive and negative life experiences

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PANEL COMMENTARY

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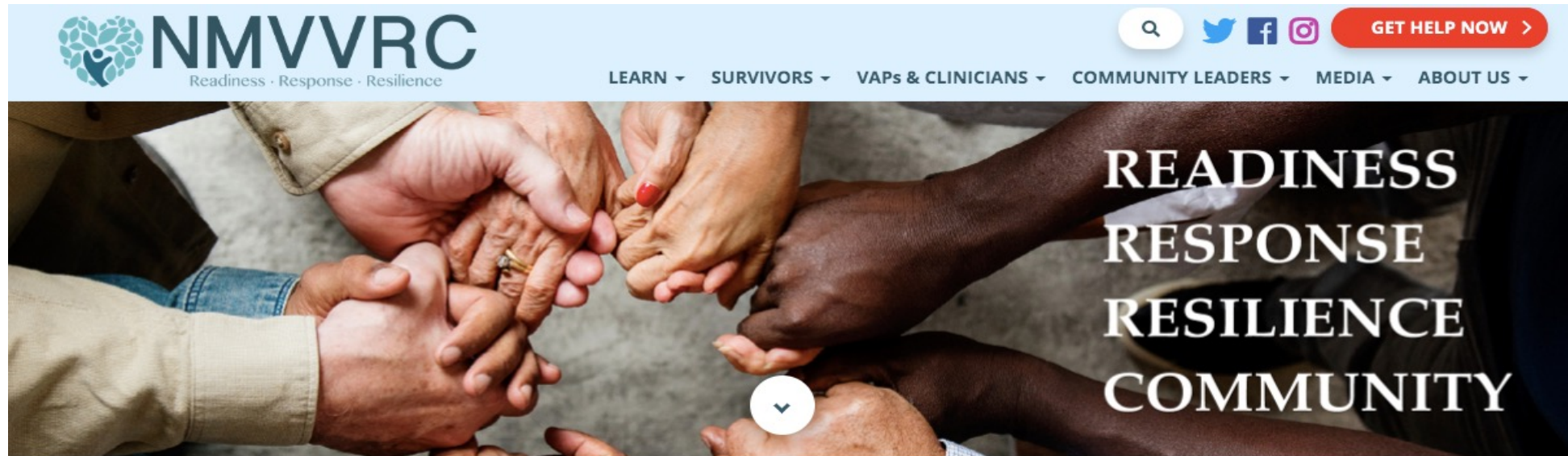
We serve as the source for best evidence to achieve a social understanding of mass violence upon which civic leaders, mental health professionals, journalists, policy makers, and victim assistance professionals can rely. Our vision is to provide communities access to evidence-based information and resources needed to effectively prepare for and respond to mass violence incidents.

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Questions & Comments

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