Help for the Helper: Wellness in Recovery Oriented Systems of Care

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Session Overview

- Participants will understand and explain the key components of Trauma Informed and Recovery Oriented Systems of Care.

- Participants will be able to identify risk factors and issues related to their own well-being such as vicarious trauma, compassion fatigue, and burnout.

- Participants will be able to assess their own levels of wellness and monitor their own signs and symptoms that may impact their professional quality of life.

- Participants will apply innovative interventions to be used immediately in their personal and professional lives aimed at improving and maintaining their wellness.
According to SAMHSA, “a program, organization, or system that is trauma-informed:

- **Realizes** the widespread impact of trauma and understands potential paths for recovery
- **Recognizes** the signs and symptoms of trauma in clients, families, staff, and others involved within the system
- **Responds** by fully integrating knowledge about trauma into policies, procedures, and practices; and
- Seeks to actively resist **re-traumatization**” (2011)
Recovery Oriented Systems of Care (ROSC)

Recovery Oriented systems support person centered and self-directed approaches to care that build on the strengths and resilience of individuals, families, and communities to take responsibility for their sustained health, wellness, and recovery (SAMHSA).

Recovery-oriented systems of care (ROSC) are networks of formal and informal services developed and mobilized to sustain long-term recovery for individuals and families impacted by severe substance use disorders. The system in ROSC is not a treatment agency, but a macro level organization of a community, a state, or a nation (William White).
Likewise, an organization or system that is addiction-informed:

- **Realizes** addiction is a disease, not a deficit in morality or willpower, and understands that recovery is possible for everyone.

- **Recognizes** symptoms of addiction and the potential impacts of these symptoms on the individual, families, treatment centers, and recovery community.

- **Responds** by fully integrating knowledge about addiction and recovery into policies, procedures, and practices and utilizes evidence-based approaches for treatment and recovery support services.

- Seeks to actively resist reproach and relapse.
Why Trauma Informed, Recovery Oriented Care?

The majority of the population (50%-60%) report a traumatic experience (SAMHSA)

An overwhelming amount of patients (90%) coming into a behavioral health setting have experienced a trauma (SAMHSA)

These patients are at high risk for deteriorating health, mental health symptoms, and re-traumatization.

Behavior related to trauma can interfere with patient access to services, patient-provider communication, impede compliance with treatment regimens, and generally, frustrate the practitioner.

Individuals who experienced trauma require trauma specific interventions
How might trauma affect you?

- Have you noticed these symptoms in yourself or others...
  - little by little your frustrations are mounting?
  - feeling increasingly exacerbated or short tempered?
  - feeling emotionally drained, depleted, or worn out?
  - feeling overwhelmed because my case [work] load seems endless?

A build up of these symptoms could lead to a decline in your ability do your job...
Potential Outcomes

+ **Compassion Fatigue**
  + Profound feeling of sympathy and sorrow for another who is stricken by suffering or misfortune, accompanied by a strong desire to alleviate the pain or remove its cause

+ **Vicarious Trauma**
  + Collective process of change in the counselors’ emotional and cognitive experiences that is a direct result of connecting on an empathic level with their clients

+ **Burnout**
  + State of physical, emotional, and mental exhaustion caused by long-term involvement in emotionally demanding situations
  + Results in having a sense of depersonalization and detachment from the job, and a decreased sense of personal accomplishment (Maslach, 2003; Shoptaw, Stein, & Rawson, 2000).
These are normal reactions to abnormal events.
Wellness

“a way of life oriented towards optimal health and well-being in which body, mind, and spirit are integrated by the individual” (Myers et al., 2000, p. 252).
Six Domains of Wellness

- Self
- Support
- Physical
- Mental
- Emotional
- Occupational
- Spiritual
How do we achieve Wellness?

Self-Care

✚ To improve subjective well-being (Pincus, 2006, p. 1).

✚ Self-initiated behaviors that promote good health and well-being (Bickley, 1998).

✚ Intrapersonal work, interpersonal support, professional development and physical/recreational activities (Carrol, Gilroy, and Murra, 1999, p.135).
Implications

- The topics of Wellness and Self-Care are only discussed briefly in preparation programs.
- The levels of wellness an individual experiences are not typically assessed and monitored throughout their training and career.
- The types self-care practices that enhance wellness are not clearly identified.
- The typical day in a behavioral health setting does not provide many opportunities for self-care and wellness.
Wellness Strategy

Assessing Wellness
The ProQOL is the most commonly used measure of the negative and positive affects of helping others who experience suffering and trauma. The ProQOL has sub-scales for compassion satisfaction, compassion fatigue which includes burnout and secondary trauma.
Wellness Strategy

Mindfulness
Mindfulness

Mindfulness is moment to moment awareness. It is being fully present in the moment without judgment (Kabat-Zinn et al., 1992).

Mindfulness involves both an informal practice and a formal practice.

- **Informal** practice is a way of life in which we make a conscious connection with the present moment as we do what we do.

- **Formal** practice includes taking time for sitting meditation or mindful movement practices like walking meditation or yoga or chi gong.
Mindfulness to Enhance Wellness

- Mindfulness leads to improvements in:
  - **Self-care** (Chambers-Christopher, Chambers, Dunnagan & Shure, 2006, Newsome, Chambers-Christopher, Dahlen, & Christopher, 2006)
  - **Emotion-regulation** (Carmody, Baer, & Lykins 2009)
  - **Self-regulation** (Carmody, et al., 2009)
  - **Self-awareness** (Richards, Campenni, & Muse-Burke, 2010)
  - **Self-efficacy** (Greason & Cashwell, 2009)
Mind Full, or Mindful?
Wellness Strategy

Wellness at Work
Worksite Services to Enhance Wellness

- Stress Management Groups
- Wellness Coaching
- Mindfulness Meditation and Yoga
- Exercise Classes
- Lunch and Learn
Wellness Strategy

Peer Support
Peer Support

- Maintaining social support both personally and professionally
- Board Games at Meridian
- Mentor Program
- Professionals in Recovery Support Group
Ways to Promote Your Well-Being

+ Check-in throughout the day to be mindful in your activities
+ Set aside a few moments between sessions or in the middle of the day to practice mindfulness meditation
+ Utilize mindfulness during sessions with your clients when appropriate
+ Receive weekly supervision and consult with colleagues
Ways to Promote Your Well-Being

- Be willing to speak up when you see a colleague who appears to be experiencing impairment
- Take a break in your day to talk with colleagues about topics other than work
- Take time for vacation and personal time
- Personal counseling
Loving Kindness Meditation
References


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