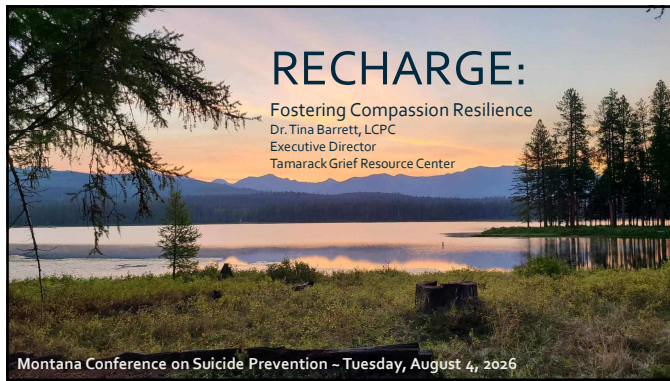
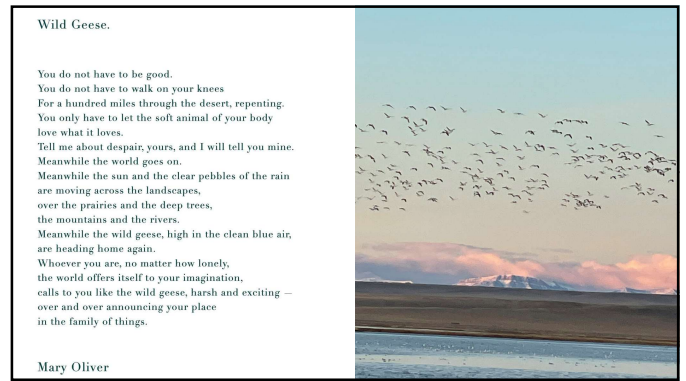




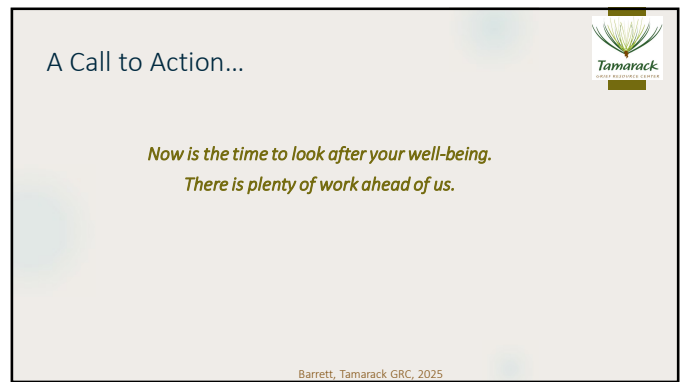
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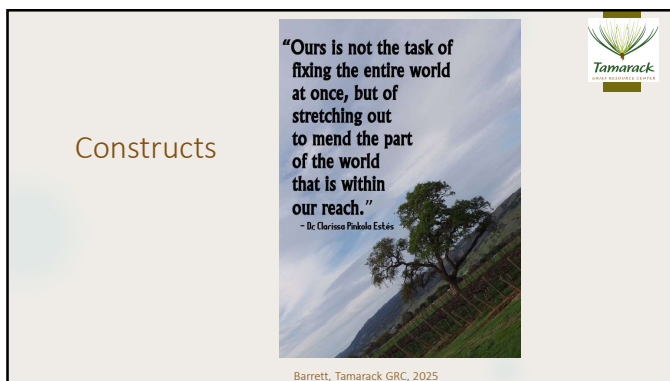
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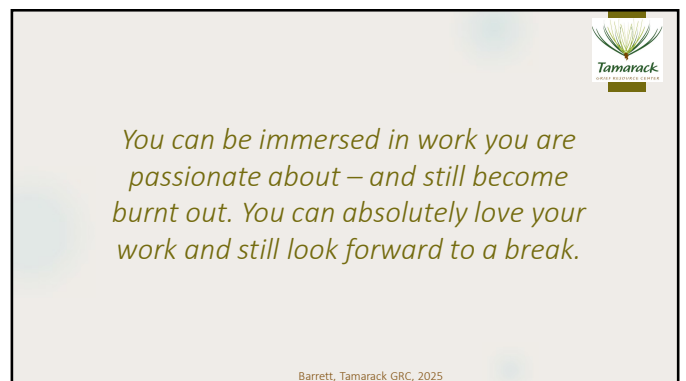
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5



6



Define Compassion Resiliency

(J. Eric Gentry)

Promoting well-being of staff who work in high stress or high trauma environments.

We honor some anxiety is useful. Goal is to decrease having anxiety impair ability to function. This takes work.

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Fostering Compassion Resiliency

Trauma creates change you don't choose.

Healing is about creating change you do choose.

Michelle Rosenthal

KidsPress. 2019. Retrieved from Facebook: <https://www.facebook.com/KidsPressAustralia/photos/a.832018320183201/1015842583944346597/>

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Enhancing Wellness

- Personal
- Interpersonal
- Workplace

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Personal Wellness Strategies

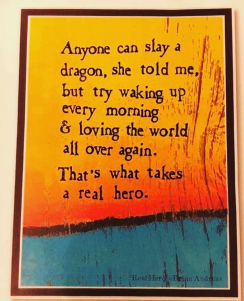
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"I could NEVER do what you do."

What makes it possible?



From Story People by Brian Andreas. Retrieved from <https://tulshihumble.com/post/135483429004>

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"You're going to be fine, you always are."

Yes, I will be. But please allow me a moment to express and display my sadness and discomfort. I know it will get better, but I need to also be honest and say my spirit is temporarily heavy and not have to hide that.

~ Kaya Nova

Retrieved from <https://actualenlightenment.com/51986/quotes/youre-going-to-be-fine-you-always-are>

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Understanding & Expanding our Window of Tolerance

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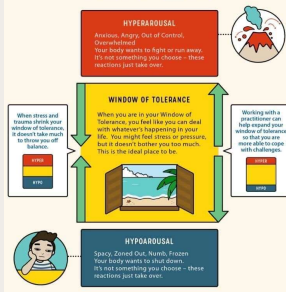
May we continually strive to work in a calm body – and make time to re-set as needed.

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How Trauma Can Affect Your Window Of Tolerance



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Self-Regulation / Relaxation Tools

- Breathing
- Bi-lateral Movement
- Nature-Immersion
- Multi-sensory Grounding
- Tapping/Butterfly Hug

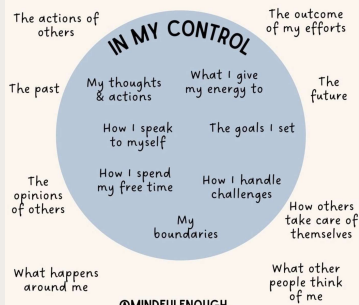


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OUT OF MY CONTROL



©MINDFULENOUGH...

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De-stressing Rituals

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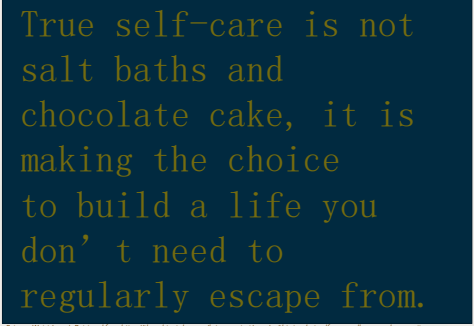


Self-Care vs Self-Indulgence

- **Self-Indulgence** – Immediate gratification, possible negative impact later
- **Self-care** – Takes a little effort, enhanced feeling of wellness later
- Brainstorm...

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True self-care is not salt baths and chocolate cake, it is making the choice to build a life you don't need to regularly escape from.

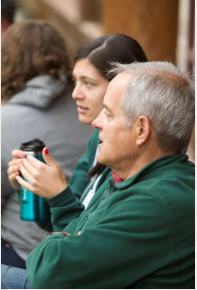
Source: West Coast. Retrieved from <https://thegreatwriting.com/blogs/westcoast/2018/06/what-self-care-really-means-its-not-all-salt-baths-and-chocolate-cake/>

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RECAP: Personal Tools for Compassion Resiliency

- Strive to regulate your ANS
- When outside the Window of Tolerance – take steps to re-center
- Focus on what's in our control
- Prioritize self-care
- Make time with understanding others and / or for therapy



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Intention Setting

- * *May we strive to work in a regulated body – and re-set as needed.*
- * *May we identify our own sources of resilience – and strengthen them.*

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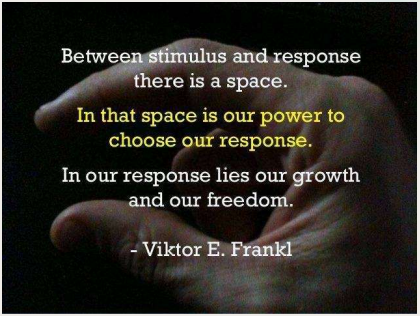
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Interpersonal Wellness Strategies

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Between stimulus and response there is a space.

In that space is our power to choose our response.

In our response lies our growth and our freedom.

- Viktor E. Frankl

Retrieved from Facebook, The Mindful Project (credit: <https://www.facebook.com/themindfulproject/photos/between-stimulus-and-response-there-is-a-space-in-that-space-is-our-power-to-choose-our-response/>)

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Interpersonal Wellness Strategies

- Culture of collegial relationships
- *May we extend the most generous interpretation.*



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Human Needs

May we ask ourselves:

"Does this person feel..."

- Valuable / Capable / Appreciated
- Respected
- Cared about

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Managing Conflict

- Expect different points of view
- *May we get "curious" not "furious"*

(Dr. John Sommers-Flanagan)



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7 WAYS TO VALIDATE SOMEONE WITHOUT SAYING "IT'LL BE FINE"

1. Name what you're hearing. "That sounds really heavy."
2. Acknowledge the impact, not just the facts. "Of course you're exhausted - you've been carrying a lot."
3. Normalize the response without minimizing it. "Given what you're dealing with, it makes sense you feel this way."
4. Stay present instead of solution-focused. "I'm here with you in this."
5. Validate uncertainty. "It's okay not to know what comes next right now."
6. Reflect their emotion back to them. "It sounds like you're feeling both overwhelmed and stuck."
7. Ask a supportive, open-ended question. "What feels hardest about this today?"

THE THERAPY GROUP



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Effective Feedback

- Has a core message.
- Is growth-oriented.
- Is inquiring.
- Preserves dignity.

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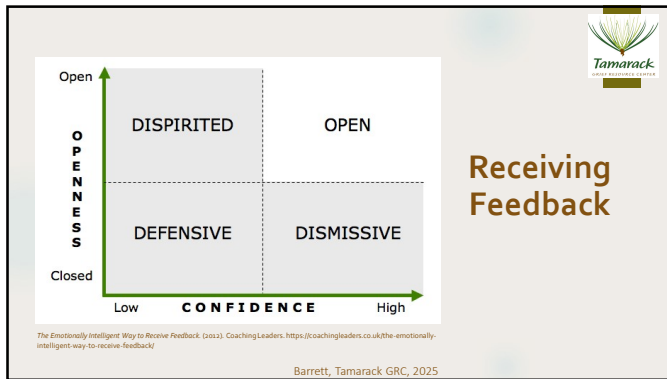
Ineffective Feedback

- Dwells on mistakes.
- Is indirect.
- Addresses many issues at once.

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- 

Examples of Accepting Influence

May we be open to influence.

 - I see what you mean
 - You have a good point
 - I see things differently
 - I agree with the first thing you said but I disagree with the second
 - Hmmm...Maybe.
 - Let me think about it
 - Okay, let's go ahead with that. Good idea.
 - What do you think?
 - I had not even thought of that
 - I am open to what you are saying
 - Sorry, but I am not really open to changing my mind on this, here's why...
 - It's okay, you feel the way you feel

@ltherapywith_emily

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Expect some tension –
without judgment.

Expect some distress.

**"The absence of conflict
is not harmony. It is
silence."**

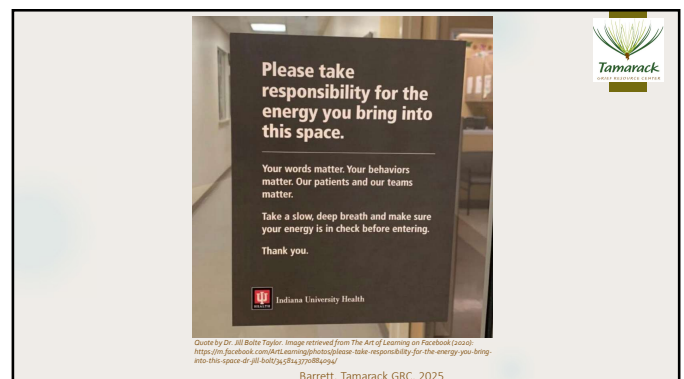
— PATRICK LENCIONI

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Intention Setting: Inter-personal Wellness

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Organizational Wellness

- Clear Roles and Responsibilities
- Scheduled time to reflect / learn / connect
- Values
 - Implicit / Explicit Values
 - ("I work all the time and never sleep")
 - Gossip
 - Attitudes
 - Health & Wellness
 - Inclusion

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Positive Emotional Culture

How do.....

satisfaction ~ joy ~ camaraderie ~ respect ~ companionate love

versus

anger ~ sadness ~ fear ~ suppression

...factor into your organizational culture?

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Barsade & O'Neill Research
3,200 employees; 17 orgs; 7 industries

Companionate love ➡ **increased job satisfaction
commitment
personal accountability**

Companionate love is shown "when colleagues who are together day in and day out, ask and care about each other's work and even non-work issues. They are careful of each other's feelings. They show compassion when things don't go well. And they also show affection and caring — and that can be about bringing somebody a cup of coffee when you go get your own, or just listening when a co-worker needs to talk." —Barsade

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Fostering Positive Emotional Culture in the Workplace:

- Safety
- Model emotions you want to cultivate
- Culture of gratitude / respect
- Embracing diversity

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Enhancing a sense of team

- Clear mission, vision, and values
- How do you influence who feels part of your team or how do you contribute to the team?
 - "We" language
 - Shared ownership

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Molly Doren, Leadership Project Manager

I lean on facts & information gathered to guide decisions.

Analyst/Architect
Skilled & deliberate information seeker

Driver
Great at taking a stand & making things happen

Relationship Master
Excels at building community & consensus

Spontaneous Motivator
Gives people a sense of mission or vision

I lean on emotions & intuition to guide decisions.

I keep my own counsel.

I express my opinions freely.



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Attitude of Gratitude

- Creating a culture of gratitude
- Appreciation for different strengths and skills





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Intention Setting

What can "I" do to enhance the health of the workplace?



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We are stronger together.

TGRC is a resource – reach out!

TAMARACK GRIEF RESOURCE CENTER
WWW.TAMARACKGRC.ORG 406.541.8472



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TAMARACK GRIEF RESOURCE CENTER (TGRC)
strengthens and honors individuals, families, and communities throughout their journey with grief.

GRIEF SUPPORT ~ GRIEF EDUCATION ~ COUNSELING





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TAMARACK GRIEF RESOURCE CENTER
Grief Support

- Urgent Response for schools & businesses after tragedy
- Support Groups (Kalispell and Missoula)
 - 6-week Adult Support Groups
 - Grief Matters and Grief after Suicide & Traumatic Loss
 - Mini Camp, Youth Grief Support – 3 hours after school
 - Memory Keepers – Teen Group
- 1:1 – Individual Support for 8-weeks
- Community Workshops/Discussions/Tools
 - 1st and 3rd Thursday, 5:30-6:30pm, virtual
- Virtual Grief After Suicide Loss – Discussion / Tools
- Overnight Camps/Retreats
 - Women's Rendezvous, May 15-17, Flathead Lake
 - A Camp to Remember Youth Camp, Aug. 6-9, Flathead Lake







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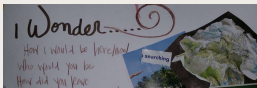
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TAMARACK GRIEF RESOURCE CENTER

Suicide Prevention and Postvention

- Suicide Prevention Training:
 - Signs of Suicide
 - Question, Persuade, Refer
- Support:
 - Grief After Suicide and Traumatic Loss – 6 week, closed, adult support
 - 3rd Thursday, Virtual, 5:30-6:30pm



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TAMARACK GRIEF RESOURCE CENTER

Counseling

- In Person and via Telehealth
- Kids, adults, families

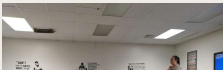


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TAMARACK GRIEF RESOURCE CENTER

Education

- Grief Institute - Annual Spring Conference
- Customized Trainings
- Community Workshops
- Business/School In-Service
- Seminars, Keynotes
- Publications
- Schools:
 - Signs of Suicide – Suicide Prevention Training
 - Classroom Guidance Activities: Grief and Coping Skills, Grief Styles
 - Grief Sensitive Schools Initiative with New York Life







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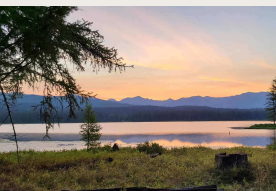
QUESTIONS?

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