





List of 10 Low Stress Jobs



NONE OF THESE ARE IN HEALTHCARE OR SOCIAL SERVICES!

COMMUNITY MEETING

Everyone is stressed

Everyone has trouble with transitions

Experience of predictable safety

Honors emotions

Levels hierarchy – build team

Keeps relationships at the forefront



COMMUNITY MEETING

Do it when you first gather and as a routine

Then the format becomes particularly valuable when you have a crisis

Begin every meeting this way – even phone calls

But it has to be very quick – can't become "group therapy"!!



COMMUNITY MEETING



Who are you?

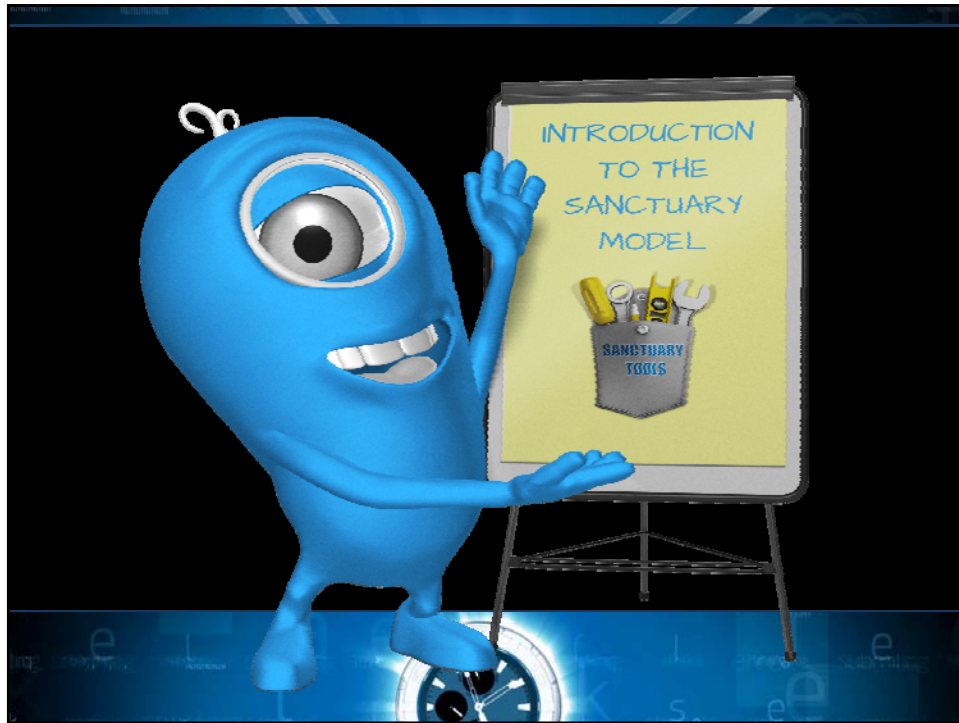
What are you feeling right now? (just one) and *not* "good" or "fine"

What is your goal for today's meeting? (or class, or session, or call, etc)

Who (in the room) can you ask for help if you need it?



ANY QUESTIONS
ABOUT
COMMUNITY
MEETING?



WHAT DOES CHRONIC STRESS DO TO US?

Disrupts attachment

Changes our physiology

Prepared to fight/flight/freeze/befriend = aggressive, tantrums, running away, mistrusting, trusting too much

Brains already affected by toxic stress

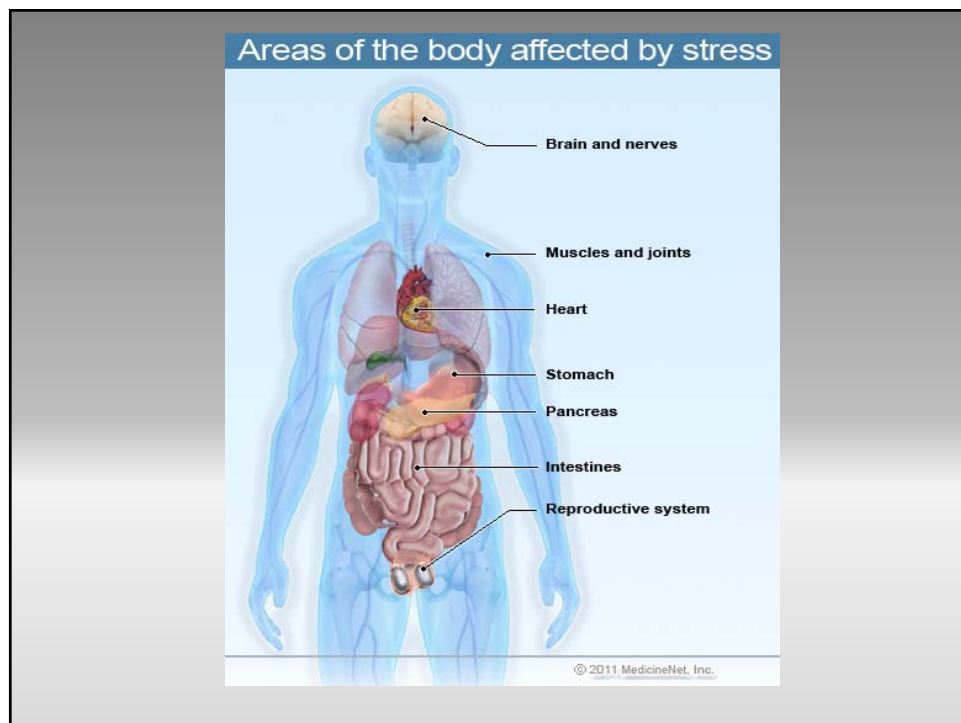
Bad experiences with trustworthy and loving relationships

Do not easily trust anyone

Often reenact previous patterns of relationships

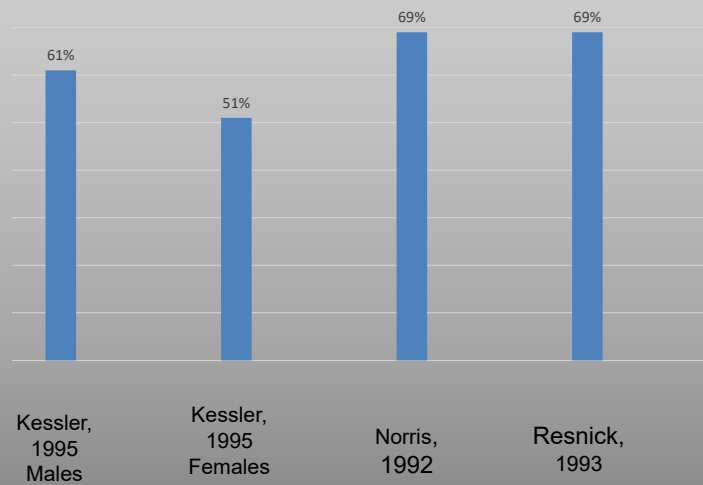
Shame, sadness, depression, grief with nowhere to turn





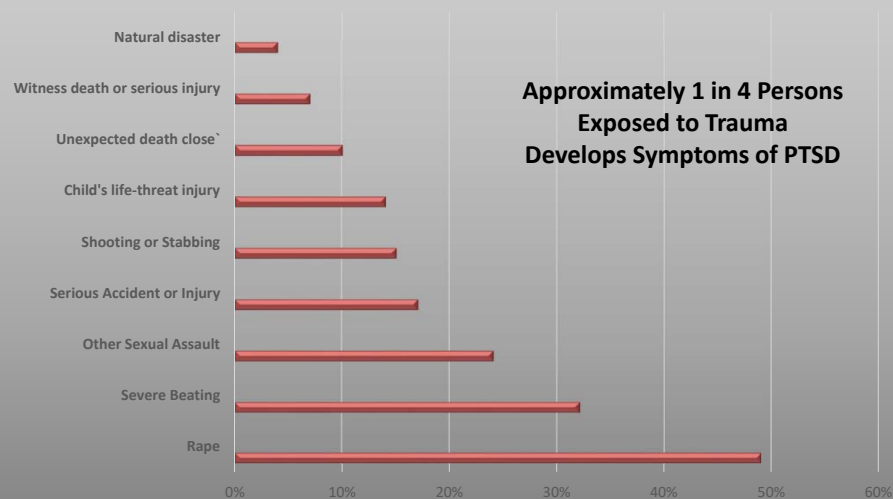
TRAUMA TOUCHES EVERYONE'S LIFE

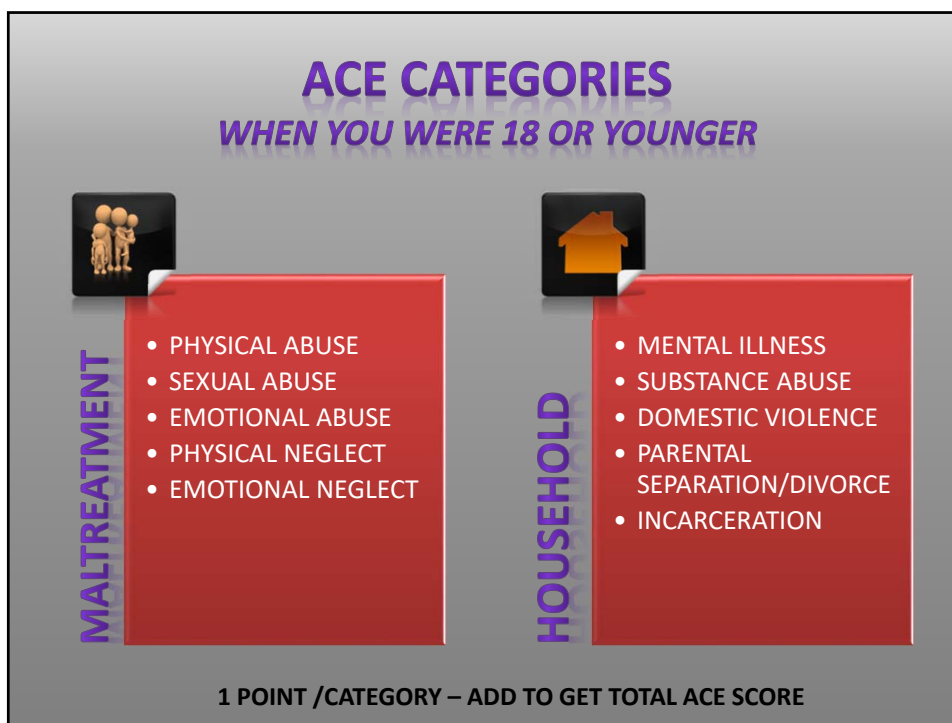
Lifetime Prevalence of Trauma Exposure in the U.S.



TRAUMA TOUCHES EVERYONE'S LIFE

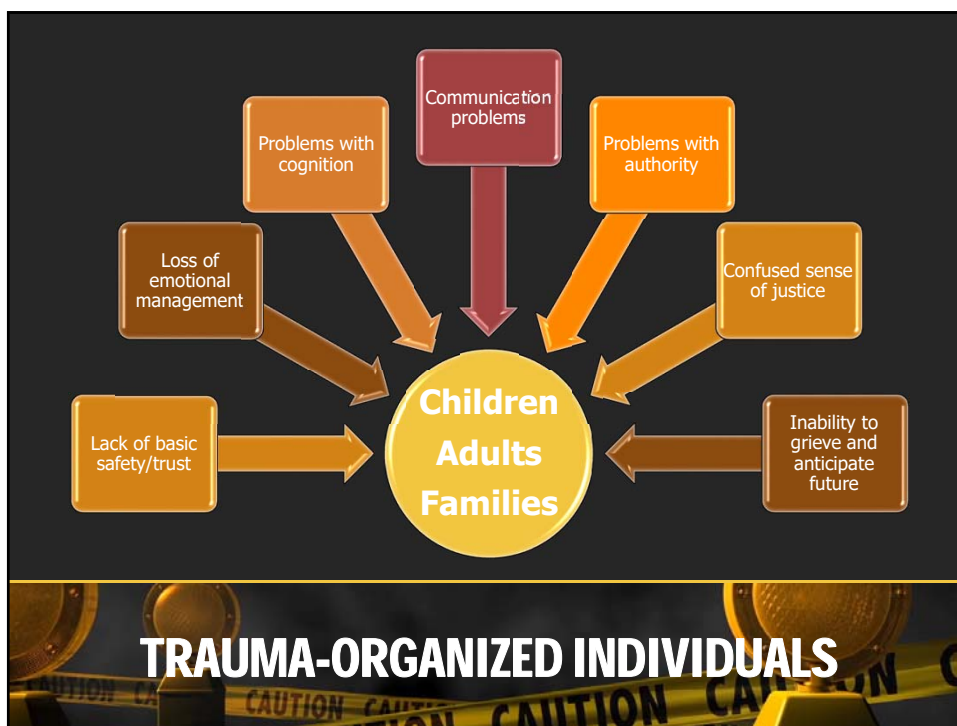
Select Traumatic Events and Estimated Risk for Developing PTSD in U.S. Population* (% Risk of PTSD)

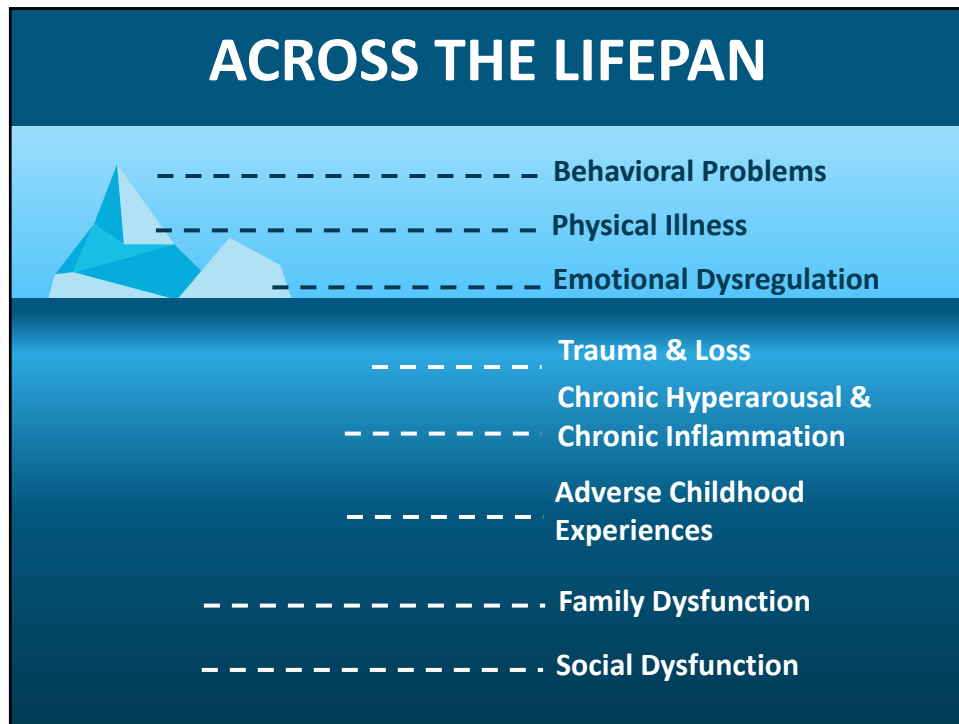




The ACE Score is used to assess the total amount of stress during childhood and has demonstrated that as the number of ACE increase, the risk for the following health problems increases in a strong and graded fashion:

Alcoholism and alcohol abuse	Illicit drug use
Depression	Suicide attempts
Intimate partner violence	Incarceration
Early Smoking	Smoking
Multiple sexual partners & STDs	Adolescent pregnancy
Unintended pregnancy	Fetal death
Heart disease	Stroke
Liver disease	COPD
Autoimmune disease	Cancer
Obesity	Poor health-related quality of life





WHAT ACES IS TELLING US:

**AIMING AT INDIVIDUAL CHANGE IS NECESSARY
BUT NOT SUFFICIENT**

Five wooden mannequins are shown standing in a row. The mannequin in the center-right is pointing its right arm upwards, drawing attention to the text above.

MAJOR PUBLIC HEALTH PROBLEM

THE EPIDEMIOLOGY OF CHILDHOOD ADVERSITY AND LIFETIME TRAUMA EXPOSURE SHOWS US



An interconnected,
complex, adaptive,
living world

**FILLED WITH PEOPLE WHO HAVE HAD ADVERSE
INDIVIDUAL, GROUP AND INTERGENERATIONAL
TRAUMA AND ADVERSITY**







PARALLEL PROCESS: When two or more systems – whether these consist of individuals, groups, or organizations – have significant relationships with one another, they tend to develop similar thoughts, feelings and behaviors.

K. K. Smith et al, 1989

GROUP DYNAMICS

Social influence

Groupthink

Conformity

Social Loafing

Group polarization

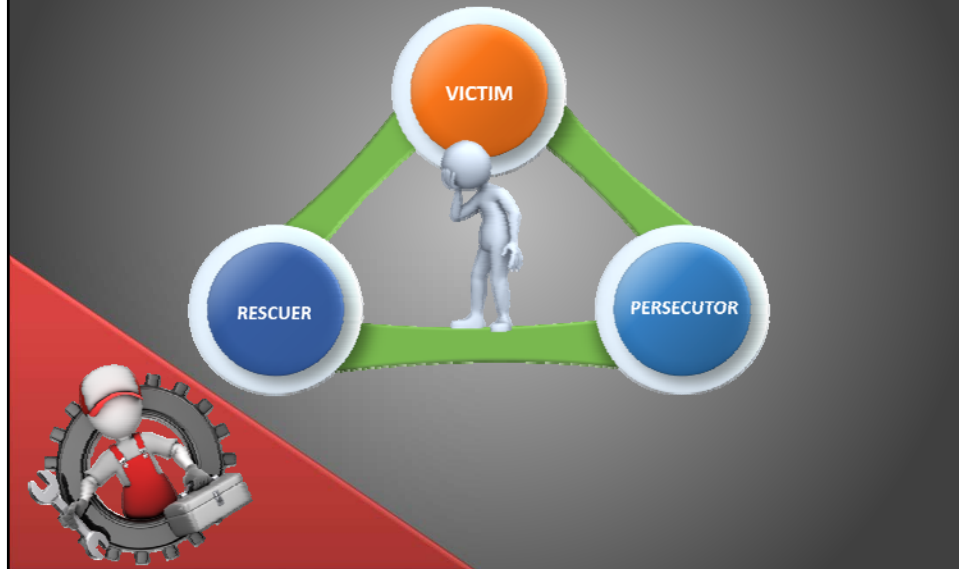
Shared denial of reality

Tendency to be either/rather than both/and



Collective Disturbance

NEVER HAVING TO SAY GOODBYE



SAYING GOODBYE



LOSS OF SOCIAL TRUST

How widespread is this loss of trust? Results from recent surveys suggest that society's trust in business, government and some public institutions, e.g. the media, political systems) are at historic lows

(Edelman, 2012; Gallup, 2014; Pew Research Centre, 2013).

WHAT IS SOCIAL TRUST?

Competence: The belief that an organization has the ability to do what it says it will do, including the extent to which an organization is seen as being effective

Integrity: The belief that an organization is fair and just.

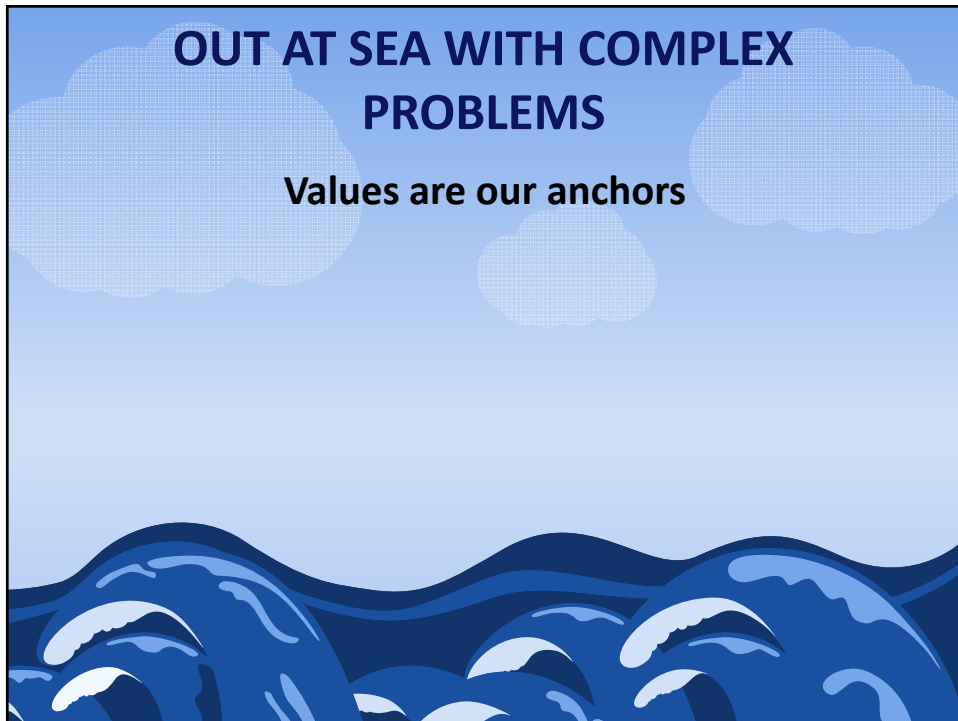
Dependability/reliability: The belief that an organization will do what it says it will do, that it acts consistently and dependably.

LOSS OF SOCIAL TRUST

A loss of trust is problematic for organizations as trust has been shown to underpin and support organizational transactions and market participation, effective stakeholder relationships, and organizational effectiveness and development (e.g. Dirks & Ferrin, 2001; Dyer & Chu, 2003; Fukuyama, 1995; Fulmer & Gelfand, 2012).

OUT AT SEA WITH COMPLEX PROBLEMS

Values are our anchors





SHARED VALUES

THE SANCTUARY COMMITMENTS

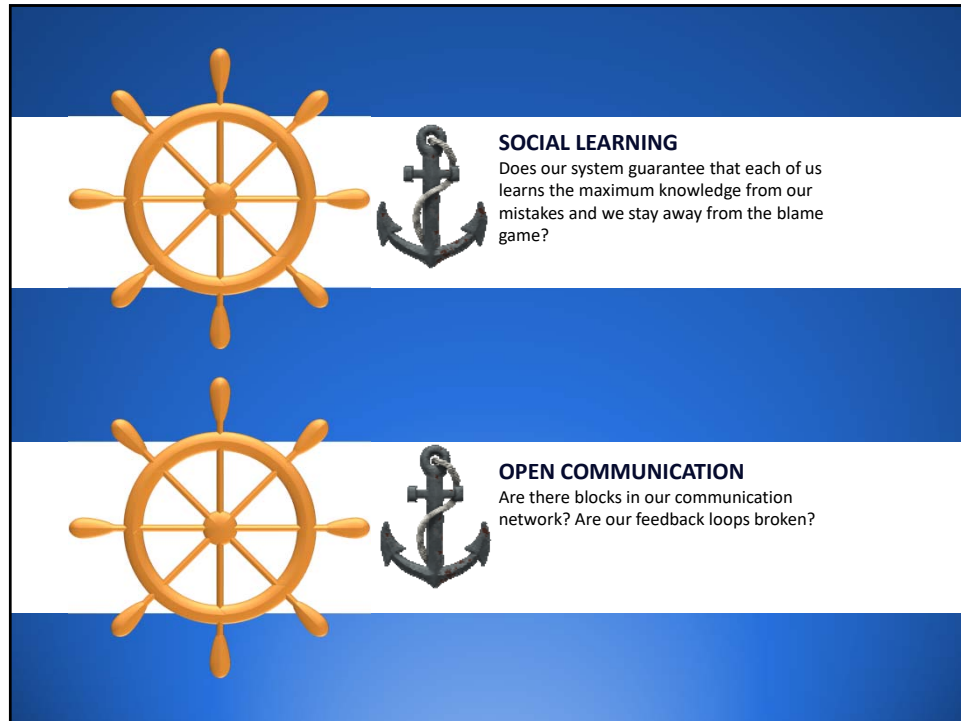
The Sanctuary Commitments structure the organizational norms that determine the organizational culture.

Growth and Change, Nonviolence, Emotional Intelligence, Social Learning, Open Communication, Diversity, Social Responsibility, Ethical Leadership



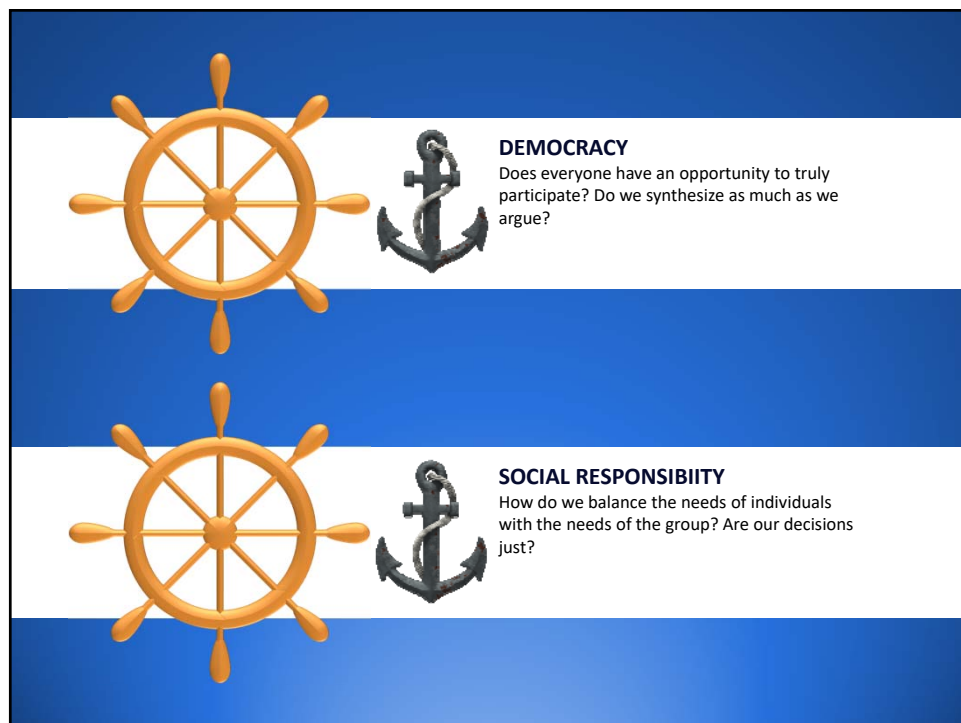
NONVIOLENCE
Are we morally, socially, psychologically and physically safe with each other?

EMOTIONAL INTELLIGENCE
Do we keep asking questions until we achieve understanding and get the whole story AND it makes sense?



SOCIAL LEARNING
Does our system guarantee that each of us learns the maximum knowledge from our mistakes and we stay away from the blame game?

OPEN COMMUNICATION
Are there blocks in our communication network? Are our feedback loops broken?




DEMOCRACY
Does everyone have an opportunity to truly participate? Do we synthesize as much as we argue?

SOCIAL RESPONSIBIITY
How do we balance the needs of individuals with the needs of the group? Are our decisions just?









What are the safety issues?
How can we address them?

What are the emotions involved? And how can we effectively manage them?

What have we lost or are likely to lose? What will we have to give up in order to change?

Why change? Where do we want to end up?

S.E.L.F.
SHARED LANGUAGE

IN SANCTUARY A NEW UNDERSTANDING ABOUT TRAUMA, ADVERSITY AND VIOLENCE BECAME A NEW UNDERSTANDING OF SAFETY:

- Physical safety:**
 - Your body is safe from physical harm
- Psychological safety:**
 - You are safe with yourself
- Social safety:**
 - You are safe with other people
- Moral /ethical safety:**
 - You and other people in your community are safe and consistent with your conscience, beliefs, values



1.
2.
3.
4.

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A Safety Plan is a list of activities that people can choose when feeling overwhelmed so that they can regulate their own emotions and responses to those emotions.



A yellow hard hat is shown on a white surface. The word "SAFETY" is written in bold, black, capital letters on the front of the hard hat. The background is white with a yellow and black striped border at the top and bottom.

WHAT IS A SAFETY PLAN???

WHAT ARE “SELF-REGULATING OPTIONS”?

You can do them yourself

They are RELATIONAL tools

They can be done anytime anywhere!

Examples: Breathing, counting backwards, massaging one’s hands, prayer



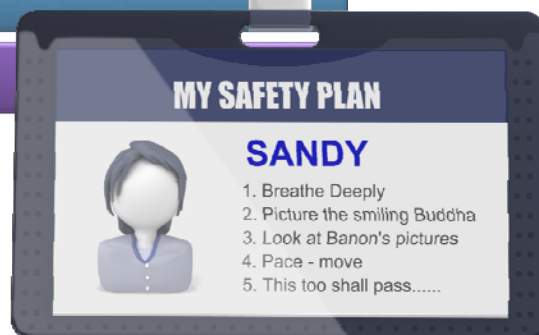
CREATING YOUR OWN SAFETY PLAN

Identify emotions

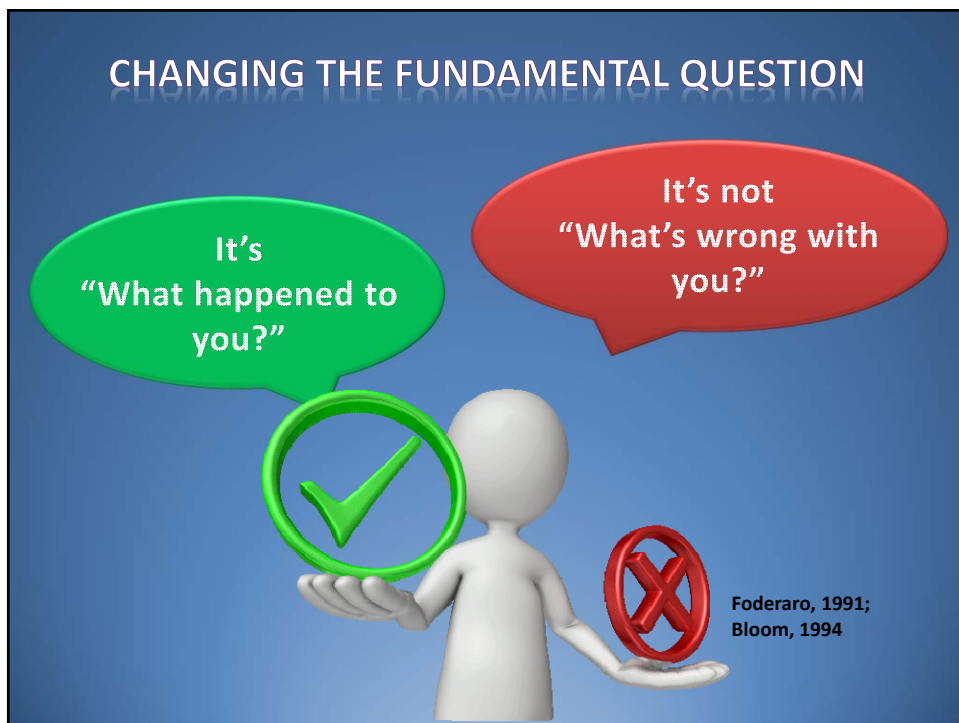
Identify triggers

Identify signs

Five simple things



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SHARED KNOWLEDGE

ATTACHMENT ADVERSITY TRAUMA GROUPS

Three small booklets titled "CREATING SANCTUARY", "MAINTAINING SANCTUARY", and "RESTORING SANCTUARY" are displayed at the bottom of the banner.

How can we apply the knowledge about trauma and attachment to this situation?

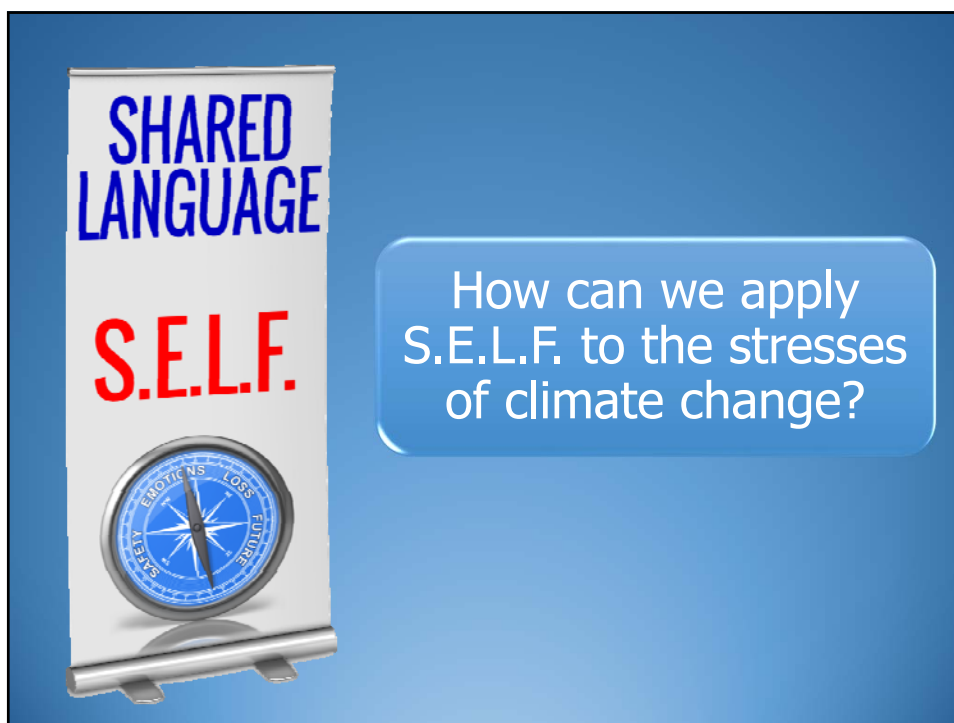


SHARED VALUES

THE SANCTUARY COMMITMENTS

A circular diagram with eight segments representing the Sanctuary Commitments: Growth and Change, Resilience, Emotional Intelligence, Social Learning, Vision Communication, Ethics, Social Responsibility, and Growth and Change.

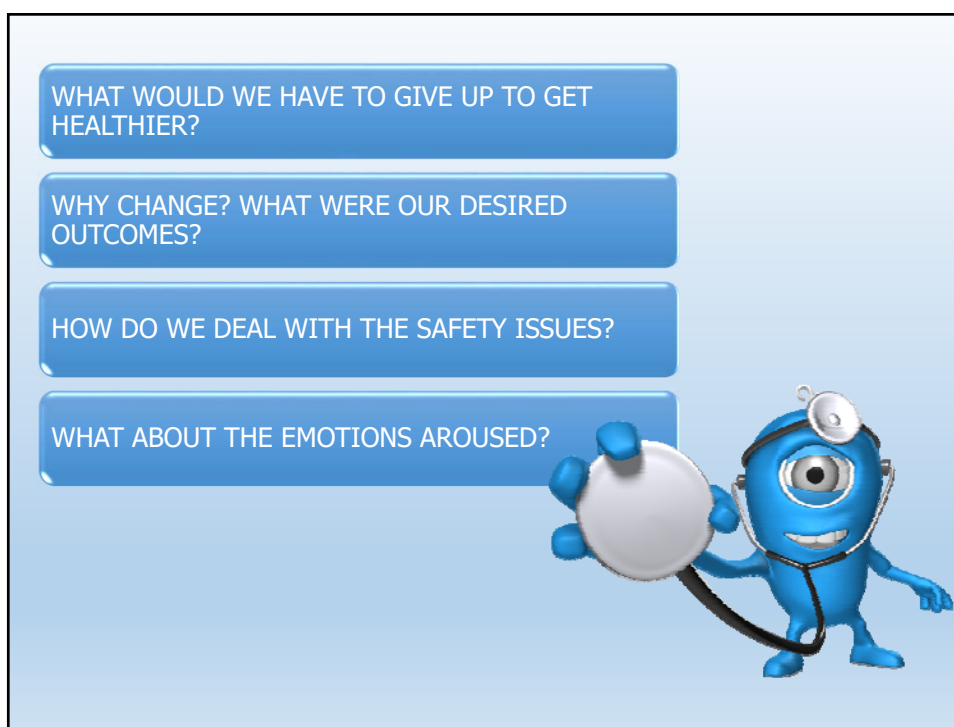
How can we apply the Sanctuary Commitments to the dilemmas posed by climate change?



SHARED LANGUAGE

S.E.L.F.

How can we apply S.E.L.F. to the stresses of climate change?



WHAT WOULD WE HAVE TO GIVE UP TO GET HEALTHIER?

WHY CHANGE? WHAT WERE OUR DESIRED OUTCOMES?

HOW DO WE DEAL WITH THE SAFETY ISSUES?

WHAT ABOUT THE EMOTIONS AROUSED?

