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la santé mentale
du Canada

Psychologically Healthy Workplaces, Trauma, and Resilience



Dr. Jeff Morley

Registered Psychologist

Board Certified Expert in Traumatic Stress

Retired RCMP Staff Sergeant

October 11, 2016, 1:00 p.m. - 2:30 p.m. ET

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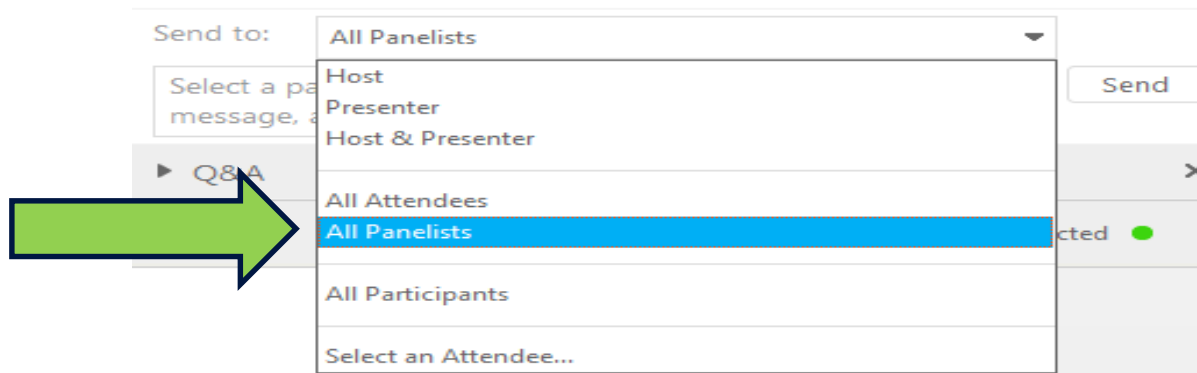
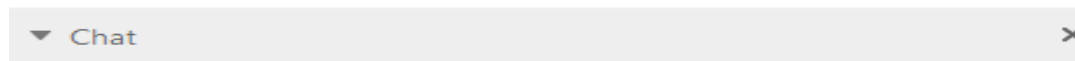
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Important! Send questions/comments to
'All Panelists'



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Presenter



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www.911resilience.ca

Psychologically Healthy Workplaces

- ▶ New national standard from MHCC and CSA
- ▶ RCMP has endorsed new standard
- **The vision for a psychologically healthy and safe workplace is one that actively works to prevent harm to worker psychological health, including in negligent, reckless, or intentional ways, and promotes psychological well-being.**

Threats

- ▶ Primary Trauma
- ▶ Secondary Trauma
- ▶ Organizational Stress

Primary Trauma

- ▶ Serious threat to physical integrity of one's self or others
- ▶ Experience involves fear, helplessness, or horror

Trauma Reactions

- ▶ Fight
- ▶ Flight
- ▶ Freeze
- ▶ Take Cover / Seek Protection
- ▶ Give Up / Check Out

PTSD

- ▶ Not a “Disorder”
- ▶ Physiological Injury
- ▶ Involuntary
- ▶ Not a moral failing
- ▶ Changes brain, hormones, body
- ▶ Changes emotions, beliefs, behaviours, relationships
- ▶ Changes in worldview, spirituality
- ▶ Affects our ability make meaning

Trauma Symptoms

- ▶ Numbing
- ▶ Avoidance
- ▶ Hyper-arousal
- ▶ Re-Experiencing
- ▶ *Disconnection*

Judith Herman

- ▶ **“To study psychological trauma is to come face to face both with human vulnerability in the natural world and with the capacity for evil in human nature.”**

Judith Herman

- ▶ **“Psychological trauma is an affliction of the powerless. When the force is that of nature we speak of disasters. When the force is that of other human beings, we speak of atrocities. Traumatic events overwhelm the ordinary systems of care that give people a sense of control, connection, and meaning.”**

Secondary Trauma

- ▶ Confronting Unfixable Suffering
- ▶ Moral Distress
- ▶ Compassion Fatigue

Symptoms - Compassion Fatigue

- ▶ **Shattered Assumptions - Goodness, Safety, Justice**
- ▶ **Anger**
- ▶ **Embitterment**
- ▶ **Frustration with organization**
- ▶ **Apathy**
- ▶ **Mistrust**

Research Findings

- ▶ Little data on EMS / Fire / Corrections
- ▶ Very little Canadian data
- ▶ Corrections - 27% PTSD (US, 2012)
- ▶ Fire 7 - 30%
 - ▶ Toronto (1995) 16.5%
- ▶ ER Medical Staff 22% Partial / 7% Full PTSD
- ▶ British EMS 22% PTSD 10% Depression
 - ▶ High attrition rates
- ▶ Veterans - 20%

Research Findings

- ▶ **Police 7 – 19%**
- ▶ **33% Partial PTSD (Gershon et al 2009)**
- ▶ **Police - Depression (Gershon et al, 2009)**
 - ▶ **21% Police, 4% Population**
- ▶ **11% of police report suicidal ideation as a result of job (Marshshall, 2003)**

Research Findings

- ▶ **Marshall 2003:**
 - ▶ **92% of police no longer trust others**
 - ▶ **82% believe world unsafe**
 - ▶ **88% developed new prejudices on the job**

Stigma

- ▶ We don't want to talk about it
- ▶ People don't want to hear about it
- ▶ Fear of showing weakness
 - ▶ Shame
 - ▶ Shunned
 - ▶ Loss of trust
 - ▶ Loss of opportunity
- ▶ Fear of others with PTSD
 - ▶ Safety
 - ▶ How to help

Resilience - Personal

- ▶ **Peer Support**
- ▶ **Social Support**
- ▶ **Organizational Support**
- ▶ **Professional Support**
- ▶ **Sleep**
- ▶ **Make Meaning**
- ▶ **Mindfulness**
- ▶ **Adaptability**
- ▶ **Optimism**

Resilience - Organizational

- ▶ **Education / Stigma Reduction**
- ▶ **Prevention / Early Detection**
- ▶ **CISM**
- ▶ **Peer Support**
- ▶ **Family Support**
- ▶ **Professional Support**
- ▶ **Organizational Support**



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Questions



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Next Mental Health for First Responders Webinar

A email invitation will be sent 1 month prior to our next webinar session.

To watch our past webinars, visit our website at:
<http://www.mentalhealthcommission.ca/English/webinars#firstresponders>



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