Dr. Elizabeth Caspian
Center for Creative Change, LLC

International Association of Trauma Professionals- Compassion Fatigue Specialist,
Resiliency Coaching Services

Support Team: Alana, Barry, Betty, Mary, Teresa, Walter & the 10-pack-Thanks!
Please spay and neuter your pets and
Adopt “pure love” from your local animal shelters!

I ♥ Pitties!
Are you suffering from reduced resiliency and/or compassion fatigue?

“Have you ever considered another line of work?”

Dr. Elizabeth Caspian/Center for Creative Change, LLC
“If I have seen farther than others, it is because I was standing on the shoulders of giants.”

-Einstein

Thanks to Dr. Eric Gentry for your “shoulders” on which I stand today.
Managing Stress in the Orthopaedic Family:
Avoiding Burnout, Achieving Resilience

- Accept that you are at risk
- Resilience takes ongoing effort
- Career satisfaction correlates with personal well-being
- 7 of 10 leading causes of death in industrialized nations are directly related to stress

The Journal of Bone and Joint Surgery
May 2011; 93:40  M.C. Sargent, et. al.
Accept that you are at risk

Intellect, Education and Work Ethic will not protect you from a loss of resiliency and/or compassion fatigue.

Remember: your strength can easily become your weakness.

Body awareness and assertive, restorative self-care will protect your nervous system and afford maximum resiliency/compassionate caregiving ability!

You deserve a break today!
Avoiding Burnout, Achieving Resilience

The Journal of Bone and Joint Surgery
May 2011; 93:40  M.C. Sargant, et. al.
Resilience takes ongoing effort

SNS Activation Happens

- SNS
  - fight, flee, freeze reactions
  - focus on the perceived threat
  - big monstrous problem

Relax your body

- PNS
  - creative, solution focused responses
  - Problem becomes a minor challenge to be addressed with relative ease

Maintain awareness

- Re-balance your nervous system constantly throughout your day

Dr. Elizabeth Caspian/Center for Creative Change, LLC
Managing Stress in the Orthopaedic Family: Avoiding Burnout, Achieving Resilience

Career satisfaction correlates with personal well being

The Journal of Bone and Joint Surgery
May 2011; 93:40    M.C. Sargent, et. al.
You are more than your job/profession!

Give your personal life as much attention as your work life - each supports the other.
Avoiding Burnout, Achieving Resilience

7 of 10 leading causes of death in industrialized nations are directly related to stress

The Journal of Bone and Joint Surgery
May 2011; 93:40  M.C. Sargent, et. al.
Be proactive about stress management, your life depends on it!

“Chronic unmanaged emotional stress is as much as 6 times more predictive of cancer and heart disease than cigarette smoking, cholesterol level or blood pressure, and much more responsive to intervention.”

-Dr. Hans Eysenck, University of London
Symptoms of SNS Dominance
AKA
Compassion Fatigue/
Reduced Resiliency
Physical Symptoms

- I have had increased absenteeism “sick days”
- I have been feeling physically ill
- I have been feeling fatigued
- I have been feeling keyed-up and nervous
- I am doing less rather than more exercise
- Normal sleep has been more difficult for me
- I have lost enjoyment in intimate connections

Self Score: # _______ of 7 positive
Psychological Symptoms

___ I have noticed myself being more cynical and pessimistic
___ I noticed that I was trying to avoid feelings by numbing or shutting down
___ I have had work-related nightmares/bad dreams
___ I have lost interest and enjoyment in activities
___ I have difficulty in making decisions or making poor decisions
___ I feel like I have lost some of my self esteem

Self Score: #_________of 6

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Intermission

Pause

Exhale-
Inhale

Repeat X 3
Emotional Symptoms

_____ I have anger directed toward my supervisors or co-workers

_____ I have been feeling flat, depressed, and hopeless more than I used to

_____ I have been more angry and irritable than normal

_____ I have moments of dread when thinking about going to work

_____ I am having trouble finding hope

_____ I have felt overwhelmed more than three times in the past month
Spiritual Symptoms

- I am less connected to my spiritual/religious/philosophical beliefs than I used to be.
- I have been avoiding spending time with my friends and family.
- I fear for the safety of myself and my loved ones.
- I have engaged less rather than more in activities that used to bring me pleasure.
- I have had a lack of time for my self.
- I find it difficult to trust others.
- I have feelings of despair and hopelessness.

Self score: # ______of 7

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Professional Symptoms

_____ I have been unable to get work or something specific to work out of my head
_____ I have had unwanted memories pop up in my head of past events from work
_____ My productivity at work has been reduced
_____ I have felt like quitting my job more than once
_____ I find paperwork and menial tasks getting in the way of my enjoyment of work

Self score: # ____ of 5
Five or more checked *could* indicate that you are suffering from reduced resiliency/compassion fatigue symptoms.

“It’s always ‘sit, stay, heel’-never ‘think, innovate, be yourself.’”

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Prevention strategies to reduce compassion fatigue, improve resiliency, and enhance job satisfaction.

Live laugh and love freely!

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This is your life: you deserve to live a satisfying life!

Choose to give effort to maintaining your resiliency skills.
Intermission
Pause
Exhale-
Inhale
Repeat X 3
Disease = absence of effective antibodies

The environment can never be pure from potential toxins, thus the need for effective antibodies.

Stress = absence of effective coping skills

Work is unlikely (for most of us) to be pure from perceived threats, thus the need for "mental antibodies"

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Resiliency

antibodies

Self-regulation

Perceptual Maturation

Self-Care

Intentionality

Connection/Support

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Resiliency antibodies

Self-regulation

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Self Regulation.
Ability to switch from the sympathetic to parasympathetic nervous system after you have determined that you are safe from a life threatening situation.

Relaxed body =
Relaxed mind

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The Autonomic Nervous System

Sympathetic

- Dilate pupils
- Stop secretion
- Dilate bronchioles
- Speed up heartbeat
- Secrete adrenaline
- Decrease secretion
- Decrease motility
- Retain colon contents
- Delay emptying

Parasympathetic

- Constrict pupils
- Secrete saliva
- Vagus Nerve
- Constrict bronchioles
- Slow down heartbeat
- Increase secretion
- Increase motility
- Empty colon
- Empty bladder

The Inside Story, Lesson 4
© Copyright 2002 HeartMath LLC
Exposure to suffering activates your SNS, and reduces your PNS input: over time you develop a sympathetic dominant nervous system.

Failure to practice awareness of your body signals and attend to your need for PNS activation will lead to a loss of resiliency and for caregivers the risk of compassion fatigue.
Levels of Control: The Third Brain

1st Brain: Reflex/Instinct

Functions and Basic Drives:
- Approach/avoidance
- Hormonal control
- Temperature control
- Hunger/thirst
- Reproductive drive
- Respiration and heart rate control

2nd Brain: Hindsight

Functions and Basic Drives:
- Territoriality
- Fear
- Anger
- Maternal love
- Social bonding
- Jealousy

3rd Brain: Foresight

Functions and Basic Drives:
- Self-awareness of thoughts and emotions
- Ability to choose appropriate behavior
- Self-reflection
- Problem-solving
- Goal satisfaction

The Inside Story, Lesson 2

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Slow and steady breathing paired with muscle relaxation, leads to reduced SNS activation; only then can we access our higher cortical functions (creative, solution focused thoughts; self-awareness, self-reflection abilities).
Trying to problem solve with a tense body (SNS dominance) is like “putting the cart before the horse”.

We can more effectively problem solve when we take the time to first relax our body (PNS dominance).
8-4-4 breathing

CONTRACT RELEASE MUSCLES

WATER & STABLE BLOOD SUGAR

PARA-SYMPATHETIC DOMINENCE IMPROVES RESILIENCY

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Resiliency antibodies

Intentionality

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Live with intention

Choose to practice Intentional Actions vs. Defensive Reactions

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Live with intention

Every day we choose how to “BE” as we “DO” the tasks of our work and personal lives.

Are you being conscious of how you choose to be?

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My principles

Below is a list of words that can be constructed into “Code of Honor” principle-based statements (example: Honest = “I am honest in all dealings with others and myself”).

<table>
<thead>
<tr>
<th>Honest</th>
<th>Conservative</th>
<th>Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>Challenging</td>
<td>Liberal</td>
<td>Scientific</td>
</tr>
<tr>
<td>Approach vs. avoidance</td>
<td>Moderate</td>
<td>Creative</td>
</tr>
<tr>
<td>Ethical</td>
<td>Tolerant</td>
<td>Detailed</td>
</tr>
<tr>
<td>Frugal</td>
<td>Conservative</td>
<td>Compassionate</td>
</tr>
<tr>
<td>Faithful</td>
<td>Outspoken</td>
<td>Resilient</td>
</tr>
<tr>
<td>Sense of humor</td>
<td>Assertive</td>
<td>Powerful</td>
</tr>
<tr>
<td>Commitment</td>
<td>Service</td>
<td>Responsible</td>
</tr>
<tr>
<td>Hopeful</td>
<td>Greedy</td>
<td>Productive</td>
</tr>
<tr>
<td>Joyous</td>
<td>Efficient</td>
<td>Just</td>
</tr>
<tr>
<td>Courage</td>
<td>Leader</td>
<td>Passionate</td>
</tr>
<tr>
<td>Truth/truthful</td>
<td>Facilitative</td>
<td>Secure</td>
</tr>
<tr>
<td>Parenting</td>
<td>Optimistic</td>
<td>Loving</td>
</tr>
<tr>
<td>Non-violent/peaceable</td>
<td>Farsighted</td>
<td>Strong</td>
</tr>
<tr>
<td>Fearless</td>
<td>Self-confident</td>
<td>Active</td>
</tr>
</tbody>
</table>
Intermission

Pause

Exhale-

Inhale

Repeat X 3
Resiliency antibodies

Perceptual Maturation
“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 Frankl
Resiliency antibodies

Self-Care
Restorative >>>>>Consumptive Self-care Practices

“Boy, I’m going to pay for this tomorrow at yoga class.”
Resiliency antibodies

Connection/Support

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To remain as happy as a caregiving clam, bear witness for one another at least once/month.
Bearing Witness

Listen without judgment

Listen without interruption
(20 minutes for each peer)
Bearing witness

Make an appointment - (avoid emotional hijacking)

Give one another mutual respect

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Bearing witness

Give mutual trust as you listen to one another’s narratives

I ♥ my hubby!
Services provided by the
Center for Creative Change, LLC
2380 N. Oakmont Drive
Flagstaff, AZ 86004
928 774-7793

www.center-for-creative-change.org

Individual Resiliency Coaching Sessions

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Music CD to benefit
dog rescue efforts by
The Heart Vision Tribe
A Call For Love
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Please contact us for more information!

Book-
Relax Your Mind:
Seven Step to a Relaxed Mind
From the Heart of ❤

Elizabeth Jenkins Caspian, MD
Thank you for the opportunity to share this information with you.
Credits:

Dr. Eric Gentry of Compassion Unlimited

International Association of Trauma Professionals

Dr. Gerald Jampolsky - read Teach Only Love and Love is Letting Go of Fear

HeartMath Research Center, Inst. of HearMath
see www.heartmath.org

Suggested Reading: Trauma Stewardship by Laura van Dernoot Lipsky, The Resilient Practitioner by Thomas M. Skovholt

My awesome support team - you know who you are - and I thank you with all of my heart!