Building Youth Wellness

Greater Social, Emotional, Physical, & Cognitive Wellness

Engagement in Wellness Activities

Adopting More Healthy Behavior Choices

Healthy Relationships with Authority Figures and Peers

Social Emotional Determinants of Health

DIRECT SERVICE STAFFS WELLNESS

LEADERS WELLNESS
Some Challenges

- Secondary Trauma of Providing Direct Care to At Promise Youth

- Belief Systems of many human service professionals about how children change behavior and why they engage in negative behaviors

- Skill Level and Support Resources provided to Direct Service Professionals
Professional Quality of Life

Compassion Satisfaction

Compassion Fatigue

Burnout

Secondary Trauma

We will come back to this in a moment
“NOW WHAT DO I DO ABOUT THAT?”
What are the skills we need to have to build resilience and thriving into our lives when we are exposed to this level of trauma in our work?
Brave Leadership Story ...

What are the qualities of being brave ...

“WHEN LIFE PUTS YOU IN TOUGH SITUATIONS, DON’T SAY ‘WHY ME?’ JUST SAY ‘TRY ME.’”

Dwayne Johnson
WHOLEHEARTED LIVING

Wholehearted living is about engaging in our lives from a place of worthiness. It means cultivating the courage, compassion, and connection to wake up in the morning and think, *No matter what gets done and how much is left undone, I am enough.* It’s going to bed at night thinking, *Yes, I am imperfect and vulnerable and sometimes afraid, but that doesn’t change the truth that I am also brave and worthy of love and belonging.*

- Brené Brown
VULNERABILITY IS OUR GREATEST INDICATOR OF COURAGE

“I define vulnerability as uncertainty, risk, and emotional exposure.” - Brené Brown

Read more: http://www.oprah.com/own-super-soul-sunday/excerpt-daring-greatly-by-dr-brene-brown#ixzz5EL9ykeiO
“VULNERABILITY IS THE BIRTHPLACE OF LOVE, BELONGING, JOY, COURAGE, EMPATHY, ACCOUNTABILITY, AND AUTHENTICITY.”

BRENÉ BROWN

What does it take to get there ...
Dr. Brené Brown’s Work

The Gifts of Imperfection— Be you

Daring Greatly— Be all in

Rising Strong— Fall. Get up. Try again

Braving the Wilderness – Courage to Stand Alone. True Belonging.

“It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errrs, who comes short again and again, because there is no effort without error and shortcoming; but who does actually strive to do the deeds; who knows great enthusiasms, the great devotions; who spends himself in a worthy cause; who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and timid souls who neither know victory nor defeat.”

THE MAN IN THE ARENA
Excerpt from the speech "Citizenship In Republic” delivered at the Sorbonne, in Paris, France on 23 April, 1910
Dr. Brené Brown is a research professor at the University of Houston where she holds the Huffington Foundation – Brené Brown Endowed Chair at The Graduate College of Social Work.

She has spent the past two decades studying courage, vulnerability, shame, and empathy, and most recently completed a seven-year study on courageous leadership.

https://daretolead.brenebrown.com/
The most significant finding from Brené’s latest research is that **courage is a collection of four skill sets that are teachable, measurable, and observable.**
The Arena
Authentic leaders demonstrate a passion for their purpose, practice their values consistently, and lead with their hearts as well as their heads.

The Arena

Armory

Self Compassion
Self Compassion

How do we treat ourselves?
Let’s think about if your morning started today like this ...

What are the messages that you would send yourself?

Let’s write them down ...
The compassion friend you picked reflects what you just said right back to you ...

What does that feel like?

What did we want the compassion friend to say?

Can we say that to ourselves as a practice?
Kristen Neff’s Core Components of Self Compassion

1. Self-Kindness – care and understanding, soothing

2. Common Humanity – suffering happens, life is imperfect

3. Mindfulness – “be” with painful feelings
In the helping fields we are often asked even more to offer compassion to others ...

This places us at risk for compassion fatigue and even burn out

Practicing self compassion has been shown to improve:
- Less burnout and ‘compassion’ fatigue (Raab, 2014)
- More satisfaction in a care giving role (Barnard & Curry, 2012)
- Less fear of failure (Breines & Chen, 2012)
- More likely to try again and persistent in efforts after failure (Breines & Chen, 2012)
So what might self compassion practice look like?
SELF COMPASSION EXCERCISE
Kristen Neff’s Core Components of Self Compassion

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“The Help” ...

https://www.youtube.com/watch?v=3H50llsHm3k
Creative Activity

- Take your index card and create a self compassionate statement
  “I am enough”
  “I am strong”
  “I am smart”
  “I am kind”

- Think about what gentle touch you might use with the mantra
EMPATHY
Theresa Wiseman’s Attributes of Empathy

1. Perspective Taking

2. Staying out of Judgement
   • With parents remember this especially

3. Recognizing Emotion

4. Communicating Emotion
Perspective Taking

https://www.youtube.com/watch?v=bzmWq7S1OQU
Why is Judgement so Easy?

https://www.youtube.com/watch?v=Vt1r4x1RaFc
SAID ANOTHER WAY ...
REFLECTIVE LISTENING

https://www.youtube.com/watch?v=-4EDhdAHrOg
Communicating Emotion: Validation

Six Levels by Marsha Linehan, Ph.D
(We will focus on top 3)

Level One: Being Present (Deep Listening)
Level Two: Accurate Reflection (So if I hear you correctly ....)
Level Three: Mindreading (I am guessing that you are feeling ....)
Empathy has no script.

There is no right way or wrong way to do it. It’s simply listening, holding space, withholding judgment, emotionally connecting, and communicating that incredibly healing message of

“You’re not alone.”
Calm – keep yourself and child(ren)/adults you are working with in a regulated state

Attuned – be aware of non-verbal body language which can you tell you what they are able to process right now

Present – be with the child(ren) and case you are with, people (especially when they have had trauma) can sense when you are truly engaged or not

Predictable – Routine and structure help, as much as you can be predictable and explain what is happening in this process and in the moment the better, the more you can explain before something happens the better

Don’t YOU escalate - we are human, we get frustrated and have a range of emotions related to this work, YET when a child or adult escalates, we need to have good emotional intelligence and calming skills so we can continue to be regulated while we are with them

Pages 8-39 in your supplemental resource expand on CAPPD
Resilience Skills Used
Resilience Skills Integrated

- Showing Empathy
- Hope
- Develop Communication Skills
- Model Appropriate Behavior
- Express Feelings
- Family Meetings
- Sense Triggers that create negative behavior
CAPPD and Hope

Create Hope and Motivation

- Calm
- Attuned
- Present
- Predictable
- Don’t Escalate

Multiplying Connections
www.multiplyingconnections.org
"YOU CAN CHOOSE COURAGE OR YOU CAN CHOOSE COMFORT, BUT YOU CANNOT HAVE BOTH."

BRENÉ BROWN
What is Daring Leadership?
Dr. Brené Brown’s Dare to Lead™ (pg. 10-15)

1. You cannot get to courage without rumbling with vulnerability. Embrace the suck.
2. Self-Awareness and Self-Love matter. Who we are is how we lead.
3. Courage is contagious. To scale daring leadership and build courage in teams and organizations, we have to cultivate a culture in which brave work, tough conversations, and whole hearts are the expectation, and armor is not necessary or rewarded.
Who we are is how we lead.
SKILL SET #1

Rumbling with Vulnerability

EMBRACE THE SUCK.
What are the biggest barriers in supporting youth and families build resilience and thriving via residential models today?
“What stands in the way becomes the way”

- Dr. Brené Brown
“In the past jobs were about muscles, now they are about brains, but in the future they will be about the heart.”

- Minouche Shaik, London School of Economics
RUMBLING with Vulnerability
LIVING into Our Values
BRAVING Trust
LEARNING to Rise

the four skill sets of courage
Skill Set #2

Living into our Values

No Cat Posters.
huh?
What is your why?
Share your “whys”

Responding with Poll Everywhere

Web voting

Text voting
Authentic leaders demonstrate a passion for their purpose, **practice** their values consistently, and lead with their hearts as well as their heads.

APPLICATION IN RESIDENTIAL
Two types of Circles

- Community Building Circles
- Responsive Circles

Mornings start with Community Building Circles and then overtime community moves to more Responsive Circles
Community Building Circles
Entering Classroom and Weather Reports

- 1 to 5 response
- Modifying for age
- Checking in
Circle Principles

- Greeting
- Sharing
- Group Activity
- Morning Message
Morning Message

Riddle, Riddle! Who knows the Riddle?
- Loves peanut butter and jelly sandwiches?
- Has more than 4 siblings?
- Is a fan of the a football team?
- Read 25 books this summer?
- Loves to paint?
- Has a new member of their family (however you define that)?
- Plays a recreational sport?
- Is learning to play a new instrument?
- Has been in the education profession for more than 5 years?
Community Agreements

1) Anyone can ask to make an agreement
2) Anyone can ask to modify an agreement
3) If not complete consensus, not an agreement
4) Maintaining agreements is an everyday job
5) They are consequences to not following an agreement
A Common Approach to Discipline

Retributive Justice: Break Rule = You suffer

Often we tell them to get along so WE can get on with our business of teaching ...

However, we are missing the opportunity to understand that they need to learn from us HOW to take care of themselves and HOW to get along
“The Zone”
Many children who have experienced trauma have challenges regulating body and emotion. Modulation then is a key skill to build...

For example:
- Building understanding of degrees of feelings
- Building toleration of arousal
- Feeling Toolboxes

Adapted from Blaustein & Kinniburgh (2010) Treating Traumatic Stress in Children and Adolescents