



DIGITAL DIALOGUE

WORKFORCE SUPPORT



Integrating Mindful Awareness Strategies to Support Well-Being and Resiliency in the Child Welfare Workforce



Speakers

*Join the National
Conversation
on Child Abuse
and Neglect*



SPEAKER
Maria Gehl
ZERO to THREE



ZERO to THREE
Early connections last a lifetime



SPEAKER
Jenifer Goldman Fraser
ZERO to THREE



MODERATOR
Jean Swift
CANTASD

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1 Minute Self-Reflection

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- Think about a recent really hard work day. Note one word that describes how you felt.
- What sort of physical response do you typically experience under stressful situations?



Well-Being

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- The presence of positive emotions and moods (contentment and happiness), the absence of chronic negative emotions (depression, anxiety), satisfaction with life, fulfillment, and positive functioning.
- Judging life positively and feeling good. Physical well-being is also viewed as a critical component.



Centers for Disease Control

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Resilience is the learned capacity to cope and recover from any level of adversity.

Resilience is a function of:

- What you do to take care of yourself
- Social connections
- Concrete support in times of need
- Caring environment

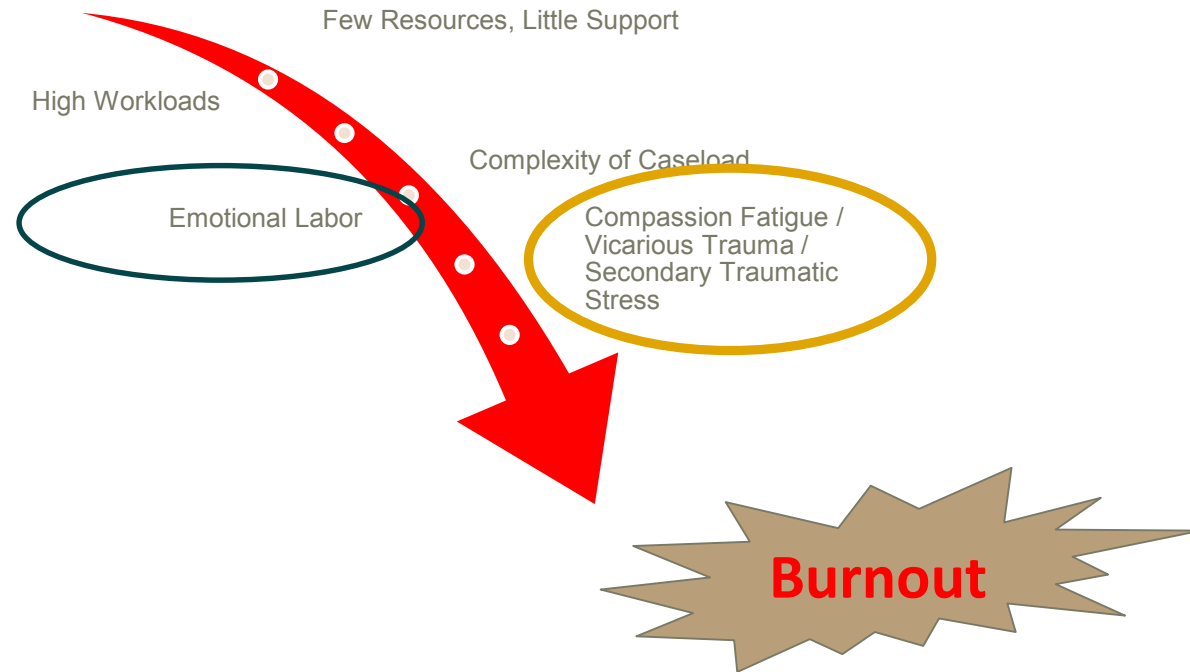
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Conditions that can lead to **Burnout**

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Passionate Commitment



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The subtle impact of vicarious trauma

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- Feeling helpless and hopeless
- A sense that one can never do enough
- Minimizing
- Chronic exhaustion/physical ailments
- Inability to listen/deliberate avoidance
- Guilt
- Anger and cynicism
- Inability to empathize/numbing

From "A Trauma Exposure Response." Copyright 2010 van Dernoot Lipsky

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Self-care through mindfulness



- The awareness that arises from paying attention in a particular way – on purpose, in the present moment, *non-judgmentally*.

(Kabat-Zinn)

- Intending and developing the capacity to come back to center; to pay close attention to the internal experience of sensations, thoughts, and emotions and the surrounding environment, with engaged curiosity, equanimity, deep compassion, and acceptance.

(Shahmoon-Shanok & Carlton Stevenson 2015)

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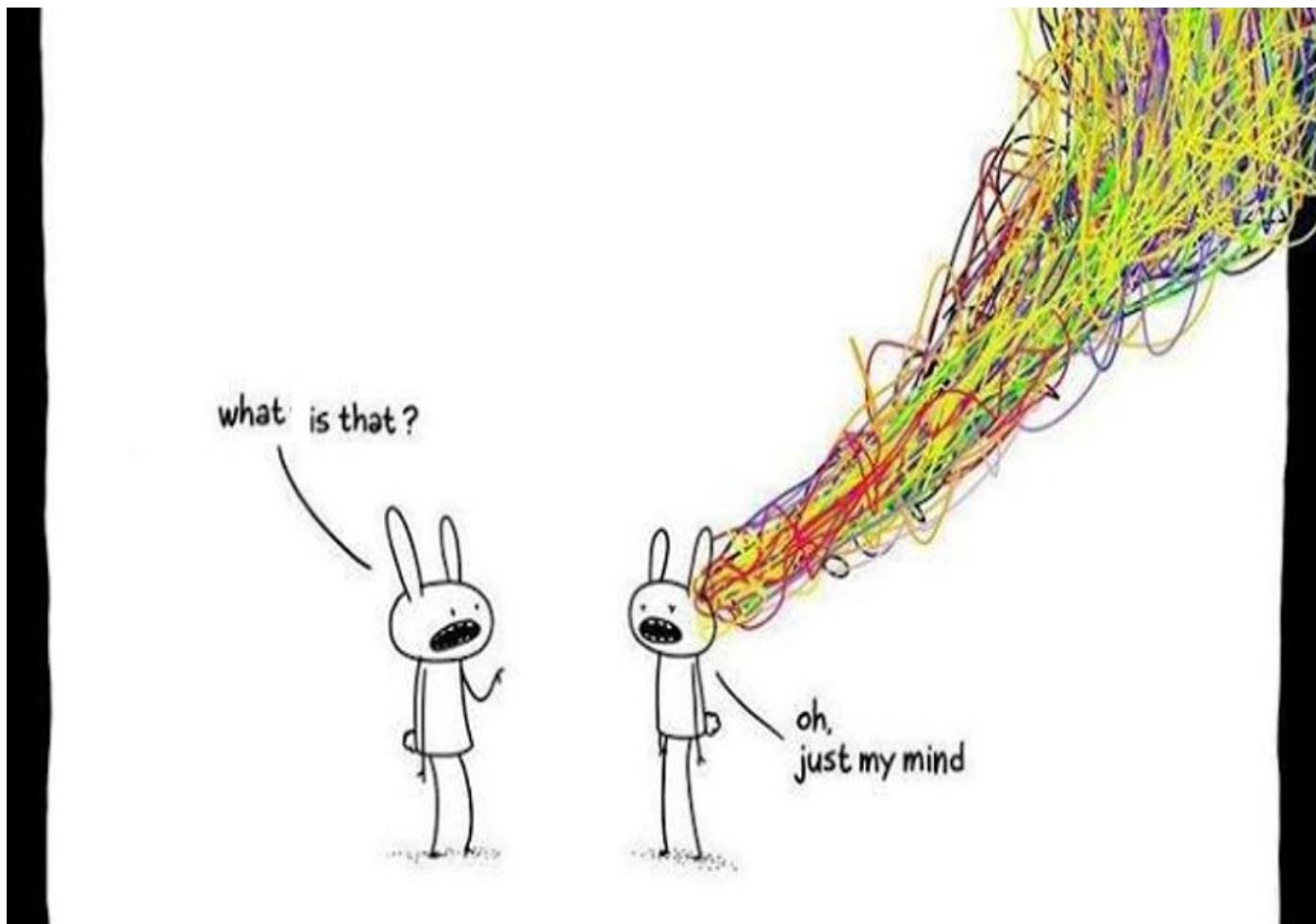
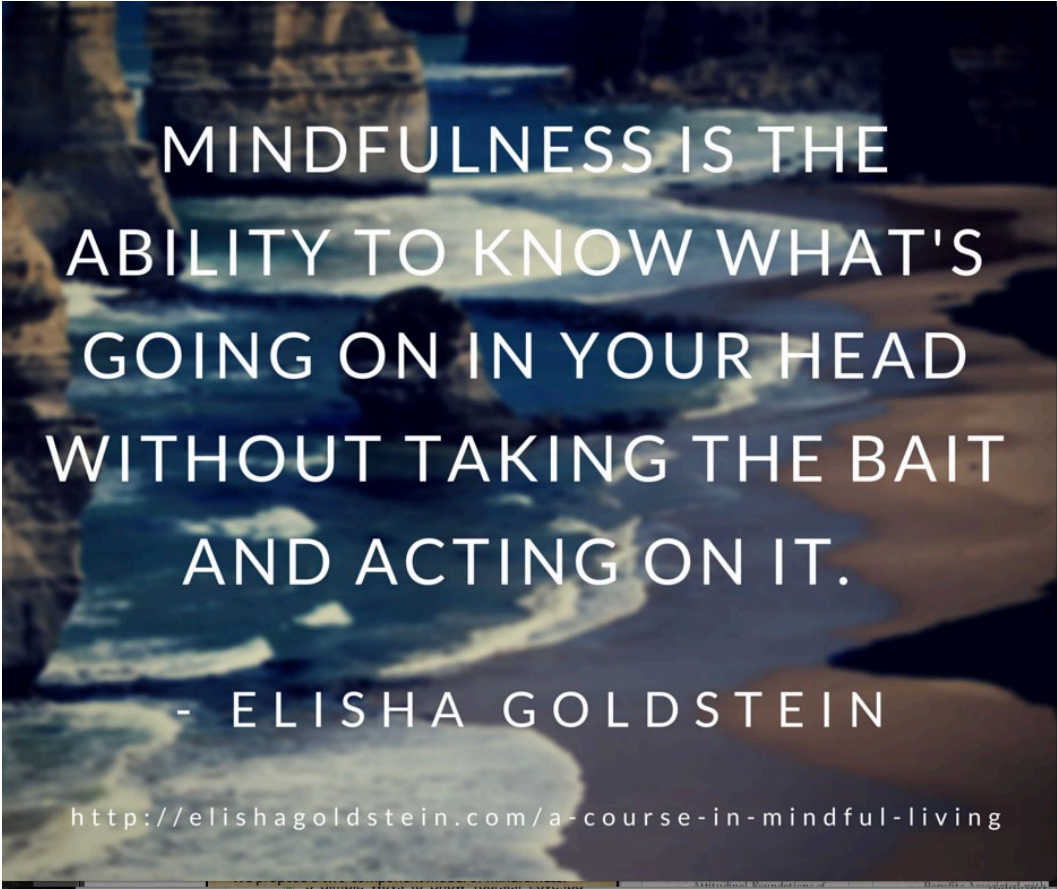


Image downloaded from www.beingwell.ch

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MINDFULNESS IS THE
ABILITY TO KNOW WHAT'S
GOING ON IN YOUR HEAD
WITHOUT TAKING THE BAIT
AND ACTING ON IT.

- ELISHA GOLDSTEIN

<http://elishagoldstein.com/a-course-in-mindful-living>

Self-compassion

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- Offering self-kindness instead of self-judgment and criticism
- Recognizing the shared experience instead of feeling isolated
- Practicing mindfulness instead of being consumed by our situation

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Pause for
Practice

The Massachusetts experience:

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Building a trauma-informed, resilient child welfare system

MCTP: Massachusetts Child Trauma Project



MASSACHUSETTS DEPARTMENT OF
Children & Families
Supporting Children • Strengthening Families



Justice Resource Institute



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Massachusetts Child Trauma Project

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- **Massachusetts Child Trauma Project – Mindfulness Workshops**
 - 14/31 Area Offices + Central Office
 - Regional *Family Resource Centers*
 - 12 Early Intervention programs across state
- **DCF Statewide Health and Wellbeing Leadership Team – Mindfulness and mindfulness sessions integrated staff wellness events**
 - *Calming the Chaos* Statewide Supervisor's Forum
 - *Regional Resiliency Summits*
- **Reached approximately 1,000 child welfare professionals across all activities**

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Voices from the field: Reflections on learning about mindfulness...

- “Ways to find times during the day to be present in the moment. Taking the time to stand next to the stress or the problem...not ignoring something but not drowning in it either.”
- “Helped me to more readily access meditation as a daily tool.”
- “Reminder to check in daily with myself.”
- “Helpful to remember to mind my inner voice and how I speak to myself.”



Your Brain on Mindfulness

- Buffers against the normal age-related declines in cognitive functioning
- Increases functioning in regions of brain associated with social emotions, learning, and memory
- Sets new 'default mode' focused on what is happening in the present moment

Benefits to the Child Welfare Workforce

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- Mindful awareness and self-compassion practices **prevent the negative impacts** of emotional distress in professional settings
van Mol et al, 2015
- A brief, mindfulness-based intervention significantly **decreased perceived stress** and demonstrated **positive changes in work related attitudes and behavior**
Crowder and Sears, 2017
- Trauma-informed self-care **prevented burnout** and **increased compassion, satisfaction**
Salloum et al., 2015

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Finding mindful moments in daily life

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Bringing focused awareness to daily activities...

Brushing your teeth

In the shower

Drinking your coffee, eating

Walking from your car, bus, train
to/from work

Reading to your child

Listening intently to music

Petting your cat, walking your dog

Cooking, washing the dishes, doing the
laundry

Brief in-the-moment practice

Hand to heart

Feet on the floor

Engaging your senses

Deep breaths

STOP practice

Brief guided meditations
(audio/video)

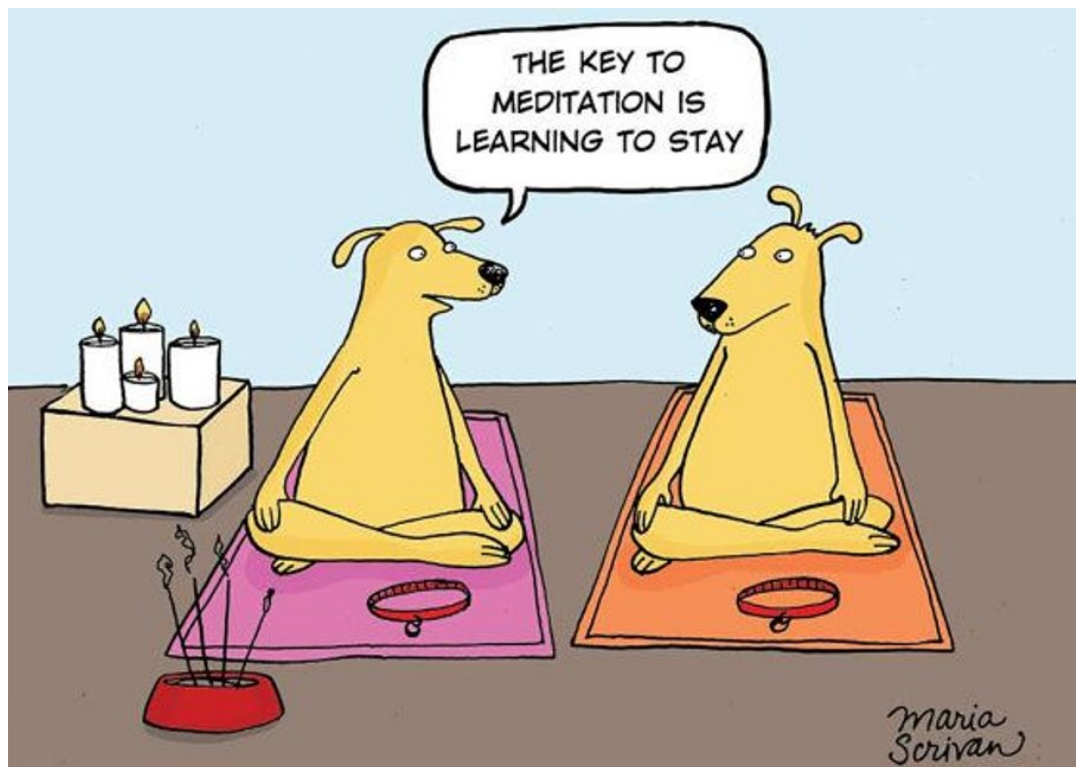
Practicing mindfulness at work

- **Begin your workday with the intention to be present**
- **Experiment with being a 'single tasker'**
- **Use mindful reminders**
- **Practice feeling gratitude**
- **Be open to new possibilities about yourself and others**
- **Take meaningful breaks that truly relax**
- **Find small ways to give to others**
- **Take items to work that can help you engage in mindful moments**

<https://www.mindful.org/10-ways-mindful-work/>

Making time and space for meditation

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Pause for
Practice

Discussion

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What does it feel
like to be well?

What did the
practices feel like
for you?

What other
questions do you
have?



Resources

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Getting Started

- [ZERO TO THREE Mindfulness resources](http://www.zerotothree.org/mindfulness):
<http://www.zerotothree.org/mindfulness>
- [“Mindfulness: 10 Lessons in Self-Care for Social Workers”](https://www.socialworker.com/feature-articles/practice/mindfulness-10-lessons-in-self-care-for-social-workers/):
<https://www.socialworker.com/feature-articles/practice/mindfulness-10-lessons-in-self-care-for-social-workers/>

Simple, helpful mindfulness meditation apps (free)

- [Aura](#): Mindfulness – Stress & Anxiety Daily Relief
- [Insight Timer](#)
- [Stop, Breathe & Think](#)
- [Mindful](#): Daily practices
- [UCLA Health](#): Guided meditations

Thank You and Next Steps

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Thank you for your
participation!

How useful was this
session?

**Additional
Comments:**
hello@CANTASD.org

Upcoming:

*NCCAN April 24-26th
Join via live-streaming!*

- *3 Plenary Sessions*
- *5 Master Sessions*