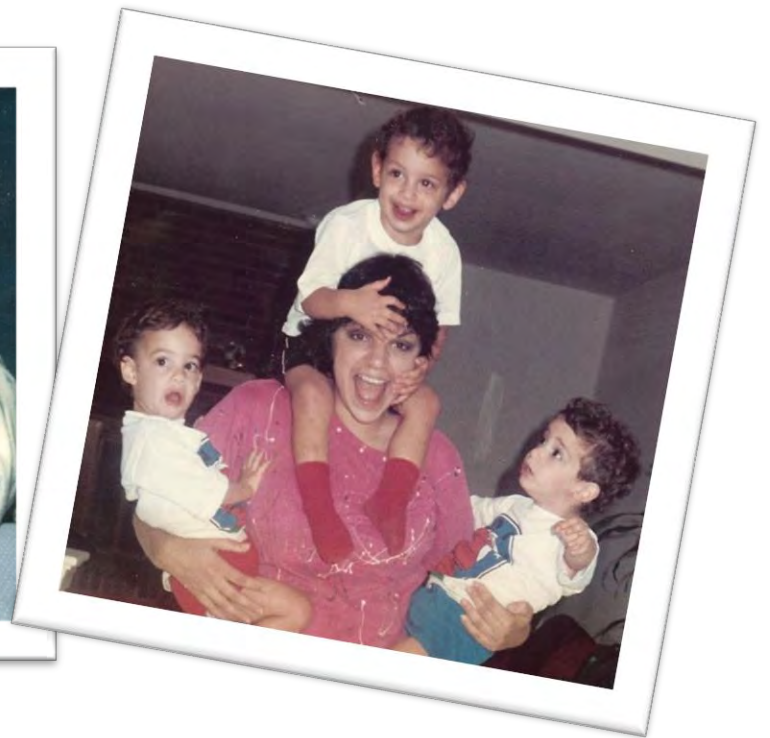


FABULOUS Framework for Wellness



Spokane County Superior Court
Title 11.130 Court Visitor
Mandatory Annual Training

October 27, 2023



I searched for meaning in my father's loss, of dying by suicide and in the meaning of my life. I questioned why. In only three weeks, my dad would have become a grandfather to triplets.

Rubel, B. (2000). *Grief Magazine*. Surviving Suicide: the many colors of grief. 28-29.



Has a life challenge propelled you into your career as a Court Visitor, Attorney or Judicial officer?



Thanatologist: Trained in the Dying And Grieving Process



I Speak To Trauma-informed Organizations On Being Traumatic Grief-Informed And Vicarious Trauma-Informed



“During the week of Sept. 11th, I was a hospice bereavement coordinator; facilitated a suicide loss support group; and taught health crisis intervention, a master’s level course, at Brooklyn College. I felt compassion fatigue and vicarious trauma and knew that I needed self-care to replenish myself, not only the days after 9/11, but every day thereafter.”

– *Barbara Rubel*

Rubel, B. (2019). *Loss, Grief, and Bereavement: Helping individuals cope (4ed.)*. Elite Learning

What Are You Feeling?

Empathic Distress Fatigue

- Recognize/feel person's emotional state and over-identify with emotions
- Not compassion/want to help
- Overexposure, overwhelmed from empathic engagement
- Numb, distant, anxiety

Compassion Fatigue

- Two elements: burnout and STS
- Concern for someone traumatized, want to help, immediately succumb to demands of their care over self-care (Figley et al., 2017)

Worksheet 1 & Worksheet 3: Burnout Self-Assessment Burnout Self-Reflection

From chronic workplace stress
not successfully managed:

1. Energy depletion, exhaustion
2. Mental distance from job,
negative, cynical
3. Reduced professional efficacy

11th Revision of the International
Classification of Diseases (ICD-11)



Worksheet 2: Secondary Traumatic Stress

- Acute stress reaction (vulnerable, mistrust, intrusive reexperiencing) when information gathering
- Prevalent in human services professionals
- Work with those psychologically suffering, in pain, dying

Orrù et. al., (2021). Secondary Traumatic Stress and Burnout in Healthcare Workers during COVID-19 Outbreak. *International Journal of Environmental Research and Public Health*, 18(1), 337.

Moral Injury

- Witness, do something, fail to prevent something that goes against moral beliefs and values
- Leadership failure: betrayal of what's morally right
- Symptoms: shame, guilt, lose trust in self/system, lose purpose, can't make meaning

Vicarious Trauma

- Witness or learn about traumatic experience
- STS symptoms and negative cognitive changes in identity:
 1. *Safety* (trust self/others)
 2. *Esteem* (value self/others, question abilities)
 3. *Intimacy* (relationships, connect to self/others)
 4. *Control* (self-management, helpless)
 5. *Sense of self and changes in worldview*

McCann, I. L., & Pearlman, L. A. (1990). Vicarious traumatization: A framework for understanding the psychological effects of working with victims. *Journal of Traumatic Stress, 3*(1), 131–149.

Pearlman, L. A., & Saakvitne, K. W. (1995). *Trauma and the therapist: Countertransference and vicarious traumatization in psychotherapy with incest survivors*. W.W. Norton.

Vicarious Resilience

When an individual's spirituality becomes a therapeutic resource for the Court Visitor, Attorney or Judicial officer, it inspires hope and increased:

- Self-awareness and self-care practices
- Capacity to be resourceful
- Ability to remain present while listening to trauma narrative
- Competence to change life goals and perspective

Killian et al., (2017). Development of the Vicarious Resilience Scale (VRS): A measure of positive effects of working with trauma survivors. *Psychological Trauma, 9*(1), 23–31.

What Are We Going to Cover Today?

During this vicarious trauma-informed program, you will identify eight evidence-based practice elements that focus on resilience in Court Visitors, Attorneys or Judicial officers

Flexibility

Attitude

Boundaries

United

Laughter

Optimism

Understanding job satisfaction

Self-compassion



Flexibility

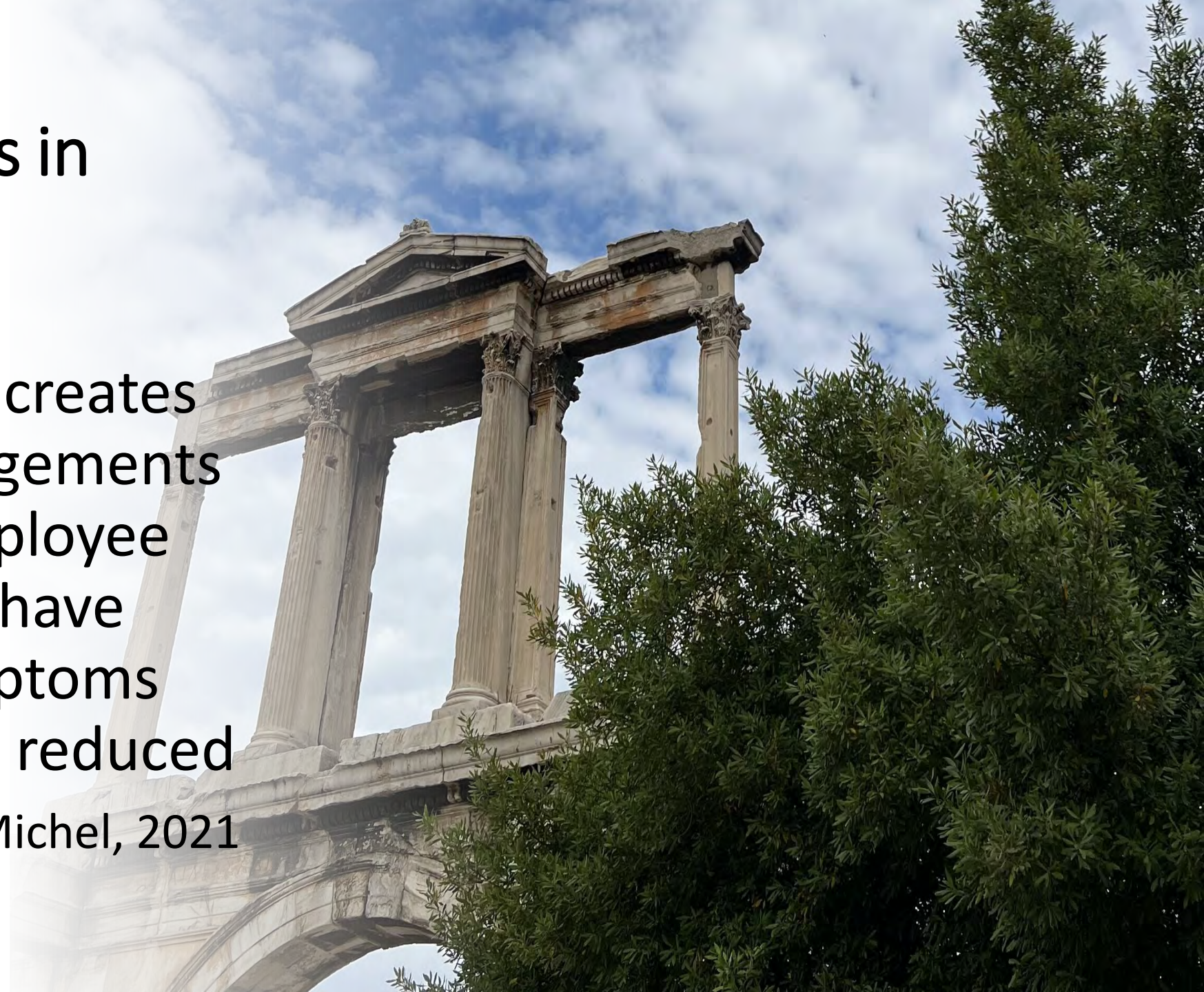
1st Element of the
FABULOUS Framework

Consider what makes you
resilient

What Remains of Ancient Buildings in Athens, Greece

When a workplace creates
flexible work arrangements
and focuses on employee
health, employees have
fewer somatic symptoms
and absenteeism is reduced

Shifrin & Michel, 2021



- “There are things that I have observed that I cannot share with anyone.”
- “There are incidents that I can’t get out of my head.”
- “I can’t talk about what they said to me during the interview.”



Make Meaning of Your Role

Reflect on beliefs, values, assumptions, world view

- *“I help individuals improve their life.”*
- *“My job gives me a space to live my values.”*
- *“I have changed priorities because I care about their best interests.”*

Worksheet 4: Workplace Spirituality

- Main factor for building trust among employees
- Enhances organizational positive outcomes
- Positive link between workplace spirituality, knowledge sharing behaviors, and work engagement

Khan, et al., (2022). Does workplace spirituality influence knowledge-sharing behavior and work engagement in work? Trust as a mediator. *Management Science letters*, 12(1), 51-66.

Posttraumatic Growth

Positively transformed by highly challenging situation

1. Greater personal strength
2. Closer relationships, see self and others differently
3. Open to new possibilities (e.g., reevaluate priorities)
4. Gratitude for life (appreciate life in new way, volunteer)
5. Intensifying spiritual life (e.g., change philosophy of life, forgiveness)

Tedeschi & Calhoun, 1996; Calhoun, et al., 2010

Self-Reflection

- What fairy tale or cartoon character (e.g., Sponge Bob, Snow White, The Three Bears, Homer Simpson) would be most successful at your job?



Attitude

2nd element of
the FABULOUS Framework

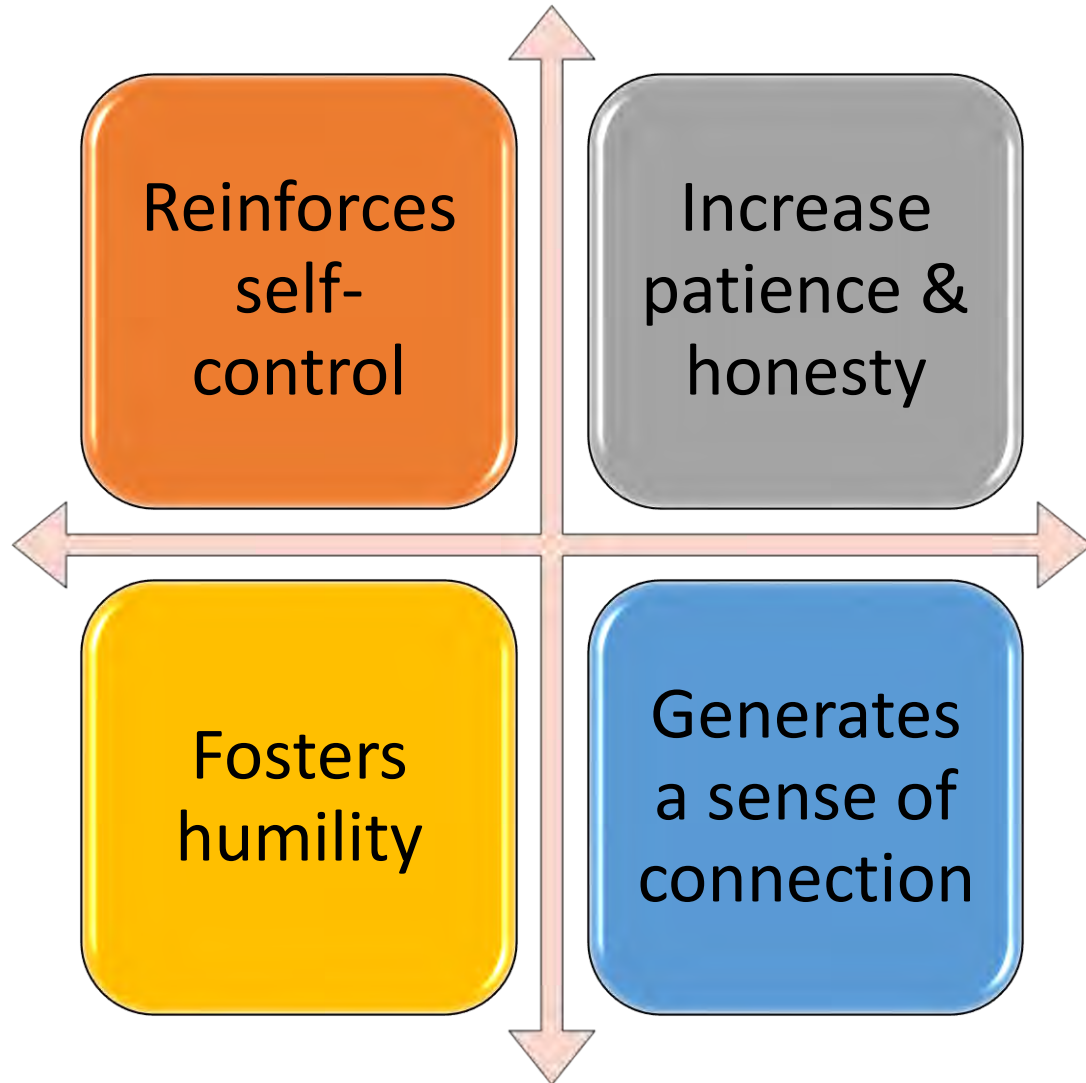


The greatest discovery of all time is
that a person can change their
future by merely changing their
attitude.

– Oprah Winfrey



Attitude of Gratitude



What are you grateful for?





Reinforces self-control, increases patience and honesty,
fosters humility, generates a sense of connection

Attitude of Gratitude

Boundaries

3rd element of the
FABULOUS Framework





What Are You Allowing?

- 📍 Don't take sick days or mental health days
 - 📍 Advocate for an individual's best interest, but not for yourself
 - 📍 Allow coworker's bad day to impact your day

“Gone-duh-la” boats, gondoliers in striped shirts push tourists around Venice



Worksheet 5: Do You Set Clear Boundaries?

- “I can’t fit that into my schedule.”
- “I just don’t have the time.”
- “I’m not taking on any new responsibilities.”
- “I’m in the middle of several things-there’s just no way.”
- “I don’t have any more room on my calendar.”
- “It’s not okay when you ask me to do that for you.”
- “Nope. I’m just not comfortable doing that.”

Understanding Job Satisfaction

4th element of the
FABULOUS
Framework

When your role makes a
difference



Murano Glass Blowing Factory

Worksheet 6: Job Satisfaction

Fit between:

1. Job description (responsibilities)
2. Needs (trusted leader, working conditions, culture, paid well)
3. Accomplish goals (decision-making, ongoing education, use skills, make a difference)


Keller, A.C. & Semmer, N.K. (2013). Changes in situational & dispositional factors as predictors of job satisfaction. *Journal of Vocational Behavior*, 83(1), 88-98.



Features of Job Satisfaction

- Information, communication
- Organization, management
- Relationships - colleagues & supervisor
- Job demands, working conditions
- Decision range, working hours
- Vacation time, benefits, compensation

Lepold et al., (2018) The efficient measurement of job satisfaction: Facet-items versus facet scales. *International Journal of Environmental Research and Public Health*. 15(7), 1362.



Are You Satisfied with Your Job?

High levels of job satisfaction are directly related to a better quality of services and care provided (Diakos et al., 2022)

- You are ***respected***
- Workplace ***culture*** aligns with your experience
- Role makes a difference-make ***meaning***
- Have an authentic self-regulated ***leader*** with positive behaviors that foster self-development

Laughter

5th element of the
FABULOUS Framework

*Seagulls remind us to
enjoy life, play, and
relax and to soar to
new heights*



Laughter

- Natural mental health remedy
- Boosts immune system by releasing brain chemicals that fight anxiety and stress
- Encourages positivity as it improves mood





What You Find Entertaining May Not Be Amusing To Others

- Ancient Roman equivalent of watching major sporting event
- Spectators saw lions/bears fight men and gladiator fights in Colosseum
- Gladiators led out to stage, holding area for caged animals

Type of Laughter

Giggle

Belly laugh

High pitched

Howl

Snort

Chuckle

Roar

Snicker

Hee-haw

Cackle



What Do You Find Funny?

Stand-up: comic, joke, funny story

Slapstick: physical comedy

Sarcastic: dark comedy

Gallows: grim/misfortune

Observational: not planned

Self-defeating: poke fun at yourself

Decompress or Decompose

The background of the slide features a light blue and green gradient. Overlaid on this background are the silhouettes of two divers underwater. The divers are positioned vertically, with one in the upper right and one in the lower left. They are holding spearguns, and their bodies are slightly blurred, suggesting movement in the water.

- 37th Annual Conference, 2005
- National Association of School Nurses, Washington DC
- Keynote Address: Compassion Fatigue
- 1,300 School Nurses

If you had a superpower that would make your job easier, what would it be? (e.g., cloned, slow down time, read minds)



Humor is associated with

- Increased mental well-being
- Lower levels of loneliness
- Cognitive flexibility

Curran, et al., (2021) Making Others Laugh is the Best Medicine: Humor Orientation, Health Outcomes, and the Moderating Role of Cognitive Flexibility, *Health Communication*, 36(4), 468-475, <https://doi:10.1080/10410236.2019.1700438>





Spanish Steps
Rome, longest
and widest
steps in Europe



Optimism

6th element of the
FABULOUS Framework

Optimism is a Predictor of Flourishing

Flourishing - to thrive, healthy,
fulfilled (Seligman, 2011)

Optimists have high expectations,
anticipate best outcome



Mount Vesuvius 79AD
Herculaneum near Pompeii





Realistic
Optimism
Herculaneum
(near Pompeii)



- Awe inspiring moments: emotion facilitates learning, something larger than self
- Emotionally touching experience (e.g., sacred site, flowing water, architecture, giving birth) builds lasting internal resources



Palazzo
Pubblico palace
Tuscany, 1297

Mindfulness for Optimism and Flourishing

- Bring attention to present moment
- Nonjudgmental state
- Observe and accept
- Not overwhelmed by what is happening



Self-Reflection

Imagine what would happen if you could wave a wand and have your work done flawlessly?



United

7th element of the
FABULOUS Framework

Your connections to all the
things around you literally
define who you are

-Aaron D. O'Connell



Greek Acropolis Athens

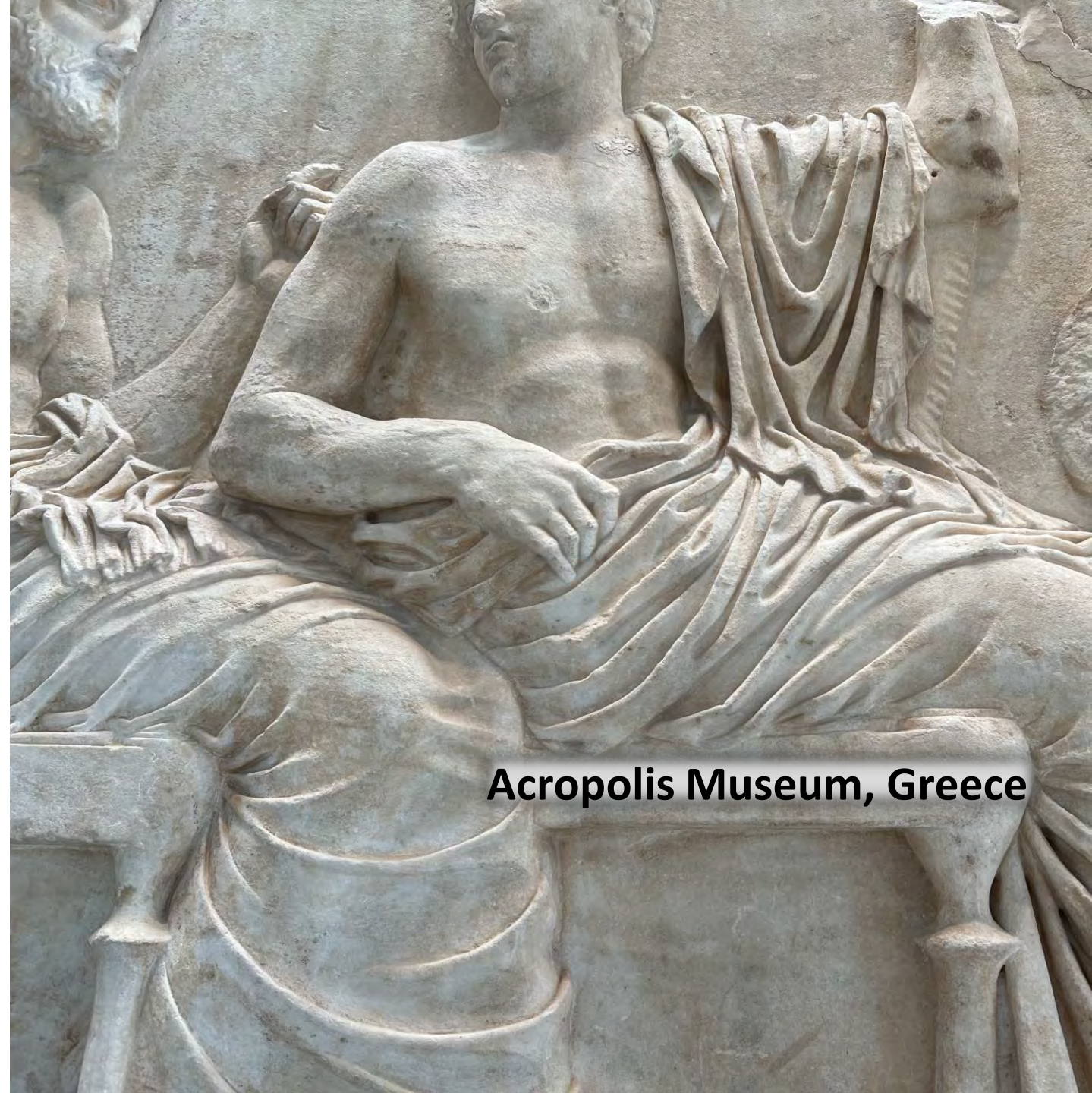
Who Is Your
“**Rock**” That
Enhances
Wellbeing?

Physical, Economic
Spiritual,
Psychological,
Developmental and
Political Well-Being



Social Connections

- Subjective perception (surrounded by many, yet feel lonely)
- Leaders need to promote kindness/social support, especially to emotionally drained employees
- Increases productivity, team alignment



Acropolis Museum, Greece



Humans are
Social
Animals

“Petting, scratching, and cuddling a dog could be as soothing to the mind and heart as deep meditation and almost as good for the soul as prayer.” – *Dean Koontz*



Self-Compassion

8th element of the
FABULOUS Framework

The key is not to prioritize what's
on your schedule, but to schedule
your priorities.

-Stephen Covey

Three Elements of Self-Compassion

1. Self-Kindness

Be understanding with personality, rather than critical/judgmental

2. Common Humanity

Everyone makes mistakes, connect in failure rather than isolated by suffering

3. Mindfulness

Keep experience in perspective, balanced view, don't ignore or exaggerate

Neff, K. (2011). *Self-compassion: The proven power of being kind to yourself*. Harper Collins

Self Assessment: <https://self-compassion.org/test-how-self-compassionate-you-are/>



“Oh great, just when I’ve cleaned up from the earthquake.”

Self-Reflection

- Imagine meeting an older version of yourself. What sage advice would they offer you as you do your job?



Worksheet 10: FABULOUS Framework Strengths

- **Flexibility:** *Critical thinker:* “I solved a problem a family faced and developed solutions to their situation.”
- **Attitude:** *Careful:* “I recognized my bias toward someone that created my negative attitude.”
- **Boundaries:** *Determined:* I knew when to say no.”
- **Understanding Job Satisfaction:** *Kindness:* “I offered support to someone and that made me feel good.”
- **Laughter:** *Playful:* “I used gallows humor with a coworker.”
- **Optimism:** *Hopeful:* “I anticipated the best outcome.”
- **United:** *Collaborative:* “I gave a coworker a break.”
- **Self-Compassion:** *Gentle:* “I treated myself with kindness after I made a mistake.”

Key Action Steps

Take-Aways

- Organizational mission/vision mirrors your values
- Connected to something bigger than yourself
- Express how you make meaning of your work
- Recognize the significance of gratitude
- Relate ways to find humor in the simplest of things
- Appraise wellness in relation to career, relationships, finances, health and living conditions
- Show yourself compassion

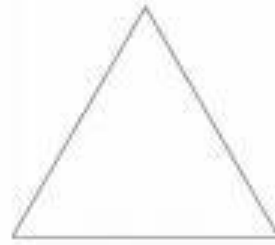
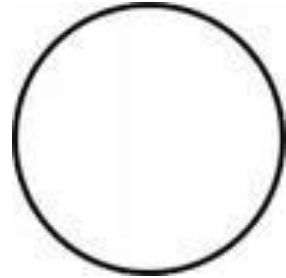
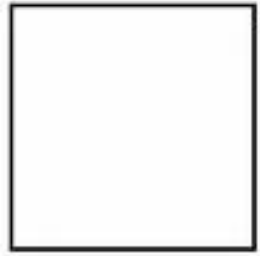
We don't see things as they are,
we see them as we are
-Anais Nin



Grounds for Sculpture, NJ



Imagine that you met an older version of yourself, what advice would you give your younger self?



Which Shape Do You Identify With?



THANK YOU!

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