

Fisher & Associates Solutions

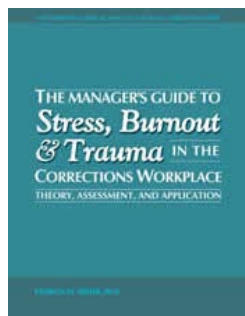
Organizational Health & Employee Wellness Specialists
Successfully Addressing Workplace Stress, Burnout & Trauma

Email: info@fisherandassociates.org
Website: www.fisherandassociates.org

Build Capacity

Promote Resiliency

Increase Coping Skills



THE MANAGER'S GUIDE TO STRESS, BURNOUT & TRAUMA IN CORRECTIONS

THEORY • ASSESSMENT • APPLICATIONS

Patricia M. Fisher, Ph.D.

Publication Date: June 2001. Pages: 127, 8.5" x 11", ISBN 1-894612-09-4

This textbook, and the intensive 2-day Manager Training Program built upon it, provides managers with a solid theory base regarding the mechanisms and effects of workplace systemic and traumatic stress in the workplace. The theory and principles of management strategies are also thoroughly covered with particular attention to their impact on worker stress. Managers are provided with assessment instruments that help them to: (1) Determine their own management style and its effects on their staff; (2) Assess for levels of workplace wellness in their staff group, and (3) Determine the impact of workplace stress on unit functioning. The final section provides tools and templates assisting managers to develop immediate practical management plans for their teams.

TABLE OF CONTENTS

CHAPTER 1: STRESS & CORRECTIONS' WORKPLACES

- The Consequences & the Context of Change
- The Restructured Workplace.
- Socioeconomic Changes
- Unique Challenges
- Workplace Culture and Stress
- The Psychosocial Challenges
- Systemic and Traumatic Stresses
- The Role of Change
- Managers in Corrections

CHAPTER 2: SOURCES OF WORKPLACE STRESS & TRAUMA

- The Complex Stress Model
- Factor 1: Workplace Systemic Stress
- Factor 2: Workplace Traumatic Stress

CHAPTER 3: THE EFFECTS OF WORKPLACE STRESS & TRAUMA

- Stress and the Body
- Gender Differences
- Factor 1: Workplace Systemic Stress Effects
- Factor 2: Workplace Traumatic Stress Effects

CHAPTER 4: MANAGERS AS LEADERS

- Models of Leadership
- Leadership, Culture and Gender
- Leadership and Perception
- Leadership Style and Performance

- Leadership Teams
- The Key Tasks of Leadership
- Integrated Leadership Theory
- Personal Characteristics of Effective Leaders

CHAPTER 5: THE ROLE OF MANAGERS IN WORKER STRESS

- Manager Awareness
- Management Style and Systemic Stress
- Management Style and Traumatic Stress
- Contemporary Challenges
- Downsizing & Reorganization
- Succession Planning

CHAPTER 6: ASSESSMENT TOOLS

- How to Use the Assessment Tools
- Completing the Self-Assessments
- Management Style Self-Assessments Tools
- Risk Assessment Tools: Workplace Systemic and Traumatic Stress
- Workplace Functioning: The Effects of Systemic & Traumatic Stress

CHAPTER 7: APPROACHES TO LEADERSHIP

- A Framework for Intervention
- Risk/Needs Assessment
- Designing a Strategy
- Strategy Implementation, Maintenance & Development