

# Fisher & Associates Solutions

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

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Build Capacity

Promote Resiliency

Increase Coping Skills

## PREVENTION & INTERVENTION: Primary and Secondary Traumatic Stress in High Risk Professions

A 1-DAY SPECIALIZED PROGRAM PROVIDED BY FISHER & ASSOCIATES SOLUTIONS

Developed by: Lynda Monk, MSW, RSW, & Dr. Patricia Fisher, R.Psych. © Fisher & Associates, 2005.

### BACKGROUND

This specialized 1-day workshop provides a comprehensive look at both primary and secondary traumatic stress. Primary and secondary trauma (also commonly referred to as vicarious trauma) are occupational hazards for professionals working within high risk occupations such as child welfare, corrections, emergency services, health care, social services and the military.

This comprehensive workshop gives participants an understanding of the possible effects of exposure to primary and secondary trauma, and provides intervention strategies at the individual, team and organizational levels. This workshop is based on current research and best practices related to mitigating trauma effects for professionals exposed to such hazards due to the nature of the work that they do. A systemic approach to this complex issue is promoted.

### PROGRAM CONTENT

Topics covered include:

- An introduction and clarification of the relevant occupational hazards including burnout, primary trauma, vicarious trauma, and compassion fatigue
- Identification of "emotional labour" as it relates to the nature of work in high risk occupations
- A review of the risk and resiliency factors specific to traumatic stress effects
- An overview of the effects and symptoms of both primary and secondary traumatic stress
- A detailed look at self-care practices as both prevention and intervention to stress effects
- An introduction to workplace interventions including

supervision and management strategies aimed at mitigating negative stress effects and increasing resiliency.

### GOALS & OBJECTIVES

During this specialized one-day training workshop, participants will:

- Deepen their understanding of the occupational hazard of traumatic stress exposure
- Identify the nature of "emotional labour"
- Learn the risk and resiliency factors related to both primary and secondary trauma at the individual and organizational levels
- Explore the effects, costs and symptoms of traumatic stress for the individual and the workplace
- Determine their own risk and effects profile regarding trauma exposure in their work
- Assess both their personal and workplace self-care practices
- Develop intervention strategies through both self-care and team wellness plans aimed at mitigating stress and trauma effects
- Review an overall organizational health vision

### PROCESS

This one-day intensive workshop respects adult learning principles and uses a combination of overheads, lecture, small and large group discussions, individual assessment tools and exercises. Each participant will be provided with a copy of the workshop resource booklet containing theoretical information and assessment tools used within the workshop.

#### CANADA

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