

# Workplace Wellness E-Course

## When Working Hurts™: Effectively Addressing Stress in Trauma-Informed Workplaces

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### A 15 HR SPECIALIZED E-COURSE

This unique program provides a critical resource for those working in trauma-informed occupations (e.g. Health Care, Social and Human Services, Enforcement, Corrections, Emergency Response, Armed Services, Education, Legal & Judicial Services, etc.).

Designed for staff and managers, this intensive research-based program effectively addresses the risk for stress, burnout and exposure to direct and vicarious trauma

Over the past few years there has been a tremendous amount of new research into all the elements surrounding the mechanisms of workplace stress and trauma. We now understand and can predict risks for the wide-ranging physical, psychological and interpersonal impacts. We also know how to effectively manage these specialized stresses and how to recover from their harmful effects.

We specialize in workplace wellness and organizational health in trauma-informed workplaces. Over the past decade, our textbook-based 2-day workplace wellness program was successfully delivered to over 12,000 individuals. This new e-course builds upon that experience and incorporates the latest research along with best that the online learning environment has to offer.

*Please watch the brief descriptive video to gain a better sense of the course content and design.*

#### Ordering Information

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Addressing the Needs of Trauma-Informed  
Workplaces



### Program Content

Using an accessible and highly interactive pdf-based format, this 3-part program provides you with:

#### Section 1: Introduction to Complex Stress

- A sophisticated understanding about the mechanisms and effects of workplace stress and trauma in your environment
- An opportunity to identify the sources of resilience and risk in your workplace and in your life

#### Section 2: Self-Assessment Tools

Comprehensive self-assessment tools profile:

- Your current risk for workplace systemic and traumatic stress
- Your current levels of self-care in your personal and work life
- Your current levels of stress symptoms and effects

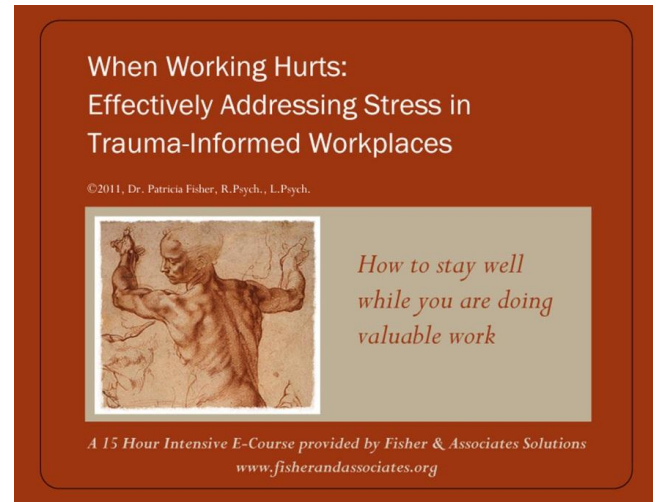
#### Section 3: Building an Effective Wellness Plan

- Tools to develop an effective and practical wellness plan for your *personal life*
- Tools to develop an effective and practical wellness plan for your *work life*
- Self-facilitation templates to guide the development of strategies and protocols which will increase the resilience of your workplace and improve organizational health.

*This course is designed as a sequence of 12 units – each builds on the work you have done in the previous units*

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## Advantages of E-Format

Moving into this E-learning individual format provides particular advantages:

- You can look more deeply at your own experiences and beliefs in a completely confidential and safe environment
- You can flexibly schedule your own time to take the program
- You can print and save the results of your self-assessments responses
- You can save and print and your responses to the exercises
- You develop a detailed and highly individualized Wellness Plan for your personal and work life
- This program is designed for repeated use – you can print out and compare your profiles as they change over time
- You can hold yourself accountable to the plans and commitments you made to yourself in the program



## Goals and Objectives

*The goals and learning objectives of this E-course include 5 major elements.*

### PSYCHODUCATIONAL COMPONENT

- Understand the critical role of stress in trauma-informed workplaces.
- Become familiar with the mechanisms and outcomes of systemic and traumatic stresses both at the individual and organizational levels.
- Differentiate between systemic and traumatic risk/resilience factors.
- Apply the information directly to your own workplace.
- Generalize this knowledge to co-workers and others.
- Learn about the consequences of long-term stress in terms of physical and mental health, relationships and overall functional capacity.
- Understand that you are able to effectively address the specific challenges in your environment, and that you can thrive and grow personally and professionally.

### SELF-ASSESSMENT

- Using the self-assessment instruments, you understand the cause and effect relationships between the relative risk for systemic and traumatic stress, self-care strategies and clinical outcomes.
- Gain insight into the specifics of your own particular profile:
  - Areas of increased risk and their sources of resilience.
  - Levels of self-care (strengths and vulnerabilities).
  - Symptom and effects profile (areas of concern and areas of strength).
- Gain perspective on the personal changes you have experienced during your time in the field (areas of concern and areas of growth).
- If you have already been impacted by long-term stress, you will move beyond isolation, silence, and shame around your responses, and will mobilize to address the challenges.
- Develop proactive practices to avoid, mitigate and effectively manage stress and support your personal and professional development.

### INDIVIDUAL PLANNING

- Take your own situations/life more seriously and recognize how limited (usually) your self-care is.
- Consider the need for more attention to this and generate concrete and effective strategies for self-care.
- Understand that your experience will only improve if you make changes.
- Gain insight into your resistance to change and develop strategies to move past it.
- Clarify and summarize the learning and insights you have developed during the course.
- Develop a detailed and specific wellness plan for your personal life and your work life.
- Develop strategies that will help you maintain your motivation.

### TEAM PLANNING

- Develop workplace strategies to increase resilience.
- Experience an increased sense of peer support and team cohesion when taking this course together.
- Establish and strengthen the foundations for workplace wellness staff committees.

### CULTURE CHANGE

- Normalize stress responses and understand the personal relevance of the material.
- Focus on what is rewarding about the work – and support a renewed motivation to continue the work.
- Understand the importance of an ongoing commitment to your own wellness and to the health of your workplace.

*This E-course is designed for scalable implementation:*

- *For Individuals*
- *For Workplaces*
- *For Organizations*

*Please contact us for more information about wide-scale adoption and implementation strategies.*