

Building Resilience in the Midst of Turmoil



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Malaga*

But we have this treasure
in jars of clay, to show
that the surpassing power
belongs
to God
and not to us.

—2 Corinthians 4:7





HE
IN
US

What is Resilience?

- Ability to rebound from severe distress
- Getting out-of-shape, returning to being in-shape **over time**

The **CONDITION** of the **CAMEL's back** depends on

- **STRENGTH** (=Resilience)
- **LOAD** (=Stress)

Resilience can be built or trained!



Resilient Workers & TURMOIL

- Workers are impacted, but more likely to THRIVE, not just survive – emotionally, physically, spiritually
- Workers are better EQUIPPED to deal with adversity, and are likely to GROW in turmoil

TODAY

Which characteristics, practices, and supports make workers resilient?

What makes workers more vulnerable?

Building Resilience: Assess & Strengthen

- **Biological, Physical**
- **Personal, Relational**
- **Spiritual**

Resilience Characteristics

- Medical Evaluation → Stress Management Skills
- Personal Assessment → Growth Plan
- Spiritual Readiness → Growth Plan



Biological Resilience Tools

- **Stress Awareness**

- Knowing how stress feels in the body and mind
 - How do you know you are stressed?
 - How do you feel it in your body and mind?



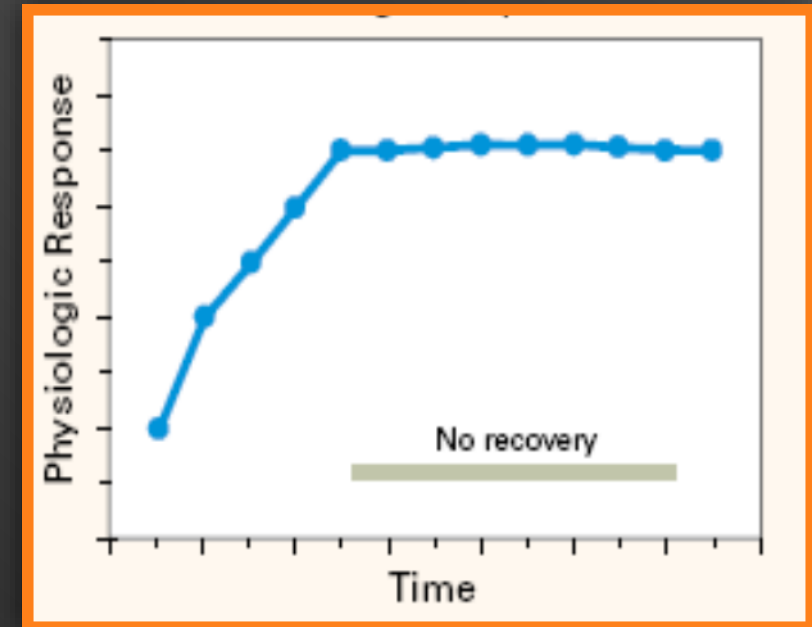
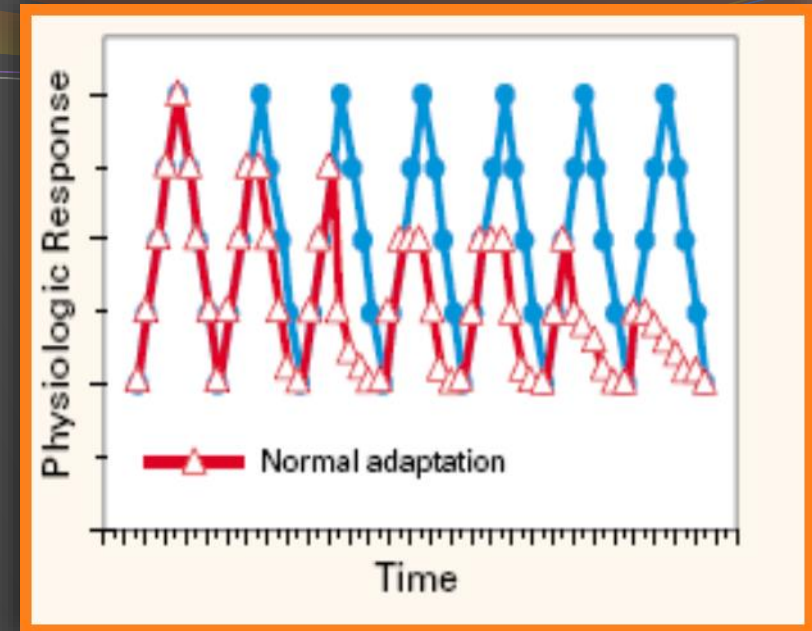
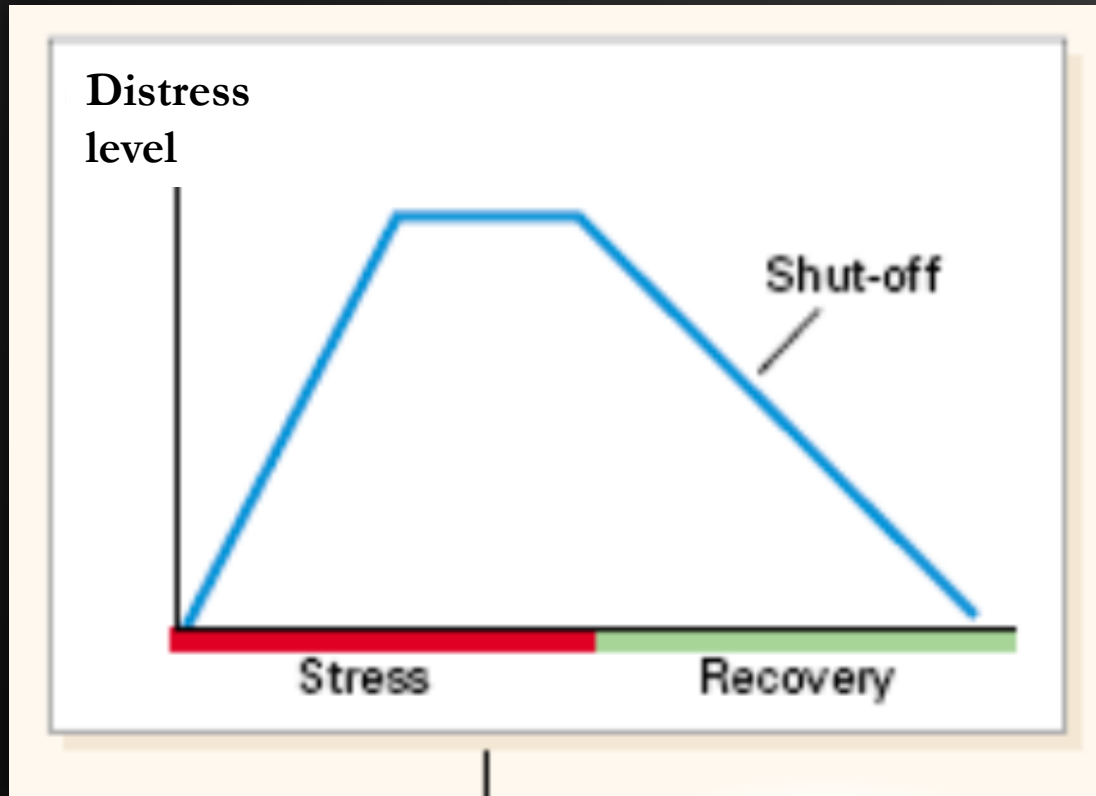
Biological Resilience Tools

- **Stress Management**

- Physical Stress Management
 - Habit of regular aerobic exercise
 - Sufficient sleep
 - Healthy dietary habits
 - Medications?
- Relaxing, creative, and joyful activities



Resilience & Downtimes



Downtimes in the evening, Sabbath, vacation, after particular stressors

Specific Vulnerabilities

These workers have lower “natural camel back strengths”

- Family or personal history of anxiety, depression, or substance abuse
- Present elevated levels of anxiety, OCD; present impairing PTSD
- History of childhood trauma, broken home (divorce, alcoholism)
- Chronic insomnia

Need to develop COMPENSATORY SKILLS for resilience.

Need consideration of APPROPRIATE PLACEMENT.

High Vulnerability – NEED CLINICAL ASSESSMENT

- Present impairing level of depression, anxiety, OCD, PTSD
- Family or personal history of bipolar disorder or psychosis
- Substance Abuse
- People causing others distress in community and at the work place



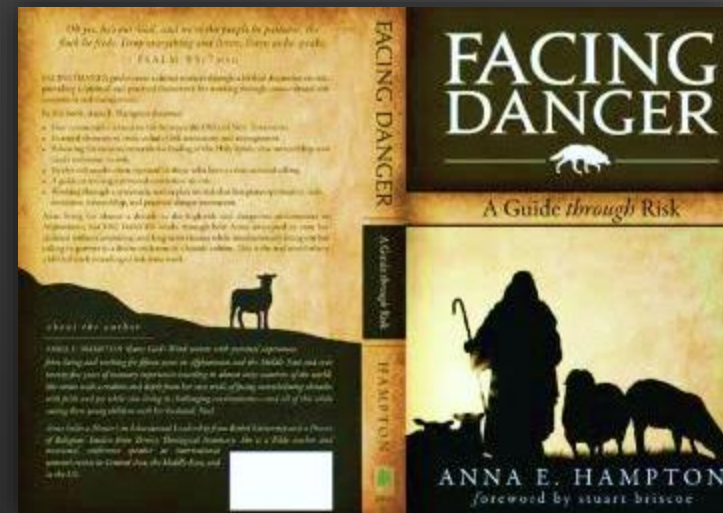
Training for particular risks

- Safety training

- What is the “ risk and trauma profile” of a particular area?
- What can be done to prepare workers?
- What do we as organization need in terms of resources, e.g. regular safety briefs from a trusted resource, a safety training provider or safety training for trainers?

- Risk Assessment and Management Tools

- Contingency plans
- Personal RAM plans
- E.g. “Facing Danger”



GROUPS

- **SHORT** introduction (name, type of involvement in member care)
- What is your **EXPERIENCE** with strengthening **BIOLOGICAL RESILIENCE** in your workers, including in pre-field preparation (successes and challenges)? Share **RESOURCES** to build biological resilience (books, websites, apps, training materials)

