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Certification:
There is no conflict of interest in this presentation

How This Project Developed?
- 35 years of experience working as a forensic advanced practice nurse treating adjudicated sex offenders, domestic violent abusers and drug abusers.
- SSK experience stress and burnout
- Searched for a nursing theoretical model to address the problem
Dr. Watson uses the word Caritas to invoke the intentionality of her 10 Caritas Processes. She defines Caritas as love. She makes explicit the connection between caring and love.

“Love in its fullest universal infinite sense” (Watson 2008, pp. 39-40)

Individuals who believe in justice and human dignity. They practice Caritas Consciousness to promote faith, hope, and peace for our society.

They are:
- Probation/Parole Officers
- Forensic Professionals: Psychiatric Mental Health Nurses, Psychiatrists, Social Workers, Psychologists, Therapists, and Law Enforcers

Pedantic futility occurs when you do not operate from the heart (Wilber, 1999)

Heart Focus

Heart Breathing
Society's Safe-Keeper Are Noble Professionals

- Protect society
- Nurture a deep sense of justice
- Care for the common good of society
- Engage in legal caring (Ray, 2006)
- Practice Caring Science and Caritas Consciousness

Benefits

- Increase authenticity with motivational interviewing
- Improve the quality of supervision
- Experience a positive human interaction with our clients
- Effective case planning based on risk, need & responsivity (Andrews & Bonta 2007)

Caring Science Objectives

- Develop compassion for self in the role of Society’s Safe-Keepers.
- Develop a bio-active and biogenic relationships (Watson 2008).
- Demonstrate active listening without the interference of personal judgments.

Caring Science Objectives

- CS theory is applied to practice and research.
- Implement mindful and reflective techniques

“Setting intentionality and consciousness for caring and personal healing”

(Watson, 2008)

Caring At The Beginning Of The Day

(Watson 2008)
The noble work of SSK is stressful

- Decrease productivity
- Physiological, emotional negative effects (Zgraggen, et al., 2005; Garcia-Bueno, Caso, & Leza, 2006).
- Vicarious trauma (DA Carr & Pearlman, 2006).

Physical Effects Of Stress (Zgraggen, Fisher et al. 2005)

- Increased BP
- Localized inflammation
- Increased cholesterol
- Faster blood clotting

This Noble Work Is A Balancing Act

http://veronicawalsh.wordpress.com

Effects Of Stress On Thinking

- Hasty decisions
- Negativity
- Impaired judgment
- Muddled thinking

Neuro-Endocrine Response To Stress

http://en.wikipedia.org/wiki/Adrenomedullary_system

The Effects Of Stress On Behavior (Limm, et al., 2011)

- Insomnia
- Restlessness
- Pedantic communication
Emotional Effects Of Stress
(Garcia Bueno, Caso & Leza, 2008)

- Irritability
- Depression
- Apathy
- Anger

Impact of Stress on Patient Safety

- Joint Commission - 2666 sentinel events reviewed: Jan 1995 - 2005. 66% had a root cause due to communication. (A significant factor to communication breakdowns are stress & inhibited cortical function).
- National Patient Safety Foundation - 27% of Medical Mistakes are caused by overworked, hurried and stressed staff.
- Journal of Health Risk Management (2002; 22:3-4) concluded stress reduction programs can result in improved clinical performance, fewer medical errors and reduced malpractice risk.

Emotions and HRV

- Frustration, Worry, Anxiety, Stress = Incoherence
- Appreciation, Compassion, Care, Love = Coherence

Take in the good

Ascending Heart Signals

Inhibits Cortical Function
- Speech
- Emotions
- Sensory

Facilitates Cortical Function
- Calm
- Quiet
- Peace
Renewing Emotions
Positive emotions and attitudes create neurochemicals that regenerate your system and offset energy drain.

- Increased longevity
- Increased resilience to adversity
- Improved memory
- Improved problem-solving
- Increased intuition and creativity
- Improved job performance and achievement

Ethics of Face: Sustaining our Humanity

When you look into the face of another, you are looking into the mystery and Infinity of the Human Soul. We Touch the Infinite Field of Universal LOVE in Which We All Belong...

Types of Biodynamic Relationships

- Type I: BIOPASSIVE – apathetic and detached
- Type II: BIOSTATIC - cold or treated as nuisance
- Type III: BIOCIDIC - toxic, leading to anger, despair, and decrease wellbeing
- Type IV: BIOACTIVE - life sustaining, kind, caring and concerned
- Type V: BIOGENIC - life giving (Life receiving)

(Applied to this: The Tibetan singing bowls have been used as instruments to induce relaxation and wellness for thousands of years. Research suggests consistent spiking of alpha brain waves when the bowl is played (Plasier, 2011).)
Vicarious Traumatization (McCann & Pearlman, 1990)

“Vicarious traumatization (VT) is a transformation in the self of a trauma worker or helper that results from empathic engagement with traumatized clients and their reports of traumatic experiences. Its hallmark is disrupted spirituality, or a disruption in the trauma workers’ perceived meaning and hope” (McCann & Pearlman, 1990).

Question:
Does your work expose you to trauma?

Signs of Vicarious Trauma (Lipsky & Burk, 2009)

- Hyper-vigilance
- Minimizing
- Sense of persecution
- Feeling helpless/Cannot do enough
- Anger and cynicism
- Dissociative moment
- Fear

Signs of Vicarious Trauma (Rothschild, 2006)

- Difficulty managing your emotions
- Difficulty accepting or feeling ok about yourself
- Difficulty managing boundaries
- Problems with relationships
- Physical pain
- Difficulty making connections
- Loss of meaning and hopelessness
Will society’s safe-keepers who engage in the practice of Loving-Kindness with self and others reduce their stress?

**Problem/PICO Question**

**Hypothesis**

Probation officers who complete the workshop will have a decrease in perceived stress compared to before taking the workshop.

\[ H_0: \mu_1 > \mu_2 \]

Pre workshop Post workshop

- All were Probation Officers from Judiciary, State of Hawaii (N = 28)
- Male = (n = 12) 43%; Female = (n = 16) 57%
- Age range = 27 – 62, \( M = 42.08, S = 11.73 \)
- Length of time employed as a probation officer:
  - Median = 7 years, \( M = 8.61 \) years, \( S = 6.43 \) years
- Education:
  - Master Degree = 50%; Bachelor Degree = 50%
- Race/Ethnicity:
  - Asian = 61%; White = 14%; Hispanic = 4%; Black = 11%,
  - Native Hawaiian/Pacific Islanders = 7%, Other = 4%
Workshop content

- Caring Science techniques to lower stress
- Define Caritas Process
- Address negative emotions and counter-transferences
- Bio-nature continuum of caring relationships
- Physiology of stress
- Vicarious/secondary trauma
- Active listening and motivational interviewing

Inferential Statistics Paired t-test

N = 28 that took the pre- and post-PSS
Pre-test M = 14.75, S = 6.22
Post-test M = 10.61, S = 6.24
t (27) = 5.46, p < .001
ES = 4.14 points (28% reduction in average score)
95% CI [2.59, 5.75]

Method

- IRB from Brandman University
- Proposal to stakeholders - recruit voluntary probation officers
- Delivered at a Hotel conference room
- Continental breakfast and lunch
- Informed consent
- Pretest (PSS) administered before the 6 Hour workshop
- Follow-up 30 days after the intervention
- Posttest (PSS) administered 30 days later at the Judiciary conference room

Stress Sub-Group Paired t-test

<table>
<thead>
<tr>
<th>HIGH STRESS</th>
<th>LOW STRESS</th>
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<tbody>
<tr>
<td>M = 18.9, S = 4.358</td>
<td>M = 9.16, S = 3.069</td>
</tr>
<tr>
<td>t (15) = 3.95, p = .001</td>
<td>t (11) = 4.43, p = .001</td>
</tr>
<tr>
<td>ES = 4.75 (25%)</td>
<td>ES = 3.33 (36%)</td>
</tr>
<tr>
<td>95% CI [2.19, 7.31]</td>
<td>95% CI [1.68, 4.99]</td>
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</tbody>
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Outcome

The participants’ score on the Perceived Stress Scale (PSS) (Cohen, Kamarck, Mermelstein, 1983)

Relevance

Which of the elements of the workshop have you used in the last 30 days?

- Being authentically oneself
- Positive regard for others
- Active listening
- Infusing positive relationships
- Physiology of stress
The workshop is effective in reducing stress.
- It is effective in teaching the vocabulary of caring.
- Participants practice the skills taught.
- The effect is not transient; it is sustained at least 30 days.
- Supported the effect of workshop with weekly emails.

A theory of nursing is more broadly relevant than previously known – it is applicable to the daily practice of probation officers.
- A brief intervention based on the theory can lead to long-term changes (30 days) in behavior in the workplace.
- These changes in PO behavior may lead to reductions in the negative consequences of this high stress occupation.
- These changes in PO behavior may lead to better outcomes for clients because of its focus on demonstrating caring for them.

- Decreases staff turnover, as shown by Wolever, et al., (2012).
- Reduces absences from work, as seen by Wolever, et al., (2012).
- Improves immune system, according to Segerstron, 2010.
- Increases caring in the supervision relationship, as described by Watson, 2008.
- Reduces ruminative thinking, promotes self-compassion, and enhances empathy, as noted by Chiesa, & Serretti, (2009).
References

SEE REFERENCE LIST

THANK YOU

http://brandman.edu/nursing