

Team-based Strategies to Reduce Trauma Response and Burnout

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Secondary Trauma and Burnout

- Secondary Traumatic Stress/Vicarious Trauma (STS/VT): STS is a secondary trauma which results from indirect exposure to trauma. Defined by Dr. Charles Figley, Secondary Traumatic Stress Disorder is **“the natural consequent behaviors resulting from knowledge about a traumatizing event experienced by a significant other. It is the stress resulting from helping or wanting to help a traumatized or suffering person”** (Figley, 1995).
- Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is **characterized by feelings of energy depletion or exhaustion; increased mental distance from one’s job, or feelings of negativism or cynicism related to one's job; and reduced professional efficacy.** (WHO, 2019)



Addressing Health Worker Burnout

The U.S. Surgeon General's Advisory
on Building a Thriving Health Workforce

2022

“pre-COVID burnout statistics that showed up to **54%** of nurses and physicians” Dr. Vivek Murphy, Surgeon General



Over 50%

of child welfare professionals reported relatively high levels of **secondary traumatic stress**.

(Rienkes, 2020)

29.6% of child welfare professionals reported **severe levels of secondary traumatic stress.**

(Rienkes, 2020)



A hand is seen reaching up from the surface of a blue ocean. The hand is positioned on the left side of the frame, with fingers spread. The background is a clear blue sky above the horizon line of the sea.

62%

of **child protective caseworkers** exhibited signs of emotional exhaustion.

(Anderson, 2000)





NON-FUN
DEMOKRASI
PASSENGER
MANGKASB



Resilience as a property of the system...



Three Levels of Stress Response

Positive

*Brief increases in heart rate.
Mild elevations in stress hormone levels*

Tolerable

*Serious, temporary stress responses,
Buffered by **supportive relationships**.*

Toxic

*Prolonged activation of stress response systems
In the absence of **protective relationships**.*



The impact of social support, unit cohesion, and trait resilience on PTSD in treatment-seeking military personnel with PTSD: The role of posttraumatic cognitions



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by reducing negative posttraumatic cognitions.

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1. Introduction

The prevalence of posttraumatic stress disorder (PTSD) in active duty military personnel who have deployed in support of

Operations Enduring Freedom (OEF) and Iraqi Freedom (OIF), is estimated to be between 5% and 17% (Gates et al., 2012; Hoge et al., 2004; Milliken et al., 2007; Richardson et al., 2010). Prior research examining predictors of PTSD have identified several psychosocial

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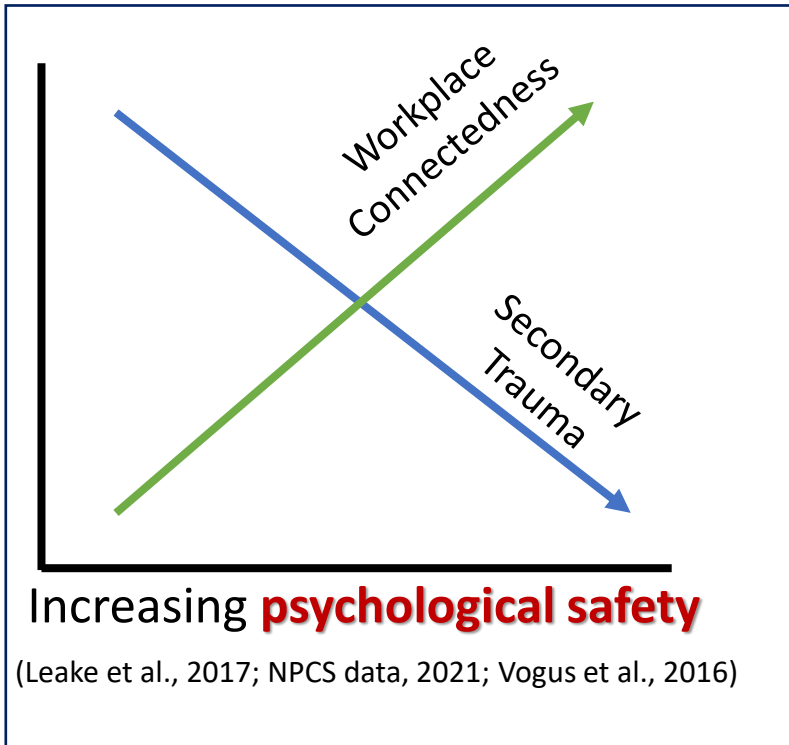
E-mail address: yinyinz@mail.med.upenn.edu (Y. Zang).

¹ The STRONG STAR Consortium group authors include (listed alphabetically): **Elisa V. Borah**, School of Social Work, University of Texas at Austin; **Katherine A. Donnanville**, Department of Psychiatry, University of Texas Health Science Center at San Antonio; **Brett T. Litz**, Massachusetts Veterans Epidemiological Research Center, VA Boston Healthcare System, Department of Psychiatry, Boston University School of Medicine, and Department of Psychological and Brain Sciences, Boston University, Boston, Massachusetts; **Jim Mintz**, Department of Psychiatry and Department of Epidemiology and Biostatistics, University of Texas Health Science Center at San Antonio, San Antonio, Texas; **Alan L. Peterson**, Department of Psychology, University of Texas at San Antonio, Office of Research and Development, South Texas Veterans Health Care System, and Department of Psychology, University of Texas at San Antonio, San Antonio, Texas; **John D. Roache**, Department of Psychiatry, University of Texas Health Science Center at San Antonio, San Antonio, Texas; **Elna Yadin**, Department of Psychiatry, University of Pennsylvania, Philadelphia, Pennsylvania; and **Stacey Young-McCaughan**, Department of Psychiatry, University of Texas Health Science Center at San Antonio, San Antonio, Texas.

Some Early Data Tells Us...

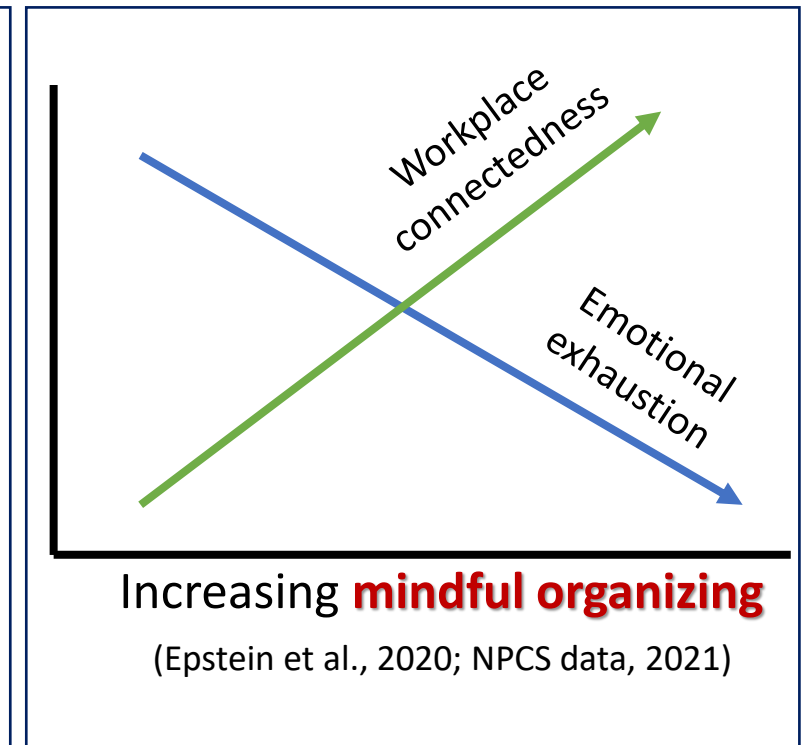
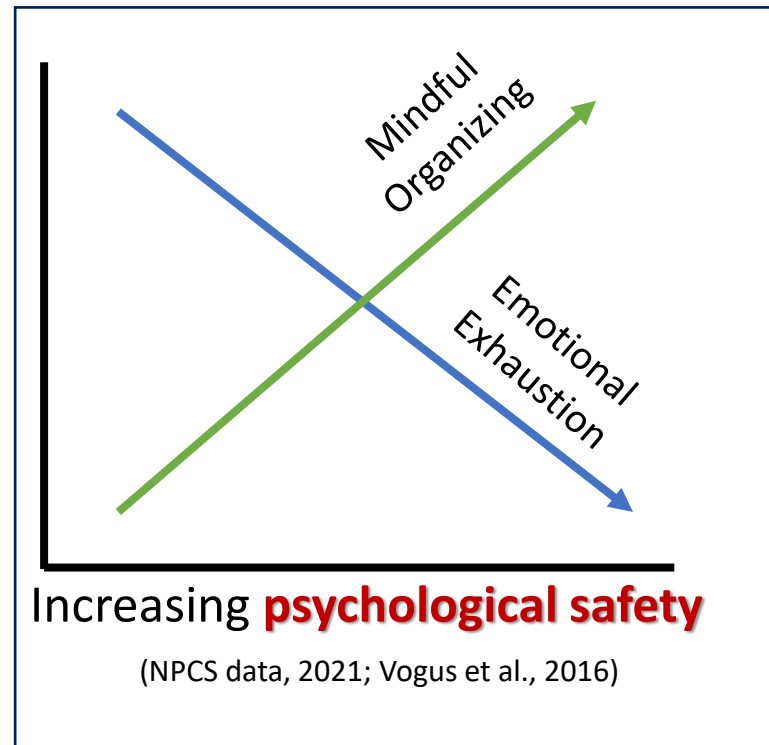
PSYCHOLOGICAL SAFETY

The shared belief team members are accepted, respected, supported, and able disclose a concern or mistake



MINDFUL ORGANIZING

Measures teamwork and team resilience – how teams monitor, plan, innovate, learn, and support one another



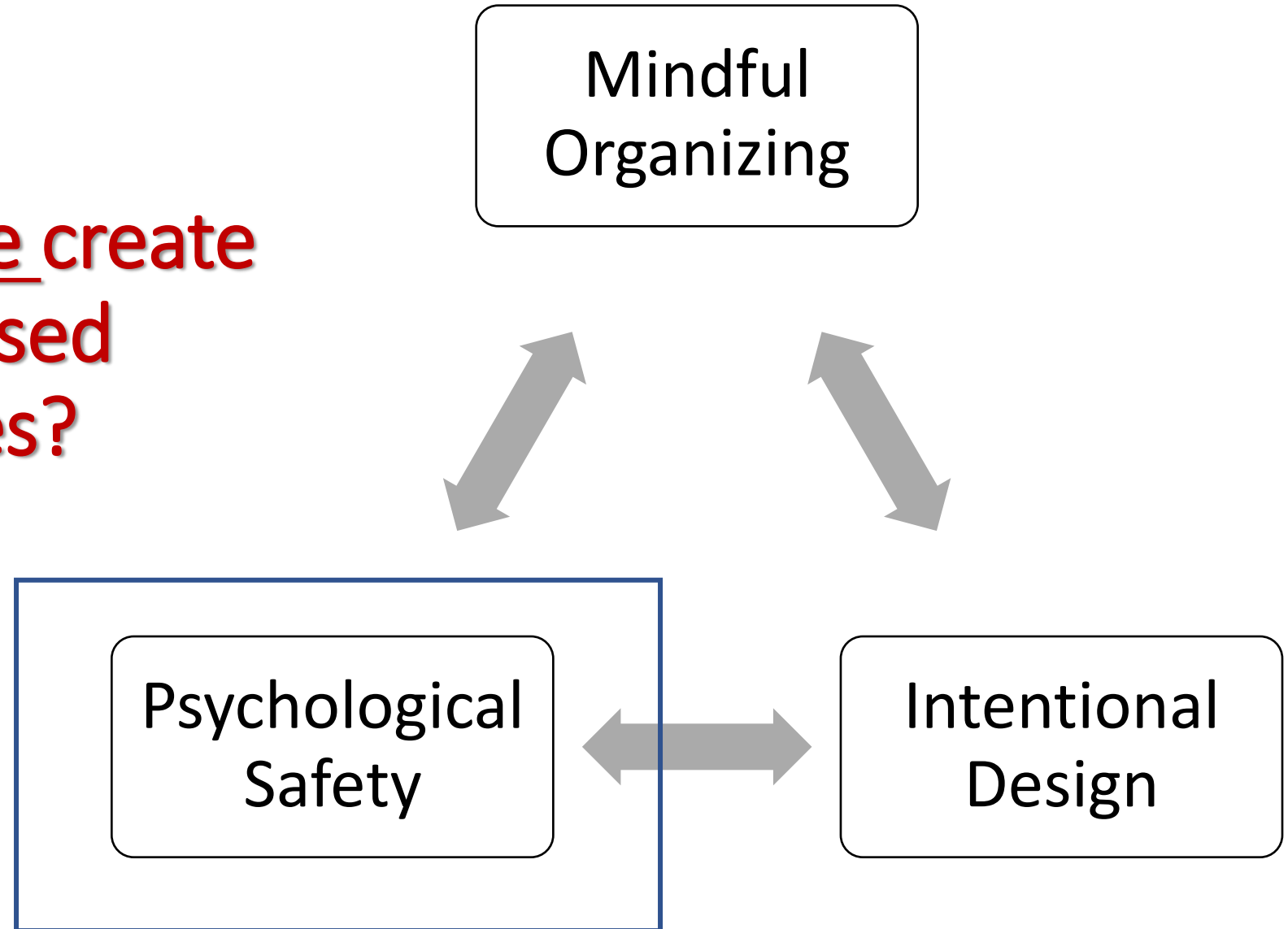
Variation in safety culture dimensions within and between US and Swiss Hospital Units*

Conclusions The authors found differences in SAQ dimensions at the country, hospital and unit level. The general emphasis placed on teamwork and safety climate in quality and safety efforts appear to be highlighting dimensions that vary more at the unit level than the hospital level. They suggest that patient safety improvement interventions target unit level changes, and they support the emphasis being placed on teamwork and safety climate, as these vary significantly at the unit level across countries.

Team Health is Contagious!

Being DISCONNECTED is a significant health risk

How might we create
teams-based
strategies?



Psychological Safety

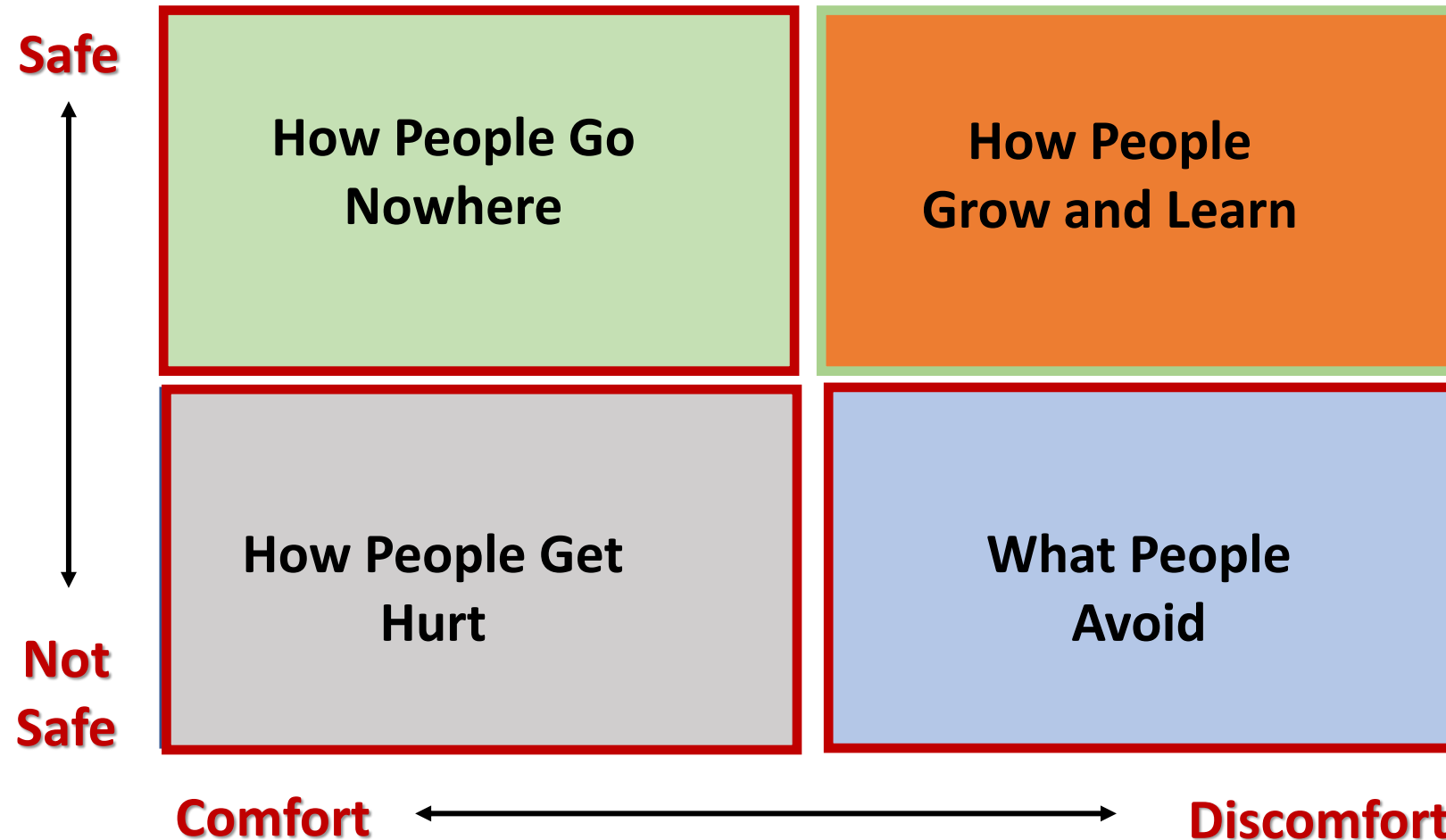
What it is:

- A **shared belief** that comes from **shared experiences**.
- A state of feeling accepted, supported, respected, and free to take **interpersonal risks**.
- A place where **mistakes** are treated as **opportunities to learn** – not a time to blame and punish.

What it is NOT:

- Free from **accountability**.
- A place where people always feel **comfortable**.

Psychological Safety - Discomfort and Safety



The “what ifs” that get in the way

What if I'm
wrong?

What if I look
incompetent?

Think of a time when you

didn't feel psychologically safe

What if I'm seen as
negative?

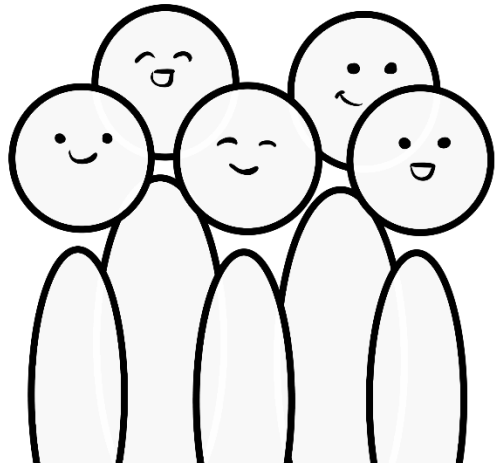
What if I sound
disruptive?

– Put in the chat one fear you
had that got in the way.

What if they get
angry?

What if they don't
like me?

Team-based Strategies for Building Habit



Plan Forward

- Huddles and Briefings

Reflect Back

- Triggered debriefings

Communicate Effectively

- Structured tools, SBAR, Conscious narratives

Test Change

- Driver Diagrams and PDSA cycles

Promote Professionalism

- Struggling well together, Self-care

Thank You!
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