



Stress, Anxiety, and Our Workplace

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Via Zoom

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Positive Current Picture

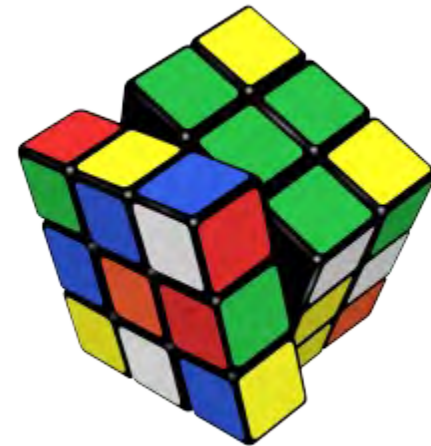


- Great team members
- Work well together, supportive and collaborative.
- Communicate clearly, directly, and often.
- Engaged and compassionate Director.
- Well connected to District leadership, Judges and staff.
- Positive connections and collaboration with National affiliates.
- Good management of budgets, Policies and calendars.
- Strong relationships with attorneys, TCA, law enforcement and Jails.



Complicated Picture

- Many things remain outside of our control.
- Delays in decision making and changes in direction.
- Backlog of trials and preparation pace is increasing.
- World uncertainty, war in Europe, gas prices, interest rates.
- Dealing with the public is complicated.
- Covid 19, masks, and family health.
- Concerns with staff departures and new hires.



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Serenity Prayer

*God, Grant me
The Serenity
to accept the things I cannot change,
The Courage
to change the things I can, and
The Wisdom
to know the difference.*



Burnout

“Psychological syndrome in response to chronic interpersonal stressors on the job” (Maslach 1982).

“State of mental and/or physical exhaustion caused by excessive and prolonged stress” (Girdin 1996).

Burnout is characterized by 3 dimensions: exhaustion, cynicism / depersonalization, and inefficiency.



[Burnout At Work - Occupational Burnout.jpg](#) by Microbiz Mag
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Are you paper or
roll?



Compassion Fatigue or Secondary Trauma

- Compassion fatigue refers to a physical, emotional and spiritual fatigue or exhaustion that takes over a person and causes decline in his/her ability to experience joy or to feel and care for others. (Figley, 1995; Friedman, 2002).
- Compassion fatigue is also synonymous with secondary traumatic stress disorder.
- Compassion fatigue is a one-way street in which individuals are giving out a great deal of energy and compassion to others over a period of time yet can't get enough personal support to reassure themselves that the world is a hopeful place.
- It's this constant outputting of compassion and caring over time that can lead to these feelings of total exhaustion (Figley, 1995; Friedman, 2002).



Signs/symptoms of Vicarious Trauma

- Minimizing
- Guilt
- Physical ailments
- Chronic exhaustion
- Fear
- Sleeplessness
- Anger and cynicism
- Inability to listen and/or avoidance
- Inability to embrace complexity
- Hopelessness



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Resiliency and Stress

- Resilience is the process of successfully adapting to difficult or challenging life experiences. Resilient people overcome adversity, bounce back from setbacks, and can thrive under extreme, on-going pressure without acting in dysfunctional or harmful ways. The most resilient people recover from traumatic experiences stronger, better, and wiser.
- 5 top cause of stress:
 - Money
 - Work
 - Family
 - Health
 - News



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Healthy Work Environment

- A healthy workplace is one where both employees and management work together to promote healthy actions and behaviors to keep everyone safe and well.
- A non-toxic, healthy environment leads to an opportunity for open discussion, strong professional relationships, and increased productivity.
- A healthy workplace is one where employees thrive in their work projects and feel fulfilled while also staying physically and mentally healthy. They're productive and feel supported, which leads to reduced absenteeism, illness, conflict, and, ultimately, turnover.



Signs of a healthy work environment

- Flexibility
- Compassion
- Positive values
- A no-gossip policy
- Low turnover rates
- Team collaboration
- Open communication
- Goal-oriented projects
- Growth encouragement



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Ideas for maintaining a healthy workplace

- Buy some plants
- Focus on the positive, things that are in your control.
- Utilize your wellness committee/program, EAP counseling
- Encourage mental health breaks
- Socially connect, take a break to say hello.
- Be inclusive
- Engage with different personalities, we are all different
- Eat healthy (less Guru, more veggies)
- Do team building activities
- Keep your workspace clean and comfortable



[Potted ornamental aloe in a ridge white flowerpot](#) by gratuit is licensed under [CC BY](#)



[Salad nicoise topped with tuna](#) by gratuit is licensed under [CC BY](#)



Cont. healthy workplace ideas

- Keep a relaxed and productive atmosphere
- Have a sense of humor
- Open and honest communication
- Celebrate your accomplishments
- Be flexible
- Turn off the news, social media, and TikTok
- Sleep!
- Create habits and routines that are healthy and comfortable.
- Go for a walk



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Resources, scales, and Inventories

- The Social Readjustment Rating Scale
- Berkeley Wellness Letter U. of Cali.
- Ego Resiliency Scale, J. Block & Kremen 1986
- Building Personal Resilience, William and Poijula (2002)
- The Spiritual Intelligence Self-Report Inventory (2008 D. King)
- The Perceived Stress Scale
- Holmes and Rahe Stress Scale

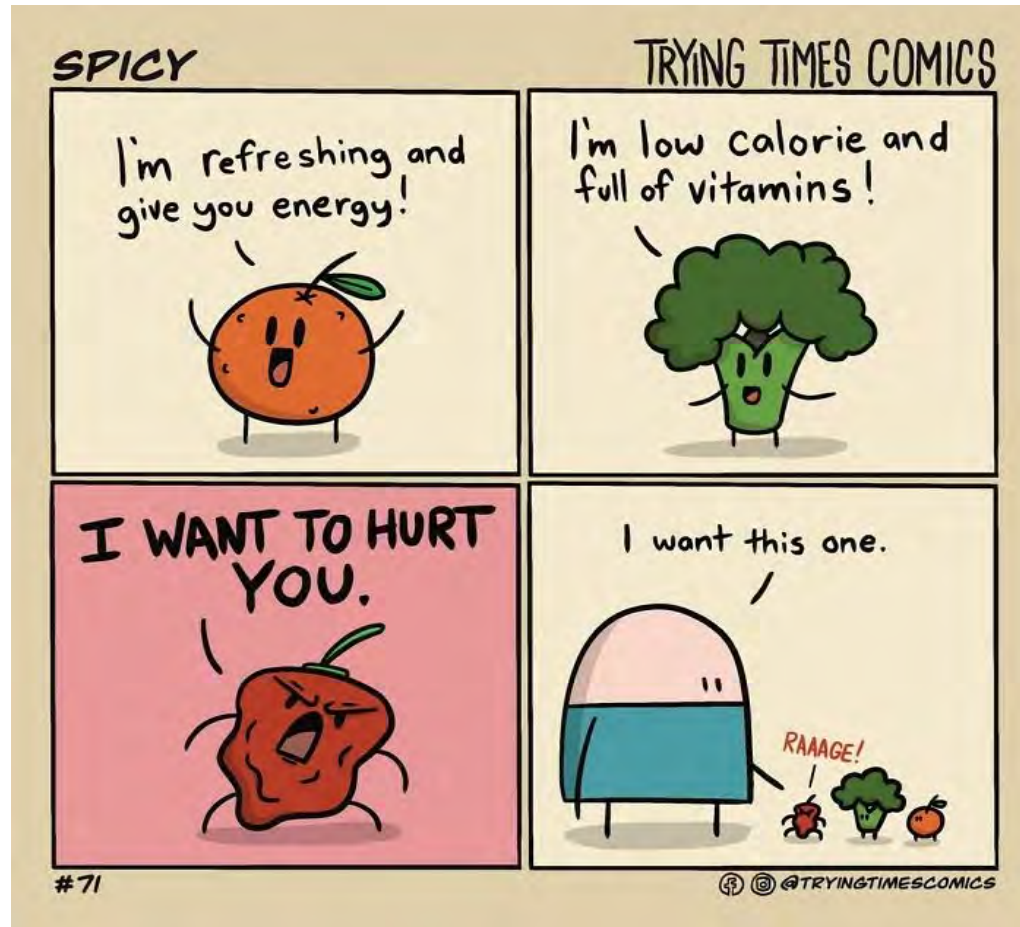


Resources continued

- Secondary and vicarious trauma among judges and court personnel
- Self-care toolkit, Shawn Goldberg
- Addressing the mental health and well-being of judges and court employees
- Essential components of trauma informed Judicial practice, what every judge needs to know about trauma
- Judicial wellness: vicarious trauma and secondary traumatic stress in judges



Smile!



Thank You!

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