

**TOO MUCH, TOO UGLY, TOO FAST, OR TO
MANY-DEVELOPING & MAINTAINING
WELLNESS AND RESILIENCY BOTH AT
WORK AND AT HOME**



**AMERICAN ASSOCIATION OF CODE
ENFORCEMENT
2018 CONFERENCE**

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Today's Training Progression

- Understanding the people you deal with
- Understanding Stress
- Understanding Cognitive Distortions
- Understanding Anger
- Understanding Trauma Contamination
- Resiliency & Wellness



PERSONALITY CATEGORIES FOR THE PEOPLE YOU HAVE TO DEAL WITH

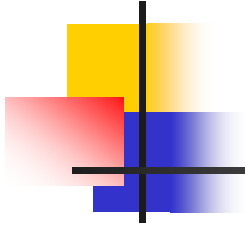
- Delightful
- Task-Oriented
- Emotionally Distraught
- PIB's – Will always remain BMW's

-
- Disruptive
 - Volatile
 - Violent



BEGINNER'S GUIDE TO THE BODY

- Functions in the body are divided into two levels
 - Automatic functions
 - Stick-shift/manual functions



WHAT IS STRESS?



DEFINITION OF STRESS

STRESS –

- General response of the body to any unusual demand made on it, pleasant or unpleasant, emotional, physical or mental.

STRESSORS –

- instinctive vs. learned



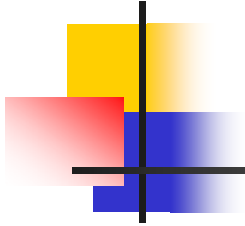
CATEGORIES OF STRESS

GENERAL STRESS

Short Term

Long Term

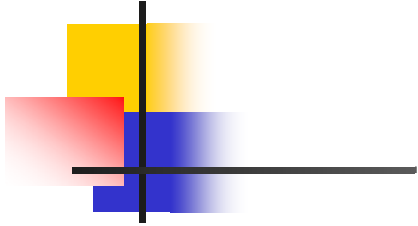
Responses can be acute, delayed or cumulative



HOW DO YOU KNOW WHEN YOU ARE STRESSING OUT?

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WHEN I WOKE UP THIS MORNING
I HAD ONE NERVE LEFT
AND NOW YOU'RE GETTING ON IT!



KEY SYMPTOM FOR GENERAL STRESS CONTAMINATION

Your focus changes from
macro stimuli to micro
stimuli.



Stress Symptoms

- Physical
- Emotional/Psychological
- Behavioral
- Cognitive



Stress Symptoms: Physical

- **Circadian Rhythm Desynchronization**
- **Chronic Fatigue**
- **Chronic Sleep Problems**
- **Mood Swings**
- **G.I. Ailments**
- **Increased Alcohol Use**
- **Increased Job Accidents**
- **Hypertension**
- **Increased Cholesterol**
- **Late Onset Diabetes**
- **Decreased Longevity**



Stress Symptoms: Emotional

- **Mood Swings**
- **Anxiety**
- **Guilt**
- **Grief**
- **Denial**
- **Fear**
- **Loss of Emotional Control**
- **Depression/Irritability**
- **Anger/Agitation**



Stress Symptoms: Behavioral

- **Change in Activity**
- **Withdrawal**
- **Emotional Outbursts**
- **Suspiciousness**
- **Loss or Increase of Appetite**
- **Pacing**
- **Excessive/Inappropriate Humor**
- **Excessive Silence**
- **Increased Job Accidents**



Stress Symptoms: Cognitive

- Confusion
- Decreased Attention Span
- Poor Decision Making
- Poor Concentration
- Memory Problems
- Disturbed Thinking
- Poor Problem Solving
- Decreased Awareness of Surroundings



Psychological Warning Signs of Too Much Stress

- **Working late more often; working harder than the situation seems to require.**
- **Difficulty making decisions, especially if small ones: what to wear, which movie to see, what to do next.**
- **Marked increase in daydreaming or fantasizing.**
- **Excessive worrying, especially if over minor matters (or casualness and unconcern in the face of real problems).**
- **Increasing difficulty in concentrating.**
- **Increase in anger, temper outbursts, general irritability.**
- **Confusing or forgetting dates, places, times, appointments, details, etc.**
- **Misplacing things: car keys, documents, favorite pen.**
- **Feeling remote from people who were close to you and things you used to like -- family, friends, hobbies.**



Psychological Warning Signs of Too Much Stress - Continued

- **Starting to make quite a few more mistakes -- especially if small, "dumb" ones.**
- **Finding ordinary everyday situations unpleasant or a huge effort -- playing with your children, going to parties, shopping, small household tasks.**
- **Carelessness about appearance.**
- **Brooding over past mistakes; increasing fear of failing; making the safe choices, not the best ones.**
- **Having more accidents: bumps and bruises, spilled coffee, I cut myself shaving.**
- **Sexual or romantic indiscretions.**
- **Abrupt reversals of usual behavior: stinginess in a generous person, sloppiness in someone normally methodical and precise, need to be constantly with others (by an "independent type"), etc.**
- **Feeling of being overwhelmed with work -- with everything.**



HOW DO YOU CONTROL STRESS?

- Take your foot off the accelerator
- Put the car in gear



SLEEP

Individuals who work in the Enforcement Field experience twice the rate of sleep problems as the general population. Nearly 40% struggle with some type of sleep disorder.



HOW ARE YOU IMPACTED

- Most Common Sleep Issues: Sleep Apnea, Moderate to Severe Sleep Insomnia, and Shift Work Disorder (defined as "excessive wake time, sleepiness and insomnia)
- Individuals with sleep disorders have a higher risk of falling asleep while driving, committing an error or safety violation attributable to fatigue, and experiencing uncontrolled anger towards a citizen.
- Individuals are also more likely to report committing a serious administrative error and had a higher rate of absenteeism than those without sleep disorders.



Sleeping Basics

- Your body requires 7 hours & 40 minutes of sleep.
- Snoring is the primary cause of sleep disruption for approximately 90 million American adults; 37 million on a regular basis. (causes include: mouth anatomy, alcohol consumption, nasal problems, sleep apnea, being overweight)
- If you happen to do shift work, you can gradually adapt to resetting their biological clocks – if not managed effectively can result in higher rates of heart disease, digestive troubles, infertility, and emotional problems.
- Some studies show promise for the use of melatonin in shortening the time it takes to fall asleep and reducing the number of awakenings, but not necessarily total sleep time. Other studies show no benefit at all with melatonin.



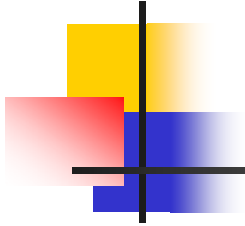
HEALTHY SLEEP TIPS

- Stick to a Routine
- Wind Down
- Create a Restful Environment (ideal room temp. 60-67 degrees, removal of distractions, black it out, remove computers, TV's, and work materials) – associate your bedroom with only sleep and sex
- Avoid junk food, nicotine, alcohol, and caffeine (can take 8 hrs. to fully wear off)
- Finish eating 2-3 hrs. before bedtime
- Exercise daily (exercise when you wake up, as opposed to before you go to sleep)
- Shift Workers: can add naps and lengthen amount of time allotted for sleep; increase the intensity of light while working, use caffeine or other stimulant (B6, B12, vitamin D) during first part of shift

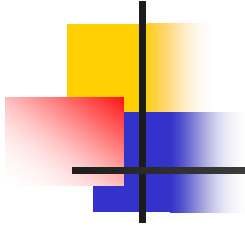


SPECIFIC COUNTERMEASURES

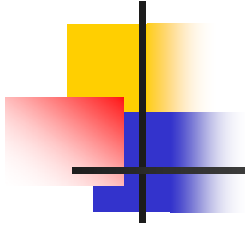
- Self Monitoring
- Balance/Perspective
- Decompressing
- Contrast
- Physical Exercise (cardiovascular)
- Tactical Breathing
- Mental Vacations
- Talking/Writing
- Progressive Muscle Relaxation
- Humor
- Prioritize
- Ask for Help
- Maintain a Good Support System – Variety is Good
- Eat Regular, Nutritional Meals
- Stay Positive – Choose Your Perspective
- Get Plenty of Rest
- Stay Away from Death & Destruction on your free time
- Take Focused Breaks Away from Stressors
- Vent instead of Bitch



WHAT ARE COGNITIVE DISTORTIONS?



INSERTING TOO MANY “BUTS” INTO YOUR THOUGHT PROCESS



**INSERTING TOO
MANY “THIS IS
BULL S...””**



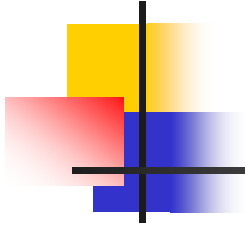
ADDITIONAL WORDS AND THOUGHTS TO AVOID

- WHY
- THIS IS GOING TO BE A BAD DAY
- RESENTMENT
- GUILT
- SECOND GUESSING (THIS IS DIFFERENT FROM LESSONS LEARNED THINKING)



MITIGATING COGNITIVE DISTORTIONS

- Recognition of when the distortions occur
- Immediate Replacement of the distortion with appropriate statements
- Engage in Repetition in order to create positive muscle memory



WHAT IS ANGER?



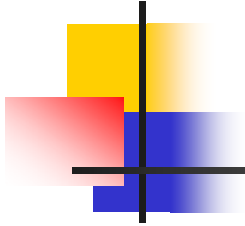
WHAT ARE THE TYPES OF ANGER

- Slow Burn
- Explosive



HOW DO YOU CONTROL ANGER?

- Release It
- Rewire Your Hot Buttons
- Reduce It



WHAT IS TRAUMA



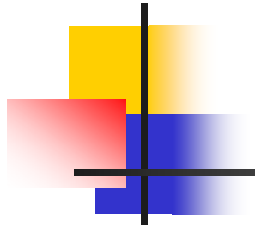
WHAT IS A TRAUMA

BASICALLY, IT IS AN EVENT OR A SERIES OF EVENTS INVOLVING DEATH OR INJURY OR THE PERCEPTION OF DEATH OR INJURY THAT IS CONSIDERED TO BE TOO MUCH AND TOO UGLY.

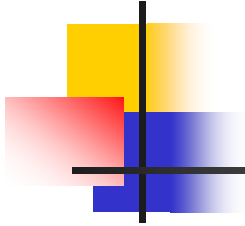


IDENTIFYING AND PREPARING FOR THE FOOTPRINTS

- Medical Footprint---The number of people killed or injured
- Psychological Footprint---The number of people displaced and/or traumatized



**THE SIZE OF THE
PSYCHOLOGICAL
FOOTPRINT WILL EXCEED
THE SIZE OF THE
MEDICAL FOOTPRINT**



SETTING THE FOUNDATION

What are Critical Incidents and Extreme Events?



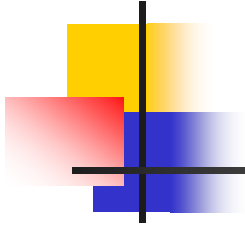
DIFFERENTIATING CRITICAL INCIDENT TRAUMA FROM EXTREME EVENTS TRAUMA

- Critical Incidents are traumatic incidents involving death and/or injury, but have more frequent occurrences
- Extreme Events are traumatic incidents involving death and/or injury, but have a low frequency of occurrence and involve a reaction of **TOO MUCH TOO UGLY AND TOO DIFFERENT**



EXAMPLES OF EXTREME EVENTS

- Mass Casualty Events
- Line of Duty Deaths
- Hurricanes, Floods, Earthquakes, Fires, Major industrial accidents
- Single Casualty or Small Casualty Events with a Large Psychological Footprint



TRAUMA CONTAMINATION AND TRAUMA SYMPTOMS



HOW DO YOU KNOW YOU OR YOUR EMPLOYEES MAY HAVE A PROBLEM AFTER A CRITICAL EVENT?

- Frequency
- Duration
- Intensity
- Interference



THE MAJOR SYMPTOM

**DEVIATION FROM
BASELINE**



WHAT ARE INTRUSIONS (walkers)?

- They involve repetitive looping
- They can be cognitive based (continually thinking about the event)
- They can be visual (seeing the event or items from the event)
- They can be auditory (hearing sounds from the event)
- They can also be olfactory or touch based



CATEGORIES OF INTRUCTIONS

- DAY WALKERS
- NIGHT WALKERS
- DREAM WALKERS



WHAT ARE FLASHBACKS

- They are psychological and physiological time machines
- They are triggered automatically and instantaneously
- They are generally sensory modality based
- You can't necessarily control their activation, but you can control your response



ADDITIONAL TRIGGERING EVENTS FOR FLASHBACKS WHICH CAN THEN LEAD TO THE WALKERS

- Anniversaries
- The Investigation and a trial (if needed)
- Media
- A Similar Event



What Can Anniversaries Do?

- They can provide closure and healing
- They can wake up the 'Book of the Dead'
- They can become a major contributor to 'Flashbacks'---TOO MUCH TOO UGLY TOO SIMILAR



WHAT ARE WORLD ASSUMPTIONS?

- They are perceptions about how the world is supposed to operate
- They fall in the category of either physics (gravity will always work) or psychology (children will come back from school alive, movie theaters are safe places)



WHAT HAPPENS WHEN YOUR ASSUMPTIONS ARE SHATTERED

- You can engage in denial (that was an isolated incident)
- You can engage in avoidance (home school your children, never go back to a movie theater)
- You can meltdown
- You can develop a 'New Normal'--Best



WHAT IS A COMFORT ZONE

- It is an invisible circle in which everything inside we can do and like to do
- It is an invisible circle in which everything outside we avoid or do with a lot of anxiety
- It is different sizes for all of us
- It naturally shrinks over time if you don't push back
- It can be shattered after a traumatic event



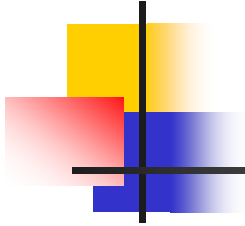
WHAT IS PTSD?

- It refers to Post Traumatic Stress Disorder
- You get it by being involved in or responding to an event that involves death or injury
- Basically it is a traumatic event that has never moved from a thought to a memory



UNDERSTANDING THE BOOK OF THE DEAD

- PTSD develops when you never moved the trauma from a thought to a memory
- Once a traumatic event arrives in the memory center it either starts or adds a chapter to the BOOK OF THE DEAD
- Throughout the course of your life you will have events that wake up the book of the dead
- Once awakened the ghosts will move from the memory center to the thought center



HOW DO WE COPE WITH THE BOOK OF THE DEAD AND MITIGATE TRAUMA REACTIONS?



DECONTAMINATION/STABILIZATION (GETTING THE “YUCK” OUT)

- Respond to psychological trauma the same way you would respond to physical trauma.
- Consider trauma to be like a sunburn.
- Treat each sensory modality individually.
- Re-establish balance/equilibrium.
- Purge.
- Strive for cognitive closure.



GOALS OF TRAUMA RECOVERY

- Move the trauma from a thought to a memory.
- Rebuild assumptions.
- Restore the comfort zone.



EVALUATING EFFECTIVENESS

Change in:

- Frequency
- Duration
- Intensity
- Interference



WHAT IS WELLNESS?

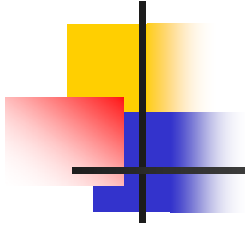
Dictionary Definition:

The condition of good physical and mental health when maintained by proper diet, exercise & habits.



DIMENSIONS OF WELLNESS

- Relationship & Social Wellness
- Occupational Wellness
- Spiritual Wellness
- Physical & Medical Wellness
- Intellectual Wellness
- Environmental Wellness
- Financial Wellness
- Retirement and Preparation Wellness
- Psychological & Emotional Wellness
- Trauma Wellness



WELLNESS IS A CHOICE TO TAKE RESPONSIBILITY FOR YOUR QUALITY OF LIFE



HOW DO YOU KNOW WHEN YOU HAVE A PROBLEM WITH DEVIATION FROM WELLNESS?

Problems, symptoms and
improvements are measured by:

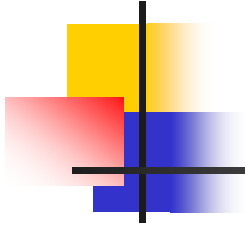
- Frequency
- Duration
- Intensity
- Interference



FOR NEGATIVE RESPONSE

Are They Controllable?

- If so, develop a problem solving strategy.
- If not, develop a coping strategy.



ULTIMATELY IT'S AN INCREASE IN RESILIENCY

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QUALITIES OF RESILIENT INDIVIDUALS

- **Adaptation**—survival of the fittest does not go to the strongest, fastest, or smartest, but to the individual that adapts the quickest
- When bothered by an emotion a RESILIENT PERSON would not say “this shouldn’t be bothering me, but would say “this is bothering me and I need to do something about it”
- When bothered by an emotion a RESILIENT PERSON would not say “I should be able to handle this on my own”, but would say “I need to do what ever it takes to resolve this problem”
- Ability to Create Meaning & Purpose
- Ability to Positively Reinterpret a Negative Event
- Encourage others by creating an environment of safety and trust. Lead with honesty.
- Perseverance & Tenacity
- Social Support & Connectiveness
- Multiple Identities
- Positive Coping Skills: Humor
- Healthy Notion of Control



EVALUATING EFFECTIVENESS

Change in:

- Frequency
- Duration
- Intensity
- Interference