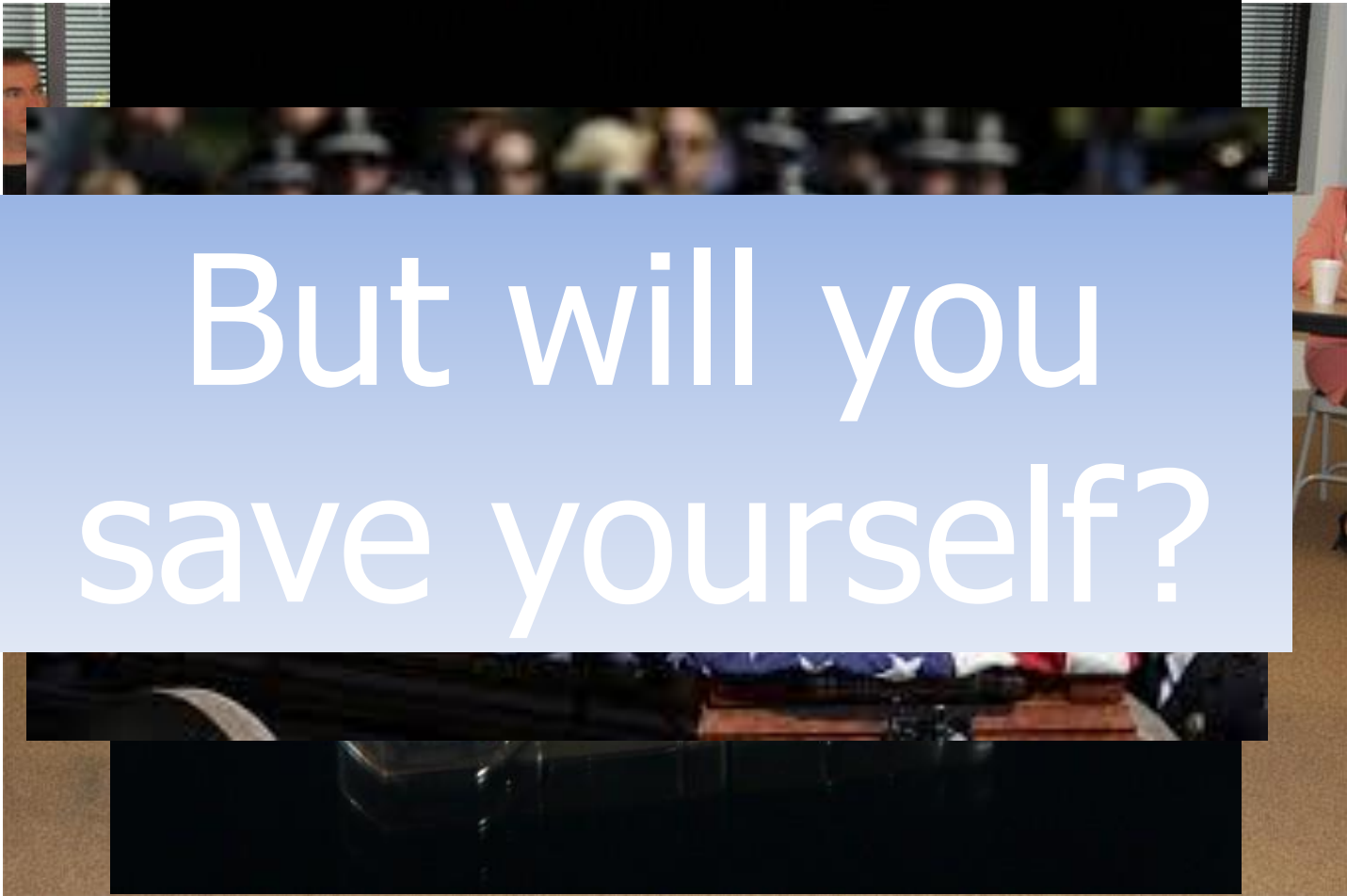


Decide 2

Thrive

**A Resiliency Primer for Law
Enforcement**

You've saved so a many...



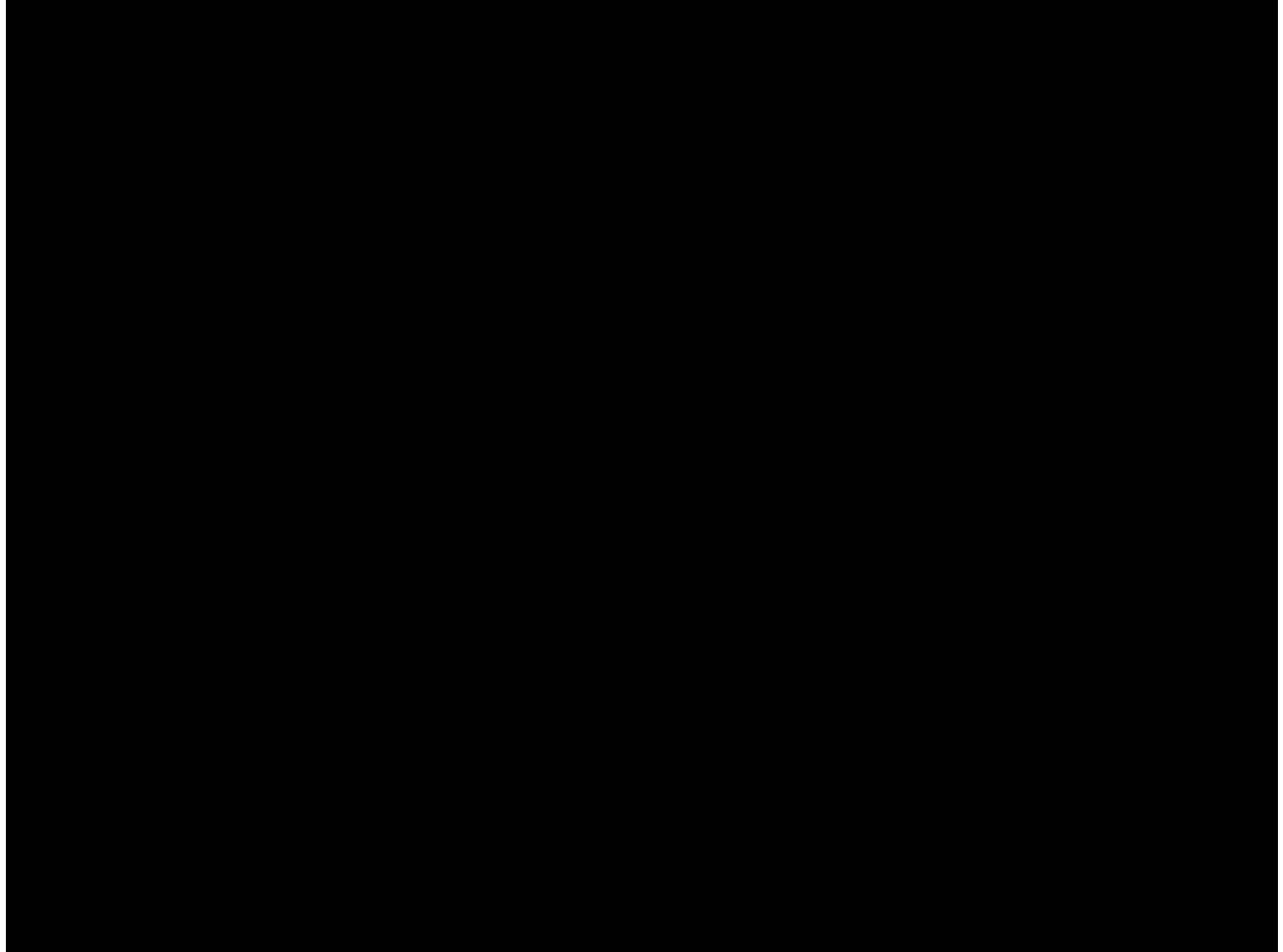
**But will you
save yourself?**

Objectives in a nutshell...

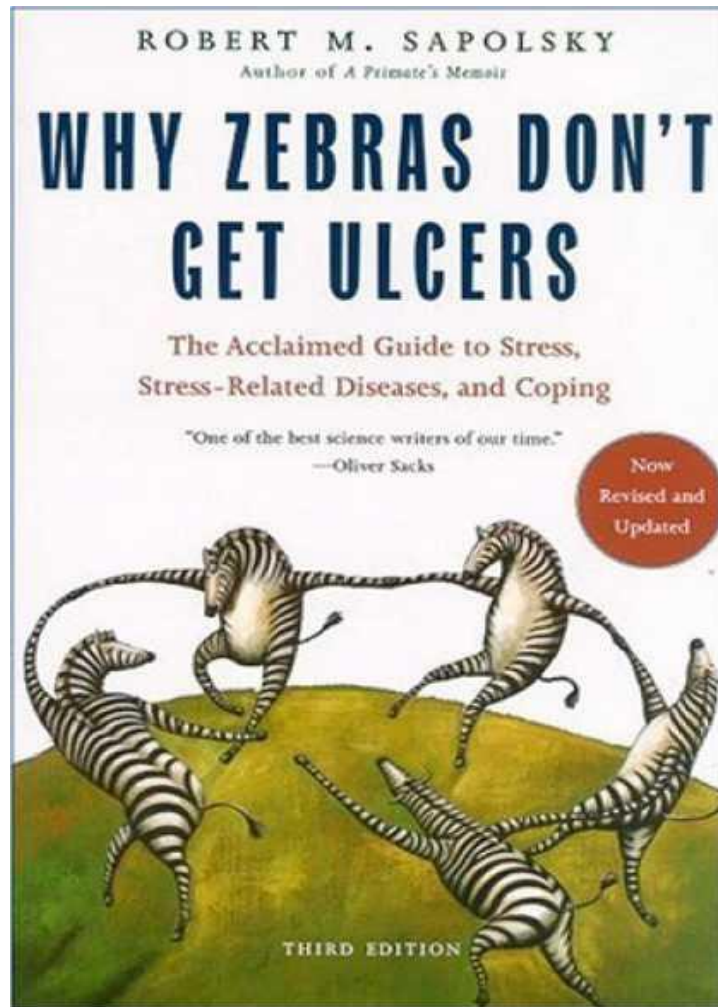
- Recognize the Challenges
- Establish norms
- Learn the Trinity
- Walk the walk



A Very Resilient Guy



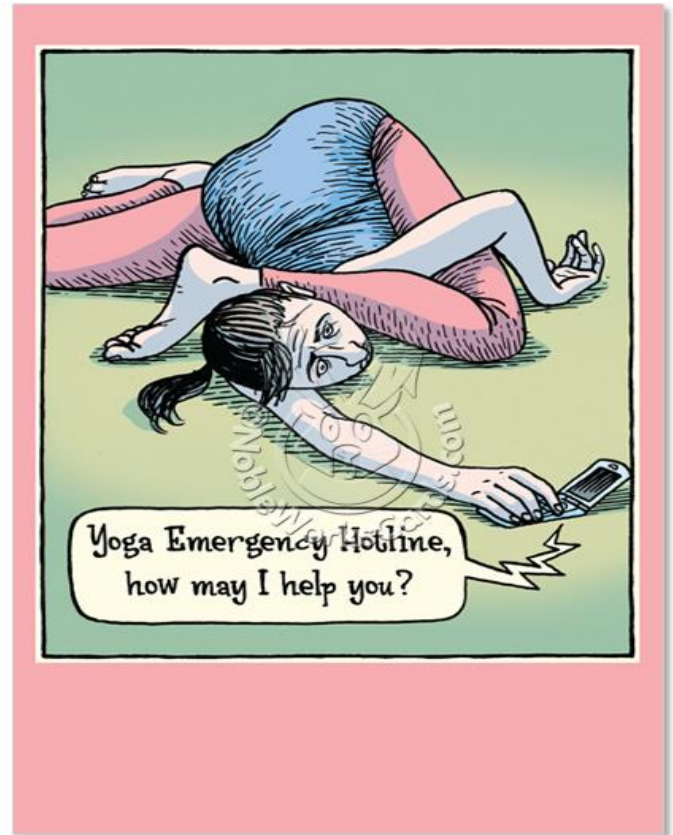
Recognize the Challenges



- Because their only REAL concerns are eating, drinking, sleeping, making little zebras, and trying not to end up as a main course!

How about you?

What are some of the things that make you stressed on a daily basis about which zebras don't worry?



**You will never get the toothpaste
back into the tube**



Public Safety Culture



Us v. Them

Violence/Death/Destruction

Integrity/accountability

Distrust

Warrior Mentality

Siege/Foxhole Mentality

Isolation

Personal Impact

- Emotional Issues
- Physical Ailments
- Domestic Problems
- Substance Disorders/Addictions
- Suicide

Organizational Impact

- Inability to evolve-“Group Think”
- Low morale and little employee development-
“Mind traps”
- “Entitlement” and/or “Victim” mentality
- Poor delivery of services
- Higher propensity for malfeasance or catastrophic employee events

Establishing Norms



How do we change it?

- Resiliency and wellness must be incorporated into a comprehensive and integrated agency-wide approach.
- Build a culture not just a program!

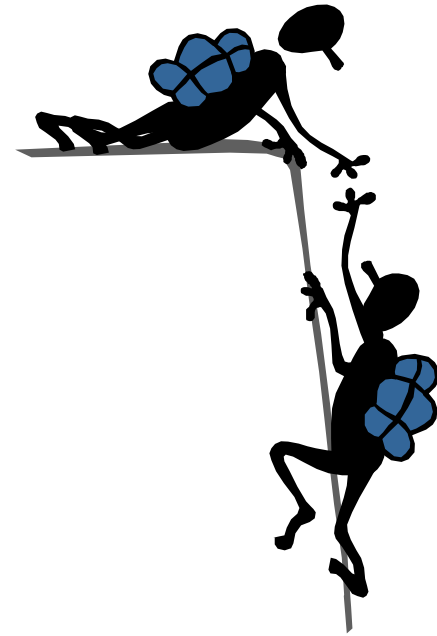


The Resiliency Trinity

Understand and re-commit to your mission.

Take ownership for yourself.

Be accountable to and for your peers.



Why am I here?

My goals are simple...I will always be painfully honest...Work as hard as I can and learn as much as I can...And hopefully make a difference in many peoples lives.

Composed by:

Deputy David W. March

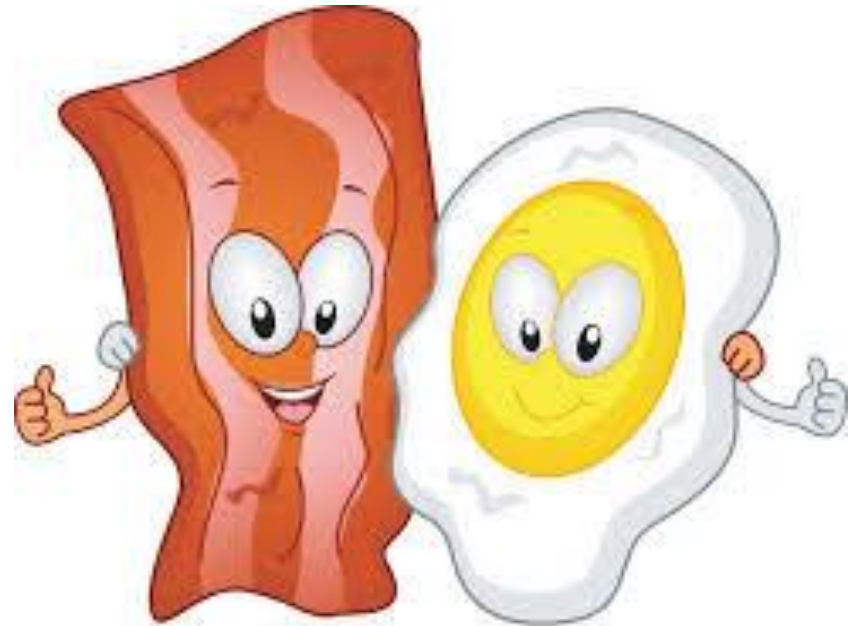
EOW April 29, 2002

LA County Sheriff's Department

Take Ownership

You can't just be
"involved" in your
own wellness and
resiliency.

**YOU NEED TO
COMMIT TO IT!**



Take Ownership for Yourself

- Remember who you are and why you're here.
- The world is full of amateurs.
- It's smart to be hard but hard to be smart.
- You are more than just a badge.
- You are important but NOT special.
- **Be a buoy to your own.**



Don't make victim noises!



- Fitness and nutrition
- Sleep hygiene
- Medical and Psych “check ups”
- Stress management and healthy decision-making
- Occupational safety
- Training and skill builders
- Life/Work balance

It's Wisdom not Weakness



Mission of Police Peer Support/CISM

To provide assistance and resources to public safety members suffering the effects of acute or cumulative stress in an effort to stabilize these individuals, mitigate the situation, mobilize supportive resources, and restore adaptive function.

CISM Methodology

In support of the “buoy approach,” CISM provides clinician guided, evidence based individual and group peer support designed to:

- **Mobilize internal and external support resources.**
- **Stabilize individuals in acute distress.**
- **Mitigate the situation through direct action and/or referral.**
- **Aid in the restoration of adaptive functions and help individuals return to normal activities.**

Why does Peer Support/CISM work

- Peer support based stress management affords public safety officers the opportunity to help “themselves” and “their own”. (ownership)
- It allows peers to tell comrades in need that it’s “OK to not be OK”.
- It uses a resiliency model of “dented but far from broken”.
- It’s leadership not “hugs”. This approach **demands** that the member, his peers, supervisors and commanders are **ALL accountable to each other and responsible to insure people are “fit to fight”!**

Support Each Other

Baltimore April 26-May 6, 2015



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In the End...

- **Over 100+ CISM peers and clinicians from at least 15 different states and two different countries provide direct or indirect support to this operation from May 15th thru May 21st .**
- **Ten commander focused coordination/information meetings were conducted.**
- **A total of 72 roll calls were delivered plus at least five other targeted sessions for sworn and civilian members assigned to administrative positions or special operations unit.**

February 10, 2016 (Ash Wednesday)



In the End...

- **Over 25 plus teams and/or clinical organizations provided support during this time period. This included over 50 different peers, clinicians, and chaplains.**
- **Direct support was provided from the day of the event on February 10th and continued in some form or fashion for more than thirty days. This included Peer Support/CISM coverage for literally THOUSANDS of public safety members who attended four separate viewings and two separate funerals spanning a six day period from February 15 through February 22, 2016.**

Lessons Learned

- **Get to know the neighbors**
- **Don't try to treat your own wounds**
- **Somebody has to be the adult supervision**
- **Smooth is fast**
- **It ain't stupid if it works**
- **It's gotta be all about them**
- **Watch out for ghouls**
- **Don't expect to change the world or the world to change for you**
- **It's not a question of if, but when**

All Give Some...Some Give All



Decide 2 Thrive

<https://www.youtube.com/watch?v=IHNPpjnZPXw&feature=youtu.be>

Just saying...

**THERE'S NO REASON
TO TAILGATE ME WHEN
I'M DOING 50 IN A 35.**

**AND THOSE FLASHING
LIGHTS ON TOP OF YOUR
CAR LOOK RIDICULOUS.**

- **Build a resiliency culture**
- **Remember the trinity**
- **Ask for help**
- **Peer support is part of the process but is not a substitute for clinical services**

Thanks...Stay Safe and Well!

Lt. Marc “Junk” Junkerman

Coordinator

Harford County Sheriff’s Office Resiliency Team

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