

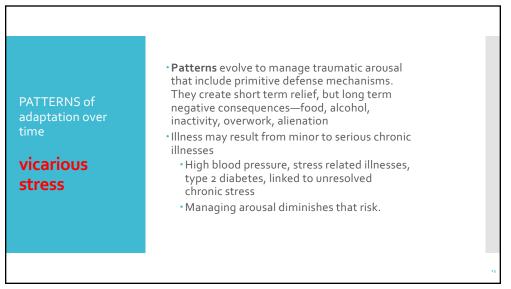
• We are built to be kind	Attachment begins in the right brain Midbrain Compassion and connection	 Periacqueductal Gray: Located in the midbrain, with ties to the amygdala Reacts also to threat alerts—turning us toward others Resonates with images of suffering when compassion and empathy are experienced. Influences survival skills related to attachment and social systems releases either enkephalin or dynorphin (endogenous opioid neurotransmitters) Mirror neurons We are built to be kind
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Hot, sticky andcontagious	 Nervous system to nervous system: Alerts register as danger present and trigger response Mirror neurons engage and "mirror" the reaction of the other, as if we were doing it ourselves embodied When our brains hear/see other people's trauma, the same areas in our brain fire as if it's primary trauma. We experience the twin dynamics of trauma in a muted form Arousal and long term physiological impact of chronic arousal Patterns to manage/avoid danger and to manage/avoid re-experiencing pain or helplessness,
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empathy in action Unavoidable, unconscious, embodied	 Is unavoidable—we soak up the world around us whether we want to or not (mirror neurons) in our bodies, emotions and thoughts. Is not because we are weak, or inexperienced, or have had our own trauma in the past—though those can be deepening factors The impact appears on a continuum from mild through clinically symptomatic Even the mild impact can have a long term effect It is "hot" and "sticky" and becomes a powerful influence because it is linked to survival. While we can't stop it from happening—we can manage how it happens, what its impact is. We can address the impact and even use it as an invitation to growth and strength. 		1
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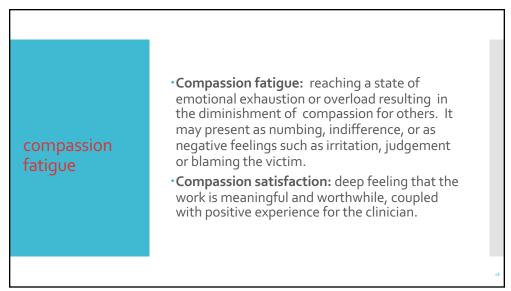


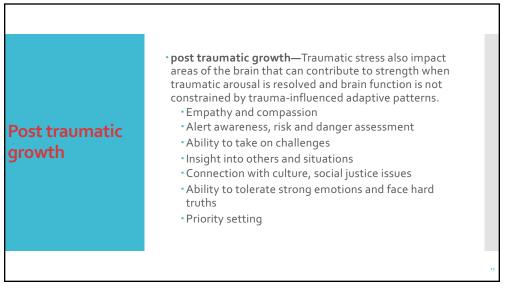
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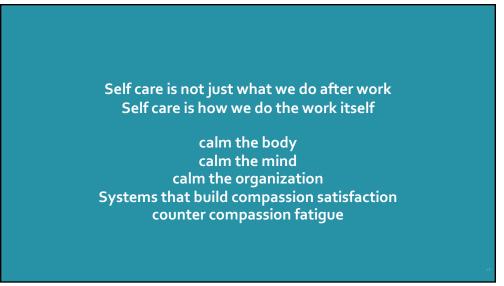


Patterns of cognitive adaptation over time: Vicarious stress	 Vicarious Traumatic Stress: Patterns of adaptation over time Cognitive distortions over time Alterations in attention and focus Alterations in content of thought Changes in meaning and world view, narrative and self concept Development of negativity bias: Unrecognized vicarious traumatic stress has a negativity bias that obscures our compassion satisfaction, real accomplishments and joy 	
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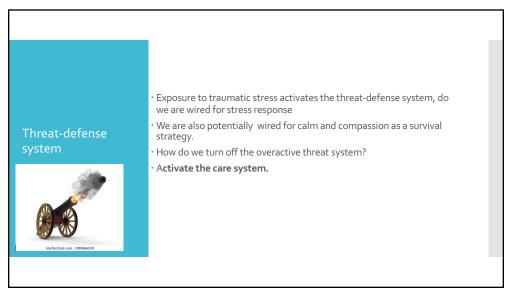


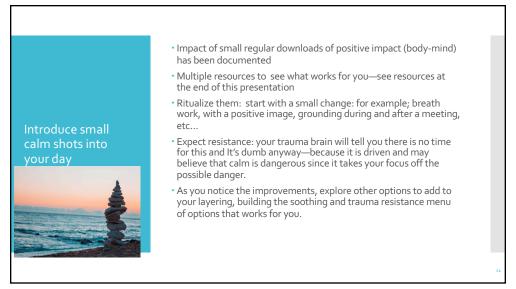


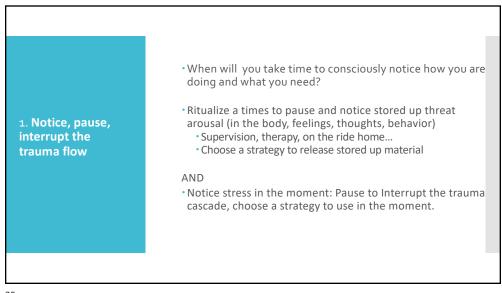




 Activity: Building a resilience plan When will you take time to consciously notice how you are doing and what you need? What will you do to manage physiological arousal (secondary stress)? What strategies will you use to address maladaptive patterns (vicarious stress)? What strategies will you use to build positive pathways and diminish negativity bias? (build compassion) Who do you include as a "resilience coach " to notice and support you? (use co-regulation and attachment)

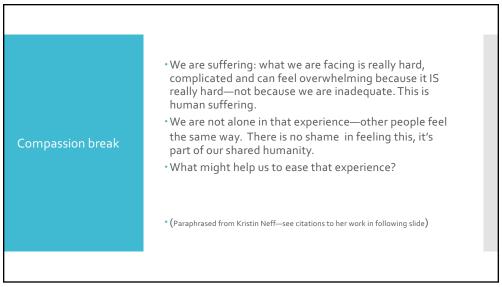




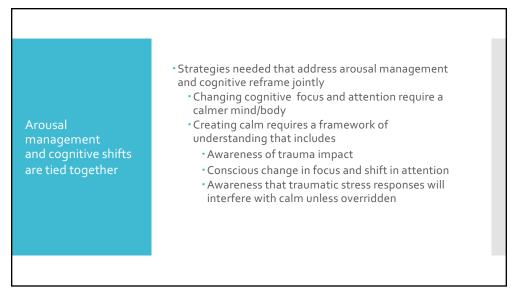


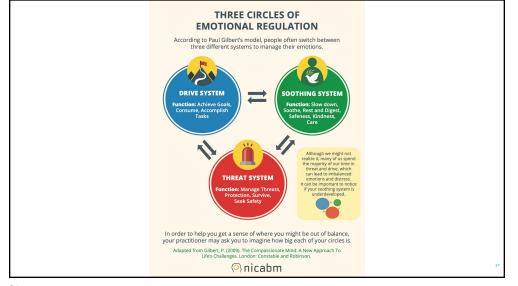


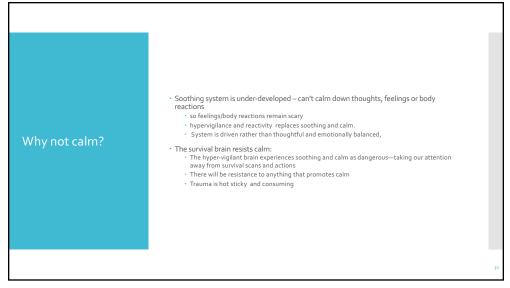


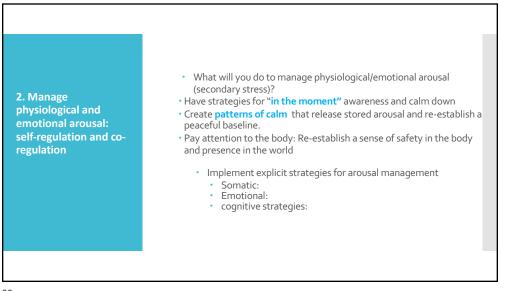


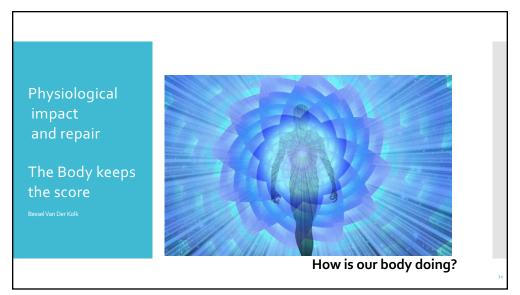




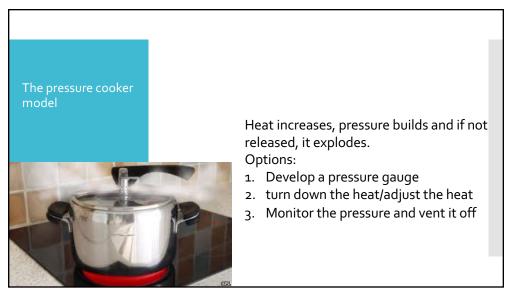






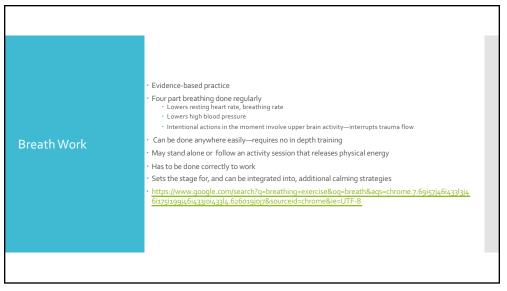


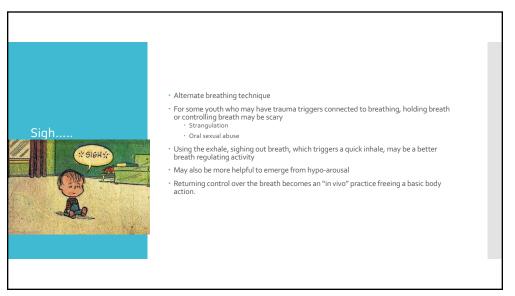






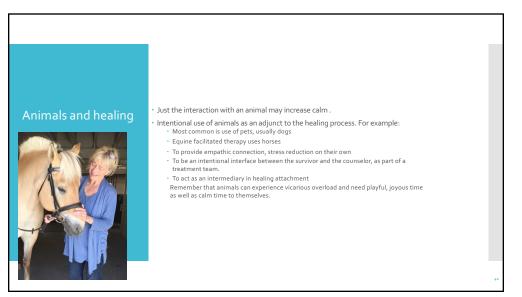








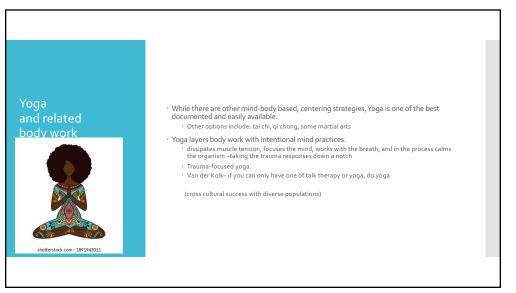




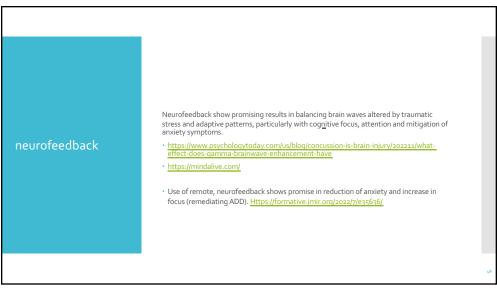










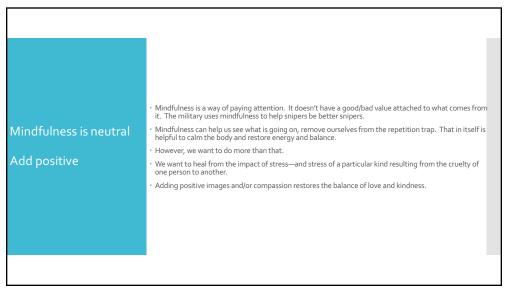






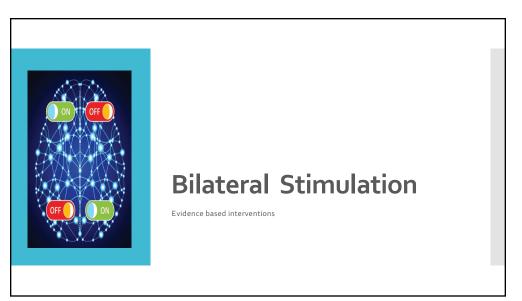


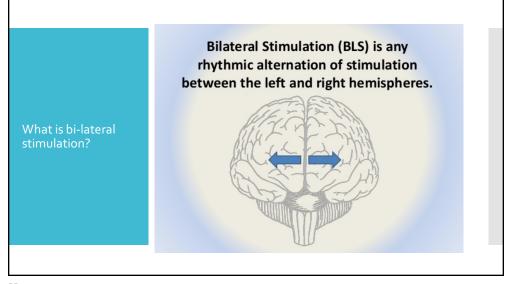


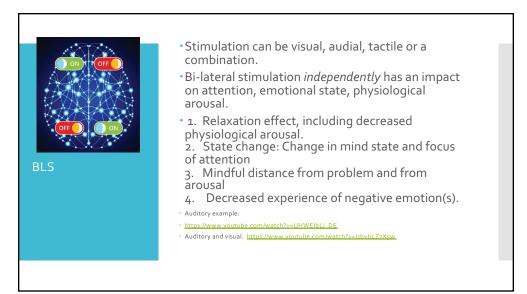


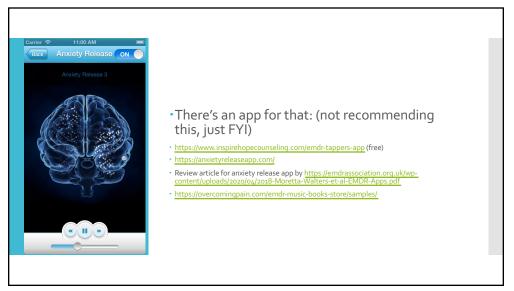








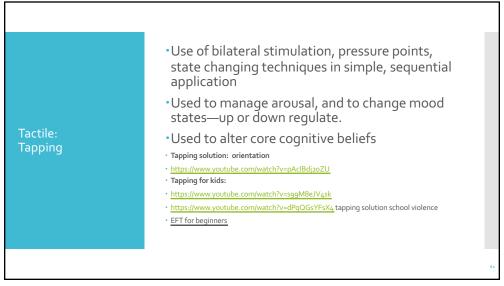


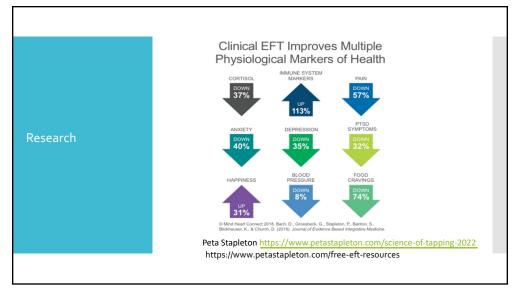


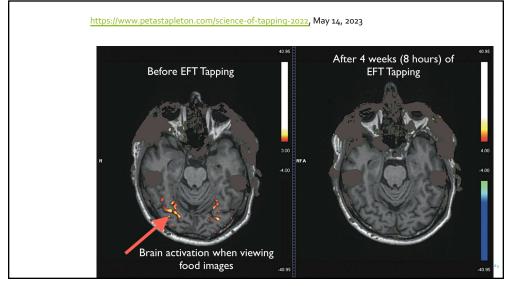


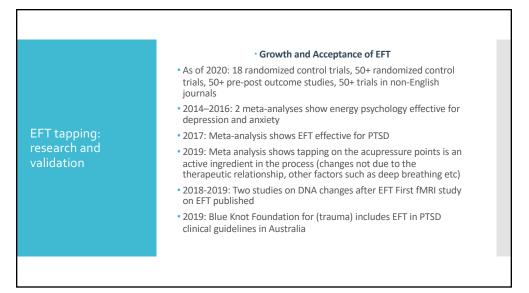


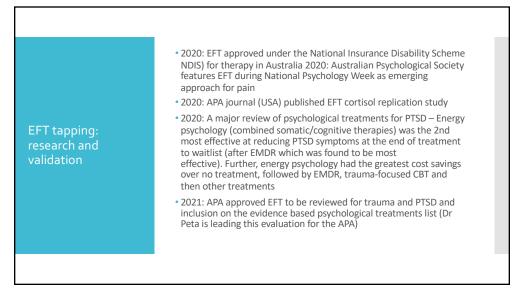


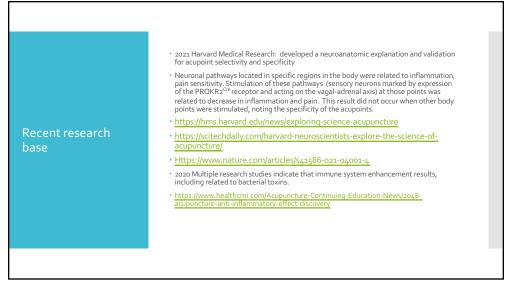


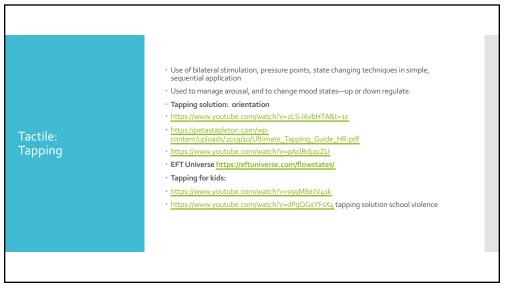


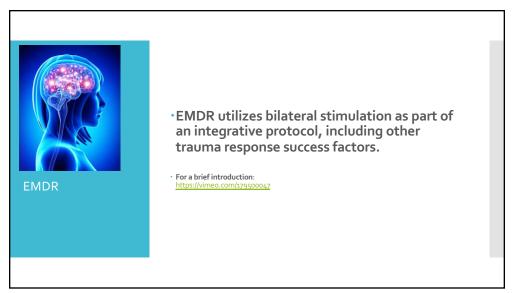




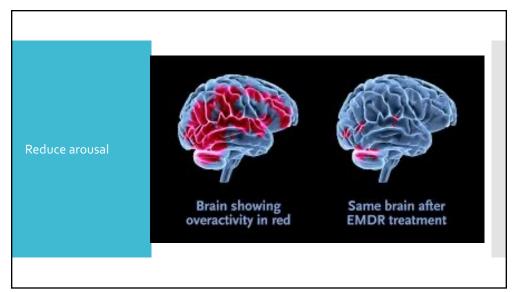






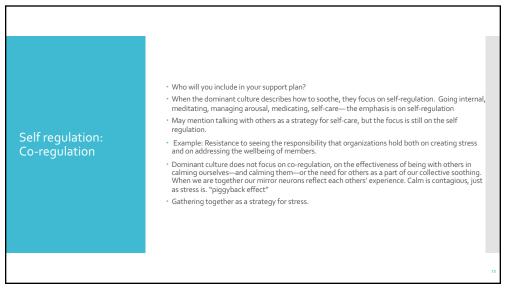


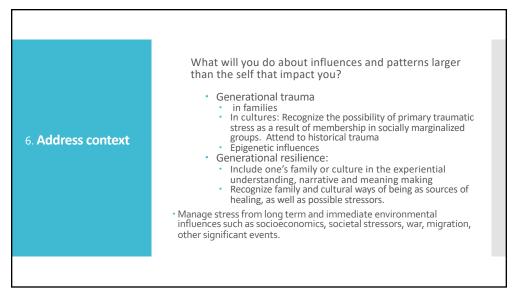


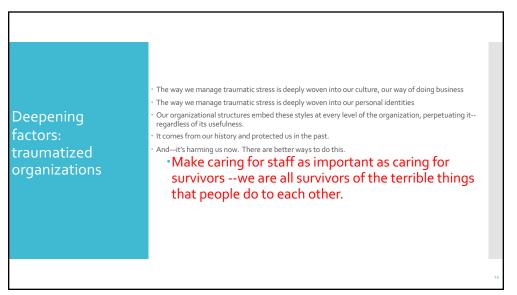












	Trauma in organizations—events that overwhelm their ability to respond effectively in the moment and keeps them stuck and unable to move forward to resolution.	
The Stressed or	 Actual traumatic events: immediate trauma or chronic exposure to repeated traumatic or stressful events 	:
Traumatized Organization	 Absorbing the traumatic stress in the work—groups of stressed people 	
	 Long term exposure to stressed organizational functioning without resolution—never enough resources. 	
	 Taking on new external requirements – like Covid-19 responses and social change. 	
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	When interpersonal violence exists:	
	The trauma we see is inflicted intentionally, which changes its impact on us.	
Deepening factors	Interpersonal trauma is not neutral: somebody did it to another human in order to feel better themselves. Evil enters the picture.	
	 Caretaking for the caregiver: "The impact of seeing the cruelty that some human beings can inflict on others, however, should not be understated and is a contributing factor to the secondary trauma experienced by staff and volunteers" OVW project: The Victim Assistance Field and the Profession of Social Work, March 2006 	
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