The Missing Peace
Self Care in the Context of our Work

ICCA, Cleveland Ohio, September 2014
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www.reawakeningforwomen.org
Ka Hale Hō`āla Hou
No Nā Wāhine
The home of reawakening for women
Why Self Care? Why Now?

- The community corrections field has advanced over time; using evidenced based practice, theories, manuals, we are moving forward
- Resource scarce environment, asked to do more with less
- We are the Unsung Heroes!
- We are the Missing Piece!
- Need to put **ourselves** into the equation
  - To sustain ourselves,
  - Enjoy/ enhance our vitality,
  - Continue to move the field forward
Self Care Matters!

• Who we are as people, what we model has everything to do with our ability to make a difference
• As a practitioner, you are your own best tool
  – how you use “tool of self” has everything to do with ability to fully be your personal best
  – Directly influences your ability to impact lives in a positive way
  – Every interaction has an impact
• Relationships are starting point for effectiveness
  – Meta analysis consistently show relationships are strongest factor in whether specific interventions are successful
Maximizing Effectiveness

- Trauma is at the hub of what brings individuals into the criminal justice system
- Trauma erodes a person’s ability to trust
- Individuals with criminal justice involvement are astute observers of character
- If we are to establish healing alliances with those we serve, we must be authentic
- We challenge them to change, be responsible and “take better care of themselves”
- If we are not congruent in modeling self care
  - Credibility is compromised
  - Their willingness to trust us is undermined
  - We have to work harder
Maximizing Effectiveness

- Criminal justice involved clients pay close attention and watch
  - How we treat them (personally)
  - How we treat their peers
  - How we treat each other (colleagues)
  - How we treat ourselves

- Modeling compassion towards self and others, self love and self care are all keys to inspiring them to trust, risk and grow
Self Care is Personal

- Self care is not a one-size-fits-all endeavor
  - We are each unique
  - Meaning of self care is personal/different for each of us

- Dyad: Self awareness
  - 5 things that deplete you
  - 5 things that restore you
Self Care as Practice

• How do you get to Carnegie Hall?
• We are all a work in progress
  – No one has “arrived”
• Increased vulnerability necessitates increased self care
• Forgetting and remembering / coming back
  – 10,000 hours to become “an expert” (Malcolm Gladwell)
Self Care as Practice

• Neuroplasticity and changing habits
  – The force of DOING eventually overcomes old patterns
  – Practice over time becomes procedural learning (auto pilot)
  – Myelin sheath (3000 times faster)
  – Rewiring our brains through repetition
  – Your body becomes “primed”
Self Care as Practice

• States become traits
  – How we “are” is formed by how we “feel”
    • If you feel anxious often, you “become” an anxious person
  – Brain’s negativity bias
    • key to survival; survival depends on remembering threats; more focused on avoiding threats than pursuing and remembering rewards
    • We retain the negative (like velcro) and release the positive (like teflon)
      – If 9 positive things happen in a day, 1 negative thing happens, what sticks?
Self Care as Practice

• To sustain and install the positive takes deliberate attention and mindfulness

• Data is in: positive emotions change us at a cellular level
  – Lead to changes in gene expression in the immune system in ways that contribute to health (Dr. Barbara Fredrickson)

• Beware of decision fatigue!
It’s a Kakou Thing

• Self care seems antithetical to the “work ethic”
  – Actually, it supports us in doing better work
• Contributes to greater morale and team spirit when encouraged
• Is proactive
  – Prevents burn out
  – Staves off emotional contagion
    • Mirror neurons
DE-RAIL SELF ASSESSMENT TOOL

STRESS LEVEL

Boredom

Optimal Functioning

8-10

CAUTION

4-7

DANGER

1-3

Anxiety

Adapted from Social Intelligence by Daniel Goleman
It’s a Kakou Thing

• Self care does not exist in a vacuum
  – Environment needs to support it
  – Your role in the organization
  – How can you influence your environment to be more self care friendly?

• We endorse and support self care
  – 5:30 Tuesdays (case managers); recently adapted
  – Kanak Tuesday (security)
  – Self care report-ins at Program Team (includes interns)
  – Share if below mid-yellow
Our Kuleana
(Responsibility and Privilege)

• Self care is something we can change/ modify/ practice
  – initiate for our selves
  – model for others
• If we are not purposeful and deliberate, it won’t happen
  – No one but you can make this happen for yourself
  – Dyad: What do you imagine will happen if your self care increases?
Lōkahi Wheel
Lōkahī Wheel

Create your own Lōkahī Wheel

Native Hawaiian Drug Free Schools and Communities Program

Community Education Division
Kamehameha Schools/Bishop Estate
Honolulu, Hawaii 96817
(808) 842-8508

Funded by the U.S. Department of Education; however, this does not necessarily reflect its views.
Kuleana

- Making it FUN!
  - This is for ME

- Going from HAVE TO to ALLOWING
  - Changes the paradigm

- Increases resilience and promotes optimal functioning (personal best)
  - A stretch (challenge) but not too stressful, doesn’t put you over the edge
Experiment: Developing a Self Care Plan

• One small thing I can do to move toward self care
  – One thing I would like to do to take better care of myself is….
  – This is important to me because….
  – Who will benefit if I do this? In what way(s)?
  – Who will suffer if I don’t do this? In what way(s)?
Experiment: Developing a Self Care Plan

• My plan is as follows: (Example: for the next 2 weeks, I will go for a half hour walk at least 3 times each week).
  – Timeframe
  – Frequency
• I will tell ______________ about my plan
• I will know if I am making progress if _________________________________
## Monitoring Self Care

**Name:** ____________________________

### My Personal Best (8-10)

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<th>Date</th>
<th>AM</th>
<th>PM</th>
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If I am below 5, I will share with: _______________________ or _______________________ or _______________________

### Stress (4-7)

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<th>PM</th>
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### Overwhelm (1-3)

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See Directions, Next Page
1. Monitoring self care will help you be aware of your patterns around care of self.
2. On the left, write words in the blanks that describe My Personal Best, Stress, and Overwhelm under each term
3. In the squares, use the colors green, yellow, and red to shade your level of self assessment as it relates to your self care.
4. Write a number between 1 and 10 and write two words that reflect how you are doing and feeling with regard to self care. (See sample, other page)

This tool allows you to capture, record, and create awareness about your own rhythms and flow of energy over time.
The goal is to be honest and self aware. No one is in the green all the time, that is not the expectation.

Reflection: To be completed when your chart is full

What have I learned from this process?

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

Will this help me move forward? How?

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

How are you doing and feeling? Here are some suggested words.
If you like, circle the words you use. You can add your own words to this list.

<table>
<thead>
<tr>
<th>Blessed</th>
<th>Fussy</th>
<th>Lustful</th>
<th>Baffled</th>
<th>Revengeful</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grouchy</td>
<td>Closed Off</td>
<td>Tired</td>
<td>Mindful</td>
<td>Balanced</td>
</tr>
<tr>
<td>Irritated</td>
<td>Open</td>
<td>Tremendous</td>
<td>Good</td>
<td>Unbalanced</td>
</tr>
<tr>
<td>Shocked</td>
<td>Minded</td>
<td>Exhausted</td>
<td>Confused</td>
<td>Loud</td>
</tr>
<tr>
<td>Sad</td>
<td>Bored</td>
<td>Worried</td>
<td>Motivated</td>
<td>Quiet</td>
</tr>
<tr>
<td>Wonderful</td>
<td>Optimistic</td>
<td>Content</td>
<td>Happy</td>
<td>Proud</td>
</tr>
<tr>
<td>In Pain</td>
<td>Anxious</td>
<td>Stupendous</td>
<td>Sad</td>
<td>Hopeful</td>
</tr>
<tr>
<td>Energetic</td>
<td>Positive</td>
<td>Graceful</td>
<td>Shady</td>
<td>Determined</td>
</tr>
<tr>
<td>Hungry</td>
<td>Lonely</td>
<td>Loved</td>
<td>Pissed Off</td>
<td>Overwhelmed</td>
</tr>
<tr>
<td>Angry</td>
<td>Surprised</td>
<td>Humble</td>
<td>Excited</td>
<td></td>
</tr>
<tr>
<td>Frustrated</td>
<td>Discouraged</td>
<td>Sensitive</td>
<td>Appreciative</td>
<td></td>
</tr>
<tr>
<td>Beautiful</td>
<td>Grateful</td>
<td>Ecstatic</td>
<td>Smug</td>
<td></td>
</tr>
<tr>
<td>Sexy</td>
<td>Helpful</td>
<td>Appalled</td>
<td>Squirrely</td>
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Sharing Responsibly / Discernment

Prior to sharing when you are below 5:

Think of who you will share with and the impact this will have on them. Frame what you will share in a way that will not “contaminate” them or be a way for you to get them to “take sides” with you.

Remember the goal is for you to get clear and reduce your stress level.

Sometimes just being “heard” is enough. Other times you may come up with an action plan to help reduce your stress level.

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Practicing Self Care Directly Addresses the Missing Peace!

Work Blessing

May your work assume a proper space in your life;
Instead of owning or using you,
May it challenge and refine you,
Bringing you every day further
Into the wonder of your heart.

- John O'Donohue

To Bless the Space Between Us
Mahalo!

empowering women to successfully transition from prison to the community

www.reawakeningforwomen.org

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