This Presentation

- Explore five areas of research that influence our work.
- Translate research into practice.
- Unveil the CR/2 model.
- Introduce strategies associated CR/2.
- Provide opportunities for demonstration and skill practice.

Discovery #1: Capacity To Respond to Stress
Human Stress Response

Modern brain imaging techniques no longer the stuff of science fiction. Evolution has provided us with an extraordinary stress response system.

The Human Stress Response

“A healthy nervous system, when confronted with a stimulus, goes into a state of disequilibrium, then reorders at a higher level of integration…”

(Peter Levine)

We need the low road (Limbic Brain)
We need the PFC…

What happens when we experience stress?

When the threat disappears we go back to rest and regulation (homeostasis)
Discovery #2: The Early Years are Important

The brain is not just born but built over time.
Our experiences shape the development of the brain and how we respond to stress.

Adverse Childhood Events

The ACE Study is ongoing collaborative research between the Centers for Disease Control and Prevention in Atlanta, GA, and Kaiser Permanente in San Diego, CA.

Over 17,000 Kaiser patients participating in routine health screening volunteered to participate

- Data continues to be analyzed: More than 50 scientific articles and 100 conferences.
- Reveals staggering proof of the health, social, and economic risks that result from childhood trauma.
ACE Factors Explored

**ABUSE:**
- Emotional abuse
- Physical abuse
- Sexual abuse

**NEGLECT:**
- Emotional neglect
- Physical neglect

**HOUSEHOLD DYSFUNCTION:**
- Mother treated violently
- Household substance abuse
- Household mental illness
- Parental separation or divorce
- Incarcerated Household Member

As the Number of ACE’s Increase…

So does the risk of medical, economic, social, and behavioral issues…

ACE score:
- 4 - 1.35x increased risk for injection drug use
- 6 - 4.60x increased risk for injection drug use

Longstanding Impact of ACE’s

- Women 50% more likely to have a score higher than 5 than men.

The Early Years are Important…

How we respond to ACE’s – we go into survival mode.
Drinking, drug-use, self-harm behavior help us to forget in the moment…
However, these behaviors have longstanding negative consequences in adulthood…

Discovery #3: Trauma Interferes with Our Ability to Achieve Regulation

What Do We Mean by Trauma

Trauma refers to an EVENT that results in a reaction or response that can range from intense fear, helplessness, or horror - Briere & Scott, 2006

Traumatization occurs when both internal and external resources are inadequate to cope with the external threat - Van der Kolk, 2015.
Natural disasters

And those we create…
Did You Know?

One of the most common experiences shared by justice-involved females is a history of trauma.

- The estimates for women in prison as high as 90%.
- The majority of females on probation and parole have experienced one or more forms of trauma.
  - Nearly 70% have experienced either physical or sexual victimization as children.
  - 90% have experienced similar victimization with an intimate partner.
  - 72% have experiences physical or sexual violence with a non-intimate partner.
- Most commonly reported traumatic experience is sexual violence, followed by IPV.

Trauma-Influenced Stress Response

1: Homeostasis

May struggle with or are unable to return to rest and relaxation.

The limbic system stays on “high” alert and is chronically activated.

Individual is easily startled, has trouble reading social cues, has difficulty sleeping, and tends to avoid situations that increase stress.

2: Memory

Stress hormones are not broken down and become toxic to the brain.

Impacts ability to learn and remember new things.
Traumatized people chronically feel unsafe inside their bodies. The past is alive in the form of gnawing interior discomfort. Their bodies are constantly bombarded by visceral warning signs...

-Bessel van der Kolk (2005)
Discovery #4: We Are Hardwired for Resilience

Despite conventional wisdom that says trauma will and must have a powerful, devastating, and lasting impact on our life for the most part the opposite is true.

One of the most commonly observed outcome following exposure to a traumatic event is…

- Bonanno (2004)

Resilience

More GOOD News

Neurogenesis and neuroplasticity

• We can teach an old dog new tricks
• Brain can continue to develop new neural pathways and this occurs when we engage in new behaviors
You Can Change Your Brain

Human thoughts and intentions are an actual physical "something" with the power to influence other things.

Thoughts literally sculpt the brain...

5:1 Ratio

Communication Changes the Brain...

How we communicate with others impacts healthy regulation...
Positive: Dopamine (feel good hormone is released). Produces a sense of elation, increases adrenaline, makes us feel more confident.
Negative: Cortisol is released when we are stressed, threatened, uncomfortable.
Discovery #5: We Need to Be Trauma Informed

Rule #1
Do No Harm

Rule #2
Do Good

Did You Know?
One of the most common experiences shared by justice-involved females is a history of trauma.
Some of the practices we engage in can do harm.

What about staff?
- Secondary trauma, Vicarious Trauma,
- Correctional fatigue
- Survival Strategies
- Illness and Mortality Rates

Trauma Informed Care
- Everyone should be treated with RESPECT, humanity and dignity.
- Knowledge about trauma and it’s impacts.
- Integrate guiding principles into all policies, procedures, and practices.
Principles of Trauma-Informed Care (TIC)

- Safety
- Trust
- Choice
- Collaboration
- Empowerment

Harris & Fallot, 2006

Challenge

When she:
- Is verbally abusive
- Engaging in self-harm behavior
- Noncompliant
- Oppositional...

We need to build competence so we can manage complex, difficult behaviors in the moment

Challenging Behaviors

- What challenging behaviors do you see?
- What behaviors complicate your day-to-day work?
Creating Regulation & Resilience - CR/2
Training of Trainers - Copyright CORE Associates and Orbis Partners

We can help our clients to create regulation and build resilience

**NEURO-PHYSIOLOGY OF TRAUMA**

Trauma changes the brain and nervous system

**NEURO-PHYSIOLOGY OF RESILIENCE**

How we structure the environment, relate to women creates stability and healing

Self Care
Straight Ahead
Staff = The Foundation

The Three R’s

**Recognize**
- Notice
- Acknowledge

**Regulate**
- Breathe
- Orient
- Ground
- Create Calm

**Respond**
- Practice non-judgement
- Proceed with purpose
The Three R’s

When we use The Three R’s we can:

- Interrupt our own fight, flight and freeze response and prepare ourselves to respond in a calm and effectively.
- Become the drivers of our behaviors instead of being hijacked by overwhelming thoughts, feelings, sensations or triggers.
- Can access our own skills and creativity.

Recognize

What is happening with me right now?

Notice
Acknowledged

Regulate

What can help me feel more anchored?

Breathe
Orient
Ground
Create Calm

Brain
Body
**Respond**

*How can I respond effectively?*

- Practice Non-judgment
- Proceed with Purpose

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**The CR/2 Model**

- A *communication model* for correctional professionals.
- Practical application of the research.
- Grounded in the neurophysiology of trauma and resilience.
Each woman we work with—regardless of criminal history, past victimization, and personal, social or economic problems—has the potential to be successful.

Overview of the CR/2 Model

When we are REGULATED we are able to:
- Tolerate difficult thoughts, feelings, and sensations
- Connect with self and others
- Engage in effective action

When we are RESILIENT we are able to:
- Access and utilize our skills and strengths
- Cope with day-to-day stresses and burdens
- Explore solutions to problems
- Set and achieve goals

CR/2 Requires

- Empathy
- An Integrated Approach
Support
Focus on relationship building with an emphasis on supporting the woman and validating her concerns.

Accountability
Focus exclusively on setting limits.

An Integrated Approach
Balancing support and accountability – We are clear and consistent when setting limits but treat women with respect and dignity regardless of the situation.
The CR/2 Model

**PHASE 1: CREATE REGULATION**

- HEAR
  - Hold on
  - Elicit
  - Acknowledge
  - Review

**PHASE 2: BUILD RESILIENCE**

- REPAIR
  - Reflect
  - Explore
  - Plan
  - Affirm Individual
  - Review

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**PHASE 1: CREATING REGULATION**

**Hold on**

**ANCHOR SKILLS**

- Pause
  - Notice thoughts, feelings, physiology
  - Use the Three R’s to self-regulate

- Anticipate
  - Consider the world from her perspective
  - Anticipate individual circumstances, situations or challenges she might be facing

**OUTCOMES**

- We feel regulated, calm and in control
- We are able to consider a variety of possibilities to explain her behavior
Elicit

**ANCHOR SKILLS**
Open-ended Questions
- Understand the context, motivation and intent of the behavior
- Adopt a curious, empathic and interested style
- Avoid “yes” or “no” questions and “open up” the conversation
  - “Where were you?”
  - “Who else was there?”
  - “Tell me what’s happening…”
  - “Describe what it was like…”
  - “Tell me a little more about…”
  - “What were you doing right before?”

**OUTCOMES**
- We have a clearer understanding of the context in which the behavior occurred (feelings, thoughts, experiences contributing to the problem or situation)

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Acknowledge

**ANCHOR SKILLS**
Reflections
- Convey that we have heard what she is saying and understand the situation
- Give her the opportunity to further clarify concerns
- Send message that we respect her position and are listening

**OUTCOMES**
- We are able to accurately reflect her feelings and thoughts

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Review

**ANCHOR SKILLS**
Summarize
- Review major concerns
- Invite refinements, clarifications

Support autonomy
- Invite her to proceed to the next Phase

*Serves as a bridge between phases*

**OUTCOMES**
- We can summarize the major concern or problem
- We respect her the decision to move forward
PHASE 2: BUILDING RESILIENCE

The CR/2 Model

PHASE 1:
CREATE REGULATION
HEAR
Hold on
Elicit
Acknowledge
Review

PHASE 2:
BUILD RESILIENCE
REPAIR
Reflect
Explore
Plan
Affirm Individual
Review
Practice

1. You are in the middle of an intake assessment and your client gets angry when you ask her what she does in her free time.

2. A client tells you she is not providing a urine.

3. A colleague interrupts your supervision session to ask you a question and you have to step out for a moment. When you re-enter the room, your client is rolling her eyes and no longer engaged.

Using CR/2 Broadly and Creatively

- Within any time frame – 2, 10, 20, etc.
- With small and large groups – 5, 10, 100
- Proactively (when there is not a problem or crisis) with individuals and groups
- To effectively respond to disclosures of trauma
CR/2: Benefits

Helps us to
- Create stabilizing interactions
- De-escalate individuals/groups
- Motivate compliance with a court order or facility rules
- Implement routine operational practices more effectively
- Communicate with colleagues

CR/2

Enhances how we
- Conduct risk/need assessments
- Provide case management or re-entry services
- Administer discipline
- Facilitate group processes

CR/2

CR/2: Core Beliefs

- The way we communicate and work with women directly impacts outcomes.
- Innovations in the neuroscience and resilience research have practical implications.
- To achieve positive results it is important that we feel safe, are regulated, have sufficient resilience and are supported in our work.
- Each of the women we work has existing strengths that can be mobilized.

CR/2

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