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UPCOMING TRAININGS

mark your calendars!

Visit caltrin.org to view and register for upcoming webinars or workshops



 November 20 Trauma-Informed Leadership	 December 9 Leading Through Change
 November 25 Implementing Treatment Foster Care Oregon – Adolescent (TFCO-A)	 December 10 Psychological Safety & Inclusive Workspaces
 December 2 The Culture of You, Me, and We	 December 11 Advanced Training on Secondary Traumatic Stress & Empathic Strain

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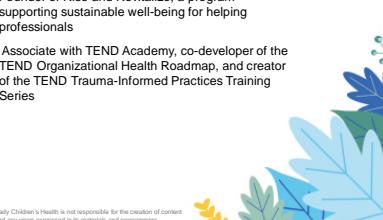


Speaker **SPOTLIGHT**



Cambria Walsh, LCSW

- Specializes in trauma-informed care, organizational health, and secondary traumatic stress (STS)
- Founder of Rise and Revitalize, a program supporting sustainable well-being for helping professionals
- Associate with TEND Academy, co-developer of the TEND Organizational Health Roadmap, and creator of the TEND Trauma-Informed Practices Training Series



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Recognizing and Regulating Workplace Distress Through the Window of Capacity

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Learning Objectives

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Poll- What is your Role?

- Senior Leadership
- Front line direct service
- Supervisor
- Trainer
- Support Staff
- Other

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Rethinking the Empty Cup Metaphor



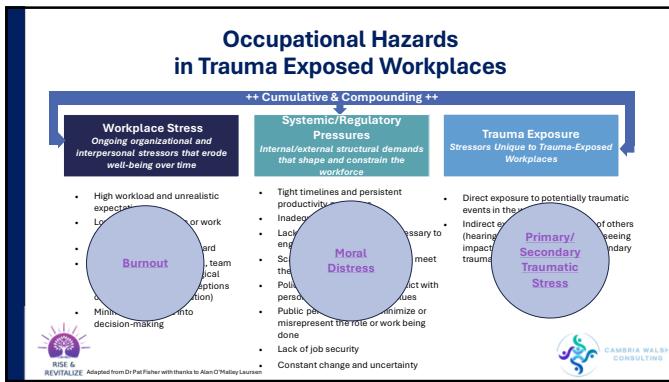
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Importance of Tri-Focal Approach

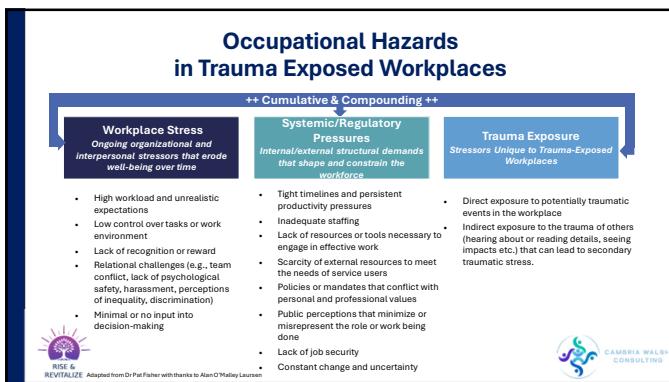


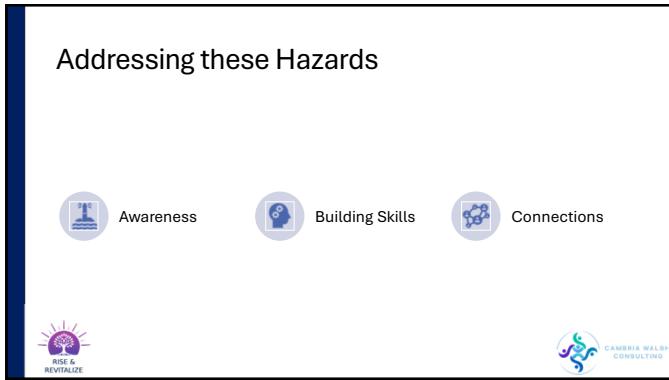
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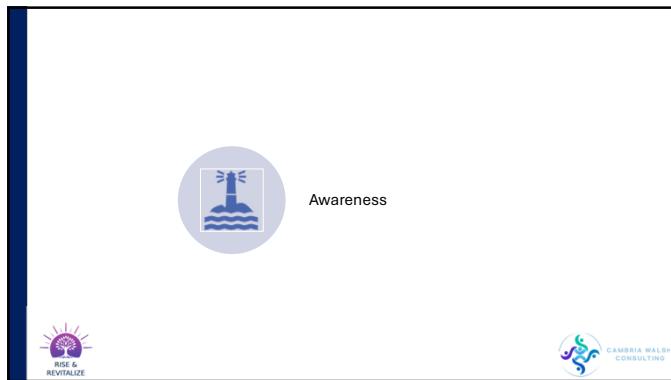
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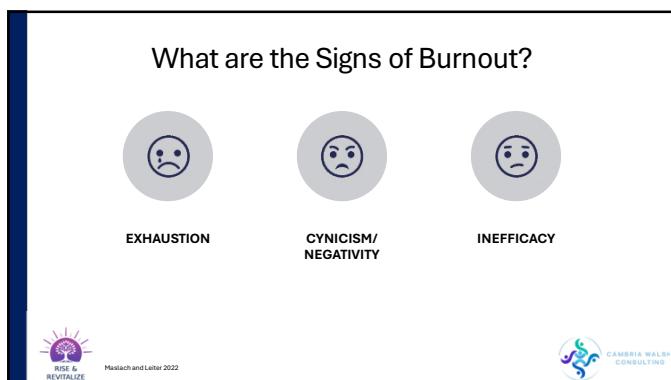
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Signs of Secondary Traumatic Stress



Emotional

Physical

Behavioral

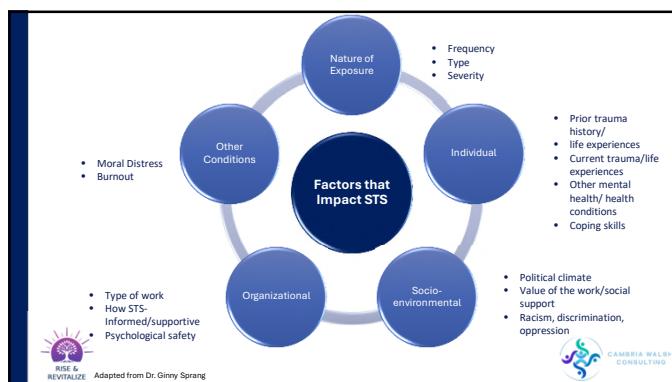
Cognitive

Relational

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Understanding the Amplification Effects

Maria is a new caseworker at the Early Journeys Center. In her first few months, Maria hears detailed accounts of violence and abuse from her young clients and their parents. Her caseload continues to grow as staff shortages arise from others leaving the agency. Maria learns that several of her clients cannot access other needed services due to long waitlists and insurance barriers. She has also noted that some of her clients are becoming fearful of attending sessions due to their immigration status. She feels powerless and conflicted. She begins to experience intrusive thoughts and occasional nightmares about her clients' situations. She feels emotionally raw and hypervigilant, finding it harder to "switch off" after work. She also doesn't know who to turn to for support as her supervisor recently went out on leave.

Over time, she becomes increasingly fatigued, detached from her clients, and cynical about her role. Even small tasks feel overwhelming. She starts to question her purpose and worries that she isn't doing enough, but she also feels like she can't stretch anymore.

 What signs of burnout, moral distress and secondary traumatic stress do you see?
How are they amplifying each other?

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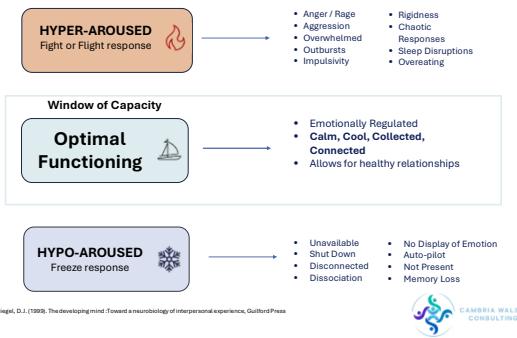
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How Do We Use Awareness to Help?



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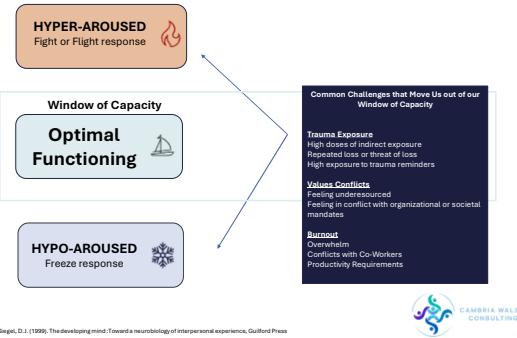
Window of Capacity



Adapted from Siegel, D.J. (1999). *The developing mind: Toward a neurobiology of interpersonal experience*. Guilford Press.

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Window of Capacity



Adapted from Siegel, D.J. (1999). *The developing mind: Toward a neurobiology of interpersonal experience*. Guilford Press.

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Awareness

- How do you monitor how you are doing?
- What are your “tells” that things are not going well?



What are 3 signs for yourself that indicate that you are being impacted by your work?





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Addressing these Hazards



Building Skills





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Building Skills

Grounding and Resetting	<div style="width: 100px; height: 10px; background-color: #4f81bd;"></div>
Transitions	<div style="width: 100px; height: 10px; background-color: #4f81bd;"></div>
Self-Compassion	<div style="width: 100px; height: 10px; background-color: #4f81bd;"></div>
Competence	<div style="width: 100px; height: 10px; background-color: #4f81bd;"></div>
Managing Trauma Inputs	<div style="width: 100px; height: 10px; background-color: #4f81bd;"></div>





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Grounding Skills



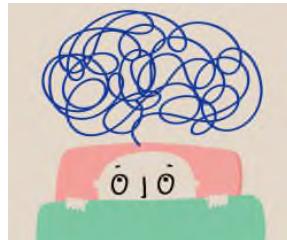
- They can be done quickly and help to reset our nervous systems so that our capacity to handle distress is increased.
- When we can be present we can access our problem-solving capabilities.
- Organizational design needs to allow time to engage in grounding skills.



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Rumination

- Rumination is repetitive thinking about past events or future concerns.
- It feels like problem-solving, but without a focused plan, it keeps us stuck.
- The antidote? Engage in **task-positive activities**



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Transitions

When trauma-exposure happens we need to be able to set appropriate boundaries to allow ourselves to transition from one encounter or task to another.



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What are ways that you transition between tasks or clients at work? How does your organization support or hinder your ability to do so?





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Self-Compassion

Self-Kindness
– Being gentle and understanding with yourself rather than harshly self-critical when you encounter pain or failure.

Common Humanity
– Recognizing that suffering, failure, and imperfection are part of the shared human experience—not something that isolates you.

Mindfulness
– Holding your thoughts and emotions in balanced awareness, without suppressing or exaggerating them.

(Based on the work of Kristin Neff)







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Competence

- Intentional Mastery
- Learning Organizations





Where might you need to build competence? Take a moment to think about a challenging encounter at work and what skills you might want to access in the future.



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Managing Trauma Inputs

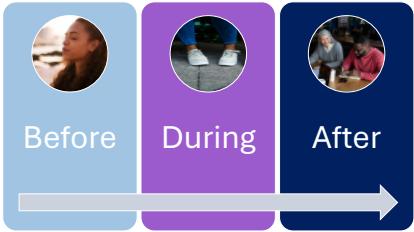
- What are the trauma inputs you have at work?
- What do these look like outside of work?






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Planning for the Trauma Exposure






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How Can We Handle the Trauma Exposure?



Let's think about some of the ways that we prepare, how we stay present and what we do after a difficult encounter.

- What do you do before or on an ongoing basis to prepare?
- What do you do during the difficult encounter
- What do you do afterwards?




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Connections





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Connections





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Low Impact Processing



- Self Awareness
- Fair Warning
- Consent
- Limited Disclosure





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Support Systems



Where do you feel your support is strong? What is one area you'd like to grow?

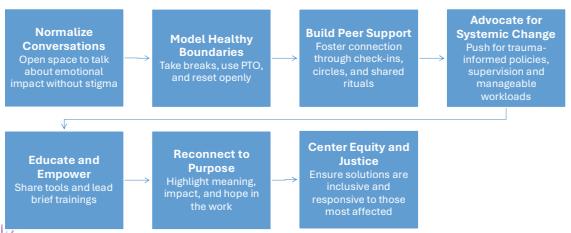


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What Does an STS -Informed Organization Look Like?





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What is Your Organization Doing?

STSI-OA

<https://ctac.uky.edu/stsi-oa>

1)Promotion of STS Resilience Building Activities
2)Promotion of a Sense of Safety
3)STS Informed Nature of Organizational Policies
4)STS-Informed Nature of the Practices of Leaders
5)STS –Informed Nature of Other Organizational Practices
6)Evaluation/Monitoring of STS informed Policies/Practices

Sprang, Ross, Blackshear, Miller, Vrable, Ham, Henry, Caringi et al., 2014





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Rise & Revitalize



Rise & Revitalize is a transformative program designed for professionals working in high-stress, high-impact environments. Through practical tools, reflective exercises, and evidence-informed strategies, you'll learn to manage burnout, moral distress, and secondary traumatic stress while fostering well-being and being able to continue to do meaningful work.

To Learn More:  <https://riseandrevitalize.systeme.io/information>

Sign up for a Free Monthly Newsletter  <https://riseandrevitalize.systeme.io/newsletter>

 www.cambriawalshconsulting.com 

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Closing

- What is one thing you will try in this next week?



 www.cambriawalshconsulting.com 

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Any Questions?

For more information: info@cambriawalshconsulting.com

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