



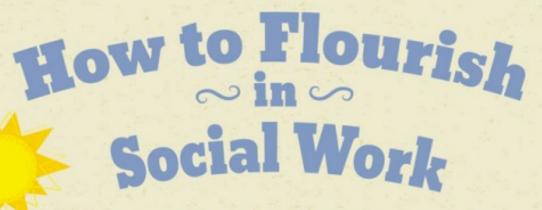
## OUTLINE

- Riverside Pilot
  - Planning and Development
- A Day in the Life of a Social Worker
  - SW secondary stress, nature/demands of the job
- Mindfulness for Social Workers
- Pilot Results
- Testimonial
- Question and Answer Session
- Closing Remarks and Thanks

### WHY HERE? WHY NOW?

- Culture Change
- Case Loads
- Detentions
- Staff Morale
- Multi-Level Advocacy
- Staff Burnout
- Proactive Intervention

STRESS



Preserving personal longevity and happiness, relationships, and your career

#### COMMON AILMENTS



BURNOUT

"A feeling of depletion leads to dysfunction... a [Social Work] practitioner becomes increasingly 'inoperative'."



FATIGUE



SECONDARY TRAUMATIC STRESS

### IMPLEMENTATION PROCESS

- Planning and Development
  - CSD Strategic Plan
  - Inspiration & Research
- The Study
  - The Surveys
    - Demographics
    - Mindfulness (CAMM)
    - Professional Quality of Life (ProQOL 5)
    - Perceived Stress Scale (PSS)
  - -Anonymity!

### THE STUDY

- Experimental Group, Control Group
- Nine Surveys
- Anonymity!
  - Randomly assigned ID
  - "Third Party", single point of contact, not shared
  - Information used in aggregate
- Purpose
  - Is Mindfulness right for Riverside County?
  - Worth expanding?



## A DAY IN THE LIFE

- SW secondary stress
- Nature/demands of the job impact:
  - -Engagement with families
  - -Engagement at work
  - -Overall quality of life
- Examples of SW secondary stress



The awareness that arises from paying attention in the present moment with a kind, curious, and open attitude.

John Kabat-Zinn

- Autopilot
- Muscle Building

#### **Social Workers**

- Health and Social Service fields = chronic job stress.
  Chronic job stress = lowered job performance and high employee-related costs.
- Burnout =
  - Depersonalization of the provider-patient relationship
  - Decreased attention and concentration
  - Compromised decision-making
  - o Inability to establish strong relationships with patients.
  - O Associated with suboptimal client/patient care, as reported by patients.

#### Western Science—Ancient Practice

- Brain Changes
- Health/Stress
- Wellbeing and Happiness

#### Mindfulness associated with:

- Lowered stress
- Improvements in:
  - o Compassion,
  - o Burnout,
  - o Stress,
  - Awareness of signs and sources of stress,
  - o Self-care attitudes and behaviors,
  - o Interactions with clients and colleagues

Brooker, J., et al.: Galantino, M.L., et al.: 2005. Shapiro, S.L., et al., 2005; Thomas, J.T. and M.D. Otis, 2010.





## RESULTS - STUDY I

- 6 or more sessions, improved scores
- Substantial Decrease:
  - Secondary Traumatic Stress, Perceived Stress,
    Burnout
- Moderate Increase:
  - Compassion Satisfaction
- Improved Performance
  - Safety Assessments

## RESULTS - STUDY II

- 6 or more sessions, improved scores
- Moderate Decrease:
  - Secondary Traumatic Stress, Perceived Stress,
    Burnout
- Substantial Increase:
  - Compassion Satisfaction
- Improved Performance
  - Time to Investigation
  - Safety Assessments

### QUESTIONS & ANSWERS

#### Renda Dionne, Ph.D.

Mindfulness Trainer/Facilitator

#### **Monah Hanson**

Regional Manager, Children's Services

#### **Geovanna Asturias**

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#### Aisa Diaz

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