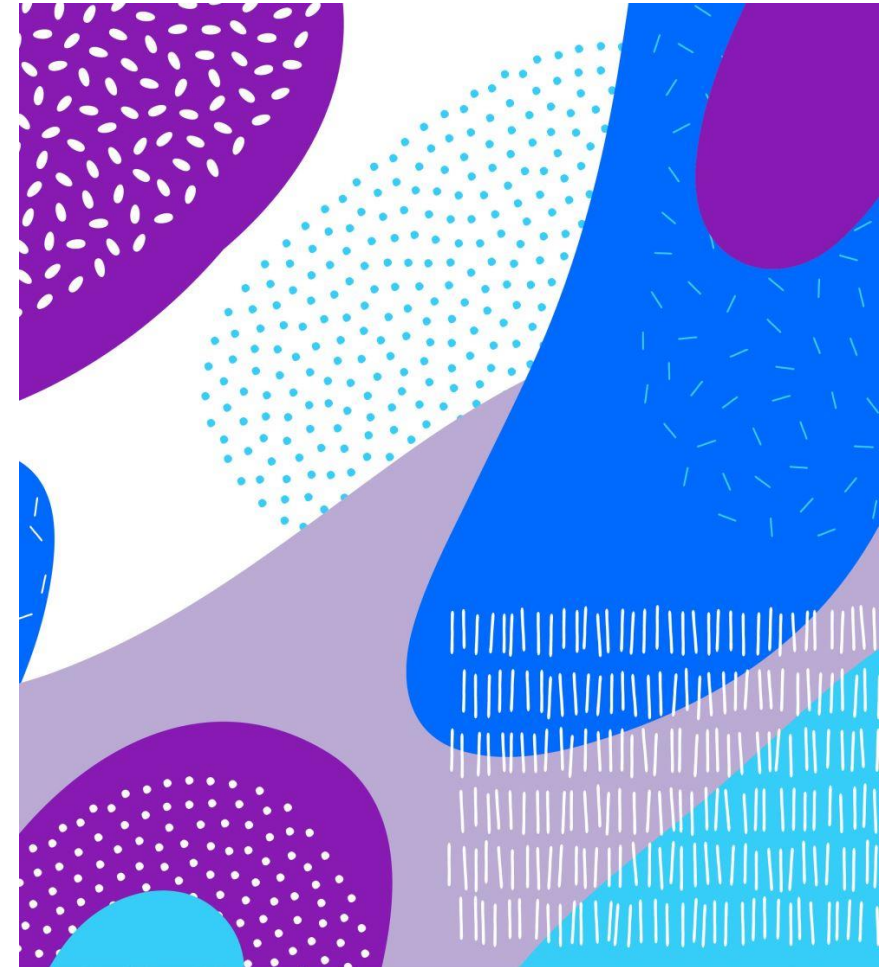


Thriving as a Means of Better Serving Ourselves and Community

- Tribal Healing to Wellness Court, Juvenile Healing to Wellness Court
- September 19, 2024
- Phoenix, Arizona



Learning Points

By the End of this session Participants will:

- 1) Develop an understanding of what it means to Thrive
- 2) Better realize how thriving is an antidote to Burnout/Empathetic Distress
- 3) Engage in introspective practices designed to enhance self-realizations for both the provider and the customer
- 4) Understand the importance of compassion and self-compassion to the sustainability of thriving.





Free Think:

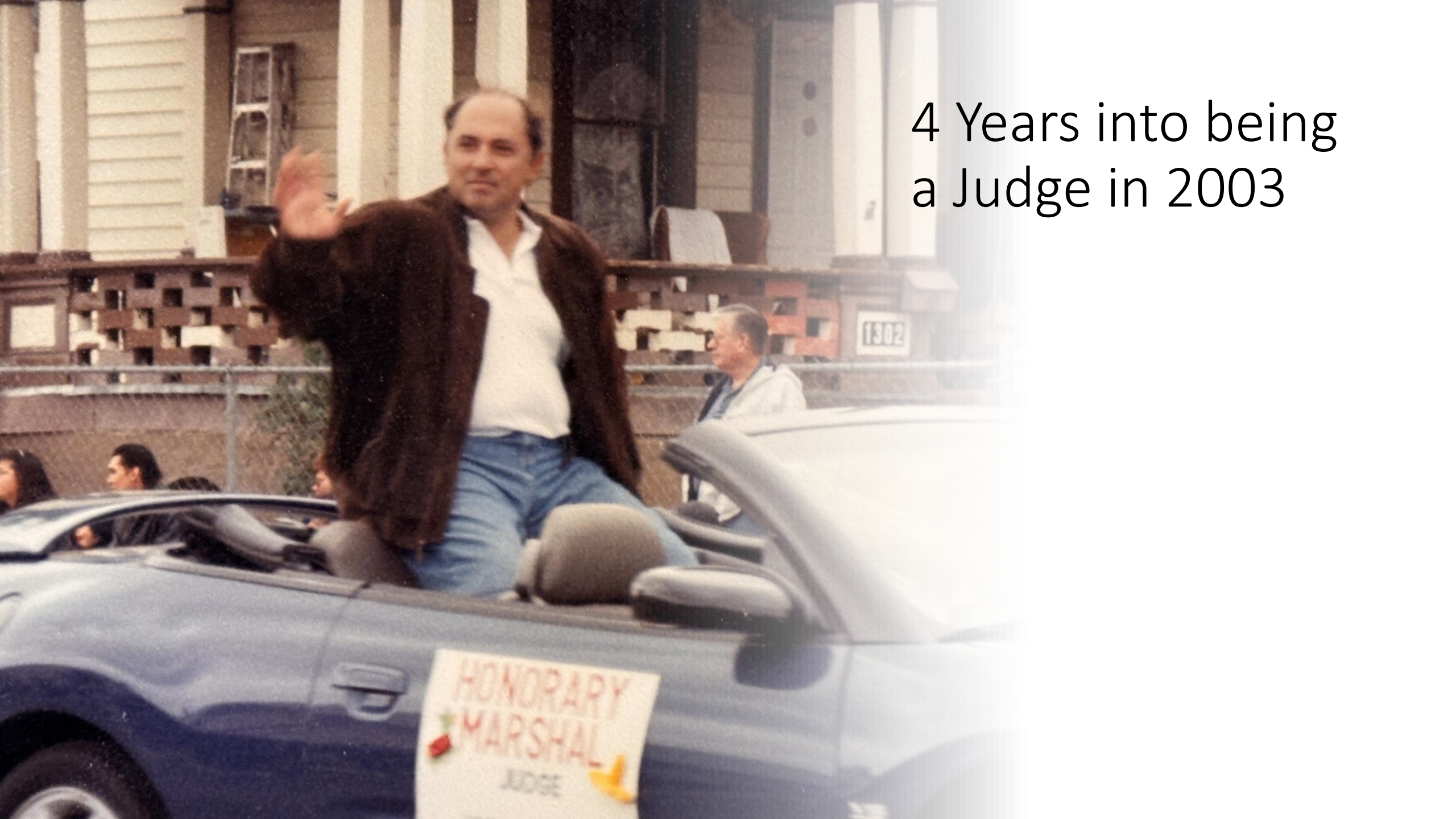
- What Does Thriving Mean to you?
- Where Do we Thrive?
- What do you think Thriving Feels Like?

Questions For Ourselves

- ▶ Do I need to be Healed?
- ▶ What Do I Need to be Healed From?
- ▶ How Do I Start and then Continue the Healing Process?



4 Years into being
a Judge in 2003



2010, People v. Paul Stark



Four Questions to Reflect on Our Personal Thriving

1) What does it Mean to be truly flourishing as a Human Being?

What does happiness look like doing the work you do? Out of Work?

What is your vision of your own thriving?

How does it feel to Thrive?

Four Questions to Reflect on Our Personal Thriving

2) Bring to mind that which would most support you in sustaining your well-being and flourishing as a person and as an employee.

Bring these to mind and reflect on them, also bring to mind these aspects of our world that could most support us in our deep-seated well-being.

Four Questions to Reflect on Our Personal Thriving

3) What are the skills or habits we need to learn or unlearn?
What would most fully support us in sustaining deep-seated well-being, flourishing?

Some of these may be capacities or qualities we already have, and others which we need to strengthen.

Four Questions to Reflect on Our Personal Thriving

4) What are the qualities we like to bring to our interactions and exchanges?

How would we like to be of service? Reflect and consider.

What are the ways in which we really can show up completely, with compassion, openness?

So let us draw a clear image, an idea of how we would like to show up in the world.

What is Adversity?

Adverse circumstances test our residue, courage, strength of mind, the depth of our resolve and our commitment to ourselves.



We handle adversities and challenges to our personal development through:

Mindfulness: We are aware that challenges exist and are present with the circumstances and,

Introspection: Being aware of the contents of your thoughts. Analyze them without ruminating on them. Also, the reflecting on the Actions of your body, speech and mind.

Analyzing our motivations: The Why of what I am doing an act or thinking a thought.

Always thinking: How much have I progressed? How Compassionate am I?

Ways to Analyze Our Actions to See if They Support our Thriving as a Person

1) **Ethics:** Am I following outer and inner modes of proper behavior

2) **Generous:** Do I have the mindset to really act for the benefit of myself and others

3) **Listening:** Am I gaining the knowledge needed to enhance who I am

4) **Consideration:** Always think about how our actions will affect myself and others, taking everyone into consideration.

More Ways to Analyze Our Actions to See if They Support our Thriving as a Person

5) **Personal Integrity:** We avoid destructive behavior when we believe it will affect our standing with our inner self, family, friends and community. Destructive behavior is that which adversely affects our inner being, we tend to become judgmental without caring to consider all the circumstances.

6) **Intelligent Awareness:** Able to distinguish between beneficial actions and emotional reactions. We need to place space between an event and our reaction to allow our inner wisdom to delineate a response that is not conditioned but is more reflective.

7) Do so with **Compassion** for ourselves and others.



- How we define compassion?
- Have you ever felt fatigue or despair in terms of your work? When and under what circumstances does it arise?
- Does Compassion have a place in the workplace or in a system of justice?



COMPASSION

- A. The feeling that arises when we witness another's suffering and that motivates a subsequent desire to help
- B. Not an attitude
- C. Benevolent response to others, regardless of suffering or blame
- D. Not sharing the suffering of others , feelings of warmth and concern coupled with a strong motivation to improve the other's well being.



Compassion Defined:

- **Compassion= EMPATHY + ACTION**
- **Empathy**: Understanding of another's condition based upon shared experiences.(Real or potential)
- **Action**: Using Wisdom in determining best course of action in remedying the condition.

Compassion Cultivation improves therapeutic outcomes with trauma patients across disciplines by :

- providing a powerful coping strategy for suffering
- boosting empathic accuracy
- increasing ability to read facial expressions, a key to social relatedness
 - reducing emotional distress
 - increasing positive affects and mood
- enhancing physical resilience in response to stress
- strengthening feelings of warmth and care towards others
- strengthening self-compassion

DEVELOPING EQUANIMITY



FEEL COMPASSION TO THOSE WE ARE MOST CLOSELY RELATED



MORE LIKELY TO HELP THOSE WHO ARE MORE SIMILAR TO OURSELVES IN TERMS OF PERSONAL VALUES, PREFERENCES, BEHAVIOR OR PHYSICAL CHARACTERISTICS



MORE NEGATIVE OUTCOMES FOR THE OTHER ARE CONSIDERED CONSEQUENCES FOR SELF-FEEL SADNESS, DISTRESS, OR EVEN FEAR--- COMPASSION MAY NOT ARISE AND WE REMAIN IN DESPAIR



PITY

Feeling Concern for someone considered inferior to the self.

SYMPATHY

An Emotional Reaction that is based on the apprehension of another's emotional state or condition and that involves feelings of concern and sorrow for another person.

EMPATHY

- A. The capacity to share the feelings of others;
- B. Resonate with positive and negative feelings alike;
- C. Vicarious experience of another's emotions;
- D. Emotional Empathy: Resonate with Mental State.

EMPATHY

- A. Cognitive Empathy: Intellectually put ourselves in the other's position
- B. Ability to connect because of shared experiences
- C. Mirror Neurons that our brains can read others' emotions and create empathetic resonance

Empathic Distress/Fatigue



Can be caused by prolonged or chronic exposure to the suffering of others

Signs and symptoms:

- Feeling numb or disconnected
- Isolating from others
- Lack of energy
- Feeling overwhelmed, powerless, or hopeless
- Fatigue
- Trouble focusing
- Headaches

From a neuroscientific standpoint “compassion fatigue” is more accurately labeled Empathic Distress Fatigue (e.g., Hofmeyer, Kennedy & Taylor, 2019)

Compassion

1. Other-related emotion
2. Positive Feeling
3. Good Health
4. Approach and pro-social motivation



Empathetic Distress

1. Self-related Emotion
2. Negative Feelings
3. Poor Health and burnout
4. Withdrawal and non-social behavior



FIGLEY 1995

COMPASSION FATIGUE “a state experienced by those helping people or animals in distress; it is an extreme state of tension and preoccupation with the suffering of those being helped to the degree that it can create a secondary traumatic stress for the helper.

NEFF 2015

No such thing as compassion fatigue. You cannot feel too much compassion for yourself or others. There is only empathy distress.

Symptoms of Burnout

PW Brown, Federal Probation, Vol. 51, Issue 3, Pg 17-21(1987)

Alward, L. M., & Viglione, J. (2023). Individual Characteristics and Organizational Attributes: An Assessment of Probation Officer Burnout and Turnover Intent. *International Journal of Offender Therapy and Comparative Criminology*, 0(0). <https://doi.org/10.1177/0306624X231159882>

- Burnout
- Physical depletion, chronic fatigue
- Feelings of helplessness and hopelessness
- Disillusionment
- Negative self-concept
- Negative attitudes toward work, people, life itself
- The ability to cope with the environment is severely hampered
- Emotional exhaustion
- Depersonalization
- Reduction in one's sense of personal accomplishment
- Frequent absenteeism, chronic tardiness
- Evidence of poor client care
- Low completion rates of clinical and administrative duties

Self Compassion



BE KIND to YOURSELF

by KRISTIN NEFF

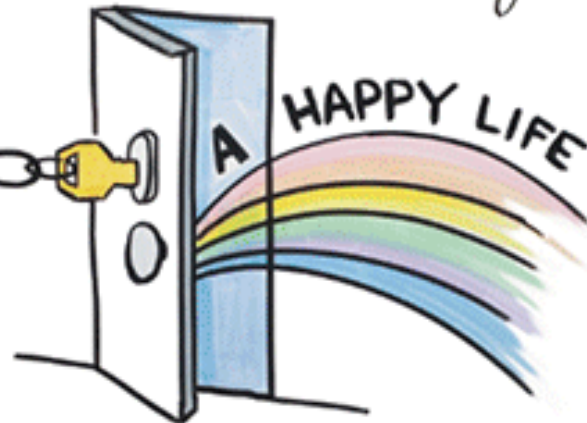


SELF-COMPASSION
A SOURCE OF STRENGTH
and RESILIENCE

RESEARCH
AND MORE
RESEARCH



self-compassion



1 SELF KINDNESS



WE ARE AS CARING
TOWARD OURSELVES
AS WE ARE TOWARD
OTHERS

2 RECOGNIZING OUR COMMON HUMANITY



SHARED HUMAN
EXPERIENCE

3 MINDFULNESS

BEING OPEN TO THE
REALITY OF THE
PRESENT MOMENT



ACKNOWLEDGE
OUR SUFFERING
WITHOUT
EXAGGERATING
IT



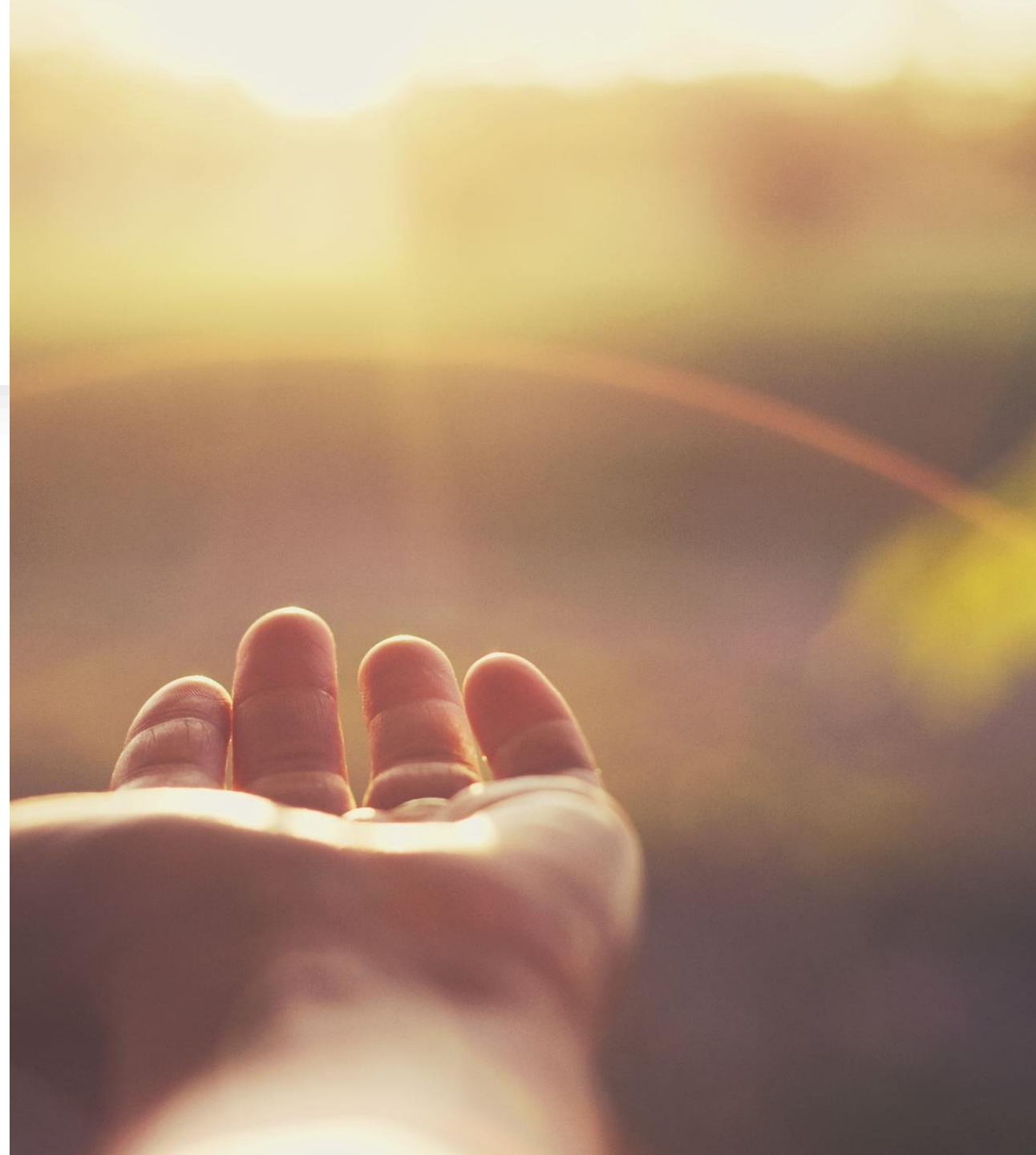
MOMENT
of CONNECTION
WITH OTHERS



SELF-COMPASSION

RECEIVING COMPASSION:

1. A DEEP COMMITMENT TO YOU
2. STRENGTH OF MIND
3. WISDOM GAINED THROUGH EXPERIENCE
4. WARMTH: KINDNESS, GENTLENESS, CARING AND OPENESS
5. ACCEPTANCE: NON-JUDGMENTAL OR CRITICAL



Self Compassion

STRENGTHENING SELF-COMPASSION:

1. BALANCED ATTENTION: REMEMBER STRESSFUL SITUATION AND ALLOW YOURSELF TO ACKNOWLEDGE FEELINGS/THOUGHTS
2. WRITE A MESSAGE OF COMMON HUMANITY
3. MENTOR YOURSELF IN THE DIRECTION OF YOUR INTENTION: WHAT WOULD YOU SAY TO A CO-WORKER



SELF COMPASSION

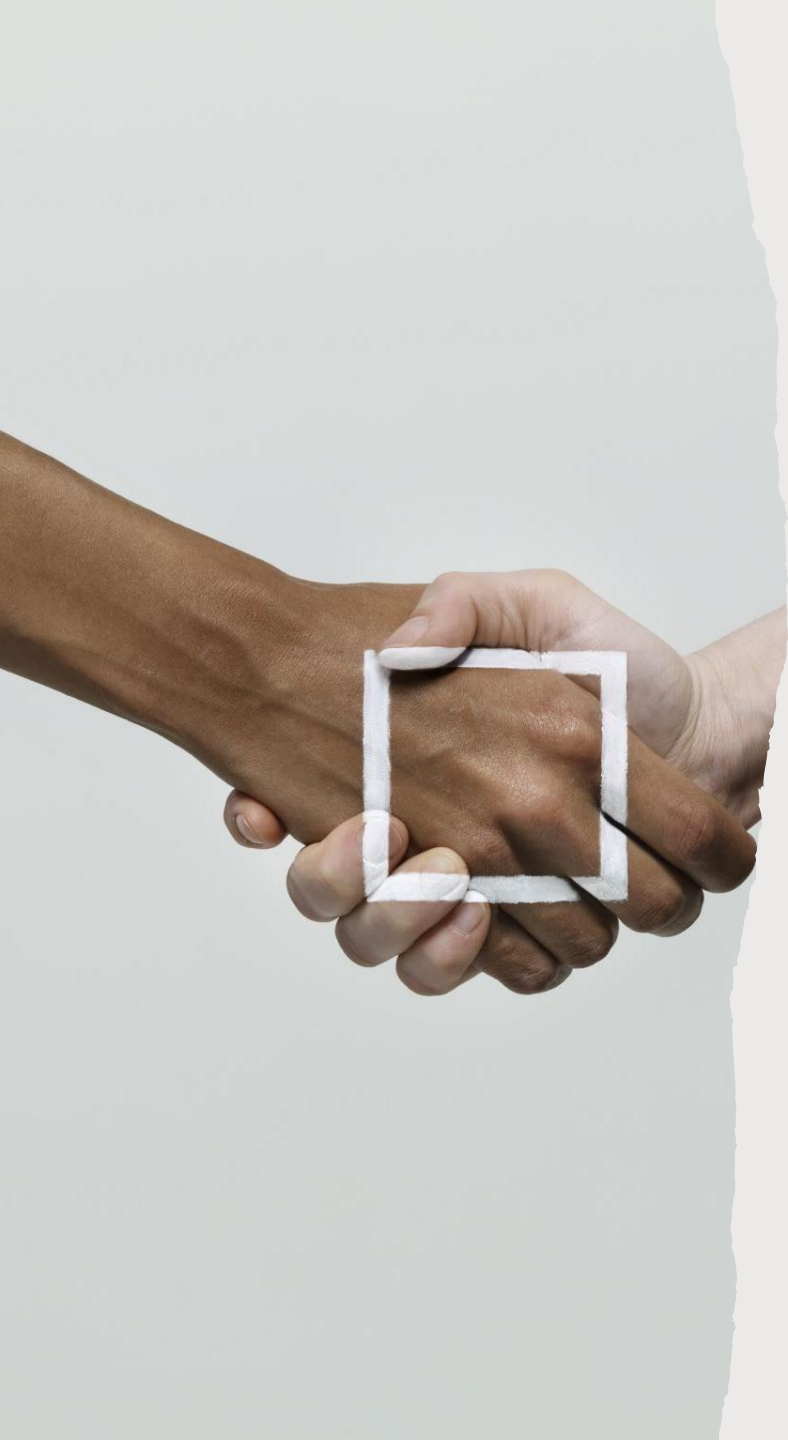
CULTIVATING SELF-COMPASSION
AS A MINDSET: RECALL A TIME OF
PERSONAL GROWTH AND HOW
YOU GOT THROUGH THIS.



Self Compassion Strategies

ON THE SPOT SELF-COMPASSION STRATEGIES

1. NOTICE WHEN YOU ARE ENGAGING IN NEGATIVE SELF-CRITICAL THOUGHT AND SELF-JUDGMENTS
2. GIVE YOURSELF PERMISSION TO NOTICE AND ACKNOWLEDGE YOUR OWN STRESS, PAIN, AND SUFFERING AS A TIME TO RESPOND WITH SELF-COMPASSION AND COMMON HUMANITY





- Whatever happens, keeping a perspective that will counter a more negative mindset by realizing the limitations of our actions in the work that we do.
- IF there is something that you can change, change it.
- If there is not anything that you could do, mitigate the effects of what you cannot control and analyze what placed you in this situation.



Exercising Compassion

COMPASSION EXTENDS TO THE PARTIES BEFORE YOU, THOSE DIRECTLY AFFECTED AND THE COMMUNITY IN GENERAL

1. SERIOUS CONSEQUENCES MAY BE THE MOST COMPASSIONATE ACTION
2. DEVELOPING EQUANIMITY FOR EVERYONE TO AVOID RESERVING YOUR COMPASSION FOR “MORE DESERVING”
3. CREATING AN ATMOSPHERE THAT IS THE MOST COMPASSIONATE FOR THE SITUATION THAT IS HAPPENING BEFORE YOU
4. GIVING YOURSELF A BREAK
5. CREATING A SUPPORTIVE WORK ENVIRONMENT AND FOSTERING WHAT YOU CREATE
6. INVOLVING YOUR ENTIRE STAFF

SELF-COMPASSION

- **Celebrate what's good!**
- For survival reasons, our brains have a strong negativity bias. This means that we're more likely to note and remember negative things to positive things at a seven to one ratio.
- Fortunately, our brains are also trainable (plastic); therefore, we can train ourselves to focus more on the positive by taking the time to savor the good and positive things and feelings we see and experience. In addition, a [gratitude practice](#) increases one's happiness and well-being.

SELF-COMPASSION

- **RECEIVING COMPASSION**
 - A DEEP COMMITMENT TO YOU;
 - STRENGTH OF MIND;
 - WISDOM GAINED THROUGH EXPERIENCE;
 - WARMTH: KINDNESS, GENTLENESS, CARING AND OPENESS;
 - ACCEPTANCE: NON-JUDGMENTAL OR CRITICAL

SELF-COMPASSION

1. **Appreciate what's good about ourselves**
2. Take the time to become a good friend to yourself. Acknowledge when you're doing something nice and/or when things are going well.
3. Recognize and be grateful for your own good qualities. Every human being has good qualities; part of being human means having good qualities.
4. **RECOGNIZE THAT WE ARE LEARNERS FOR LIFE. CHANGE IS CONSTANT AND WE LEARN TO ADAPT. ALWAYS HAVE AND ALWAYS WILL.**

Compassion in the Workplace

- Creating atmosphere that is the most compassionate for the situation that is happening before you
- Giving yourself a break
- Creating a supportive work environment and support what you create
- Involving your entire staff.

Compassion in the Workplace

- Compassion extends to the parties before you, those directly affected, and the community in general.
- Serious consequences may be the most compassionate action
- Developing equanimity for everyone to avoid reserving your compassion for “more deserving”

How Do I know that I am Thriving

- 1) We are Aware that we have shed our old habits and developed or enhanced more constructive traits.
- 2) We are more present with ourselves and others.
- 3) We React more skillfully to situations.
- 4) We Make more of an effort to protective ourselves from unskillful actions through mindful awareness, discipline and ethics.
- 5) We have more peace, joy and bliss in our lives. We ride the crest of the waves of life instead of being caught in the turmoil of the crash.
- 6) People begin to listen to what you have to say because you live life in a particular and consistent way. Activates Trust in your word.

How Do I know that I am Thriving

- 7) People will be more open to your advice as you will be to theirs.
 - People are always analyzing and coming to conclusions about those with whom they interact. Elements of this analysis include sincerity and caring.
 - People want to know they are being listened to and actions are being taken in their best interest rather than personal preference.
- 8) Physical surrounding will change,
- 9) Regressing to prior behavior lessens over time,
- 10) We use our life in a meaningful way,
- 11) So individualized that you will know.

Make a Commitment to Yourself

Start NOW!!!

Judge Victor Reyes

healingjudges@gmail.com

www.healingjudges.com