

The Marriage of Authenticity & Resilience: Beyond Kale and Pedicures

Marta Miranda-Straub

Founder and Principal

Catapult Now LLC

Organizational and Training Consultants



1827 Frankfort Avenue

Louisville, KY 40205

859-492-8467

catapultingnow@gmail.com

www.catapultingnow.com

Learning Objectives

- Identify the spectrum of responses to trauma: Burn Out, Compassion Fatigue, Secondary Trauma and Impairment
- Define personal and organizational symptoms and tools for mitigating trauma and creating resiliency
- Create a comprehensive plan of Action for mitigating trauma and increasing resiliency



Definitions

- **Authenticity:** *Knowing, and acting on, what is true and real inside yourself, your team and your organization AND knowing and acting on what is true and real in the world.* Bob Terry
- **Resiliency:** A psychological process /response to intense stressors – Sustained ability to function during challenges. Positive attitude towards adversity. Garmeiz-Werner



Quotes

- ***Caring for myself is not self-indulgence, it is self-preservation, and that is an act of political warfare.*** -Audre Lorde
- **Be Yourself: Everyone else is already taken** Oscar Wilde



The Continuum

- Burn Out: Need a Break
- Contagious Work: Splashed by the work
- Compassion Fatigue: Exhaustion
- Secondary Trauma: Reliving
- Professional Impairment : Acting Out



The Ground: Overarching Assumptions: What makes us come Alive

- Breath/Body/Purpose/Intentionality
- Presence/Present /Centering
- Share the Burden/Debrief
- Container/ Imagery/Inner Work



Patterns and Behaviors of Secondary Trauma:

- Feelings: Powerless/Helpless
- Acting out/in trauma
- Extreme Arousal/Hyper Vigilance
- Decrease Creativity/ Hope/Humor
- Inability to embrace complexity
- Minimizing/Denial/Martyrdom
- Exhaustion
- Psychological/Physical & Ailments



Cont.

- Not listening/Avoidance/Dissociation
- Sense of Victimization/Persecution
- Anger and Cynicism
- Guilt , Fear and Shame
- Numbing/No Empathy
- Substance Use and Abuse
- MISTRUST: Others/Systems
- Existential crisis



Mitigating Trauma: Self/Organization

- The courage to engage **in value driven action**, tempered by honesty, and integrity while holding self and others accountable and providing guidance towards a greater vision
- Connecting the work to the larger social movement



Working from the Core

- Your Story/My Story
- Hallmark Events/Role Models
- Leaders You Respect/Admire
- Values and Qualities
- Your Personal Vision Statement
- Statement on your Tombstone



Guided Activity: Your Favorite

- Childhood shero/hero
- Game
- Book
- Quote



Self-Assessment/Plan

- History: My Skeletons
- Values/Purpose/Meaning of Life
- Resiliency Story/ My Strengths
- Adverse Circumstances (ACES)
- Accountability self/others
- Ability to Ask for Help
- How do I Share the Burden
- Personal: Action and Vision Plan



Resilience Building:

- Positive Attitude
- Insight/Accountability
- Problem Solving Skills
- Integrity and Honesty
- Cognitive Flexibility
- Cognitive Explanation
- Organizational Policy/Support



Resilience Building Cont.

- Relationships: Safety, Love, Trust and Encouragement
- Realistic Goals & Plans
- Communication Skills
- Positive Self Talk
- Seeking Help
- Service to others
- Existential Meaning/Purpose



Thich Nhat Hanh

- “ To Meditate with mindful breathing is to bring body and mind back to the present moment so you do not miss your appointment with Life”



Ongoing Practice Mind-Body-Spirit/Soul

- Awareness/Assessment
- Breath/Body Work
- Pursuit of Meaning/Purpose
- Healthy Lifestyle
- Social Support Networks
- Mindfulness Practice
- Trauma Stewardship
- Humor/Play



Trauma Mastery

- Our Own Healing Work
- Making Friends with our Ghosts and our Bones
- Healthy Relationships/Activities
- Work towards Systems Change
- Life Outside of Work
- Personal/Professional Boundaries
- Assertiveness Skills



Organizational Tools for Healing

- Authentic Leadership
- Congruent organizational values
- Connected to Larger Movement
- Transparency and Collaboration
- Philosophy of Care
- Clear Policy and Protocol
- Healing Spaces
- Common Language
- Promote Self- Care



Org , cont.

- Stability/Sustainability
- Ongoing Open Communication/Doors
- Conflict Management/Resolution
- Generereous PTO Policy
- Healing and Playful Activities
- Healing Space and Options
- Team Plan/Action for Resiliency
- Consultation/Supervision



Self/Organization/clients

- How does the organization/team engage and promote social change?
- How do we connect clients to opportunities/engagement/influence
- Opportunities for Advocacy & Activism
- Nature/Art /Music/Marches/Legislation



Organizational: policy & practice

- Culture/Climate that promote: Direct communication, self-care, ongoing learning/play, joint work, inclusion, mentoring/access to power, reflection on the work as a whole organization
- Acknowledgement of the cost of the work, accountability of engaging the individual and the organization in debriefing/healing work.



Tools: An individualized Plan

- Mentors, Therapists, Role Models
- Meditation, Yoga, BODY Work
- Journals, Retreats, Music/Writing
- Social Justice Movements
- Support Network
- Life/Work Recalibration
- Spirituality
- Clarity of Meaning and Purpose



Ongoing Process of :

- Self-Awareness/ Reflection/Action
- Purposeful Life/Work
- Courage to BE/Live YOUR Life
- Holding self/others accountable
- Ongoing Learning
- Skill Building
- Decrease Isolation/Debrief
- Personal Work



Benefits

- Increase Trust
- Healthy People/Organization
- Reduced Crisis/Increase Stability
- Increase Staff Retention
- Reduce Absenteeism
- Critical and Creative Problem Solving
- Shared Goals/Purpose/Actions



Recommended Readings

- *Trauma Stewardship* by Laura van Dernoot Lipksy & Connie Burk
- *The Power of Vulnerability* by Brene Brown
- *Writing Down the Bones* by Natalie Goldberg
- *The Body Keeps the Score: Brain, Mind, and Body in the Healing of Trauma* by [Bessel van der Kolk M.D.](#)

