ADAPT AND
OVERCOME
LEANING GREEN IN A HAZY ORANGE WORLD

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“UNPRECEDENTED”

Pre-traumatic stress management

Those who will survive and thrive in this season—both teams and individuals—are those who meet the new challenges with enough capacity to adapt and radically prioritize concrete steps to combat depletion, loneliness, overwhelm and who are able to embrace and respond to the ‘what is’ not the ‘what we want it to be.’
STATUS CHECK

What is charging the battery?

What is draining the battery?
STRESS INJURY FORMATION

TRAUMA: “A STIMULUS THAT OVERWHELMEDS ONE’S CAPACITY TO INTEGRATE IT.”

- Response system overwhelmed
- Emotional Connection
- Isolation
- Helplessness

Neocortex: Rational or Thinking Brain
Limbic Brain: Emotional or Feeling Brain
Reptilian Brain: Instinctual or Dinosaur Brain

McGladrey & Madden 2019
STRESS INJURIES
COMMON, PREDICTABLE, EXPOSURE AND DEPLETION INJURIES THAT CAN BE MITIGATED (AND PREVENTED?) WHEN RECOGNIZED.

1. Occur on a continuum, with PTSD as one of many presentations
2. Have early and late changing vital signs
3. Are physical injuries
4. Are relationship injuries
5. Can be supported when they are recognized
6. Are dynamic
7. Are more likely to occur in a state of stress
USMC STRESS CONTINUUM

COMBAT AND OPERATIONAL STRESS FIRST AID
STRESS CONTINUUM

**READY**
- Sense of mission
- Spiritually and emotionally Healthy
- Physically Healthy
- Emotionally Availability
- Healthy Sleep
- Enjoying
- Sense of Joy/Vitality
- Room for complexity

**REACTING**
- Cynicism
- Work avoidance
- Loss of interest
- Distance from others
- Short fuse
- CHANGE

- Life feels ‘bleh’
- Lack of motivation
- Fatigue/weariness
- Sleep Disturbance

**INJURED**
- Sleep disturbances
- Numbing and avoiding
- Burnout
- Nightmares
- Trapped

- Distant from life
- Exhausted
- Physical Symptoms
- “I usta”

**CRITICAL**
- Hopelessness
- Anxiety
- Depression
- Intrusive thoughts
- Feeling lost or out of control
- Insomnia

- Thought of suicide
- Self blame
- Hiding out
- Broken relationships
- Careless mistakes
- Panic

Change in worldview

McGladrey 2019
### STRESS CONTINUUM FOR THE ORGANIZATION

<table>
<thead>
<tr>
<th>READY</th>
<th>REACTING</th>
<th>INJURED</th>
<th>ILL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Resources adequate if not ample</td>
<td>Resources stretched Open to opportunity in theory, “but not now, we’re busy”</td>
<td>Resources scarce Rigid perspectives Closed to opportunity Emergencies strain the system and are survived rather than dealt with capably</td>
<td>Resources absent Calcified perspectives Communication channels closed Sense of doom Mission Drift: “why are we doing this?”</td>
</tr>
<tr>
<td>Open to Opportunity &amp; Innovation Meeting emergencies with a well-oiled, capable team</td>
<td>Coping with emergencies – barely Some Mission Questions</td>
<td>Major Mission Questions</td>
<td></td>
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<tr>
<td>Mission Alignment</td>
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</tbody>
</table>

**Mission satisfaction/ Mission Drift**
STATUS CHECK

What is charging the battery?

What is draining the battery?
### WHAT IS THE NEW GREEN?

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**COVID-19 Stress Continuum**

- **Minimize exposure** – Avoid unnecessary exposure. Schedule exposed check ins.
- **Potential** – Awareness of stress injury formation
  - [MOI: overwhelmed, emotional connection, helplessness, error/guilt, isolation, near-miss, fatalities]
- **Signs & Symptoms** – Ready | Reacting | Injured | Critical *(See below)*
- **Follow up** – On-site debrief, one-on-one, peers/leadership, incident support
- **Plan for exposure** – Utilize peer, leadership and provisional help (for you & team members)

#### IMPACT ➔ INJURY

**Signs & Symptoms**

<table>
<thead>
<tr>
<th>READY</th>
<th>REACTING</th>
<th>INJURED</th>
<th>CRITICAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>COVID-19; This is going to be hard, but we can do this.</td>
<td>COVID-19; and the government isn’t doing anything.</td>
<td>COVID-19; I’m going to hide until this is over.</td>
<td>COVID-19; My life is over.</td>
</tr>
<tr>
<td>• I’m alarmed <em>(and I’m going to look for resources)</em></td>
<td>• I’m alarmed <em>(and there’s not enough to go around)</em></td>
<td>• I’m scared <em>(and I can’t stop watching the news)</em></td>
<td>• I’m terrified <em>(and I can’t breathe)</em></td>
</tr>
<tr>
<td>• Sense of Mission</td>
<td>• I don’t like Teleworking</td>
<td>• Lack of motivation to leave the house</td>
<td>• Hopelessness</td>
</tr>
<tr>
<td>• Realistic, concerned but moving forward</td>
<td>• Short Fuse</td>
<td>• Physical symptoms</td>
<td>• Can’t sleep</td>
</tr>
<tr>
<td>• Appropriate cleaning and social distancing</td>
<td>• Fear based cleaning and isolation</td>
<td>• Exhaustion</td>
<td>• Depression</td>
</tr>
<tr>
<td>• PBR – Pause, Breath, Repeat</td>
<td>• Communication breaking down</td>
<td>• Withdrawal</td>
<td>• Thoughts of Suicide</td>
</tr>
<tr>
<td>• Supporting other team members</td>
<td>• Feeling there is a lack of communication</td>
<td>• Emotional numbness</td>
<td>• Damage to relationships</td>
</tr>
<tr>
<td>• Creative connection</td>
<td>• Changes in personality</td>
<td>• Increased use of numbing tools such as alcohol.</td>
<td>• Feeling lost or out of control</td>
</tr>
<tr>
<td>• Outward focus</td>
<td>• Fatigue/weariness</td>
<td>• Performance degrading</td>
<td>• Unable to work</td>
</tr>
<tr>
<td>• Motivated to respond</td>
<td>• Teamwork breaking down</td>
<td>• Defeatist attitude</td>
<td>• Complete disengagement</td>
</tr>
<tr>
<td>• Awareness and planning</td>
<td>• Decrease in high performance</td>
<td>• Complaint Driven</td>
<td>• Giving up</td>
</tr>
<tr>
<td>• Solution Driven</td>
<td>• No longer sharing ideas or</td>
<td>• AVOIDANT- “this doesn’t involve me, so I don’t need to engage.”</td>
<td>• Paranoia and Isolation</td>
</tr>
<tr>
<td>• Kindness to self/others</td>
<td>• Temporary sleep issues, eating issues, distress</td>
<td>• “This is never going to end.”</td>
<td>• Panic</td>
</tr>
<tr>
<td>• “We’re all in this together”</td>
<td>• Spinning at work, not able to complete tasks</td>
<td>• Highly Individualized-every person for themselves.”</td>
<td>• Can never get enough supplies</td>
</tr>
<tr>
<td>• Practicing Gratitude</td>
<td></td>
<td></td>
<td>• Feelings of scarcity</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>• Blaming others</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>• Panic</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>• Beating yourself up</td>
</tr>
</tbody>
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PLANNING FOR GREEN

Individual Resiliency Planning

IRP examples:
www.responderalliance.com

Organizational plans for capacity to respond to this moment and the coming year;
Consider 1-6-12 months or the ‘season’ whatever that means for your team.

Organizational Resiliency Planning

Planning foundations for this next deployment season; rest, boundaries, connection, expectations
Individualized Resiliency Plan

Consider Organizational Plan

**INDIVIDUAL RESPONSE AND RESILIENCE PLAN (5 Elements)**

<table>
<thead>
<tr>
<th>3 Elements (Hobfoll, et al)</th>
<th>Examples</th>
<th>Your Plan</th>
</tr>
</thead>
</table>
| **Safety** —metric has demonstrated an efficacy check.  
  - Plan your interaction with the media and world around you  
  - Plan moments to be present  
  - Stay in your own lane | *News updates during drive to work.*  
  *Check in with self during first cup of coffee.*  
  *Make a plan with family/friends to check in on health and stressors once per week.* |           |
| **Calm** —  
  - Sleep  
  - Exercise  
  - Breathe | *Awake by 8am. In bed by 10pm.*  
  *Intentionally pay attention to breathing during morning cup of coffee.* |           |
| **Efficacy** —  
  - Empowerment  
  - Engagement  
  - Remind yourself you are not helpless | *Invest time into meal planning for next two weeks.*  
  *Make a garden bed for an elderly neighbor.* |           |
| **Connection** — We are wired to lean on each other for support, calm and even give and receive hope from strangers. | *Video chat with friend or family.*  
  *Play ‘Cards Against Humanity’ with friends online.*  
  *Hand write a letter – to family, friend, armed service member.* |           |
| **Hope** — Planning for the future and finding your creativity, and offering hope to others and still your brain there is life after this moment. | *Brush teeth with the intention of being able to close the 6 foot gap one day.*  
  *Start plants from seeds – nurture their growth daily with the intention of sharing their produce with friends.* |           |
LET’S TALK

How can you plan for capacity?

(What do you need to say no to?
What do you need to say yes to?)
AWARENESS THEN CHOICE

Resilience Team, Resilience Survey

Please choose the color which best represents how you feel about your own status along the stress continuum, either today or during the past two weeks...
QUESTIONS, NEXT STEPS…

If you’d like to get involved in a multi-organizational workgroup on organizational resilience and stress in the outdoor industry, contact;

Support@responderalliance.com

Please write ‘WRMC Workgroup’ in the subject line