



Desert Waters

Correctional Outreach

Presented by:

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Gregory Morton, B.A.



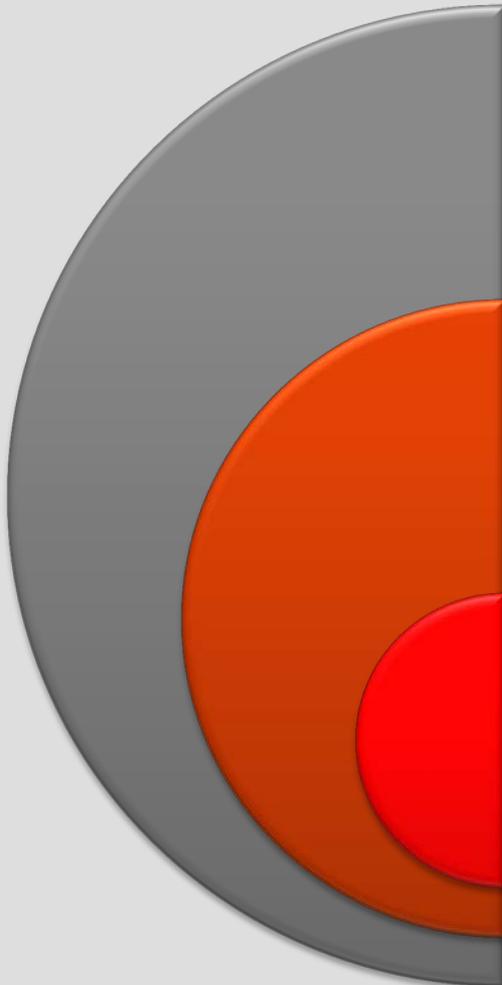
Part 1

...y and Sanity

...the Correction



Presenters



Caterina Spinaris, Ph.D.,
Executive Director, Desert Waters
Correctional Outreach (DWCO)

Michael Denhof, Ph.D.,
Director of Research, DWCO

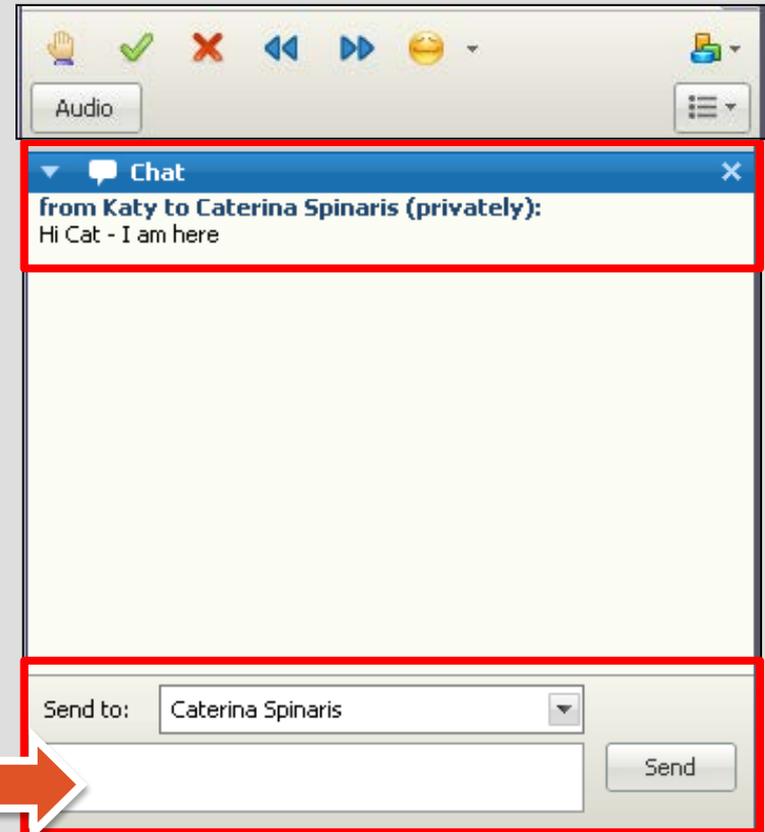
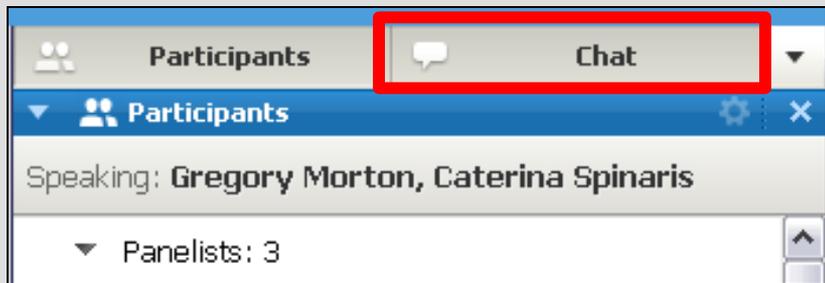
Gregory Morton, B.A.,
Training Director, DWCO



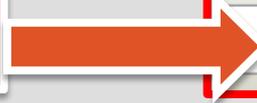


Virtual Classroom Orientation

Click Chat above the participant list to open the Chat window



Type questions or provide feedback to the presenter from the chat window.





Webinar Objectives

Describe types of occupational stress that may negatively impact the well-being of corrections staff.

Present the “umbrella” term of Corrections Fatigue, its nature, properties and consequences.

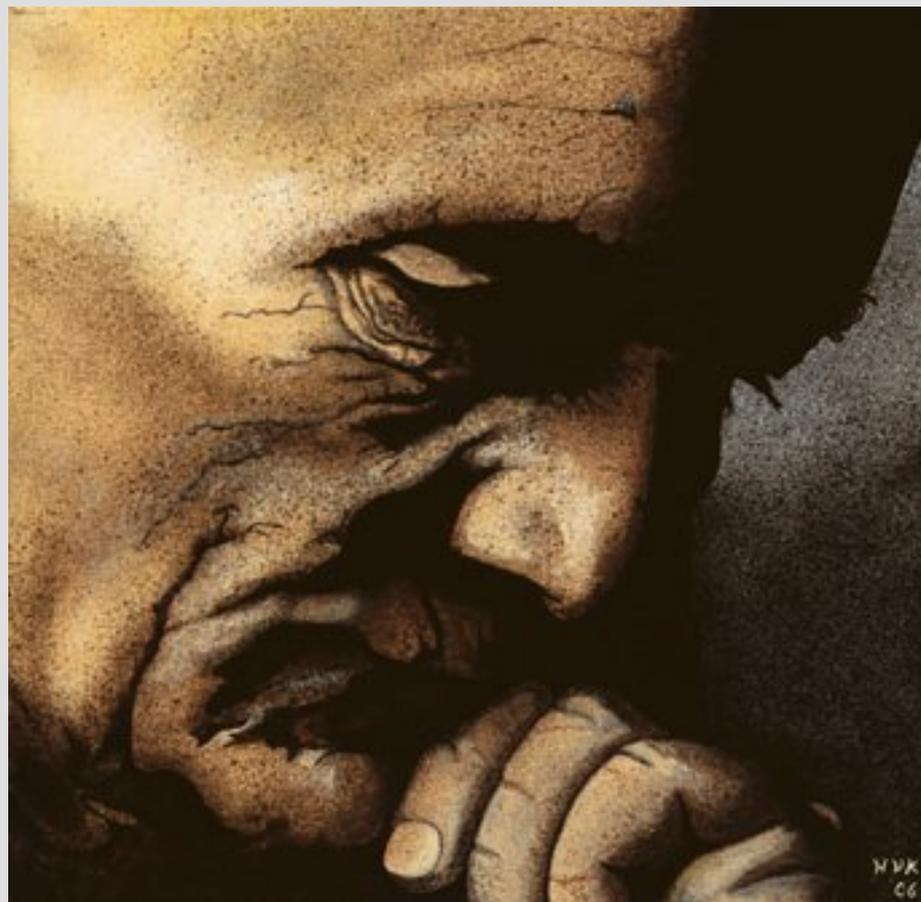
Present research evidence that supports a model of Corrections Fatigue and its usefulness in providing interventions regarding increasing staff well-being.



Corrections Work Realities

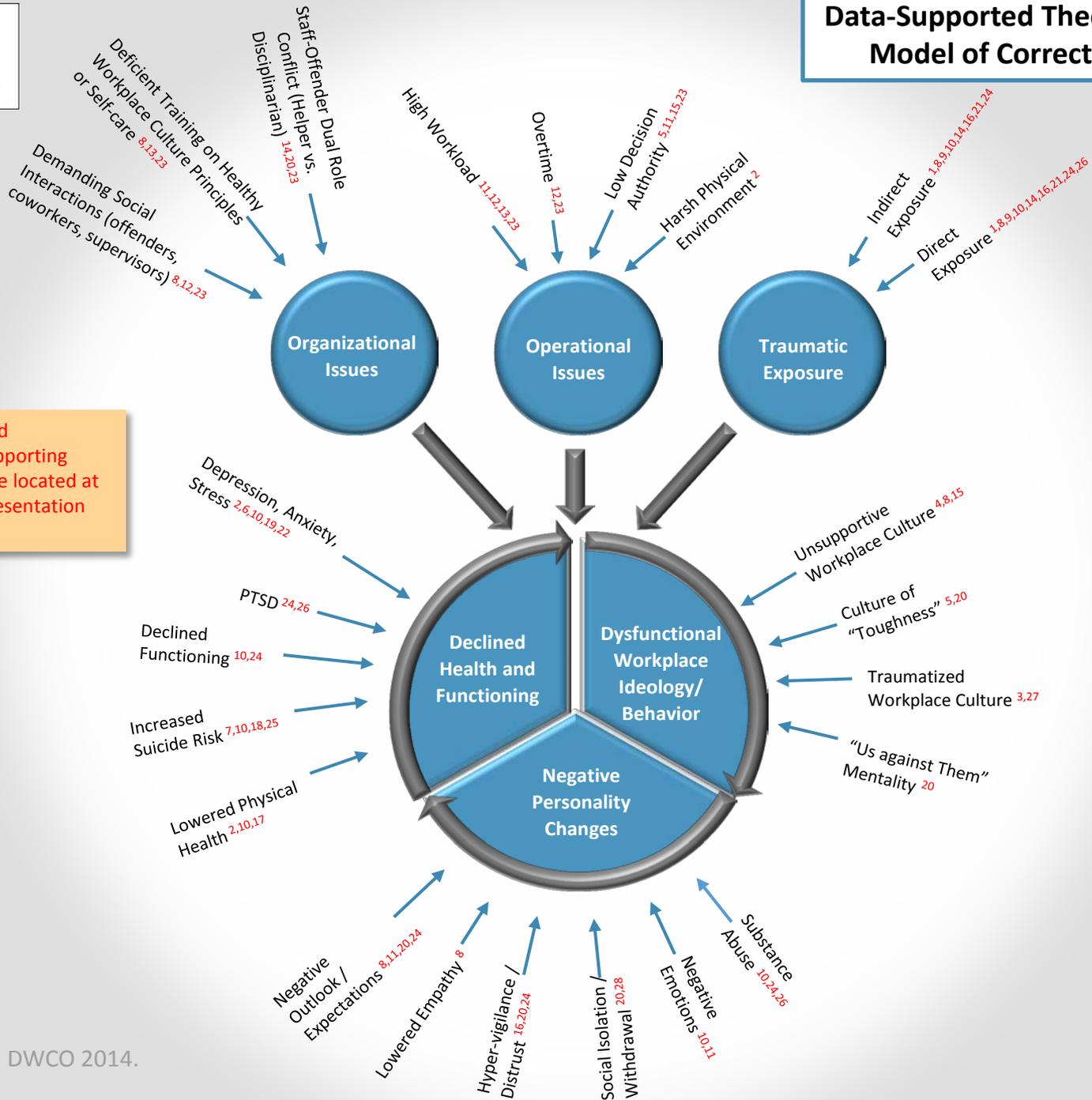
*“What I come
across at work
wounds my soul.”*

- Anonymous Corrections Officer



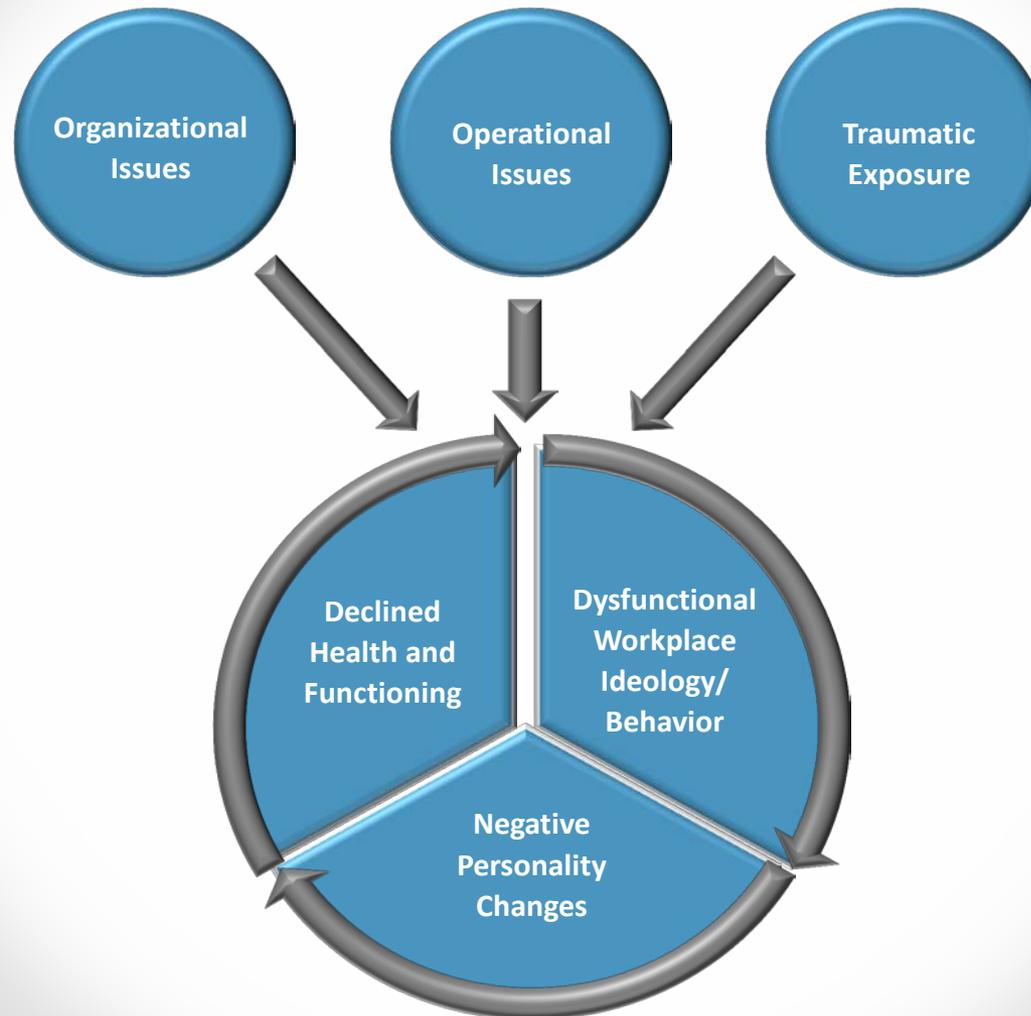


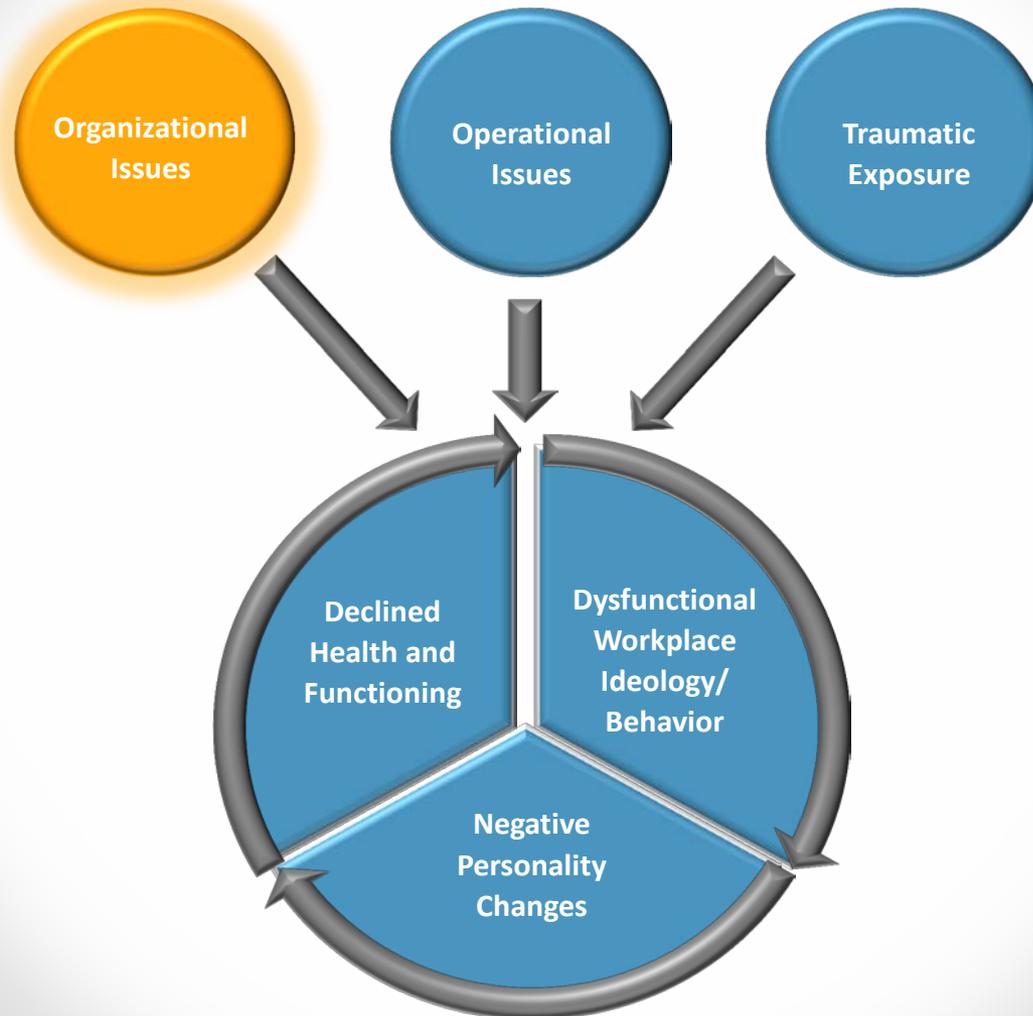
Data-Supported Theoretical Process Model of Corrections Fatigue



Superscripts in red correspond to supporting research literature located at the end of the presentation slides.



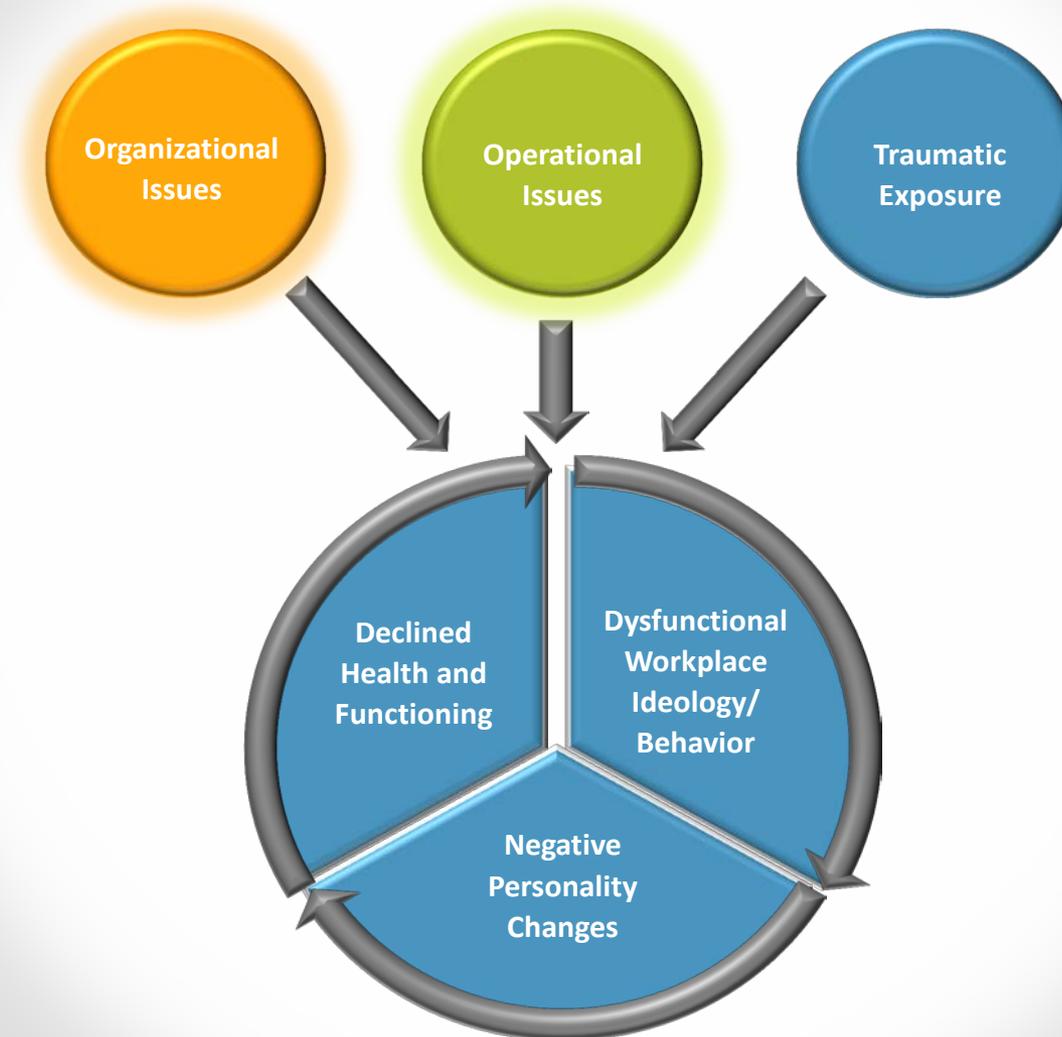




Organizational Stressors

- Role conflict: Disciplinarian vs. helper
- Insufficient training
- Demanding social interactions

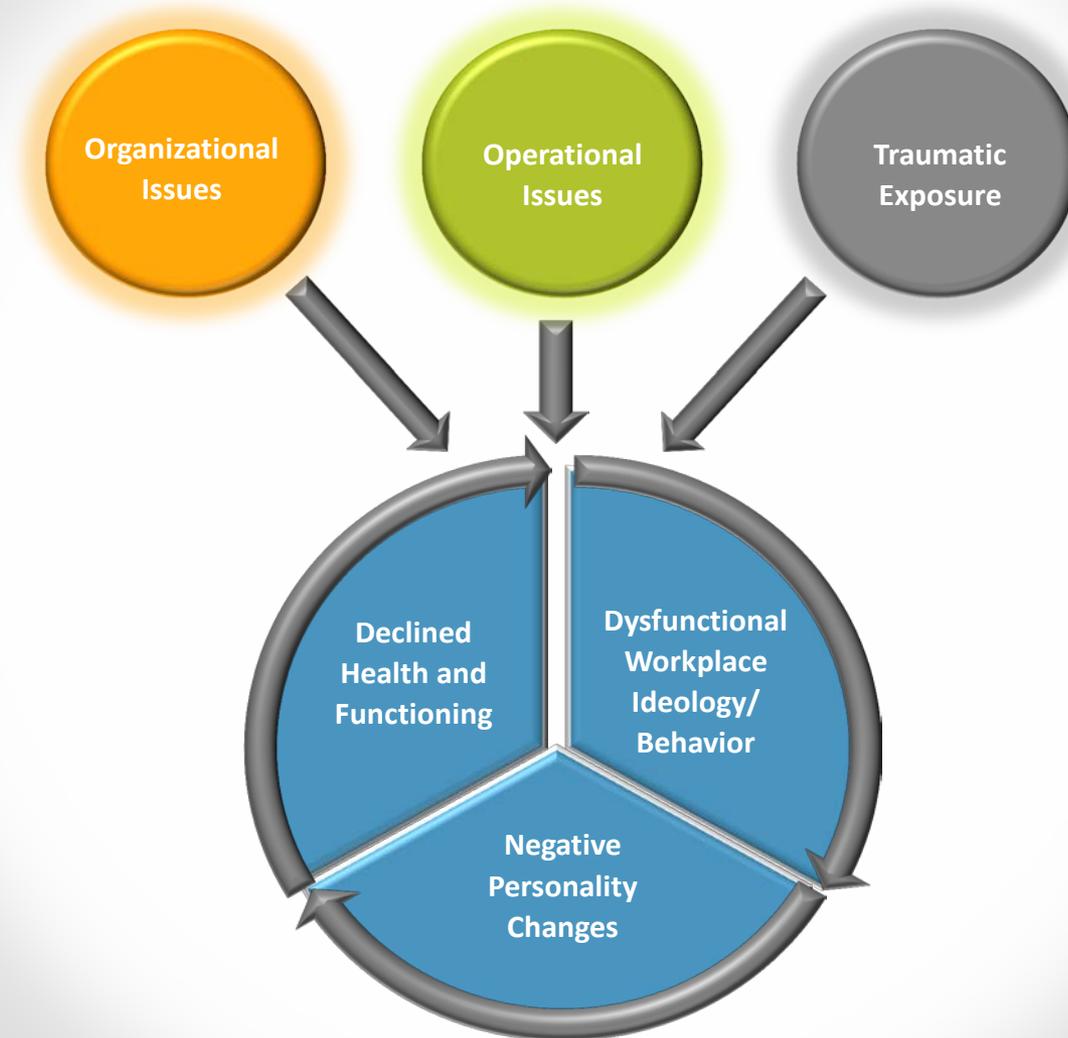




Operational Stressors

- High Workload
- Overtime
- Low decision authority
- Harsh physical conditions







TRAUMATIC Exposure

“Part of the Job”

DIRECT (“Firsthand”)

- Witnessing assaults and other types of violence and injuries first hand
- Engaging in acts of violence and possibly inflicting injuries (e.g., cell extractions)
- Witnessing suicide attempts or self-injury behaviors
- Witnessing deaths (e.g., due to assault, suicide or natural causes)
- Being physically assaulted
- Responding to large group disturbances or riots
- Being part of an execution team

INDIRECT (“Secondhand”)

- Reading offender files that detail information about violence or death
- Hearing about traumatic incidents involving staff or offenders
- Being threatened with violence or having family members threatened
- Becoming aware of potential for harm of offenders, coworkers or oneself (close calls, “near misses”)
- Viewing videos of workplace incidents (e.g., murders or assaults) for training purposes/as part of the job





Direct vs. Indirect Traumatic Exposure

Both can have similar effects (APA 2013)

Both can lead to trauma signs that develop in similar ways (APA 2013)

Direct exposure results in more severe and longer-lasting trauma signs/symptoms than indirect exposure (Pietrzak et al. 2011)





Corrections Traumatic Exposure—Evidence

- Average exposure: 28 Violence, Injury & Death (VID) events
- Average exposure : 2 assaults they themselves suffered
- Average exposure : 5 different types of VID events

Male corrections professionals reported:

- Exposure to more VID events and
- Exposure to more VID types and assaults than Females
- PTSD and Depression criteria at higher rates than Females

Security staff reported:

- More VID events and
- More VID types and more assaults than non-security staff
- PTSD and Depression criteria at higher rates than non-security staff



Corrections Fatigue

The cumulative negative transformation of corrections professionals' self or personality over time as a result of insufficient personal and/or organizational strategies and/or resources for adapting to the demands of corrections work.



Metal Fatigue Metaphor

Result of repeated stress—
loading and unloading

Microscopic cracks add up
over time

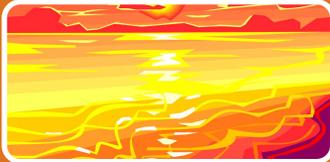
When crack reaches critical
size, metal fractures



Nature of Corrections Fatigue



Unavoidable occupational hazard



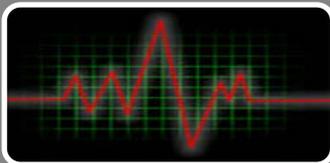
Gradual process



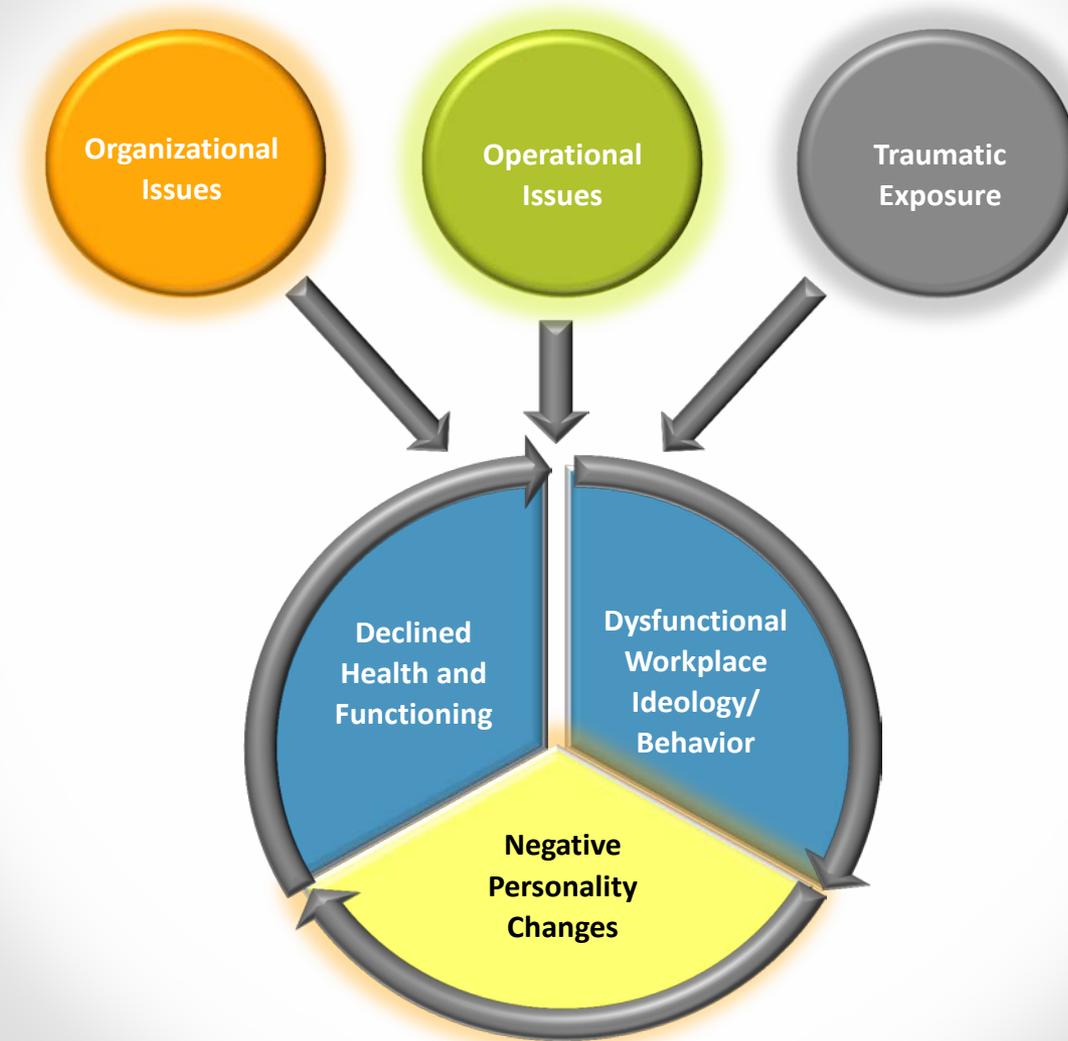
Enduring if not counteracted



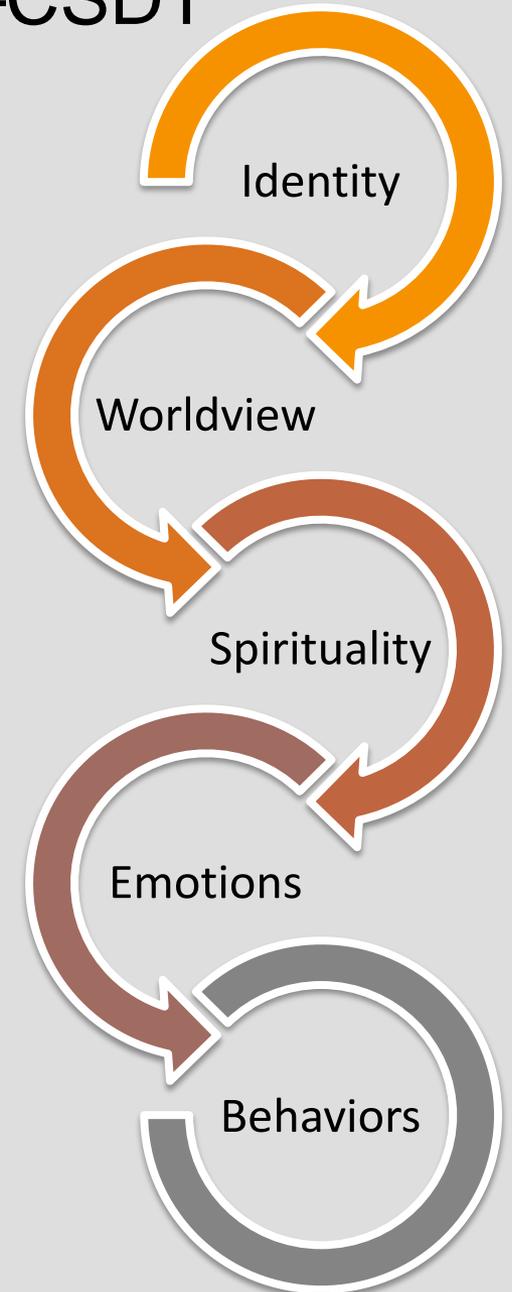
Involves emotional distress



Involves physiological stress



Changes to “Self”—CSDT



Traumatic Stress Signs—DSM-5

Involuntary remembering of traumatic events

Persistent avoidance of event reminders (triggers)

Negative changes in thinking and mood

Increased arousal and reactivity



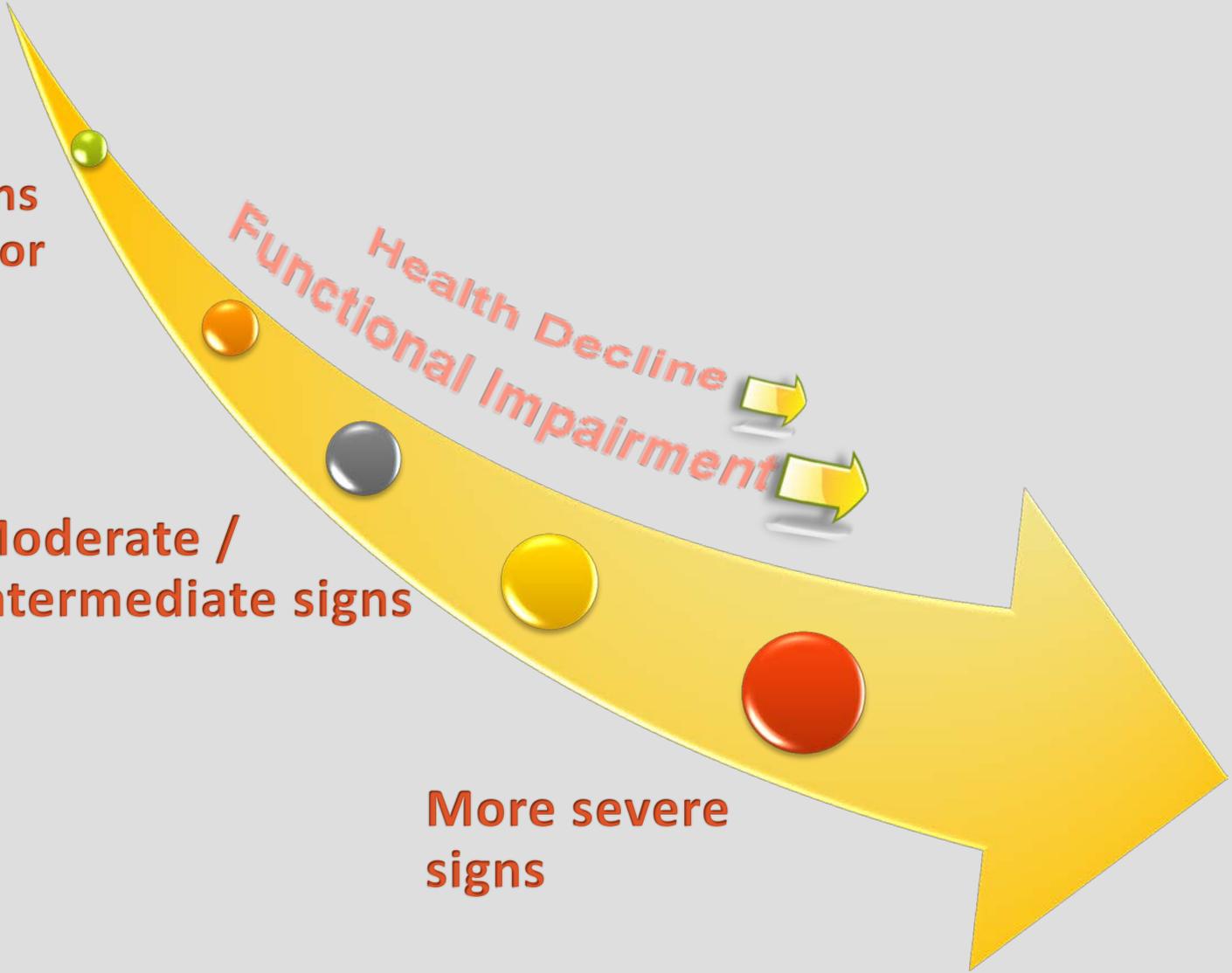
Corrections Fatigue Continuum

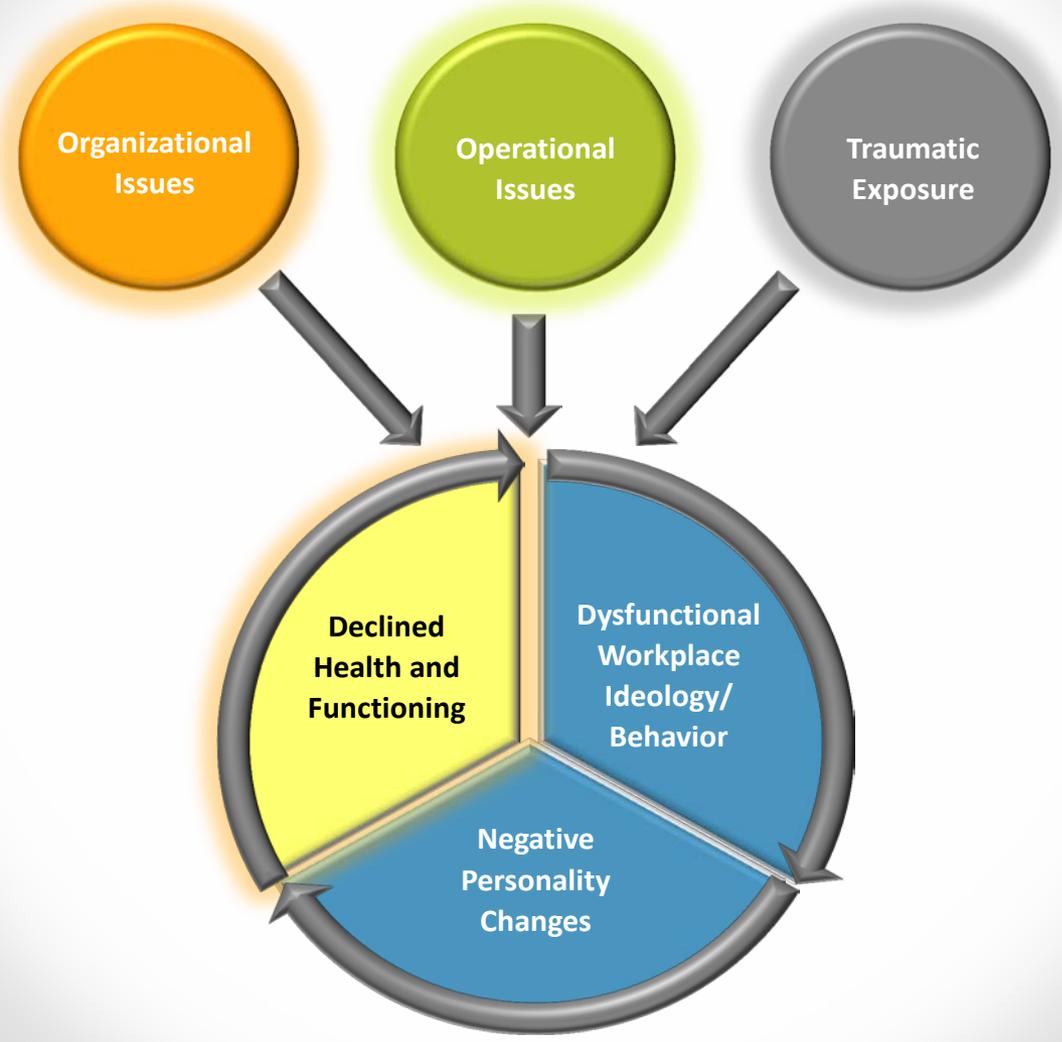
No signs
or minor
signs

Moderate /
intermediate signs

More severe
signs

Health Decline
Functional Impairment

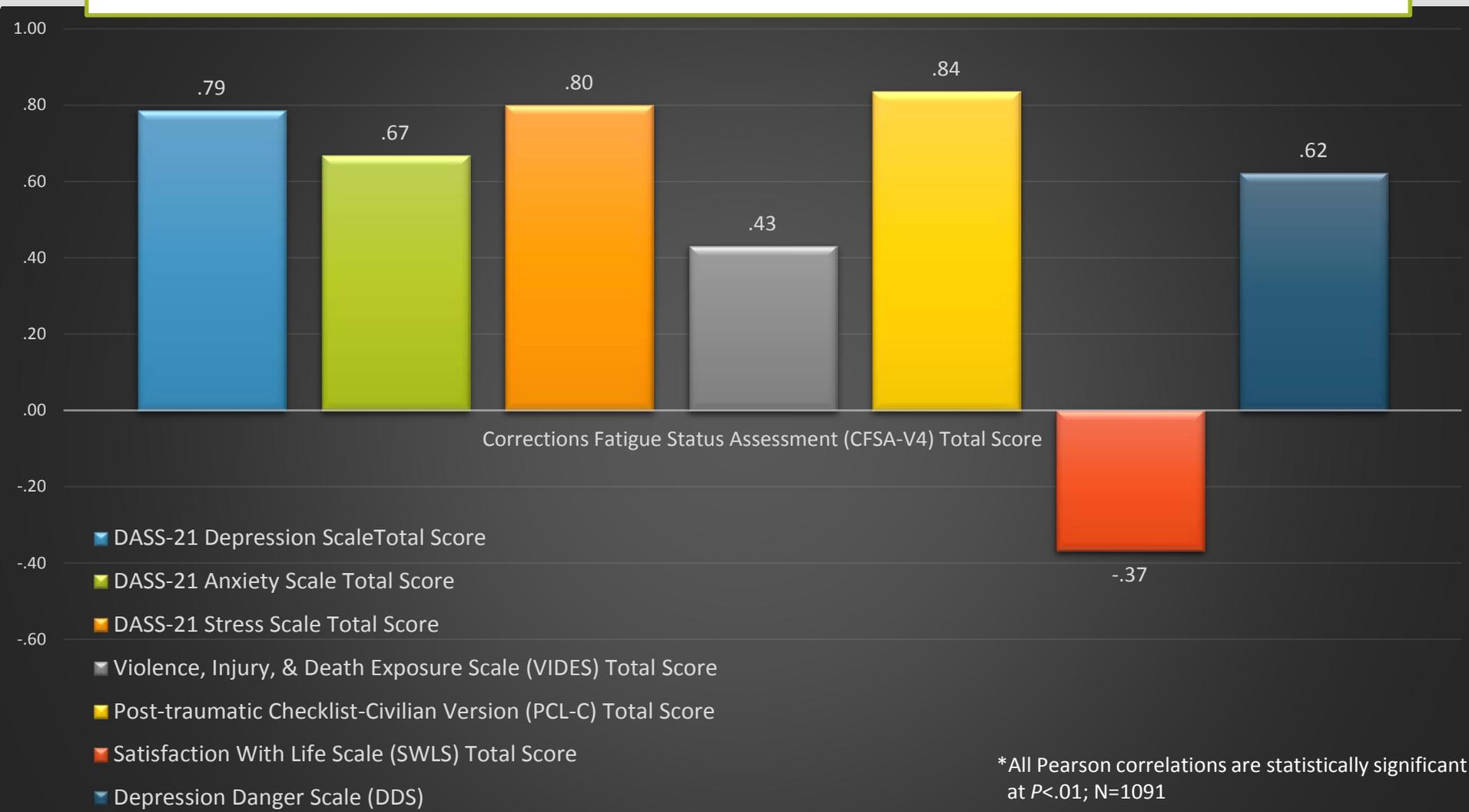






Concurrent Validity of the CFSA-V4

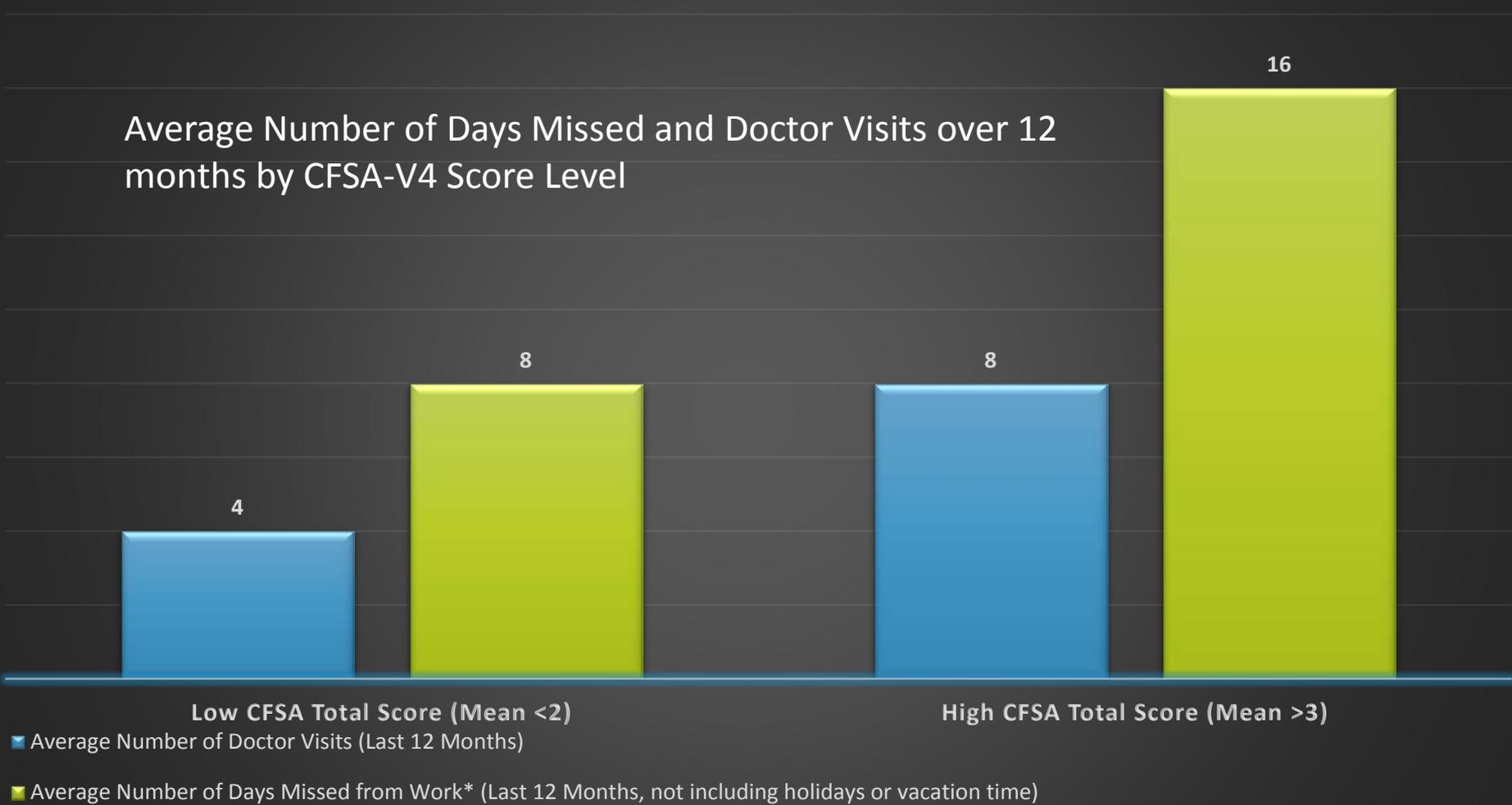
Correlations between the CFSA-V4 Total Score and a Variety of Established Measures with Related Content





Relationship Between CFSA-V4 Score Levels, Days Missed from Work, and Doctor Visits

Average Number of Days Missed and Doctor Visits over 12 months by CFSA-V4 Score Level



***All differences are statistically significant based on independent sample t-tests ($p < .01$)**

Average Days Missed, High vs. Low CFSA Score Categories ($t=3.03$; $df=487$)
Average Doc Visits, High vs. Low CFSA Score Categories ($t=5.40$; $df=487$)



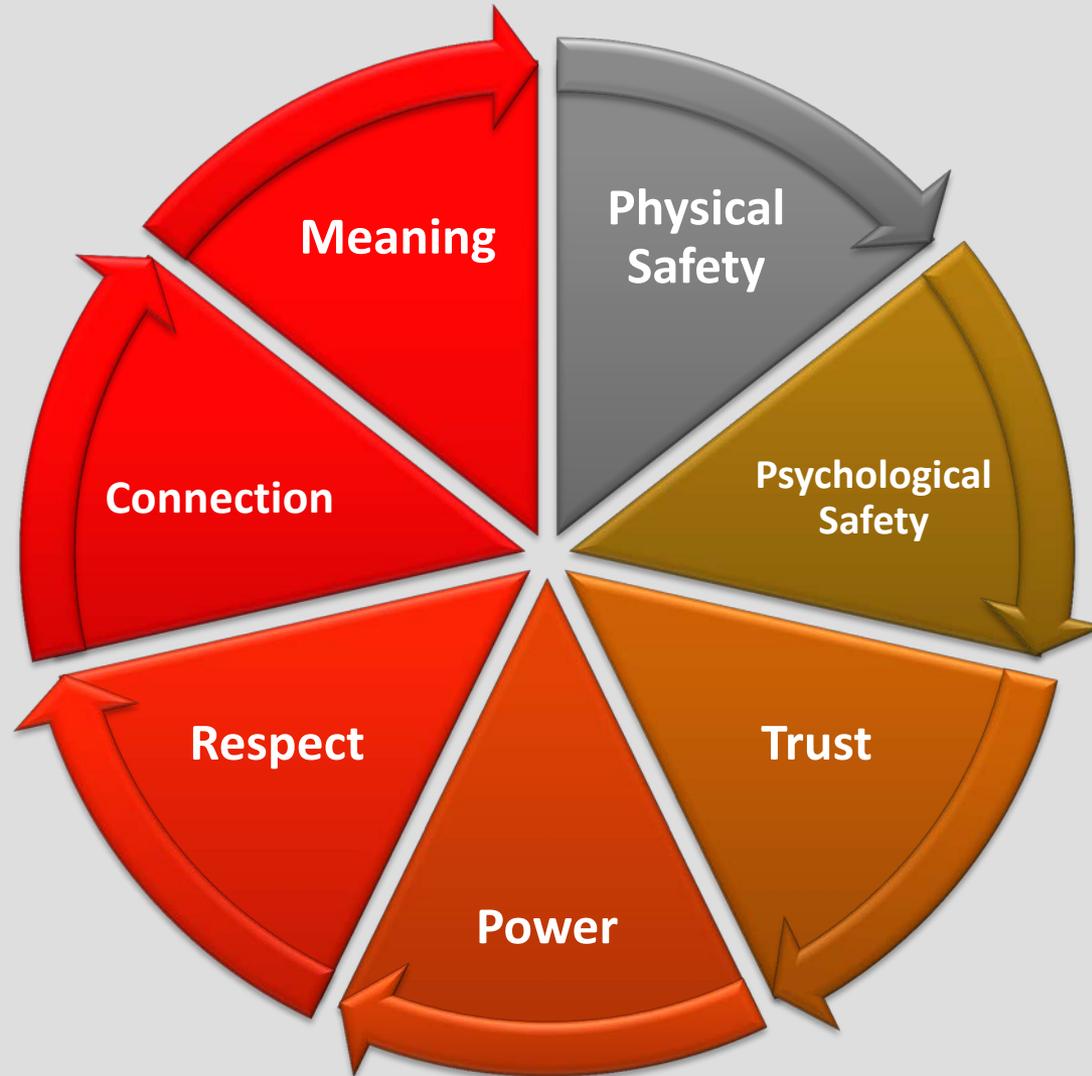


Traumatized Workplace Cultures

- Cynicism and pessimism
- Rejection of “soft emotions”
- Denial of effects of trauma
- Reduced capacity for empathy
- High authoritarianism
- Disempowerment
- Poor communication
- Unresolved conflicts
- Mounting resentments
- Increased potential for aggression



Seven Dimensions that Shape the Workplace Culture



Corrections Fatigue



Traumatic exposure, whether indirect or direct, is inevitable in corrections work.



Traumatic exposure in combination with organizational and operational stressors over time may affect corrections staff negatively.



Cultures of corrections organizations are shaped by exposure to trauma and other high-stress events and circumstances.



Effects of trauma and other high-stress events require greater recognition and strategies to counter both individually and organizationally.

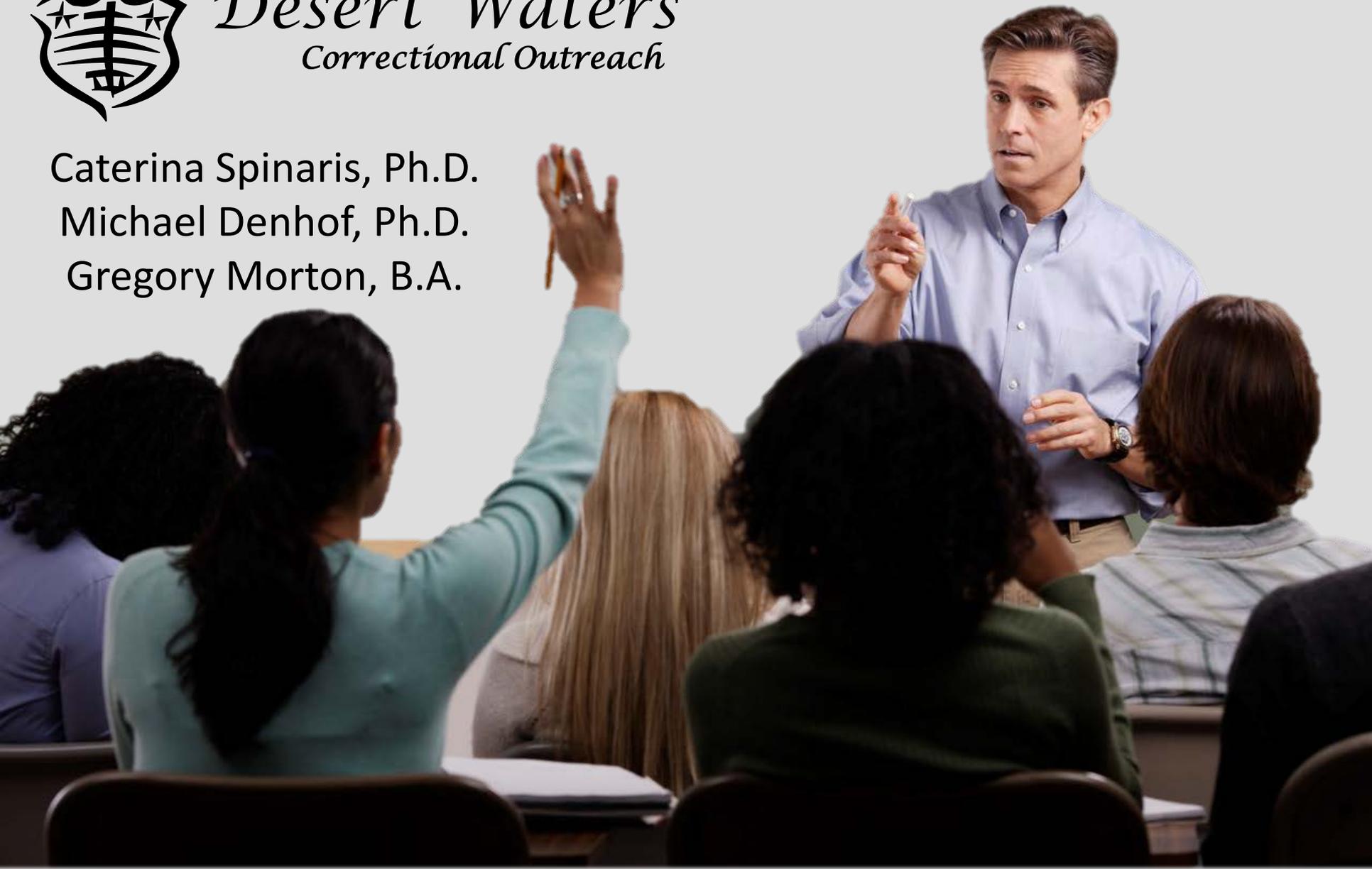


Closing/Questions



Desert Waters *Correctional Outreach*

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Gregory Morton, B.A.



Theoretical Process Model of Corrections Fatigue

Prepared by Denhof and Spinaris (2014)



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