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

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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.
How Did You/Can You Promote These Key Workplace Dimensions?

- Meaning
- Connection
- Respect
- Power
- Trust
- Psychological Safety
- Physical Safety
Webinar Objectives

- Describe the concept of Corrections Fulfillment.
- Present the basics of a data-driven, evidence-based approach to addressing Corrections Fatigue.
- Present corrections-specific resources to address Corrections Fatigue and promote Corrections Fulfillment.
Traumatic Exposure

Organizational Issues

Operational Issues

Traumatic Exposure

Declined Health and Functioning

Dysfunctional Workplace Ideology/Behavior

Negative Personality Changes

Data-Supported Theoretical Process Model of Corrections Fatigue

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What is Corrections Fulfillment?

- Post-traumatic growth
- Increased job satisfaction & well-being
- Corrections fatigue reduction

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Corrections Fulfillment

The cumulative positive transformative effect of implementing multiple, converging strategies and mechanisms to minimize Corrections Fatigue and facilitate staff movement toward increased job satisfaction, well-being, and professional and personal growth, including post-traumatic growth.
Success Stories

“My wife and I reconciled .....”

“Now that I understand how ....”

“I can feel the change at work.... ”

“If you are blessed, your friends and family....”
Phases of a Model Agency Response for Enhancing Workplace Culture

1. Inform
2. Assess
3. Evaluate
4. Plan
5. Implement
6. Re-assess
Inform

Educate decision-makers about Corrections Fatigue and its consequences, and about available interventions and resources to lessen its presence and increase staff fulfillment.
Inform - Options

20% of corrections employees score in the HIGH Corrections Fatigue range (Denhof & Spinaris, 2014)

Corrections Fatigue affects staff health and functioning

Courses, interventions, educational materials, and resources address the issue

Both top–down (organizational) and bottom-up (individual) strategies are needed
Assess for Corrections Fatigue and identify areas to target for improvement, as needed. Use a data-driven/evidence-based approach (e.g., CFSA-V5 or other quantitative assessment approach that allows for comparison with objective criteria and/or national baselines.)
Corrections-specific Assessments

Corrections Fatigue Status Assessment Version 5 (CFSA-V5)

Violence, Injury & Death Exposure Scale (VIDES)

Depression Danger Scale (DDS)

Click HERE for additional research information

Click HERE for additional research information

Click HERE for additional research information
The CFSA-V5 has demonstrated strong and conceptually appropriate relations to a range of independent health-related measures.
CFSA-V5 and Sick Days

Sick Day Statistics according to High and Low Corrections Fatigue Categories

<table>
<thead>
<tr>
<th></th>
<th>Low CFSA-V5 Scores</th>
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<th>High CFSA-V5 Scores</th>
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<tbody>
<tr>
<td>Mode</td>
<td>0.0</td>
<td>Mode</td>
<td>10.0</td>
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<tr>
<td>Median</td>
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<td>10.0</td>
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<tr>
<td>Mean</td>
<td>9.0</td>
<td>Mean</td>
<td>20.5</td>
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</tbody>
</table>

*Mean difference was found to be statistically significant at $p<.001$

Corrections professionals scoring HIGH on the CFSA accounted for 36% of total sick days reported by all participants in the total sample.

Click HERE for additional research information
Corrections professionals scoring HIGH on the CFSA reported suffering approximately twice as many different health conditions as did Individuals Scoring LOW.

*Mean difference was found to be statistically significant at $p<0.001$
1. Behavioral Functioning
2. Psychological Safety
3. Peer Supportiveness
4. Leader Supportiveness
5. Meaning
6. Morale
7. Staff Reliability
8. Frustration Tolerance
9. Outlook/Disposition
Administrators evaluate the suitability of existing programs and resources to address identified areas to be targeted for improvement.
Evaluate

Data-driven information

Existing Programs & Resources

Existing Policies
Process Model to Enhance Workplace Culture

Plan implementation of best-choice interventions, solutions, and/or improvement efforts to address areas of need and/or that leverage areas of strength. Consider policy changes if necessary.
Plan

- Programs
- Timeline
- Target groups
- Training Logistics
- Attendance Policy
- Class Size
- Resources
- New Policies
Roll out solutions, interventions, improvement effort plans and any related policy changes that target areas of need. Converging and multiple strategies are encouraged.
Depending on assessment results, trainings on:

- **Dealing with critical incidents**
  - *(Psychological First Aid)*

- **Traumatic Stress for Probation and Parole Officers**
  - *(KSL Research, Training & Consultation, LLC)*

- **Resilience-promoting coping strategies**
  - *(Everly; Seligman; RAND; DWCO)*

- **Positive leadership strategies**
  - *(Cameron)*

- **Emotional/Social intelligence skills**
  - *(self-regulation and relationship management) (Bar-On; Goleman, DWCO)*

- **From Corrections Fatigue to Fulfillment**
  - *(DWCO)*

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Implementation of Reinforcement

Examples of Organizational Strategies

Repeated Skills Practice

- Web-based and other interventions to reinforce new learning through practice of skills taught (e.g., Everly; DWCO’s 7x7 Plan)
- Two versions:
  - supervisors / administrators
  - line staff
Organizing Solution Implementation

- Meaning
- Physical Safety
- Psychological Safety
- Connection
- Trust
- Respect
- Power

Implement
Examples of Individual Self-care Strategies and Resources
Typical De-stressing Strategies
Examples of Individual Strategies

Self-care ABC’s

- Awareness
- Balance
- Connection
- Discipline

Adapted from Saakvitne & Pearlman, 1996

Implement
Family Support

Implement
RESOURCES

- Employee Assistance Programs
- Peer supporters
- Mentors
- Field Training Officers
- Chaplains

Educational materials
Online resources
Family member education and support
Community-based resources
<table>
<thead>
<tr>
<th>Law Enforcement &amp; Corrections-specific Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emotional Survival for Law Enforcement training, DVD course and book (2002). By Gilmartin</td>
</tr>
<tr>
<td>Research papers by DWCO</td>
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</tbody>
</table>
Re-assess Corrections Fatigue periodically (every 6 to 12 months), using a data-driven/evidence-based approach. Check for progress in targeted areas and make adjustments as needed with the goal of reducing and deterring Corrections Fatigue.
In Conclusion

Corrections Fatigue is a common and stubborn set of problems for correctional environments. It must be approached in the most data-driven/evidence-based way possible, such as through quantitative measurement of contributing factors.

Corrections Fulfillment can be promoted through the implementation of individual and organizational strategies.

For corrections workplace cultures to be moved from Fatigue to Fulfillment in a sustainable fashion, assessment, planning and solution implementation need to be ongoing, continual processes that are monitored and adjusted periodically.
References


(Continued)
References


Everly, G. S., Jr. Resilient Leadership Training Program. Personal communication, 02/10/2014.


References


Theoretical Process Model of Corrections Fatigue

Prepared by Denhof and Spinaris (2014)
REFERENCES


