

New Directions in Corrections:

NIC Virtual Conference
June 10, 2015



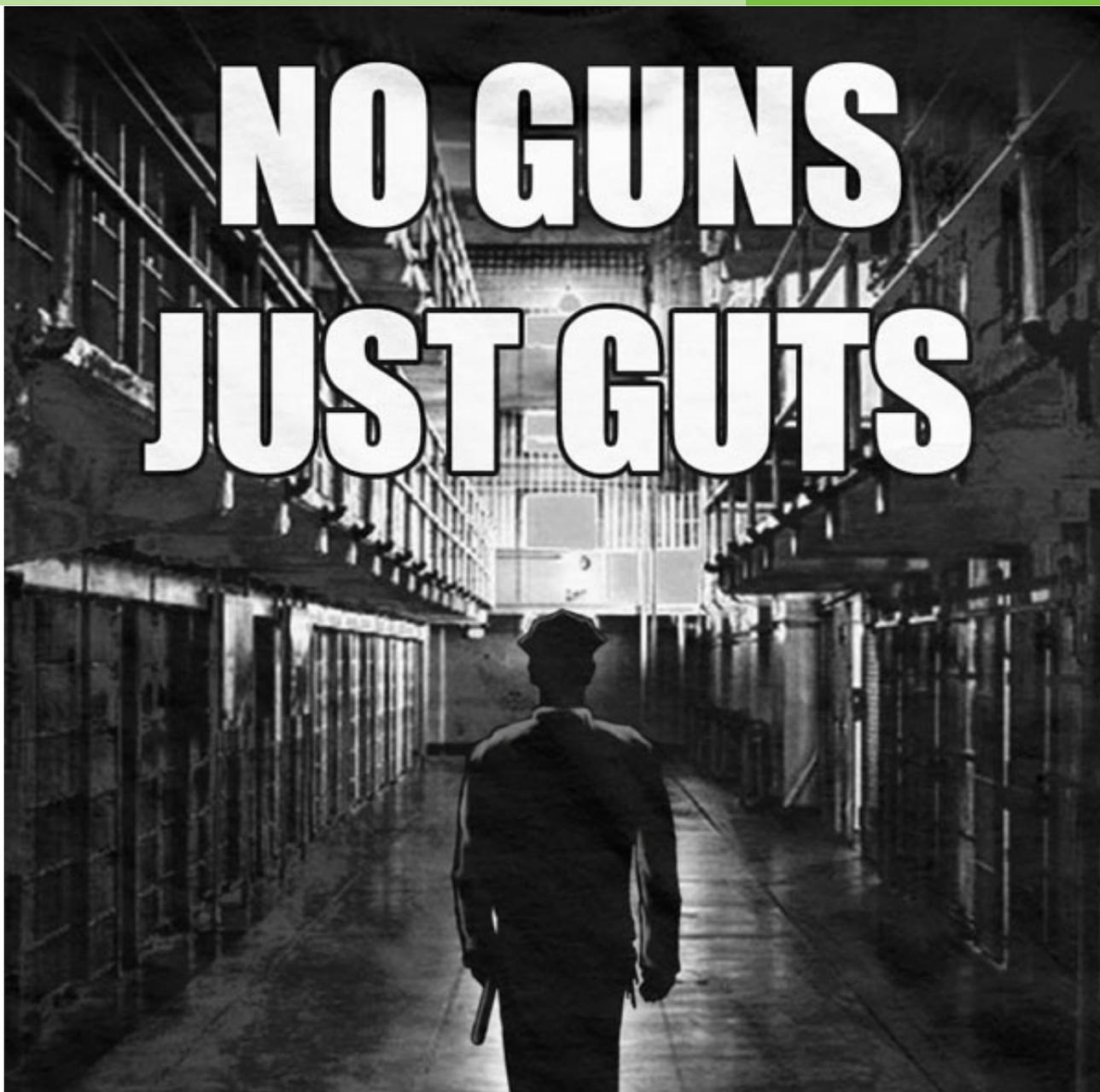
Heartset: The Key to a Thriving Life



Roy McGrath

- Sergeant Roy McGrath is a twenty-year veteran of the Oregon Department of Corrections. Formerly working in the Professional Development Unit, he now serves in the Institution Division.
- In addition to his current position, Sergeant McGrath has served as a Force Skills Instructor for fifteen years, providing training to new and veteran employees in self-defense, firearms, cell extractions, and more.
- Sergeant McGrath frequently speaks on the topic of Correctional Officer Safety and Wellness at corrections events such as the 2014 National Symposium for Corrections Worker Health and National Institute of Justice Use of Technology in Corrections conference.

**NO GUNS
JUST GUTS**



What is Heartset?

Heartset is the ability to effectively interpret the information that our hearts give us, allowing us to align our mind with our heart in thinking and action, cohesively improving our lives.

“The strength of a castle is in the knights who protect it”



Sing Sing Prison, NY, Circa 1930's





The Problem - Internal Conflict

“It is noted that corrections officers deal with a unique form of stress in the chronic state of emotional dissonance which is required by their job, since they must internally cope with such, often intense, negative emotions while maintaining an outward expression of calm and emotional detachment.” (Zapf et al. 1999)

The Solution:



**The
Right
Heartset**

Research

- **New Hope for Correctional Officers: An Innovative Program for Reducing Stress and Health Risks (May 2009)**
- **Experimental group of 75 correctional officers at a California youth facility**
- **Received a two-day training program in emotion self-regulation techniques intended to reduce stress and health risk factors**

Training and Measures

- Program consisted of five training modules conducted over two-days of training.
- Measures of the physiological and psychological stressors were conducted at the beginning of the study and 90 days later.
- Three psychological questionnaires assessed emotional stress and work-related variables.

Study Results

Significant improvements in the experimental group in:

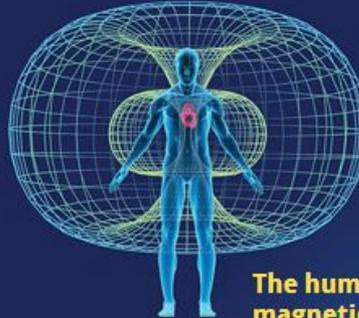
- Cholesterol, glucose, heart rate, and blood pressure.
- Positive outlook and significant reductions in overall psychological distress.
- The mean difference between pre- and post-intervention projected health care costs was calculated to be \$1,179 per employee per year.

Significant increases in:

- Productivity, motivation, goal clarity, and perceived support

Educate

Did you know?



The human heart's magnetic field can be measured several feet away from the body.

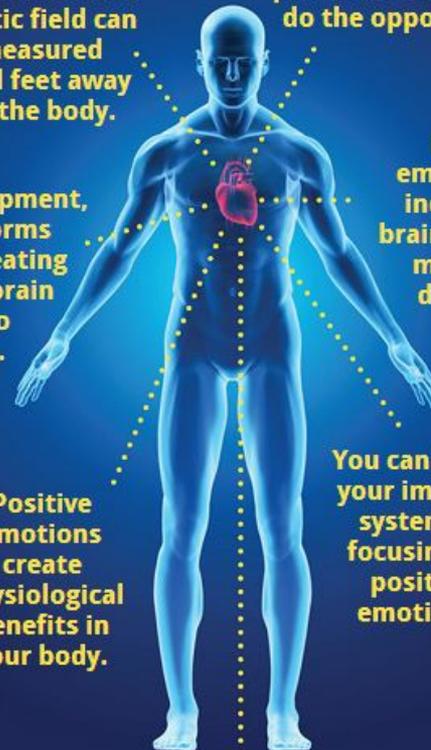


Negative emotions can create nervous system chaos, but positive emotions do the opposite.



In fetal development, the heart forms and starts beating before the brain begins to develop.

Positive emotions can increase the brain's ability to make good decisions.



Positive emotions create physiological benefits in your body.

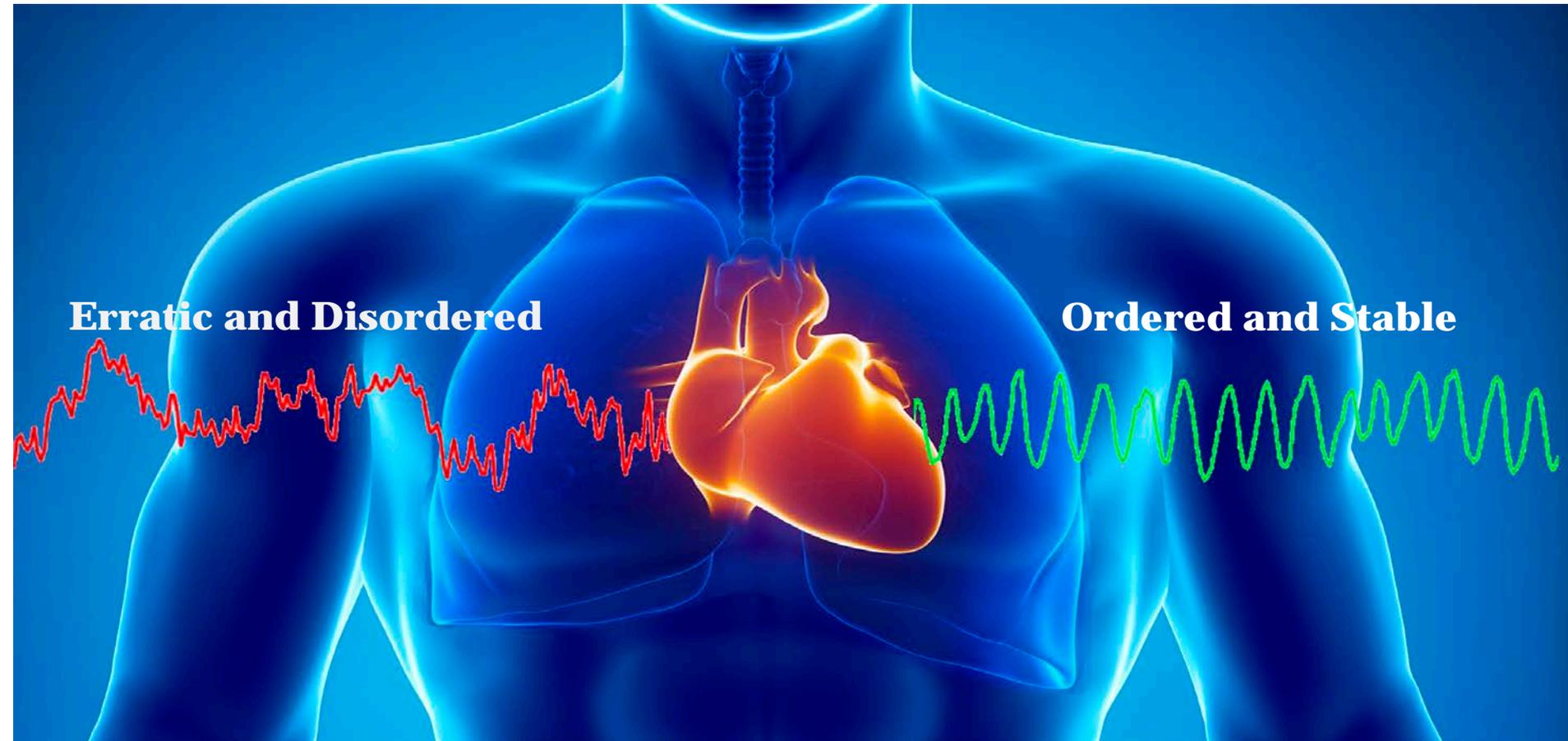
You can boost your immune system by focusing on positive emotions.



Heart Rhythm

Erratic and Disordered

Ordered and Stable



Coherence

- Characterized by increased order and harmony in both our psychological (mental and emotional) and physiological (bodily) processes.
- Psychophysiological coherence is state of optimal function.
- **Bottom Line:** Learning how to achieve coherence allows us to actively manage our stress on and off the job.

Techniques

- **Tactical and Four-Point Breathing**
- **Positive emotion focused techniques**
- **Creates a system-wide shift toward optimal psychophysiological function**

Tools

- New phone apps



- Personal portable monitors



- Home and business models



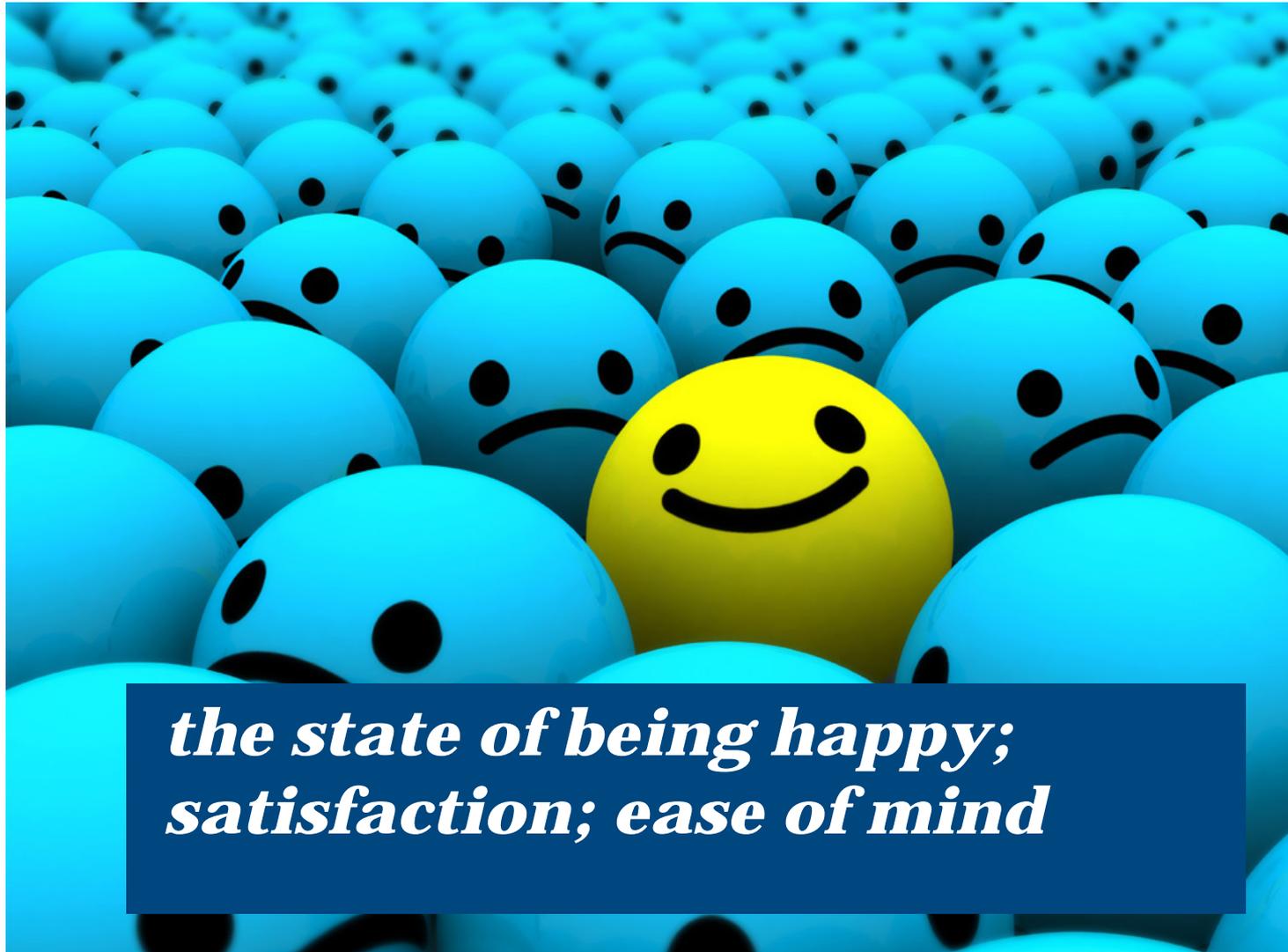
Training

- A two-day course is recommend to start
- Introduction into Positive Psychology
- Practice of the techniques is improved by feedback from heart rate and heart rhythm monitors
- Assists employees in learning and sustaining use of the tools and techniques
- Practice until it becomes a habit

Organizational Efforts Matter

- **Create organizational Heartset for all levels**
- **Provide initial and on-going training and tools**
- **Subsidize purchases of monitors**
- **Provide family education and support**
- **Participate in research studies**

Contentment



*the state of being happy;
satisfaction; ease of mind*