

Unscreened coming to CA bold statement. I got permission from the company that made that call to -- they make great T-shirts. But this one stuck out. That bold statement really tells you how we feel about our jobs and ourselves.

Corrections officers are often thought of as lesser than police officers. Of course, we are not. But we are different.

A lot of people ask me [Indiscernible] so I tell them. Less than 1% carry guns. But we have convicted felons surrounding us 24 hours a day, seven days a week, it year in and year out

Almost no police officer has a convicted, and [Indiscernible]. But we have many.

We don't do our jobs from inside a car. Ours is more like the old-style beat cop. Except that every person we encounter is a felon.

We are outnumbered, out flanked but we are still able to keep the peace and make a difference one person at a time.

So they asked me, how do you guys do that? Every single day? I have to tell them the truth. I having the courage and the [Indiscernible] heart, mind and soul. We care for people who are forced to confinement against their will. Who have proven to be antisocial, anti-authoritarian and unwilling to conform .

Even through all of that, we are still able to see them as human beings and not objects and treat them with basic human respect.

So much so, we put our own lives in jeopardy in defense of theirs. For me, there is no greater sacrifice. None. That -- none. That sacrifice is not [Indiscernible]. On the contrary, it cost more than most people are willing to pay. You have to understand, we suffer through mental, health abuse daily. We have impoverished levels of physical health and a high rate of substance abuse to cope with it all I am also sad to say that we have the highest divorce, suicide and early death rates in all of law enforcement.

I really want to believe that it is God rewarding us by taking this early . But I know the reality is that many of us have lost the ability to understand and use our hearts in our daily lives.

It's time for us to change that. >> This is my definition of what? That is. There are others out there focused on success, business, spirituality, leadership and more. This one is mine. I learned about it from a recent course I attended and adapted the definition to fit my explanation.

Let me tell you a little story. I get these emails on my work computer and there are about 1 million of them. This one sounded interesting. It was going to be held in my hometown. The cost was free which is good so I put in for it. And low and behold, my boss is approved [Indiscernible]. I thought, at the least, I maybe get one tool for my training repertoire and bring it back and we would have success.

Two things about the course that annoyed me in the announcement. It kicked in my inner corrections officer in my citizens and. The first was that the course was designed for police officers which always rubs me the wrong way because we don't have anything designed for corrections officers.

But I let that go. Secondly, it sounded too good to be true. It sounded too flowery. For us, if it sounds too good to be true, it probably is. But I still had an open mind if I was ready to shut down if it not silly.

During the course, we went over and learned concept that I really had not thought about in 20 to 30 years.

Things like nobility, courage and mastery of my job. We were introduced to part of -- positive psychology.

Something I hadn't thought about. That really changed the lens at the way I look at my job, myself and the world.

It's one of the major follow-on components for the coherence piece we will talk about later in the presentation.

But the money that we're going to talk about now is from the resilient section of the course that identified parts it -- heartset. More importantly, people in the class. We all came to understand that Heartset is actually the core of all of the other components we have learned throughout -- learned about throughout our careers. Your mindset, your skill set, your toolset, must all online so that you can have coherence. A lot of us know that as piece or harmony.

Coming to grips with the full impact. About a month after that was when it hit me and started positively changed my life. And now that I know how it works, I want to share it with every corrections professional that I know.

In front of you is a visual piece of history of our profession. You are looking at East state penitentiary in Philly. It opened in 1829 and closed in 1971. It is considered to be one of the world's first [Indiscernible] proved penitentiaries. I definitely see the castle profile. All that are missing are the battering ram, that's a pot oil and maybe a cliché or two.

Prisons or jails like Eastern State have been the castle's that corrections professionals protect.

The walls cannot hold anything back without anybody there to direct the inside and out. That is us.

We consider ourselves to be the invisible guardians of society. Taking an untold amount of mental and emotional slings and arrows to keep our families, friends, neighbors and hundred men safe from those held behind the walls.

It looks like my timing did not work so hold on. We are going to click through a couple of slides to

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This is a picture from [Singing]. I love this one because even from the 1930s, these guys were professional. There was no air-conditioning. There were no labor unions to try to get things going. And look at these guys. They are professionals.

They look like the guardians that they are portraying. I love that picture.

Joliet correction facility. The guy on top working his job day in and day out. Society usually has no clue. >> Our hearts provide the guidance in the purpose of our lives including our careers. It doesn't matter who you are but we are going to focus on corrections professionals.

For each of us, we chose our careers. There was no gun to our head. It wasn't happenstance or accidental. Even if it started out just as being a job. At some point, each of us committed our body, mind and heart to walking the toughest beat in America. But nothing repaired us for the onslaught of constant mental and emotional attacks and conflicts that we are subjected to at work.

And I don't mean just correctional officers. I mean nursing staff, behavioral staff, even those outside of the walls.

Brand-new corrections officers as an example receive hundreds of hours of training while attending the Academy and on the job. Throughout this time, they are taught over and over again that they must adopt and use a survival mindset always on guard and ready to fight. Convicts quickly reinforce the training for remote installation. Where they burned a rookie want -- through manipulation. Where they burned a rookie wants. Over my career and want forcemac , I have talked countless hours of physical skills such as firearms each supported by the proper survival mindset.

But not once did I learned how to understand or deal with my heart. That is one learning what the right part set is -- heartset is so important. It can mean the difference between an early death or a thriving life. >> Like me, corrections professionals need and want peace and harmony in their lives. They truly believe that learning about and practicing the right heartset is the core to reaching that goal. To do this text a simple but cumulative approach. We have to start by selecting only the best instructors.

Someone that they trust emphatically to educate them on how the heart is much, much more than a pump.

Next, we will get them simple techniques they can use immediately in reducing stress. Anywhere. Anytime. Under almost any circumstances.

And then, we can provide them with tools and training that allows them to actually see an altar the cadence and rhythm of their heart.

We can then finally move on to identifying the inbox of coherence and how it cannot only be achieved but with practice, it can be maintained and improved. >> That stock a little bit about research. This is not mine. It was done by researchers from the Institute of part [Indiscernible]. The program is called the power to change program.

They wanted to study the impact of a new stress management program on the physiological and psychological stressors of correction officers to see if they could help reduce those stressors and the associated health risk factors. >> The team used research-based techniques designed to reduce stress and negative impact. Increased positive affect and soft regulation skills.

Enhance [Indiscernible] and improve cognitive performance. The measures of those physiological stressors included measuring cortisol be HDA, cholesterol, triglycerides, the close levels, 10 minute resting electrocardiograms. And a few more.

The techniques used are distinguished from other commonly used stress management techniques because they have been known to induce a system-wide shipped throughout the body to a distinctive mode of optimal psychophysiological function termed psychophysiological coherence.

The key marker of this coherence mode is the development of a stable sine wave like pattern in the heart rate variability weight form. The pattern is called heart rhythm coherence.

Lastly, these techniques have been shown to impact organizational relevant outcomes. Such as improving productivity time of little clarity, communication, job satisfaction and reducing employee turnover.

So the big question is did it work?

Let's take a look. I would have to say yes it worked. It only took a two-day training session to make a lasting improvement for correctional officer [Indiscernible] to me. I have been doing training for 15 years. Attending 40 hours the year for annual in-service.

And I only remember maybe two classes maybe three that impacted me that I go back during that 20 year career.

Also, I don't know about you but my organization is always looking to save money. Especially in the healthcare cost. If you can prove how to save over \$1000 for an employee in 2009, what did that equate to now?

During a research, I found a note [Indiscernible]. It was marked interesting because based on observations and reports from the worksite, a cross-contamination effect between the experimental and the controlled roots was suspected to have contributed to the directional improvements for both groups.

What that means is one group saw another group being happier and wanted to know how and why they were doing it. And the other group was more than glad to share and impacted them.

I am good with that.

Now we talk about those steps on helping people understand. The slide before you shows how the heart is way more than just a pump. All of the different things that it does and how it can impact us. >> This is where the instructor selection process starts out and it's so critical. Not only do they have to understand all of this but they have to believe in it.

They will be the shining light in the darkness. Someone that has been there and done that. For corrections professionals, and again, it's not just CEOs, it's the other half of the field that have the same impact of negativism in their lives.

All of us had that survival amount set that we live by. But we need to understand it and have the right mindset to that toolbox. The impact can be tremendous for the individual. It can significantly reduce stress and health risk factors while enhancing product to Betty.

Our psychological -- productivity. Our psychological wellness. It can improve relationships with coworkers, friends and family.

From the organization, it can increase of activity, motivation, goal clarity and perceived support while reducing healthcare costs. Can you say win-win? >> Research has demonstrated that different patterns of heart activity which accompany different emotional states have distinct effects on cognitive and emotional function. During stress and negative emotions, when the heart rhythm pattern is erratic and disordered, we usually call it stress. The corresponding patterns of signals traveling from the heart to the brain [Indiscernible] -- inhibit higher cognitive functioning. Our ability to think clearly, it reason or affect decisions .

The hearts and put to the brain during stress or negative emotions also has a profound effect on the brain's emotional processes. Actually serving to reinforce the emotional experience of stress .

So in contrast, the more ordered and stable pattern of the hearts input to the brain during positive emotional states had the opposite effect. It facilitates cognitive function and reinforces positive feelings and emotional stability.

What this means is that learning to generate an increased heart rhythm coherence, the good stuff. By sustaining positive emissions. -- Emotions. Not only benefiting the entire body but profoundly affecting how we perceive, think, feel and impacts how we perform ultimately expect so let's talk about coherence. --.

So let's talk about coherence. Again, research shows that when we activate this coherence state, our physiological systems function more efficiently. We experience greater emotional stability and we also have increased mental clarity and improved constant to bunching. Simply stated, our body and brain work that are.

We feel better. We perform better. The physiological coherence is characterized by a high heart rhythm coherence, that sine wave like rhythm I mentioned earlier, increased parasympathetic activity. Efficient harmonious functioning of the cardiovascular, the nervous, the homeowner and immune -- Carmona and immune systems.

The psyche -- are sustained with emotion. High degrees of mental emotion here increased synchronization between cognitive, emotional and physiological systems.

So how do we get an employee to a coherent state?

We start small and simple. One of the simplest is using breathing exercises. But we have to go beyond that. I work inside of a prison last night. It is 90 degrees. We have no air conditioning.

And I have people that are stressing out. Staff or inmates. All I need is about two minutes to step away and use simple breathing techniques along with positive commissions and thinking -- emotions and thinking and I bring myself back to a coherent state.

I show you how to do it. And you have to believe me, it's an amazing thing. In the middle of a prison to be able to go from a high level of stress back to a coherent state and people look at you like what did you do? They think that you are taking some type of an illegal substance but you are not. You are just read managing yourself. Reducing your stress. And deciding that you want to be positive.

So it goes beyond the breeding but that is where we are going to start.

These techniques reteach and can be taught anywhere. They can be used anytime under almost any circumstance with just a little bit of practice, with the right techniques, we can go from extremely elevated heart rate and survival thinking mode and move back to a coherent state where we can function at our best mentally and physically.

The tools that I mentioned earlier. There is a wide array. What we are looking for is while feedback. -- Biofeedback. There were really only two companies last I knew that we could use inside of an institution. Because it has to be durable, it has to be simple, it has to be affordable. >> Corrections professionals are people people. We do what we do face to face. Not computer to face. In this case, we want to be over to use technology to help ourselves and others. The latest advances give us the ability to show an employee in exactly what they're coherent state is at any time. Not just

their heart rate not just their blood pressure . Some of these include iPhone apps, wearable wireless GPS activity trackers and sophisticated computer software to

We can now monitor heart rate, read and instantly and watch these techniques with the feedback so we can practice and improve the ability to get into a coherent state.

This is just the mechanical portion of learning about our hearts. The next portion is a little harder but worth it. >> It takes time and support for us to wrap our minds and hearts around such change. I have to tell you. This is on the outside, a really hard sell for corrections professionals. We don't believe in much things like this. We are battle hardened and in the best, only 50% of the learning and realizing will occurred higher to or in a classroom. The rest of it will occurred on and off the job.

For up to six months to a year afterwards. With organizational support, the shift can be quicker but it's still going to take some time. So we have patients.

Author Brian Tracy from seven steps to developing a new habit posed the question and answered it.

His question was, how long does it take to develop a new habit? His answer was, at the time. Can be any length from a single second to several years.

The speed of new habits and pattern development is largely determined by the intensity of the emotions. That accompanies the decision to begin acting in a particular way.

It is not if it's the right thing to do, it's how your heart feels about it people.

Organizational effort. My organization. The organization of Department of Corrections has partnered with several universities and organizations to study us.

And find out about our health, where we are at and how we can improve it. Right now, we are starting to implement some of those research-based changes.

We have continued and expanded the relationship with key members of the previous studies to move our department forward with breakthrough wellness functions and goals here at one of these was the creation of the Department of like wellness committee. They are comprised of a wide array of personnel, labor from all areas of the department with one goal, improving our lives.

One of the biggest things that I found and know to be true came from the police [Indiscernible] house. Specifically, the international Association of police Chiefs that released a study on critical incidents that said it's absolutely vertical and necessary for agencies to partner with mental health providers who specialize in treating law-enforcement personnel.

The reason is, we trust each other emphatically and -- but we don't want to talk about our deepest issues with anybody I am going to go to work with and see the next day. But I need to know that somebody understands me and as if they had been there and done that.

Last slide. Hang with me. Since I have learned how to effectively interpret that information from my heart, I can align my heart and my mind to cohesively improve my life every single day.

That little yellow guy is me now. Not all the time. But a lot more than I used to be and I get to work on it every day.

For me, it is my new favorite habit. Hopefully, I have nudged you enough in the right direction that you want to improve your own ability to interpret your heart.

Learn how to align it with your mind. In your thinking and actions and cohesively improve your life from here on. I appreciate your time. And I am here for any questions.

Bernie, what do you have for me?

Thank you, rally. Anyone that is in this, please put your questions online into the Q&A. I have some questions here.

Starting with this one. When you talk about a positive mindset, what kind of messages do you tell yourself that help you get there?

For me, it is wherever I am at. Whatever I am doing. I get to pick my attitude. I am in charge. Of how I feel no matter where I am at. So I am the same person inside and outside a prison.

IMA happy, positive, helping person. And as long as I realized that, it changes everything for me.

What else do you have?

Thank you. I also have a question about the coherent state. When you say you get there, tell me how that is different from survival state.

Survival state only means that I am worried about physically dying. Or that I need to leave or run away from whatever is trying to threaten me. At least that is the feeling. The coherent state is, it's not necessarily neutral but you are in a reasonable state. I actually think better in that survival mode, my hearing shuts down, my visual goes down to 10 point, I don't see anything, I don't hear anything, I cannot make a decision. I am stuck. Like my feet are in concrete. And then when I am in a coherent state, I can freely move, make decisions, do complex tasks. Even just trying to type on a computer, a fine motor skill, is easy to do in a coherent state. And you can create that and go from that survival state to a coherent state in two minutes. With the right training.

It's really awesome to realize you can do that. And you can do it with public speaking, you can do it thing in the middle of a large group of inmates on the yard. If you have 500 and tensions are getting high. It's so easy to do yet we don't know how.

Thank you. We have a question.

What can I do to help a coworker achieve a positive attitude?

It's been this way for a millennia. It is self witness. Tell them what it was like for you. Tell them how you were and how you were able to achieve it. That is what I have been able to do. People have asked me what is different? Why are you happy while you are here? And once you realize -- and don't you realize this is the most depressing place in the world? And I tell them yes, but I volunteered to be here. I get to choose my attitude. You self witness and you tell them how you did it. And you show them the techniques

Try this right now. Closure eyes. Rate. -- Close your eyes. Breed. -- Breeds -- breathe. And I show them how in two minutes, they can get back to a coherent state. And they are like, is that it? And I am like, yeah. You align your thinking with your heart rhythm and you can get yourself there just like I learned. And once you hand at all, they are like thank you. I appreciate that.

Thank you. Another question.

When it comes to early on, you talked about basic human respect and how that was important to you to model that. When you have -- when you are working with offenders that may not treat you that way, how do you keep yourself there? What are the things you tell yourself?

Good question. We have this issue come up and the class that brought all of this forward. Two thirds of the class were police officers and there was a small representation of correction officers they are. And the police officers had the hardest time. Some refused to understand about a stick human respect. It's not about [Indiscernible]. The way we look at every single person. It's not about how that person is behaving. It's the way we feel toward every single person.

And trying to get anybody to understand that, no matter what happens, they are still human and we can give them that respect. It's like explaining it to people that are going to a war-torn country of Iraq or Afghanistan and you are having to defend people who could be trying to kill you but who is also trying to save -- home you are also trying to say. That is a very conflict in thing. If you realize, if it was me, I would want to be treated with just basic human respect. You are human and a living human being. Therefore, I need to treat you like that and it changes the Balkans.

Okay -- ballgame.

What specific iPhone apps do you recommend?

Right now, the only one that I use is from the Institute of heart math. And I have two different tools and they are not cheap. They are about hundred and \$30 to they are not cheap. They are about hundred and \$30-\$200. Mind was given to me to practice with to see if it worked and it did. It's a little sensor that you plug into the iPhone and clip on your ear. The standalone is a thumb sensor. So you don't have to have that clip. It has one but you do not have to use it.

That is the one that biofeedback has the iPhone one for the Institute of heart math has the best feedback and simplest resolution and ways to learn that I have shown people. That is the one I recommend because I have used it. I know that there are more I'll feedback systems out there. I just have not tried them yet.

Thank you very much. That is all of the questions I have. I want to let people know that if you think of a question later, please go to the discussion forum because there is a place to place questions and or comments. For each presentation. So don't forget that you have that way to also throw questions out there.

Before we sign off, is there any last words? I am going to announce the next presentation just so that people know what is going on next but any last words?

Bill free to get a hold of me. The critical your data size -- feel free to get a hold of me. Feel free to be critical. I tried to talk to myself and tried talking it down but living it and seeing things occur is what changed my mind. And I love all of my corrections officers staff and my support staff. And if I can help one person understand and improve their lives just by doing a couple of simple techniques and helping them, it will be worth it for me. So have them get a hold of me and do their own research. I would love to see some studies done. Other than this one.

I would love to see more I think it is absolutely necessary to teach us how to use our hearts again. We get cynical and box them up . We decide not to use them. It impacts not only the job but it up access at home even more. I need families to understand . Family education is supercritical. So let's get this going forward and get back to living longer. I don't want to die and 59 or 62. I want to

go all the way. So get a hold of me. Let's talk about it. Let's get this moving forward here you'll -- thank you .

I just want to thank everybody for coming to this presentation. I wanted to announce that the next presentation starts at 1: 45 with Dr. Susan Jones, boundary violations, organization and location. And also doctored well talking about [Indiscernible] using their own science to reduce cress -- stress of correction officers and everybody on here, remember that everything is better recorded and as someone who has registered, you can come back here this website will be open through July 3. You can come back and watch this presentation again. Or take the downloads away. Thank you. I will turn this back over to the producer.

Ladies and gentlemen, that does conclude today's presentation. You may now disconnect. [Event concluded]