

Introduction to Risking Connection for IDD

Outline for New Employee Orientation 60 Minutes

Materials:

- LCD Projector, computer, and speakers
- RC IDD NEO PowerPoint slides
- Worksheet: Signs and Symptoms of Compassion Fatigue
- Worksheet: Assessment of Support Person Self Care

Procedure:

5 min. Introduction

- A. Tell participants that for the next hour or so you will be talking about the topic of trauma.
- B. Studies show that when compared to people in the general population, people working in the human services have a higher rate of trauma in their background.
- C. This can be an uncomfortable topic so please take care of yourself. Take a break if you need to. Reach out for support afterwards.

10 min. What's In a Name? What Risking Connection Is and Is Not?

- A. Ask participants why they think the training is named Risking Connection and discuss (Slide 3):
 - 1) What's risky about relationships?
 - 2) Given the risks, why do people still pursue relationships?
 - 3) What's risky for us (as support people) about engaging in relationships with our clients?
 - 4) How do we make it possible for people who have been hurt to risk connection?
- B. Explain what Risking Connection is (Slide 4).
- C. Review what Risking Connection is not (Slide 5).

10 min. Trauma and People with IDD

- A. Review slide 7 about the prevalence of trauma.
- B. Review slide 8 and then ask participants:

- i. How might having a developmental disability make the experience of the trauma itself more difficult?
- ii. How might have a disability impact when, how or if, the abuse stops?
- iii. How might having a disability affect when, how, and if the person gets treatment to heal from the trauma?

15 min. Psychological Trauma, the RC Trauma Framework, and RICH

- A. Review definition of trauma, trauma-informed care, resisting re-traumatization (slides 9-12)
- B. Review slides 13 and 14 contrasting how the framework looks prior to healing from trauma to what it would look like when healing has happened.
- C. Review the concept of Behavior as Adaptation (slides 15-18)
- D. Review slides about the Power of Healing Relationships and RICH (slides 19-23).
- A. With large group, quickly ask them how they imagine they can provide respect, information, connection and hope in their particular job role.

10 min. Introduction to Compassion Fatigue (CF) and Compassion (CS) Satisfaction

- A. Go over slides about CF and CS (Slides 24-28)
- B. Pass out “Worksheet: Signs and Symptoms of Compassion Fatigue.”
- C. Explain that these are some of the signs of CF that are commonly reported by people working in this field. Ask them to read the list silently.
- D. Discuss:
 - 1. What is it like to read this list?
 - 2. If you’ve worked in this field before, which have you experienced?
 - 3. Given the costs of this work, why do so many of us continue to do it, many for a very long time?
 - 4. What are the rewards of doing this work?
- E. Explain that being aware of CF in advance can help you anticipate and lessen its effects.

10 min Addressing Vicarious Traumatization

- A. Go over slides about addressing CF (Slide 29-32)
- B. Exercise
 - 1. Pass out “Worksheet: Assessment of Support Person Self Care.”

2. Tell participants to imagine it was a year from now and you are still working at your organizations. Fill out the form about your self-care.
3. Discuss
 - a. What were the items that were easiest to do? Hardest?
 - b. What gets in the way of self care?
 - c. Look at the section on spiritual self care. Clarify that this does not just mean formal religious practice. It really is about how you find meaning in your life. What would you add to this list about how you bring meaning to your life?