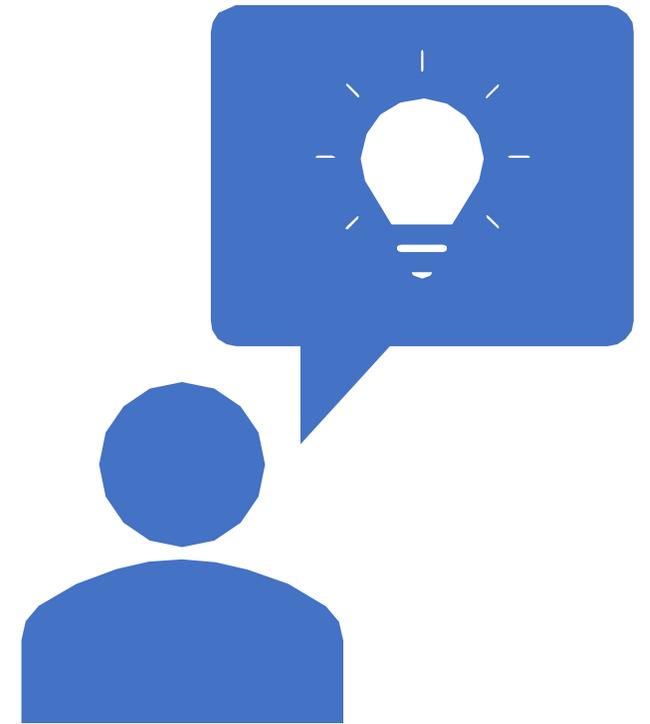


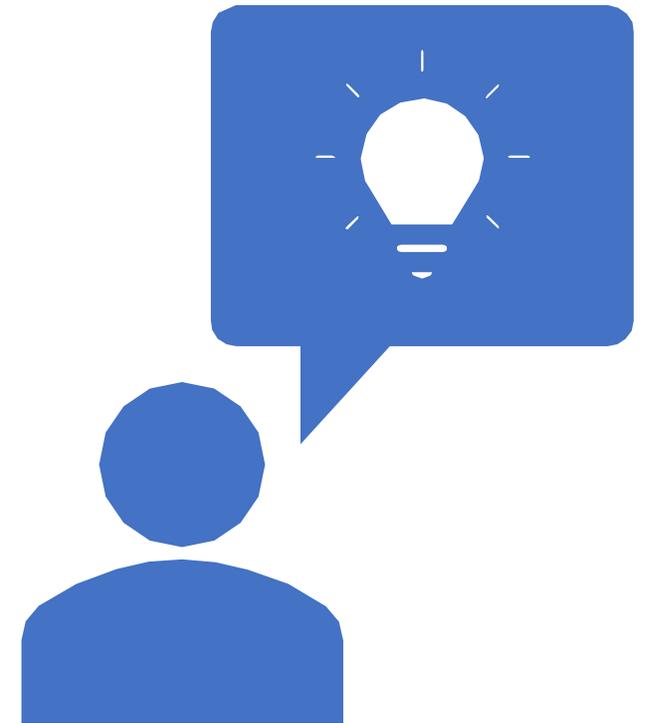
"You, them, me and the trauma"

Supervision and Trauma

Elaine Davies



Potentially traumatised by
the work environment:
Pressing issues understood



Session Aim

- Draw on our own experiences
- Broaden our thinking
- Moving forward from today
- Raising awareness on the increasing pressure on practitioners working in psychological services
- Reminding ourselves of the role of supervision support



Questions

- Is the work environment, particularly the NHS **really** that toxic? Or is it me?
- Can psychological practitioners suffer the same symptoms as those who have been to war or have been raped?
- Has the business model of therapy with targets, performance, micro-management **really** contributed to the wellbeing of staff?
- Is anybody interested in the answer?



Influences

- Lived experience
- <https://www.kingsfund.org.uk/publications>
- Roscoe, J. & Clark, D.M. "Has IAPT become a bit like Frankenstein's monster? 2019 CBT Today Vol 47 No1 Pg16-17
- Moore, A. Abuse Prevention: How to turn off the gas lighters
- <https://www.theguardian.com/lifeandstyle/2019/mar/02/abuse-prevention-how-to-turn-off-the-gaslighters>
- Acknowledgements:
Today's presentations/Conversations/
Graham Yeates – Supervisory Peer



Exercise



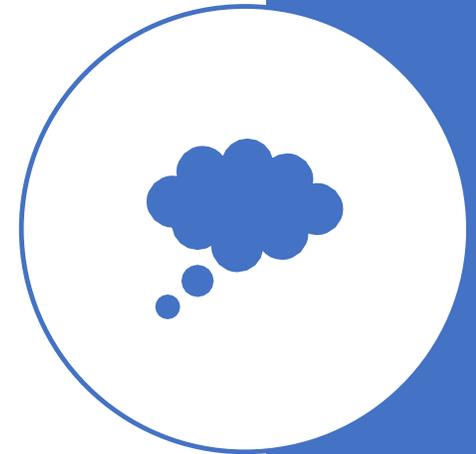
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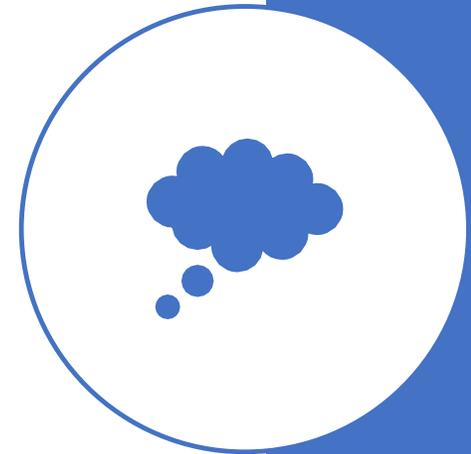
Definition: PTSD

PTSD is short for Post Traumatic Stress Disorder. PTSD is a disorder that develops in some people who have experienced a shocking, scary or dangerous event.

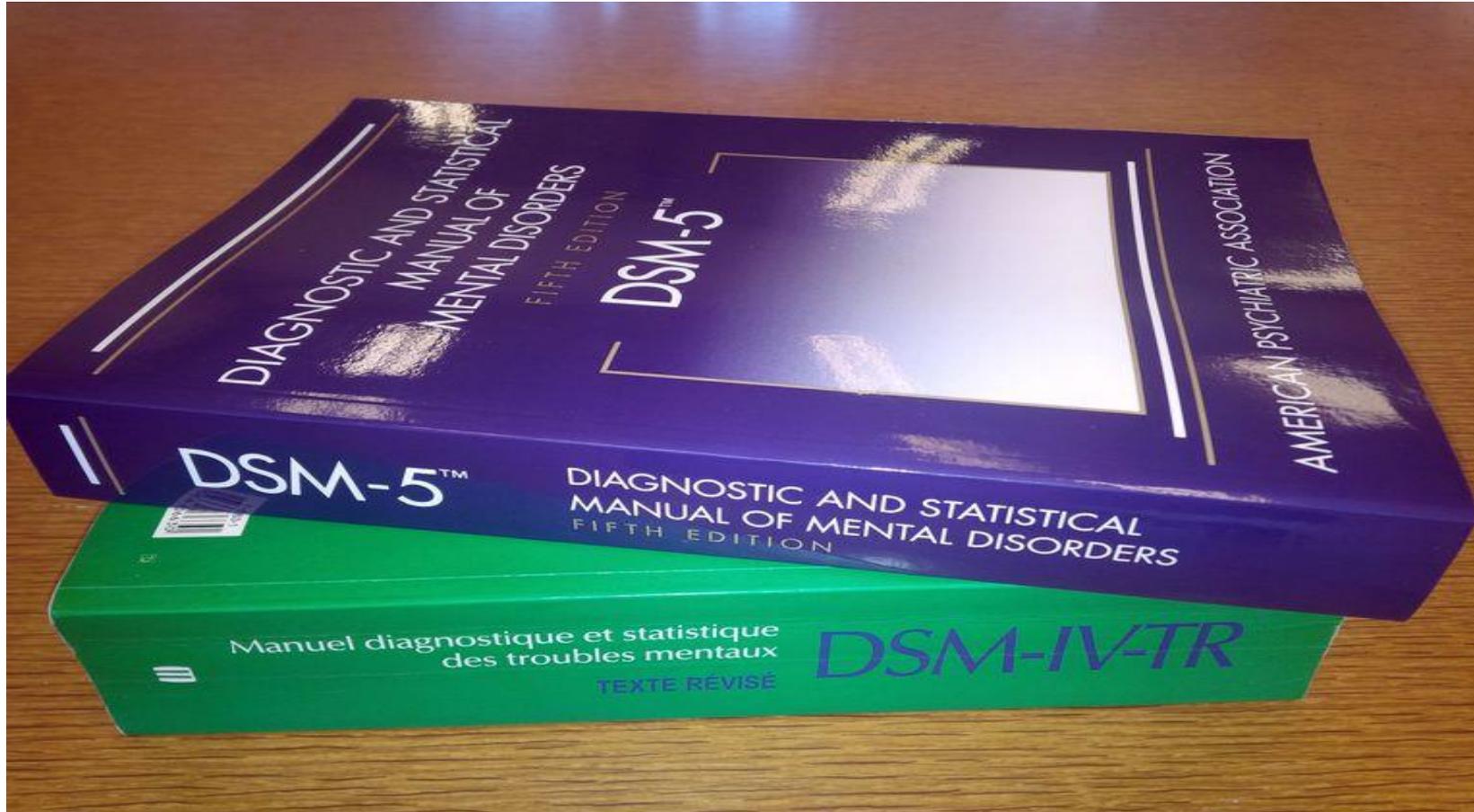


DSM V Criteria for PTSD

- Everyone will respond differently
- There are common symptoms
- No diagnosis straight away, normal response, wait and see
- Trauma diagnosis – dichotomous – you have it or you haven't
- Exposed or witnessing
- Unwanted upsetting memories, images, thoughts, feelings
- Nightmares/flashbacks
- Reminded easily
- Negative thoughts about self, others and the world
- Exaggerated blame of self or others for the trauma
- Decreased interest in activities
- Feeling isolated, irritable, sleepy, lack of concentration or confidence
- Hypervigilance or heightened startled reaction



DSM V









Environment Positive

Hostile

- Communication – open, give and take
- relationships
- Staff inclusivity, strong team spirit
- Work-Life balance
- Training and development focused
- Recognition for hard work

- Institutionalised
- Supervisor contaminated
- Legal/ethical frayed boundaries
- Behaviour of another altered the terms, conditions, reasonable expectations
- Must be discriminatory in nature (Civil Rights Act 1964)
- Its not a bad boss, a rude co-worker, failure to qualify for a promotion

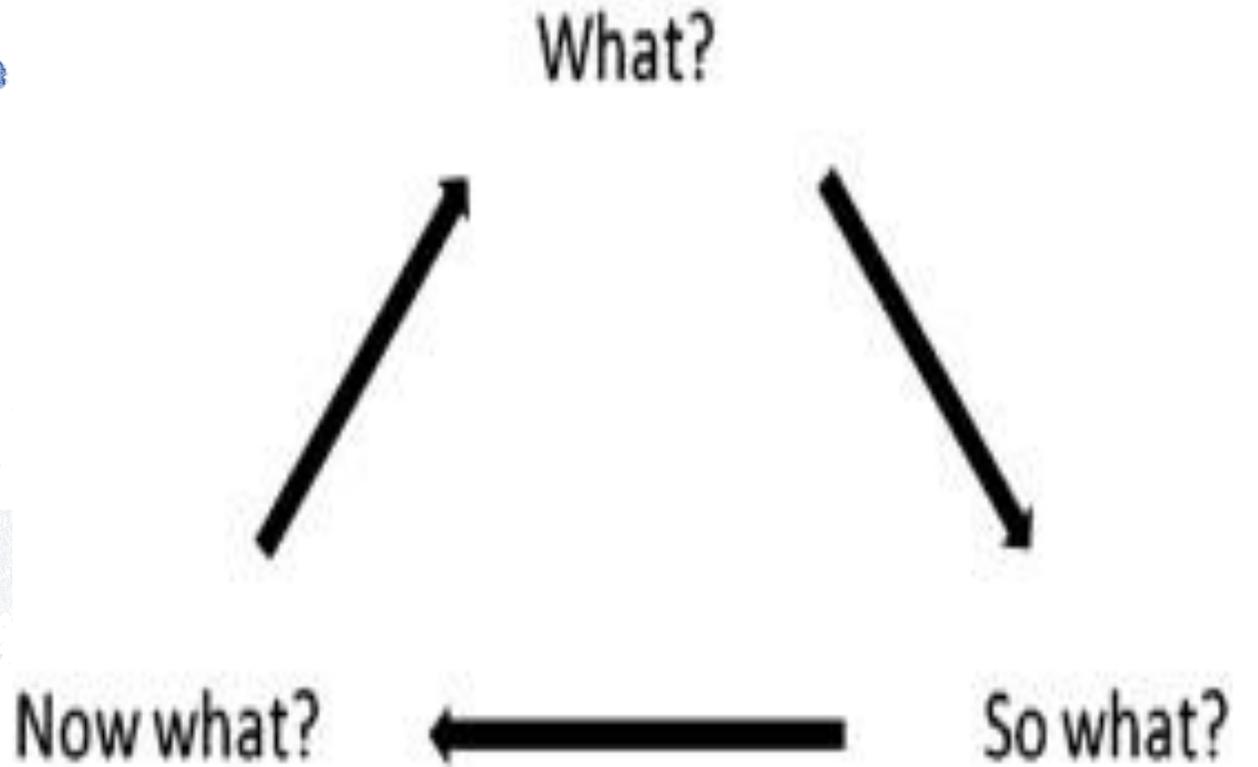


Moral Injury

“moral injury refers to the consequences of undertaking or observing actions that are in conflict with one’s personal core moral values”

McLeod, J (2019)

Rolfe, 2001
Framework for
Reflective
Practice



What do we need? What can we do?

- Identify what is going on
 - Refuse to move from facts – if they are facts
 - Don't allow the truth to be altered
 - Accept that there are some people who will never hear your point of view
-
- Assertiveness Training
 - Resilience Training
 - Courageous Leaders and supervisors





Ethical Framework for the Counselling Professions

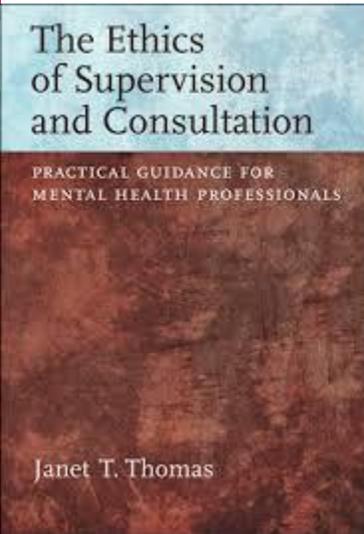


bacp | excellence changes lives

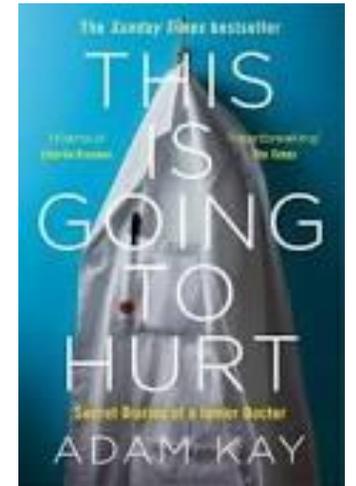


The British Psychological Society

Promoting excellence in psychology

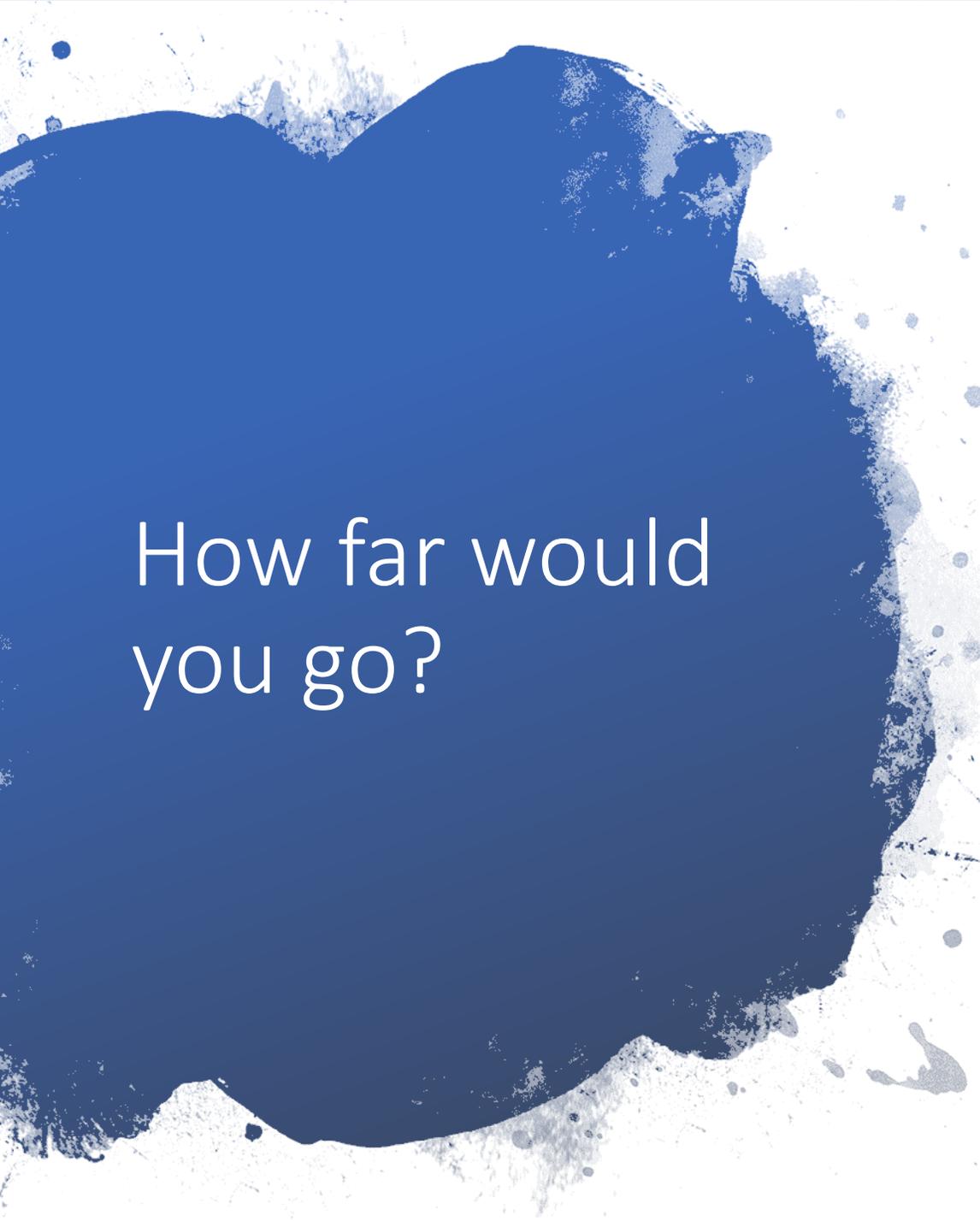


Standards of Conduct, Performance and Ethics
British Association for Behavioural & Cognitive Psychotherapy



How far does it
have to go?





How far would
you go?

Session Summary

- Broaden our thinking
- Moving forward from today
- There is increasing pressure on practitioners working in NHS services
- Do we recognise the difference between Trauma and burnout?
- How can supervision support the therapist?
- What models can be helpful?
- Can we create new models?



Questions and Reflections



Further Reading and Resources

- Diagnostic and Statistical Manual (V)
- McLeod, J. Research Matters. Therapy Today February 2019 Volume 30 Issue 1
- MILITARY MEDICINE, 178, 6:646, 2013
- Psychometric Evaluation of the Moral Injury Events Scale
- Rolfe, G., Freshwater, D., Jasper M. (2001) Critical Reflection for Nursing and the Helping Professions: A user's Guide Palgrave:Basingstoke
- Seedhouse, D. (2009) Ethics the heart of healthcare Chichester: Wiley-Blackwell