

# Increasing Officer Mental Health for the Long Haul: Introducing an Innovative and Customizable Online Mental Health and PTSD Prevention Training Tool.

LAW ENFORCEMENT & PUBLIC HEALTH CONFERENCE 2018

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# Overview

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- The Opportunity
- Evidence Informed
- Resilience
- The Research Plan
- The Game Plan
- Resilience Training

# The Opportunity

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- Occupational Health and Safety Grant – Government of Alberta  
Department of Labour
- Funding to create an interactive online training program for  
increasing resilience in police organizations
- Collaboration with police service
  - Short modules (8 – 15 minute modules)
  - Voluntary
  - Prevention not treatment
  - Entire Organization

# Evidence Informed Online Training

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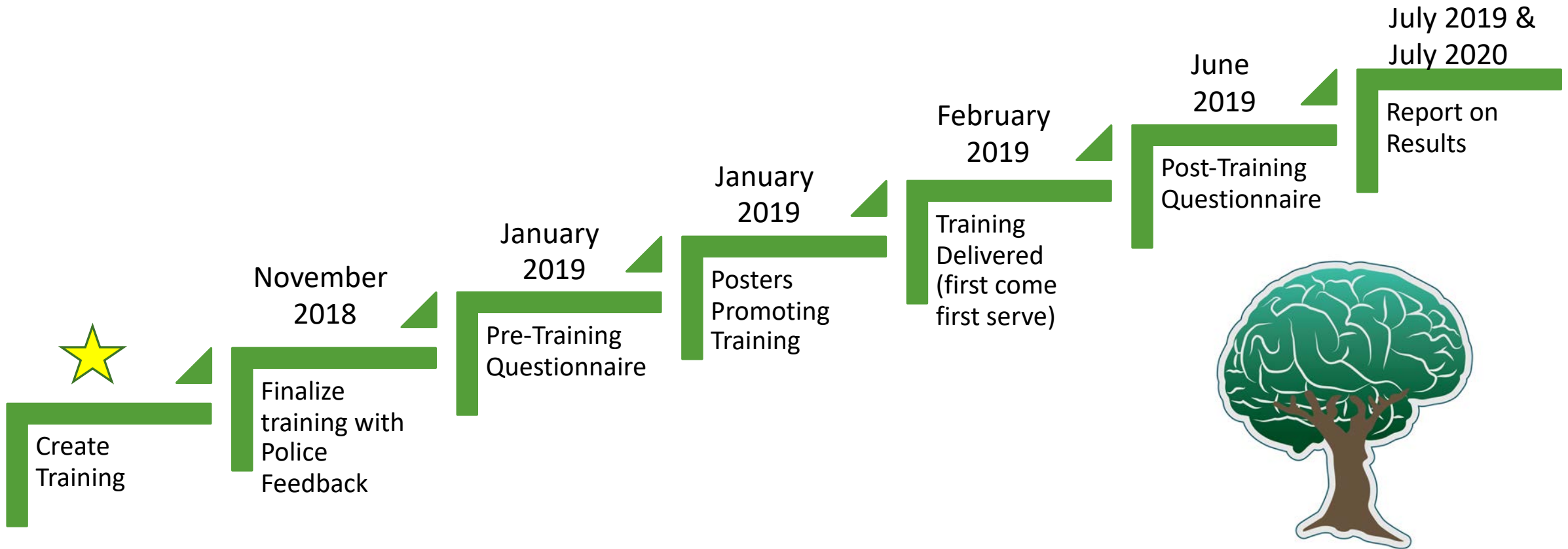
- Online & adult informed learning principles
  - Engaging and Interactive: Gamification with scenarios
  - Sense of control
  - Learning about the self
  - Motivated to learn
  - Reinforce skills developed

# What is Resilience?

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- Multidimensional
  - Outcome oriented:
    - Lack of distress or stress load
    - Successful coping
    - Protective attitudinal and behavioral characteristics

# The Research Plan



# The Game Plan – Custom Training

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Online (30 minutes)

- Main organizational and operational stressors
- Resources for resilience
- Protective factors overview



Online (2 hours)

- Implementation into your life
- Specific strategies for organizational and operational stressors
- Leadership Training



In-person (4 hours)

- Bringing teams together
- Sense of purpose
- Sustainability





# Training

➤ Welcome





# What do you say?

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LETS DO IT!!!



# QUIZ

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- Who is responsible for your mental health?
  - A) I am
  - B) My organization
  - C) Both myself and my organization
  
- Resilience, intelligence, and skills, grow with hard work?
  - A) Yes
  - B) No
  - C) I am not sure

# Module 1 - Emotional Intelligence

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**The capacity to be aware of, control, and express one's emotions, and to handle interpersonal relationships judiciously and empathetically.**

- **Self-awareness.**
- Self-regulation.
- Motivation.
- Empathy.
- Social skills.

(Goleman, 1998)

# Step 1 -Mindfulness

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## 1. Mindful/self awareness

Yes, I am Stressed



# Step 2 - Understanding Stressors

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## 1. Mindful/self awareness

Yes, I am Stressed



## 2. What is stressing you out?

In the middle of the page, write down your top 3 stressors

Stressor 1

Stressor 2

Stressor 3



# Step 2 – Understanding Stressors

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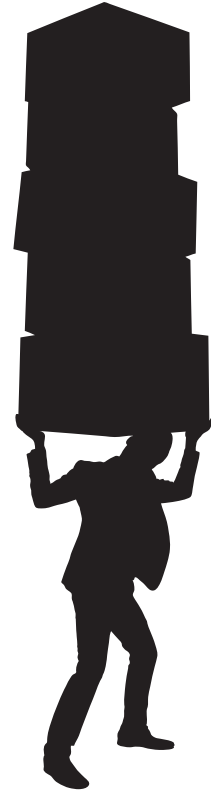
## 1. Mindful/self awareness

Yes, I am Stressed



## 2. What is stressing you out?

- Is there too much on your plate?
- What can you remove? Delegate?
- Procrastination from lack of confidence?



# Step 3 - Coping

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**1. Mindful/self awareness**



**2. What is stressing you out?**



**3. Solution or self focused coping?**

**Control**

**Solution Focused Coping**

Coping that is aimed at finding solutions to the problem, breaking down the problem into manageable parts, prioritizing, taking action, before it becomes a threat

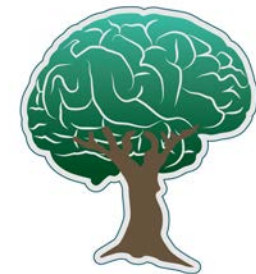
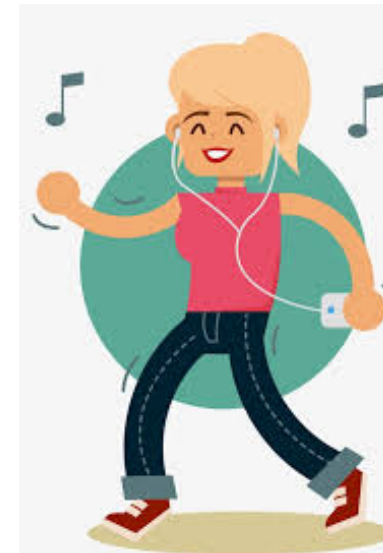
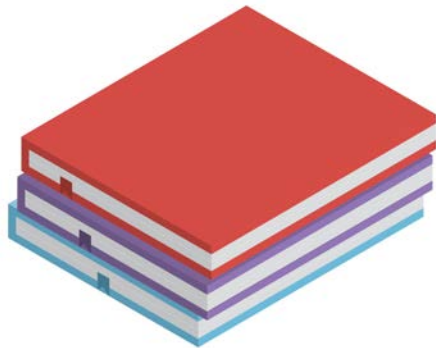
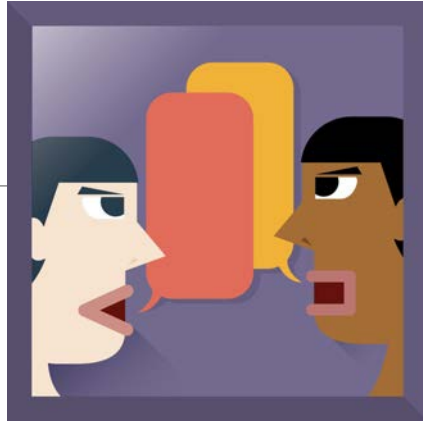
**Do not control**

**Self-focused coping**

Coping that doesn't change the problem situation, focusing instead on changing oneself to better manage stress



# Examples of self focused coping?





# Step 3 - Coping

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## 3. Solution or self focused coping?

### Control

#### Solution Focused Coping

Coping that is aimed at finding solutions to the problem, breaking down the problem into manageable parts, prioritizing, taking action, before it becomes a threat

**Stressor 1**

**Stressor 2**

**Stressor 3**

### Do not control

#### Self-focused coping

Coping that doesn't change the problem situation, focusing instead on changing oneself to better manage stress

# Step 4 – Enhancing Resilience

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**1. Mindfulness**



**2. What is stressing you out?**



**3. Solution or self focused coping?**



**4. Enhancing Resilient**

Learning to say no or delegate

External Supports

Flexibility, Reacting to Change, & Optimistic Attitude

Growth & Sense of Purpose

Sense of Control

Leadership Factors



# Key Take Away

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- Be mindful of when you are stressed
- Figure out what is stressing you out and remove something
- Solution and Self focused coping
- Continue to enhance resilience

## Next Steps

- Evaluating training – results in Scotland
- If successful, I will be able to make training custom to your organization
- Connect with me if this interests you



# Questions

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