



EMPLOYEE WELLNESS & **WARNING SIGNS:** WHEN IS SUPERVISORY INTERVENTION NEEDED?

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THE PSYCHOLOGICAL SERVICES DIVISION

- Purpose
- Staff (8 Full-Time Psychologists; Largest in Texas)
- Stats: 7,200 appts/yr; 450-550/month
- What We Do?
- Who Can Come?

COPING WITH TRAUMA EXPOSURE

- Dramatic effect on your mind, emotions, behavior, and thinking
- Ill. of Sharpstown Shooting (PlazAmericas)
- Wrong-way driver off I-59 & Kirby Dr.
- Witnessing burning of stolen pickup truck



4. THE WORK ITSELF

TWO CATEGORIES OF STRESS IN LAW ENFORCEMENT

- Acute Stress
- Cumulative Stress

WARNING SIGNS OF EMOTIONAL/BEHAVIORAL DISTRESS

Early warning signs

- Boredom
- Fatigue
- Anxiety
- Depression
- Poor concentration

Mild signs

- Memory problems
- Increased illness

Extended signs

- Relationship problems
- Increased alcohol/drug use
- Performance changes

Severe signs

- Relationship changes
- Health changes
- Personality changes
- Withdrawn/isolated

SYMPTOM CHECKLIST:

PHYSICAL	COGNITIVE	EMOTIONAL	BEHAVIORAL	SPIRITUAL
Chest pain*	Blaming someone	Abandonment	Alcohol consumption	Acceptance or rejection of providence
Chills	Confusion	Agitation	Antisocial acts*	Alienation
Diarrhea	Difficulty identifying familiar objects or people	Anger	Avoiding thoughts, feelings or situations related to the event	Anger directed to God
Difficulty breathing*		Anxiety		Awareness of the holy
Disorientation	Disturbed thinking	Apprehension	Changes in activity	Changes in religious observances
Dizziness	Flashbacks	Denial	Changes in sexual functioning	Confusion regarding God
Elevated blood pressure*	Heightened or lowered alertness	Depression	Changes in speech patterns	Deepened spiritual awareness
Equilibrium problems	Hypervigilance	Emotional shock	Changes in usual communications	Emphasis on religious rites
Fainting*	Impaired thinking	Excessive worry	Emotional outbursts	Hyper-repentance
Fatigue	Increased or decreased awareness of surroundings	Fear	Erratic movements	Imposed gratefulness
Grinding of teeth	Intrusive images	Feeling helpless about life	Hyper-alert to environment	Increased emphasis on religion
Headaches	Loss of time, place, or person orientation	Feeling hopeless	Inability to relax	Isolation
Insomnia	Memory problems	Feeling overwhelmed	Inability to rest	Renewed search for meaning
Lower back pains	Nightmares	Flat affect—numbness	Loss or increase in appetite	Sense of abandonment
Muscle tremors	Overly critical of others	Grief	Nonspecific bodily complaints	Sense of betrayal
Nausea	Overly sensitive	Guilt	Pacing	Sense of communion
Neck and shoulder pains	Poor abstract thinking	Inappropriate emotional response or lack of it	Silence	Sense of meaninglessness
Nightmares	Poor attention	Intense anger	Startle reflex intensified	Sense of vocation in creation and providence
Profuse sweating	Poor concentration	Irritability	Suspiciousness	
Rapid heart rate*	Poor decisions	Loss of emotional control	Withdrawal	
Shock symptoms*	Poor problem solving	Phobias		
Stomach problems		Rage		
Thirst		Resentment		
Twitches		Sever panic* (rare)		
Uncoordinated feeling		Uncertainty		
Visual difficulties				
Vomiting				
Weakness				

OPERATIONAL STRESS ASSESSMENT:

Operational Stress First Aid (OSFA) is a flexible, multi-step process for the timely assessment and preclinical care of psychological stress injuries in individuals or teams with the goals to preserve life, prevent further harm, and promote recovery. Unlike other acute stress management procedures, OSFA was designed specifically to augment the physical, psychological, social, and spiritual support structures that exist during critical incidents, and to help restore these support structures over time. In terms of the Stress Continuum, the goal of OSFA is simply to move towards green to restore health and readiness after an Orange Zone stress injury. As depicted in the figure below, OSFA is a toolkit designed to fill the care gap between the resilience-building and stress mitigation tactics available to leaders and individual team and family members who are at the left end of the Stress Continuum, and the clinical treatments that can be provided by healthcare professionals, which are on the right.

OPERATIONAL STRESS ASSESSMENT:

READY (Green)	REACTING (Yellow)	INJURED (Orange)	ILL (Red)
DEFINITION <ul style="list-style-type: none"> Optimal functioning Adaptive growth Wellness FEATURES <ul style="list-style-type: none"> At one's best Well trained and prepared In control Physically, mentally, and spiritually fit Mission focused Motivated Calm and steady Having fun Behaving ethically 	DEFINITION <ul style="list-style-type: none"> Mild and transient distress or impairment Always goes away Low risk CAUSES <ul style="list-style-type: none"> Any stressor FEATURES <ul style="list-style-type: none"> Feeling irritable, anxious, or down Loss of motivation Loss of focus Difficulty sleeping Muscle tension or other physical changes Not having fun 	DEFINITION <ul style="list-style-type: none"> More severe and persistent distress or impairment Leaves a scar Higher risk CAUSES <ul style="list-style-type: none"> Life threat Loss Moral injury Wear and tear FEATURES <ul style="list-style-type: none"> Loss of control Panic, rage, or depression No longer feeling like normal self Excessive guilt, shame, or blame 	DEFINITION <ul style="list-style-type: none"> Clinical mental disorder Unhealed stress injury causing life impairment TYPES <ul style="list-style-type: none"> PTSD Depression Anxiety Substance abuse FEATURES <ul style="list-style-type: none"> Symptoms persist and worsen over time Severe distress or social or occupational impairment
Leader Responsibility	Individual, Shipmate, Family Responsibility		Caregiver Responsibility

NON-WORK-RELATED FACTORS

Finances



Negative Coping Strategies



Relationship Conflict



Family Responsibilities



Personal and Family Health Concerns



The Holmes-Rahe Life Stress Inventory

Check the box next to any event which has occurred in your life in the past year. There is no right or wrong answer. Total the associated points.

Life Events	Life Crisis Units	
Death of a spouse	100	<input type="checkbox"/>
Divorce	73	<input type="checkbox"/>
Jail term	65	<input type="checkbox"/>
Death of a close family member	63	<input type="checkbox"/>
Major injury or illness	53	<input type="checkbox"/>
Marriage	50	<input type="checkbox"/>
Fired from work	47	<input type="checkbox"/>
Marital reconciliation	45	<input type="checkbox"/>
Retirement from work	45	<input type="checkbox"/>
Major change of health/behavior of family member	44	<input type="checkbox"/>
Pregnancy	40	<input type="checkbox"/>
Sexual difficulties	39	<input type="checkbox"/>
Gain a new family member	39	<input type="checkbox"/>
Major business readjustment	39	<input type="checkbox"/>
Change in financial state	38	<input type="checkbox"/>
Death of a close friend	37	<input type="checkbox"/>
Change line of work	36	<input type="checkbox"/>
Major change in number of arguments with spouse	35	<input type="checkbox"/>
Taking on a mortgage	31	<input type="checkbox"/>
Foreclosure on a mortgage or loan	30	<input type="checkbox"/>
Change in responsibilities at work	29	<input type="checkbox"/>
Son/daughter leaving home	29	<input type="checkbox"/>
In-laws troubles	29	<input type="checkbox"/>
Outstanding personal achievement	28	<input type="checkbox"/>
Spouse beginning or stopping work outside of home	26	<input type="checkbox"/>

Life Events	Life Crisis Units	
Beginning or stopping formal schooling	26	<input type="checkbox"/>
Major change in living conditions	25	<input type="checkbox"/>
Changing personal habits	24	<input type="checkbox"/>
Troubles with supervisor	23	<input type="checkbox"/>
Major change in work hours or conditions	20	<input type="checkbox"/>
Change in residence	20	<input type="checkbox"/>
Changing to a new school	20	<input type="checkbox"/>
Change in usual or amount of recreation	19	<input type="checkbox"/>
Change in church activity	19	<input type="checkbox"/>
Change in social activities	18	<input type="checkbox"/>
Taking on a loan	17	<input type="checkbox"/>
Change in sleeping habits (more or less)	16	<input type="checkbox"/>
Change in number of family get-togethers	15	<input type="checkbox"/>
Change in eating habits	15	<input type="checkbox"/>
Vacation	13	<input type="checkbox"/>
Major holidays	12	<input type="checkbox"/>

WHAT DOES YOUR SCORE MEAN?

- 150 points or less | a relatively low amount of life change and a low susceptibility to stress-induced health breakdown
- 150 to 300 points | 50% chance of health breakdown in the next 2 years
- 300 points or more | 80% chance of health breakdown in the next 2 years, according to the Holmes-Rahe statistical prediction model

SELF-CARE AND WELLNESS

Eight Dimensions of Wellness





BOX BREATHING

DEEP BREATHING

PROGRESSIVE MUSCLE
RELAXATION

CRITICAL INCIDENT STRESS MANAGEMENT (CISM)



G.O. 200-04 (ROLE OF HPD & PSD)

- OIS
- Traumatic Events (i.e., work & home life)

CRITICAL INCIDENT STRESS MANAGEMENT (CISM)

- SAFER-R (1:1 outreach)
- CISD

UNIFYING WORK OF PSD & THE PEER SUPPORT UNIT (PSU)

Collaboration between us to assist our officers and civilians in crisis and encourage emotional health and wellness

HEALTH AND SAFETY CODE

TITLE 9.B. CHAPTER 784:

CRITICAL INCIDENT STRESS MANAGEMENT AND CRISIS RESPONSE SERVICES

Section 784.003. CONFIDENTIALITY

(1) Communication

(2) Records

THE CISM INTERVENTION CAN HELP REDUCE THE CHANCES OF PTSD IF IT TAKES PLACE DURING THE ACUTE STRESS TIMEFRAME AFTER THE INCIDENT OCCURS

The P.I.E. Military Principle

(Proximity, Immediacy, & Expectancy)

Important Stats:

- 1) 70% - 80% of psychiatric casualties in the military returned to duty with the use of P.I.E.
- 2) This strongly supports the effectiveness of using of a CISM process for the military and first responders

The background is a blue gradient. In the corners, there are white line-art illustrations of circuit boards or neural networks, with lines and small circles representing nodes.

QUESTIONS/ANSWERS COMMENTS