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<https://attendee.gotowebinar.com/recording/5127501418676290061>

Access speaker bios here: <https://files.asprtracie.hhs.gov/documents/covid-19-and-healthcare-professional-stress-and-resilience-speaker-series-champ-speaker-bios.pdf>

Access the entire series here: <https://files.asprtracie.hhs.gov/documents/aspr-tracie-covid-19-healthcare-professional-stress-and-resilience-speaker-series-overview.pdf>



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INFORMATION GATEWAY

COVID-19 and Healthcare Professional Stress and Resilience- Speaker Series

November 2020

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COVID-19 and Healthcare Professional Stress and Resilience- Speaker Series

November 2020

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In support of the Consortium for Health and Military Performance,
Department of Military & Emergency Medicine,
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Disclosure Information

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CHAMP: HOPE for COVID-19

Consortium for Health & Military Performance

- Premier DoD resource to conduct, translate, disseminate research in TFF and HPO

Human Performance Resources by CHAMP (HPRC)

- [HPRC-online.org](https://hprc-online.org)
- Provide evidence-based resources to Service Members, their families, and members of the military community to help them stay healthy, mission-ready, and resilient.



HONESTY



OPTIMISM



PROFESSIONALISM



EMPATHY

Honesty



Optimism



Professionalism

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COVID-19

RESOURCES FOR HEALTHCARE WORKERS

This information is also available online at <https://online.org/>

Feeling properly can be a challenge, especially now. These tips can help you make better decisions about your current situation, work, or you can bring your best self to the fight.

- **Nutrition:** Eating right is key. Learn how to fuel your body during irregular work schedules.
- **Coffee for performance:** Learn how to leverage caffeine for your physical and mental performance.

SLEEP

Sleep is a scarce commodity for those working around the clock in a crisis. These tips can help you get the best rest when you can sleep and provide options to recover your energy when you can't, so you can deploy when you're needed most.

- **Strategic napping:** When regular sleep is in short supply, naps are a critical recovery tool you can leverage to help you be at your best mentally, physically and emotionally.
- **How sleep impacts your performance:** Explore strategies to help combat sleep debt.
- **Why pre-sleeping?** Learn how sleep impacts your performance and how to get better sleep on the frontlines.
- **Managing your sleep with shiftwork:** Explore how to get better sleep when you work irregular schedules.

HOPE for those on the FRONTLINE | OPTIMISM | EMPATHY

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COVID-19

A GUIDE TO STAYING RESILIENT IN TIMES OF CRISIS

This information is also available online at <https://online.org/>

Feeling stuck in a spiral of hopelessness and helplessness about all that's happening in the world around you? Cultivate hope and reduce "what-ifs" and "overthinking" thinking traps by asking yourself how to use the tools during crises and line turbulent times can positively prepare you for high intensity and demanding situations that lie ahead.

PREPARATION: MANAGE COUNTERPRODUCTIVE THINKING

When a situation involves us or we will encounter in the future is high-stakes and high-pressure, it can be tough to manage your thoughts and feelings. You might find yourself thinking about worst case scenarios, or just focusing on all that's bad, and feeling stuck beneath the weight of negative emotions. It's important to remember those thoughts and feelings are normal, and human, and we're not any less prepared or capable because you feel them. To have some skills to process what you're thinking and feeling can help in situations like this, when you're ready to explore them.

- You might feel fearful of anxiety, which often stems from uncertainty about what the future will bring, and from dealing with volatile situations. When you find yourself contemplating... stick to the emotion of anxiety and unable to take action because you're thinking about the worst case scenario—you can counter the downward spiral of anxiety by putting some distance between you and your thoughts, or taking a mental break and seeking advice of positive emotion. Use these same strategies to help others slow down catastrophic thinking.
- Feeling stuck in a spiral of hopelessness and helplessness about all that's happening in the world around you? Cultivate hope and reduce "what-ifs" and "overthinking" thinking traps by asking yourself how to use the tools during crises and line turbulent times can positively prepare you for high intensity and demanding situations that lie ahead.
- If you're overcome with strong emotions that don't make sense, or find yourself in a pattern of feeling a lot of a particular emotion, go to control of your feelings by asking the right kinds of questions to dig deeper into your beliefs. Focus on questions about the accuracy of your beliefs, the productivity your beliefs drive, and the best next steps to take.
- If you're stuck in the future and thinking about what's coming next, it might help to release us the present by tuning into what's happening now with mindfulness. It's a skill to train your brain to stay in the present moment. Practicing mindfulness can help you relax, lower your blood pressure, sleep better, become more focused and alert, "tune in" to your body to perform better, and improve your relationships.
- It's OK to not be OK. And sometimes it can be too much to manage on your own. HPRC's resources for coping with anxiety and depression can help you.

HOPE for those on the COVID-19 Frontline | OPTIMISM | PROFESSIONALISM | EMPATHY



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YOUR ROUTE TO READINESS AND RESILIENCE

At times, your military "habits" can be both tough and rewarding. Meanwhile, you might forget to focus on those physical, mental, social, and spiritual strengths you can build along the way. Look at the following military life events, and think of ways to optimize your performance across all of these domains.

DEPLOYMENTS
Deployments can be both tough and rewarding. Meanwhile, you might forget to focus on those physical, mental, social, and spiritual strengths you can build along the way. Look at the following military life events, and think of ways to optimize your performance across all of these domains.

COMBAT
Combat can be both tough and rewarding. Meanwhile, you might forget to focus on those physical, mental, social, and spiritual strengths you can build along the way. Look at the following military life events, and think of ways to optimize your performance across all of these domains.

POST-DEPLOYMENT
Post-deployment can be both tough and rewarding. Meanwhile, you might forget to focus on those physical, mental, social, and spiritual strengths you can build along the way. Look at the following military life events, and think of ways to optimize your performance across all of these domains.

TRANSITION
Transition can be both tough and rewarding. Meanwhile, you might forget to focus on those physical, mental, social, and spiritual strengths you can build along the way. Look at the following military life events, and think of ways to optimize your performance across all of these domains.

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Use signature strengths to be your best self!

Now that you've identified your signature strengths, use them with the aware-explare-apply framework to help boost your performance!

Are you?

What are your signature strengths, and how are you currently using them?

- How do your signature strengths show up in specific behaviors? How do you apply them when you're at work, at home, or with friends?
- What are the most unexpected ways you display strength?
- Who else in your life displays them? How does he or she display them similar to or different from you?

Explore

Gain a deeper understanding of how your signature strengths can help you in your life.

- Development: how have you grown? What specific experiences have shaped you?
- Problems: when do your signature strengths show up? How can you use them to solve problems?
- Barriers: what gets in the way of you using your signature strengths? How can you overcome those barriers?
- Relationships: how do you use your signature strengths in your relationships? How can you use them to improve your relationships?

Apply

Put your signature strengths into action.

- Think about how you can more fully use your signature strengths.
- What if you're struggling? Do you have any challenges?
- What goals do you hope to achieve?
- Is there something you have to more capable?
- What's a signature strength you can use to help you?

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COMBAT SLEEP DEBT

BEST STRATEGIES

ENVIRONMENT
Reduce noise and light, keep a comfortable temperature, and avoid cell phones and other devices at bedtime.

PRE-SLEEP ROUTINE
Unwind with a book or meditation about 1 hour before bed.

WAKE UP
Wake up at the same time every day, even on your days off.

STRATEGIC NAPS
As long as you actually sleep during a nap, you can pay off your sleep debt. Naps of any duration are good. Sleep as long as you can, as often as you can, to avoid sleep debt. The known benefit of sleep far outweighs the small risk of impaired performance ("sleep inertia") that occurs 5-10 minutes upon awakening.

NAPS AT ANY TIME OF THE DAY OR NIGHT
Naps are good—but it's easiest to fall (and stay) asleep for a nap.

- Around your normal bedtime
- Around your normal wake-up time
- In the early afternoon

IN A PINCH

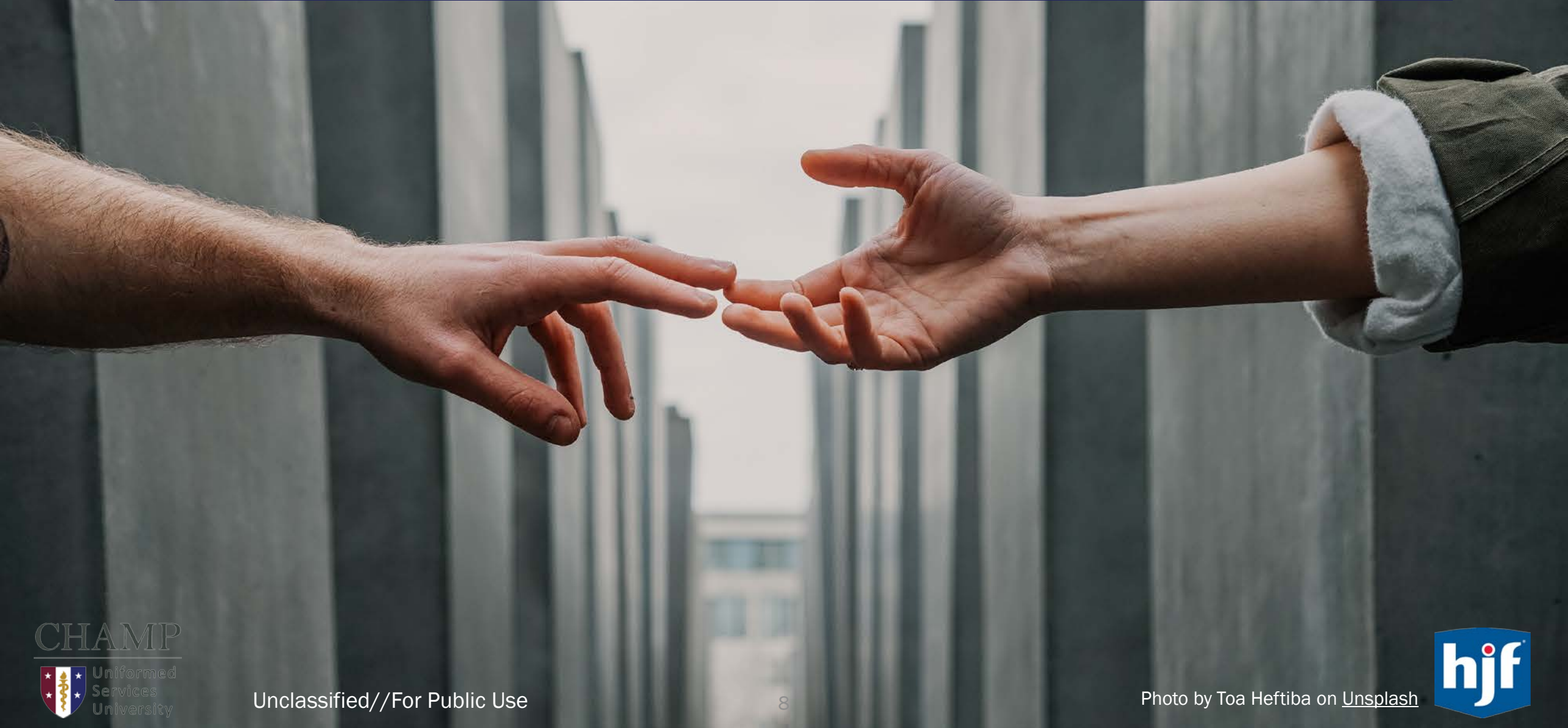
CAFFEINE
Although it does not replace sleep, caffeine is an effective tool to temporarily maintain mental performance when you can't get enough sleep. Caffeine can reduce grogginess and can be used to maintain some aspects of cognitive performance during sleep deprivation.

ALCOHOL
Drinking alcohol before bedtime might make you feel drowsy, but it actually impairs sleep—and increases sleep debt.

EXCESS CAFFEINE
Consuming too much caffeine keeps you awake and disrupts sleep. Avoid drinks with caffeine at least 4 hours before bedtime. Caffeine does not replace sleep.

SLEEP AIDS
Check with your doctor before using any over-the-counter sleep aids.

Empathy



HOPE Strategy 1: Optimism Self-Check Reflection



Human Performance Resources by CHAMP Operation Supplement Safety

CHAMP Human Performance Resources

Total Force Fitness Physical Fitness Mental Fitness

Optimism self-check

Optimistic or pessimistic thinking can shift based on the situation, your mood, or the other people involved. Use this self-check reflection to be more aware of how you approach a current adversity.

After each question, think about how a pessimist ☹️ might respond vs. an optimist 😊. Which answers hit closer to home in this moment? Keep in mind this isn't an assessment but an opportunity to help you reflect on your approach to this adversity, evaluate if it's more aligned with optimistic thinking or pessimistic thinking, and decide where you might want to change course of action.

1. What are your thoughts?

- ☹️ My thoughts are consumed with past negative events or potential worst-case outcomes.
- 😊 My thoughts are focused on where I have control in this situation and how I can take action to improve things.

2. What are you saying to others?

- ☹️ The majority of my conversations involve complaining about things outside of my control.
- 😊 Most of my conversations are focused on problem-solving and finding potential opportunities.

3. How are you spending your time?

- ☹️ I'm avoiding this struggle by procrastinating or distracting myself with unproductive behaviors (for example, social media, drinking, shopping, etc.).
- 😊 I'm taking on this struggle by developing a plan of attack.

4. How are you persisting through this struggle?

- ☹️ If it gets hard, I'll likely give up.
- 😊 I'm willing to push through adversity to find a way to grow.

<https://www.hprc-online.org/mental-fitness/performance-psychology/5-ways-power-your-performance-optimism>

HOPE Strategy 1: Optimism Self-Check Reflection



Optimism self-check

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<https://www.hprc-online.org/mental-fitness/performance-psychology/5-ways-power-your-performance-optimism>

HOPE Strategy 2: Active Constructive Responding



<https://www.hprc-online.org/mental-fitness/sleep-stress/active-constructive-responding-acr-worksheet>

Active Constructive Responding (ACR)

Active Constructive Responding (ACR) is a skill that helps you genuinely react to someone else's good news. The goal of ACR is to share in their joy and help them leave the conversation as—or even more—excited. That's why someone who practices ACR is referred to as an "Excitement Magnifier."

Use ACR to build trust, connection, intimacy, and satisfaction in your relationships with your battle buddies, spouse, kids, leaders, or someone you lead.

Constructive | Active EXCITEMENT MAGNIFIER

Provides authentic, enthusiastic support
Asks thoughtful questions that encourage the person to share more details about their experience
Tends to match and build up the sharer's excitement
"Wow! That's great! What did you say when you found out? What are you most looking forward to?"

Constructive | Passive EXCITEMENT EXTINGUISHER

Downplays support
Seems distracted and quiet while offering delayed support in a low-energy manner
Tends to stifle the sharer's excitement as the conversation deteriorates
"Good for you..."
(while distractedly staring at cell phone)

Destructive | Active PROBLEM DETECTOR

Bad-mouths the event
Focuses on any negative aspects
Tends to be dismissive, demeaning, or anxious about the event, which leads to squashing the sharer's excitement
"That sounds like a bad idea. Won't that be annoying?"

Destructive | Passive ONE-UPPER

Ignores the shared news
Shifts the focus to a different topic
Tends to avoid the conversation and stifles the sharer's excitement
"Before we talk about you...let me tell you about me. My situation is so much better!"

HOPE Strategy 2: Active Constructive Responding, *Con't*



<https://www.hprc-online.org/mental-fitness/sleep-stress/active-constructive-responding-acr-worksheet>

Active Constructive Responding (ACR) Worksheet

Instructions:

1. List the important people in your life.
2. Write down the percentage of time you respond to their good news in a specific style.
3. Explain what prevents you from applying ACR.
4. Jot down strategies you can use to better show support.

Sample entry below: When my spouse shares good news, I tend to be an *Excitement Extinguisher* 10% of the time, a *One-Upper* 5% of the time, a *Problem Detector* 55% of the time, and an *Excitement Magnifier* 30% of the time. It's hard to apply ACR when I'm stressed at work, but I can try to learn more about their excitement.

Important people	Excitement Extinguisher <i>Provides understated support</i>	One-Upper <i>Changes focus</i>	Problem Detector <i>Squashes joy</i>	Excitement Magnifier <i>Shares joy</i>
Spouse	10%	5%	55%	30%

What gets in the way of my reaction to good news?

Work stress

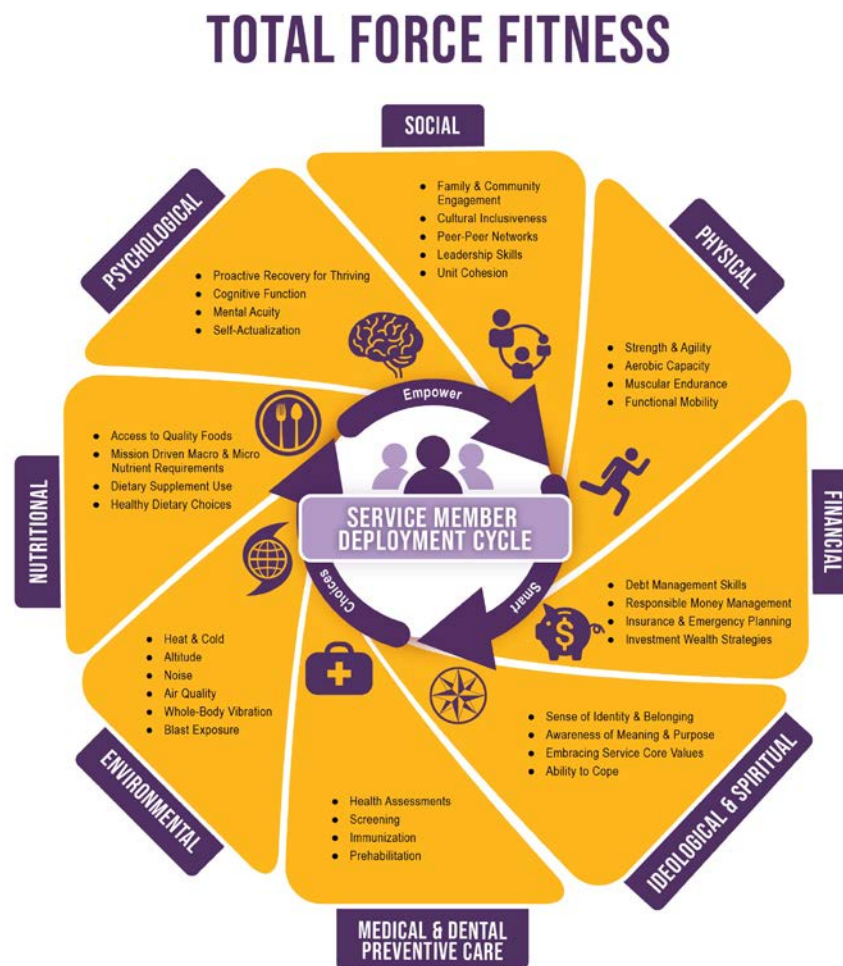
How can I better apply ACR?

Try to learn more about what makes others so excited

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Provides evidence-based resources to Service Members, their families, and members of the military community to help them stay healthy, mission-ready, and resilient.



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Thank You!



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