

## RESEARCH AND OTHER RESOURCES ON LAW ENFORCEMENT STRESS, TRAUMA, WELLNESS, AND RESILIENCE

### ➤ **BUILDING RESILIENCE IN AN URBAN POLICE DEPARTMENT**

- **JOURNAL OF ENVIRONMENTAL AND OCCUPATIONAL MEDICINE, VOLUME XX, NUMBER X, 2016**
- **SANDRA L. RAMEY, YELENA PERKHOUNKOVA, MARIA HEIN, SOPHIA CHUNG, WARREN D. FRANKE, AND AMANDA A. ANDERSON**

**ABSTRACT:** Objective: The aim of this study is to examine a resilience training intervention that impacts autonomic responses to stress and improves cardiovascular risk, psychological, and physiological outcomes in police. Methods: Officers [(n ¼ 38) 22 to 54 years] modified emotional and physical responses to stress using self-regulation. Measurements include psychological and physiological measures [eg, heart rate variability (HRV), blood pressure, C-reactive protein)] obtained at three separate time intervals. Results: Age was significantly ( $P < 0.05$ ) associated with changes on several measures of psychological stress (eg, critical incident stress, emotional vitality, and depression). Associations were found between coherence and improved HbA1c ( $r = 0.66$ ,  $P < 0.001$ ) and stress due to organizational pressures ( $r = 0.44$ ,  $P = 0.03$ ). Improvements in sympathetic and parasympathetic contributors of HRV were significant ( $P < 0.03$ ). Conclusion: A stress-resilience intervention improves certain responses to job stress with greater benefits for younger participants.

### ➤ **FOSTERING RESILIENCE AMONG THE POLICE**

- **JOURNAL OF LAW ENFORCEMENT (2015) VOLUME 5, NUMBER 1**
- **JUDITH P. ANDERSEN, KONSTANTINOS PAPAZOGLU, MARKKU NYMAN, MARI KOSKELAINEN, & HARRI GUSTAFSBERG**

**ABSTRACT:** Police officers are often mandated to respond to extremely stressful and potentially traumatic situations over the course of their careers (Andersen, Papazoglou, Koskelainen, & Nyman, 2015). Research has shown that occupational stress and trauma exposure has a negative impact on police officers' health and wellness (Violanti et al., 2005). Police officers are expected to respond to critical incidents and resolve challenging situations effectively despite routine exposure to severe stress. Even though local and national governments invest a vast amount of money in police tactical training and equipment, resilience building has not been a major component of police training. This paper aims to open a dialogue about the importance of mental preparedness training as a means of enhancing police resilience in the line of duty. The authors discuss the pioneering work of scholars (e.g., Andersen et al., 2015; Arnetz et al., 2013) who developed research initiatives to facilitate mental preparedness among police officers. Clinical and police training applications of the research work, as well as future directions of such outcomes are discussed.

### ➤ **MENTAL PREPAREDNESS AS A PATHWAY TO POLICE RESILIENCE AND OPTIMAL FUNCTIONING IN THE LINE OF DUTY**

- **INTERNATIONAL JOURNAL OF EMERGENCY MENTAL HEALTH AND HUMAN RESILIENCE (2015) VOL. 17, NO.3, PP. 624-627**
- **JUDITH P. ANDERSEN, KONSTANTINOS PAPAZOGLU, BENGT B. ARNETZ, PETER I. COLLINS**

**ABSTRACT:** This article provides an overview of the recent focus on resilience in policing and the differing ways resilience has been defined in that context. It then argues that providing resources for building both mental and physical resilience in law enforcement is as important as

providing resources for other tactical and safety equipment. Differing techniques that have been researched and can demonstrate better resilience and improved functioning for law enforcement officers, including visualizing optimal performance in differing situations while utilizing relaxation and breathing techniques, and the development and use of mindfulness skills, are briefly reviewed. Reviews research information that indicates regular practice of mental preparedness skills shows they can be successfully incorporated into policing with positive outcomes over time. Strongly advocates for agencies to utilize resources to incorporate this type of training for all officers.

➤ **POLICE DEPARTMENT PERSONNEL STRESS RESILIENCE TRAINING: AN INSTITUTIONAL CASE STUDY**

- **GLOBAL ADVANCES IN HEALTH AND MEDICINE (2014) VOL. 3, NO. 2**
- **GERSHON WELTMAN, JONATHAN LAMON, ELAN FREEDY, AND DONALD CHARTRAND**

**Abstract:** The objective of this case study was to test the impact in law enforcement personnel of an innovative self-regulation and resilience building program delivered via an iPad (Apple Inc, Cupertino, California) app and personal mentoring. The Stress Resilience Training System (SRTS) app includes training on stress and its effects, HRV coherence biofeedback, a series of HeartMath self-regulation techniques (The Institute of HeartMath, Boulder Creek, California), and HRV controlled games. The stressful nature of law enforcement work is well established, and the need for meaningful and effective stress resilience training programs is becoming better understood, as it has been in the military. Law enforcement and military service share many stress-related features including psychological stressors connected with the mission, extended duty cycles, and exposure to horrific scenes of death and injury. San Diego (California) Police Department personnel who participated in the study were 12 sworn officers and 2 dispatchers, 10 men and 4 women. The SRTS intervention comprised an introductory 2-hour training session, 6 weeks of individualized learning and practice with the SRTS app, and four 1-hour telephone mentoring sessions by experienced HeartMath mentors spread over a four-week period. Outcome measures were the Personal and Organizational Quality Assessment (POQA) survey, the mentors' reports of their observations, and records of participants' comments from the mentoring sessions. The POQA results were overwhelmingly positive: All four main scales showed improvement; Emotional Vitality improved by 25% ( $P=.05$ ) and Physical Stress improved by 24% ( $P=.01$ ). Eight of the nine subscales showed improvement, with the Stress subscale, perhaps the key measure of the study, improving by approximately 40% ( $P=.06$ ). Participant responses were also uniformly positive and enthusiastic. Individual participants praised the program and related improvements in both on-the-job performance and personal and familial situations. The results support the efficacy of the program to achieve its goal of building stress resilience and improving officer wellness by providing practical self-regulation skills for better management of emotional energy. We conclude that the SRTS program for building resilience and improving psychological wellness can be as effective for law enforcement as it is for military personnel.

➤ **STRESS SHIELD: A MODEL OF POLICE RESILIENCY**

- **INTERNATIONAL JOURNAL OF EMERGENCY MENTAL HEALTH, (2008) VOL. 10, NO. 2, 95-108**
- **DOUGLAS PATON, JOHN M. VIOLANTI, KARENA J. BURKE, DENISE KEENAN, PETER JOHNSTON, JOANNA CLARKE**

**ABSTRACT:** This paper discusses the development of a new model of police officer resiliency. Following Antonovsky's definition of resilience, the model is built on the view that the resilience of a person or group reflects the extent to which they can call upon their psychological and physical resources and competencies in ways that allow them to render challenging events coherent, manageable, and meaningful. The model posits that a police officer's capacity to render challenging experiences meaningful, coherent, and manageable reflects the interaction of person, team, and organizational factors. The paper argues that a model that encompasses these factors can be developed using theories drawn from the literatures of occupational health and empowerment. The development of the model is also informed by the need to ensure that it can accommodate the importance of learning from past experiences to build resilience

in ways that increase officers' capacity to adapt to future risk and uncertainty. By building on recent empirical research, this paper outlines a new multi-level model of resilience and adaptive capacity. The Stress Shield model of resilience integrates person, team and organizational factors to provide a proactive framework for developing and sustaining police officer resilience.

➤ **TRAUMA RESILIENCE TRAINING FOR POLICE: PSYCHOPHYSIOLOGICAL AND PERFORMANCE EFFECTS**

- **JOURNAL OF POLICE CRIMINAL PSYCHOLOGY (2009) 24:1-9**
- **BENGT B. ARNETZ & DANA C. NEVEDAL & MARK A. LUMLEY & LENA BACKMAN & AKE LUBLIN**

**Abstract:** The objective of this study is to test the effects of police trauma resilience training on stress and performance during a critical incident police work simulation. Rookie police officers (N=18) participated in a randomized trial of a 10-week imagery and skills training program versus training as usual. Twelve months later, psychophysiological stress and police work performance were assessed during a live critical incident simulation. Training resulted in significantly less negative mood, less heart rate reactivity, a larger increase in antithrombin, and better police performance compared to controls. Trends for cortisol and self-reported stress also suggested benefits of training. This novel training program is a promising paradigm for improving police well-being, stress resiliency, and optimizing job performance.

➤ **TURNING LEMONS INTO LEMONADE: HARDINESS HELPS PEOPLE TURN STRESSFUL CIRCUMSTANCES INTO OPPORTUNITIES**

- **AMERICAN PSYCHOLOGICAL ASSOCIATION 2003**

**ABSTRACT:** This web-based article reviews research on hardiness and how it helps people cope with stress from job loss to combat service. The primary concepts are attitudes that inoculate against trauma and stress: commitment, control and challenge attitudes. The Commitment attitude led them to strive to be involved in ongoing events, rather than feeling isolated. The Control attitude led them to struggle and try to influence outcomes, rather than lapse into passivity and powerlessness. The Challenge attitude led them to view stress changes, whether positive or negative, as opportunities for new learning.

## BRIEF, ACCESSIBLE RESOURCES FOR LAW ENFORCEMENT AND THEIR FAMILY MEMBERS

➤ **AXON FAMILY WELLNESS SLEEP DISTURBANCE INFOGRAPHIC**  
○ **INTERNATIONAL ASSOCIATION OF CHIEFS OF POLICE**

**ABSTRACT:** International association of chiefs of police infographic that indicates sleep disturbance is a problem for many in law enforcement. It describes the negative impacts of sleep disturbance and identifies what officers and their families can do to help address the problem. <https://www.theiacp.org/resources/document/supporting-officer-safety-through-family-wellness-the-effects-of-sleep>

➤ **BATTLING JOB STRESS: HOW COPS CAN STRENGTHEN THEIR RESILIENCE**

- **POLICE ONE.COM 2017**
- **OLSEN AND WASILEWSKI**

**ABSTRACT:** Article addresses the importance of resilience in policing and focuses on how to build or rebuild it. Addresses the importance of maintaining healthy relationships, focusing on perspective, taking physical care of oneself, and having an identity outside police work. <https://www.policeone.com/health-fitness/articles/battling-job-stress-how-cops-can-strengthen-their-resilience-hlSQUtgRjZCOiWXI/>

- **CRITICAL COMPONENTS OF OFFICER MENTAL WELLNESS AND RESILIENCY: INFORMATION FOR FAMILY AND FRIENDS OF LAW ENFORCEMENT BROCHURE**
  - **INTERNATIONAL ASSOCIATION OF CHIEFS OF POLICE**

**ABSTRACT:** Brochure originally developed as an officer suicide prevention brochure. It has value for the broader issues of vicarious trauma and resilience in addition to suicide prevention, as not surprisingly, the issues are often related.

[https://www.theiacp.org/sites/default/files/Officer\\_Suicide\\_brochure%20v3%20final.pdf](https://www.theiacp.org/sites/default/files/Officer_Suicide_brochure%20v3%20final.pdf)

- **EMOTIONAL TOOLS TO BUILD OFFICER RESILIENCY**
  - **POLICEONE.COM 2018**
  - **STEINER**

**ABSTRACT:** Article addresses tools for building resiliency including having a social support network, having fun, exercise, healthy eating, good sleep habits, deep breathing, open hand technique, recognizing the signs of trauma and stress and asking for help.

<https://www.policeone.com/health-fitness/articles/emotional-tools-to-build-officer-resiliency-SXUQt90kHX8cOW70/>

- **MINDFUL LEADERSHIP**
  - **NATIONAL POLICE FOUNDATION**
  - **CHIEF JENNIFER TEJADA, EMERYVILLE, CA**

**ABSTRACT:** Brief article on how little is currently done for law enforcement in terms of mental health, wellness and resilience, identifying this lack as a problem and outlining some of the negative impacts on officers. The article then describes how this chief has implemented mindfulness training and practices for her department. These practices have resulted in greater wellness, improved performance and has also impacted implicit bias in her department.

<https://www.policefoundation.org/mindful-leadership/>

- **VICARIOUS TRAUMA TOOLKIT**
  - **OFFICE FOR VICTIMS OF CRIME, US DEPARTMENT OF JUSTICE (2013)**
  - **BROAD-BASED GROUP OF ORGANIZATIONS AND PROFESSIONALS CONTRIBUTED**
  - **THE ENTIRE TOOLKIT CAN BE ACCESSED HERE: [HTTPS://VTT.OVC.OJP.GOV/](https://vtt.ovc.ojp.gov/)**

**Abstract:** This is an excellent, comprehensive, web-based toolkit. It includes general information about vicarious trauma and its impact. It also includes the following tools. All links work and can take you to each specific tool.

The [Vicarious Trauma—Organizational Readiness Guide \(VT-ORG\)](#) is the starting point for organizations that want to become vicarious trauma-informed and proactively address the impact of exposure to the trauma experiences of others. Use it to assess your agency's current capacity as a vicarious trauma-informed organization, identify strengths and gaps, and prioritize your needs. Then, use it to locate resources in the toolkit that will help you take important next steps to address gaps.

Select a discipline—[victim services](#), [EMS](#), [fire services](#), or [law enforcement](#)—to explore the VTT and access the appropriate VT-ORG for your agency. (There is a PowerPoint presentation in each of these areas about VT that is available for any agency to use.)

The [Compendium of Resources](#) contains nearly 500 tools that organizations can use to become more vicarious trauma-informed, including resources from the field, such as policies, procedures, practices, and programs; research literature on issues such as prevalence, impact, risk factors, and intervention studies; new tools for the field; and links to websites, podcasts, and videos.



The VTT also includes a [Glossary of Terms](#) as well as an extensive [Bibliography](#) of research articles in the items in the Compendium of Resources.

## FOR AFFILIATED PROFESSIONALS

### ➤ INTERNATIONAL SOCIETY FOR TRAUMATIC STRESS STUDIES INDIRECT TRAUMA BROCHURE

#### ○ PUBLIC EDUCATION COMMITTEE OF ISTSS (2000)

**ABSTRACT:** This brochure is focused on professionals doing empathic interventions with trauma survivors, so would best serve psychotherapists, victim advocates, child advocacy center professionals and child protection workers. It provides a brief overview of indirect or vicarious trauma, who it affects, why it happens, what contributes to causing it, the negative impacts and what professionals can do to prevent or address it.

[https://www.istss.org/ISTSS\\_Main/media/Documents/ISTSSBr-Indirect\\_1.pdf](https://www.istss.org/ISTSS_Main/media/Documents/ISTSSBr-Indirect_1.pdf)

### ➤ PROFESSIONAL HEALTH AND WELL-BEING FOR PSYCHOLOGISTS FACT SHEET

#### ○ BOARD OF PROFESSIONAL AFFAIRS' ADVISORY COMMITTEE ON COLLEAGUE ASSISTANCE 2018

**ABSTRACT:** This fact sheet provides an overview of occupational hazards for psychologists, factors that increase vulnerability to them, indicators of occupational stress, consequences of not addressing it, and techniques for addressing occupational stress.

<https://www.apaservices.org/practice/ce/self-care/well-being>

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## FOR SHIFT STAFF AND CONSULTANTS

- **NEUROPSYCHOLOGICAL CORRELATES OF MISCONDUCT IN LAW ENFORCEMENT OFFICERS WITH SUBCLINICAL POSTTRAUMATIC STRESS DISORDER**
  - LAW ENFORCEMENT ETHICS, CHAPTER 10
  - HAMIDI AND KOGA

**ABSTRACT: THIS CHAPTER COVERS THE ROLE OF PTSD AND POST TRAUMATIC STRESS SYMPTOMS THAT DO NOT RISE TO THE LEVEL OF DIAGNOSIS IN POLICE MISCONDUCT.**

- **POLICING, STRESS, AND RESILIENCE (PDF OF POWERPOINT PRESENTATION @ 2016)**
  - EMPLOYEE ASSISTANCE UNIT, FEDERAL BUREAU OF INVESTIGATION
  - GINA ORTON AND SELDON COOPER

**Abstract:** Excellent training overview of stress and trauma in the law enforcement context and the potential resulting negative impacts. Addresses the warning signs of LE stress and risk of suicide. Provides an overview of resilience and research-based factors that support resilience. Provides information on stress inoculation, psychological flexibility, prevention, therapeutic interventions, mindfulness, and reasons for using the techniques. Has an extensive and thoughtful bibliography by topic.

- **VICARIOUS TRAUMA TOOLKIT**
  - OFFICE FOR VICTIMS OF CRIME, US DEPARTMENT OF JUSTICE (2013)
  - BROAD-BASED GROUP OF ORGANIZATIONS AND PROFESSIONALS CONTRIBUTED
  - THE ENTIRE TOOLKIT CAN BE ACCESSED HERE: <https://vtt.ovc.ojp.gov/>

**ABSTRACT: THIS IS AN EXCELLENT, COMPREHENSIVE, WEB-BASED TOOLKIT. IT INCLUDES GENERAL INFORMATION ABOUT VICARIOUS TRAUMA AND ITS IMPACT. IT ALSO INCLUDES THE FOLLOWING TOOLS, WHICH I WILL INCLUDE IN EACH APPROPRIATE AREA. ALL LINKS WORK AND CAN TAKE YOU TO EACH SPECIFIC TOOL.**

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➤ **VICARIOUS RESILIENCE: A NEW CONCEPT IN WORK WITH THOSE WHO SURVIVE TRAUMA**

- **JOURNAL OF FAMILY PROCESS (2007) VOLUME 46, NO. 2, 229-241**
- **HERNANDEZ, GANGSEI, AND ENGSTROM**

This study explores the formulation of a new concept: vicarious resilience. It addresses the question of how psychotherapists who work with survivors of political violence or kidnapping are affected by their clients' stories of resilience. It focuses on the psychotherapists' interpretations of their clients' stories, and how they make sense of the impact that these stories have had on their lives. In semi-structured interviews, 12 psychotherapists who work with victims of political violence and kidnapping were interviewed about their perceptions of their clients' overcoming of adversity. A phenomenological analysis of the transcripts was used to describe the themes that speak about the effects of witnessing how clients cope constructively with adversity. These themes are discussed to advance the concept of vicarious resilience and how it can contribute to sustaining and empowering trauma therapists. Keywords: Vicarious Resilience; Resilience