

Traumatic Overwhelm and its Impact for Managers

Course Summary

Description

A certain amount of stress can be a good thing. It gets the adrenaline going, motivates, excites and helps to focus on the task at hand. However, when the effects of various stressors accumulate, they can reach a critical level where it not only compromises important functions such as decision-making, creativity and problem-solving, it can block them altogether.

The cumulative effects of stress and negative life events can take people to a place of Traumatic Overwhelm. Much like the effects of a serious incident such as death, injury or unexpected job loss, being in a state of traumatic overwhelm can render an individual unable to cope in a healthy or productive way. The impact of this state can affect the person's mental and/or physical health, and their ability to perform satisfactorily on the job.

When an individual or organization reaches a state of traumatic overwhelm it can lead to lower levels of morale, decreased creativity and productivity, increased sick days and turnover – all of which have a negative financial and human resource impact on the bottom line.

This workshop explores the important background factors that may surface in your workplace environment that can contribute to traumatic overwhelm. We will look at the role that loss, grief, mental health, addictions and emotional awareness play in this situation, and develop various strategies that can be applied towards better understanding and supporting your team members.

Objectives

After taking this course, students will be able to:

- Understand traumatic overwhelm for you, your team and organization
- Identify and manage internal stress and contributing factors
- Improve communication skills
- Increase overall workplace morale
- Understand the background of physiological responses to stress and suffering

Topics

- Overview
- What is Traumatic Overwhelm?
- Prevention of Traumatic Overwhelm for Self, Team and Workplace
- Sustainability

Audience

This course is designed for supervisors, managers, and leaders who want to improve their self-awareness, decision-making abilities, and increase team wellness and productivity.

Prerequisites

There are no prerequisites for this course.

Duration

One day

Traumatic Overwhelm and its Impact for Managers

Course Outline

- I. Overview**
 - A. A working understanding of grief, traumatic grief, loss, and ambiguous loss
 - B. Connecting stress, grief and control
 - C. Internal physical, emotional, psychological, and behavioral symptoms and impacts of stress and loss

- II. What is Traumatic Overwhelm?**
 - A. Defining Traumatic Overwhelm
 - B. Identify the signs, symptoms, and impacts on you, your colleagues and workplace

- III. Prevention of Traumatic Overwhelm for Self, Team and Workplace**
 - A. Develop self-awareness and strategies for long term emotional wellness
 - B. Review of attitudes and expectations
 - C. Crucial conversations: earlier rather than later

- IV. Sustainability**
 - A. Applied coping strategies and healthy outlets
 - B. Teach, schedule and manage stress identification and release activities