Organizational Stress
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What Do You See?

Another Perspective

TRAUMA
Coping
Adversity

The Relationship of Adverse Childhood Experiences to Adult Health Status
A collaborative effort of Kaiser Permanente and The Centers for Disease Control
Vincent J. Felitti, M.D.
Robert F. Anda, M.D.
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**ACE CATEGORIES**

**WHEN YOU WERE 18 OR YOUNGER**

- PHYSICAL ABUSE
- SEXUAL ABUSE
- EMOTIONAL ABUSE
- PHYSICAL NEGLECT
- EMOTIONAL NEGLECT

- MENTAL ILLNESS
- SUBSTANCE ABUSE
- DOMESTIC VIOLENCE
- PARENTAL SEPARATION/DIVORCE
- INCARCERATION

1 POINT /CATEGORY – ADD TO GET TOTAL ACE SCORE

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**HUMANS HAVE SURVIVED IN RELATIONSHIP**

As much as one may adhere to the notion of the isolated self, humans are social creatures and are constantly regulating one another’s biology.

Without mutually stimulating interactions, people (and neurons for that matter) wither and die.

In neurons this process is called apoptosis (programmed cell death).

In humans it is called failure to thrive, depression, or dying of a broken heart.

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**LOW ROAD AND HIGH ROAD**

- State of high alert
  - Inability to think clearly
  - Extreme thoughts
  - Attention to threat
  - Intense and prolonged anxiety
  - Drive to take action

- People who engage in reenactments are not consciously choosing to repeat painful or negative relationships.
  - Are familiar and helped the person survive in other relationships
  - Reinforce the notion that the world is predictable which means safer even if it is negative
  - Allows the person to vent frustration, anger, and anxiety
  - Gives the person a sense of mastery over the old traumas “I am strong, I can handle anything”

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**WHY DO PEOPLE REENACT**

(CMD REESE TRAUMA TRAINING VOLUME ACTS, 2008)

The behavior patterns people exhibit during reenactments have become ingrained over time because they:

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**HUMAN STRESS RESPONSE:**

WE ARE EMBODIED CREATURES

- ICU
- Stress
- Depression
- Anxiety
- Coping
- Attention
- Mood
- Physical health
- Cognitive ability
- Social interactions
- Beliefs
- Values
- Attitudes
- Behaviors

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**ACES STUDY**

- Healthcare
- Mental health
- Social welfare
- Criminal justice
- Employability
- Incarceration
- Employment
- Social support
- Income
- Education
- Housing
- Physical abuse
- Sexual abuse
- Physical neglect
- Emotional neglect
- Substance abuse
- Maltreatment
- Parental separation/divorce
- Incarceration
- Employment
- Social support
- Income
- Education
- Housing
So, if Traumatic Stress has Such an Adverse Impact on the People We Serve... What’s it Doing to Me and the Place I Work?
As a result, our systems frequently replicate the very experiences that have proven to be so toxic for the people we are supposed to help.

Why focus on environment?
Learn and share what you know about trauma
Understand how it is impacting your organization
Adopt and role model TIC values
Define safety broadly
Manage your own emotions
Don’t let loss get lost
Hold hope for all of us

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