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Nurturing Workers Well Being

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Introduction

In This Presentation, We Will Look At:

How Employees' Mental Health and Psychological Safety Can Strengthen the Industry!

Highly Efficient Work Teams

Inclusivity is The Foundation of Every Effective Work Team

The Impact of Trauma on Workplace Mental Health

The Impact of Hazing and Bullying

Compassion Fatigue



Characteristics of a Fully Functioning, Highly Effective Work Team

Technical Expertise

*Specialized Knowledge
& Precision*

The 5Rs

*Rules, Roles, Routines,
Rituals, & Relationships*

Collaboration

*Effective Communication
and Teamwork*

Safety and Efficiency

*Prioritized safety &
organization*

Adaptability

*Embrace diverse job
requirements, stay up-
to-date on trends*

Leadership Skills for Building Fully Functioning, High-efficiency Teams?

Vision & Purpose

Emotional Intelligence

Personal Values

Emotional Regulation

Leadership Style

Openness to Feedback

Strengths & Weaknesses

Cultural Competence

Communication Skills

Conflict Resolution Skills

Inclusivity: The Foundation for Healthy Work Teams

What Inclusivity Is

Every team member feels valued and respected.

Has equal opportunities to contribute and succeed.

Regardless of their background, identity, or characteristics.

Recognize and address systemic barriers that prevent participation

What Inclusivity is NOT

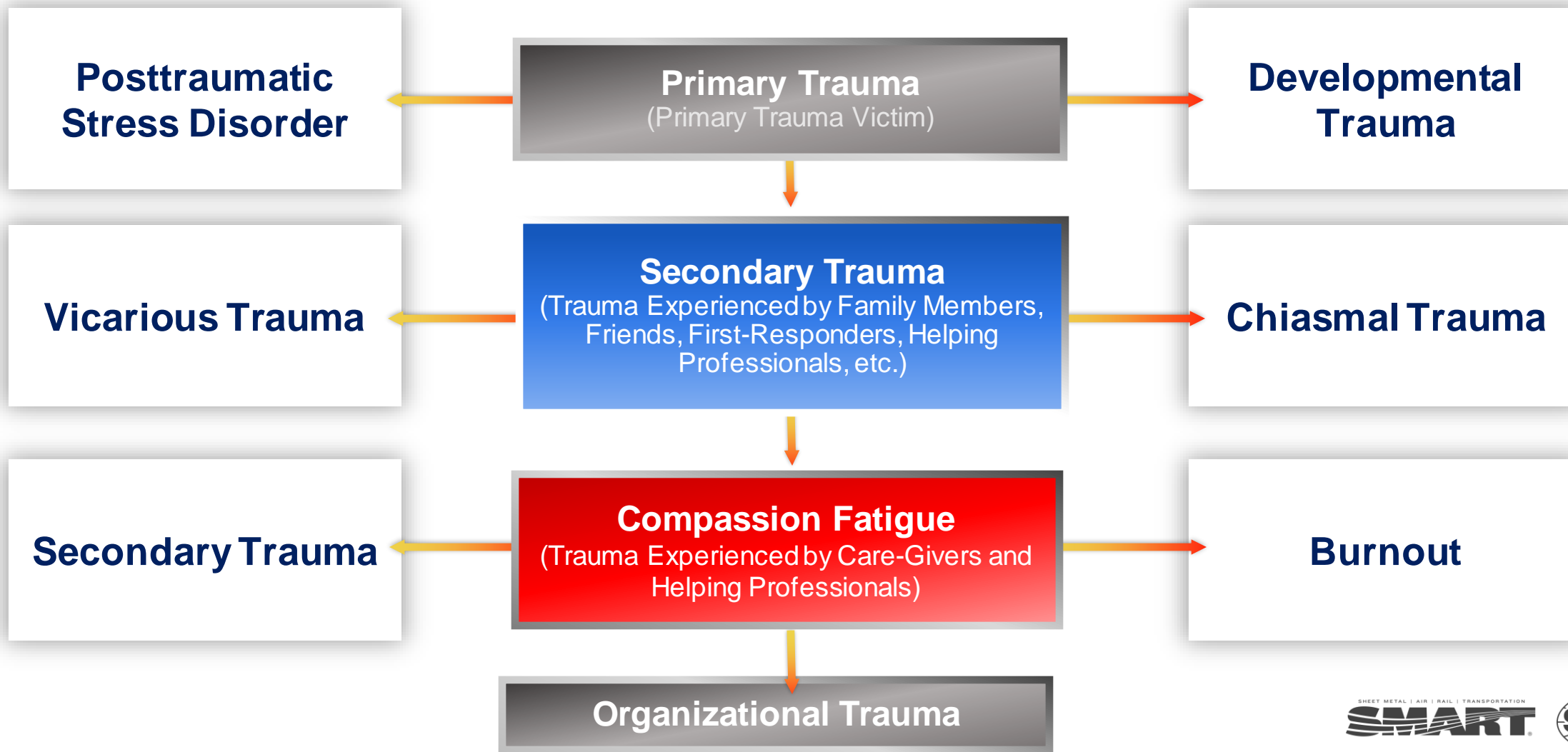
Ignoring or downplaying differences in the name of Unity

Discrimination based on race, gender, age, or other factors

Tokenizing or stereotyping individuals from marginalized groups

Failing to recognize and address how our biases and privileges may contribute to exclusion

Trauma-Informed Leadership Keeps Teams Mentally and Physically Healthy!



Trauma: What Causes It & What It Causes on Construction Worksites

What Causes Trauma

★ Workplace Accidents/Trauma

Injuries or Fatalities
Near-Miss Incidents
Collapse or Structural Failure
Equipment Malfunctions
Failed Safety Measures

★ Relational Trauma

Hazing and Bullying
Discrimination: Race & Gender
Violence or Threats of Violence

What Trauma Causes

*Addiction: Substance
& Process*

*Avoids asking for
help or advice*

Absenteeism/Tardiness

Mood Swings

*Decreased Productivity,
Poor Concentration,
Mistakes*

*Physical Symptoms,
Gastro Issues, Stress
Illnesses*

*Difficulty Trusting,
Withdrawal from Social
Interactions*

Anxiety & Panic

Workplace Bullying A Major Source of Employee Trauma

Bullying Takes Place When:

A person is repeatedly treated in a nasty or degrading way and finds it difficult to defend themselves against this behavior.

(Ortega, Hogh, Pejtersen, & Olson, 2009)

Can result from mistreatment by peers or supervisors.

Verbal abuse, intimidation, persistent criticism, overt threats, excluding or isolating the person, spreading gossip, micromanaging, excessive monitoring, unfair assignments, discrimination, etc.



Trauma: What Causes It & What It Causes on Construction Worksites

Impact on Employee Physical and Mental Health

Physical Symptoms: headaches, stomach aches, sleep disturbances

Mental Health issues: depression, anxiety, low self-esteem

Decreased productivity: difficulty concentrating and focus, mistakes

Distrust and Social Avoidance

Costs For Employers

Increased Employee Turnover

Absenteeism

Higher utilization of Workers Comp and Healthcare Benefits

Decreased productivity

Medical Costs

Legal Costs

Decreased employee morale, toxic workplace

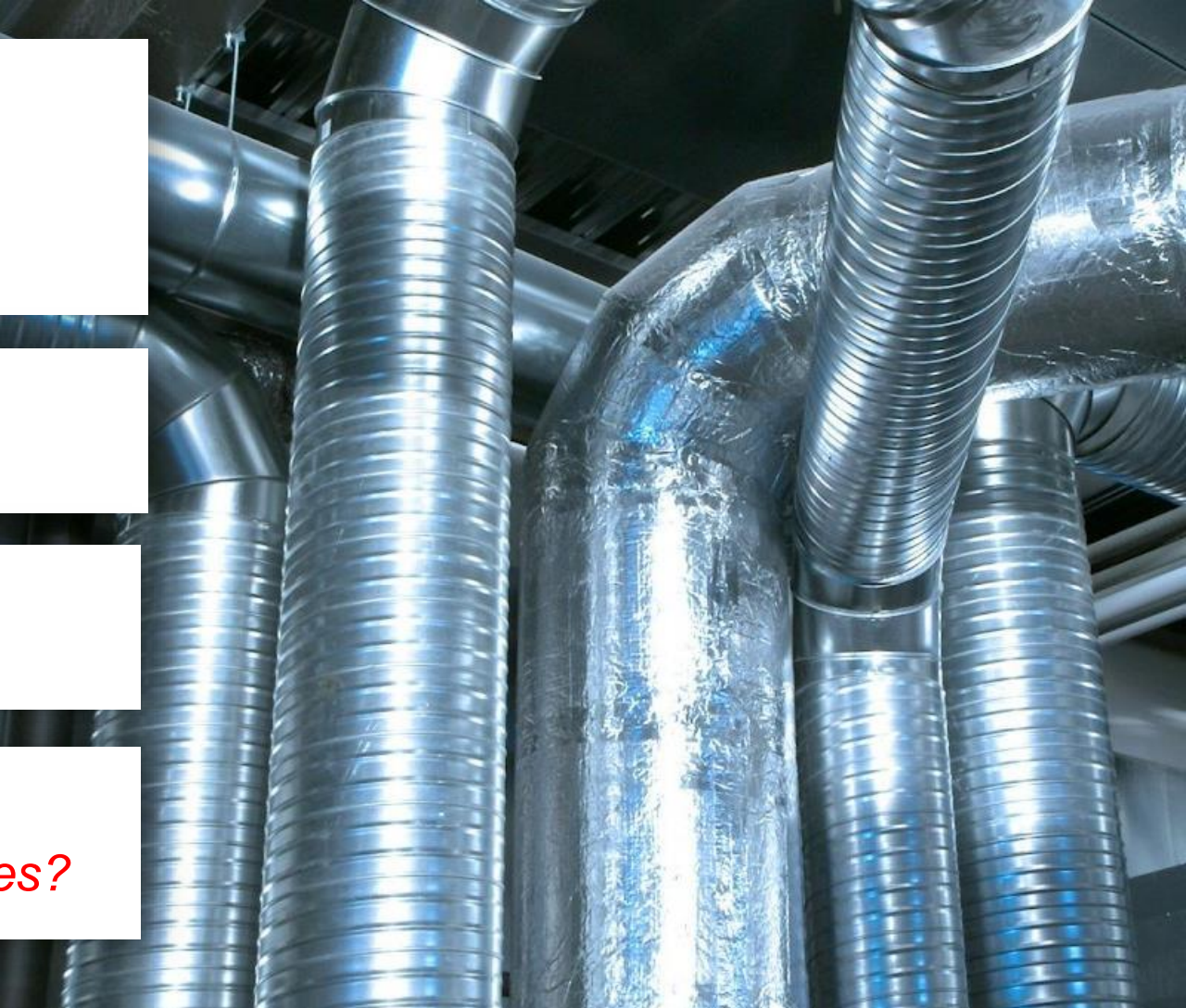
Workplace Bullying and Employee Trauma

Established work teams, where members have worked together, are **MORE** likely to engage in hazing and bullying.

Team procedures, routines, and culture are established.

New members are more often victims of hazing and bullying.

How do we create “Allies” who will speak up and defend hazing/bullying victims on job sites?



How to Prevent Hazing and Bullying

LEAD

*Establish a **zero-tolerance policy***

Lead by example and model respectful behavior to all employees.

*Promote a positive work culture that **values respect, diversity, and inclusion.***

Provide training to all employees on how to recognize and prevent bullying

MANAGE

Encourage open communication

Take every complaint seriously and investigate them promptly

Hold bullies accountable for their actions. Impose discipline appropriately.

Provide support for victims of bullying; ensure they are no longer bullied.

ENSURE

Monitor the workplace for signs of bullying. Take action for prevention.

Regularly review and update anti-bullying policies. they are no longer bullied.

Facilitating Honest Communication

***Trust and respect** among colleagues, employees, and management*

***Effective conflict resolution** strategies*

***Open and transparent communication**
(Verbal & Non-Verbal)*

*Provide regular **feedback and constructive criticism***

*Hold conversations in locations **where employees feel safe***

Emotional Intelligence and regulation.

***Active listening** (listen to understand, not build rebuttal)*

***Cultural awareness and sensitivity** to diverse backgrounds*

Compassion Fatigue is the Cost for Managers and Supervisors

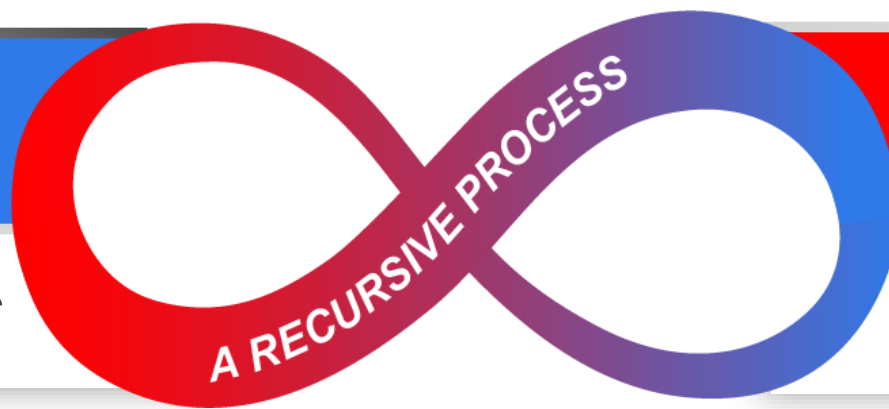
A state of physical, emotional, and mental exhaustion resulting from prolonged exposure to providing care and support to people who are experiencing trauma or suffering.

Compassion Fatigue

Increased Experience of Burnout and Exhaustion, Increases Risk of Secondary Trauma.

Burnout

Organizational Stressors



Secondary Trauma

Operational Stressors

Increased Experience of Secondary Trauma, Increased Risk of Stress, Burnout and Exhaustion

Symptoms of Compassion Fatigue

Persistent Thoughts and Emotions About Work
(when not working)

Unexplained Emotional Changes
(frustration, sarcasm, and anger)

Inability to Leave Work, Working More Hours

Taking Out Work Frustrations
(on partner, children, family & friends)

Disillusionment
("I'm not doing as a good job as I thought I would!")

Increasing Self-Medication
(increase drinking, exercise, food, etc.)

Physical and Emotional Exhaustion

Isolating in Solitary Hours
(television, social media, gaming, etc.)

Stress-Related Illness
(headaches, digestive problems, muscle tension, sleep issues, Irritability, depression)

How Does Compassion Fatigue Impact Leader Effectiveness?

Vision & Purpose

Emotional Intelligence

Personal Values

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Preventing Compassion Fatigue



**The Four Steps
to Wellness**
(Mathieu, 2012)

Examples of Healthy Self-Care Activities

From Saakvitne and Pearlman (1996) *Transforming the Pain: A workbook on Vicarious Traumatization*

Physical Self-Care:

- Take time to reflect
- Write in a journal
- Get personal therapy
- Decrease life stress
- Be curious, Try new things

Spiritual Self-Care:

- Find a spiritual connection or community
- Be open to inspiration
- Be open to not knowing
- Meditate
- Pray

Miscellaneous:

- Spending time outdoors, hiking, fishing, skiing, running, cycling, golf
- Mindfulness Meditation
- Resourcing
- Gardening
- Music
- Hobbies
- Asking for help
- Watch feel-good movies
- Boating
- Riding motorcycles
- Arts and Crafts, painting, etc.

Psychological Self-Care:

- Eat Healthily
- Exercise
- Get a massage
- Get medical care when sick
- Take time to be sexual
- Get enough sleep
- Take a vacation

Relationship Care:

- Seek out comforting activities with the important people in your life
- Allow the important people in your life to really get to know you.
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Conclusion

**By Fostering a Culture of Inclusivity,
Addressing Workplace Trauma,
Actively Preventing Bullying,
Preventing and Addressing Compassion Fatigue,
We Can Create an Environment Where Every
Employee And the Business Can Thrive.**

*The Industry's Strength Lies In Both The Technical
Expertise And The Well-being Of The Remarkable
Individuals Who Shape It.*

Thank You!



Thank You for Attending!

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