THE PSYCHOLOGY OF CHRONIC WAIN IN PERSONS WITH TRAUMATIC & NOW TRAUMATIC BRAIN INJURY

John K. Kreymer, Psy.D., ABPP Mercy Health

March 3, 2018

My Background

- M.S. Clinical Psychopharmacology M.S. Psychometrics Psy.D. Clinical Psychology with Emphasis in Neuropsychology Licensed Psychologist Missouri, Louisiana, and Arkansas
- Board Certified Clinical Health Psychology (ABPP)
- Fellow of the American Academy of Clinical Health Psychology (FACHP) Registrant National Register of Health Service Psychologists (NRHSPP)
- Missouri Psychological Association Integrated Care and
- Previous Board Member Missouri Brain Injury Association
 Research MMPI-2RF and new MMPI-3/Chronic Pain and Spinal Cord Stimulators/Spine Surgery Outcomes

Some of the Conditions I Assess and Treat

Depression Anxiety ADHD Brain Injury (degree of impairment; Impulsivity/Speech and memory retraining) ~ neurofeedback

Behavioral Medication Tapers (with medical management in place)

Presurgical Evaluations/Prognosis for Surgery

Chronic Pain Fibromyalgia Migraine/Tension HA Neuropathy (various kinds) CRP5/RSD Trigeminal Neuralgia IBS

Risk Assessment (Violence and Psychosexual Risk)

Medication Risk/Medication Compliance

Relevant Disclosures



Outline

- PART I Understanding Chronic Pain
- Types of Pain and Development of the Pain Syndrome
 Relationship between Chronic Pain and Traumatic Brain Injury
 Psychological Factors impacting Pain and Brain Injury
- DepressionAnxiety

Outline

- Part II Psychological Evaluation of Chronic

 - Catastrophizing
 Anxiety
 Depression
 Somatization and Conversion

 - Case Studies

Outline

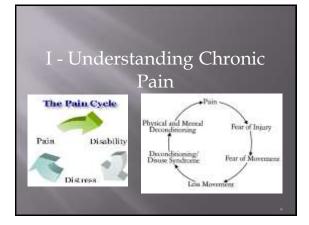
- - PharmacologicalBehavioralNutritional

Outline

- Part IV Dealing with Change and Adjustment

 - Stages of ChangeResistance

 - Resilience
 - AcceptanceConflict



3

Basic Types of [Physical] Pain • Acute vs. Chronic Pain • Cutaneous = skin-based, [usually] short in duration • Cutaneous = skin-based, [usually] • Cu

- Somatic = ligaments, tendons, bones, (muscular) not "nerve" like neuropathic localized Visceral = internal (organs), more severe and dull in ache than other types of pain, can be difficult to localize
- Iocalize Neuropathic = injury or pathology to nerve tissue can be seen, but may see no direct cause for pain but pain is perceived by the brain; affects sensory or motor neurons in the peripheral nervous system
- For Further Reading: www.continuingedcourses.net/active/courses/course 016.php

How Chronic Pain Syndromes Develop: Overview

- Development of a chronic pain syndrome appears to reflect a *failure to adapt* (Epping-Jordan et al., 1998). Pain symptoms do not have to grow worse (although they may be *perceived* that way). Instead, the <u>individual cannot cope</u> with the unimproved symptoms.
- Presence of factors that interfere with adaptation (e.g., depression; kinesiophobia; inactivity; relationship problems) may promote the development of pain syndromes.
- Neurological injury may contribute

Treatment of Chronic Pain Syndromes: Overview

- The presence of a chronic pain syndrome strongly suggests that medical interventions alone (including surgery) and alone *not be very effective*. Therefore, accurately diagnosing the physical and psychological condition is critical to effective treatment. The most effective treatments incorporate both
- onents provided by an interdisciplinary team (medical, psychological, physical therapy).
- **Barly treatment** of pain syndromes may improve employment-related outcomes, but even those with longstanding syndromes generally improve dramatically (Epping-Jordan et al., 1998).

Developing a Chronic Pain Syndrome

- Likelihood of developing a Chronic Pain Syndrome is *arrelated* to pain intensity (Epping-Jordan et al., 1998; Klapow et al.,
- **Karchological variables** (e.g., depression; somatic focus) and *self-perceived disability* consistently have been found to be the most accurate predictors of subsequent pain syndrome development (Gatchel et al., 1995).

The Relationship Between Chronic Pain and Traumatic Brain Injury

Pain and Traumatic Brain Injury

- Spasticity
 Deep Vein Thrombosis
 GI difficulties
 Orthopedic Disorders
 Musculoskeletal dysfunction
 Other medical issues

- Anxiety is possibleImpulsivity is possible
- Memory/Concentration changes possible
 Altered processing speed/cognitive changes

- Awareness or willingness to recognize possible
 Lifestyle/Relationship

Chronic Pain Syndrome Symptoms

- Reduced activity* Impaired sleep*
- Depression
- Anxiety/PTSD* Suicidal ideation*
- Social withdrawal*
- Irritability and Fatigue*
- Strong somatic focus*
- Memory and cognitive impairment*
- Family Complications* Less interest in sex (or too much? agitation)*

*Carryover among depression, anxiety, TBI

- Relationship problems*
- Pain behaviors*
- Helplessness*
- Hopelessness* Alcohol abuse*
- Medication abuse*
- Guilt*
- Anxiety (phobia/general)
- Loss of employment*
- Kinesiophobia*
- Impulsivity (TBI)*

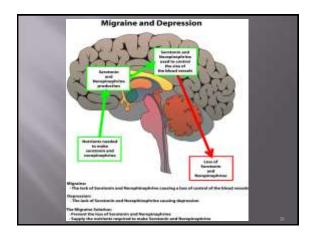
- Pain/TBI Considerations
 Chronic Pain and Brain Injury are not necessarily exclusive, independent factors
 Often function in an interactive manner that results in increased symptom intensity associated with increase in each respective condition (e.g., increased pain and increased neurological condition/symptoms, respectively)
 Poorly managed pain can act as a trigger for behavioral/emotional conditions (resilessness/agitation) for which TBI patients may already be at risk
 Pain has been shown to affect quality of cognitive abilities (e.g., memory, concentration, processing speed)
 TBI may make patients more vulnerable to the side effects of medications in several different classes
 Need to help patients maintain consistency/follow-through on treatment plans address things in writing, use of calendars, notes, compensatory measures

Depression and Chronic Pain

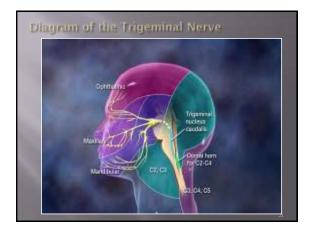
- RATE of depression about 3-4 times higher among those with chronic pain than in the general population (Sullivan et al., 1992).
- Depression repeatedly found to be one of the best predictors of pain intensity and pain-related impairment (Keefe et al., 1986; Leino & Magni, 1993).
- COURSE: Risk highest within 2 years following pain onset (Turner & Romano, 1984; Love, 1987).
- CAUSE OR EFFECT? Depression → Pain or Pain → Depression... Contradictory results thus far. e.g., Atkinson et al. (1991), Dworkin et al., 1992, Gamsa, 1990, Leino & Magni (1993), Zelman et al., 1991.













Anxiety and Chronic Pain

- Less well studied than depression.
- RATE: Lifetime and point prevalence is higher for chronic LBP patients than for the general medical population (Atkinson et al., 1991). CAUSE OR EFFECT: Unclear. As likely to predate pain as to develop following pain onset.
- Appears to exacerbate pain, and in some cases

(spasticity may relate to increases in tension/pain experience)

Anger and Chronic Pain

- Some chronic pain patients (especially low back pain patients) have anger issues – this can promote psychophysiological tension/arousal
- However, anger levels are no higher for individuals with CLBP than for the general
- When anger *is* present, it may exacerbate depression (Wade et al., 1990), intensify pain (Kerns et al., 1991), and increase emotional distress (Clark, 1991).
- Brain injury can induce emotional changes/lability.

FBI and Pain Reports

- Hospital Pain Reports/TBI (Hoffman et al,
 - At 1 year post injury 72.6% of brain injured patients complained of some type of pain

 - 25.4% reported moderate to severe pain
 - Risk Factors for continued/higher pain reports:
 - Female gender, lower functional status, and depression led to increased pain severity reports
 This does not mean that males do not have pain!

FBI Pain Reporting

- Uomoto and Esselman (1993) reported that 95% of mild TBI patients and 22% of patients with moderate to severe TBI reported "some kind" of pain problem
- Patients with TBI (no matter the TBI severity) were 2.5x more likely than non-TBI/neurologic patients to report some kind of pain complaint

Spasticity

- Joint contracture (may be seen more in males?) -painful positioning and resistance to stretching for some patients
 May result in some resistance to physical examination (painful to complete)
- Some patients (with more severe TBI) may not be able to communicate the level of pain (verbal
 - Provider/observer must be attuned to body language or more subtle pain behaviors to diagnose/understand patient's pain experience and communicate that to the health care provider in such situation(s)

Spasticity Interventions

- Massage may be attempted if it can be tolerated (and is medically indicated) Some research has found accupuncture to be beneficial for short term relief of chronic musculoskeletal conditions (Goddard, 2005; Fibromyalgia Targino et al, 2002).

- al, 2002). Neurofeedback has also been found to be helpful (multiple citations) More commonly used treatments medications (muscle relaxers or pain meds), denervation, intrathecal pain delivery, surgery, physical therapy Some use of electrical stimulation therapies has been utilized (hemiplegia and spasticity; Price et al, 2000; Turner-Stokes et al, 2002; Yu, 2004). Neurofeedback has been found to be helpful (Budzynski et. al, 2009)

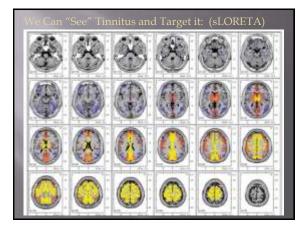
Spasticity and Neurofeedback

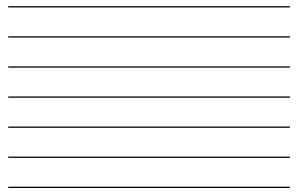
As an example, the Case 3 protocols were designed following the periphead worptions, such as for lege spontage, and gain, the electroday were placed over the central sensory motor area over the series at the Ca permine, the 10.38811 training was set for complex algorities modelity (CAMS) for the light munulation, in inhibit high levis frequency mere 2514; as 1600-eq0]. The effect was enhanced by using the electromising price is invalidation, convolutions, the inhibit hermic excess when the electronic were placed over the CSPC1 positions (where the mirror control projection of the hands is located on Petitekh's hommorphic, and the maning was designed to enhance 514 (SMR). 149 or SMR, 121–13142 (while Thera and Hilbers, were discurringed). The sensors done on BOSENT 1, monutural and recorded are Neutriciplements; and the changes in EEG presentation shown in Fig. 16.4A and 16.40.

639	participation and and and and and a service of the
8.6	
£92	

The Userlahmen of Quantitative and Neurotherapy in the Austr Treatment of Post Concession	eres (aces)	
manage line		
Image: Description of the second s	<text><text><text></text></text></text>	
and the second sec	Carlot International International	







TBI and Pain Location -Headaches

- Studies on this subject are limited regarding brain injury and where people experience chronic pain, however...
- \Rightarrow The Head

- ► The Head 50% to 75% of most "mild" TBI patients reporting headache(s) at severe pain levels (Yamaguchi et al. 1992; Couch et al. 2001; Uomoto et al. 1993, Lahz et al. 1996) Studies (albeit few have been done thus far) suggest that the more severe the TBI, the less severe the headache. Why is this? One hypothesis → Patients with more severe TBI may treated with paralytic agents (neuromuscular blocking causing anesthesia like effects) and best rest thus allowing for healing, whereas less seriously injured patients may continue to strain muscles/ligaments in neck/shoulders (in case of headaches for instance) thus promoting continued injury (Zasler et al, 1999; Martelli et al, 2004).



issues with Psychological Evaluation

What is Psychological Testing? Some Types/Categories of Tests What We Measure Treatment Planning Case Example

The Psychological Evaluation Why a psychological evaluation?

- Why a psychological evaluation?
 The overall goal evaluation is to identify as many influences on the patient's pain experience as possible and to target treatments accordingly. Referral for a psychological evaluation might be considered for any of a number of reasons:
 To round out a more complete evaluation of relevant factors influencing pain and associated symptoms (e.g., fatigue, sleep disturbances, cognitive processing problems, distressing emotional reactions).
 To identify psychological or behavioral processes (e.g., unhealthy pacing of activities, stress reactions) that might influence pain and associated symptoms (e.g., fatigue, sleep disturbances), cognitive, stress reactions) that might influence pain and reactions.
 To identify psychological or behavioral processes (e.g., unhealthy pacing of activities, stress reactions) that might influence pain and reactions of the provide diagnoses of psychological conditions amenable to treatment, some of which (such as depression or anxiety disorders) might actually be part of a negative cycle with pain.
 To identify problematic communication issues with health care providers.
 To help screen appropriate candidates for invasive/interventional proceedures such as implantable medication pumps, spinal cord stimulators, spinal injections, and others, and provide additional rehabilitation recommendations.
 *Oregon Health and Science University (2005)

What is Psychological Testing?

- Psychological testing is the use of [small] samples of behavior in order to infer larger generalizations about a given individual. The technical term(s) for psychological testing is psychometrics or psychometric testing.
- By samples of behavior, we mean observations of the individual over a limited amount of time performing tasks which have usually been prescribed beforehand, often with a great deal of research into the responses of members of a norm group.
- These responses are often compiled into statistical tables that allow the evaluator to compare the behavior of the individual being tested to the responses of the range of responses given by people in the norm group.
- A useful psychological measure must be both valid (actually tests what it claims to test) and reliable (does it consistently).

Reliability

a measure of the test's consistency. A useful test is consistent over time. As an analogy, think of a bathroom scale. If it gives you one weight the first time you step on it, and a different weight when you step on it a moment later, it is not reliable.

Reliability also can be a measure of a test's internal consistency. All of the items (questions) on a test should be measuring the same thing – from a statistical standpoint, the items should correlate with each other.

Good tests have reliability coefficients which range from a low of .65 to above .90 (the theoretical maximum is 1.00).

When used appropriately, psychological tests often have higher reliability and validity results than medical tests (per Meyer et. all, 2001)

Validity a measure of a test's usefulness. Scores on the test should be related to some other behavior, reflective of personality, ability, or interest. For instance, a person who scores high on an IQ test would be expected to do well in school or on jobs requiring intelligence.

A person who scores high on a scale of depression should be diagnosed as depressed by mental health professionals who assess him.

A validity coefficient reflects the degree to which such relationships exist. Most tests have validity coefficients (correlations) of up to .30 with 'real world' behavior. This is not a high correlation, and emphasizes the need to use tests in conjunction with other information.

Relatively low correlations mean that some people may score high on a scale of schizophrenia without being schizophrenic and some people may score high on an IQ test and yet not do well in school. Correlations as high as .50 are seen between IQ and academic performance (Pearson Assessments)

Handardization

Process of trying out the test on a group of people to see the scores which are typically obtained. In this way, any test taker can make sense of his or her score by comparing it to typical scores. This standardization provides a mean (average) and standard deviation (spread) relative to a certain group. When an individual takes the test, she can determine how far above or below the average her score is, relative to the normative group.

When evaluating a test, it is very important to determine how the normative group was selected. For instance, if everyone in the normative group took the test by logging into a website, you are probably being compared to a group which is very different from the general population.

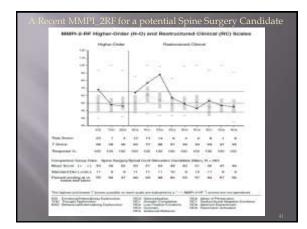
Standardization also references the fact that the same procedures and rules are applied to each person undergoing the same measure/assessment procedure.

Types of Psychological Tests

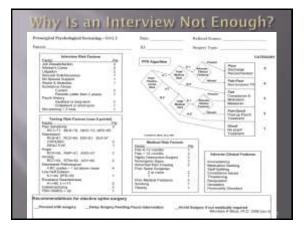
- Intellectual
- Personality/Character-Based
- Forensic
- Vocational
- Psychoeducational/Achievement

Some of the Tests Used at Pain Management

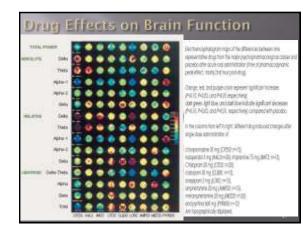
- (Crowney Matrower 1980) Pain Self Efficacy self control in presence of pain (Nicholas/1989) Pain Catastrophizing worst case thinking about pain (Sullivan et. 21005
- Injustice Experience Scale emotional distress with pain (Sullivan et.
- MMPI-2 and MMPI-2RF (and MMPI-3 in development): Objective self-report measure that assesses personality characteristics and pathological conditions affecting behavior
- Millon Behavioral Medicine Diagnostic (MBMD) Objective self-report measure assessing personality characteristics that affect health and coping abilities
- nce material obtained from Pearson Assessment's website











Medication Effects/Artifact(s)

Artifact -medications

Benzodiagepines, Berbiturates and Tranquilizers can significantly increase beta activity particularly beta over 20 H2. There may also be a slight decrease in alpha. They also increase sleep spindles (Fisch p 417).

Marijuana will increase alpha and you can easily see this the next day.

Some Antidepressants may decrease alpha activity. Tricyclics may produce generalized asynchronous slow waves and spike and wave discharges. Although they decrease alpha and also perhaps low beta they may increase high beta. They also increase sleep spindles.

Lithium use can result in generalized asynchronous slowing and some slowing of alpha. It may increase theta.

Phenothiazines, Haloperidol and Reuwelfia derivatives may slow alpha and produce asynchronous slow waves even at non toxic doses. There may also be increased synchrony.

Other Drugs -Street use

Drugs have major effects on brain neurotransmitter activity.

Cocame and Rithin, for example, are taken up by the basel ganglis (Amen, 3988 p 88), and enhance dopamine availability giving a high feeling. The cocaine 'reward' effect may be due to its stimulation of the ventral tagmental area (Bocarth, 1987).

Alcohol can increase beta (usually above 30 Hz) and decrease theipha and alpha. Stimulants can produce some increase in beta and possibly a decrease in theta. The theta decrease may, in part, be secondary due to increasing alertness. However, we usually see minimal if any effect in the children who are training for ADHD using NFB.

Coffeine & Nicotine will suppress alpha and theta. Withdrawal may result in an increase in alpha and theta frontally.

LSD & Cocaine both increase fast activity. LSD, however, will decrease alpha whereas Cocaine tends to increase it.

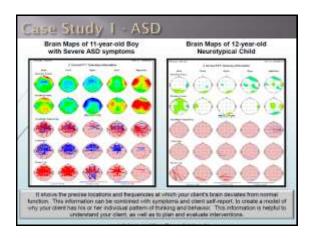
Phencyclidine (PCP) increases slow activity

Heroin and Morphine will increase slow alpha initially but this is followed by a decrease in alpha and an increase in theta and delta.

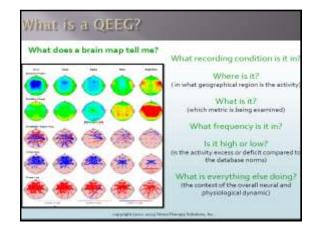
B.L. Jacobs, split. How Hallucinogenic Drugs Work: "American Scientist": 15:180-92.

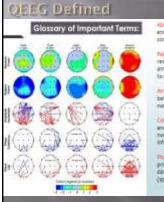
Family	Drugs	Purpose	EEG Impact
Neuroloptics	Hoblel, Protein, Thomas, Matteri	Solative	Increase delta, fisifa anal beta oborie 2010e and decrease alpha anil facto below 2010a.
Neurologiica	Secogari, Elsperdal, Cessione	Narsektine and astpoychetic medications	Eberman alpho and increase bets in general.
Amfelytia	Valkes, Helpins, Librars, Delesane	Articlety relief	Derrose siphs and Increase hots, sepacially 13-39-167 hets
Benoadlasspines	Valkos, Xaan, and Alives	Assisty, pack whit	Deprive sight and increase 2030 He beau
SSRIe	Pozza, Paul, and Zolot.	a class of artildopression used in the treatment of depression, analogy disculars, and some personility disorders.	Decreme is fronted alpha and a reliaf increase in 18- 25 life bets.
NEAD Inhibitum	Megian Pernits, Edupryi	Antideprotect	Tendescy to increase 23-28 Pitchesta while decreasing all other tracquescies
Tricyclic antidepressants	Teiriprotoline and Analotytyline	Darful in depended patients with incoments, methodeness, and netwomanas	Increase dohe and these orbits decreasing, siphs; increase bots 25 Hz and ay band

Family	Druga	Putpose	EEG Impact
Antiprychotics	Libban.	Used for the recomment of manifolioprositive (hipolar) and depressive dispodees	burnesses these, wildly decourses alpha and purposes loss
Amphataminas	Addewall, Vyvanen, and Droudstan	 a proop of drogs that at by Secretary levels of normplanyinities, secretarily, and dopartime in the levels 	Decrease skyw-ware activity and technice limit in the 32-26 He range
Marijaana	2 951 1959	Recoultonal	Increase formal low temparacy alpine, affects EEG for three days
Opialae	Optizel, Rodramorphone, inspracephone, heroiti, morphine, surycultum, Taliwite, solutue, metidanture, meperdine, keptercolone, Vezalia	Paix robat	Generate Jugit any details show alpha in the # Els stege
Barbilataies	Receivel, Bisseyfel Storball, Bisspartal (Susseyfel Storball, Brahambathisl, Arnykal, percharktal, Nacharal, moshodottal, Societal, Takasi, Planutachisl, Lanziasi, regissediati, Idabasi	Produce a visite spectrum of antrust survous system depresenter, from mike works in or come, and have from used as welations, hypototics, amethodics, and anticomethodics	harran lista at 25-35 Ha angthado
Cafinine		Romana alexana	fragments bets and degrages theory serves









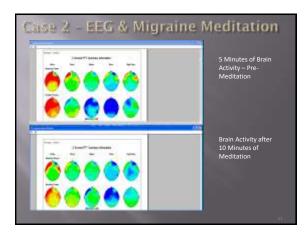
Absolute Power: measurement of raw energy output at each site during recording compared to normative patabase

Fidation Present: distribution of energy resources being utilized during recording among the frequencies messured compared to normative database

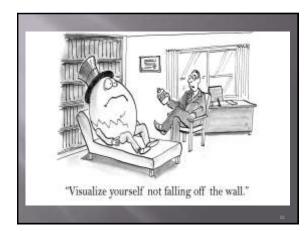
Amplitude Asymmetry: average difference between signals measured compared to normative database

Columnour variability of reural activation and delay between after compared to normative database (rate of shared information)

Processing siverage of the delay between processing sites compared to normative database (speed of shared information)







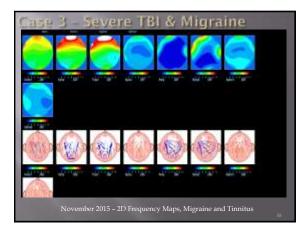
Meditation

A Wake Forest University study conducted by Fadel Zeidan in April 2011 took 15 healthy volunteers and performed <u>MRI scans</u> of their brains while inducing pain. In the four days that followed, a certified instructor taught the subjects mindfulness meditation (in which the patient is taught to focus on a sense/experience, often his or her breath, while accepting transient thoughts). On the fifth day, the researchers scanned the volunteers again, once while not meditating, and another time while meditating, with pain induced (heat probe) during both sessions. The study showed an <u>approximately 40 percent</u> reduction in pain intensity ratings during meditation reduction in pain intensity ratings during meditation when compared with non-meditation. (Many other studies document pain relief via meditation as well). The Effects of Brief Mindfulness Meditation Training on Experimentally Induced Pain. Fadel Zeldan, Nakia S. Gordon, Junaid Merchant, and Paula Goolkasian. The Journal of Pain (2009).

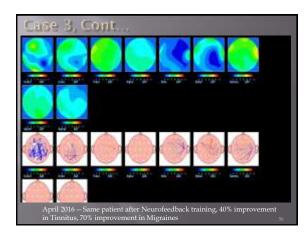
5 Immediate Meditation Benefits

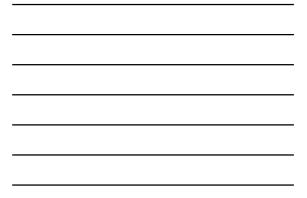
- Reduced Blood Pressure and Improved Immune Functioning
- Sharpened Mental Skills (e.g., Attention,
- Increased Serotonin levels (boost mood, reduce
- Meditation (20 mins/day) = Improved Sleep
- More Mediation = Less Stress and Better Cardiovascular Functioning

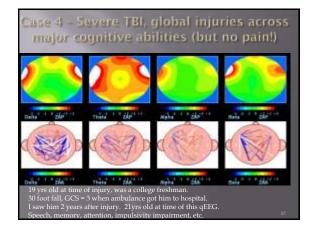
Source: WebMD, HearthMath.com (relates to



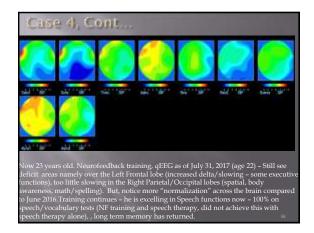




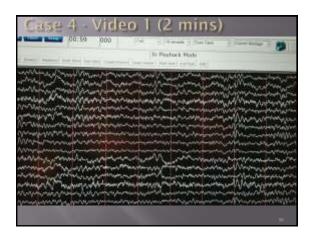








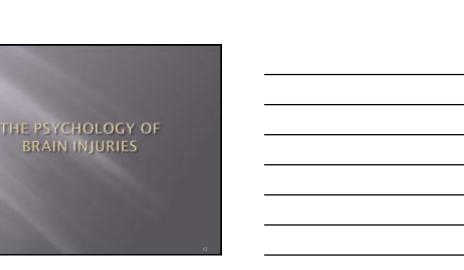




-	Fires	desire.	and it					-	-	_			_	_	_	_	_	_	
1.1	59333	10000	02222	22523	\$2223	20202	20004	22224		20022	sesès	\$2552	82852	écéta	÷2222	\$\$\$0=	10000	saate	a séca
-	-	001.A	98 II		-	-	_	-		_	_	_	_	-		_		-	-
-	20000	22222	22220	22223	2222	22223	P2222	F2222	12222	22222	22222	22222	2222	82222	22223	2000	10000	22222	62223
-		V. Apr	12		_	_					-	_	_	-	_				-
	. 44	10	a	10		07				. 16	M	95	. 19			TH.	11		1
2	2		(80). 4	е Ц.	and the	P-LTD	-	Ball Pa	NUM	PAL PA	PALICE	-	Pe1/20	Page 1	Percent	PECTS	ALCO	No.	-
	2525	2222	2222	Since a	2522	1222	2003	2222	10	2222	1223	2222	1012	acces.	SECE	1111	2522	1212	reerg
				-	-	-	ra ne	-	10.04	-	1940	-	-	-	19/0	in the second	-	ctree	LQ1



Case 4 – Video 3 (5 mins)



Finings to Watch For... (c/o ties feaded, end - instan request)

- Agnosia impairment in recognition not based in sensory or motor impairment
- Anosognosia lack of knowledge about a deficit, loss of recognition – L. hemiplegia example
- Denial of Illness implies psychological mechanism of blocking awareness
- Insight multidimensional mechanism that permits understanding of deficits
- Anosodiaphoria indifference, absence of concern regarding acknowledged deficit
- Anhedonia lack of pleasure/interest (sign of depression)

Injuries and Behavior

Frontal Lobe - Limbic: In this case - lesions cause damage to the connections between the frontal cortex and the limbic (emotional) and reticular systems (activating).

Behavior Injury(ies) thus affect executive functions leading to dysregulation and disruption on in managed behaviors; disinhibition, changes in affect and impaired awareness to self-regulate and monitor.

- EXECUTIVE ABILITTES: * Self Awareness most complex * Planning, Prediction & Judgment * Initiation, Sequencing & Organization * Self monitoring & Correction * Embotional regulation * Behavioral control * Problem solving

TBI and Mood/Recovery

- depression Deficit-focused personality style
- However, in some outcome studies, underestimators and accurate estimators both
- Impaired awareness is associated with apathy, poorer emotional adjustment, diminished motivation, lack of emotional distress, and lower generalizability of skills outside of the therapy/rehabilitation session

How to Treat TBI/Emotions

- Focus on exploring meaning of losses and impairments, accurately recognize new strengths and weaknesses and develop coping skills

- Plack of access of ability to understand
 Neuropsychological difficulty gleaning implications
 Emotional pain and denial
 Group and individual therapy
 Performing activities, review of work and progress, continually monitor readiness.

Fleming and Ownsworth (2006)

- tructured Experiences Focuses on task knowledge, self knowledge and beliefs (metacognition) And... situational awareness during task performance (on-line awareness) Uses guided mastery experiences that allow for self-monitoring and self-evaluation Anticipatory training (examine obstacles and strategies); self-prediction training (difficulty, speed and accuracy); time monitoring; self-checking; self- evaluation; self-questioning; role reversal are all tools used

- Direct Feedback Best for impaired awareness due to impairment of cognition as opposed to psychological denial (resistance and high emotional arousal to feedback) or neurological basis (passive response and indifference to feedback). Feedback can be via individual, small group, videotape or audiotape methods Subcomponent of other holistic approaches

 - - ormats Educational board games used as therapeutic tools Non-threatening and exploratory Knowledge may improve, but not necessarily increased accuracy of self-appraisal
- Support Groups

 Psychoeducational programs in nature
 Benefit from peer feedback
 Opportunity to practice skills
 Included within comprehensive treatment packages

- Behavioral Interventions
 Increase or decrease target behaviors and develop skills collaboratively with individual
 Self awareness may not be relevant or necessary for certain rehabilitation and functional gains to occur
 Behavioral/functional status may improve without gains in awareness
 Use learning principles and habit formation for compensatory techniques

- Low to high confrontation approaches (also a dynamic with adult interventions) Serious or excess confrontation may result in increased anger or denial

- - her (Adult or Children) Denial of illness may be adaptive Externalized coping style Breakdown of cognitive or sensory systems Integrated frontal system of self-awareness, self-reflectiveness and self-monitoring not functioning effectively May be able to analyze other's behavior more accurately than own behavior May be more accurate for concrete (physical) than abstract (psychosocial) judgments

- Hendache Interventions

 Medications (prophylactic, prn/episodic)
- Psychological Treatment (CBT)

- Biofeedback Neurofeedback
- Relaxation Therapies
- VNS Just FDA approved

"The time to relax is when you don't have time for it" – Sydney J. Harris (journalist)

- Medications Types for Migraine
 Some Medication Types
 Pain Killers (Opiate vs. Non-Opiate/NSAIDs)
 Triptans (Abortive; Imitrex, Relpax, etc.)
 Anti-Epileptics (seizure drugs that help with migraines Neurontin, Topamax, Depakote, etc.)
 Cardiovascular Drugs (regulate blood pressure, cardiac function Inderal, Verapamil, etc.)
 Serontonin Agonists aka Antidepressants (alter levels of Serotonin in the brain)
 Freots

 - Ergots
 Alternatives (e.g., herbs Feverfew)
- Medication Protocols Prophylactic (Everyday Preventative)
 - Abortive (Acute Headache, take when present)

The Triptan Medications

- The Triptans appear to work by stimulation of 5-HT1B and 5-HT1D receptors. During a migraine attack, the trigemino-vascular system is activated, particularly peripheral blood vessels and the trigeminal nerve. This nerve communicates peripherally with these blood vessels and centrally with the trigeminal nuclei.
- The important receptors are serotonergic, as the blood vessel is driven by the 5-HT1B and the trigeminal nerve by the 5-HT1D subtypes at both ends.
- Medications in this class include: sumatriptan (Imigran® or Imitrex®), zolmitriptan (Zomig®), naratriptan (Naramig ® or Amerge®) and rizatriptan (Maxalt®). All these drugs are used for migraine headache treatment in clinical practice but the mainstay is still sumatriptan. Three relatiely new triptan medications have arrived, and they include eletriptan (Relpax), frovatriptan (Frova), and almotriptan (Axert).
- Imitrex is the most prescribed migraine medication in the U.S.

Ergotamine Medications

- Ergotamine: The use of ergotamine has been almost completely superseded by the triptans because of its potential to cause acute side effects, such as nausea, abdominal pains and cramps, and also because of its relatively low efficacy, particularly in the oral formulation. Patients who are currently using ergotamine for migraine headache treatment on an infrequent basis and who find it efficacious without side effects would appear to be using the drug optimally and do not necessarily require a change in therapy.
- The most worrying aspect would be the possibility of increasing use of ergotamine leading to ergotism, a form of chronic daily headache. In this circumstance, the patient should be referred for further assessment/treatment.
- Ergots = vasoconstriction, prolonged use/higher doses may see rebound headache

Cardiovascular & Anti-Epileptic Medications

Beta-blockers: This class of drug is the most commonly used world wide for migraine prophylaxis. Beta-blockers are contrained on the prophylaxis and the set of the set of contrained the prophylaxis and the set of the set of the metaproloi and timoloi areal used, although programoloi is the most commonly prescribed. Approach for migraine headache treatment is to start with a low does (10mg bd), building up gradually. Inderal LA 160mg or Half-Inderal LA 80mg is commonly used, but the larger daily does does confer the problem of additional side effects. One analysis of propranolo reported that, on average, there was a 44 per cent reduction in the frequency, duration and intensity of migraine attacks.



migraine attacts. The calcium channel blockers vary in efficacy against migraine. Flunarizine is reported to be effective. The evidence for nimodipine, nifedipine, and verapamil is difficult to interpret, and all have the potential for adverse

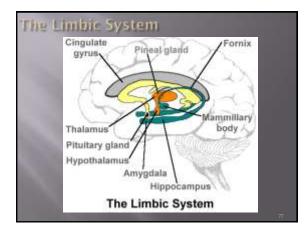
events. Anti-epileptics: Of the anticonvulsant drugs, divalproex sodium and sodium valproate are effective but have freque side effects, including nauses, alopecta, it remor, weight gain and sleepines, as well as potentially serious comparilal, ability or other superant serious on an interactive series ability or other superant series one wall the bootshed on the weight loss, but the studies were complicated by high dropout rates.

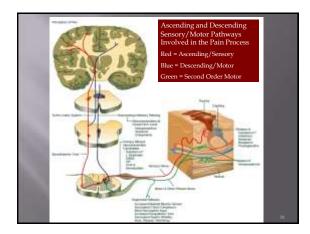


Behavioral and Emotional Factors Related to TBI

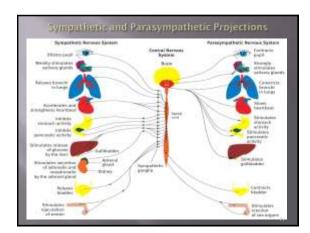
- Mood/Anxiety Disorders occur frequently in chronic pain patients and those with TBI
- Mood/Anxiety can impact on cognitive abilities and pain experiences
- Pain and TBI effects can create a "feedback loop" (Sherman et al, 2006) promoting further disability, discomfort, and cognitive decline

A Brief Primer on Pain Related Nervous System Functions

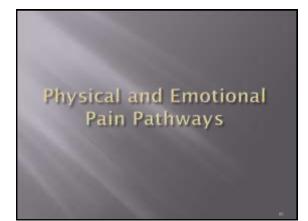






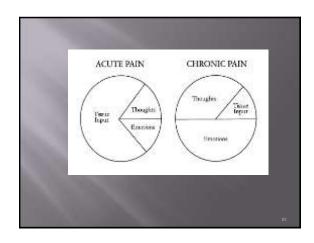




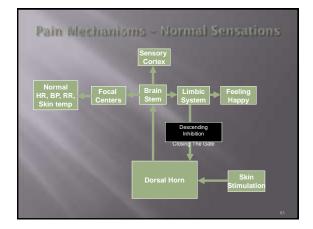


The Gate Control Theory

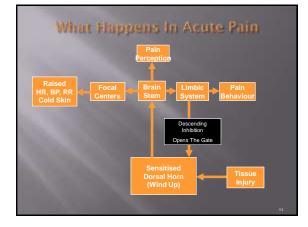
- Proposed by Melzack and Wall (1965)
 The Gate Theory purports to account for the clinically recognized importance of the <u>mind</u> and brain in pain perception (noting Beecher)
 Tries to account for influence of mental as well as physical aspects of pain perception
 Focus on the Nervous System and Cognition/Emotional State
 Central (Brain and Spinal Cord)
 Peripheral (nerves that branch out to body components ...organs, tissue, lumbar roots, etc.)







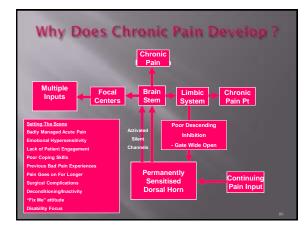














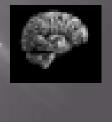
Central Nervous System "Gates"

- The Spinal Cord and Pain Pain messages travel along the peripheral nervous system until they reach the spinal cord. The gate control theory proposes that there are "gates" on the bundle of nerve fibers in the spinal cord between the peripheral nerves and the brain. These spinal nerve gates control the flow of pain messages from the peripheral nerves to the brain.

- Depending on how the gate processes the signal, the message can be handled in any of the following ways:
 Allowed to pass directly to the brain
 Altered prior to being forwarded to the brain (for instance, influenced by expectations)
 Prevented from reaching the brain (for instance, by hypnosis-induced anesthesia)

The Role of the Brain

- Standard the second standard s



Pain and Mindset

- The brain also controls pain messages by attaching meaning to the personal and social context in which the pain is experienced. This occurs in the <u>cortex</u>. As per Beecher, soldiers who are wounded in combat may display much less pain than similarly wounded civilians involved in accidents. The mean attached to the situation seems to be the important difference.
- Henry Beecher, MD (1956, 1960) mindset, placebos – (war experiences WWII, surgeon, studied the placebo effect)

How to Affect the Gates?

- Pain signals can be of different types (slow or fast), can travel along different pathways in the brain, and can be influenced by such things as endorphins in the brain stem. But even with all of that, the human pain system is still more elegant. The brain can send signals down the spinal cord (motor signals) to open and close the nerve gates.
- In times of anxiety or stress, descending messages from the brain may actually amplify the pain signal at the Alternatively, impulses from the brain can "close" the nerve gate, preventing the pain signal from reaching the brain and being experienced as pain.

Some Factors That Open Gates

- Sensory factors, such as injury, inactivity, longterm narcotic use, poor body mechanics, and poor pacing of activities
- Cognitive factors, such as focusing on the chronic pain, having no outside interests or distractions, worrying about the pain, and other negative thoughts
- Emotional factors, such as depression, anger, anxiety, stress, frustration, hopelessness, and helplessness.

Some Factors That Close Gates

- Sensory factors, such as increasing activities, shortterm use of pain medication, relaxation training and meditation.
- Cognitive factors, including outside interests, thoughts that help the patient cope with the pain, and distracting oneself from the chronic pain.
- Emotional factors, such as having a positive attitude, overcoming depression, feeling reassured that the pain is not harmful, taking control of one's chronic pain and life, and stress management.

Fatigue, Sleep, and TBI

- Fatigue and sleep problems can persist with TBI whether pain is present or not
- Fatigue and sleep can degrade coping and healing ability
- Sleep hygiene techniques can benefit sleep but may also see eventual improvement with pain due to sleep's ability to help with body healing, improved cognitive impact, and improvement on mood (Brewer el al, 2006)



Pain Treatments

- Medical/Surgical (multiple types) Pharmacological (multiple types) Psychological (talk therapy, biofeedback, relaxation, etc.) -- Neurofeedback Physical Therapy (stabilization, manipulation, mobility, strengthening, etc.)
- Massage/Vibratory Accupunture Yoga Music

Omega Three Fatty Acids

- According to emerging science and clinical experience, aggressive intake of omega-3 fatty acids (n-3FA) seems to be beneficial to TBI, patients. This research is presented in Concussions, Traumatic Brain Injury, and the Innovative Use of Omega-3s, a review article from the Journal of the American College of Nutrition, official publication of the American College of Nutrition.
- Omega Three Video

Freatment Strategies

- Must take into account multiple factors including other types of pain, cognitive deficits, sleep problems, anxiety/mood issues, stress
- Sometimes may be able to identify treatments that can address multiple problems simultaneously (e.g., relaxation can target pain and anxiety)
- Offer clear, direct treatment instructions
- Multidisciplinary approach is ideal when it comes to pain issues (tends to maximize functional outcomes, promotes communication)

Non-Medication Treatments for Headache and Chronic Pain



- Dietary modification Exercise Education Social Support Improve your sleep Reduce your stress Keep your emotions in check Massage Acupuncture Hypnosis/Relaxation Chiropractic Aromatherapy Psychotherapy (CBT has the most support) Biofeedback/Neurofeedback Meditation

Biofeedback

- Biofeedback is the process of bringing involuntary physiological functions under voluntary control. Finger temperature, for instance, is a reflection of the body's level of vigilance.
- Biofeedback trains the nervous system to shut out excessive stimulation. Through biofeedback and refavation, the individual steps back from daily concerns and focuses on returning the body to homeostasis through [for example] calming, relaxing music, visualization, and slow diaphragmatic breathing.





Types of Biofeedback

- Electromyographic (EMG) muscle tension/various

- Heart Rate/HRV cardiovascular training, vagal
- Electroencephalograph brain waves
- Photoplethysmograph blood flow volume related to HRV
- Capnometer CO2/breathing training
- Pneumograph breathing training
- Hemoencephalography another form of blood flow training

Neurofeedback (subset of qEEG)

- Use of the EEG (electroencephalogram) to measure target brain
- Waves Use computer feedback to train the brain to function in a more adaptive and effective brain wave state Research suggests anywhere from 15 to 40 sessions of treatment to bring about effective migraine management Walker Study (2011) Headache, average of 24 sessions (qEEG guided for migraine relief) in practice, usually much shorter

- The strangeness of star land and a same delerance and the star 4
- al har of the west through and show hard a stand of showing a strategy and the result .
- And Manufactures and Second and about his part of the second second second second second second second second s Ū.
- * where all we apply the short of the state of a second stranger of the second state and

CRANEGRAL	Local and a local data of the	and the second second
man and a fight that the	Provide and Address to be setting	ALC: NOT THE OWNER.
	the set of the set of the set of the set	and the
THE REAL PROPERTY OF A DESCRIPTION OF A	tracementation and and	1805010

qEEG Profile	Description of Pattern	Medication	Neurofeedback
Diffuse alow activity, with or without law bequetcy alphs.	tronosed only and beta (1.7 Hz) with or without dow posterior dominant dights	Dirulas,	Vehibit codive frontscentral activity below 10 Hz., add www.ct anertic-beta Vequencies for increased effect
Foui abrorrailles. sztepiegtitum.	Focal draw activity or track lack of activity.	Bindet	White size activity (+10 Hz) an evenus taplar trappingers (+12 Hz)
Missil holand alley	Permanel activity below if Har, back of Aprile, increased bela hisparety activity	Continue accoss classes, a g. structure - artitories/surf?	Phill she fequencies, weath rickle fequencies, Reeast SMP;
Ferrital labe disturbances	Frontally cleminant excess shafe or ilights frequency activity	Arkbepressen, stimulart	Introduce to the second of with the second of the second of which is a second of the
Fortal asymmetries	Vacable saymently LSR or Bulg proving at F3, F4,	Articlegressant	Reward Földete, whibit Fill these and alpha tensuencies.



OFERA Provide	Description of Pattern	Modeation	Neuroheadbach
Example temporal lidee sights	located sight activity personned in temporal later	Strutert Tab	Units + 12 Hz activity over minant frame lines Protonal, -
Epiliptiken	Transiest operawow, sharp weree, persystead 550	Anticonvoluant	Inhibit low and righ becauncies over affected regions, careful align training, reveard SDP,
Fasher alpha violanti, nd loa vollage	Alpha frequency greater than 12 Hz over posterior cortes.	117	Research & 11Hz alpha at Pz, shift dipto hexpanyly been with alpha thera protocol
Scenting occursion tests	High featerosy bets with a sprice morphology, other with an america emphasis.	Ardconsultant	anabi tura fessorcies, with have a NBR
Derweidig kon megnituskes (fast or MIN)	Line voltage EED sverall.	Metabolic support, natraceuticate	Territor data activity posteriorly.
Percebent signa with eyeo open	Lask of appreciable alpha. blocking with eye opening	212	Sewart beta bequecked, yhito alpha, Reward higher Requiring alpha.

leurofeedback Sources

- www.aboutneurofeedback.com
- www.eeginfo.com
- www.aapb.com
- www.brainmaster.com
- www.appliedneuroscience.com
- www.braindx.com
- www.isnr.org

"Comprehensive Neurofeedback Bibliography": https://www.isnr.org/isnrcomprehensive-bibliography

Temperature BioFeedback--Handwarming

- The average finger temperature is 88°F. As the stress response builds in the body, the finger temperature generally decreases. When the finger temperature is chronically low (below 80°F), the body is in the survival mode, usually signifying that the individual has lost the ability to relax and recrease.
- Biofeedback trains the nervous system to shut out excessive stimulation. Through biofeedback and relaxation, the individual steps back from daily concerns and focuse through raining, edition ground asis through raining, edition ground asis visualization, and slow diaphrag matic breathing. As this occurs, the finger temperature rises. The goal is 96°F
- Hand warming is basic to learning how to control the autonomic nervous system. Many people who experience panic attacks have cold hands much of the time. Cold hands (and feet) are indicative of the fight/flight response, which reduces blood flow to the arms and hands, legs and feet. The less warm blood from the heart that reaches your hands and feet, the cooler they will be.



When you learn to warm your hands, you take control of the sympathetic nervous system over-activity that is so much the case with panic disorder. It is easy to do and demonstrates that you are able to control the fight/flight response when you are under stress or in a trigger situation (for instance, if getting on a freeway is something that usually triggers shortness of breath and clammy hands.)

Other Interventions

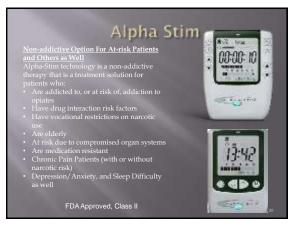
- Cognitive-Behavioral Psychotherapy
- Chilopractic
 Accupuncture/Eastern Medicine
 Herbal Treatments
 Massage/Vibratory
 Exercise
 Diet
 Cutaneous (ice/heat/pressure)

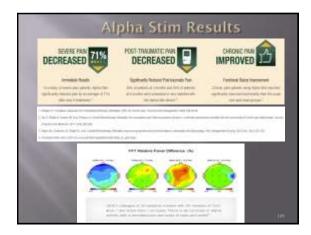
- Dret
 Cutaneous (ice/heat/pressure)
 Medical Interventions

 Medications, surgical procedures, etc.



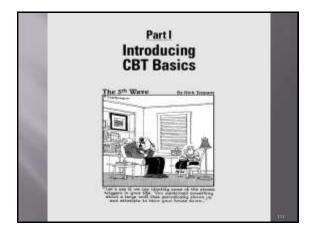




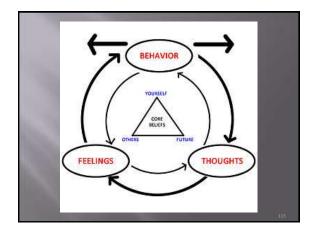


Psychotherapy for Pain

- Cognitive Behavioral Therapy (CBT)
- Acceptance-Commitment (ACT)
- Motivational Interviewing (MI)
- Interpersonal Psychotherapy (IP)



- Has the most research support for pain patients/interventions
 Has the most research support for pain patients/interventions
 CBT is a "problem-focused" and "action-oriented" form of therapy, meaning it is used to treat specific problems related to a diagnosed [mental or physical] disorder. The therapist's role is to assist the client in finding and practicing effective strategies to address the identified goals and decrease symptoms of the disorder. CBT is based on the belief that thought disortions and maladaptive behaviors plav a role in the development maladaptive behaviors play a role in the development and maintenance of [psychological disorders], and that symptoms and associated distress can be reduced by teaching new information-processing skills and coping





weaptance/Commitment Therapy ACD)

eptance and commitment therapy (ACT, typically pronounced as the d "act") is a form of counseling and a branch of clinical behavior lysis. It is an empirically based psychological intervention that a acceptance and mindfulness strategies mixed in different ways with miliment and behavior-change strategies, to increase psychological a sec

flexibility. ACT differs from traditional cognitive behavioral therapy (CBT) in that rather than trying to teach people to better control their thoughts, feelings, sensations, memories and other private events, ACT teaches them to "just notice," accept, and embrace their private events, especially previously unwanted ones. ACT helps the individual get in contact with a transcendant sense of self known as "self-as-context" – the you who is always there observing and experiencing and yet distinct from one's thoughts, feelings, sensations, and memories. ACT aims to help the individual clarify their personal values and to take action on them, bringing more vitality and meaning to their life in the process, increasing their psychological flexibility. (Viägeda)

- The core concept of ACT is that psychological suffering is usually caused by experiential avoidance, cognitive entanglement, and resulting psychological rigidity that leads to a failure to take needed behavioral steps in accord with core values.
- of many problems to be due to the concepts represented in the
- Fusion with your thoughts
- Avoidance of your experience
- Reason-giving for your behavior
- Accept your reactions and be present

Motivational Interviewing (MI)

- MI is a goal-oriented, client-centered <u>counseling style</u> for eliciting behavior change by helping clients to explore and resolve <u>ambivalence</u>. Motivational interviewing is non-judgmental, non-confrontational and non-adversarial. The approach attempts to increase the client's awareness of the potential problems caused, consequences experienced, and risks faced as a result of the behavior in question.
- question. Alternatively, or in addition, therapists may help clients envision a better future, and become increasingly motivated to achieve it. Either way, the strategy seeks to help clients think differently about their behavior and ultimately to consider what might be gained through change. Motivational interviewing focuses on the present, and entails working with a client to access motivation to change a particular behavior that is not consistent with a client's personal value or goal. (Wikipedia)

Processes of MI

- Engaging: the process of establishing a working relationship based on trust and respect. The client should be doing most of the talking, as the counselor utilizes the skill of reflective listening throughout the process. Both the client and counselor make an agreement on treatment goals and on collaborate the tasks that will help the client reach those
- Focusing: the ongoing process of seeking and maintaining direction.
- Evoking: eliciting the client's own motivations for change, while evoking hope and confidence.
 Planning: involves the client making a commitment to change, and together with the counselor, developing a specific plan of action.

5 General MI Principles

- Clinician practices motivational interviewing with five general principles in mind:
- Express empathy through reflective listening.
- Develop discrepancy between clients' goals or values and their current behavior.
- Avoid argument and direct confrontation.
- Adjust to client resistance rather than opposing it directly ("Rolling with Resistance").
- Support self-efficacy and optimism.

Interpersonal Psychotherapy (IP)

- Some support for pain interventions as related to lifestyle functioning but mostly used with depression, grief, eating disorders
 The main goal of IPT is to improve the quality of a client's <u>interpersonal</u> relationships and social functioning to help reduce their distress.
 IPT provides strategies to resolve problems within four key areas.
 First, it addresses interpersonal deficits, including social isolation or involvement in unfulfilling relationships.
 Second, it can help patients manage unresolved grief if the onset of distress is linked to the death of a loved one, either recent or past.
 Third, IPT can help with difficult fife transitions like retirement, divorce, or moving to another city.
 Fourth, IPT is recommended for dealing with interpersonal disputes that emerge from conflicting expectations between partners, family members, close friends, or coworkers.
- Psychology Today (<u>https://www.psychotherapy</u>)

IV -DEALING WITH CHANGE AND ADJUSTMENT RELATED TO PAIN AND TBI

- Thorughts to Ponder:
 Think there's a world market for maybe 5 computers." Thomas Watson, chairman of IBM 1943
 "Computers in the future will weigh no more than 1.5 tons." Popular Mechanics, forecasting advance of science 1949
 "There is no reason why anyone would want to have a computer in their home" Ken Olson, President, Chairman & Founder of Digital Equipment. Corp. 1972
- "If you want to make enemies, try to change something." --Woodrow Wilson "Only I can change my life. No one can do it for me." Carol Burnet
- vincent Peale
 * "A person who never made a mistake never tried anything new." Albert Einstein
 * "Everything has beauty, but not everyone can see." Confusious
 * And, for Star Wars fans "Do or do not. There is no try." Yoda

- What is Change? Definition (Meriam Webster Dictionary): Etymology: Middle English, from Anglo-French *changer*, from Latin *cambiare* to exchange, probably of Celtic origin; akin to Old Irish *camme* crooked Date: 13th century

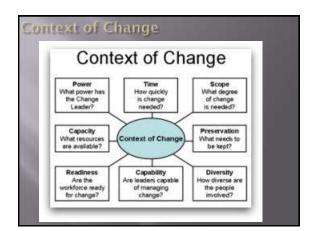
- transitive verb 1 a: to make different in some particular: alter <never bothered to change the will> b: to make radically different : transform <can't change human nature> c: to give a different position, course, or direction to 2 a: to replace with another <let's change the subject> b: to make a shift from one to another : witch <always changes sides in an argument> c: to exchange for an equivalent sum of money (as in smaller denominations or in a foreign currency) <change a 20-dollar bill> d: to undergo a modification of <loid achange changing colors e: to put fresh clothes or covering on <change a bed>intransitive verb 1: to become different <her mood changes every hour> 2 of the moon: to pass from one phase to another 3: to shift not's means of conveyance : transfer <her mod change twice> 4 of the vice: to shift to lower register : hersite 5: to undergo transformation, transition, or substitution <winter changed to spring>

The Change Model

- Denial = try to resist and maintain the status quo
- Dejection = cannot have the old ways back and anger becomes remorse/despair/depression
- Acceptance = transition to more accepting perception, beginning to see situation for what it is and what it can be (more hopeful and positive)
- Learning and Development = change can finally be seen as positive and may actually improve the situation









What About Fear of Change?

- Change can be scary as it takes people out of their "comfort zone" Acknowledge and Accept that Change occurs Does not mean you have to like it Look for ways to remain calm Assess the situation objectively Communicate personal needs and share feelings Be becet with warrealf about what is bornering

- Be honest with yourself about what is happening
- Small steps to change don't "bite off more than you can chew"
- Address resistance but don't push harder than one can manage "Roll With Resistance" (Motivational Interviewing Technique)

what about Resistance to Change?

- Sometimes we need to ask for help we can't do everything alone
- Look for information to help with decision making
- Nagging only pushes people away
- Enhance perception of control









Resistance..

- Can provoke negativity and even sabotage in some situations
- Feelings of loss, loneliness
- Feelings of indifference, confusion
- Feelings of anger, hostility
- Distance, isolation can be seen
- Disruptive behaviors, complaining

Strategies for Coping with Change

- Assess the situation carefully
- Think before acting
- 🗉 Listen Listen Listen
- Ask questions of others and be willing to listen to the answers
- Trying to manage confusion thus seek out information to help with decision making

Why Does Change Sometimes Fail?

- Unclear goal or vision
- Poor Communicatio
- Poor planning
- Poor motivation
- Change seen as a "management" issue only
- Too much focus on technical details and not enough focus on people issues
- No change in culture or the change process itself/never changes itself
- People do not feel a part of the change process
- People do not feel valued in the change process

Strategies for Coping with Change

- Assess the situation carefully
- Think before acting
- 🗉 Listen Listen Listen
- Ask questions of others and be willing to listen to the answers
- Trying to manage confusion thus seek out information to help with decision making
 - Goal Setting
 - Realistic
 - Short Term vs. Long Term
 - Delegation in the workplace everyone does their share and appropriate sharing of responsibility among participants
 - Don't make promises or commitments you can't keep

Strategies, cont...

- Adopt a positive attitude
- Surround yourself with positive motivators
- Rather than fear change, try to think of change as an opportunity for something new
- Keep sight of the long term vision
- Build up resilience
- Treat vourself well
- Sleep, eat, exercise, have some fun
- All work and no play...
- Take a break when feeling overwhelmed
- Build a support system and engage it
- Address spiritual needs as appropriate

Critical to the Change Process

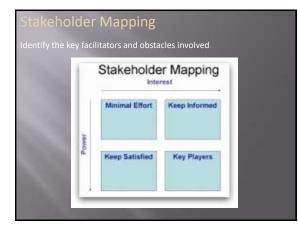
- Look for people who know the situation, tools, and have the knowledge to help with the issues at hand those who can serve as guides and mentors through the change process
 Web Site Reference:
- Web Site Reference:
 <u>http://it.toolbox.com/blogs/ent</u>
 <u>erprise-solutions/key-roles-in-</u>
 <u>change-acceptance-19358</u>

- Those people (and leaders) making changes in a new setting must: = assess readiness, = choose a strategy,

 - = prepare a plan,

 - = develop a vision, = seek and work with committed

- = identify potential problems (resistance,
- provide open and regular communication,
- provide guidance and direction
- obtain the right resources
- promote teamwork and productive action
- = motivate the target population
- = monitor and evaluate the outcome



Resilience

Four Traits:

- Optimism positive view, not effected by worry or negativity
- Engagement actively involved
- Mobility staying physically active
- Adaptability ability to stay balanced by adapting to and accepting to change/loss

Acceptance

The concept of acceptance is especially prominent in Eastern philosophy and religion, as well as in Christianity and other great religious systems. For example, in religious literature the spiritual principle of accepting the "suffering aspect" of life is described elegantly in the writings (various Books of the Bible) related to Christ's death. Acceptance is key to spiritual and emotional enlightenment and freedom (e.g., the Old Testament's <u>Book of Job).</u>

Acceptance

- Acceptance indicates that we address life as it is, not necessarily how we want it to be.
 Acceptance does not mean we have to like something only that we accept things as they are
- With acceptance comes peace (resolution of conflict or dissonance) – in knowing that change must happen and must be accepted
- Acceptance = Non-Judgmental
- If you are judging, you have not engaged acceptance

Conflict

Etymology: Middle English, from Latin *conflictus* act of striking together, from *confligere* to strike together, from *com-* + *fligere* to strike — more at profligate

Date: 15th century

1 : fight, battle, war <an armed conflict> 2 a : competitive or opposing action of incompatibles : antagonistic state or action (as of divergent ideas, interests, or persons) b : mental struggle resulting from incompatible or opposing needs, drives, wishes, or external or internal demands

3 : the opposition of persons or forces that gives rise to the dramatic action in a drama or fiction

Types of Conflict

- Approach-Approach
- Approach-Avoidance
- Avoidance-Avoidance
- Approach = positive aspects/desirable
- Avoidance = negative aspects/undesirable

Lewin (1935), Allport (1948)

Addressing Conflict

- Accommodation = surrender personal needs to those of the other party
- Avoidance = ignore or postpone, change the subject, "buy time"
- Collaboration = work together to find mutual solutions
- Compromise = bring the problem into the open, each side gives up something to reach the middle; often a third party serves as intermediary
- Competition = assert your needs at the expense of the other; violent or non-violent means

Managing Conflict

- Stress Response Management Techniques
- Personal Outlets
- Enhanced Communication
- EAP Programs for staff/family
- Observant Managers, concerned coworkers
- "Don't blame the messenger"
- Think before you act

In Summary - Change:

With regard to change, be prepared to ask the following questions and see if the answers are worth the "cost" of change:

- What is going to be different with the change and/or after change(s) occurs? What do we gain? What do we lose?
- How will I know this has made a positive benefit?
 Who does this actually affect? How will they react?

- What are the risks to face? Costs?
 How do we manage everything so that change occurs, people are [happy], and benefit occurs?
 If things don't work out as expected, can we handle that, too?



Thank you for your attention