

Stress Continuum Model

| READY (Green) | REACTING (Yellow) | INJURED (Orange) | ILL (Red) |
|--|--|--|---|
| <p><u>DEFINITION</u></p> <ul style="list-style-type: none"> ▪Optimal functioning ▪Adaptive growth ▪Wellness <p><u>FEATURES</u></p> <ul style="list-style-type: none"> ▪At one’s best ▪Well-trained and prepared ▪In control ▪Physically, mentally and spiritually fit ▪Mission-focused ▪Motivated ▪Calm and steady ▪Having fun ▪Behaving ethically | <p><u>DEFINITION</u></p> <ul style="list-style-type: none"> ▪Mild and transient distress or impairment ▪Always goes away ▪Low risk <p><u>CAUSES</u></p> <ul style="list-style-type: none"> ▪Any stressor <p><u>FEATURES</u></p> <ul style="list-style-type: none"> ▪Increased energy / HR ▪Change in focus ↑↓ ▪Feeling irritable, anxious ▪Alert for threats ▪Difficulty sleeping ▪Muscle tension or other physical changes | <p><u>DEFINITION</u></p> <ul style="list-style-type: none"> ▪More severe and persistent distress or impairment ▪Leaves a scar ▪Higher risk <p><u>CAUSES</u></p> <ul style="list-style-type: none"> ▪Life threat ▪Loss ▪Moral injury ▪Wear and tear <p><u>FEATURES</u></p> <ul style="list-style-type: none"> ▪Loss of control ▪Panic, rage or depression ▪No longer feeling like normal self ▪Excessive guilt, shame or blame ▪Misconduct | <p><u>DEFINITION</u></p> <ul style="list-style-type: none"> ▪Clinical mental disorder ▪Unhealed stress injury causing life impairment <p><u>TYPES</u></p> <ul style="list-style-type: none"> ▪PTSD ▪Depression ▪Anxiety ▪Substance use disorders <p><u>FEATURES</u></p> <ul style="list-style-type: none"> ▪Symptoms persist and worsen over time ▪Severe distress or social or occupational impairment <p style="text-align: right;">RJW 2023</p> |

4 Sources of Orange Zone Stress

| Trauma | Loss | Inner Conflict | Wear and Tear |
|---|--|--|--|
| <p>A traumatic injury</p> <p>Due to the experience of or exposure to intense injury, horrific or gruesome experiences, or death.</p> | <p>A grief injury</p> <p>Due to the loss of people, things or parts of oneself.</p> | <p>A moral injury</p> <p>Due to behaviors or the witnessing of behaviors that violate moral values.</p> | <p>A fatigue injury</p> <p>Due to the accumulation of stress from all sources over time without sufficient rest and recovery.</p> |

| READY (Green) | REACTING (Yellow) | INJURED (Orange) | ILL (Red) |
|--|---|---|---|
| <p>DEFINITION</p> <ul style="list-style-type: none"> Optimal functioning Adaptive growth Wellness <p>FEATURES</p> <ul style="list-style-type: none"> At one's best Well-trained and prepared In control Physically, mentally and spiritually fit Mission-focused Motivated Calm and steady Having fun Behaving ethically | <p>DEFINITION</p> <ul style="list-style-type: none"> Mild and transient distress or impairment Always goes away Low risk <p>CAUSES</p> <ul style="list-style-type: none"> Any stressor <p>FEATURES</p> <ul style="list-style-type: none"> Increased energy / HR Change in focus ↑↓ Feeling irritable, anxious Alert for threats Difficulty sleeping Muscle tension or other physical changes | <p>DEFINITION</p> <ul style="list-style-type: none"> More severe and persistent distress or impairment Leaves a scar Higher risk <p>CAUSES</p> <ul style="list-style-type: none"> Life threat Loss Moral injury Wear and tear <p>FEATURES</p> <ul style="list-style-type: none"> Loss of control Panic, rage or depression No longer feeling like normal self Excessive guilt, shame or blame Misconduct | <p>DEFINITION</p> <ul style="list-style-type: none"> Clinical mental disorder Unhealed stress injury causing life impairment <p>TYPES</p> <ul style="list-style-type: none"> PTSD Depression Anxiety Substance use disorders <p>FEATURES</p> <ul style="list-style-type: none"> Symptoms persist and worsen over time Severe distress or social or occupational impairment <p>RJW 2023</p> |



Seven Cs of Stress First Aid:

1. CHECK

Assess: observe and listen

2. COORDINATE

Get help, refer as needed

3. COVER

Get to safety ASAP

4. CALM

Relax, slow down, refocus

5. CONNECT

Get support from others

6. COMPETENCE

Restore effectiveness

7. CONFIDENCE

Restore self-esteem and hope

CHECK ACTIONS

| Observe | Keep Track | Examine | Decide |
|---|---|--|---|
| <ul style="list-style-type: none">• Look• Listen | <ul style="list-style-type: none">• Stressors• Distress• Changes in functioning• Response to prior SFA actions | <ul style="list-style-type: none">• One-to-one interactions• Collateral information | <ul style="list-style-type: none">• Dangerousness• Stress Zone• Needs |

COORDINATE ACTIONS

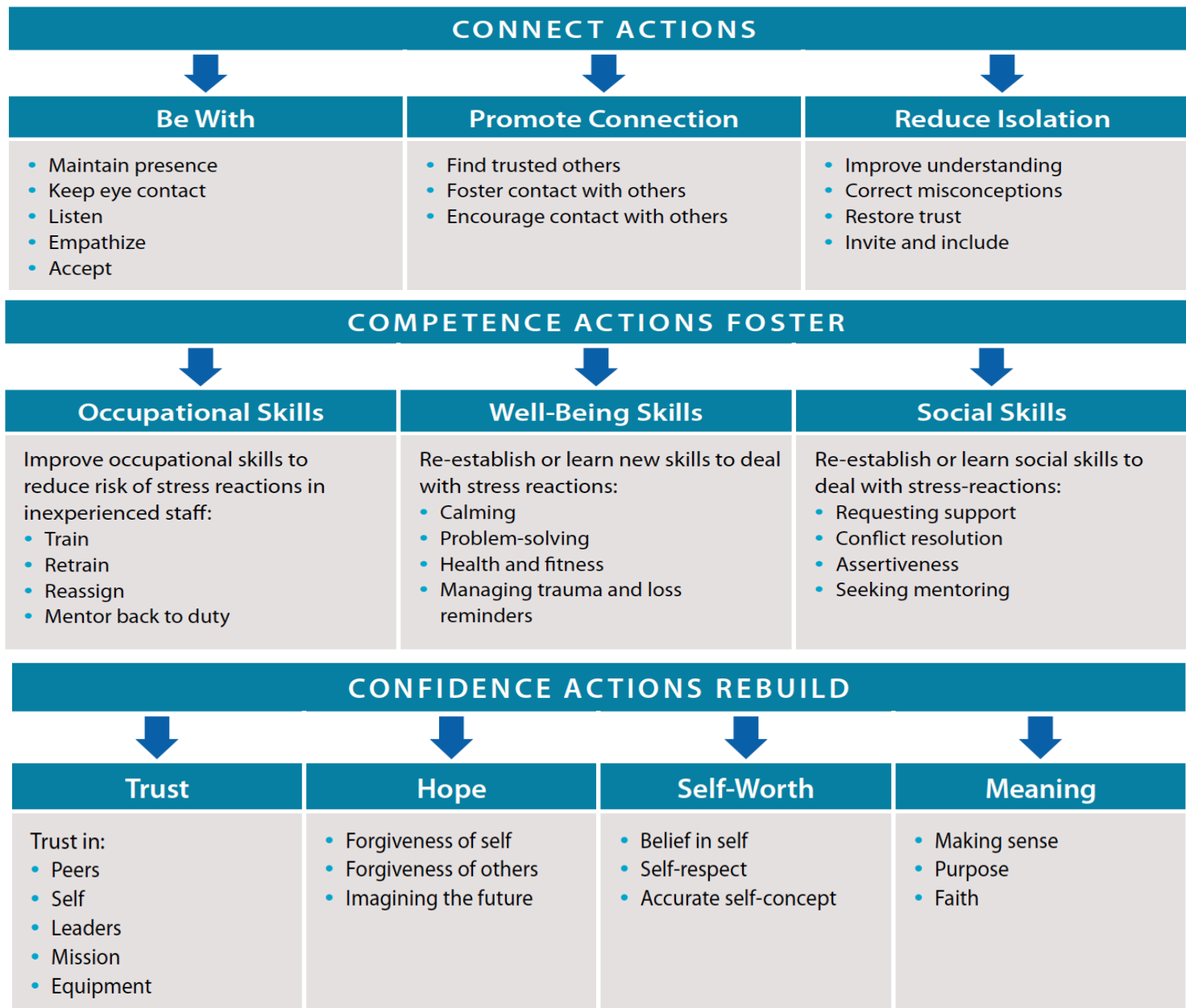
| Collaborate | Inform | Refer |
|--|---|--|
| <ul style="list-style-type: none">• To promote recovery• To ensure safety• To get more information | <ul style="list-style-type: none">• Chain of command• Family• Peers | <ul style="list-style-type: none">• Recommend resources• Consultation• Direct hand-off |

Continuous Aid

| COVER ACTIONS | | | |
|---|---|---|--|
| Stand by | Make Safe | Make Others Safe | Encourage Perception of Safety |
| <ul style="list-style-type: none"> • Ready to assist • Watch and listen • Hold attention | <ul style="list-style-type: none"> • Authoritative presence • Warn • Protect • Assist | <ul style="list-style-type: none"> • Protect • Warn | <ul style="list-style-type: none"> • Caring presence • Reduced chaos • Reduced danger • Listen and communicate |

| CALM ACTIONS | | | |
|---|---|---|---|
| Quiet | Compose | Foster Rest | Soothe |
| <ul style="list-style-type: none"> • Stop physical exertion • Reduce hyper-alertness • Slow down heart rate • Relax | <ul style="list-style-type: none"> • Draw attention outwards • Distract • Re-focus | <ul style="list-style-type: none"> • Recuperate • Sleep • Time out | <ul style="list-style-type: none"> • Listen empathically • Reduce emotional intensity |

Primary Aid



Secondary Aid

| SFA FUNCTIONS | POSSIBLE ACTIONS |
|-------------------|---|
| Check | <ul style="list-style-type: none"> • Assess current level of distress and functioning • Assess immediate risks • Assess need for additional SFA interventions or higher levels of care • Reassess progress (Re-Check) |
| Coordinate | <ul style="list-style-type: none"> • Decide who else should be informed of situation • Refer for further evaluation or higher levels of care, if indicated • Facilitate access to other needed care |
| Cover | <ul style="list-style-type: none"> • Ensure immediate physical safety of stressed person and others • Foster a sense of psychological safety and comfort • Protect from additional stress (ensure respite) |
| Calm | <ul style="list-style-type: none"> • Reduce physiological arousal (slow down heart rate and breathing, relax) • Reduce intensity of negative emotions such as fear or anger • Listen empathically to the individual talk about experiences • Provide information that calms |
| Connect | <ul style="list-style-type: none"> • Encourage connection to primary support people • Help problem-solve to remove obstacles to social support • Foster positive social activities within crew |
| Competence | <ul style="list-style-type: none"> • Help mentor back to full functioning • Facilitate rewarding work roles • Arrange for retraining |
| Confidence | <ul style="list-style-type: none"> • Mentor back to full confidence in self, leadership, mission and values • Help restore meaning or faith • Foster the trust of coworkers and family members in the individual |