



# **From Recovery to RESILIENCE**

## **2 Day TRE Training**

**Health & Welfare Staff**

**Evaluation Report**

**August 5<sup>th</sup> & 6<sup>th</sup>, 2017**

**Darwin, NT**



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## EXECUTIVE SUMMARY

TRE is an innovative self-care technique that empowers staff to deliberately use their body's neurogenic tremor reflex to physically release stress & tension, recover from critical incidents, prevent vicarious trauma and help build resilience & coping capacity in their nervous system.

11 staff from Health & Welfare Services from the Northern Territory (including Territory Families, Catholic Care, Relationship's Australia & Melaleuca Refuge Service) along with 4 members of the general public attended a 2-day TRE Resilience Training consisting of theory & practical components delivered over 2 days in 12 contact hours

At the end of the training, all participants evaluated various aspects of the training using a 9-point rating scale along with open ended feedback questions. The results for the 11 health & welfare staff were collated for this report.

- **All 11 health & welfare staff reported they were significantly more calm at the end of the training**
- **All 11 health & welfare staff reported the information provided was very helpful**
- **All 11 health & welfare staff reported TRE would be very helpful in building their resilience & managing occupational stress**
- **Of the 8 health & welfare staff who had previously received resilience training, all 8 rated the TRE training as significantly more helpful than other resilience training they had done**
- **All 11 health & welfare staff stated they were highly likely to continue using TRE after the training**
- **All 11 health & welfare staff stated TRE training would be very helpful for other staff or volunteers in their organisation**
- **10 out of 11 health & welfare staff stated follow up support would be important in their continuing use of TRE**

While these results are based upon only 11 participants, the results mirror ratings from larger evaluations conducted with groups receiving similar training after the 2009 Black Saturday Bushfires, the 2010 Brisbane Floods & the 2011 Christchurch Earthquake in NZ.

The potential benefit of TRE resilience training was summed up by one welfare worker whose 'overall response to this training' was:

***"I think for starters all child protection/front line workers should do it as it will be a helpful way of building/enhancing resilience in this job."***



Unlike traditional forms of resilience training, TRE not only provides top-down information ‘about resilience,’ but also provides a practical bottom-up technique staff can then use at call or on an ongoing and regular basis - as simply as lying in bed before sleep. As it is often impossible to avoid stress and trauma when working in health and welfare, (especially vicarious trauma) this ability to actively down-regulate the nervous system is a critical factor in translating resilience theory into practical outcomes for staff.

The results of this evaluation show health & welfare staff rate TRE Resilience Training as significantly more helpful than other forms of resilience training they had experienced. All staff recommended TRE training for other staff & volunteers in their organisation and suggested that ongoing support would be important in their continued use of TRE.

As TRE is easily learnt in a group setting & can then be used on an ongoing basis for the rest of a staff member’s career, TRE offers a innovative & cost-effective resilience training to help reduce occupational stress, minimise vicarious trauma, prevent burnout, build resilience, & maximise the wellbeing of health & welfare staff.

## Results of Evaluation Questionnaires - 11 health & welfare staff

Evaluation forms were completed by all 15 participants at the end of the 2 day TRE training, with results from the 11 health & welfare staff from 4 different agencies collated (Territories Families, Catholic Care, Relationships Australia & Melaleuca Refugee Service) for this report. The questionnaire consisted of 8 questions using a 9 point rating scale along with 3 open ended feedback questions.

### Q 1. How helpful was the information provided about body responses to stress & trauma?



**All 11 health & welfare staff found the information provided about the body's response to stress and trauma helpful** with all responses 7 or above & 8 out of 11 rating at a 9 - extremely helpful.

### Q 2. How helpful was the information provided about neurogenic tremors & shaking?



**All 11 health & welfare staff found the information provided about neurogenic tremors helpful** with all responses 7 or above & 9 out of 11 rating at a 9 - extremely helpful.

### Q 3. What change has doing the TRE made to how calm and relaxed you feel now?



**All 11 health & welfare staff were significantly more calm at the end of the training** with all responses 7 or above consisting of 5 ratings at 7, 4 ratings at 8 and 2 ratings at 9 - extremely more calm.

### Q 4. How likely are you to continue to do the TRE exercises following this workshop?



**All 11 health & welfare staff stated they were highly likely to continue TRE after the training** with all responses 7 or above & 7 out of 11 rating it at a 9 - extremely likely.



**Q 5. How helpful do you feel regular TRE would be in building your resilience & managing occupational stress?**



All 11 health & welfare staff stated TRE would be helpful in building resilience & managing occupational stress with all responses 7 or above & 7 out of 11 rating at a 9 - extremely helpful.

**Q 6. How helpful was this training in comparison to other stress prevention or resilience training you have done?**



All 8 health & welfare staff who had previously done stress prevention or resilience training rated this training as more helpful than other training they had done with all responses 7 or above & 6 out 8 rating at 9 - extremely more helpful. (3 workers had not previously experienced stress prevention or resilience training.)

**Q 7. How valuable do you think this training would be for other staff or volunteers in your organisation?**



All 11 health & welfare staff stated TRE training would be helpful for other staff or volunteers in their organisation with all responses 7 or above & 7 out of 11 rating at a 9 - extremely helpful.

**Q 8. How important do you think follow up training will be for you to continue using TRE?**



10 out of the 11 health & welfare staff stated follow up training would be important to continue their use of TRE with responses 5 or above consisting of 1 rating at 5, 1 rating at 6, 3 ratings at 7, 1 rating at 8 and 5 ratings at 9 - extremely important.

## **Results of Open-Ended Feedback – 11 health & welfare staff**

Respondents were asked 3 questions to provide open-ended feedback on this training:

### **Q.1 What is your overall response to this training?**

*“I think this is brilliant training especially for stressful work like child protection. I think it is a good way to cope with the tension and other stresses we are unaware that we are holding causing physiological changes in the body like tightness of the chest etc. TRE is a quick method to de-stress and can be done anywhere, which is great.”*

*“Had a light bulb moment in how much stress my body was holding.”*

*“The information provided was well presented. I understood it and it makes sense to me. I feel I now need to continue using it to have my own experience to consolidate the theory and experience so far on how well it works.”*

*“Added another piece of the ‘puzzle’ in my journey and knowledge base/skills that absolutely ‘makes sense.’”*

*“Have a greater sense of groundedness. Tightness in chest has reduced. Would consider further training to become a practitioner. But not sure if it [the practitioner training] is an exact fit for my role.’*

*“I really enjoyed the workshop. Good balance between theory & practice. Very helpful for me to understand & be supportive when clients are releasing spontaneously through crying, laughing [and] trembling.”*

*“Very interesting. The Physiological response [to stress] is often forgotten about and the ‘behaviour’ or ‘feeling’ addressed. So it’s good to understand the association.”*

*“Still unsure but will try it for a while.”*

*“New, challenging & very useful”*

*“It makes sense to treat physical & psychological ailments with both a psychological & physical treatment. I feel like I understand how the body holds onto stress/trauma and that it needs to release it to get back to a calm state.”*

*“Impressed & happy. I appreciate the practical training I can easily implement.”*

### **Q.2. Do you have any suggestions on how to improve this training for you or other members of your organisation?**

*“No – it was really well done!”*

*“No, but it would be interesting to see it understood & practiced in our organisation for those with stress and/or vicarious trauma management difficulties.”*

*“The training was delivered at the right level & considered the knowledge in the room.”*

*“Perhaps organising a shared lunch on one day to work on the group dynamic & networking. Encouraging participants to form a support group if they wish.”*

*“No – just don’t stop as ‘the truth always comes out!! 😊”*

*“Other staff would be more willing to do this if it was shorter.”*

*“No.”*

*“No.”*

*“I think for starters all child protection/front line workers should do it as it will be a helpful way of building/enhancing resilience in this job. Maybe for some this could be a 1 day training then build up more.”*

### **Q.3. Is there anything else you would like to feedback?**

*“Great training and very useful way to distress especially in child protection where we do not get enough debrief/distress from the highly pressurised work. Fantastic indeed! Thank you Richmond.”*

*“It was very well presented. I loved the slides, the videos, the experiential approach and how Richmond went with the group’s experiences & questions. It made it very welcoming for people to contribute & learn. Thank you so much! I feel so excited for what will unfold. Thankyou for this opportunity.”*

*“Thank you for caring. It’s lovely to see your passion and enthusiasm.”*

*“Thankyou for sharing your knowledge with me.”*

*“I would like to see TRE global rethink the certification for individuals already working in the therapeutic environment so they can be certified to use TRE as an additional tool with clients to supplement other modalities.”*

*“Enjoyed the workshop.”*

*“Fantastic presenter –obviously has a lot of knowledge of TRE but other treatment styles. Very good to reflect on lots of different topics/areas.”*



## **About TRE Resilience Training**

TRE (stress, tension & trauma release exercises) is an innovative, cost effective & empowering self-care resilience training that teaches people how to deliberately use their body's natural neurogenic tremor reflex to build resilience by physically releasing the impacts of occupational stress & vicarious trauma on their own, on an ongoing & regular basis.

Often experienced after stressful or traumatic experiences, autonomic, spontaneous or involuntary shaking and tremors tend to be inhibited, misunderstood & pathologised in western cultures as a 'symptom' of stress, trauma, anxiety, PTSD & shock. TRE involves a reframing & normalising of this natural reflex as one of the body's key resources to physically release stress & trauma in order to restore the neurophysiology of the body to calm, relaxed & balanced state.

Using simple exercises that extremely user-friendly, TRE empowers staff to invoke this natural tremor reflex in a safe, controlled and self-regulated so they are always in control of their experience. As TRE is not a psychological or psycho-therapeutic technique and does not require the recall or discussion of past experiences, it is stigma free & cost effectively learnt in a group training setting.

While TRE is most effectively used on a regular basis for building resilience & ongoing self-care, it can also be used as an early-intervention technique after critical incidents to support traditional debriefing approaches by helping to address the often over-looked & unresolved physical responses to stress & trauma.

Unlike traditional forms of resilience training, TRE not only provides top-down information 'about resilience,' but also provides a practical bottom-up technique staff can then use at call or on an ongoing and regular basis - as simply as lying in bed before sleep. As it is often impossible to avoid stress and trauma when working in health and welfare, (especially vicarious trauma) this ability to actively down-regulate the nervous system is a critical factor in translating resilience theory into practical outcomes for staff.

Introducing TRE to staff as a self-care resource can be done in a variety of ways in order to meet the time, commitment & budget restraints of an individual or organisation. It is recommended initial training is conducted over 2 separate days (2 full or 2 half days) so trainees are supported in integrating their overnight responses to TRE & coached in refining their self-regulation of the technique.

In order to encourage ongoing use and maximum benefits of the technique, it is also recommended staff receive additional support after the initial training via peer-support groups, online support groups with a facilitator and a 2 – 3 hr face to face refresher training 1 – 2 months after the initial training.



TRE can also be introduced as a clinical resource for staff with relevant qualifications to use with their clients through professional certification training specifically designed to meet the needs of the organisation.

For more information about TRE & TRE Resilience training, visit [www.treaustralia.com.au](http://www.treaustralia.com.au) or contact Richmond Heath on 0409 357 964 to discuss how TRE can help build resilience & support the health & wellbeing of your staff.