



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

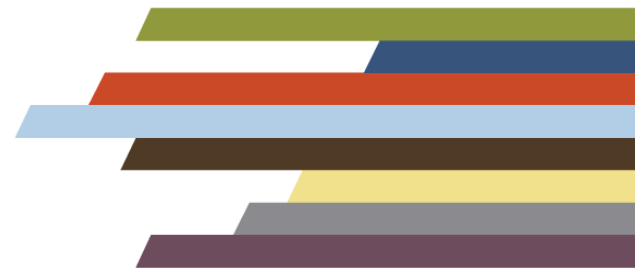
Ethics and Self-Care

Presented by Mary McCarty-Arias, MA

June 2021

SAMHSA

Substance Abuse and Mental Health
Services Administration



Disclaimer

The development of these training materials was supported by grant TI082504 (PI: M. Chaple) from the Center for Substance Abuse Treatment, Substance Abuse and Mental Health Services Administration (SAMHSA), United States Department of Health and Human Services. The contents are solely the responsibility of the Northeast and Caribbean Addiction Technology Transfer Center, and do not necessarily represent the official views of SAMHSA.



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

The use of affirming language inspires hope and advances recovery.

LANGUAGE MATTERS.

Words have power.

PEOPLE FIRST.

The ATTC Network uses affirming language to promote the promises of recovery by advancing evidence-based and culturally informed practices.

Mary McCarty-Arias, M.A.

More than 25 years experience
training in co-occurring disorders,
HIV, and vocational rehabilitation.



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Housekeeping

- Hours: Noon – 2:00
- Evaluations/GPRAs – At the end of this session
- A copy of the slides will be sent by Thursday.
- Certificates for 2 hours (CASAC/ CPP/ CPS) will be sent within a week. You must attend the entire session to receive credits.



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Guidelines

Chat box – you can write in questions as I present. Also, I will ask you to answer questions in the chat box.

Anonymity – If you write in the chat, everyone will see your responses. You can also write in questions privately.



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Goal



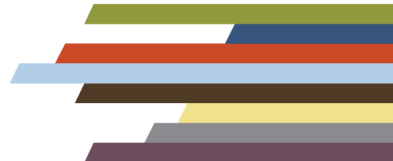
Increase knowledge about the relationship
between ethics and self-care



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration



Objectives

1. Define the terms: ethics, self-care
2. List specific examples of references to self-care in the codes of ethics (CASAC, NAADAC, CRC, and Social Work)
3. Identify areas of improvement for participants around self-care
4. State 2 ways to improve self-care



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Ethics

- A system of beliefs that affect behavior

(Cambridge dictionary, 2-2019)

- Standards of right or good action

(medical-dictionary.thefreedictionary.com, 2020)

- Codes of Ethics

- Morals vs. ethics



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Self-Care

Activities to maintain & promote counselors' own emotional, physical, mental & spiritual well-being to best meet their professional responsibilities



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

*(Walsh & Froehlich, webinar, Ethics & Self-Care,
George Washington University, 2/28/20)*

Self-Care Affects Professional Responsibilities

Write in...

Think about your “professional responsibilities”.

How does self-care affect these responsibilities?



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Professional Responsibilities

- Responding fully
- Responsibility to themselves
- Evaluating themselves – how counselor needs may hinder the relationship



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

(Michael Cavanaugh, The Counseling Experience)

CASAC Code of Ethics & Impairment

#10 - Must notify appropriate authorities, including employers & OASAS, when they have direct knowledge of a colleague's impairment or misconduct which interferes with treatment effectiveness & potentially places patients & others at risk.

#11 - Is expected to recognize the effects of their own impairment on professional performance & must not provide services that create conflict of interest or impair work performance & clinical judgment.



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Ethics & Wellness

- Under “professional department”, OASAS stresses the need for self-care
- There is concern about counselor impairment
- Adopted “Wellness Guidelines”



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Other Codes of Ethics

American Counseling Association (ACA)

C2g – Impairment – Counselors need to monitor themselves

Certified Rehabilitation Counselors (CRC)

D3 – Functional Competence – Counselors need to be alert to their health issues or personal circumstances. Must also assist colleagues and intervene when necessary.

(American Counseling Association (2014) ACA Code of Ethics. <https://www.counseling.org/resources>)

(Certified Rehabilitation Counselors. (2016). CRC Code of Ethics. <https://www.crc.org>)



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Social Work Code of Ethics

2.08 – Impairment of colleagues

Consult with colleagues

Report if the person has not taken steps

4.05 – Impairment of themselves

Should seek consultation



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

(Code of Ethics of Social Workers, 2020)

COVID-19

- The magnitude; the scale of the pandemic
- Lack of control; powerlessness
- Not knowing the outcome
- Increase in stress & anxiety as a normal response
- Exacerbates any pre-existing problem
- Loss of family/friends

Self-Care is Individualized

- Small changes make big differences
- Every plant needs water

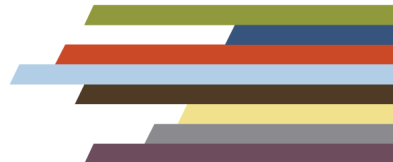
(Froehlich and Walsh, 2020)



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration



Components of Self-Care

- Physical
- Psychological
- Emotional
- Spiritual
- Relationships
- Workplace
- Overall balance
- *What would you add?*



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Burnout and Secondary Trauma

- Burnout
 - Work-related hopelessness and feelings of inefficacy
- STS
 - Work-related secondary exposure to extremely or traumatically stressful events
- Both share negative affect
 - Burnout is about being worn out
 - STS is about being afraid

What is Vicarious Trauma?

- Witnessing/hearing about other people's suffering
- Exposure to other people's traumas
- Process of change
- Cumulative effect



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Vicarious Traumatization

- Cynical view of the world
- Workers may experience parallel emotional reactions to their clients and mirror clients' physical symptoms

VT is different than “burnout” – burnout is usually due to the effect of concrete stressors, i.e. physical environment, work hours, etc.



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Self-Care on the Job

1. Use regular supportive supervision
2. Foster team support
3. Use informal socializing
4. If you are management, initiate & support efforts to bolster team spirit



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Mindfulness

“The awareness that emerges through paying attention on purpose in the present moment, and non-judgmentally to the unfolding of experience, moment to moment.”

- Jon Kabat-Zinn

(This slide & the next 5 slides are used with permission from Douglas Ziedonis, M.D. from UCSD)



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Mindfulness Practices for Clinicians

1. A brief breath to begin the day (Before you turn on your computer, take a few moments to close your eyes & focus on you breathing)
2. Mindful driving
3. Where are my feet?
4. STOP – Stop what you're doing, Take a breath, Observe what is present for you, Proceed with intention and force



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

More Mindfulness Techniques

5. Mindful hand washing
6. Clear some breathing space with a check-in. Set an alarm.
7. Mindful Emailing – Before sending an emotionally charged email, stop & take 10 breaths. Notice sensations. Re-read your email before sending.
8. Uni-task



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

More Practices to Complete the List

9. Eat mindfully
10. Take a mindful walk
11. Listen mindfully
12. Hug someone mindfully (before quarantine!)
13. Download an app
14. Label your emotions



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

(<https://medschool.ucsd.edu/som/fmph/research/mindfulness>)

Stress Reaction & Mindful Self-Compassion

Stress Reaction	Stress Response Turned Inward	Self-Compassion
Fight	Self-Criticism	Self-Kindness
Flight	Isolation	Common Humanity
Freeze	Rumination	Mindfulness



Northeast & Caribbean (HHS Region 2)

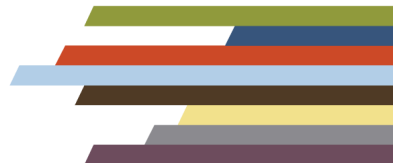
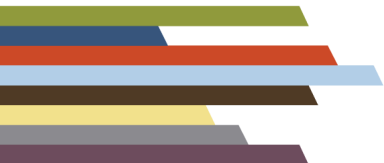
ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Reflection Exercise



How would you treat a friend?



Comprehensive Self-Care Worksheet

Physical:

- What are non-chemical things that help my body relax?
- What supports my body to be healthy?

(P. Burke, 2006. Used with permission from TIP #57)



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Psychological

What helps my mind relax

What helps me see a bigger perspective

What helps me break down big tasks into smaller steps?

What helps me counteract negative self-talk? Negative beliefs?

What helps me enhance my counseling/helping skills in working with clients who are traumatized?

What helps me become more self-reflective?



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Emotional/Relational

What helps me feel grounded?

What helps me express my feelings in a healthy way?

Who helps me cope in positive ways & how do they help?

What helps me feel connected to others?

Who are at least 3 people I feel safe talking with about my reactions about clients?

How can I connect with those people on a regular basis?



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Spiritual

What helps me find meaning in life?

What helps me feel hopeful?

What sustains me during difficult times?

What connects me to something greater?

(P. Burke. 2006. Used with permission. From TIP #57)



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Conclusion

Based on what you learned today, what can you do to improve your self-care?



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

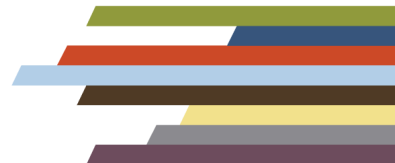
Questions?



Northeast & Caribbean (HHS Region 4)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration



HOPE

