• Safety
• Holding Space
• Trauma Informed
• Thought Model
• Peer Session Outline
• Peer Guides is One Tool
• It is NOT diagnostic
• Peer gets to decide what is shared and what is safe to share with you
• Do a suicide intervention first aid course
• Refer your peer to professional assistance if you identify suicidality
• Love your Peer
• This is NOT about YOU
• Leave Judgement and Opinions Outside
• No you DON’T know what they should do
• They are the EXPERT in their lives
• You provide PERSPECTIVE
• You are here to CHEER for their dreams
and believe that impossible things are possible
• Your Peer is in THEIR pool
• In that pool is their life and all their thoughts about their life
• You are a GUIDE who can hear anything your peer has to say without reference to YOUR OWN opinion
• You are there to help them unravel and understand their thoughts and emotions and change if they want too
Lifeguard Duty

- VALIDATE/EMPATHY: “That sounds hard”
- PERSPECTIVE: “I notice that when he did that you experienced frustration”
- CHOICE: “What do you want to do, or feel, when that happens”
- EMPOWER: “If anything was possible, what would you do next”
- PERMISSION: “How could you make a day like that a little easier for you”
• Automated responses (ACTIVATION) to toxic stimuli
• Activation takes many forms
• Prolonged Exposure can confuse our natural alarm center
• Prolonged exposure can result in numbing and distrust of others
• Isolation/withdrawal is dangerous, connection is important for healing
• Who listened to your story?
• How did the listener provide a safe space for processing what happened?
• How did they identify your most pressing need?
• How did they connect you to other resources?
• Did they stay connected beyond the immediate aftermath?
HOPE: Emotional Regulation can be learned and reset
REFRAME: Develop a Narrative
APPRECIATION and COMPASSION: for self in the experience
FIND MEANING: vicarious resilience in purpose or recognition of learning and growth that happened during trauma
We create our Joy

- Circumstances/Facts
- Thoughts/Story/Sentences
- Feelings/Emotional Reaction
- Actions
- Results
Human Brains

- Seek Pleasure
- Avoid Pain
- Do things Efficiently
Great Questions

- “I notice that”
- “What else is true”
- “How would you like to feel”
- “What else is possible”
Creating Joy

Working Backwards

- Circumstances/Facts
- Thoughts/Story/Sentences
- Feelings/Emotional Reaction
- Actions
- Results: Joy in Work
• Connect
• Listen: to the “Pool”
• Notice: “stumbling in the dark” automated response
• Validate/Empathy
• Resume Lifeguard: “Now what”
• Ask: “What does joy in work look like to you?”
• Explore: If the facts stay the same, what will you need to think and do differently to create joy
• Encourage: “Light switch” Joy is available right now, even when ...
• Action Plan: One Thing to create more joy
• Follow up: Plan next Peer Session
• What went well
• What didn’t go well
• What will you do different next time
Peer Session Outline

• Connect
• Listen: to the “Pool”
• Notice: “stumbling in the dark” automated response
• Validate/Empathy
• Resume Lifeguard: “Now what”
• Ask: “What does joy in work look like to you?”
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• Action Plan: One Thing to create more joy
• Follow up: Plan next Peer Session
Peer Session Reflection

- What went well
- What didn’t go well
- What will you do different next time

Questions