

Mindful Warrior

community building through resilience



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D. E. A.² R.



- ✓ **Describe**- contemporary landscape of policing
- ✓ **Explain**- POTUS TF 21C Policing & the paradigm of the *Troubling Trifecta*
- ✓ **Aggravate**- the *Crisis of Ethos*, neglect & reckless rebranding
- ✓ **Articulate**- the missing application of science & the potential of Organic technology
- ✓ **Resource**- Resources and References

Disclosures

- *Opinions expressed are my own and do not represent those of organizations I am affiliated with, direct or indirect.*
- *I sometimes get paid to train mindfulness to public safety professionals. This talk is in the interest of social justice, not business.*
- *I am recruiting for research participants!*

21st Century: “New Normal”

- ✓ increasing demands on operations with decreasing resources*
- ✓ decreasing crime rate (so the data suggests)...yet an increase in violence against police...coupled with an increase in single-incident mass casualty violence*
- ✓ increased visibility of police stress, police officer suicide, emotional trauma inside the Thin Blue Line, & late-career police misconduct...along with increasing hostility toward authority and/or eroding trust of police*
- ✓ consistent, antagonistic scrutiny of police operations and tactics, seemingly focused on the individual police actor*

Describe

Cycle of Predictable Outcome

Critical Incidents

Chronic exposure to suffering

Cumulative organizational stress

Public Perception & Misperception

Legal challenges...lawsuits

Culture of apathy and/or fear



Family pressures

Maladaptive coping strategies

Propensity for problems on duty



*Challenging cycles of behavior, fed by
self, culture, system, and community*



Organizational Approach to Occupational Stress

*Historically, we have **delegated** stress management to the officer*

*(CISM, EAP, FFD- All **REACTIVE**)*

Facilitating holistic wellness through resilience building strategies is a new concept (organizationally and culturally)

*Resilience is hampered or enhanced by organizational leadership & management**



Stinchcomb, J. Searching for Stress in all the wrong places: Combating Chronic Organizational Stressors in Policing. *Police Practice & Research*. July, 2004.

Current Landscape of well being

- ✓ *Police officers forfeit seven years of their life for their vocation (Violanti 1996)*
- ✓ *Higher risk of Sudden Cardiac Death (Joseph, Violanti, Donahue, Andrews, Trevisan, Burchfiel, & Dorn, 2009; McCraty & Atkinson, 2012)*
- ✓ *higher risk for developing adverse mental & physical health outcomes (Hartley et al., 2011)*
- ✓ *higher rates of depression (Wang et al., 2010), post-traumatic stress disorder (PTSD; Marmar et al., 2006), and alcohol use disorders (Rees & Smith, 2008)*
- ✓ *more likely to die from suicide than in the line of duty & LEO who have 15 to 19 years of experience have the highest rates of completed suicides (Miller, 2006)*

Current Landscape of well being

- ✓ *higher rates of depression (Wang et al., 2010), PTSD (Buchanan et al. 2001), anxiety disorders (Marmar et al. 2006), insomnia (Rajaratnam et al., 2011), and alcohol use disorders (Rees & Smith, 2008) relative to the general population.*
- ✓ *more likely to die from suicide than in the line of duty (Miller, 2006)*
- ✓ *higher risk for sudden cardiac death (Zimmerman, 2012) and metabolic syndrome (O'Hara et al., 2013).*
- ✓ *Higher risk for developing diabetes, obesity, and metabolic syndrome (O'Hara, Violanti, Levenson, & Clark, 2013; Paton, Johnston, Clarke, Violanti, Burke, & Deenan, 2008)*

BCOPS Study 2004-2009

Buffalo Cardio-Metabolic Occupational Police Stress. Violanti, et al (2011)

- ✓ *four times more likely to suffer sleep deprivation*
- ✓ *among the poorest CVD health profiles of any occupation*
- ✓ *40 percent of police officers suffer from obesity*
- ✓ *prevalence of depression nearly double*
- ✓ *Speculation that the inflammatory process initiated by stress is a major factor in poor health*

Describe

BCOPS Study 2004-2009

“In summary, the results of this study show that as sleep quality gets worse, depressive symptoms do as well. In a profession that requires high levels of alertness, as well as sometimes requiring instantaneous decisions, it would be optimal if police officers were well rested, and thus have fewer depressive symptoms and correspondingly higher cognitive skills.”

Slaven, et al (2011)



Collectively, these issues are related to negative outcomes, including administrative and tactical errors, safety violations, uncontrolled anger toward suspects, citizen complaints, and absenteeism (Rajaratnam et al., 2011).

Describe

Our Institutional Response

A Leadership Opportunity

✓ Governance

✓ Innovation

✓ Science

✓ Collaboration

✓ Vulnerability- Risk Taking



TF Report: Six Pillars

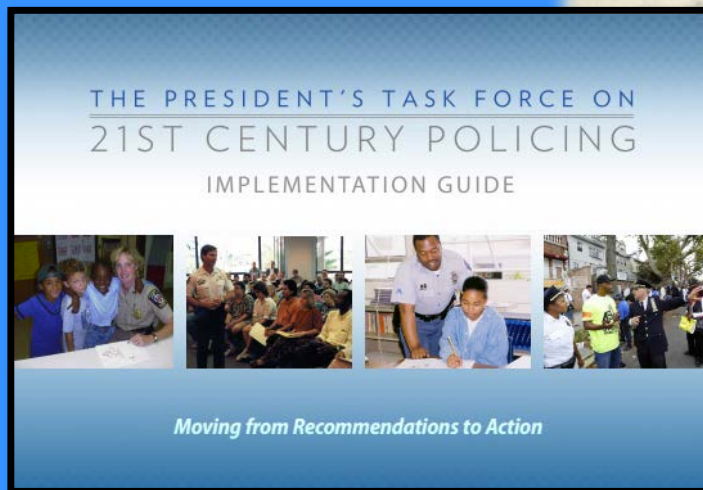
- ✓ *Building Trust & Legitimacy*
- ✓ *Policy & Oversight*
- ✓ *Technology & Social Media*
- ✓ *Community Policing & Crime Reduction*
- ✓ *Training & Education*
- ✓ *Officer Wellness & Safety*



Describe

The Troubling Trifecta

- ✓ *Technology*
- ✓ *Training*
- ✓ *Traditional Thinking*



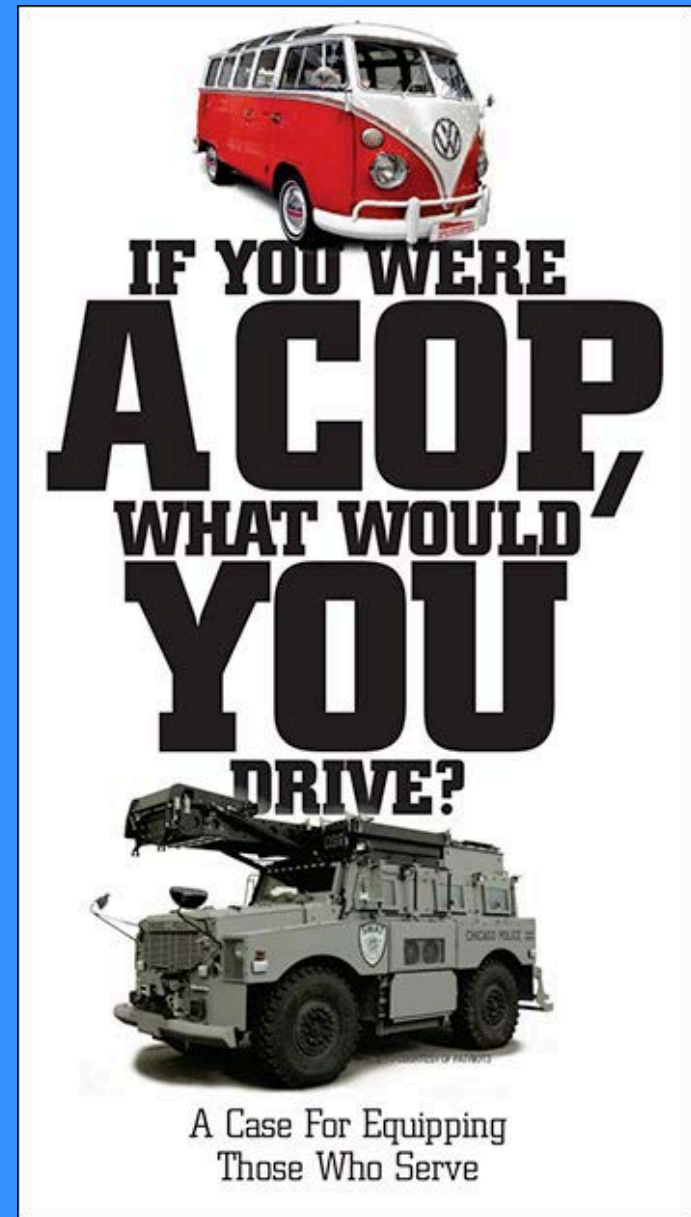
Aggravate

Crisis of Ethos

- ✓ Mal-adaptive internalization of Hollywood paradigm of warriorship

“Sheep, Sheepdogs and Wolves”

- ✓ **Market & trauma-driven culture** that distorts the authentic warrior ethos and increases the space between the police and their community
- ✓ Ineffective leadership from the Bridge has allowed this cultural drift away from authentic warrior ethos



For further on cultural drift: <http://www.mindful.org/police-culture-in-america-has-lost-its-way/>

Guardian Mindset & Procedural Justice

v.

Warrior Ethos & Social Justice

Culture Change is Critical

Result of Traditional Thinking: Rebranding Without Rebirth

- *Quoting Plato's Republic as an academic exercise*
- *Uninformed thinking re: modern military*
 - ✓ *Loss of human, leadership & tactical lessons learned from GWOT*
 - ✓ *Misguided comparisons of police & military*
 - ✓ *Using an historic view to generalize @ modern soldier*

Post 9/11 lessons from U.S. military



Conventional wisdom proposes that American policing is modeled after the military. This notion has become a counterproductive fallacy. *

“We share the experience of emotional trauma with the police community.” –Captain Joshua Mantz, USA

Phil Zimbardo – Abu Ghraib & *The Lucifer Effect*

We have much to learn from our warriors in the GWOT...& those before them.

*Cowper, T. *The Myth of the Military Model of Leadership in Law Enforcement*. POLICE QUARTERLY Vol. 3 No. 3, September 2000

Warrior to Guardian Fallacy

Quoting Plato is easy as well as potentially careless.

Changing our brand without nurturing our soul, is ineffective.

Alternative:

Quote Joseph Campbell

Understand the Hero's Journey

Cultivate Compassion & foster the Warrior's Journey Inward.

Aggravate



The cave you fear to enter
holds the treasure that you seek.
—Joseph Campbell



Warrior Ethos

“Instead of panicking or returning to business as usual, commit to grounded compassion, pragmatic wisdom, and skillful action.

Let awareness be your weapon...Be there for those who have suffered more than we have.

Step beyond yourself and be of use to someone. Be courage in uncertainty. Be love in chaos.”

-Richard Strozzi-Heckler

Authentic Warriorship

Compassion & Courage are born
from:

Self Awareness

Compassion

Vulnerability

*Daring Greatly. How the Courage to
Be Vulnerable Transforms the Way We Live,
Love, Parent and Lead. Brene Brown.*



Aggravate

Not today social media, not today. I'm not buying what you're selling.

Today I'm gonna focus on the 20 foot circle around me and anyone that gets in that 20 foot circle is gonna get unconditional kindness without myself expecting anything in return. Tomorrow.....I will do the exact same thing....and the next day...and the day after that.

Home from traveling for two days and once again I'm extremely lucky to spend that time with my wife, dogs, and some Texans that just happen to be some of the greatest men I've ever known. Everyday on the ranch is another chance to get humbled by hard work, respect, and learning new things. Better today than I was yesterday!

America. [#grateful](#) [#nottoday](#)



Mindfulness: Pathway to Authentic Warriorship, Trust & Legitimacy



Aggravate

Development of MBRT



On Mindfulness



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

(Kabat-Zinn 2003)

Mindfulness

- Awareness
- In the present moment
- With acceptance



What we do in MBRT

- Adaptation of Mindfulness-Based Stress Reduction (MBSR; Kabat-Zinn, 1990)
- 8-week format
- Each class is 2 hours with a 4 hour retreat
- Mindful movement, body scans, sitting and walking meditation
- Culturally relevant practices (e.g., police stress, building resiliency, etc.)
- “The door stays locked”



pilot MBRT study

Participants

- 3 groups completed (summer, 2013; fall, 2013; spring, 2014)
 - 72 Law enforcement officers began MBRT
 - 48 completed the training

Police Stats

- Years on the force $M = 13.74$ (range 2-25 years)
- Variety of ranks (Lieutenant [8%], Sargent [15%], Officer [71%], Other [6%])

Data Collection

- Self-report data collected pre-, mid-, and post-MBRT
- Saliva samples pre- and post-MBRT

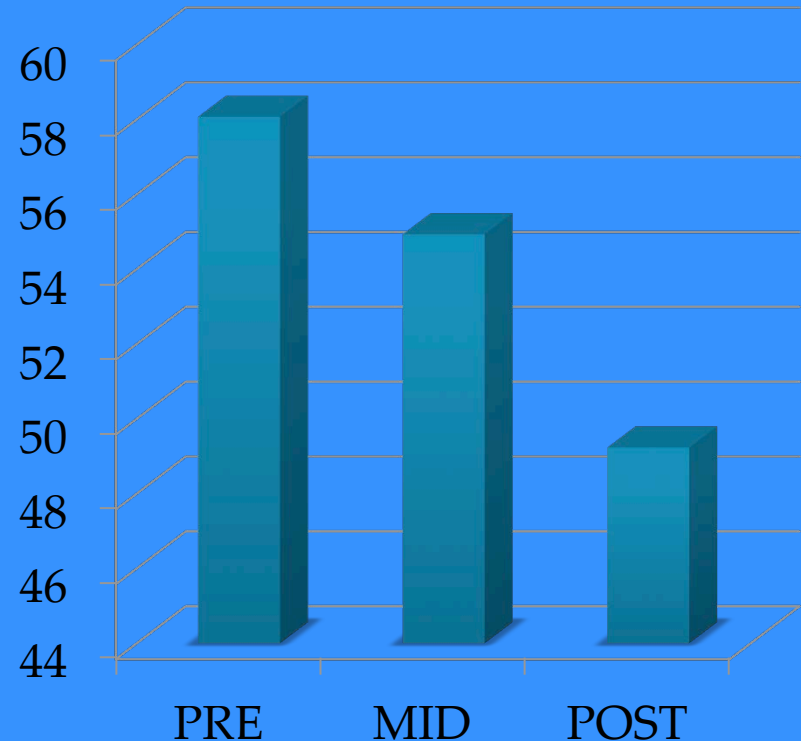
emotion/affect

Emotional IQ



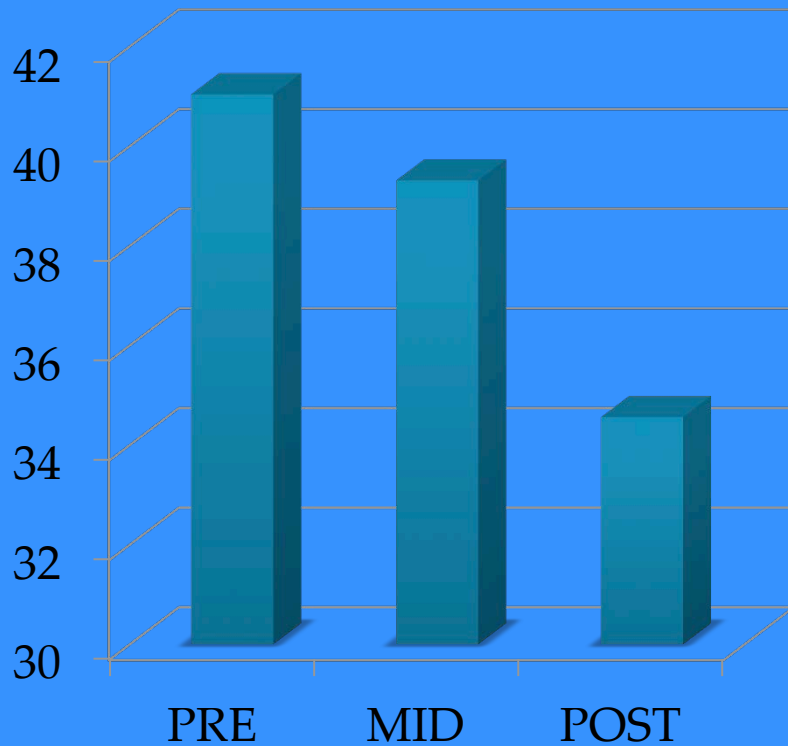
$p < .0001$; $\eta p^2 = .31$

Difficulty in Emotion Regulation ($N=18$)



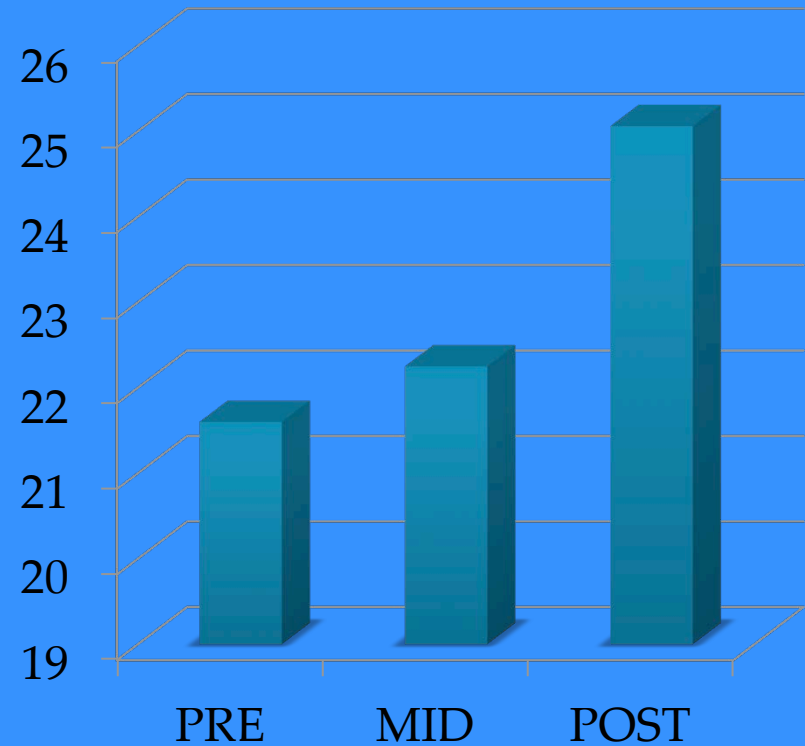
$p = .027$; $\eta p^2 = .23$

BURNOUT



$p < .0001$; $\eta p^2 = .33$

RESILIENCE



$p < .0001$; $\eta p^2 = .34$

Training & Research Collaborative

Pacific University, Stress Reduction Clinic, HPD, Mindful Badge

- ✓ Mindfulness Based Resilience Training & Research
- ✓ Preventative Mental Health Skill Building & Training
- ✓ Yoga (2016)
- ✓ Responder Resilience Summits (2014 & 2016)



NIH Funded Study

“To achieve legitimacy, mitigating implicit bias should be a part of training at all levels of a law enforcement organization to increase awareness and ensure respectful encounters both inside the organization and with communities.” -TF Report

Mindfulness Based Resilience Training (MBRT) for Police Officers

- 100 Officers
- Intervention
- Wait-list Control



Mindfulness Immersion

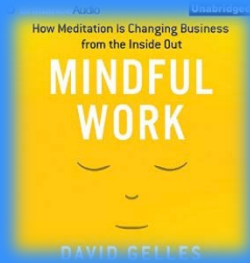
- ✓ Weekend (2.5 day)
Bend, Oregon in January 2016
Northern California in Spring 2016
- ✓ Week-long (5 day)
Northern California in October 2016

www.mindfulbadge.com

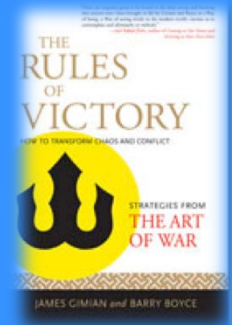
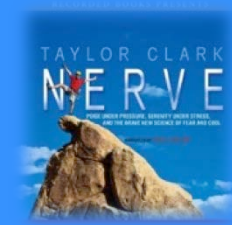
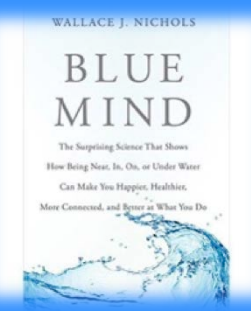
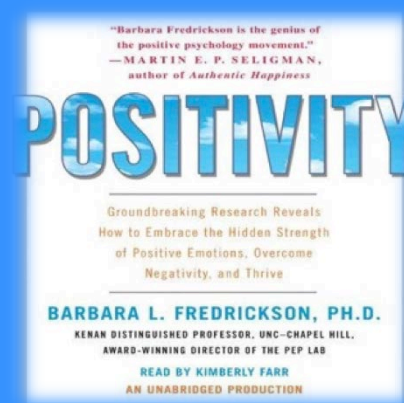
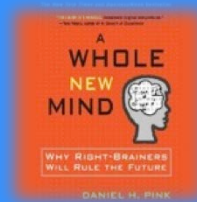
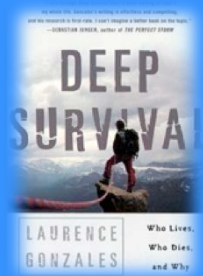
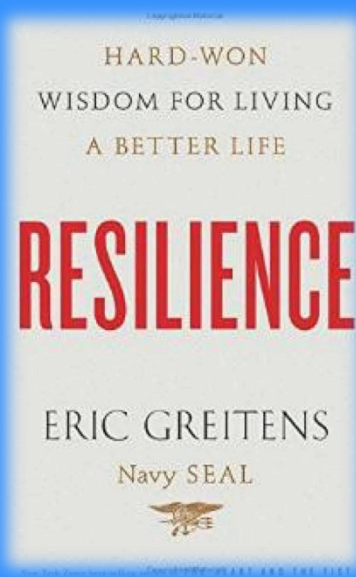


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and the Greatest Race the World
Has Never Seen
Christopher McDougall



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Resource