



STRESS & RESILIENCE

THE SITUATION

In the face of the Ukraine crisis, staff may be working under high pressured, high stakes, uncertain conditions. This can lead to stress and burn out. THE SCIENCE Watch out for key symptoms of stress and burnout and take action to repair and recover from stress before it escalates.

Stress symptoms:

- Intrusive - recurrent, distressing thoughts/flashbacks.
- Arousal - sleep disturbance, anger, guilt, concentration difficulties.
- Avoidant - avoidance of thoughts, feelings, activities of situations that remind you of the event or detachment from others.

Burn out symptoms: •

- Physical - fatigue, exhaustion, sleep difficulties, headaches, frequent colds/flu.
- Emotional - irritability, anxiety, depression, defensiveness, de-personalization, reduced sense of accomplishment/self-worth.
 - Behavioural - poor work performance, substance misuse, poor communication, withdrawal from others

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PREPARE

- Train for what you will encounter.
- Cognitively rehearse the activities you will carry out.
- Consider the potential psychological and physiological factors.
- Remember your training.
- Seek support.

ADAPT

- Regularly assess what is your role.
- Acknowledge other people's roles.
- Contribute to a good team spirit.
- Give gratitude to yourself and others.
- Maintain an optimistic and adaptable mindset.
- Use your support networks.

RECOVER

- **Healthy Body** - Exercise daily.
- **Healthy Diet** - At least one portion of fruit and vegetables per day.
- **Happiness** - Make time for joy and laughter.
- **Head Space** - Find time to reflect and reset.
- Consider the use of Ground Truth's After-Action Review process.