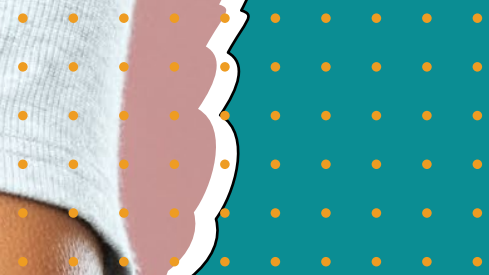




# Peers for joy In Work







# Peer Guide Training

- Safety
- Holding Space
- Trauma Informed
- Thought Model
- Peer Session  
Outline



# Safety First

- 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







# Holding Space

- 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





# Hiding Space

- 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





A photograph of a lifeguard sitting on a lifeguard stand. The lifeguard is wearing a white tank top with 'LIFEGUARD' written on the back and is holding a red rescue buoy. The background is a bright blue sky with white clouds. The image is partially obscured by a teal graphic on the right side.

# now what ?

## 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”





# Trauma Impact

- 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





# Trauma Mitigation

Listen, Protect, Connect

- 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?





# Trauma Mitigation

Activation Deregulation

- 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



# Thought model

We create our Joy

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

Brooke Castillo | The Life Coach School





# Autopilot Reactive



## Human Brains

- Seek Pleasure
- Avoid Pain
- Do things Efficiently







# Light switch

## Great Questions

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





# Greating Joy

Working Backwards

- Circumstances/Facts
- Thoughts/Story/Sentences
- Feelings/Emotional Reaction
- Actions
- Results: **Joy in Work**





# 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?”
- 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





# Peer Session Reflection

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

Questions





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