

A close-up, black and white photograph of a greyhound's face, showing its eye and the texture of its fur. The image is slightly faded to allow text to be overlaid.

2020-2021

COURSE CATALOG

DR. OLIIVA JOHNSON presentation/consulting rates: Four-Hour Block: \$1800 plus travel and expenses. Eight-Hour Block: \$3500 plus travel and expenses. Prices negotiable for multiple days of continuous training and for large groups. Seating is capped at 50 per class unless negotiated. Classes with a second instructor will be negotiated.

Dealing with an Officer in Crisis (OIC)

Millions of Americans suffer from mental health issues every year. Police officers and other first responders are not exempt from this reality. "A crisis can occur at any time and can include: receiving word of the death/unexpected death of a loved one, a line-of-duty death, peer suicide, a terminal diagnosis of one's self or loved one, termination, indictment, investigation, arrest, etc." Job cuts, dwindling budgets, defunding, social unrest, resignation and retirement, etc. have left many agencies short and under-staffed. Officers will be exposed to greater rates of stress and trauma due to these shortfalls. This class is largely based on case studies and will heavily involve individual and group participation. Are you prepared to deal with an OIC in your agency on-duty? *Works well as conference block, lunch and learn presentation, or add on course over lunch.* **Missouri POST Certified for 1-hour. Works well for conference settings or Lunch-N-Learn.**

Duration: 1-hour; 4-hour; or 8-hour format

Learning Goals and Objectives

- Participants will identify and analyze a mental health crisis/emergency
- Participants will identify an officer in crisis and personal risks
- Participants will discuss the outcomes of a crisis on the officer
- Participants will develop protocol for dealing with an officer in crisis
- Participants will identify resources, strategies, and points-of-contact
- Participants will demonstrate knowledge of "Need to Know"
- Participants will demonstrate knowledge of suicide awareness/prevention

The Balanced Warrior: Proactive Officer Wellness

Participants will realize what it means to be a balanced warrior and they will understand the importance of personal and professional issues facing officers and their families and the detriments to not maintaining balance. This is a very hands-on class with lots of individual and group work. This is a heavy-based scenario-based/role playing class that assists officers, administrators and families in conflict resolution and other issues that cause roadblocks personally and professionally. This is an exceptional class for peer support members or those considering becoming a peer support member. **Missouri POST Certified (8-Hours)**

Duration: 8-hours

Learning Goals and Objectives

- Participants will complete an initial wellness assessment
- Participants will identify areas in need of positive change
- Participants will replace negative factors with positive influences
- Participants will identify the pillars of holistic wellness
- Participants will recognize link between substance abuse, mental health issues, and suicide
- Participants will develop a personal wellness plan

Surviving & Thriving Behind the Badge

First responders face many dangers on the job. Training is readily available for addressing officer safety from an armed assailant standpoint, but training stops short of addressing officer safety from an officer wellness standpoint. Trained officers are more confident, competent, and capable when they are aware of all the dangers of the job. In order to adequately prepare officers, we must be open and honest about the occupational risks. This course is about personal empowerment – it is about *surviving and thriving behind the badge*.

Missouri POST Certified (8-Hours)

Duration: 8-hours

Learning Goals and Objectives:

- Participants will acquire anger management skills
- Participants will identify stress in first responders
- Participants will develop recognizable examples of a health heart
- Participants will recognize cultural influences on their health
- Participants will provide examples of when and how to ask for help
- Participants will verbalize through role-playing how to communicate with healthcare providers
- Participants will develop suicide awareness and prevention strategies

Law Enforcement Psychological Autopsy (LE-PA)

Death by suicide is a leading cause of death among first responders. Understanding the circumstances and events preceding death can help better understand some of the unknowns that follow a death by suicide. Putting the pieces together will help provide a better understanding as to why someone ultimately died by suicide and will assist agencies in future prevention and awareness efforts.

Participants will be required to examine several case studies and will work through a simulated case. This case study will include examination of documentation collected for a death by suicide and information obtained post-incident (e.g., autopsy reports, toxicology, death certificate, police reports, family interviews/statements, social media accounts, pictures, etc.). Instructor received Law Enforcement Psychological Autopsy certification per the American Association of Suicidology 2020.

Duration: 8-hours

Learning Goals and Objectives:

- Participants will acquire an understanding of why the PA is useful
- Participants will identify pros and cons to the PA
- Participants will develop a timeline (1-year preceding death) for the decedent (major items)
- Participants will build skills in identifying who should be interviewed
- Participants will develop skills to search and find documentation on the decedent
- Participants will understand their State's Sunshine Laws, FOIA/FOIL for obtaining records
- Participants will develop a system of information collection and online presence
- Participants will build a simulated Semi-PA

Police Stress: The Good, the Bad, & the Ugly

Stress and anxiety-type disorders affect millions of Americans every year. In fact, of those suffering from such disorders less than one-third receive treatment (Anxiety & Depression Association of America [ADAA], 2012), even though most stress and anxiety disorders are treatable. Anxiety-type disorders can be genetic in nature, but many more have been linked to life events and alterations in brain chemistry, as is the case with many first responders. These disorders can be catastrophic to the individual and family, and also to a department in the form of liability, medical costs, lost work, and increased absenteeism. Training and educating officers about these disorders better prepares them for the possibility that they may experience such a disorder and helps reduce the taboos and stigmas attached to issues dealing with mental health. **Missouri POST Certified (8-Hours)**

Duration: 8-hours

Learning Goals and Objectives:

- Participants will identify stress, anxiety, acute stress disorder (ASD), and PTSD
- Participants will identify signs and symptoms associated with stress, anxiety, ASD, and PTSD
- Participants will develop a working list of contributing factors
- Participants will identify the need for professional assistance when necessary
- Participants will develop positive stress management skills
- Participants will verbalize the differences between male and female stress

Police Suicide: You don't have the Right to Remain Silent

Suicide is a leading killer of law enforcement personnel. Suicide claims more lives of law enforcement personnel than line-of-duty deaths (LODD) and homicide combined. Agencies have a moral and legal obligation to train and educate officers on the occupational risks. This class will address the taboo nature of suicide and will enlighten officers on the resources available to assist them in finding and implementing adaptive coping mechanisms to deal with the issues they will face personally and professionally. By not training and educating officers on their risks for suicide, departments inadvertently tell officers there is no problem. In turn, agencies lose valuable funding to provide such training and they lose officers to a preventable problem.

Missouri POST Approved 8-hours.

Duration: 8-hours

Learning Goals and Objectives

- Participants will identify signs and symptoms of depression and suicidal ideation
- Participants will recognize contributing factors of stress, depression, and suicide
- Participants will distinguish between adaptive and maladaptive coping skills
- Participants will explain the A-C-T principle
- Participants will demonstrate a general understanding of suicide theories
- Participants will acknowledge the role of self-medication in attempted/completed suicides
- Participants will acquire skills and resources for assisting at-risk officers

Peer Support for Law Enforcement

Access to health and mental health professionals is not also feasible, even for first responders in need. If a team is developed within the agency, peer support team members can be the first line of defense to referring out if needed. A well thought out peer support team will provide a level of trust that is outside that of administrators and will help employees feel more comfortable asking for assistance and reaching out. We know that service-oriented occupations have lots of inherent stress and trauma. Knowing this, we must understand that employees will at times struggle with these and other issues. From a liability aspect, it just pays to take care of people. On a human level, it is what we do. Helping officers as soon as issues are noticed, will help minimize negative outcomes.

Duration: 16-hours

Learning Goals and Objectives:

- Participants will develop a working understanding of the history of peer support
- Participants will identify current agency needs
- Participants will recognize personal/professional issues that affect the health and wellness of employees
- Participants will comprehend the importance of peer support in mental health
- Participants will locate local, state, and national resources to complement their programs
- Participants will plan to develop a peer support team in your agency
- Participants will develop ideas for a selection board and plan for participant selection
- Participants will recognize when to refer outside the team to a professional/clinical individual

Getting Off the Emotional X™

This seminar is specifically designed for **anyone** impacted by critical or traumatic events – on or off duty. No one is fully immune from the impacts of such events, but the sooner you get off the emotional x the better. *Getting Off the Emotional X* (coined by Dr. Olivia Johnson) is the concept that remaining in a place of pain, conflict, or emotional turmoil can increase one's risk for negative consequences. Operating in this emotionally unsettled place can become habitual. Breaking this negative cycle requires finding positive ways to reduce negative outcomes. This class empowers participants to take back their power and their lives through real-life examples and best practices. **Missouri POST Approved 8-hours.**

Duration: 8-hours

Learning Goals and Objectives:

- Participants will recognize where they are physically and emotionally
- Participants will identify factors (internal and external) that contributed to ending up on the X
- Participants will comprehend the risks of remaining in a place of chaos and pain
- Participants will identify risk factors that could place them in harm's way
- Participants will develop a working plan to be able to get off the X as soon as possible
- Participants will integrate the working plan into future projections

The Other Side of the Badge (Spouse/Significant Other/Partner)

This class is specifically designed for officers, spouses, significant others, and partners of those behind the badge. These are unique relationships in many ways and this class aims to address concerns, answer questions, and to provide a safe atmosphere for sharing and learning. All too often, significant others and family members are not fully aware of what their first responders do at work. Educating them can help reduce stress and anxiety. It can also help families understand why you may seem different to them, why you may not be acting like yourself. It is time we start taking care of our families, as they are the lifeline to our first responders. Let's take a look at the other side of the badge.

Duration: 8-hours

- Participants will discuss officer mental wellness
- Participants will develop a plan to improve communication/listening skills
- Participants will recognize signs of trouble
- Participants will work on relationship building
- Participants will manage stress and worry
- Participants will learn how to seek out help for a loved one

Telecommunicators and Vicarious Trauma: Out of Sight and Out of Mind

All too often, those answering calls for service in police agencies across the country are seen as little more than paid answering services. This could not be further from the truth. Those answering calls for vehicle crashes, suicidal individuals, home invasions, and homicides are often speaking to those intimately involved in the incident. Many agencies are operating shorthanded and understaffed, which places additional burdens on emergency services personnel. The long hours, emotional strain, vicarious trauma, and lack of adequate mental health support can wreak havoc on the lives of this country's dispatchers. Some will deal with the pain and emotion by self-medicating with drugs and/or alcohol, others will revert to unhealthy eating, shopping beyond their means, over or under sleeping, etc. This class will address these issues head on and will help these behind the scenes first responders make healthier choices by building a step-by-step plan. **Missouri POST Approved 8-hours.**

Duration: 8-hours

Learning Goals and Objectives:

- Identify signs and symptoms of vicarious trauma, stress, CIS, & PTSD
- Recognize personal risk factors based on occupational role(s)
- Identify calls that will cause major issues
- Acquire skills to help de-stress at work and home
- Increase personal resilience through skill development
- Develop a healthy living plan.
- Build resilience in every area of your life.

Stalking: When Obsession goes too Far

According to the Centers for Disease Control and Prevention (2011) approximately 7.5 million + people are stalked each year in the US. The majority of stalking victims know their stalkers. Most stalkers are current or former intimate partners (The National Center for Victims of Crime), often making it difficult for victims to break the cycle of violence and receive adequate help. This is often because victims fail to or fear to report their stalkers. Females account for the majority of victims of stalking and often report intimate partner violence, domestic violence and rape within these relationships. Half of a stalking victims indicate that they were victimized before the age of 25 (Baum et al., 2009). Making it even more important to educate our young people about healthy and unhealthy relationships early, as well as risk factors and warning signs for such behavior. Law enforcement is a key component to helping victims get their power back. **Missouri POST Approved 8-hours.**

Duration: 8-hours

Learning Goals and Objectives:

- Participants will recognize and verbalize risk factors for victim's based on demographics
- Participants will identify the typology/psychology of a "typical" stalker
- Participants will recognize risk factors and warning signs of stalking behavior
- Participants will distinguish between pre- and post-breakup indicators
- Participants will articulate the role of law enforcement
- Participants will review high profile cases and recognize risks and pre-warning indicators
- Participants will articulate the Golden rules for stalking victims
- Participants will develop a personal protective plan

Protecting your Online Presence

Law enforcement officers can become victims of harassment and unwanted attention and may often be unaware of who is watching you. In a world where everything you post can never be deleted, first responders and other professionals must be vigilant and cognizant of what they are posting. Someone who wants to find out more about you may also target family, friends, and co-workers to find out as much as they can. This class will show you your online vulnerabilities and how to strengthen your online presence.

Duration: 8-hours

Learning Goals and Objectives:

- Participants will recognize their online vulnerabilities
 - Participants will identify ways to keep family and friends from exposing you
 - Participants will recognize risk factors and warning signs that someone may be watching you
 - Participants will learn how to inform others in your circle of issues
 - Participants will review several case studies and identify online exposures
 - Participants will develop a personal online presence plan
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