

Reflective Practice for Attorneys

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Nebraska Center on
Reflective Practice



CENTER ON CHILDREN,
FAMILIES, AND THE LAW

LET'S TAKE A POLL



- ▶ WIFI Network: Younes Conf Center

- ▶ Two options to join:
 - ▷ [PollEv.com/kellihauptma056](https://www.pollEv.com/kellihauptma056)
 - ▷ Text kellihauptma056 to 37607

LET'S TAKE A POLL



- ▶ Write a word that describes the pace of your work as an attorney

LET'S TAKE A POLL



- ▶ Have you ever had a case keep you awake at night?
 - ▶ A. Yes, often
 - ▶ B. Yes, sometimes
 - ▶ C. No

LET'S TAKE A POLL

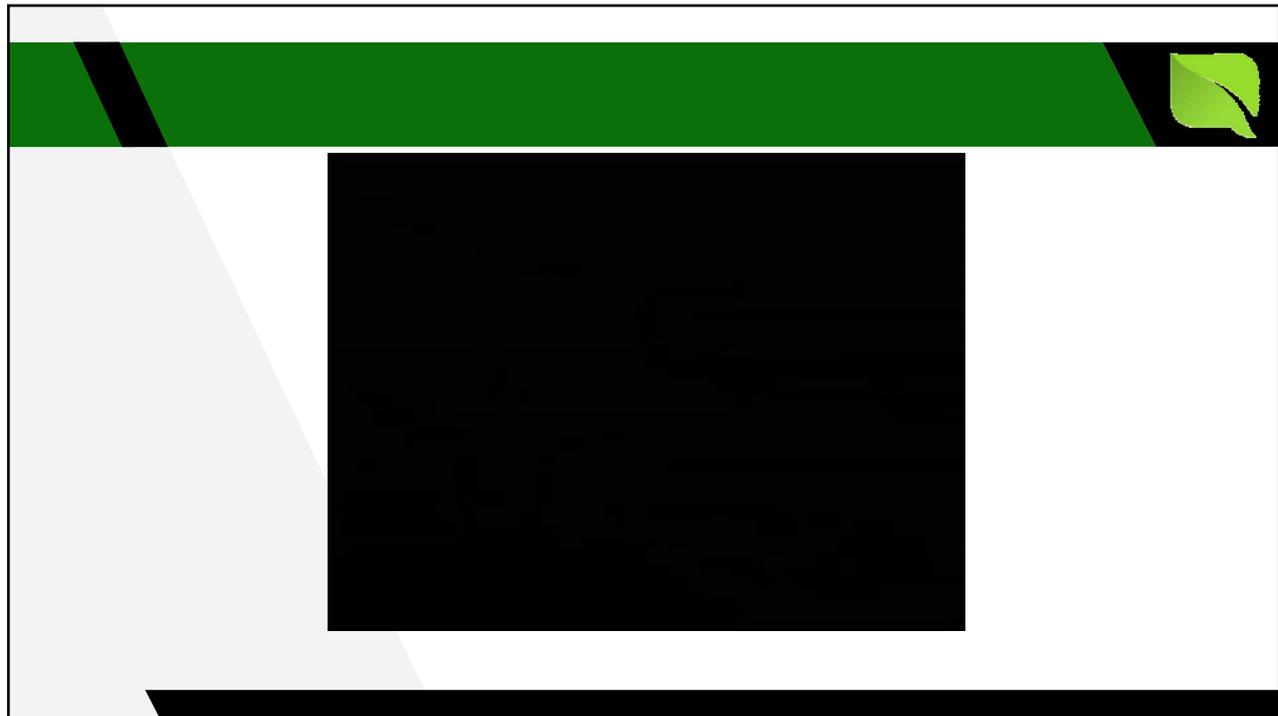


- ▶ How often do you find yourself thinking about distressing material at home?
- ▶ A. All the time
- ▶ B. Fairly frequently
- ▶ C. Occasionally
- ▶ D. Never

LET'S TAKE A POLL



- ▶ Rate your agreement with this statement: "I've become more callous toward people since I took this job."
- ▶ A. Yes, definitely
- ▶ B. Yes, to some extent
- ▶ C. No, not much
- ▶ D. No, not at all



Vicarious Trauma

- ▶ "Transformation in the self of a trauma worker or helper that results from empathic engagement with traumatized clients and their report of traumatic experiences...it's hallmark is disrupted spirituality or disruption in the trauma worker's perceived meaning and hope"
~Wikipedia

“The expectation that we can be immersed in suffering and loss daily and not be touched by it is as unrealistic as expecting to be able to walk through water without getting wet.”

Dr. Naomi Rachel Remen

jessicadolce.com

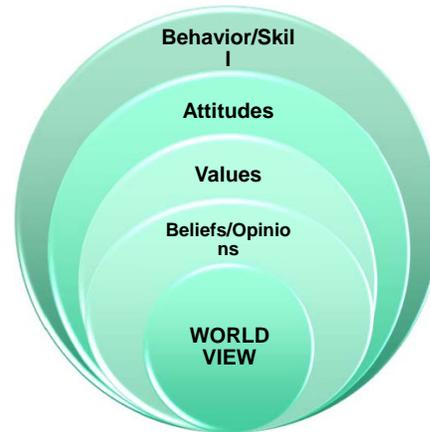
What does this look like?

- ▶ Increased fatigue/illness
- ▶ Social withdrawal
- ▶ Reduced productivity
- ▶ Hopelessness, despair, nightmares, feelings of experiencing the event
- ▶ Unwanted thoughts or images of traumatic events
- ▶ Anxiety, vigilance, avoidance
- ▶ Persistent anger or sadness
- ▶ **Change in worldview**



What about worldview?

- ▶ **Feldman & Kaal, 2016**
 - ▶ People generally hold positive views about the world and themselves
 - ▶ Control group participants (no vicarious trauma) who had more empathy had a more positive worldview
 - ▶ Secondary trauma victims who had more empathy had less positive worldview beliefs



How does all of this affect the organization?

- ▶ Turnover
- ▶ Quality of services provided to consumers
- ▶ Decision making
- ▶ Workplace culture and morale

What is Reflective Practice?



- ▶ Relationship-based practice which relies on people's experiences to improve the way they work
- ▶ Framework to examine past actions, emotions, experiences and responses, and use that information to understand how/why you respond
- ▶ Reduces negative impacts of stressful and/or traumatic experiences

(Whiteman, Scott Heller, & Reno-Smith, 2014)

Reflective Practice



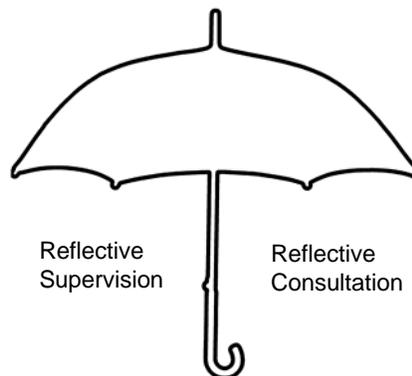
- ▶ Allows us to ***slow down*** and choose words and actions more intentionally and carefully
- ▶ Deepens our understanding of the work and how other forces impact our work
- ▶ Helps us look at interventions both while we are working and after for possible implications

(Whiteman, Scott Heller, & Reno-Smith, 2014)

What do we do during reflective practice?

- ▶ Meet together as a group for an hour once every two weeks or once per month
- ▶ Facilitated conversation about situations or cases that members of the group bring to discuss.

Two Ways to Do Reflective Practice



What does reflective practice for attorneys look like currently?

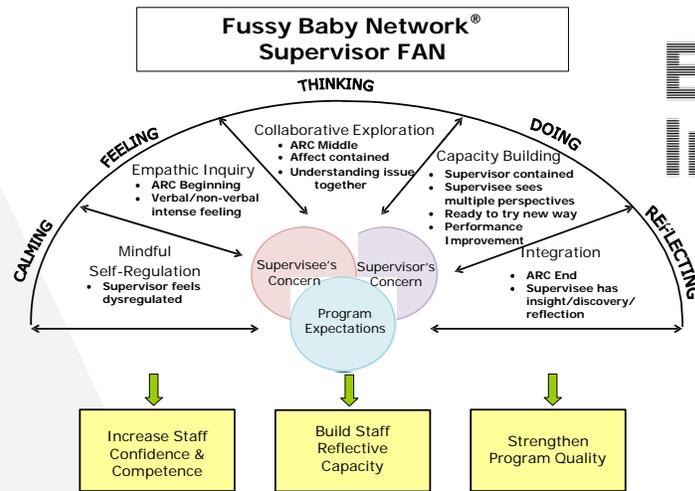
- ▶ Mixed groups or groups of like-types of attorneys
 - ▷ Tana Fye's group
 - ▷ Kelli Hauptman's group
 - ▷ Alicia Henderson's groups

What is Reflective Practice?

- ▶ Three main components
 - ▷ Reflection
 - ▷ Collaboration
 - ▷ Regularity
- ▶ Provides the space to:
 - ▷ Slow down
 - ▷ Remember
 - ▷ Reflect
 - ▷ Reorganize
 - ▷ Reintegrate
 - ▷ Recharge
 - ▷ Renew



Facilitating Attuned INteractions (FAN)



Reflective Practice is a Safe Place



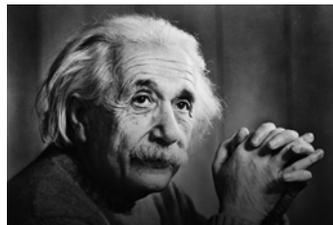
- ▶ Mutual respect
- ▶ Trust
- ▶ Truthfulness
- ▶ Collaboration
- ▶ Equality
- ▶ Healthy Communication
- ▶ Healthy Boundaries

Examples of Topics Processed in Reflective Practice Sessions

- ▶ Dealing with outside agency "incompetence"
- ▶ Ways to be more efficient at work
- ▶ Coping with the effect your work has had on your personal life or view of humanity
- ▶ Dealing with unwanted change
- ▶ Developing strategies to deal with certain cases, or individuals

Build capacity for critical thinking

- ▶ Integration of...
 - ▷ What they know (the facts)
 - ▷ Exploration of different perspectives
 - ▷ How they feel & their experience
 - ▷ What are the options?
 - ▷ What are the ramifications of those options?
 - ▷ What is the next step?
 - ▷ What did you learn?



"Education is not the learning of facts, but the training of the mind"

Reflective Practice in Nebraska



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Reflective Practice



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Nebraska Center on Reflective Practice

- ▶ UNL-CCFL Nebraska Resource Project for Vulnerable Young Children program
- ▶ Goal: To train and provide reflective practice throughout Nebraska to
 - ▷ Child welfare
 - ▷ Court system
 - ▷ Early childhood professionals



Nebraska Center on Reflective Practice



- ▶ Partnership with Nebraska Children and Families Foundation, Nebraska Department of Education, and University of Nebraska Medical Center – Munroe Meyer
- ▶ Train-the-trainer program through the Erikson Institute's Fussy Baby Network
- ▶ Ongoing collaboration with Erikson Institute

Nebraska Center on Reflective Practice



- ▶ Training Program
 - ▷ Initial 2-day training
 - ▷ 6 months of mentoring including model fidelity
 - ▷ Advanced 1-day training
- ▶ Reflective Consultation
- ▶ Community of Practice

Nebraska Center on Reflective Practice



- ▶ 2017 – 12 groups (85 people) receiving reflective consultation from NCRP (attorneys, caseworkers, law students, judges)
- ▶ 2017 – 50 professionals went through training program

What have we found so far?



Pilot Evaluation



- ▶ To assess changes over time in reflective ability, vicarious trauma, burnout, turnover intentions
- ▶ Online surveys sent to 24 reflective practice professionals attending monthly/biweekly RP:
 - ▷ 8 caseworkers
 - ▷ 8 education specialists
 - ▷ 5 attorneys and
 - ▷ 3 mental health professionals

Pilot Evaluation



- ▶ Surveys sent at three points: once before RP began and twice at 4 month intervals
 - ▷ 1st survey: 23 responses
 - ▷ 2nd survey: 22 responses
 - ▷ 3rd survey: 14 responses
- ▶ Limitations: Small sample size, 3rd survey dropoff, self-reporting

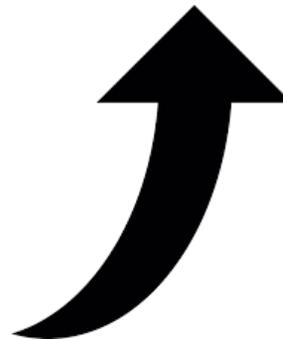
Pilot Evaluation

- ▶ Several scales were used including:
 - ▷ Groningen Reflective Ability Scale
 - ▷ Reflective Supervision Rating Scale
 - ▷ Coping mechanism Scale

Initial Findings of the Pilot Evaluation

- ▶ Self-reflective ability

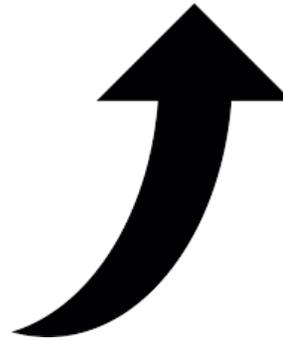
MARGINALLY SIGNIFICANT
INCREASE



Initial Findings of the Pilot Evaluation

- ▶ Use of reflective practice as a coping mechanism

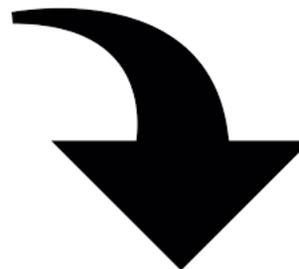
SIGNIFICANTLY INCREASED



For those people USING RP as a coping mechanism

DEPERSONALIZATION

SIGNIFICANTLY DECREASED

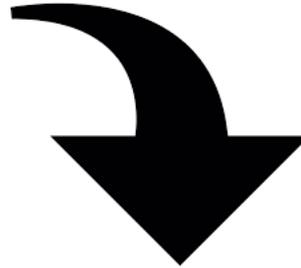


For those people USING RP as a coping
mechanism



TURNOVER INTENTIONS

SIGNIFICANTLY DECREASED



For those people USING RP as a coping
mechanism



VICARIOUS TRAUMA

MARGINALLY DECREASED



How else do you use it?

- ▶ Client Counseling
- ▶ Family Team Meetings
- ▶ Prehearing Conferences
- ▶ Supervision of Staff

Reflective Practice Q&A

Final Poll



- ▶ How applicable are the principles of reflective practice to the work you do?
- ▶ Do you think reflective practice would a be helpful practice in the work you do?

What is one thing you will take with you?





Nebraska Center on Reflective Practice Awareness Webinar

July 12 2018	10 AM
October 9 2018	2 PM
January 9 2019	12 PM
April 15 2019	1 PM

This webinar will cover:

- Why reflective practice is important for helping professionals.
- An overview of the core components of the FAN model.
- A summary of the NE Center on Reflective Practice and its training program.

Learn more and register at www.nebraskababies.com/ncrp



Nebraska Center on Reflective Practice



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THANK YOU!

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