

## NJNI Is Seeking Trainers for Stress First Aid (SFA)

The New Jersey Nursing Initiative is sponsoring two individuals from an organization interested in becoming SFA expert trainers.

**What is Stress First Aid?** SFA is a set of supportive and practical actions to assist nurses experiencing stress. SFA helps team members identify and address early signs of stress reactions in themselves and others in an ongoing way (not just after “critical incidents”).

### The Stress Continuum Model

The Stress Continuum Model is a visual tool for assessing your own and others’ stress responses. It views stress along a continuum with increasing severity. It acknowledges that every person will react differently when faced with severe or long-term stress. How a person reacts is dependent on their coping skills and resiliency and their preparation for and interpretation of the stressor event. Moving across the continuum, a person’s state can change from the **Green** to

**Yellow** to **Orange** to **Red** zone, and back again. The approach provides a flexible multi-step process for the timely assessment and preclinical response to psychological injuries in individuals or units. SFA provides tools to recognize the signs of Orange zone stress and take steps to lessen the severity of the situation and our response.

READY	REACTING	INJURED	ILL
<ul style="list-style-type: none"> <li>• Good to go</li> <li>• Well-trained</li> <li>• Prepared</li> <li>• Fit and focused</li> <li>• Cohesive units &amp; ready families</li> </ul>	<ul style="list-style-type: none"> <li>• Distress or impairment</li> <li>• Mild and transient</li> <li>• Anxious, irritable, or sad</li> <li>• Behavior change</li> </ul>	<ul style="list-style-type: none"> <li>• More severe or persistent distress or impairment</li> <li>• Leaves lasting memories, reactions, and expectations</li> </ul>	<ul style="list-style-type: none"> <li>• Stress injuries that don’t heal without help</li> <li>• Symptoms persist for many weeks, get worse, or initially get better and then return worse</li> </ul>
Unit leader & Staff Responsibility	Individual, Colleague, Family Responsibility	Caregiver Responsibility	

### Key Trainer Attributes

- Effective teaching skills
- Strong therapeutic communication, coaching, and conflict resolution skills
- Counseling experience, non-judgmental, excellent listening skills
- Able to facilitate small and large groups
- Comfortable training using virtual platforms

### Trainer Commitment

- Participate in three SFA Train-the-Trainer 4-hour virtual sessions on **August 9, 16 & 19, 2021** from 8am-12pm.
- Facilitate 2–4, peer training sessions during 2021.
- Support implementation plans and content development for stakeholder groups and organizations.

### NJNI’s Commitment

- NJNI has contracted with the developers of SFA to plan and conduct this Train-the-Trainer course.
- NJNI will sponsor your participation in the Train-the-Trainer course.
- NJNI will continue to provide information and support to Trainers throughout SFA programming.
- NJNI has 30 spots available and will be on a first come first served basis.

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If your organization is interested in having **two staff trained**, please complete the [survey link](#) with their contact information by **July 6, 2021**. For more information or any questions, please contact Jennifer Polakowski, MPA Deputy Director, [jpolakowski@njha.com](mailto:jpolakowski@njha.com).