



For the health of correctional agencies, staff and families

## TRAINING CURRICULUM OUTLINE

### A. COURSE TITLE

**"True Grit: Building Resilience in Corrections Professionals™"**

### B. TRAINING GOALS & OBJECTIVES

**"True Grit: Building Resilience in Corrections Professionals™"** (TG) is an 8-hour course designed by Caterina Spinaris, PhD, to prepare today's correctional profession for long-term resilience to maintain overall health and wellness throughout his/her correctional career *and beyond*.

"True Grit" is a follow-up training program to the internationally recognized course *"From Corrections Fatigue to Fulfillment™"* (CF2F), also developed Caterina Spinaris, PhD, and offered by Desert Waters Correctional Outreach. It can be offered after CF2F or as a stand-alone course. "True Grit" builds on the theories and practices discussed in CF2F, and provides learners with a more thorough description of resilience skills and techniques in light of correctional occupational stress. Like CF2F, "True Grit" contains material which addresses psychological challenges experienced by correctional employees due to workplace stressors, and ways to overcome them. "True Grit" is packed with useful, research-based tools and techniques for building resilience, with the goal of promoting healthy employees and a healthy workforce culture.

#### Course Objectives:

- Participants will be able to define and recognize the nature and characteristics of psychological resilience.
- Participants will be able to describe evidence-informed resilience factors, and adapt them to the corrections workplace context.
- Participants will be able to identify resilience-promoting skills, and practice some of these skills during small group activities.

### C. TARGET AUDIENCE

All levels of Federal, State, County and City corrections professionals

### D. FORMAT & CONTENT

#### 1. Format

"True Grit" is an 8-hour, interactive course designed to involve the learner in open discussion to acquire new information and insight. The course includes engaging small and large group activities, and scenario-based learning, to promote participants' practice of presented skill-based behaviors.



“True Grit” is delivered by specially trained and certified instructors, utilizing a visually inspiring Power Point program and a comprehensive, interactive Participant Manual. The learner is engaged at every step of this training.

**Maximum Number of Participants: 25**

**Length of Course: 8 hours**

## 2. Content

8:00 am Introductions, Expectations, and Housekeeping

8:15 am Slides 1 – 32. Objectives, Definitions of Resilience, Properties of Resilience, Negative Resilience, Resilience-Boosting Psychosocial Factors, Self-Awareness, Cognitive Reframing, Letting Go of Anger

9:45 am Break

10:00 am Slides 33 – 49. Correcting Thinking Distortions, S.A.N.E, Follow-Up Questions, Managing Anxiety, Self-Calming Thoughts

11:30 am Lunch

12:30 pm Slides 50 – 68. Strategic Coping, Active Problem Solving, Distress Tolerance, Acceptance, Optimism, Humor, Attending to Positive Events, Rx: 3 Good Things, Gratitude

1:45 pm Break

2:00 pm Slides 69 - 97. Post-Traumatic Strategies, Positive Relating, Positive Leadership, Meaning, L.U.V.E.M., Strengthening and Repairing Personal and Professional Relationships

3:15 pm Break

3:30 pm Slides 98 – 115. Mastery, Self-maintenance, Sleep hygiene, Resources, Personalizing Resilience-promoting Behaviors

5:00 pm Closing remarks

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### **DWCO MISSION**

Advancing the well-being of correctional staff and their families,  
and the health of correctional agencies, through data-driven, skill-based training