

Dr. Peggy Swarbrick, Rutgers University

June 20, 2024 NJ DMHAS QPM Meeting



### **National Initiative**

• Awarded to NJDMHAS through a Transformation Transfer Initiative (TTI) "State Strategies to Improve the Capacity of the Behavioral Healthcare Workforce" ("TTI") grant, Substance Abuse and Mental Health Services Administration ("SAMHSA")

### SAMHSA National Initiative

The SAMHSA National Guidelines for Behavioral Health Crisis Care Best Practice Toolkif outlines the essential elements of a comprehensive crisis care response framed using a three-pronged approach: Someone to Call, Someone to Respond, and Somewhere to Go. Crisis services are defined as universally accessible, available for anyone, anywhere, and anytime. These services

include crisis lines that accept all calls and dispatch support based on the assessed need, mobile crisis teams dispatched to community locations (not hospital emergency departments), and crisis receiving and stabilization facilities serving everyone from all referral sources.

### Mobile Crisis Teams:

Mobile Crisis Teams play a crucial role in crisis response, providing support for individuals who need more assistance than can be offered over the phone. Mobile crisis team services offering community-based intervention to individuals in need wherever they are; including at home, work, or anywhere else in the community where the person is experiencing a crisis. These teams, staffed by mental health professionals and peers, are equipped to de-escalate crisis situations and connect individuals to crisis stabilization programs or other necessary services. Collaboration with law enforcement is a key aspect, with police involvement limited to co-responders in high-risk situations.

### OMEONE TO CALL<sup>3</sup>

### 988 24/7 National and Local Crisis Call Centers:

988 is the three-digit dialing code connecting people to the 988 Suicide and Crisis Lifeline, where compassionate, accessible support is available for anyone experiencing mental health-related distress — whether that is thoughts of suicide, mental health or substance use crisis, or any other kind of emotional distress. People can also contact 988 if they are worried about a loved one who may need crisis support. The 988 service ensures that all calls are answered locally by well-trained and experienced staff. These crisis call centers aim to connect individuals to local services, dispatch mobile crisis teams, and schedule follow-up appointments with local providers.

In New Jersey, The Division of Mental Health and Addiction Services (DMHAS) has been working with the five current Lifeline member centers to ensure an effective transition to 988. When a person calls or text to 988, or chat through https://988lifeline.org/chat/, a trained counselor will respond, understand how the person's problem is affecting them, provide support, and share resources that may be helpful. In New Jersey, DMHAS is funding centers to expand their capacity to respond to the 988 Lifeline system.

### SOMEWHERE TO GO<sup>4</sup>

RESPOND<sup>4</sup>

### Crisis Stabilization Options:

Crisis Stabilization Options serve as a "safe place to go" for individuals in crisis, offering short-term observation and stabilization. These trauma-informed programs not only provide immediate assistance but also identify additional treatment needs. They facilitate a "warm hand-off" to follow-up support, which may include peer supports, outpatient services, or more intensive options like hospitalization.

NEW JERSEY CRISIS SUPPORT TOOLKIT

### Primary Aim



This New Jersey Crisis Services Toolkit was developed through funding awarded to the New Jersey Division of Mental Health and Addiction Services (DMHAS) through a Transformation Transfer Initiative (TTI) "State Strategies to Improve the Capacity of the Behavioral Healthcare Workforce" ("TTI") grant, Grant Number SC-3039.2-NJ-01 from the Substance Abuse and Mental Health Services Administration ("SAMHSA"). The toolkit was developed by Dr. Peggy Swarbrick and Dr. Amy Spagnolo at Rutgers University in collaboration with DMHAS staff and community advisory team who provided support and content advisement.

Swarbrick, M., Spagnolo, A. (2024) New Jersey Crisis Services Toolkit. Rutgers University.



## Purpose of the Toolkit

- Resource for the behavioral healthcare workforce providing crisis support and services in the New Jersey Crisis System
- Useful training tool to contribute to continued professional development for crisis service staff in all roles
- Resource for organizational leaders to ensure adherence to the best practice model and approaches
- Guide to emphasize and support the wellness selfcare of all staff in these roles

## Toolkit Development & Use



### **Table of Contents**

Forward4
Section 1: Overview of the New Jersey Crisis Services Toolkit & Crisis5
How the Toolkit was Developed 6
The Purpose of the Toolkit6
How to use the Toolkit6
Glossary of Terms 7
Crisis National Initiatives/Models 8
SAMHSA National Initiative9
Defining and Identifying Crisis10
What is Crisis Theory?10
Crisis from the Lens of Wellness5,610
Crisis Awareness Skills12
Establishing Habits and Routines
Planning Skills14
Control Skills
Crisis Management Skills Checklist7
Suicide Prevention Trainings, Models, and Screening17
Section 2: The New Jersey Crisis Services System20
Introduction and Overview of the Crisis Response System21
Section 3: Strength-Based Crisis Services & Supports
Introduction
Tips & Tactics for Implementing Strength-Based Strategies:
Communication Techniques for Engaging and Supporting in Crisis:31

ection 4: Workforce Wellness Self-care Supervision34
Recognizing the Impact of Crisis Work on Wellness in 8 Dimensions
Self-Care and its Importance in Managing Stress and Trauma
Impact of Crisis Work on Wellness in the 8 Dimensions, and Addressing Compassion Fatigue and Burnout through Wellness Self-Care: 36
Focus on Wellness in Crisis Work
Creating Wellness Self-Care Habits39
Crisis Outreach Checklist214
Supervisory Strategies for Supporting Staff Wellness Self-Care
Organizational Leadership Commitments 46
Importance of Training, Education, and Support 47
Supporting Wellness Self-Care 48
Establishing Formal or Informal Peer Support Programs and Support Networks
Fostering a Culture of Compassion, Understanding, and Non-Judgment
Organizational Strategies for Maintaining Work-Life Balance
eferences50
Additional Resources51

# Practical Crisis Support Knowledge & Skills



Section 1: Overview of the New Jersey CrisiServices Toolkit & Crisis

### Crisis Management Skills Checklist<sup>7</sup>

The following Crisis Management Skills Checklist may be useful to help guide your work helping to support someone experiencing a crisis. Certain skills can help you manage a crisis. These include crisis awareness, establishing habits and routines, planning, and control. When you are in the middle of a crisis, and you already feel overwhelmed, however, focusing on these skills can help you resolve

the crisis, and can make you stronger and better able to face the next crisis.

By utilizing this checklist, crisis staff can support people served to strengthen their crisis management skills while considering environmental supports to enhance their wellness and resilience during challenging situations.

Crisis Awareness Skills	Planning Skills
<ul> <li>Clearly describe the nature of the crisis.</li> <li>Objectively describe the meaning and significance of the crisis for yourself.</li> <li>Freely express feelings, such as tension, anxiety, and frustration.</li> <li>Gather information and solicit feedback from peers and supporters to enhance understanding of the crisis.</li> <li>Environmental Supports:         <ul> <li>Access to information regarding the nature of the crisis.</li> <li>Activities that provide constructive outlets a nd promote exploration of feelings.</li> <li>Opportunities for feedback to enhance understanding of crisis and wellness practices.</li> </ul> </li> </ul>	Clearly identify a specific problem related to the crisis.  State actions to meet the demands of the problem. Describe a daily wellness plan. Outline specific tasks and activities in sequence. Identify available resources and supplies needed for the wellness plan. Gather information on potential obstacles and barriers. Determine the relevance of information to planning for immediate and short-term goals.  Environmental Supports: Guidance on stressors and problem-solving. Activities promoting organization and resource prioritization. Shared decision-making dialogues and practical advice evaluation.
Establishing Habits and Routines	Control Skills
<ul> <li>Organize a daily routine that includes rest, physical activity, nutrition, and social interaction.</li> <li>Engage in activities that provide constructive release for emotions arising from the crisis.</li> <li>Environmental Supports:</li> <li>Activities reinforcing basic health information</li> </ul>	Assume responsibility to initiate a wellness plan.     Initiate behavioral actions and tasks to implement the wellness plan.     Exert and sustain effort in the face of obstacles and barriers.  Environmental Supports:
and wellness practices.  Opportunities for peer interaction and support.	Assume responsibility to initiate a wellness plan.     Initiate behavioral actions and tasks to implement the wellness plan.     Exert and sustain effort in the face of obstacles and barriers.

## Crisis Support Community of Practice (CSCoP)

### • Who should join?

Staff and Leaders working in crisis services programs, including but not limited to, mobile outreach teams, EISS services, and crisis receiving/stabilization centers.



## Crisis Support Community of Practice (CSCoP)

### CSCoP Series 1

Thursday, August 15, 2024 (9:30-10:30) Wednesday, August 21, 2024 (3:30-4:30) Wednesday, September 18, 2024 (3:30-4:30)

### CSCoP Series 2

Thursday September 26, 2024 (9:30-10:30) Thursday October 17, 2024 (9:30-10:30) Wednesday October 23, 2024 (3:30-4:30)





## NewJersey Crisis Support Toolkit

**Topics** 

- Overview of the Crisis Support Services
- Strength based crisis services and supports approaches
- Strategies and resources to enhance wellness self-care
- Strengths based supervision to support staff resilience



## **Questions**and Contact

- Dr. Peggy Swarbrick swarbrma@rutgers.edu
- Dr. Amy Spagnolo amy.spagnolo@rutgers. edu