



Wellness Program

Law Enforcement
Officers




LEADERSHIP

TRUE LEADERSHIP LIES
IN GUIDING OTHERS TO
SUCCESS. IN ENSURING
THAT EVERYONE IS
PERFORMING AT THEIR
BEST, DOING THE WORK
THEY ARE PLEDGED TO
DO AND DOING IT
WELL.



What is Wellness?

Why does it Matter?



“One of the most critical and ignored areas in law enforcement is the emotional toll this stressful occupation takes on its’ own people” (Gillmartin, 2002, p.xv).

Risk Factors

- Exposure to trauma
- Shift work
- Stress
- Obesity
- Lack of Sleep
- Depression
- Social Isolation
- Anger
- Burn out
- Suicide
- Divorce

Are you feeling stressed?

Emotional

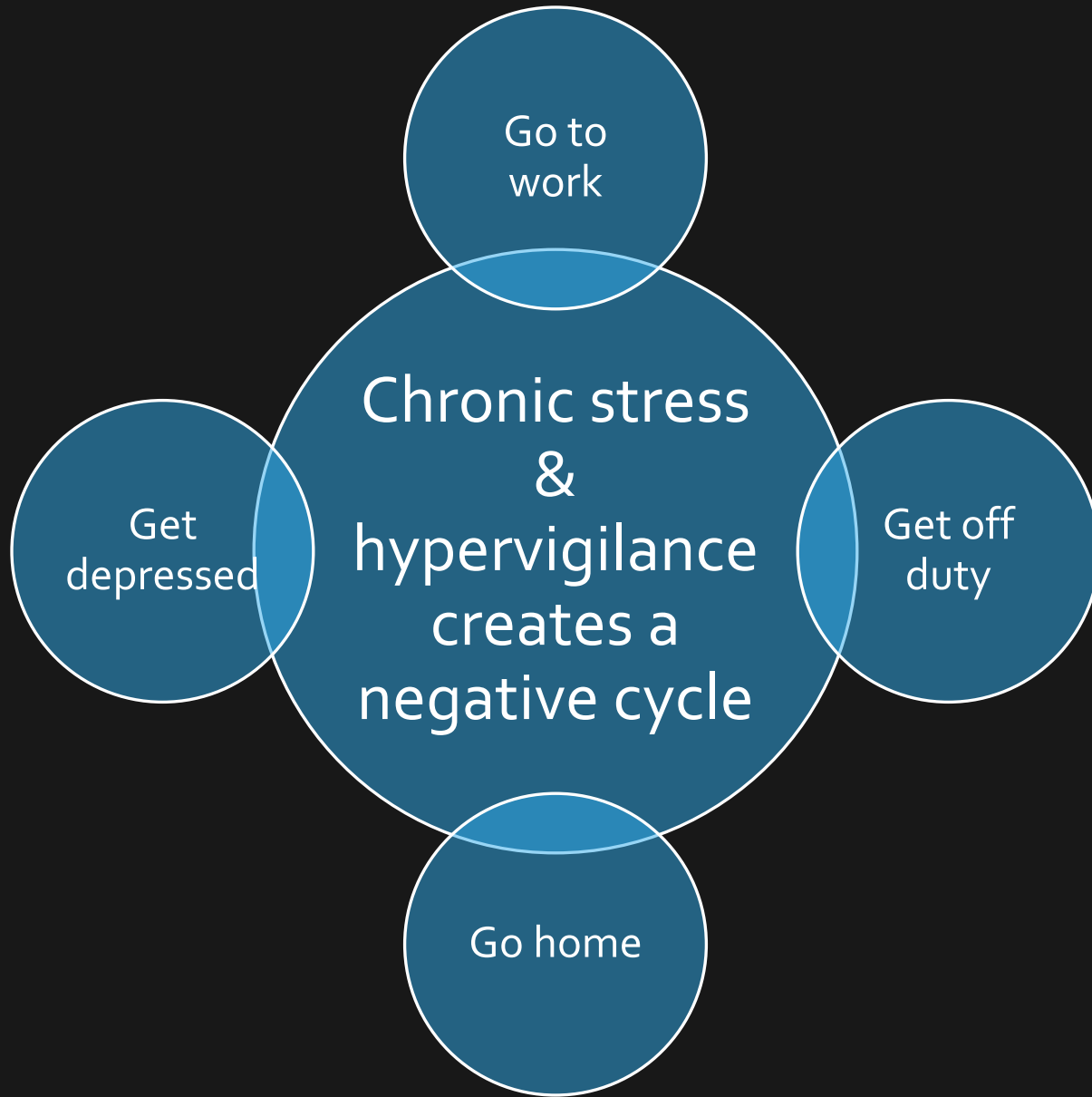
- Chronic tension
- Emotional outbursts
- Depression
- Anger
- Irritability
- Paranoia

Behavioral

- Sleep disturbances
- Withdrawal from others
- Ending relationships
- Threatening others
- Increased drinking / Substance use

A Changed Worldview

- Do you see the world differently now that you're an officer?
- Do you look at people differently?
- Do you read situations differently?

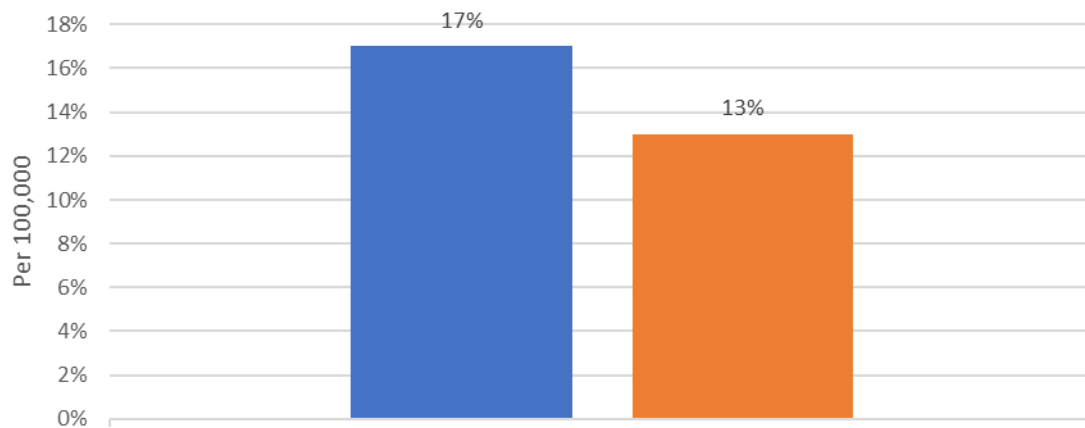


Substance Abuse



■ Law Enforcement ■ General Population

Risk of Suicide



Category 1

Axis Title

■ Law Enforcement ■ General Population



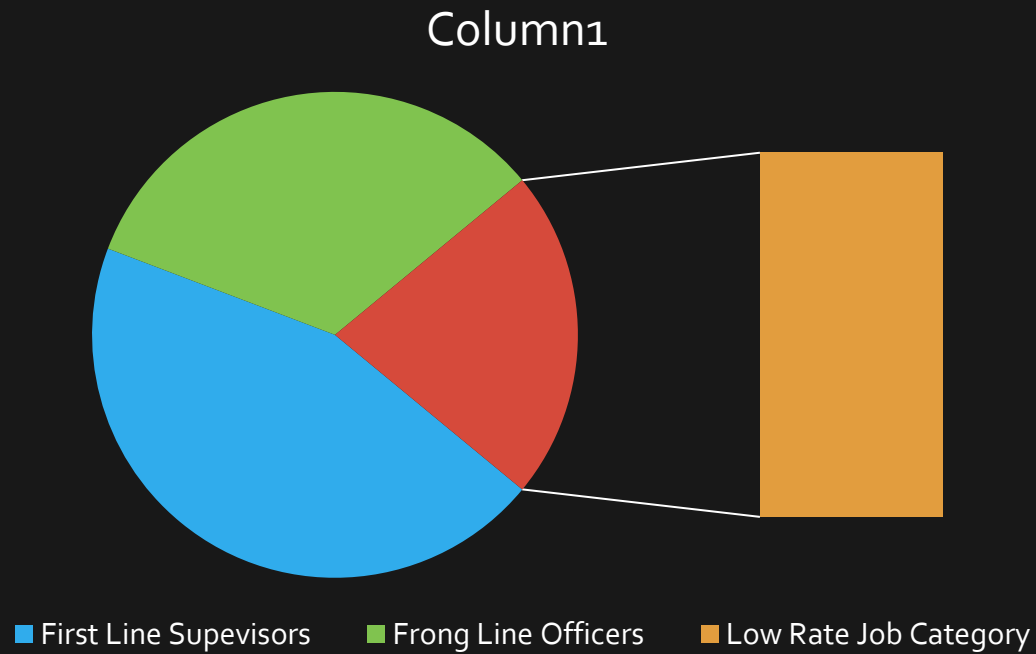
Line of
Duty Death

151

Suicide

228

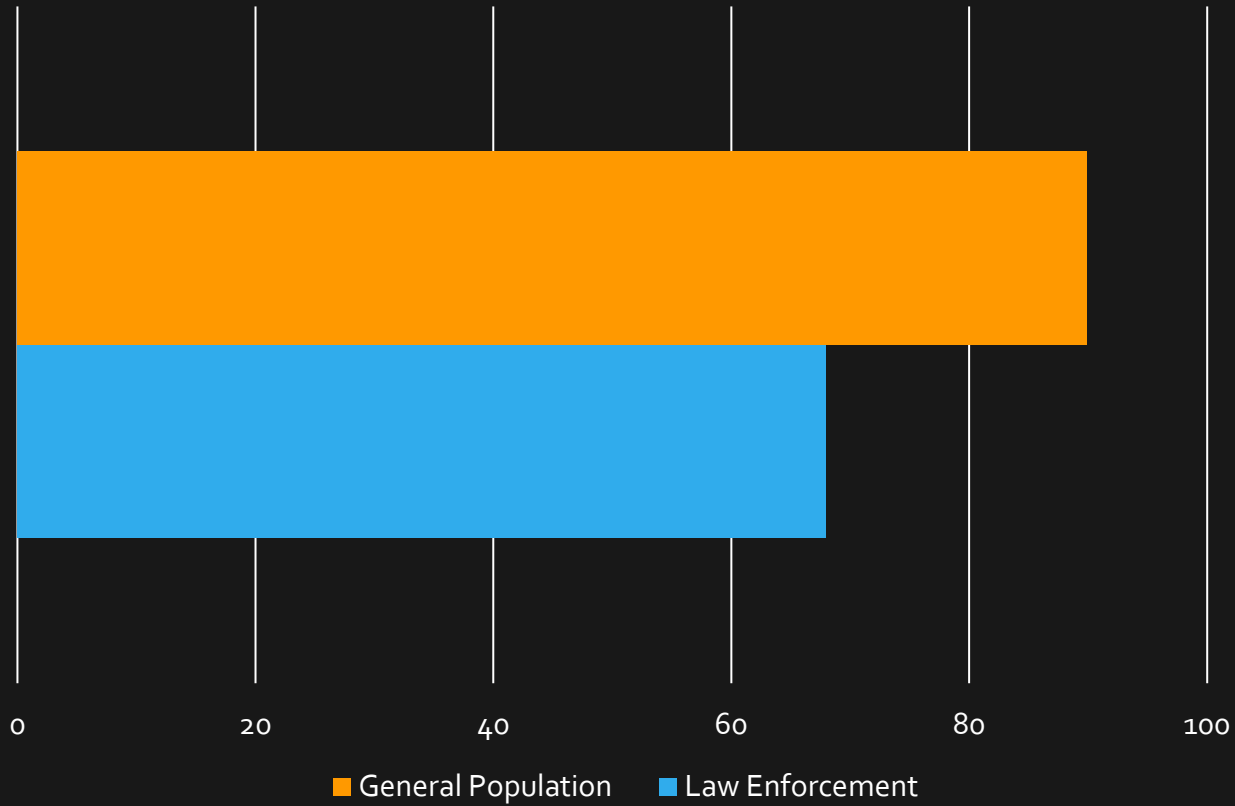
Divorce Rates by Occupation



Divorce Rates for Law Enforcement

- 75 % of first marriages will fail
- 85% of second marriages will fail

Life Expectancy



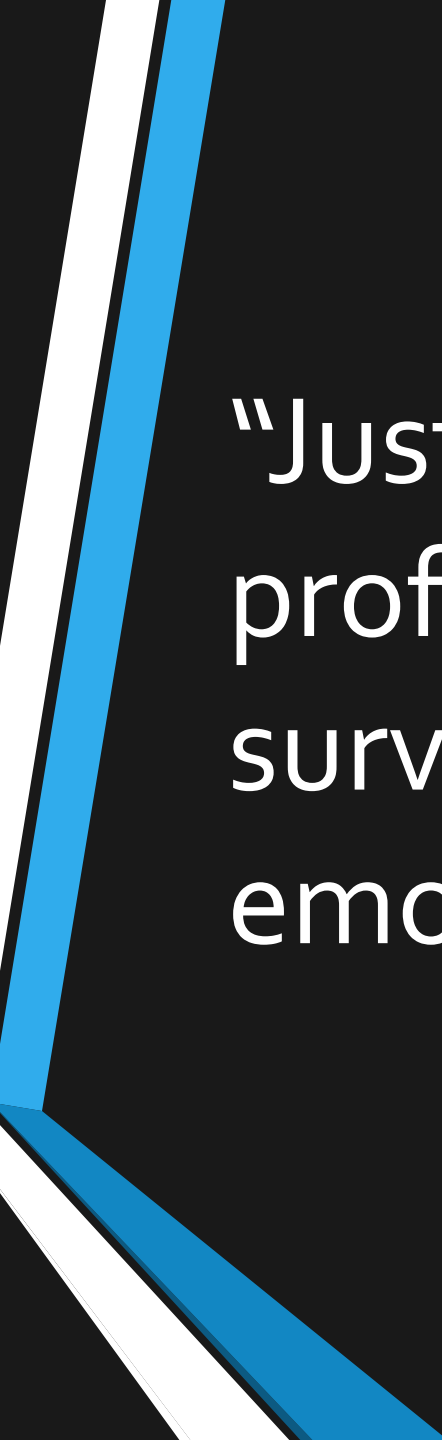
Why Wellness Matters

Who are you motivated to work on wellness for? What are some of the benefits?

- Do it for you
- Do it for your health
- Do it for your family
- Do it for the people you have committed to protect

Why?

- To get peace of mind
- To sleep better
- To enjoy life more
- Live longer
- Be healthier



“Just as law enforcement professionals practice street survival, they must practice emotional survival...”


(Gillmartin, 2002, p.138)

Protective Factors

- Resilience
- Coping Skills
- Organizational Support
- Mental Health & Wellness Services

Creating Resilience: Refocus your Worldview

- Do you see the world differently now that you're an officer?
- Do you look at people differently?
- Do you read situations differently?
- How does my work make life better for other people
- - Why did I join the policing profession
- - How can I add more meaning to what I do everyday



Officers Are Important!

Officers play a vital role in the safety & security.

An Officer's physical and emotional wellbeing can be affected by job related stresses and challenges

Despite the challenges, a career in Law Enforcement can be rewarding and helps in keeping your community safe.

Officer Wellness Program

- This program is designed to :
 - Teach leadership and Officers how they can utilize the 8 dimensions of wellness to develop personalized wellness plans
 - Show leadership how to reward Officers for their proactive participation in developing wellness plans
 - Help Officers develop resiliency skills for everyday life stressors
 - Help Officers improve work-life balance
 - Help improve work efficiency and performance
 - Encourage leadership investment in workforce development and

Benefits of the Program



Increase your own health and wellness



Sharing your experience can be helpful to others



Healthy staff keep the facility running and functioning



Rewards can be built in to encourage wellness related activities

Rewards and How to Earn Them

Participate	Complete Various Independent and/or Group Activities
Attend or Complete	Attend / Complete Training courses in-person or on-line
Give Back	Provide peer support Assist with critical incident processing Volunteer

Example Implementation



CHOOSE A SECTION
TO WORK ON



GET A CHECKLIST



MONITOR
PROGRESS



SUBMIT TO
SUPERVISORS

Questions

- Brent Schlafer

BrentSchlafer@yahoo.com

585-808-8929



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