

TRAINING OF VILLAGE HEALTH TEAMS (VHTs) ON COMMUNITY RESILIENCY MODULES (CRM)



**WOMEN ENTREPRENUERSHIP &
INNOVATION INNITIATIVE (WEII)**

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COMPILED BY: FLORA TRACY AYEE

INTRODUCTION

The training of Village Health Teams (VHTs) was conducted for 8 days from 2nd - 10th August 2021 at Omiya Anyima Health Centre III, Omiya Anyima Sub County, Kitgum District. The training was attended by 88 participants of which 26 were female and 62 males from 04 Parishes of; Pella, Melong, Akobi and Palwo. At the start of the training, the expectations of the participants included; Getting more knowledge on trauma, Time management, Transport refund, Getting payment as VHTs, Financial support to VHTs and T-shirt for identifications. While their fears included; No follow up of trained VHTs, more task assigned for VHTs, Fear of COVID-19 spread, we might starve, No transport refund will be given to participants, The training might end late, rains may interrupt coming to the training and going back home of participants.

Specific Objectives

The Specific Objectives of the training included;

- To create awareness in the community about trauma.
- To build a wider resilient to trauma by use of the six wellness skills.
- To intercept the hijacking of the nervous system by learning skills for self-care.

Key Areas Covered

The key areas covered in the training are summarized in the table below.

KEY AREAS COVERED	THE TRAINING WAS ORGANIZED UNDER SIX WELLNESS SKILLS DETAILED BELOW	
	SESSIONS	TOPICS AND DETAILS COVERED DURING THE TRAINING
	CRM CONTENT	<p>CONCEPTS & SKILLS</p> <ul style="list-style-type: none"> - What is CRM? - Explain CRM objectives (why CRM) - Explain CRM key concepts, asking for audience participation. - Provide an explanation of when/how skills and CRM model are useful. - What is Resilience? - Describe Resilient Zone, High zone, Low zone. <p>CRM is a set of six wellness skills which resets the natural balance of the nervous system and brings awareness to the person's ability to come back into his /her Resilient zone</p> <p>CRM objectives:</p> <ul style="list-style-type: none"> • To widen a person's resilient zone so one is better to handle life stressors • To integrate the CRM skills into a person's daily activities in life. • To create a cadre of CRM informed community members with a better understanding of the Biology of traumatic stress reaction. And the Biology of Resiliency. • To widen the 'Resilient Zone' in individual, family members and the entire community

		<p>CRM key concepts:</p> <p>“It is about Biology not Human weakness.” Responses to trauma and stress can have a major effect on the mind, body and spirit. CRM focus is on the nervous system and it looks at traumatic & stressful reactions in term of biology not mental weakness.</p> <p>When & how the skills are useful:</p> <p>CRM skills are useful when traumatic event occurs / experienced life stressors</p> <p>What is Resilience?</p> <p>Is an individual’s and community’s ability to identify and use individual and collective strengths in living fully in the present moment and to thrive in managing the activities of daily living?</p> <p>Explain Resilient zone. High zone & low zone.</p> <p>Resilient zone is the natural rhyme of the nervous system.</p> <p>Some people have very shallow resilient zone where even small stressors bump a person out of the zone while some have a deep Resilient zone where there is a high tolerance for a wide range of stressors.</p> <p>Stuck in high zone, when traumatic event occurs, a person with a shallow resilient zone can either get stuck in the high zone or low zone because the traumatic event was over whelming that they can’t contain the level within the resilient zone so it will bump out of the their zone leading either in high or low zones.</p>
	<p>SKILLS 1: TRACKING</p>	<ul style="list-style-type: none"> • Explain the sensation. Use sensation language. • Give examples of physical sensations. • Explain sensation of well- being Vs. Sensations of distress. • Demonstrate tracking with a sensory exercise (sensory bags) • Track training group while presenting <p>Step 1: Tracking refers to paying attention to sensation.</p> <ul style="list-style-type: none"> • Tracking is the foundation for helping stabilize the nervous system by tuning into your nervous system and body responses while noticing the sensations inside you is it pleasant, neutral / unpleasant. • Tracking helps a person learn to tell the difference between sensations of turmoil and upset and sensation of balance within the nervous system by listening to yourself/paying attention to your feelings/ muscles tension/ relaxation, breathing rate and heart rate. • Exploring sensations connected to well-being is key to helping one feel better in mind, body, and spirit. When

helping someone observe their responses, the person postures, breathing, muscle tension/relaxation and skin tone.

- Tracking is used with all the skills. While tracking you can resource, and do grounding at the same time to help you /a person to reset the nervous system to bring back into balance after a stressful/traumatic event.

STEP 2: How do we track?

When tracking we need to put the below guides into consideration it helps us to bring balance to our nervous system. Tracking helps us to listen or paying attention to our body which we might not consider most of our time.

- Turning into your nervous system and body responses: pay attention to self and monitor the sensations.
- Are the sensations inside pleasant, neutral or unpleasant? Try to bring your attention to pleasant or neutral sensations because some people find themselves sensing too many uncomfortable sensations.
- Bring attention to your heart rate, breathing rate, muscle tensions/relaxation. Focus only on the pleasant or neutral sensations.
- What do you notice happening inside? It is helpful to notice and focus on the present moment than the past.

STEP 3: Asking questions-invitation while asking questions to a person whom you are helping or working out with

- Invitational language when helping a person to become more aware of his /her sensations in the present moment by using invitational rather than directive language.
- Ask open-ended questions for example how do you feel?
- Is non-judgmental. Ask the person without having prejudice or stereotype.

STEP: 4: Tracking exercise

When conducting tracking exercise, we need to be present where you are both the body, mind and spirit and focus in the present moment. You can do tracking a lone to help you at your ME TIME” CRM is the best skills for “SELF-CARE”

Exercise for tracking like when you are eating oranges put your attention in eating the oranges how does the orange taste is it sweet, or sour, how about its juice. By paying attention to the orange and your self will help you to balance your nervous system especially when you are triggered by stressors.,

- When you take a bite, is it juicy, tasty, sweet, and sour? Each and every participant should participate so that they share their experiences during the activities.
- As you take a bite what happened on the inside? The bites must be enough for all the participants.

SKILL 2: RESOURCING

Resourcing.

- External resources include positive experiences and memories can include the people, places, activities, skills, hobbies, spiritual guides and animals that gives you joy, peace or calm.

Resource varies from person to person, some people their resource is playing football, dancing, disco, prayers, songs, places like game parks, church, memories like wedding day,

- Internal resources include an individual's personal characteristics such as kindness, Compassion and humor.

For instant, some people their resource is in giving out to the needy, supporting the disadvantaged, showing empathy and visiting the sick it make them flees the inner peace.

- Body resources as strong legs, body's ability to heal from illness.

Having a strong immunity in the body to heal from illness is a resource when a person is healthy

That means the person's mental, physical and spiritual well-being is at balanced.

Step 1:

Resourcing builds a sense of internal strength and resiliency and reinforces a sense of one's own abilities and capacities. The attachment of the person's resource helps to balance our nervous system and brings a person back to the normal resilient zone.

Pleasant or neutral sensations connected to individualized resources can bring a direct experience of well-being that helps stabilizes the nervous system because of the connectedness.

A person can experience new hope that there are other sensations that can help bring them back into their Resilient zone.

Step 2: Resource intensification:

Asking additional questions about the resource to expand the sensation connected to the resource.

Resource intensification strengthens the elements of the resource in order to override attention that automatically goes to unpleasant sensation. focus on the positive aspect of the resource

Resource can have two natures that is the positive nature and the negative aspect but gently shift to the positive aspect of the resource and stay there.

Step 3: identifying resources.

- ✓ Write down three resources. You can have as many resource as you can but for this purpose of our learning you can write only three among the many you have.

- ✓ Circle one resource. When you have identified and written down your resource circle one which you will talk about it.
- ✓ Write down 3 or more details about your resource. Tell us more about your specific resource
- ✓ Read your resource and the three details about your resource. Present to us what you have about your resource.
- ✓ As you read about the resource, notice what happen on the insides.
While you are presenting about your resource pay attention to your inner feelings what is happening from the inside, is it pleasant, unpleasant or neutral? You share with us.
- ✓ Share your resource with a friend. Talk about your resource with a friend and focus on the positive aspect of your resource while noticing what happens in the inside.

Step 4: Resource after a crisis

Series of resource questions can be interwoven to help survivors recount the story to reduce the chance of traumatizing or vicarious trauma.

- Tell me about the moment that helped arrived? This an open question which will help the person to ventilate but you can only use encouragers to motivate him continue ventilating.
- Who else survived in your family or friendship network? This shows that the problem is experiencing is not alone someone might have gone through that so it helps in recovery process.
- Who helped you the most? Trying to search for a significant person in the person's life during the traumatic event.
- Who is helping you the most now? Trying to be at the present moment could be another person helping or doing something to help which will promote the positive aspect in his life.
- Tell me the moment you knew you had survived...or when you knew it was over?
Trying to remember who supported you when you needed support.
- As you helped others, what or who is helping you get through right now? This stage trying to get the most resource in his/her life what keeps/ motivates the person moving forward

Step 5: Resourcing after a loss.

		<ul style="list-style-type: none"> • Being present with the grief. let the person know and experience the reality • Notice the tears and other sensations of sadness. • Develop a resource that is related to the loss. • Can you tell me some of your positive memories of her/him? • What did you like to do together? • What kind of words of encouragement would s/he say to you during difficult times/ • Developed a plan for a rituals to memorialized the person • Ask about the ways the person feels positively about how s/he was with the person.
	<p>SKILL 3: GROUNDING</p>	<p>Grounding.</p> <p>The direct contact of the body or part of the body with something that provides support in the present moments.</p> <p>Explain the purpose of grounding.</p> <p>Grounding is necessary to be in the present and to experience safety in mind, body, and spirit.</p> <p>Explain different ways of grounding</p> <p>You can ground while; Sitting on a chair/ sofa// ground, standing against a wall or hard surface or lying on the floor/ bed/ sofa/ ground and even walking and paying attention to feet making contact with the ground. You can choose any ways to ground yourself so long as you're grounding.</p> <p>Step 1. Grounding exercise to participants.</p> <p>find a comfortable position, and take your time</p> <p>Bring your attention to how your body is making contact with the chair/sofa/wall/ bed/etc....</p> <p>bring your attention to sensation that are pleasant or neutral</p> <p>Notice which part of your body is most supported. Notice your breathing, heart rate, and muscle relaxation, notice you're back making contact with the chair, wall, and bed, bring your awareness to your feet and notice how your feet are making contact with the ground and notice what happens in the inside. When grounding you are trying to bring yourself in the present moment while leaving unpleasant aspect. Try as much as possible to draw your attention and listen your body.</p> <p>If you become aware of uncomfortable sensations, bring attention to places that feels neutral or better and notice the changes.</p> <p>scan your body and bring your attention to all sensations that are pleasant or neutral as we get ready to end</p> <p>When you're ready bring your attention back to the room.</p>

		<p>participants slept during grounding exercise some were seated on the floor, others sat on the chair saying that we should continue doing this exercise frequently because they feel good.</p> <p>Explain different sensations while grounding-</p> <p>Participants shared their different sensations pleasant and neutral some who experienced unpleasant sensation said they had to switch to the pleasant sensation while resourcing.</p> <p>Step 2: grounding like a tree. Participant were told to ground as a tree at their home</p> <p>Stand tall like a tree</p> <p>Imagine tree roots growing down into the earth from your strong legs and feet.</p> <p>Imagine what a strongest tree would look like and feel like</p> <p>Move your arms as the branches to your tree and reach as far as you would want to reach.</p> <p>Move your arms slowly into the air and imagine yourself to be strongest tree</p> <p>Wave your arms as the winds blows through the branches of your strong tree. bring attention to your feet as the wind blows your arms and notice how your feet are solid on the ground and the</p> <p>Roots are holding you just right.</p> <p>Feel your foot on the ground that support you strongly and stable.</p> <p>After this exercise participants felt like they are at their home not at the training hall in the health center. Some felt sleepy and went out to relax in the sun because they were too relax. They had loved this exercise that it calm them down and make them forget about all their problems.</p>
	<p>SKILL 4: GESTURING & SPONTANEOUS MOVEMENT</p>	<p>A movement usually of the body or limbs that expresses or emphasize</p> <p>An idea, sentiment or attitudes.</p> <p>the use of motions of the limbs or body as a means of expression movement or gestures that do not cause self-injury or self-harm</p> <p>Step 1: identify types of movement /gestures that are self-soothing for self-care.</p> <ul style="list-style-type: none"> • Self-calming: brings comfort and safety. • Release: represents the body releasing sensations of stress or trauma.

		<ul style="list-style-type: none"> • Universal: represent wholeness, spiritual beliefs or deep personal meaning. • Joyful & powerful: represents wellbeing • Protective: movement of the hands, legs, and whole body <p>Step 2: Gesture exercise. Think about the self-soothing gestures and then make the gestures as you do notice what happen on the inside. Think about the gestures of confidence and then make the gestures as you notice what happened on the inside.</p>
	<p>SKILL 5: HELP NOW</p>	<ul style="list-style-type: none"> • Help now skill can be used when a person is stacked on high zone or low zone. <p>You can take glass of water as a help now strategies. Water helps a person to calm him /her down in the traumatic event. Take a walk outside and pay attention to different sound, Notice the temperature in the house or outside, count backwards from 10 as you walk around either from outside or in the room while paying attention to the movement in your arms and legs and how your feet is making contact with the ground. The counting and walking around helps to calm a person down and releasing the tense energy he /she has during the traumatic event.</p> <ul style="list-style-type: none"> - its taught as a self-help skill. - Can be taught to family members and friends to help a person get back to the resilient zone if stacked in the high zone or low zone. <p>Step 1: help now strategies</p> <ul style="list-style-type: none"> • Suggest pushing against the wall or against your hands. • Color naming in the room or space. • Walk with the person and listen for the different sounds in the environment • Encourage the person to be aware of sensations that are more pleasant or neutral on the inside. <p>Step 2: help now.</p> <ul style="list-style-type: none"> • Drink a glass of water /juice/tea • Walk and pay attention to the movement in your arms and legs and how your feet are making contacts with the ground. <p>Step 3: help now exercise.</p> <p>Is there a way you can remind yourself to use the strategies when you are way out of your resilient zone?</p> <p>most of the participants said that they would love to take a walk to their significant others or to their gardens and see how their crops are doing that is when during wet season but during dry</p>

		spell they will take a walk to public places like trading centers, church, and taking animals for grazing.
	SKILL 6: SHIFT & STAY	<p>The person learns to shift from distress, discomfort and overwhelm situation by shifting.</p> <ul style="list-style-type: none"> - To a resource. - To grounding. - To soothing gestures. - To a sensation that is more comfortable or neutral. - To help now strategies. <p>Shift & stay is a skill used to help a person learn to bring attention to the different ways to bring the nervous system back into the resilient zone.</p> <p>Shift & stay means shifting your attention from sensations that are neutral or pleasant and staying there.</p> <p>Step 2. Shift & stay exercise.</p> <p>Think about a situation from your own life experience that is mildly upsetting but routine in your life.</p> <p>Think about unpleasant encounter in the restaurant when it took long to get your food order.</p> <p>What happen inside?</p> <p>I felt like the service provider was unfair to me and selective only wants to serve males yet we pay the same amount was so unpleasant to me.</p> <p>I felt neglected- she ignored my order, I felt belittled, I felt out of place. I felt my heart beat was very high and uneasy.</p> <p>These were different responses from the participants.</p> <p>If distressing sensations are experienced, bring your attention to a place in the body that feels better, to grounding, to help now strategies or resource. Track neutral or pleasant sensations and notice the change.</p>
	Tree of Life	<p>Tree of life Drawing.</p> <p>Draw your Roots, Ground, Trunk, Branches, leaves, fruits, the fallen fruits, and its compost then surround the tree with the names of those whom you are most grateful.</p> <p>Presentation of tree of life.</p> <p>After all the drawings of tree of life, participants presented their tree and later they realizes that the tree was them not the real tree they were thinking about.</p> <p>This tree of life helps someone have a self-mirror and helps direct a person to take the right path in life.</p>

		One of the participants said this tree of life makes you not dwell so much on the negative aspect of life which that was his life but since they have learnt how to change the fallen fruits into something positive has helped him to gain hope after a traumatic event.
METHODOLOGY USED FOR TRAINING	<p>Methodology used:</p> <ol style="list-style-type: none"> 1. Participatory 2. Discussion and sharing 3. Through experiential learning (Demonstrations and role play) <p>The training methodology was learner-centered, that focused on how adults learn best e.g. by observing the principles and practices of adult learning and this was highly participatory involving the use of focus group discussion, lectures method, brainstorming, experience sharing and group work. The methodology involved tasks that stimulate the participants to think, feel and act to ensure proper conceptualization.</p>	
EVALUATION OF THE WORKSHOP	Course	On average the course was rated very high with: 90% of the participants being delighted and 10% were satisfied with course content, applicability, relevance and objectives of training of Village Health Team.
	Facilitator	<p>The facilitator was rated very high with;</p> <ul style="list-style-type: none"> • 80% of the participants being delighted and 80% very satisfied with their knowledge of the subject matter, presentation skills and the in-depth of content coverage. • 70% were delighted and 30% very satisfied with their facilitation and class handling skills (audience impact and responsiveness to the audience). • 50% of the participants were delighted and 60% were satisfied with the time management.
	Expectation outcome	and The outcome of the trainings was 88 (62 males and 26 females) staff members were equipped with skills and knowledge on CRM concepts, methodology and best practices, good facilitation skills and better understanding of CRM skills.

CHALLENGES:**Technical:**

The challenges faced were both administrative and technical:

- Overwhelming numbers of Village Health team turn up for consultation especially the first team trained in March we had limited time though they were supported.
- The VHT coordinators brought in the 85 VHTs to be trained which was not planned for but we told them we may consider that at a later time.
- 8 individual counselling sessions were done which were not in the plan but due to emergency needs were done within the 8 days they disclosed issues of concern which affect them from the communities.

WAY FORWARD

- Trained 139 VHTs in Omiya Anyima sub county however our intention was to train all the 224 VHTs in Omiya Anyima but due to financial constraint we can't cover them all. 43 villages are without trained VHTs on CRM.
- Follow up training for the VHTs should be done after 3 months but I left my number with the in charge of the facility in case of anything.

SUCCESS

- One of the VHTs said that she fainted once when she heard about the sudden death of her brother and that will be the last time she will faint because she has learnt CRM and known what happened was too much and too fast.
- A man said that he lost his sibling who used to be a social person but suddenly he withdrew from the family members and his friends was completely disconnected and later on he committed suicide. If he had learnt CRM skills earlier he would have helped his brother.
- One of the Nurses at the health center said that this training is too beneficial to them since they always have vicarious trauma from their patients which sometimes made them yell at patients, easily irritable and absent from duty it affects their service delivery he realized after the training that they are psychologically tortured and didn't know anything to do with self-care activities which can reactivate them after their hectic work.
- The participants said that they realized their level of resilient zone how to respond to traumatic events and they are the first beneficiaries of CRM before transferring it to the community.
- Grounding helped them to understand their inner feelings they never knew that it was important to pay attention to your body yet it's important to know how a person feels and acknowledged it.
- Having a Bachelor Degree in Counselling Psychology, helped the CRM trainer to address some psychological issues being faced by the VHTs so it contributed to the success of CRM trainings.

RECOMMENDATIONS

- Refresher training for the VHTs
- Follow up on the progress of the training.
- T Shirts for visibility.
- Train the 85 remaining VHTs to cater for the 43 villages.

PHOTOS CAPTURED DURING THE TRAINING



Participants demonstrating how wide his resilient zone is with the help of the CRM



Participants sharing his tree of life to trainees.



The Sub county chief Representative for Omiya Anyima making his opening Remarks for the training of VHTs first set of the team.



Participants drawing the Tree of Life during the training



Talking about trauma and how we can help ourselves by use of the six wellness skills.



CRM Trainer explaining the traumatic event when occur and its response to the nervous system.



Participant sharing her experience during the training.



Participants using grounding skills and tracking.



Asking how the participants feels from the inside.



Participants writing done the concept of CRM how to widen the narrow resilient zone. Second set of VHTs trainings



Role play on Resourcing Grounding & tracking – Third set of VHTs Trainings.



The chairperson Board of directors giving his closing remarks to the VHTs encouraging them to continue saving life and WEII will do their follow up after 3 months from now but we shall be in touch with the in charge of the facility.



The In charge of Omiya Anyima Health Center III is giving his closing remarks since they work together with the VHTs if they get people who are hyper-arousal or hypo-arousal should refer them to the hospital for further management.the 4th set of VHTs trainings



Omiya Anyima Sub County Local Council III Chairperson (The president of the Sub County) giving his closing remarks to the VHTs and encouraging them to continue working for their community since they are the health center one at the village level.