



The Correctional Oasis

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DWCO 16 Years—2003-2019

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Why Eustress is Your Friend

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In the March 2019 issue of the Correctional Oasis, I wrote the first of a 3-part series on chronic stress, entitled “We Have Met the Enemy.” Before proceeding with Part 2 of that series, I’d like to present an article on positive aspects of stress—on eustress (which means “good stress”). This is reprinted with permission from <http://www.verywellmind.com>. C.S.

Not all stress is the same. Some of the stress that we face in life can be more detrimental to our well-being, and some types of stress can actually be healthy for us. For example, chronic stress—the type of stress that seems to be constant and psychologically or emotionally draining—is the most harmful to our health and wellbeing. This kind of chronic stress can trigger the stress response and keep it triggered for long periods of time, leaving us exhausted and close to burnout. (<https://www.verywellmind.com/chronic-stress-3145104>)

## The Good Stress

Eustress, on the other hand, can be beneficial and is actually necessary for our overall wellbeing. This is the type of "positive" stress that keeps us vital and excited about life. The excitement of a roller-coaster ride, a scary movie, or a fun challenge are all examples of eustress. The anticipation of a first date, the first day at a new job, or other exciting firsts also fall under the umbrella of eustress. (<https://www.verywellmind.com/what-kind-of-stress-is-good-for-you-3145055>)

Eustress is a type of stress that is actually important for us to have in our lives. Without it, we would become bored at best and, in more serious cases, depressed. We would begin to feel a lack of motivation to accomplish goals and a lack of meaning in life without enough eustress. Not striving for goals, not overcoming challenges, not having a reason to wake up in the morning would be damaging to us, so eustress is considered 'good' stress. It keeps us healthy and happy. (<https://www.verywellmind.com/goal-setting-and-reaching-goals-3145004>)

## Understanding Your Stressors

Understanding eustress can help us to more easily manage other types of stress as well. For example, research shows that when an event is perceived as a "threat," we respond to it differently than if it's seen as a "challenge."

Threats tend to elicit a greater stress response from us and create greater levels of anxiety. Challenges, on the other hand, can be exciting, and even enjoyable to overcome. Threats are scary, while challenges are opportunities to prove ourselves and learn how much we're capable of accomplishing when we really try.

This understanding reminds us that we can view many of the stressors in our lives as challenges rather than threats merely by changing how we talk to ourselves about the challenges, and by focusing on the resources we have to handle these challenges, rather than focusing on what may go wrong and how damaging that would be. When we work on shifting our focus and approaching stress as a challenge whenever possible, we can manage these challenges more easily and have more vital energy to handle these stressors, without a feeling of being overwhelmed or unhappy.

Trying to approach various stressors in life as we'd approach eustress enables us to manage that stress more easily.

That said, while eustress doesn't generally carry the same type of damage as chronic stress, too much eustress can still tax your system. Just as a schedule can become overloaded and stressful even if the events are all "fun" activities, you can feel overloaded and stressed by too much eustress if you're not allowing yourself to return to a relaxed state and have a healthy balance of restorative downtime.

This is why balance is vital to maintain. A balance between work activities and fun activities is important, but a balance of eustress and leisure is also an important focus.

Changing one's perspective can certainly help with stress management, but it's not the only way to manage stress, and it's not the only strategy that should be used. If you have too many challenges in your life, even eustress can become chronic stress, and lead to burnout or worse. That's why it's important to be mindful of where your limitations are and to work to maintain balance in your life. This can mean cutting out any unnecessary obligations (particularly ones that you don't enjoy), adopting some resilience-promoting habits that can help you to be less reactive to stress overall, and become comfortable with saying no to new activities, if they won't truly serve you.

This takes practice but it can make all the difference in your stress levels.

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Jail Is Easy  
2019 © William Young

One of the symptoms of Corrections Fatigue, one of the ways that it presents itself, is the amount of time that we choose to spend inside.

Now, before you start rolling your eyes and get all crazy, let me explain. I'm well aware that the majority of us are working an insane amount of mandatory overtime. But that's not what I'm talking about. I'm talking about the amount of times that we chose to go in early when we didn't have to. I'm talking about the times that we were "ordered to stay," but we weren't really "ordered to stay." Am I making sense? Are you picking up what I'm laying down?

I'm not trying to bust anybody out, but I think that some of us (and I'm guilty of this as well at times) hide inside of our respective facilities. I touched on this briefly when I had the opportunity to speak with Russ Hamilton, a retired Sergeant from California Department of Corrections and Anthony Gangi, host of the popular YouTube channel, "Tier Talk" (<https://youtu.be/3mXERgwaT7w>) in an interview I did a few weeks ago. During our conversation I suggested that we hide at work because the stressors on the inside are a lot easier to handle than the stressors on the outside.

I know that sounds irrational. Who in their right mind would chose to be inside?

I think that sometimes we do. I think we're addicted to the adrenaline. Our body craves it, and we can only get that fix inside, so we have to be there.

And I think that we do this because, at times, the outside world is so messy.

We get used to being inside and how things work inside and how the inmates react to us inside, right? The inmates listen and they're predictable.

Now, I know you're going to argue with me and tell me that inmates are wild and unruly and unpredictable, but hear me out. If you've spent any time inside of a correctional facility, you're probably pretty good at reading people. I'm not saying that we're always right, but I'm saying that if we look at a guy, most of us would say "Hey, I know that guy". We know if that guy is going to give us trouble or not. We know if that guy is going to stand in the middle of the dayroom and hoot and holler until we suit up. We know if that guy is not going to do anything and we know by the look in that guy's face that we're going to have to go hands on.

So, let's throw all of that "inmates are unpredictable" mumbo jumbo out of the window and just say that they are predictable. Even if a guy says that he's refusing to go to court or he's refusing to leave his cell or recreation yard or whatever, we know how it is going to end. Ultimately, we know that we're going to win.

That is not necessarily the case when we pick up the phone to call the electric company to dispute a fee or a shutoff notice for a bill that we forgot to pay, because we have no power over the person on the other end of the phone and there are no real consequences for them should they speak to us disrespectfully. That is not necessarily the case when we go out to dinner and somebody cuts in front of us in line or we feel like somebody's being a little too loud or a little too rude or a little too abrasive in public.

We want to say "Hey, Mr. Office Tough Guy, Mr. Cut In Front Of Me In Line Guy, Mr. Not Hold The Door For Me When You Went Through Guy, Mr. Not Thank Me For Holding The Door For You Guy, yeah YOU, you wouldn't last a minute in the environment that I've lasted 15 years in. You would be a duck. You would be that guy that went on a lunch break and never came back. That's who you would be."

We overreact in those scenarios for at least a couple of different reasons. Number one, we overreact because we feel like we shouldn't have to put up with that type of crap when we're not at work. We get paid to deal with those behaviors, and we certainly don't want to deal with it on our off time. Secondly, we overreact because we can't control their behavior or their attitude and if you've spent enough time inside, if you're an old salty institutionalized veteran like me that messes with you. Consequently, you'll probably overreact to a situation that didn't need to be a situation.

See, I channel all of my anger and my frustration on to these people because I feel like they should be happier and less stressed out than they are. They have no idea what it's like to be locked up, they have no idea what it's like to live or work in the environment that I work in. They didn't have a mom that was feeding them meth at 10 years old or a drunken dad that was kicking the crap out of their mom on a nightly basis. Those are the thoughts that run through my mind.

The outside world is so messy. But, on the inside, I'm a superstar. I'm established. I am a 15-year veteran that other Officers know and trust and like to talk to. I'm comfortable (not complacent) in my environment and with the crew that I work with, and I don't have any of that on the outside. I've tried to find it, but it's not there. Thirdly, I've had to make some pretty tough, pretty quick decisions at work, potential life or death decisions. I am constantly thinking of and employing ways to keep myself safe and my partner safe and the nurse safe and the people around me safe. I have to, because the way that I carry myself, the decisions that I make, the way I communicate, all have a direct effect on people's safety.

That's important stuff.

On the outside, at home, the opposite seems true. I say this because after making a split-second decision that prevented a confrontation where an Officer could've gotten seriously injured, the washing machine making a weird noise during the spin cycle seems insignificant.

The sprinkler system not turning on when it's supposed to turn on is not a situation. Putting out a fire in a housing unit, and evacuating a hundred and thirty people on my own IS a situation. Investigating a potential sexual assault in a housing unit, THAT'S a situation. An unresponsive inmate in a cell IS a situation. My son not putting his socks away in the right drawer is not a situation.

So what's the problem?

The problem is we're not properly disengaging from our professional life and reengaging in our personal life.

Why is that?

Could it be that the stressors on the inside are a lot easier to handle than the stressors on the outside? Could it be that what we have endured for decades on the job has finally caught up with us? Could it be that our switch has finally worn out?

We get so comfortable in our prescribed role, in our uniforms, that we don't understand why people on the outside are not jumping when we say jump. I joke, but truly, my communication skills have never been tested in any situation on the inside like they have been on a Saturday morning when I'm trying to get my kids to do their chores.

Look, I know that you're tired and that your switch is worn out, but you have to make yourself care and you have to actively participate in "real life," because, if you don't, the people around you will begin to feel like they are unimportant to you.

They can see through your ruse because they know you better than anybody. They've seen you at your highest and at your lowest and at your happiest and at your angriest.

Finding a happy balance is paramount to success at home and longevity at work. And even though we don't always have the time to appropriately process or decompress from the job, we have to engage and participate in the things that we're hiding from at home.

If this doesn't make any sense to you, then great! But if anything that I have written resonates with you, then, please, please, look into it and acknowledge it. Plant it in the ground and give it some sun and some water and see what happens.

Lastly, tomorrow or during your next shift, talk to a coworker about this article and ask them if they've ever hidden at work. Their response may surprise you.

### In Your Dreams—When Work Comes Home

This is an email that was written by a Corrections Officer, the wife of another Corrections Officer.

Greetings, I'm sending my story to you about my experience with correctional fatigue in hopes of helping others. I don't mind if it is repeated, but I don't want my name OR my husband's name used.

Not long after my hubby and I activated \_\_\_\_, my husband had a bout of violent fighting in his sleep. He was running and fighting as if he was at work, shouting "get down," and holding his hands as if he had a hand gun. During the dream he punched me in the head. He didn't even remember the dream. Being funny, the next night I slipped into bed before him with a sexy outfit on, and had his motorcycle helmet on! We both laughed about it, and thought that would be the end of it. So we thought....

His violent dreams continue to this day. I have come to work dead tired from not being able to sleep for fear of being punched in the face. I have had to wear make-up over a bruised face, and even sported a busted lip on a few occasions. Hubby never remembers his dreams. Sometimes he fights so violently, he lands out of the bed on all fours, with carpet-burned knees. I am a light sleeper, so sometimes when the running or cussing start, I can get out of harm's way. There have been times I have been awakened with him on top of me pounding me in the head and face.

Sometimes I hate this place for what it does to us, yet it has provided a great living for us. Our son just graduated as a \_\_\_\_, thanks to his dedication to school and thanks to our Department.

Hubby, being that Alfa male refuses to get help. Kaiser advised me to sleep in another bed.

So yes, the struggle is real! I live it every day. It's my faith that keeps me going.

14 Words  
By CO Ron Mason

I left the Marine Corps, a world I dreamed of since I was six years old. A world that taught me so much. Probably the most important thing I learned as a Marine was the 14 traits of being a leader. Just 14 rules to live life by. To be a person. To be a friend. To be a spouse. To be a partner. To be a parent. To be a supervisor of others—to just be a good person. Just 14 words. And an acronym to live by and to teach to others willing to listen.... JJ DID TIE BUCKLE.

JJ DID TIE BUCKLE stands for Justice, Judgement, Dependability, Initiative, Decisiveness, Tact, Integrity, Enthusiasm, Bearing, Unselfishness, Courage, Knowledge, Loyalty, Endurance. An acronym. 14 words. A life changing lesson of who to strive to be. We were also taught to celebrate the most senior person present and the most junior present.

The Marine Corps version can easily be converted to the Corrections world. This is what JJ DID TIE BUCKLE may look like for Corrections:

JUSTICE: We are not here to seek Justice, but to be present as Justice is served.

JUDGEMENT: With clarity of mind, we shall use our best Judgement in resolving conflict.

DEPENDABILITY: I shall ensure that my partners are certain of my Dependability, and that I have their back.

INITIATIVE: When a task must be accomplished, I will take the Initiative to be part of the solution.

DECISIVENESS: When there is question, I will make a Decision based on the knowledge I have, and act.

TACT: I will listen, understand, process and respond to communications in a manner that is considerate—Tactfully.

INTEGRITY: I will do what is right—act with Integrity—even if no one is looking, because I know it is right.

ENTHUSIASM: I will endeavor to perform my duties with Enthusiasm, even if I don't feel it.

BEARING: I will remember that I am a paid professional, and know that how I act reflects on my partners.

UNSELFISHNESS: I will remember that my partners are in the same world as I am, and support them.

COURAGE: When it all goes to hell, I will show my Courage by having my partner's back.

KNOWLEDGE: I will always share the Knowledge I have with my partners and seek theirs.

LOYALTY: I will always be Loyal to my partners and enjoy their Loyalty.

ENDURANCE: It is not a sprint, it is a marathon. I will have your back and be here to support you in the tough times, and have fun in the good. I will be here for you through thick and thin as I know you will be for me.

14 words that make a silly acronym, but as serious as it can get whether in battle or working as a correctional officer.  
Words to remember and live by.

Oh yeah, that little part of celebrating the most senior present and the most junior present, we celebrate those that came before us and have taught us what we know, and we celebrate those that we teach, and we hope that they reflect kindly upon us.

#### Questions Submitted to Desert Waters

We periodically get questions emailed to us by staff. As they are good questions, we'd like to share them with you once in a while, anonymously, and also share Caterina Spinaris' emailed answers. And if you have your own questions, you are welcome to send them to Caterina at [caterina@desertwaters.com](mailto:caterina@desertwaters.com).

Q: What resources do you recommend for someone with correctional fatigue?

A: Hello! Thank you for asking about resources for staff dealing with Corrections Fatigue. Most important is tapping into *healthy social support systems*. Other wellness-building resources are spending time outdoors, spending relaxing time with loved ones, listing daily what you are grateful for, working out, watching funny video clips, and making sure you eat healthily and that you get enough sleep. I'd also recommend taking a news holiday (not reading negative news.) Ultimately, one needs to be practicing calmness/peacefulness and positive emotions, such as love and joy.

Resources we developed at Desert Waters to assist staff with Corrections Fatigue issues include our two main courses,

From Corrections Fatigue to Fulfillment™ and True Grit: Building Resilience in Corrections™. They also include our 4 booklets (soon to be 5, with the publication of *When Home Becomes a Housing Unit* by William Young!), and an e-book. You can find them under Products, under Books, at <http://desertwaters.com>. Most of the books include self-reflective or action-oriented questions at the end of each chapter. Answering these questions would help you increase your self-awareness, and come up with an action plan for positive behaviors. You can also get our posters to remind you to take positive action.

Q: Very good suggestions, but one of the effects of correctional fatigue (or so I am told) is losing interest in things you once enjoyed. With a lack of motivation and a loss of interest in things once enjoyed, it is hard to implement the suggestions. So what does one do who is not motivated?

A: What you wrote can be very true. To deal with the lack of motivation, one needs to take tiny steps in the right direction. I like to talk about taking one ANT STEP in the direction of positive change. (That is, taking one small step, like just smiling at someone.) And then take another step. And another.

Expect fluctuations in your rate of progress. Ups and downs are normal. Aim for net gains over time.

I heard the saying, "Bring the body, and the mind will follow." So, *JUST DO IT*, go on that hike, or that family gathering, or that children's event, even if you don't feel like it at the time. And notice how you feel by the end of that activity.

Another option for dealing with Corrections Fatigue is to seek professional help (along the lines of behavioral health or medical care), if you feel stuck and your self-initiated efforts do not bring you enough relief.

Take care of yourself. You are worth A LOT. You matter.

Caterina

#### What Others Have Said About "When Home Becomes a Housing Unit"

This hits home. Corporal Bill Young has written the truth about our daily struggle. He has connected the truth about our profession with the toll it takes on all our brave men and women that work behind the wall. This is a must read for anyone who works in the profession, for anyone who knows someone who works in the profession, or for anyone looking to get a better understanding of what it's like to walk a tier. It's time for stories like these to get out to the public, so they get an understanding of what we do and the struggles we face. It is also time for stories like these to get into the hands of those who work in our correctional facilities, prisons and jails. Let these stories be a reminder that our brave men and women are not alone, and together we can conquer any obstacle.

~ Anthony Gangi, Host of Tier Talk and Columnist of CorrectionsOne

William's insights are invaluable to a profession that often does not encourage someone to express their emotions in an authentic manner. Improving the well-being of our staff is one of my top priorities, and having William working here is a huge asset towards that end. He has helped break down stigmas in our facility and is teaching others how to cope in one of the most difficult and underappreciated professions. His book is an excellent resource to spread that knowledge and insight across the nation.

~ Michael B. Myers, MS, LMHP, CJM, Director, Douglas County Department of Corrections

Correctional officers toil in virtual anonymity. They are underappreciated, unheralded, and unrecognized for the critically vital role they play as part of the criminal justice continuum. They work in a potentially perilous environment with some of society's most dangerous offenders. The stress endured by these modern day centurions takes an emotional toll. That stress, too, has been anonymous until now. With this work, William Young, a veteran correctional officer, provides intimate anecdotes of the personal struggles that arise from long hours inside unpredictable inmate housing units or bouts of sheer terror that can materialize in a moment's notice. The unique aspect of this work is that

not only does Officer Young open the portal to his soul, but he extends an empathetic hand to those who suffer the same or similar fate. He offers encouragement and support to the brave men and women, trained to suppress their emotions, who are tasked with keeping our community safe. Moreover, he lets it be known that there is no shame in asking for help with an emotional burden that is shared by so many working one of the toughest beats in America—jails. I applaud this work and look for more to come.

~ Mark Foxall, Ph.D., CJM, Director of Corrections (ret.)

Omg, every single word is our truth. I just read the first 3 chapters to my husband. After the 1st chapter or 2 typically he would unmute the TV and say he was done with it. But after your first chapter, we had to read on.... you said our emotions right out loud. We stopped for tonight right after the 3<sup>rd</sup> chapter not because we don't want to read every word, but because we are wide open and vulnerable and need to step away for today. It's intense, and horrific, but, most of all, completely true. We both literally got goosebumps when you said that at this very moment, the storm is coming. It's gripping and profound and important. Your language and first person narrative are perfect and easy to read for any one of us. I can't wait to read more tomorrow. Bravo, brother!

~ Natasha Butler Amaral, Corrections Officer and Chairperson - Corrections Outreach for Veteran and Employee Restoration (C.O.V.E.R.) Pennsylvania Department of Corrections

A stark collision of the complicated and dangerous world of being a corrections officer, while surviving in a world with people who have no idea what goes on behind the walls of a correctional facility. No matter the profession we choose, life creates conflicts between our personal and professional worlds. As Corporal Young vividly describes, these conflicts are heightened by the very nature of the corrections profession. Lengthy shift work, staff turnover, and long-term mental and physical concerns have sadly become part and parcel to this profession. All is not lost though. The challenges that thousands of correctional officers experience on a daily basis can be addressed by taking the first big step: acknowledging the problems. Corporal Williams words shine a welcome and desperately needed light onto our profession. This book is a wakeup call for every new and tenured correctional officer, and a mandate to all supervisors and leaders to finally address the underlying physical and mental impact this profession has on our brave men and women who step up each day to protect their communities.

~ Commander Shawn Laughlin CJM MCJ, Broomfield Police Detention and Training Center

### What CF2F Taught Me

By CO Ron Mason

This was written about Desert Waters' signature course, From Corrections Fatigue to Fulfillment™ .

[http://desertwaters.com/?page\\_id=5996](http://desertwaters.com/?page_id=5996)

When you attend a Desert Waters' class, drop your gauntlets, drop your armor, drop your sword and shield at the door.

You are a simple person with simple needs. Provide for your family and provide for yourself, in that order. Strike that. Provide for yourself first. Without that, you cannot care for the ones you care about and love. You walk into a gladiator's arena every day. You perform for your family, and protect those that are harmed or may be harmed.

What CF2F offers you is a space. A space to be you, be free from the physical and mental armor that you use to protect all that you are. It gives you a moment in time to come together with other correctional staff. A brief moment in time to learn you are not alone. A moment to learn those around you face the same battle that you do, walking into this world where you are expected to keep all the people you know safe from those that desire to harm the world you love, those that desire to enrich themselves at others' expense.

My time in CF2F taught me it is not my battle against a world of evil, it is all of us working, working together to ensure we all go home at the end of the day. Together, a little battle weary, but together, physically the same way we walked in the gates, but with a little mental damage from the day.

We return to our families, the loved ones we sacrifice for. We do it for them. We return and value them all the more, and we know we are not alone. My partners feel and endure the same journey.

CF2F taught me this.

Correctional Nurse Dilemma: Compassion or Cynicism  
By Lorry Schoenly, PhD, RN, CCHP-RN

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“Compassion becomes real when we recognize our shared humanity” – Pema Chodron

One of the many advantages of working behind bars is the amazingly appreciative patient population. Not only are our patients delighted with our services, but they only access health care when absolutely necessary. This is because, as a rule, correctional patients avoid drugs and have healthy lifestyles.

Oh, that this were true! Unfortunately, the correctional patient population, instead, can be unappreciative, have extremely unhealthy lifestyles, and difficult personalities.

Regrettably, cynicism has a way of creeping into our minds and hearts as we spend time in the specialty. Let’s face it, our patients want something from us; and it is not always based on a health need. Correctional Nurse Dilemma: Compassion or Cynicism. There are several logical reasons for this.

#### Looking for Some Comfort

Our patients live in an exceedingly controlled environment that is not arranged for their comfort. Seeking comfort and ease is a very human pursuit that is not peculiar to prisoners. Whether a favorite easy chair, a contoured pillow, or organic gala apples; we organize our lives to be comfortable and accommodating to our desires. Our patients are not different in that respect.

However, many of our patients have spent much of their lives controlling their environment through manipulation and deceit. They bring this poison with them into healthcare transactions. So, it is reasonable to be skeptical about patient requests, as special treatment can bring:

Status in the prison culture: special food, special shoes, or desired medications for barter or trade.

Safety: An inmate may wish to be in special housing or in the infirmary to avoid being hassled or threatened in the general population.

A Way Out: An outside trip to a specialist or the hospital can provide a break from the stress and monotony of incarceration.

#### Objectively Caring

The challenge, then, is to remain objectively caring in our patient interactions. This means really listening to the patient’s symptoms, making objective assessments, and documenting fully.

Because many in our patient population can use healthcare as a tool for other gain, we may need to seek out corroborating evidence to confirm their symptoms. But most importantly, we need to keep from making assumptions about the patient’s situation.

Why should we avoid developing a jaded and cynical attitude toward our patients?

One reason is because the consequences are so high. Missing a real diagnosis by routinely dismissing patient complaints as “manipulation” or “faking it” can be a career stopper.

Just as important is the corrosive nature of cynicism, when we forfeit our professional values in this way.

#### Just Like Me

Considering our shared humanity can encourage compassion for our difficult patient population. When dealing with a trying patient, consider these statements\*:

- Just like me, this person is seeking happiness in his/her life.
- Just like me, this person is trying to avoid suffering in his/her life.
- Just like me, this person has known sadness, loneliness and despair.
- Just like me, this person is seeking to fill his/her needs.
- Just like me, this person is learning about life.

Yes, there are numerous ways in which are patients are not like us. Many have not had the advantages of family and safety. Many were not born into a life situation with the resources or support to finish school or attend college. Some have made poor choices and continue to make them.

Yet, in fundamental ways we have much in common. Remembering this commonality can help keep your correctional nursing practice compassionate rather than cynical.

\*Hat tip to Sharen Barboza for this list. <https://correctionalnurse.net/managing-correctional-stress-podcast-episode-208/>

#### Spreading the Message of the Correctional Oasis

We often receive requests regarding the material of the Correctional Oasis. Usually the requests are one of two types: either a request to disseminate the Correctional Oasis to a large group of corrections employees, or a request to reprint a specific article.

So here's some information about these two types of requests.

We gladly give you permission to forward the graphics version of the Correctional Oasis in its entirety to all staff at your agency or institution, either by downloading it and forwarding it to all staff's inboxes, or by posting it on your agency's intranet. You also have DWCO's permission to print hard copies of an issue and make them available to staff.

Regarding reprinting an article, please contact us so we can consider your request and/or request permission from the article's author. If we grant you permission to reprint the article, we ask that you reprint the text in its entirety, exactly as it appears in the Correctional Oasis, and prefacing it with the statement: Reprinted with permission from the \_\_\_ (month) \_\_\_ (year) issue of the Correctional Oasis, the monthly ezine of Desert Waters Correctional Outreach, <http://desertwaters.com>.

So, yes, spread the word, and share our publication with others, if you believe that this may be of help to them.

#### Practical & Positive Suggestions for Work

By John Eggers, PhD

1. Develop a positive relationship with the boss to garner support.
2. Be creative in your thinking.
3. Find out what gives you the most joy, and try to do more of that.
4. If you argue for your limitations, guess what, they're yours to keep.
5. Making the lists helps you to be more creative.
6. True, someone has to empty the latrine occasionally.

Transformational thinking and learning moved us away from the Model-A to who knows what we'll be driving in the future.

#### Quote of the Month

"In school, you're taught a lesson and then given a test. In life, you're given a test that teaches you a lesson."

~ Tom Bodett

#### Many Thanks!

Thank you for blessing the work of Desert Waters with your contributions!

And a special THANKS to all article contributors in this and prior issues!

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To promote the occupational, personal and family well-being of the corrections workforce through the provision of evidence-informed resources, solutions, and support.

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