

20
YEARS

HELPING CORRECTIONAL AGENCIES BUILD A MORE ENGAGED WORKFORCE

CORRECTIONAL OASIS

A Desert Waters Publication

DECEMBER 2023

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A non-profit for the health of correctional agencies, staff and families

FROM THE DIRECTOR'S DESK

This month ushers in a number of “new things” at Desert Waters, all of which are designed for and dedicated to the wellbeing of correctional and other public safety staff and their families, and also the agencies where they work—as staff can only be as healthy as the places where they work, and vice versa, the places where they work can only be as healthy as the employees who deliver services there.

Here are the “new things” that we are delighted to present to you:

1. The **SafetyNet Accreditation™** Staff Wellness program, which we have discussed before, is now in the field-testing phase. Take some time and review the materials there. The goal of SafetyNet Accreditation™ is to provide a soundly structured approach for correctional agencies to build and provide wellness programming to their most valuable and most critically needed resource—their staff. Thank you, Lonnie Lemons and David Taylor of **Pursuit of Excellence**, and Gregory Morton for helping birth the **SafetyNet Accreditation™** Staff Wellness program!
2. In the coming days our website, www.desertwaters.com, will be redesigned to make navigation simpler, and to include our new offerings. Thank you, Maria Whittaker, Kevin Finsel, and Steve Mayotte for helping make this new site a reality!

(If you are reading this and you are a certified instructor for one or more of Desert Waters' courses, please note that with the new site comes an easier way for you to log in to access the course materials. We'll be sending you an email soon to explain the new process.)

3. We are grateful to announce that that Desert Waters' award-winning, signature course *From Corrections Fatigue to Fulfillment™* (CF2F), which has been well received by many thousands of staff in the United States and abroad, is now available as a self-paced online training. This **Self-Paced CF2F** option was designed for those who want to take it on their own, or for agencies who want to send a few staff at a time to take it, instead of training instructors to deliver it in the classroom. We'll share more about the CF2F course in this issue.

Caterina Spinaris

THE ARMORY

FINDING THE SILVER LINING

neglected since his early 20's. Doing so was not always easy, but he persevered. As a result, he ended up with creating a new professional future for himself, an area where he leveraged his passions and his strengths, and where he found joy.

This potential benefit may even remain an unknown and unconfirmed imagined supposition. I remember the person who told me a while back that instead of losing heart and giving up on a project due to a delay that caused a major disruption in her life, she said, "Perhaps if I never had this delay, I would have been in a major accident." She will never know for sure if that is the case. However, because she saw good in the situation, she remained resilient and kept going instead of wasting energy and wearing herself down by fretting and complaining about the disruption.

Another person said, "I may never know why this is happening, but I am going to choose to trust that it is all for good." This is an example where a positive, optimistic, and hopeful outlook can be a lifesaver, at least a "quality of life" saver.

Such an outlook takes practice to develop and maintain in the face of adversity.

So, let's start today. What in your life irks you right now, but you're going to choose to believe that benefits can result from it, sooner or later, and either for you or for others, if only you hang on and keep making wise choices?

Even if the benefit of being resilient in this way may only be a more upbeat mindset and an elevated mood, that by itself is very much worth it.

What can help us hang on and keep going, persevering in the face of obstacles, opposition or failure? In other words, what can help us remain resilient?

It can be argued, and it has been my experience, that, to a large degree, the battle for resilience takes place in the mind.

One of the simplest yet perhaps most effective resilience boosters is finding the proverbial silver lining in the clouds, thinking of potential benefits for ourselves or others that can result from whatever is causing us grief at this moment.

An example that comes to mind is that of a man who was waylaid by a serious sickness and had his whole career come to a halt. Instead of giving into angry and depressive thoughts, he decided that he was being afforded time to step away from the rat race and get off the relentless conveyor belt that kept him busy all day long in ways that did not create meaning in his life. During his recovery time, he delved into researching areas of interest he had

Goals of the CF2F Course



What is it about the *From Corrections Fatigue to Fulfillment™* (CF2F) course that resonates with and touches staff of all job roles and ranks?

There are at least three key ingredients that make the CF2F course relevant and meaningful to correctional staff. These ingredients are reflected in the three goals of the course.

Goal 1—Understanding and Destigmatizing

When I penned the first words of the CF2F course back in the year 2001, my primary goal was to offer correctional staff material that explained to them how and why a person can be negatively impacted by the kinds of stressors encountered in the corrections workplace. Related to that, I wanted to provide ways that would allow them to recognize any such changes in themselves and in their coworkers, and to do so with kindness and compassion, instead of with criticism or judgment. I believed then and I still believe now that understanding how these changes happen—what I call Corrections Fatigue—reduces the shame and self-blame (or ridicule of coworkers) that can take place due to being negatively affected. This happens when staff no longer regard these changes as signs of being “weak” or of having failed, but rather, they realize that these changes are pretty much universal and inevitable to some degree, given the relentless buffeting by work stressors. This reduction in unwarranted shame, self-criticism and put-downs of others frees staff to become compassionately honest with themselves, open up to others, and seek appropriate help as needed.

Goal 2—Empowering

CF2F aims to empower staff, to urge them to go past a sense of learned helplessness that characterizes people who are repeatedly exposed to trauma and other high-stress events, and who know that, if they want the wages and the benefits, they have to come back the next day and be exposed to more of the same, perhaps for the next 20 to 30 years. Under these conditions, staff come to believe that there is nothing they can do to make work conditions better, that they must simply endure adversity. The CF2F course material addresses this sense of powerlessness and resignation by repeatedly asking participants to think about ways that THEY can improve conditions within their immediate sphere of influence.

Goal 3—Equipping

In line with the empowerment discussed above, the CF2F course presents key foundational principles of self-care and resilience, and the fundamentals for the creation of healthy and functional work teams and workplace cultures, as well as healthy personal lives. These are presented in a simple fashion, yet they are powerfully effective when practiced on a regular basis. They work when we work them.

These three areas describe my heart’s desire regarding outcomes of the CF2F course. I realize that these are lofty goals, and can only be achieved through much grace, and through well-trained instructors and receptive hearts. I am thankful for the inspiration to put this course together, and for the blessing of seeing much good fruit result from teaching it to correctional staff since 2001. And I am grateful for the valuable feedback we’ve had over the past 22 years from staff and family members that has helped me improve this course.

The rest of this issue of the *Correctional Oasis* presents feedback from instructors of the CF2F course and family members of staff who took the course.

CF2F is a course with several moving parts that addresses material that to date has not been typically discussed in correctional and public safety workplaces.

The graphic below, **Integrating CF2F in your Agency**, outlines key best practices that involve careful strategizing and planning for achieving that.

For an expanded presentation of these practices, please email us at admin@desertwaters.com.



INTEGRATING CF2F IN YOUR AGENCY

MORE THAN A TRAINING – YOUR STAFF WELLNESS FOUNDATION

The vision of the CF2F course is to assist in **promoting the wellbeing of your most valuable asset**, your **STAFF**, as individuals and as teams, thus improving your agency's **culture**, and increasing the probability of **enhancing retention, recruitment**, and successful **fulfillment** of your agency's mission.

This vision comes to life over time through the persistent pursuit of successful integration of CF2F in your agency. It's as simple as **A, B, C**, while also requiring careful planning and follow-up.

Content Considerations: CF2F Specifics

A

- Provide information
- Encourage application
- Champion transformation

Strategic Planning: Sustainability Matters

B

- Solicit shareholder collaboration
- Determine direct delivery vs. instructor-led delivery
- Provide appropriate resources
- Track attendance and evaluations
- Plan for refresher trainings
- Plan for instructor support

Implementation Methods: Practical Approaches

C

- Plan the logistics
- Class numbers and composition
- Locations, dates, physical conditions
- Instructor selection and training process
- Deliver content with fidelity
- Prepare to respond to participants' emotional needs
- Protect participants' psychological safety

"In my 17 years in corrections, never has something impacted me the way this training has. I feel cleansed from the madness corrections brings into our lives. From this day forward, I will make changes within myself and make a difference in someone else's life. Thank you!" ~ J.V., CO



TAKE THE CF2F COURSE NOW!!



**Self-Paced Online
From Corrections
Fatigue to Fulfillment™**

**TAKE THE
LIFE
CHANGING
CF2F
COURSE AT
YOUR PACE
AND ON
YOUR TIME.**



Click or Scan



FEEDBACK ABOUT CF2F

The stories below were emailed to us over the years by CF2F instructors and participants. They are presented here anonymously.

After the CF2F T4T

I just wanted to take a moment to genuinely thank you for what you do. This may sound corny, but you have given me back my life. I know it's not like flipping a switch. I didn't get this way overnight and I'm not going to be restored overnight either. I see now where the problems are and where I need to make changes. I am on my third marriage and over my nearly two-decades long career I have seen changes in myself. No wonder I have two previous divorces!! My doctor has asked me a few times if I'm depressed, but I'm not depressed or sad. When I get off work, I am just done..... I'm exhausted and I'm tired. I want to go do things, but I just don't have the energy.

During the class I realized just how disengaged I have become from my family. At work, I am hard charging. If you want something done, I am your gal. I am overinvested and knees deep in work immersion. Now that my children are older, at home I am apathetic and uninterested. There is no more volleyball practice, football games, or track meets to rush off to. I was thinking about my afternoon last Monday.... I woke up around 1pm, and I am sitting on the couch listening (not listening really) to my husband talk about his day. At least that's what I think he's talking about. Honestly, I have no idea what he was saying. In my mind, I can actually remember thinking, "Please just stop talking." He starts the BBQ and says, "Come outside and visit with me while I make dinner." Again, in my mind I am thinking, "PLEASE JUST STOP TALKING!" He has to darn near beg me to go outside. Begrudgingly, I go outside and listen while he talks. How fair is that for my family? Why should my job get the best parts of who I am?

I resolve to make changes! At the completion of the CF2F class, I picked up my husband and we went shopping and out to dinner. I even picked the restaurant without saying, "I don't know. Where do YOU want to go?" twenty times!! When I got off work on Sunday, I didn't touch the remote. My husband and I sat at the kitchen table and had a great conversation. (Notice I said, "Conversation.")

I'm not going to lie. It is tough. I haven't had a day off in almost six weeks, and last week I worked 75 hours. Shoot, it's only Tuesday and I have worked 24 of the past 48 hours. It never even occurred to me how much I work. It is just my norm, so when we discussed this in class I didn't think anything

of it. To counter this I am taking my son to breakfast this morning before school. Then I am going to get some much needed rest for my own sanity, and when my husband gets home we are going to get pedicures together. (Ssshhh.... I'm not supposed to tell anyone that part!)

▶ I am off to a good start making positive changes. I am grateful to be teaching this course to my partners. Definitely for them, but selfishly more for myself. It will be a constant reminder to help keep me on the right track. I figure after teaching this over and over, it will become second nature!! :)

An Instructor's Experiences with CF2F

▶ As you know, at the beginning of attending the (CF2F) instructor's course I was a skeptic and did not believe CF2F would ever succeed with our staff. Though I believed the material was pure at the core and hit the mark as to what we go through in this environment, I did not think there was any way in the world our officers would ever be open to participating as we are a hard-core group in general.

That being said, as my partner and I discussed how we were going to present the material, we truly saw the value in the material and wanted to succeed, though I can't lie, I did not see it going over well.

Well, we were quickly proven wrong. Within three days following teaching our first class, we had 6 officers between us in our office sharing with us their stories and asking for references for various services and help. We were amazed and at a loss as to how receptive our officers were to the topic. As the year went on, that became a regular occurrence. I honestly can't give an exact number of the staff that came into our office sharing their stories or asking for guidance or to how many we helped. However, I can say without question that we have officers with us today and families still have husbands and fathers as a direct result of what you have done with Desert Waters and your team.

Here are two stories that stick out the most to me.

CF2F Story 1

▶ One night around 2330 I was woken up to my personal phone ringing. It was an officer who had worked for me when I was a Lieutenant on a facility and he had just been through CF2F a couple weeks earlier. He was sobbing to the point I could barely understand him. He told me his wife had left him that night and taken his kids, and he didn't see a reason to continue. In his rambling the officer went on and recalled an event that had occurred while he worked for me. As many of our incidents are in a maximum-security prison, this one was a violent incident that resulted in some of our officers being hurt. He told me that as he responded to the incident, and what he saw caused him to freeze up, and as a result he believed his partner was hurt because he hesitated. He went on

to say that he never told anyone and that has been haunting him since that night, causing him to withdraw from his friends and partners and ultimately his family. He repeatedly asked for my forgiveness for letting me down when it mattered most. During the conversation he told me the only reason he called me was he thought about the CF2F class, and what we talked about and knew he needed help and wanted to know if he could have the references to the help lines we provided during the training. Ultimately, before the night was over, we were able to get a Peer Support team out to him and help him through the night. We got him connected with our Employee Assistance Program and a counselor. I am happy to say that today he has come out the other side and doing great. He was able to restore his family and has gotten the help he needs to cope with the hardnosed reality this environment throws at us.

The next story is not my experience but one from another instructor we had. I do not know who the officer was, as we shared our experiences but not the specific details that would jeopardize our staff.

CF2F Story 2

► One night, one of our new instructors who had just begun teaching CF2F received a call at home. It was from an officer that had just gone through the class the instructor had taught. The officer was clearly drunk and agitated. The officer asked the instructor if he believed the stuff he was teaching in the CF2F class, and the instructor replied that he did and that is why he taught the course. The officer went on to tell the instructor that his rubber band broke (an illustration used during CF2F), and he couldn't do this anymore. The officer went on to tell the instructor the only reason he called him was because he had gone through the class, and the instructor was his last hope. During the call the officer ended up hanging up on the instructor. The instructor made several attempts to contact him with no success. The instructor knew the officer didn't live too far from him and decided to go over to the officer's house. When he arrived, the officer was sitting in the garage with a mostly empty bottle of whiskey and a loaded gun on the table next to him. The instructor asked him what he was doing with the gun, and, to no surprise, the officer responded, "I was planning on using it tonight." Thankfully, in the end the instructor was able to get peer support out there and get the officer the help he needed. The last update I had was the officer was doing well, and has since retired to my understanding.

A Warden's Experiences with CF2F

► The process of bringing the *From Corrections Fatigue to Fulfillment* (CF2F) class to our Department of Corrections actually developed over a period of almost two years. I will try to provide you with relevant information as I describe the process from my point of view.

I was the warden for [name removed] for 4 and-one-half years. During my time in the position, I realized that I had great staff, but I also realized that my employees were under a tremendous strain from the work in and administrative segregations environment. My conversations with other wardens led me to conclude that my employees were experiencing negative life events at a rate that surpassed the employees of other facilities. I had more employees that were involved in worker compensation incidents, more instances of staff needing to use FMLA, and more staff that reported criminal charges from their actions in the community (i.e., DUI, domestic violence, menacing, theft, etc.). By the time I was appointed the warden there, I had worked for the Department of Corrections for over 20 years. That background also led me to believe that the staff at that facility were dealing with more issues of depression, anger, drug and alcohol struggles, stress issues, and were less satisfied with their work.

Due to the structure of the facility, most of the posts that had inmate contact were with high security inmates, so I couldn't "give them a break" with lower-custody inmates. Additionally, most employees did not want to transfer out of the facility for a variety of reasons, many times due to a change in shift and days off. An additional burden was put on our facilities when the facility's expansion was opened under a very tight timeline, and then major changes were being made in the Ad Seg environments.

I grew increasingly concerned about the welfare of my employees and began to look around for help. I found that Dr. Kevin Gilmartin and Dr. Caterina Spinaris Tudor were about the only people that were publishing any type of resources for law enforcement. Gilmartin's work (2002) was aimed primarily at the street cop, but it did offer some good advice. The work of Caterina and the Desert Waters Correctional Outreach (DWCO) organization was developed specifically for corrections environments.

I had heard good things about the way corrections people were treated by DWCO, and I knew many people that believed that the resources that were being developed at Desert Waters were right on target. At about that same time, a "training for trainer's" course was being advertised in Florence for the "From Corrections Fatigue to Fulfillment" course. I was very involved in training in the DOC for the majority of my career, and I also knew that if such a class would help my employees, it had to be communicated that the management of the facilities totally supported it. As a result, I signed up one of my training staff and myself to take the class. When I completed the training, I felt like I had discovered a tool to actually bring some type of relief to my employees, as well as the other employees in the DOC.

The next step I took was to present a mini-version of the class to the wardens and executive staff. After only a one-hour presentation, the decision was made to ask Caterina to present a four-hour

class to all the managers and above. This presentation was set up and Caterina was able to present to a room of almost 100 DOC management employees. I was unsure what type of reaction she may get from this particular group, because I was worried that members of this group might not see the value or need for this type of training, but I was wrong. The people in attendance seemed to take the information very seriously and to fully engage in the seriousness of the situation. As a result, a commitment was made to send additional trainers from each facility to the next several T for T classes.

There was some discussion at the wardens' meeting that by providing this information to staff, we were admitting that the workplace was harming them and the state may be liable. The discussion quickly turned to the fact that all those in the room knew the effect of the environment and they felt that the need to help our staff was more important. In the end, we did not have an increase in staff filing for worker's comp injuries as a result of this training.

After that "kick off" session, I began to present this class to employees. While the class was heavily attended by my employees, employees from other DOC facilities also attended. The reactions that I saw from employees attending the training ranged from relief to tears. I saw employees reach out to coworkers and supervisors to talk about what they were experiencing. I also saw employees reach out to medical/mental health providers for assistance. The number of employees that asked for contact information for the employee assistance program also increased. The most important result was that I saw employees sharing their stories. It was as if this training opportunity opened the dialogue and gave my employees permission to talk about "it."

I retired from the Department of Corrections a few years later, so that I could concentrate upon finishing the requirements for my PhD. The research that I completed in that program was influenced by the CF2F course. I have conducted, and continue to conduct, research that looks at the correctional environment and the effect that it has upon a variety of circumstances and employees. I look back upon the 31 years that I worked in corrections and I am proud of many things, including helping to implement the CF2F program in DOC. My only regret is that it took me so long to realize the need for it.

CF2F is not a cure-all. I had employees for which it did not seem to offer any relief, but I credit it for giving "permission," for employees from entry level to executive staff, to admit that the environment changed them and some of those changes were negative. Prior to this program, such a discussion seemed disloyal somehow.

I know that I probably offered you more information than you really wanted, but it was important for me to show you the progression of steps that we took to implement the program. I know that the program continues to flourish in my absence and I still get feedback from employees that stop me at Walmart to thank me for helping them with CF2F. I don't know the impact it would have on your facilities, but I do know the impact it had on mine.

CF2F—A Family's Perspective

The Wife's Story

- ▶ How does someone with 20+ years cope with stress and the everyday concern for their personal safety, as well as their co-workers'?

You become a different person, or you develop an alter ego, if you will. This allows you to keep a stern profile and not allow people to see any other side of you. For safety and security issues this is more than acceptable. However, one needs to be able to turn that off when they leave work and go home to their family and friends.

Although I've never worked directly with offenders, because my husband deals with it on a daily basis, I feel as though I have lived the experiences, situations, etc. that he has. He has always been a wonderful provider, soulmate, father and friend but recently I had noticed, those things were slowly diminishing and he was becoming someone that I did not feel as though I knew anymore. The stress of the job was getting to him and that stern profile he had to maintain eight hours a day while at work became his profile every hour of every day.

Our daughter had even noticed the change in her father and they had always had an inseparable bond, as most fathers and daughters do. This was breaking our daughter's heart and after a recent disagreement they had, she lashed out at me saying some very hurtful things about her father. I knew in my heart she truly did not mean them but was so angry she had just come to her boiling point and exploded. I asked her to give herself a few days to calm down and then discuss it with her father. A few days went by and she did what I asked. I did not witness the conversation, but I came in towards the end of it and I could see the pain and hurt in my husband's eyes. He had no idea things had gotten this bad. We, as a family, then also discussed other issues that needed addressed.

I felt that we had made progress, but I did not have any idea how much until my husband went to the CF2F class. I remember him coming home from the class and immediately hugging our daughter and apologizing for his behavior and who he had become. I saw an immediate change in him after this class and his passion for this program.

The man I married 25 years ago has become the same man I fell in love with all over again!

This isn't something to be ignored. Corrections is a very stressful job, and your family and friends are the ones who suffer from it. Don't shut them out. They are the ones who love and support you every day.

The Daughter's Story

► My father has always been my biggest role model.

Every morning, he set me up for success. Words of encouragement were spoken, he told me I would do amazing things, he said that he loved me, and out the door to work he went.

The mornings, they made me happy. It was always the afternoon I dreaded, when dad came home from work. Dad would come home defeated every day, answering constant phone calls, and just looked like he had given up. My cheery, loving father seemed to vanish when he was off work.

People started telling me things about my dad like how power-needy he was, how he had to be in constant control, how his emotions always affected his attitude. I began to realize that my dad was becoming his work. I struggled with connecting with him, never feeling like I could disclose information to him, and instead feeling scared to tell my dad about my life in fear of him disapproving, or snapping at me.

My mom and I brought this to his attention, and that's when things began to change.

My father was so hurt. He never realized what was happening.

Next thing I knew, Dad was gone for a week, attending the CF2F (instructor) training. I remember the day he came home, and he came into the door and hugged me, and started giving Mom and me a summary of his week.

Dad broke down, sobbing. He told us all about these things that he learned, the stories he was told, and how he didn't feel like he was alone in his struggle of becoming his work. I broke down right along with him. From the moment he stepped into the door, I knew my dad was back. He was given the right tools to understand and cope with what he was going through, and he used them.

Now, once again, Dad channels his rough patches into productivity, and I have never been so proud of him. Dad and I have never had such a strong relationship, and I look to model myself after the person my father has become.

From CF2F Class Participants

The following are comments about CF2F by employees of a Department of Corrections that offers the fast-paced 8-hour CF2F course over two days, to allow sufficient time for processing and sharing the material presented.

Participant 1

► Being a part of the "From Corrections Fatigue to Fulfillment" class was a great experience. This is an aspect of corrections that has been needed for a long time. Gaining a better understanding of how corrections changes people, and what can be done to offer a means of support, is invaluable as a supervisor. Bringing this awareness to the Department and its employees will prove to be a

great asset on many levels. The physical, mental and emotional strain of working in corrections is very real, and everyone, from our Wardens on down, will benefit tremendously from this class.

Participant 2

▶ I recently attended the Corrections Fatigue to Fulfillment training, which I enjoyed tremendously. I went into this training not just as a secretary for [name removed], but also a long-time veteran of law enforcement.

Due to some discussions in other trainings and meetings, I was sold on the idea of corrections fatigue before we started day one of training. However, I had no idea just how much I was feeling impacted by the condition. The first day was a room of [name removed] employees of varying rank, areas of assignment, facility security designations and strong personalities. As we listened to the definition of corrections fatigue, we all began to share stories and feelings. I feel we all came to the realization we were more on the same page as any of us could have ever imagined we would be. I also think some of us realized that even though “we are fine” – maybe we aren’t.

Day one was an impactful day of harsh realizations, self-reflection and affirmation that we are certainly not alone. Day two helped us all to realize that there is hope for ways to regain ourselves, our compassion and our sense of pride that we do make a difference to someone in some way every day.

That evening I went home to my 20+ year correctional officer boyfriend and my 20-year old correctional officer trainee son. I sat them both down at 9:00 p.m. on that Friday night and went over every part of my notes with the two of them until 1:00 a.m. My C/O needed to hear it because he is very obviously in burnout mode. My COT needed to hear it so that if/when he starts experiencing some of these thoughts or behaviors, he knows why and can reach out for help.

I know that the training has also helped me to realize that I need to be more aware of coworkers who are exhibiting signs and reach out to them if just to lend a listening ear or encourage them to sign up for the two-day training. We need each other personally and professionally whether we want to admit it or not.

Participant 3

▶ I recently attended the *From Correctional Fatigue to Fulfillment* (CF2F) course. I have worked in corrections approximately seven years, and enjoy what I do. I have had a few different positions within the Department, and have spent most of my career with direct offender contact. I must also include that I am married to a 21-year correctional officer as well. I consider myself to be a fairly happy person. That being said, everyone...and I mean everyone...has those moments that can take us to a gloomy place. It may be while at work, while at home, or in the middle of the night. Stress builds up, life begins to look bleak, and the temptation to give in to those feelings can be really overwhelming.

CF2F is an exceptional program that helped changed my outlook on my career, as well as my personal life. The first portion of the course is more than a wake-up call. It deals with all of the “darker” aspects of being a correctional employee...the stress, the danger, the impact that our jobs have on our personal lives and our own psyche. I learned a great deal about what to look for in myself, in my co-workers, and even in my own husband. And I have to say, I saw things in myself that I didn't even know were there. I can now see things within my own behaviors and within others that can truly be attributed to correctional fatigue. That is so important...if we know what to look for, we know how to help both ourselves and those around us.

The second portion of the course is completely opposite of the first. It teaches you coping strategies and skills, how to manage your stress both inside and outside the facility, and identifies ways to combat what we all have come to know as “burnout.” It helps you identify your strengths and your weaknesses. And let's face it, we all have both! This course assists you in getting to the core of what it is we want from our career and how to get there in a more uplifting and fulfilling way!!! Do your colleagues, your family and yourself a favor...give CF2F a shot. You won't regret it!

Elevate your
correctional
department's staff
wellness program with:

SafetyNet Accreditation™

SafetyNet Accreditation™ was developed to assist in **promoting the wellbeing of the agencies'** most valuable asset – their **STAFF**. In addition to enhancing staff's health and personal/family life, this program aims to **improve** the agencies' **workplace culture**, and **increase** the probability of enhanced staff **retention and recruitment**, and **fulfillment of the agency's mission**.



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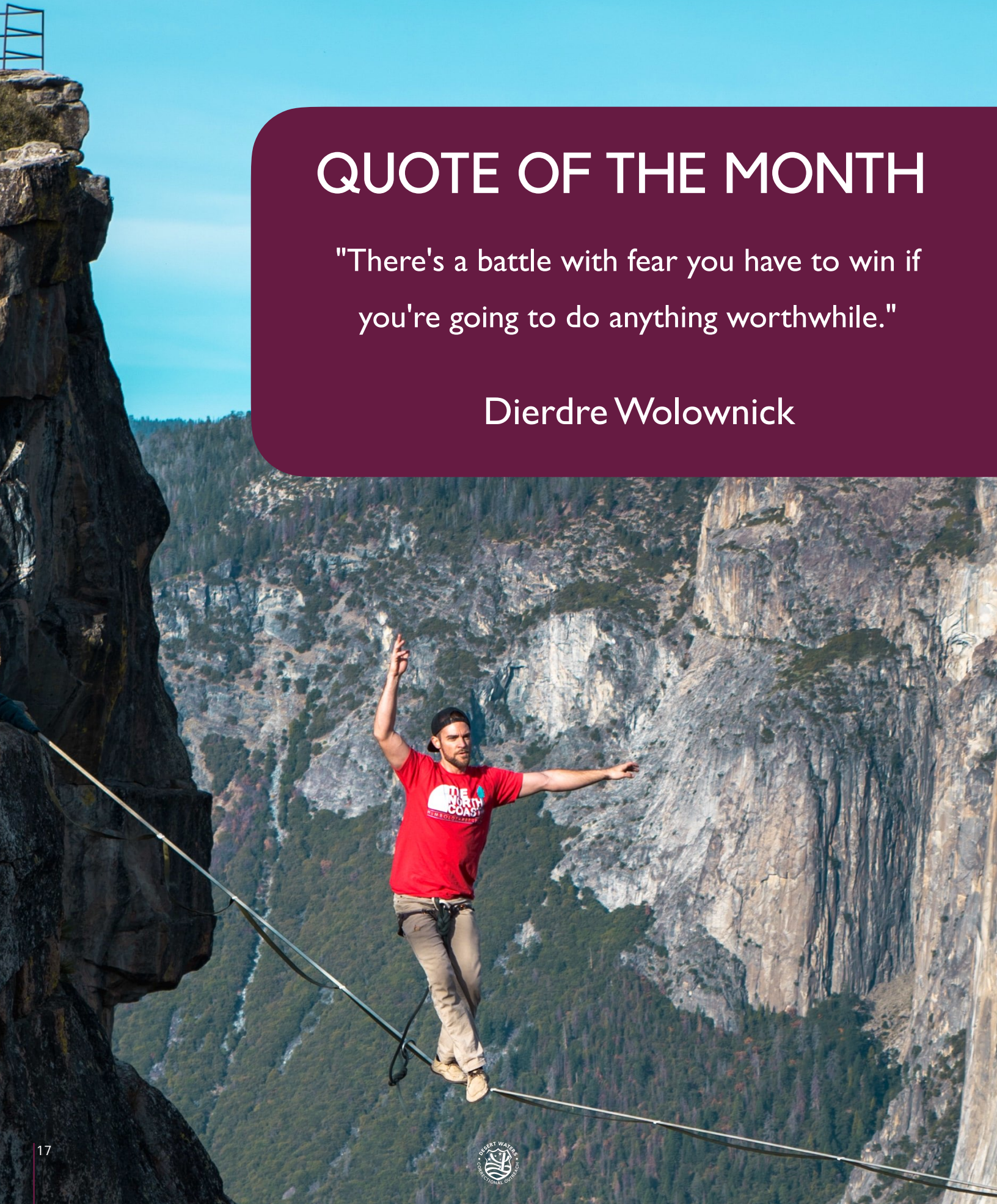
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QUOTE OF THE MONTH

"There's a battle with fear you have to win if you're going to do anything worthwhile."

Dierdre Wolownick



IN MEMORIAM

Debra Brown

Detention Technician,
Hennepin County Sheriff's Office
Minnesota

Jovian Motely

Correctional Officer,
Texas Department of Criminal Justice

MEET THE CORRECTIONAL OASIS TEAM



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Advancing the well-being of correctional staff and their families,
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