

Resilience for Second Victims* During and After COVID 19

Am I a Second Victim?

- Since the onset of the COVID 19 pandemic, have I felt anxiety, depression, dread about going to work, doubt about the ability to do my job, or other negative emotions that seriously impacted me emotionally?
- Have I observed similar distress in a peer or colleague?
- If YES, you or your colleagues may be Second Victims.

Three possible trajectories of Second Victims

- **Dropping out:** Transferring out, leaving the profession, self-harm
- **Surviving:** “Oh, I’m hanging in there”, absenteeism, presenteeism, decreased work performance
- **Thriving:** Ideal state, and indicates positive resilience; mature and balanced perspective on events, equipped to help others cope with traumatic events, and a work/life balance.

Evidence based, timely, and ongoing support for Second Victims improves the chances of thriving and promotes resilience.



How to provide support

- **Self check-ins**, how am I feeling right now? Is it time to reach out and ask for help?
- **Peer to peer:** identifying distress and initiating the conversation in real time – “Tell me how you’re feeling, you seem stressed - how are you doing?”
- **Managers and leaders:** Follow up with Second Victims in real time, “This has to be difficult for anyone to handle, how are you doing?”
- Ongoing monitoring for signs of distress during and after events – may be ongoing impacts for months to years after events have ended, and after other areas such as operations have already fully recovered.
 - Employee Assistance Program (EAP) referrals are used as adjuncts to the above when professional mental health intervention is needed, and EAPs are not stand-alone interventions.
- Evidence based support programs for Second Victims have been developed in many organizations across the country.
- Below are links to several of the most prominent evidence based programs, and other resources for Second Victims. The Joint Commission recognizes that many other organizations also have mature programs in place.



RISE program at Johns Hopkins, Baltimore, MD

<https://www.johnshopkinssolutions.com/solution/rise-peer-support-for-caregivers-in-distress/>

forYOU team at University of Missouri Health, Columbia, MO

<http://www.muhealth.org/secondvictim>

*In some fields secondary trauma surveyor is also used.