

*CENTERING OURSELVES TO SERVE
IN CHALLENGING TIMES:
BALANCING A LIFE ON THE SCALES OF JUSTICE ©*

Hon. Janice M. Rosa (ret, New York)
Child Development for Judges
North Carolina
November 20, 2020

11/20/2020

1

(c) Janice M. Rosa 

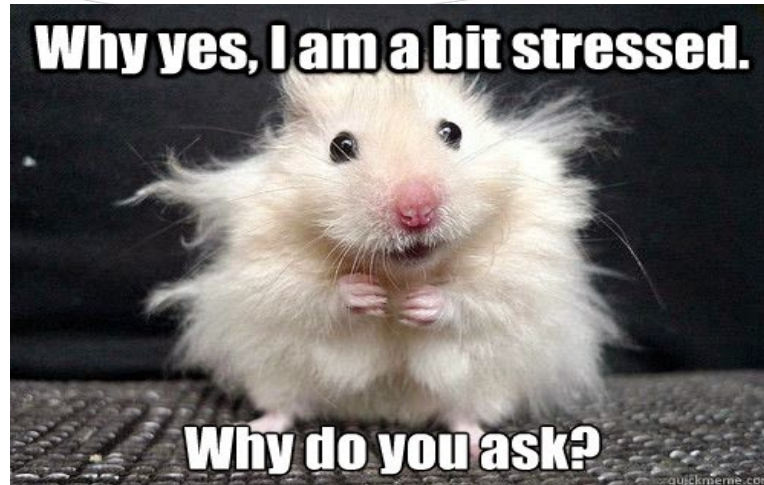
Welcome to 2020



11/20/2020

2

(c) Janice M. Rosa

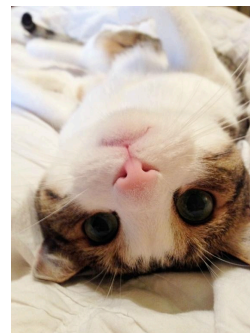


11/20/2020

3

(c) Janice M. Rosa

“Where would you rather be than right here, right now?”



11/20/2020

4

(c) Janice M. Rosa

“Four things belong to a judge:
To hear courteously;
To answer wisely;
To consider soberly;
and to decide impartially.”
Socrates

11/20/2020

5

(c) Janice M. Rosa

Mindful Judging

💧 What is our ethical duty to be fully present?

11/20/2020

6

(c) Janice M. Rosa

We Have: *The Privilege of Shaping Tomorrow*

- ◆ “You can’t positively impact the outside world without first looking inside”

(One of the “Golden Rules” from Notre dame Executive MBA program)

11/20/2020

7

(c) Janice M. Rosa

Our Roadmap Today

- ◆ 1. Where we stand, in our professional role
- ◆ 2. What we’re learning about Wellness and Wellbeing
- ◆ 3. How our lives are affected by “2020”
- ◆ 4. Centering Ourselves in Challenging Times – creating a wellness roadmap

11/20/2020

8

(c) Janice M. Rosa

1. Where We Are

11/20/2020

9

(c) Janice M. Rosa 

Your caseload....

- ◆ Will you rotate to different case assignments?
- ◆ How many of you will have a caseload that handles....?
 - ◆ (1) **Primarily** Family law cases (divorce, custody, domestic violence)
 - ◆ (2) **Primarily** Juvenile law cases (child welfare, delinquency, status offenses)
 - ◆ (3) Guardianship/Probate
 - ◆ (4) Civil/Criminal Litigation
 - ◆ (5) **ALL OF THE ABOVE**

11/20/2020

10

(c) Janice M. Rosa

“High Load” Cases

- ◆ Family Law Cases
- ◆ Criminal Cases
- ◆ Self-represented Litigant
- ◆ Complex Litigation (include Child Welfare!)

11/20/2020

11

(c) Janice M. Rosa



A new day,
every day....

Today is a day that
ends in a “Y”.

*So that means it’s
“ANYTHING CAN
HAPPEN DAY”*

11/20/2020

12

(c) Janice M. Rosa

“High Load” Cases are Unique in several ways....

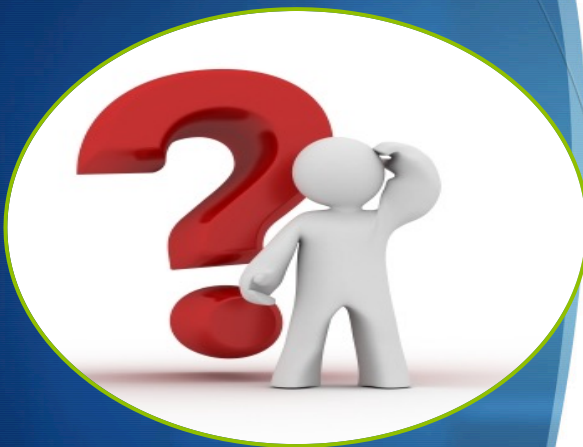


11/20/2020



13

(c) Janice M. Rosa



11/20/2020

14

(c) Janice M. Rosa

**And.....
PREDICTION**

**Needs Different
Response
from the Judge**

Why you became a Judge...

What are the reasons?
What are the benefits? The perks?

11/20/2020

15

(c) Janice M. Rosa 

How do others see you
now?
How do others act
toward you?

11/20/2020

16

(c) Janice M. Rosa 

The Courthouse ...The Cases, the Public

- 💧 “Dignified Calm” – contrasted with
- 💧 Adrenaline –fear, anger, grief
- 💧 Emotions are contagious -
- 💧 Can’t share, discharge

11/20/2020

17

(c) Janice M. Rosa

Our ‘lawyer’ personality

The cup half full?
The cup half empty?
The cup filled with toxic pollution?
[4 times more likely to have
depression, higher rates for drug/
alcohol use and divorce]

11/20/2020

18

(c) Janice M. Rosa

Why? It actually makes sense...

Lawyers and Judges
are **problem finders**
And
problem solvers

11/20/2020

19

(c) Janice M. Rosa 

Pessimists & Optimists

- 💧 **Pessimists are better at predicting outcomes**
- 💧 **Pessimists are right more often!**

11/20/2020

20

(c) Janice M. Rosa

Pessimists and Optimists

💧 **But Optimists live longer and have more friends!**

11/20/2020

21

(c) Janice M. Rosa

SO, we have....

- 💧 **Our CODE of CONDUCT**
- 💧 **The CASELOAD**
- 💧 **The ISOLATION**
- 💧 **Those PERSONALITY TRAITS...all combine to create pressures**

11/20/2020

22

(c) Janice M. Rosa

2. What We Know About Wellness and Wellbeing

11/20/2020

23

(c) Janice M. Rosa 

“The Cost of Caring”

- ◆ 1980 recognized PTSD in DSM – after Vietnam War
- ◆ 1990’s –therapists began to recognize effects on themselves
- ◆ Therapists call it an “occupational hazard”
- ◆ First studies focused on First Responders with short term contact

11/20/2020

24

(c) Janice M. Rosa



Many Names

- “Compassion Fatigue”
- “Vicarious Traumatization” (VT)
- “Secondary Traumatic Stress”

11/20/2020 25 (c) Janice M. Rosa

Some Terms

- 💧 Vicarious Trauma – continual “Big One” – 9/11
- 💧 Compassion Fatigue – “pecked to death by ducks”

11/20/2020 26 (c) Janice M. Rosa

Some Terms (cont'd)

- 💧 **Burnout – exhaustion from the workplace, workload**
- 💧 **Resilience – your ability to “Bounce” – just like children**
- 💧 **Stress – the glass of water**

11/20/2020

27

(c) Janice M. Rosa

Pace Womens Justice Center Study - attorneys

- 💧 **Survey of Attorneys, MH providers, and SWs 2003**
- 💧 **Attys carried higher ‘high trauma’ caseloads than the others**
- 💧 **Attys had more symptoms of ST and burnout**
- 💧 **For all, increased caseloads = higher burnout and ST**
- 💧 **Lack of “supervision” (i.e. support) = higher burnout & ST**

11/20/2020

28

(c) Janice M. Rosa

Judicial Stress study 2003

- ◆ 105 judges, from attendees at a national DV conference
- ◆ Judicial experience averaged 10 years on the bench
- ◆ Average age was 51 years, 54% males, 46% females response group
- ◆ Jaffe, Peter G., Crooks, Claire V., Dunford-Jackson, Billie Lee, and Town, Hon. Michael (2003). *Vicarious Trauma in Judges: The Personal Challenge of Dispensing Justice*. *Juvenile and Family Court Journal*, Fall 2003

11/20/2020

29

(c) Janice M. Rosa

Survey....continued

- ◆ Nearly 2/3 reported 1 or more symptoms
- ◆ Female judges reported greater incidence of VT
- ◆ The “7 year” marker was significant

11/20/2020

30

(c) Janice M. Rosa

Personal Resilience

- ◆ Your own history plays a part – prior personal history of trauma, mental health issues
- ◆ Less experience = more risk
- ◆ Natural life milestones
- ◆ Institutional, Budget, Colleagues – morale boost v re-trauma
- ◆ Training and Education about Vicarious Trauma

11/20/2020

31

(c) Janice M. Rosa

Occupational Hazard – Decision Fatigue

- ◆ The hazard of being ‘the decider’.
- ◆ Decision-making exacts a biological price
- ◆ The more choices – the more difficult they become
- ◆ Brain looks for shortcuts: ~ Become reckless or shuts off
- ◆ Data Smog = Memory lapses – IQ test – scoring drops

11/20/2020

32

(c) Janice M. Rosa

Osmosis ...happens....

" I finally came to understand that my exposure to other people's trauma had changed me on a fundamental level.

There had been an osmosis.

I had absorbed and accumulated trauma to the point that it had become part of me,

And my view of the world had changed."* Laura vanDernoot Lipsky – *Trauma Stewardship

11/20/2020

33

(c) Janice M. Rosa

Trauma buildup – internal signs

💧 **Low energy**

💧 **Abuse of substances**

💧 **Depression**

💧 **Work habits deteriorate**

💧 **Ruminating**

11/20/2020

34

(c) Janice M. Rosa

Trauma buildup – Outward signs

- ◆ Shutdown, withdrawal from connections
- ◆ Emotionality – usually rage, anger, bitterness
- ◆ Increased cynicism and sarcasm
- ◆ Risk- taking, “shooting self in the foot” behavior
- ◆ “Mirroring” ability for empathy drops

11/20/2020

35

(c) Janice M. Rosa

The neurophysiology of trauma response

- ◆ Flooding of energy – adrenal response
- ◆ Don't want to accumulate in the prefrontal cortex



11/20/2020

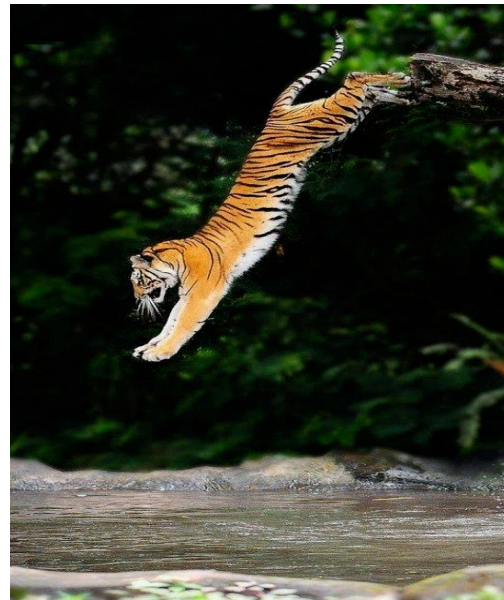
36

(c) Janice M. Rosa

Dispersal –
compare the
tiger to you
QUESTION:
*what is your ability
to metabolize what
you bear witness
to?*

11/20/2020

37



(c) Janice M. Rosa

VT/Secondary Trauma/Burnout –
because you are doing a GOOD job-
NOT A FLAW.....
It's all about reframing from
Disease Model
To a
Prevention Model

11/20/2020

38

(c) Janice M. Rosa



Keeping the Bounce – the Prevention Model

- 💧 It's here with us (and we actually love the challenges)
- 💧 It's about *MANAGEMENT* not *ERADICATION*
- 💧 The Value of Stress – “eu-stress’ versus “distress
- 💧 Goal – living a ‘sustainable lifestyle’ – keeping the bounce

11/20/2020

39

(c) Janice M. Rosa

Prevention – ABC's

- 💧 **A** - Awareness
- 💧 **B** - Balance
- 💧 **C** - Connection

11/20/2020

40

(c) Janice M. Rosa

3. But...but...*but* 2020!!!

11/20/2020

41

(c) Janice M. Rosa

Our Present Experience



11/20/2020

42

(c) Janice M. Rosa

CENTERING OURSELVES TO SERVE

ACKNOWLEDGE

ACCEPT

CHOOSE

11/20/2020

43

(c) Janice M. Rosa

ACKNOWLEDGE

- ◆ “the pandemic is a massive experiment in a **collective experience**...” Brene Brown
- ◆ What’s going on right now....
- ◆ Outside, in our collective experience?
- ◆ Inside, in each of us?



11/20/2020

44

(c) Janice M. Rosa

Acknowledge Collectively

- 💧 Fear/Panic/Anxiety/Unknown
- 💧 *Need for Control* increases – anything....
- 💧 *The Need to imitate* what others are doing increases in a time of uncertainty... “maybe they know something we don’t”

11/20/2020

45

(c) Janice M. Rosa

Imitating....During....After....



11/20/2020

46

(c) Janice M. Rosa

Trauma is contagious...Together with

- ◆ Fear
- ◆ Worry, anxiety
- ◆ Anger
- ◆ Frustration
- ◆ Sadness and grieving

11/20/2020

47

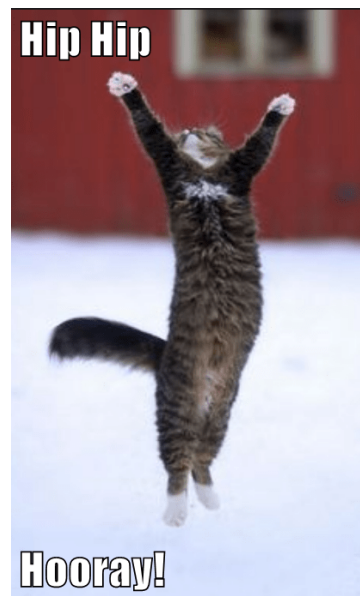
(c) Janice M. Rosa

But so are....!
Kindness
Hope
Compassion

11/20/2020

48

(c) Janice M. Rosa



Collective Grief



- ◆ Grief – about losses –
 - ~ Loss of life
 - ~ Loss of time
 - ~ Loss of ‘the world as we knew it’
 - ~ Loss of safety
 - ~ Anticipatory too

11/20/2020

49

(c) Janice M. Rosa

A Crisis of this Unique Magnitude



11/20/2020

50

(c) Janice M. Rosa

The Power of WE

- ◆ Humans are an innately group ('tribe') species
- ◆ Isolation increases 'risk'
- ◆ Public Mind is fractured
- ◆ The Power of WE is reduced
- ◆ WHAT WILL **WE** DO??



11/20/2020

51

(c) Janice M. Rosa

Crisis Leadership

- ◆ **Vision** - forward
- ◆ **Focus** efforts
- ◆ **Influence** the group
- ◆ **Inspire** – hopeful future to come
- ◆ **Soothe, Comfort** – acknowledge, kindness (“grief leadership”)

11/20/2020

52

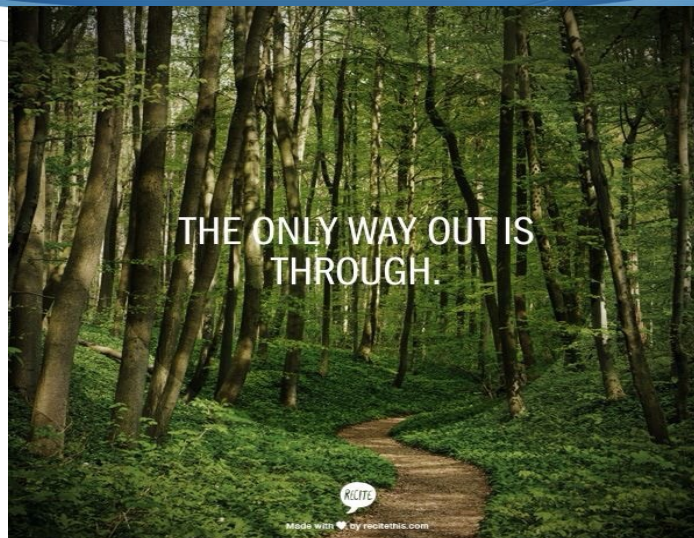
(c) Janice M. Rosa

ACKNOWLEDGE **ACCEPT** CHOOSE

11/20/2020

53

(c) Janice M. Rosa



11/20/2020

54

(c) Janice M. Rosa

“The Age of Overwhelm”

THE AGE OF OVER WHELM

STRATEGIES FOR THE LONG HAUL

Laura van Dernoot Lipsky
Bestselling author of *Trauma Stewardship*

Each Layer of our life can
be harmed...

- 💧 **Person (self)**
- 💧 **Intimates “family”**
- 💧 **Professional (work)**

11/20/2020

55

(c) Janice M. Rosa

Rising Tide versus Tsunami



11/20/2020



56

(c) Janice M. Rosa

The “New Abnormal” – began months ago...or just recently began....

*“You are not working from home.
You are in your home during a crisis
... trying to work.”*

11/20/2020

57

(c) Janice M. Rosa

What that “new abnormal” looks like

**Homeschooling
Day 3:
They all graduated.
#Done**



11/20/2020

58

(c) Janice M. Rosa

Stay at Home....



11/20/2020



59

(c) Janice M. Rosa

Anxiety – we experience this when...



11/20/2020

- 💧 Lack of control
- 💧 Unpredictability
- 💧 Threat to self or others

60

(c) Janice M. Rosa

The mind hates anxiety feelings a lot!

The mind will *make up a story* to make sense of what is not understood, of what is happeningeven if it's not true.

11/20/2020

61

(c) Janice M. Rosa

Hating Anxiety ... Going to Anger

And the mind will turn to ANGER. ...

By being angry you can leave anxiety for awhile and be “certain” in your anger.

11/20/2020

62

(c) Janice M. Rosa

Accept – the Personal effect

- 💧 **Fight – Flight – Freeze** Response to Threat
- 💧 Freeze – ‘play dead’ mode – large amount of stress to stay quiet and also stay alert
- 💧 Freeze – can devolve into Helplessness, then Dissociation
- 💧 ***NORMAL, UNAVOIDABLE – no shaming***

11/20/2020

63

(c) Janice M. Rosa

Dissociation - a trauma response... When there's no way out



11/20/2020

64

(c) Janice M. Rosa

Pressures

- ◆ To “Keep it together”
- ◆ (Yet...deteriorating Executive Functioning)
- ◆ Annoyance, Impatience with co-workers, those we serve
- ◆ Economic and Personal Safety - uncertainty
- ◆ Multiple changes in our lives

11/20/2020

65

(c) Janice M. Rosa

Corona-coaster of emotions



11/20/2020

66

(c) Janice M. Rosa

Outside World – is it safe? when will it end?

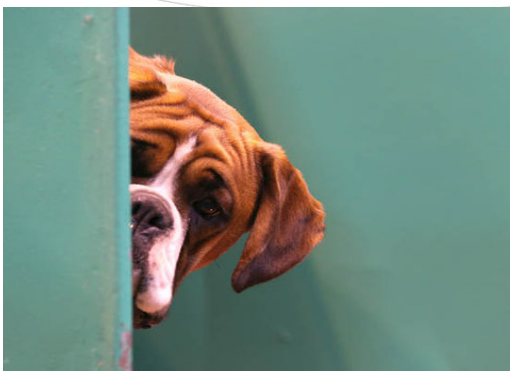


11/20/2020

67

(c) Janice M. Rosa

And our work.....



11/20/2020

68

(c) Janice M. Rosa

Tiredness – a Trauma Response, due to..

- ◆ Heightened alertness – ‘red alert’
- ◆ New pressures – old home/new workspace
- ◆ No dress code/no people
- ◆ School – open? closed? virtual?
- ◆ ‘Family time’/‘family time’
- ◆ Disorientation//Uncertainty



11/20/2020

69

(c) Janice M. Rosa

Accept ... new awareness



- ◆ Weariness
- ◆ Long term
- ◆ Time-limited stress v. uncertainty
- ◆ Cortisol levels stay high

11/20/2020

70

(c) Janice M. Rosa

ACCEPT

**“Trauma... is not a disease but a
dis-ease”**

***“...incomplete physiological responses
suspended in fear”***

Peter A. Levine, *Waking the Tiger*

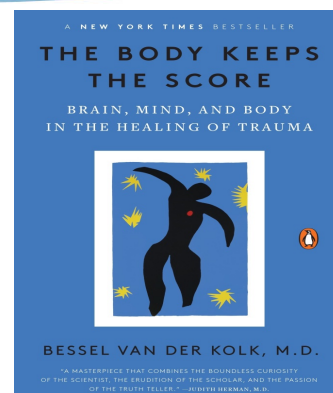
11/20/2020

71

(c) Janice M. Rosa

The Body Keeps the Score

- Abnormal events evoke **NORMAL** Body Responses
- Trauma responses occurring in the *entire* population
- ...Simultaneously*



11/20/2020

72

(c) Janice M. Rosa

ACKNOWLEDGE ACCEPT **CHOOSE**

11/20/2020

73

(c) Janice M. Rosa

CRISIS



When written in Chinese, the word
'crisis' is composed of two
characters. One represents danger
and the other represents
opportunity.

— John F. Kennedy —

AZ QUOTES

11/20/2020

74

(c) Janice M. Rosa

4. Mapping a Course for the Road Ahead

11/20/2020

75

(c) Janice M. Rosa 

CHOOSE
...Where You Will Stand?...
This is Where the POWER is

11/20/2020

76

(c) Janice M. Rosa 

CHOOSE

- Who will I be ...during this time?
- Who will I be ... when this ends?
- How do I choose to take care of myself?
- What will I strive for when this ends?
- How will I serve? Now? Later?

11/20/2020

77

(c) Janice M. Rosa

Use the CHAT ...



What/how are
you choosing
to center
yourself?

11/20/2020

78

(c) Janice M. Rosa

Three Choices....

**CARE, and
COMPASSION, and
HOPE ...
For yourself and others**

11/20/2020

79

(c) Janice M. Rosa

CARE....

11/20/2020

80

(c) Janice M. Rosa



Trauma Treatment – “your own mask first”

- Many approaches
- ALL of them require that the person be able to function.
- Self-regulation first. Then Agency (Choice).***
- So, what do you need to function?



11/20/2020

81

(c) Janice M. Rosa

INWARD and SENSORY

- Trauma first aid –
- You must contact the person (you!) first
- By senses – touch, sight, hearing, smell, etc.
- By mind – present in time, oriented
- By grounding
- By human connection

11/20/2020

82

(c) Janice M. Rosa

The Good News

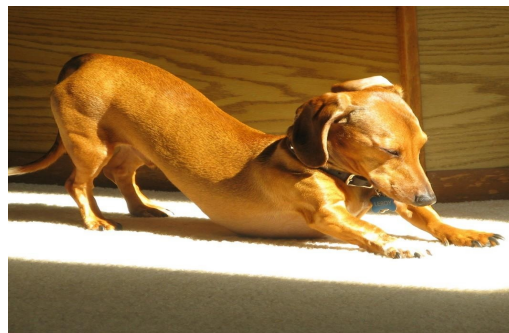
- ◆ Physiological response – the minute you decide to do something about your stressors, the stress response actually begins to decline – interrupting the stress signals is the most important thing you can do
- ◆ (Just don't beat yourself up).....
- ◆ Re-regulate and re-configure neurophysiology – breath work, and raising heart rate – *The Body Keeps the Score*

11/20/2020

83

(c) Janice M. Rosa

Yoga



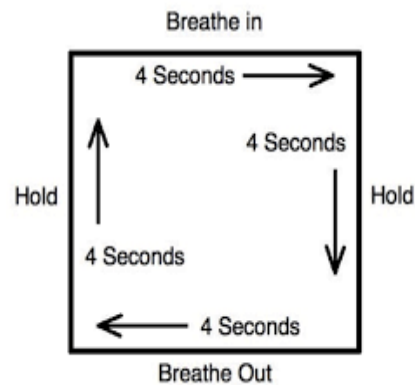
11/20/2020

84

(c) Janice M. Rosa

Breath Work

- ◆ The value of Breath Work – breaks the cycle
- ◆ Tells your body it is safe
- ◆ ***“Tactical Combat Breathing” – it’s a real thing!***
- ◆ Super easy

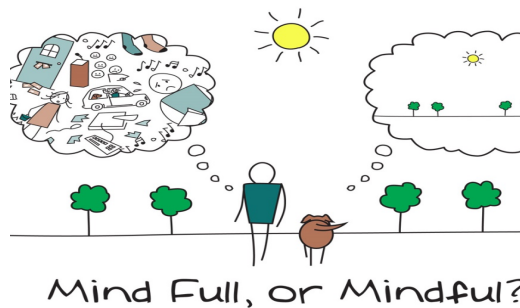


11/20/2020

85

(c) Janice M. Rosa

Mindfulness & Meditation



11/20/2020

86

(c) Janice M. Rosa

Play time ... intentional...

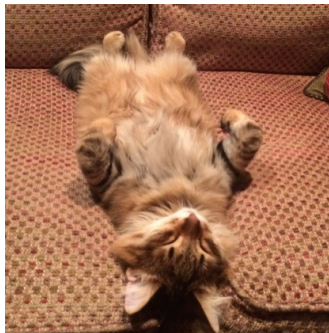


11/20/2020

87

(c) Janice M. Rosa

Nap time – Sleep is underrated




11/20/2020

88

(c) Janice M. Rosa



Sitting too much....



Sitting Is The New Smoking

- Move the body to move the trauma through
- Motion – the value of getting the stress to dissipate

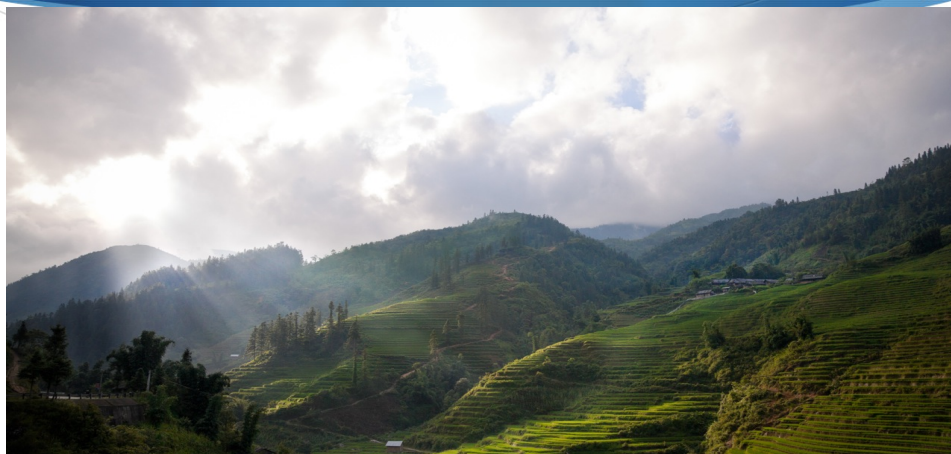
11/20/2020 89 (c) Janice M. Rosa

Do you Spend time outside, with growing things....

- (A)** Daily?
- (B)** As often as I can, but at least on the weekends?
- (C)** I try, but maybe only once a month?
- (D)** Too busy, that's what a beach or mountain vacation is for!

11/20/2020 90 (c) Janice M. Rosa

Nature feeds the soul

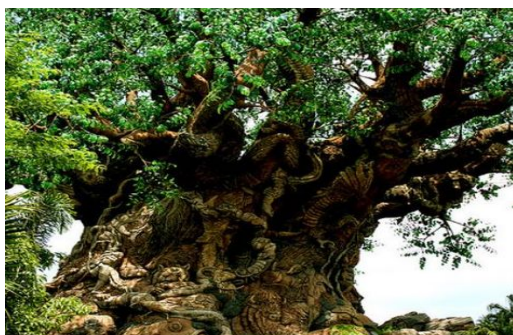


11/20/2020

91

(c) Janice M. Rosa

Shinrin-Yoku – “forest bathing”



11/20/2020

92

(c) Janice M. Rosa



Recharging

Action



11/20/2020

Contemplation



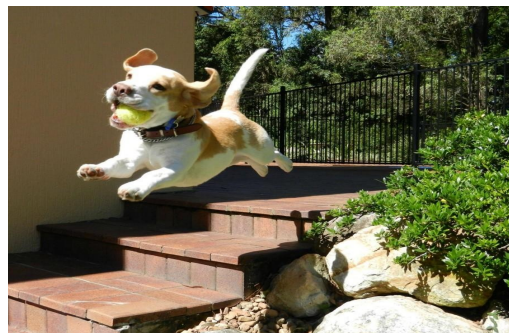
93

(c) Janice M. Rosa

Getting Out and About



11/20/2020



94

(c) Janice M. Rosa

Activity



11/20/2020

95



(c) Janice M. Rosa

Dancing



11/20/2020

96



(c) Janice M. Rosa

Singing



11/20/2020

97



(c) Janice M. Rosa

Pets – the ‘charcoal filters’ for stress!



11/20/2020

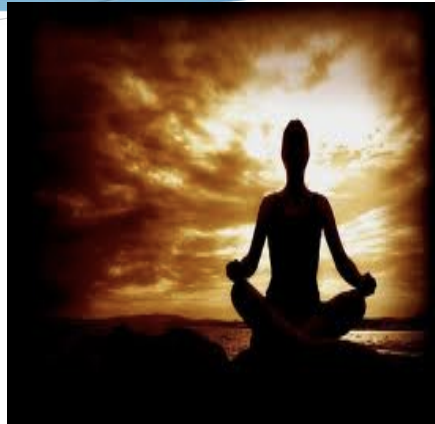
98

(c) Janice M. Rosa

Spirituality



11/20/2020



99

(c) Janice M. Rosa

Trauma is contagious – BUT SO
is LAUGHTER!

“When did things stop being funny...When we
stopped seeing funny things”

11/20/2020

100

(c) Janice M. Rosa

We are hard-wired for laughter – reduces cortisol



11/20/2020



101

(c) Janice M. Rosa

How do Humans Heal Each Other?

- ◆ Touching/Mirroring
- ◆ Positioning of bodies toward each other
- ◆ *Because Empathy occurs Brain to Brain – non-verbal cuing of emotions*



11/20/2020

102

(c) Janice M. Rosa

Outward Choices

- 💧 “Tend and Befriend”
- 💧 The Human connection soothes and heals
- 💧 *Can't self-regulate just by self-talk. Need emotional human connection.*



11/20/2020

103

(c) Janice M. Rosa

Tend & Befriend, the Challenge...



11/20/2020

104

(c) Janice M. Rosa

The Challenge of Isolation...be inventive

- ◆ Masks hide our smile and expressions (disdain, pain etc)
- ◆ We've lost our non-verbal facial cuing – more anxiety
- ◆ So...More laughs
- ◆ So...More hand and body gestures
- ◆ So...Keep your eyes open
- ◆ Sharing pictures, etc

11/20/2020

105

(c) Janice M. Rosa

CHOOSE:

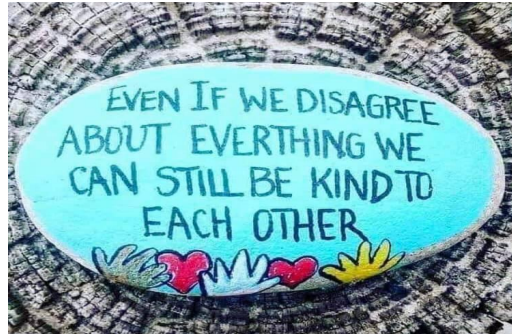
CARE, and
COMPASSION, and
HOPE

11/20/2020

106

(c) Janice M. Rosa

COMPASSION



11/20/2020

107

(c) Janice M. Rosa

COMPASSION – for self and others



11/20/2020

108

(c) Janice M. Rosa




11/20/2020

109

(c) Janice M. Rosa

This....

Neutralize the
“anger
incubator”
“Bless her(his)
heart”



11/20/2020

110

(c) Janice M. Rosa

CHOOSE:


**CARE, and
COMPASSION, and
HOPE**

For yourself and others

11/20/2020 111 (c) Janice M. Rosa

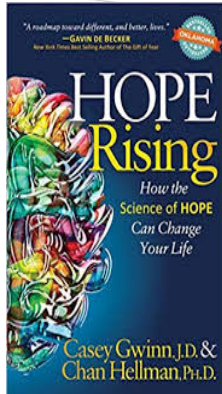
HOPE – for self/others

**“an energized
mental state”**



11/20/2020 112 (c) Janice M. Rosa

The Science of HOPE



Hope is the single best predictor of well-being

Not a Theory – more than 2000 studies

11/20/2020

113

(c) Janice M. Rosa

What is HOPE?

- 💧 The BELIEF that your future can be brighter and better than your past

AND

- 💧 That you have a ROLE to play in making that better future.

11/20/2020

114

(c) Janice M. Rosa

Howard Thurman

***“Don’t ask yourself what the world needs.
Ask yourself what makes you come alive,
and then go and do it.
Because what the world needs is people
who have come alive.”***

11/20/2020

115

(c) Janice M. Rosa

Creating your Roadmap

May your choices
reflect your **hopes**,
not your fears.

-Nelson Mandela

Learn more at
SpiritualCleansing.Org



11/20/2020

116

(c) Janice M. Rosa

CARE, HOPE, and COMPASSION

- ◆ Stay Safe
- ◆ Be Well – for your sake and others
- ◆ Self-Regulate – then you can turn outward
- ◆ Choose Hope- an active choice
- ◆ Share Kindness
- ◆ Practice Compassion

11/20/2020

117

(c) Janice M. Rosa

For You and for Others

- ◆ Sometimes all you need is for someone to say, “Chin up, we got this!”
....And, we do...



11/20/2020

118

(c) Janice M. Rosa

This is the best spot to be!

💧 an HONOR

💧 a WONDER

💧 a PRIVILEGE to serve

11/20/2020

119

(c) Janice M. Rosa

May you be as happy as these
fellas!

11/20/2020

120

(c) Janice M. Rosa

