



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

**IN OMIYA ANYIMA SUBCOUNTY, KITGUM DISTRICT NORTHERN UGANDA.**

**METHODOLOGY.**

**FOR INTERGRATION OF CRM SKILLS INTO HEALTH ACTIVITIES WITHIN THE  
COMMUNITY.**



COMPILED: AYEE FLORA TRACY

<b>SUBJECT</b>	<b>TRAINING REPORT</b>
<b>THEME</b>	<b>TRAINING THE VILLAGE HEALTH TEAM (VHTs) ON COMMUNITY RESILENCY MODULE (CRM)</b>
<b>Venues</b>	<b>OMIYA ANYIMA SUB COUNTY</b>

<b>DATE</b>	FROM 8 <sup>th</sup> .3.2021-15 <sup>th</sup> .3.2021 (8) DAYS.																			
	<b>No</b>	<b>Gender</b>		<b>Attendance</b>	<b>Distribution by position</b>  The 59 participants consisted of 40 males and 19 female from the four parishes (4) Pella parish, melong parish, Akobi parish, and palwo parish for 8 days.															
		Female	Male																	
	59	19	40	Very Good																
<b>INTRODUCTION</b>	<p><b>Expectations and fears</b></p> <p>Participants expectations and fears were listed as bellow;</p> <table border="1"> <thead> <tr> <th><b>Expectations as generated by the participants</b></th> <th><b>Fears of participants</b></th> </tr> </thead> <tbody> <tr> <td>Getting more knowledge on trauma</td> <td>you may train us and leave us a lone</td> </tr> <tr> <td>Time management.</td> <td>no monitoring of VHTs</td> </tr> <tr> <td>Transport refund</td> <td>Facilitators may be rude/arrogant</td> </tr> <tr> <td>we shall get payment as VHTs</td> <td>We might starved</td> </tr> <tr> <td>financial support to VHTs</td> <td>No transport refund will be given to participants</td> </tr> <tr> <td>T-shirt for identifications</td> <td>The training might ends late</td> </tr> <tr> <td></td> <td>Rains may interrupt coming to the training and going back home of participants</td> </tr> </tbody> </table>				<b>Expectations as generated by the participants</b>	<b>Fears of participants</b>	Getting more knowledge on trauma	you may train us and leave us a lone	Time management.	no monitoring of VHTs	Transport refund	Facilitators may be rude/arrogant	we shall get payment as VHTs	We might starved	financial support to VHTs	No transport refund will be given to participants	T-shirt for identifications	The training might ends late		Rains may interrupt coming to the training and going back home of participants
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<b>SPECIFIC OBJECTIVES</b>	<p>By the end of the training participants shall;</p> <ul style="list-style-type: none"> <li>i. Create the awareness in the community about trauma.</li> <li>ii. Build a wider resilient to trauma by use of the six wellness skills.</li> </ul>	
<b>KEY AREAS COVERED</b>	<b>THE TRAINING WAS ORGANIZED UNDER SIX WELLNESS SKILLS DETAILED BELOW</b>	
	<b>SESSIONS</b>	<b>TOPICS AND DETAILS COVERED DURING THE TRAINING</b>
	<b>CRM CONTENT</b>	<ul style="list-style-type: none"> <li>• CONCEPTS &amp;SKILLS</li> <li>• What is CRM?</li> <li>• Explain CRM objectives ( why CRM)</li> <li>• Explain CRM key concepts, asking for audience participation.</li> <li>• Provide an explanation of when/how skills and CRM model are useful.</li> <li>• Describe Resilient Zone, High zone, Low zone.</li> </ul>

**Skills 1:**

**TRACKING**

- Explain the sensation. Use sensation language.
- Give examples of physical sensations.
- Explain sensation of well-being Vs. Sensations of distress.
- Demonstrate tracking with a sensory exercise ( sensory bags)
- Track training group while presenting

**Step 1:** tracking refers to paying attention to sensation

- tracking is the foundation for helping stabilize the nervous system
- tracking helps a person learn to tell the difference between sensations of turmoil and upset and sensation of balance within the nervous system
- Exploring sensations connected to well-being is key to helping one feel better in mind, body, and spirit.
- Tracking is used with all the skills.

**STEP 2: How do we track**

- turning into your nervous system and body responses:
- Are the sensations inside pleasant, neutral or unpleasant?

		<ul style="list-style-type: none"> <li>• Bring attention to your heart rate, breathing rate, muscle tensions/relaxation.</li> <li>• What do you notice happening inside?</li> </ul> <p><b>STEP 3: Asking questions-invitation</b></p> <ul style="list-style-type: none"> <li>• Invitational language refers to the CRM guide helping the person to become more aware of his /her sensations in the present moment by using invitational rather than directive language.</li> <li>• Ask open-ended questions</li> <li>• Is non-judgmental.</li> <li>• <b>Step: 4: Tracking exercise.</b></li> <li>• When you take a bite, is it juicy, tasty, sweet, and sour?</li> <li>• As you take a bite what happened on the inside?</li> </ul>
	<p><b>Skill 2:Resourcing</b></p>	<p><b>: Resourcing.</b></p> <ul style="list-style-type: none"> <li>• External resources include positive experiences and memories can include the people, places, activities, skills, hobbies, spiritual guides and animals that gives you joy, peace or calm.</li> </ul>

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

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

**Step 1:**

Resourcing builds a sense of internal strength and resiliency and reinforces a sense of one's own abilities and capacities.

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

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

**Step 2:Resource intensification:**

Ask 3 or 4 additional questions about the resource to expand the sensation connected to the resource.

Resource can have two natures

Resource can sometimes shift out of pleasant sensations and into difficult memories or uncomfortable body sensation.

**Step 3: identifying resources.**



- ✓ Write down three resources.
- ✓ Circle one resource
- ✓ Write down 3 or more details about your resource.
- ✓ Read your resource and the three details about your resource.
- ✓ As you read about the resource, notice what happen on the on the insides.
- ✓ Share your resource with a friend.

**step 4:resources after a crisis**

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

- Tell me about the moment that helped arrived?
- Who else survived in your family or friendship network?
- Who helped you the most?
- Who is helping you the most now?
- Tell me the moment you knew you had survived...or when you knew it was over?
- As you helped others, what or who is helping you get through right now?

		<p><b>Step 5: Resourcing after a loss.</b></p> <ul style="list-style-type: none"> <li>• Being present with the grief.</li> <li>• Notice the tears and other sensations of sadness.</li> <li>• Develop a resource that is related to the loss.</li> <li>• Can you tell me some of your positive memories of her/him?</li> <li>• What did you like to do together?</li> <li>• What kind of words of encouragement would s/he say to you during difficult times/</li> <li>• Developed a plan for a rituals to memorialized the person</li> <li>• Ask about the ways the person feels positively about how s/he was with the person.</li> </ul>
	<p><b>Skill 3:</b> <b>Grounding</b></p>	<p><b>: Grounding.</b> The direct contact of the body or part of the body with something that provides support in the present moments.</p> <p>explain the purpose of grounding</p> <p>explain different ways of grounding</p> <p>explain different sensations while grounding</p>

		<p>Grounding is necessary to be in the present and to experience safety in mind, body, and spirit</p> <p>step 1: grounding exercise</p> <p><b>step 3: grounding like a tree</b></p>
	<p><b>Skill 4: Gesturing &amp; spontaneous movement</b></p>	<p>A movement usually of the body or limbs that expresses or emphasize</p> <p>An idea, sentiment or attitudes.</p> <p>the use of motions of the limbs or body as a means of expression</p> <p>movement or gestures that do not cause self-injury of self-harm</p> <p>step 1: identify types of movement /gestures that are self-soothing for self-care.</p> <ul style="list-style-type: none"> <li>• Self-calming: brings comfort and safety.</li> <li>• Release: represents the body releasing sensations of stress or trauma.</li> <li>• Universal: represent wholeness, spiritual beliefs or deep personal meaning.</li> <li>• Joyful &amp; powerful: represents wellbeing</li> <li>• Protective : movement of the hands, legs, and whole body</li> </ul>

		<p>Step 2: Gesture exercise.</p> <p>Think about the self-soothing gestures and then make the gestures as you do notice what happen on the inside.</p> <p>Think about the gestures of confidence and then make the gestures as you notice what happened on the inside.</p>
	<b>Skill 5: Help Now</b>	<ul style="list-style-type: none"><li>• help now skill can be used when a person is stacked on high zone or low zone</li><li>• its taught as a self-help skill</li><li>• Can be taught to family members and friends to help a person get back to the resilient zone if stacked in the high zone or low zone.</li></ul> <p>Step 1: help now strategies</p> <ul style="list-style-type: none"><li>• Suggest pushing against the wall or against your hands.</li><li>• Color naming in the room or space.</li><li>• Walk with the person and listen for the different sounds in the environment</li><li>• Encourage the person to be aware of sensations that are more pleasant or neutral on the inside.</li></ul> <p>Step 2: help now.</p>

		<ul style="list-style-type: none"><li>• Drink a glass of water /juice/tea</li><li>• Walk and pay attention to the movement in your arms and legs and how your feet are making contacts with the ground.</li></ul> <p>Step 3: help now exercise.</p> <p>Is there a way you can remind yourself to use the strategies when you are way out of your resilient zone.</p>
	<b>Skill 6: shift &amp; stay</b>	<p>The person learns to shift from distress, discomfort and overwhelm by shifting.</p> <p>Step 1:</p> <ul style="list-style-type: none"><li>• To a resource.</li><li>• To grounding.</li><li>• To soothing gestures.</li><li>• To a sensation that is more comfortable or neutral.</li><li>• To help now strategies.</li></ul>

		<p>Shift &amp; stay is a skill used to help a person learn to bring attention to the different ways to bring the nervous system back into the resilient zone.</p> <p>Shift &amp; stay means shifting your attention from sensations that are neutral or pleasant and staying there.</p> <p>Step 2.shift &amp; stay exercise.</p> <p>Think about a situation from your own life experience that is mildly upsetting but routine in your life. What happen inside?</p> <p>If distressing sensations are experienced, bring your attention to a place in the body that feels better, to grounding, to help now strategies or resource. Track neutral or pleasant sensations and notice the change.</p>
	<b>Tree of Life</b>	<p>Draw your Roots, Ground, Trunk, Branches, leaves, fruits, the fallen fruits, and its compost then surround the tree with the names of those whom you are most grateful.</p>
<b>METHOD OLOGY USED FOR</b>	<b>Methodology used:</b>	

<b>TRAINING</b>	<ol style="list-style-type: none"> <li>1. Participatory</li> <li>2. Discussion and sharing</li> <li>3. Through experiential learning (Demonstrations and role play)</li> </ol> <p>The training methodology was learner-centered, that focused on how adults learn best e.g. by observing the principles and practices of adult learning and this was highly participatory involving the use of focus group discussion, lectures method, brainstorming, experience sharing and group work. The methodology involved tasks that stimulate the participants to think, feel and act to ensure proper conceptualization.</p>	
<b>EVALUATION OF THE WORKSHOP</b>	<b>Course</b>	<p>On average the course was rated very high with:</p> <p>80% of the participants being delighted and 20% were satisfied with course content, applicability, relevance and objectives of training of Village Health Team.</p>
	<b>Facilitator</b>	<p>The facilitator was rated very high with;</p>

		<ul style="list-style-type: none"> <li>• 80% of the participants being delighted and 80% very satisfied with their knowledge of the subject matter, presentation skills and the in-depth of content coverage.</li> <li>• 70% were delighted and 30% very satisfied with their facilitation and class handling skills (audience impact and responsiveness to the audience).</li> <li>• 50% of the participants were delighted and 60% were satisfied with the time management.</li> </ul>
	<p><b>Expectation and outcome</b></p>	<p>The outcome of the trainings was 55 (38males and 17 females) staff members were equipped with skills and knowledge on CRM concepts , methodology and best practices, good facilitation skills and better understanding of CRM skills.</p>
<p><b>CHALLENGES:</b></p> <p><b>Technical :</b></p>	<p>The challenges faced were both administrative and technical:</p> <ul style="list-style-type: none"> <li>• Over whelming numbers of Village Health team turn up for the trainings after getting feedback from the first shift of the training team.</li> </ul>	



- Their transport refund was not enough since we planned for 40 VHTs but I trained 55 VHTs.
- 10 individual counselling was done which was not in the plan but due to its emergency needs was done within the 8 days they disclose issues of concern which affects them from home like one of the VHTs wanted to commit suicide so I was working out with him for the last 7 days.

### **WAYFORWARD**

- Sharing of transport refund since they really wants to learn the CRM skills they never wanted to leave so with the help of the In charge of the health center we managed to train the 55 VHTs. In Omiya Sub County they have 224 VHTS in total for the four parishes.
- they requested for more training for the remaining VHTs since they have a wide area to handle they are 2 VHTs per village, the 55 VHTs trained are not enough just a drop in an ocean this training is really important the silent of the gun shot does not mean that we are fine we have too much than the gun shot itself.
- Follow up training for the VHTs should be done after 3 months but I left my number with the in charge of the facility in case of anything.

**SUCCESS**

- One of the VHTs said that one of her daughter had defeated her so now she has realized that she can take her to her grandmother since they used to like each other.
- A VHT said that she is easily irritable on even simple things that she could beat her children and killed her chicken then start regretting later at least she has realized the root cause of her problem and will put into use the 6 wellness skills.
- 2 men said that they lost their children due to excessive anger of which they feel they are responsible for their dismiss from earth there was too much guilt that made them to withdraw from their family and the community at large this training had helped them to come out of the situations.
- The In-charge of the facility made mentioned that such training should there for their staffs since they always have vicarious trauma from their patient which sometimes made them to yell on patient and abscond duty it affects their service delivery he realized after the training that they are psychologically tortured and didn't know anything to do with self-care activities which can reactivates them after the hectic work.
- The In charge requested me to attend their weekly meetings and I introduce for them the CRM skills so that all the staffs learn how to deal with life stressors.
- The participants said that they realized their level of resilient zone how to respond to traumatic events and they are the first beneficiaries of CRM before transferring it to the community.

- One of the participants said that if this training was conducted earlier she would have not developed ill health like stomach ulcers which she has been suffering from she promised to help the community to widen their resilient zone.
- Grounding helped them to understand their inner feelings they never know that it was important to pay attention to your body yet it's important to know how a person feel and acknowledged it.
- Having a Bachelor Degree in Counselling Psychology, helped the CRM trainer to address some psychological issues being faced by the VHTs so it contributed to the success of CRM trainings.
- One of the VHT was able to identify one of the community member who lost four sons who committed suicide she started isolating herself from the community only stays in the bush and eats raw potatoes only from the bush he promised to start with her since her life is in danger.

### **RECOMANDATIONS**

- Refresher training for the VHTs
- Involve the clan leaders, religious leaders, health workers, and all the VHTS in the villages for a better service delivery
- Follow up on the progress of the training.

- T Shirts for visibility.



