

# HEALTHY HIRE-HEALTHY RETIRE

- DISCIPLINARY REFERRAL
- REMEDIATION

- VETERAN OFFICER WELLNESS

- OFFICER DEVELOPMENT AND EDUCATION
- VETERAN OFFICERS
- APPLICANTS/RECRUITS

## IMPD OPDW Program Evolution

# HEALTHY HIRE-HEALTHY RETIRE

## Necessary Ingredients for Successful Wellness and Development:

- Support- Wellness Partners
  - Confidentiality-Trust
- Resources-Referral Network
  - Case Management

# THE AGENCY HEALTH CYCLE: 4 PHASES

1. WHOLE WELLNESS

2. EMPLOYEE DEVELOPMENT

3. IDENTIFYING THE IDEAL CANDIDATE:  
RECRUITING AND HIRING

4. RESILIENCY AND ACCOUNTABILITY:  
ORGANIZATIONAL AND INDIVIDUAL

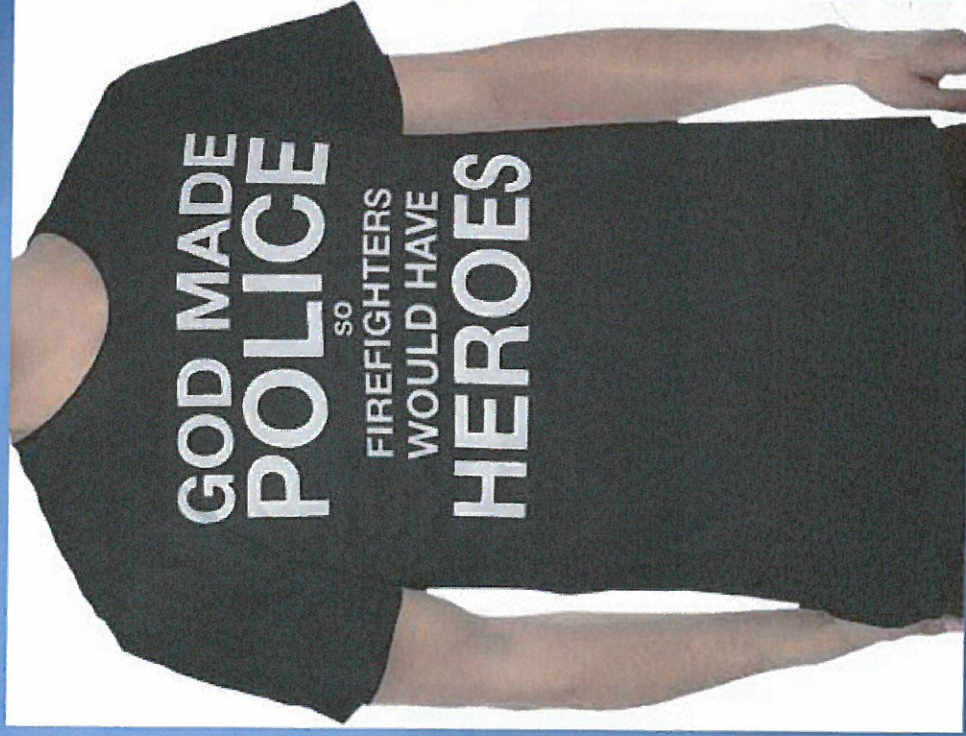
# RESILIENCY



## RESILIENCY

Resiliency is the process of armoring your personal and professional life and coping with challenges throughout your life and career, through healthy habits, quality choices and life control.

# RESILIENCY



## OPDW Mission Statement

The IMPD Office of Professional Development is committed to the **IMPD Values** of improving the professional and personal resiliency of each *current* and *future* member of IMPD through **improved applicant programs, early wellness intervention and career development and education.**

# RESILIENCE

## *The Winning Equation* (NANA VATY)



Applicant  
Programs



Early  
Recognition  
and  
Wellness  
Intervention



Career  
Development  
and  
Education



RESILIENCE  
-organizational  
-individual

# APPLICANT BAGGAGE

IMPD: Applicant Baggage:

**Married Young (Toxic, Co-dependent, Rescuer-Victim)**

One or Less Biological Parent at home

Physical/Sexual/Emotional Abuse (Childhood)

Mild to Extreme Obsessions/Compulsions

Mild to Extreme Narcissism

Childhood Behavioral Disorders

Family History of Addictive Behaviors

**Immaturity** (Biological vs. Emotional Age)

**Impulsive Behavior**

Lack of Adult Role Model

**Low Self Esteem**

Need to prove themselves worthy of being loved

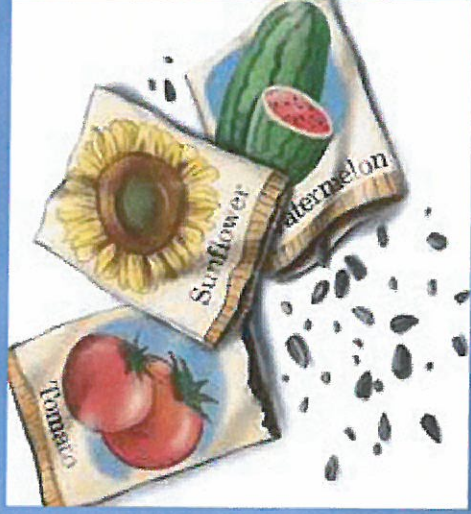
Some Military/PTSD

# LAW ENFORCEMENT OFFICER ROADMAP (NANA VATY)©

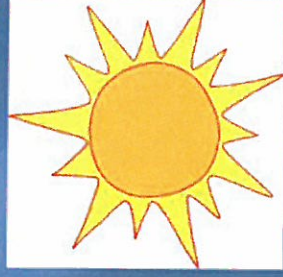
DIRECTION:	Disillusionment	Vs.	Development
BEHAVIOR:	Addictive / Un-Healthy	Vs.	Healthy
ACTION:	Lapses/Excuses	Vs.	Accountable
PERSONALITY 	Victim	Vs.	Survivor/ Winner
EFFECT:	Regression	Vs.	Opportunity
OUTCOME:	Remediation/ Discipline Separation/ Termination	Vs.	Growth
DESTINATION:	LOST	Vs.	Self Actualization



# RECIPE FOR DISASTER



+



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BAGGAGE +STRESS/TRAUMA=DISTRESS

# TOP 5 (NON-PERFORMANCE RELATED) REASONS IMPD OFFICERS FAIL

## Addictive Issues

alcohol, opioids, gambling, sex, porn, love, drama, etc.

## Mental Health/Brain-related Issues

anxiety, depression, bi-polar, ADD/ADHD, OCD

## Health Issues

weight, diet, exercise, sleep, pain management, ODE

## Personality Issues

ego-narcissism, immaturity, victim, anger, control, esteem

## Family-Relationship Issues

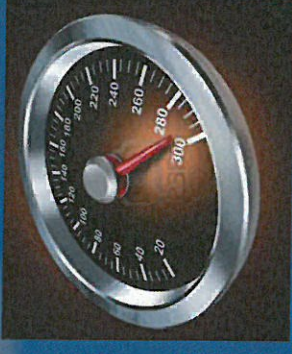
**marriage, divorce, children-parenting, financial**

# NANAVATY'S 3 RULES OF DISTRESS©

1. Distress is **immediate**



2. Distress is **debilitating**



3. Distress is **deadly** if untreated



# RESILIENCY

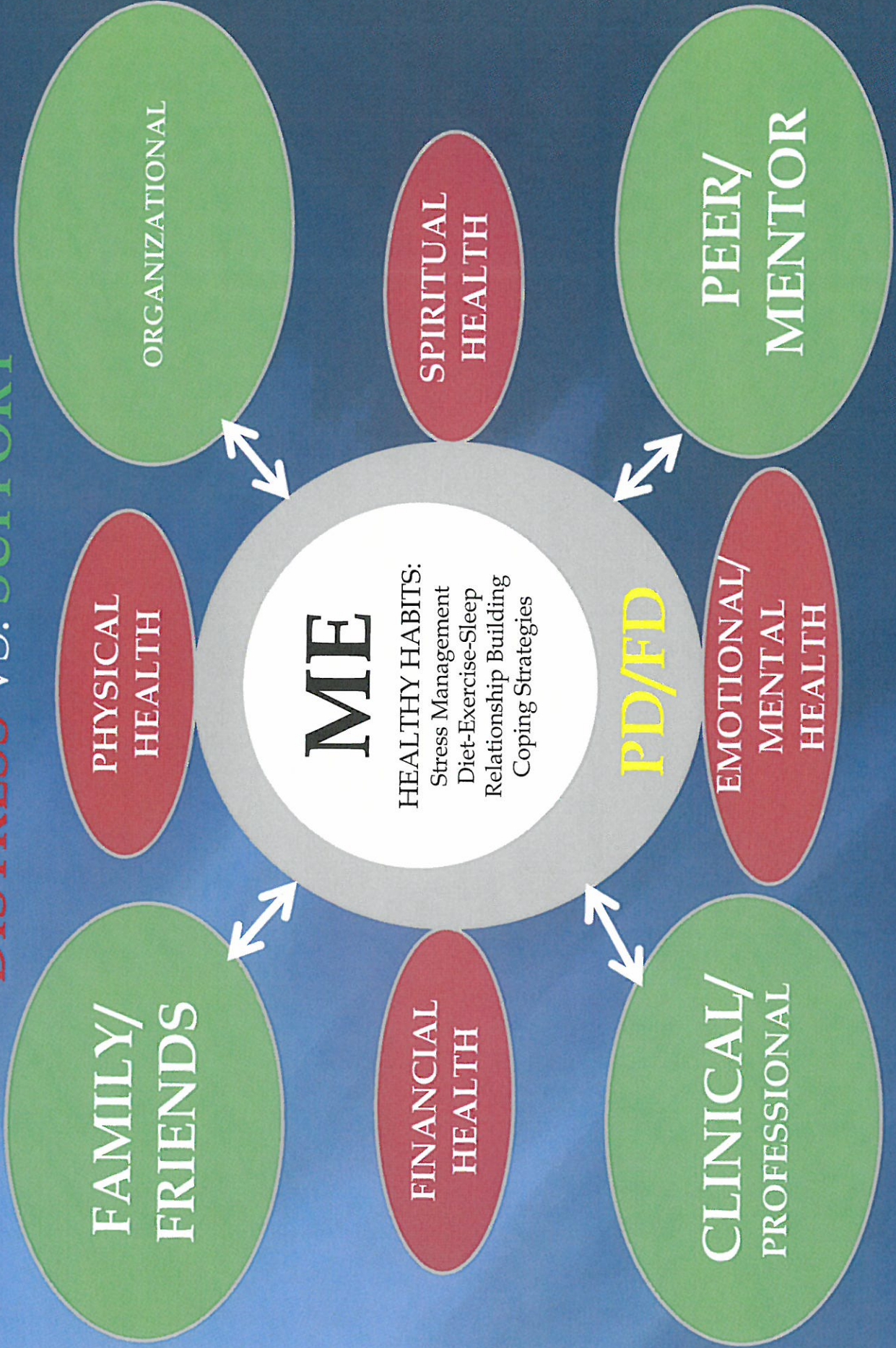
Necessary Ingredients for the Individual  
to Become Healthy:

1. Identify A **Supportive** Foundation
2. Identify Available Health **Resources**
3. Have A **Desire** to become Healthy
4. **Ownership** / Acknowledgement of Distress
5. Long-term **Commitment** to Health
6. Develop **Coping Strategies** for Distress

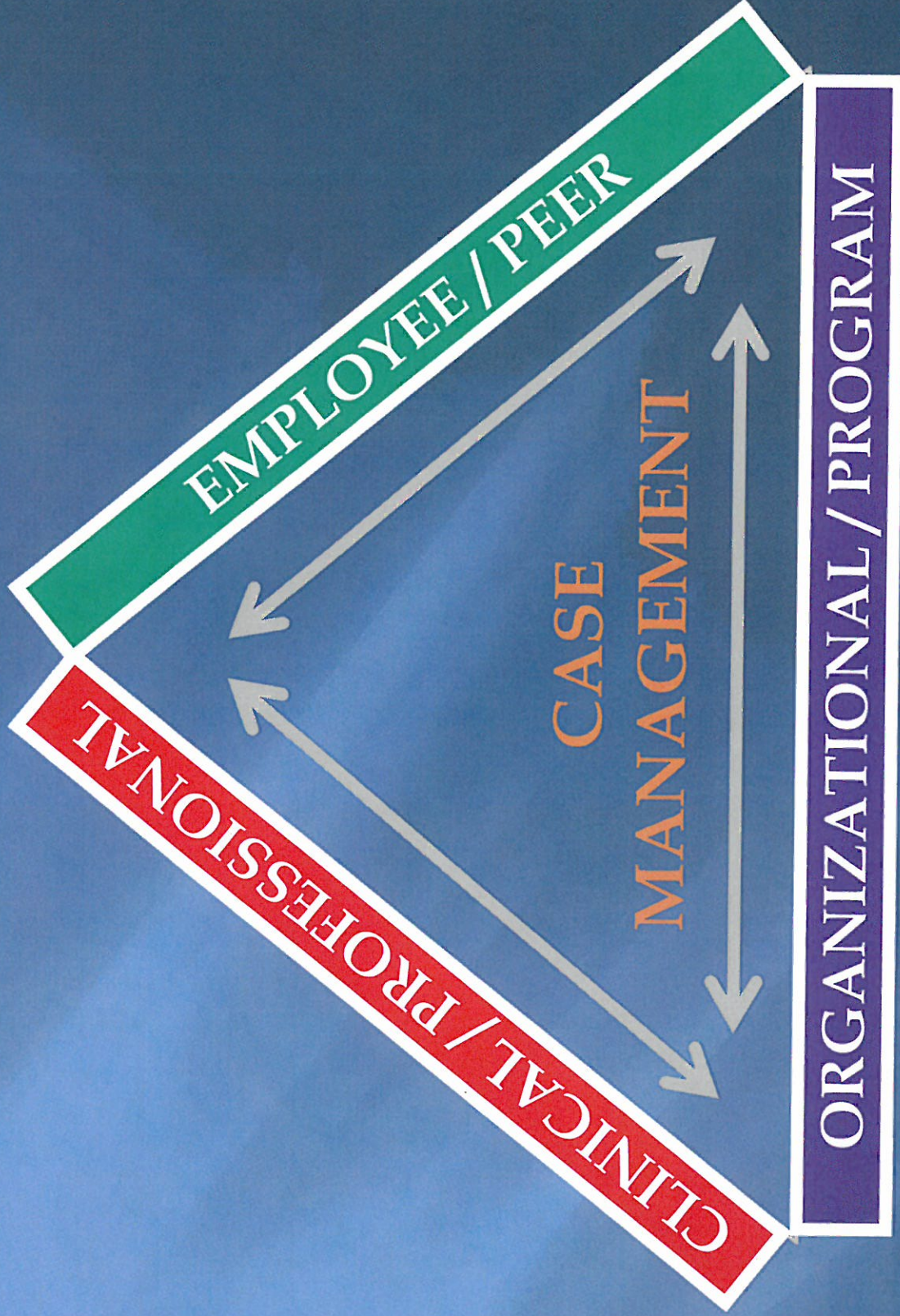
-IMPD OPDW

NANAVATY'S WELLNESS SUPPORT TREE©

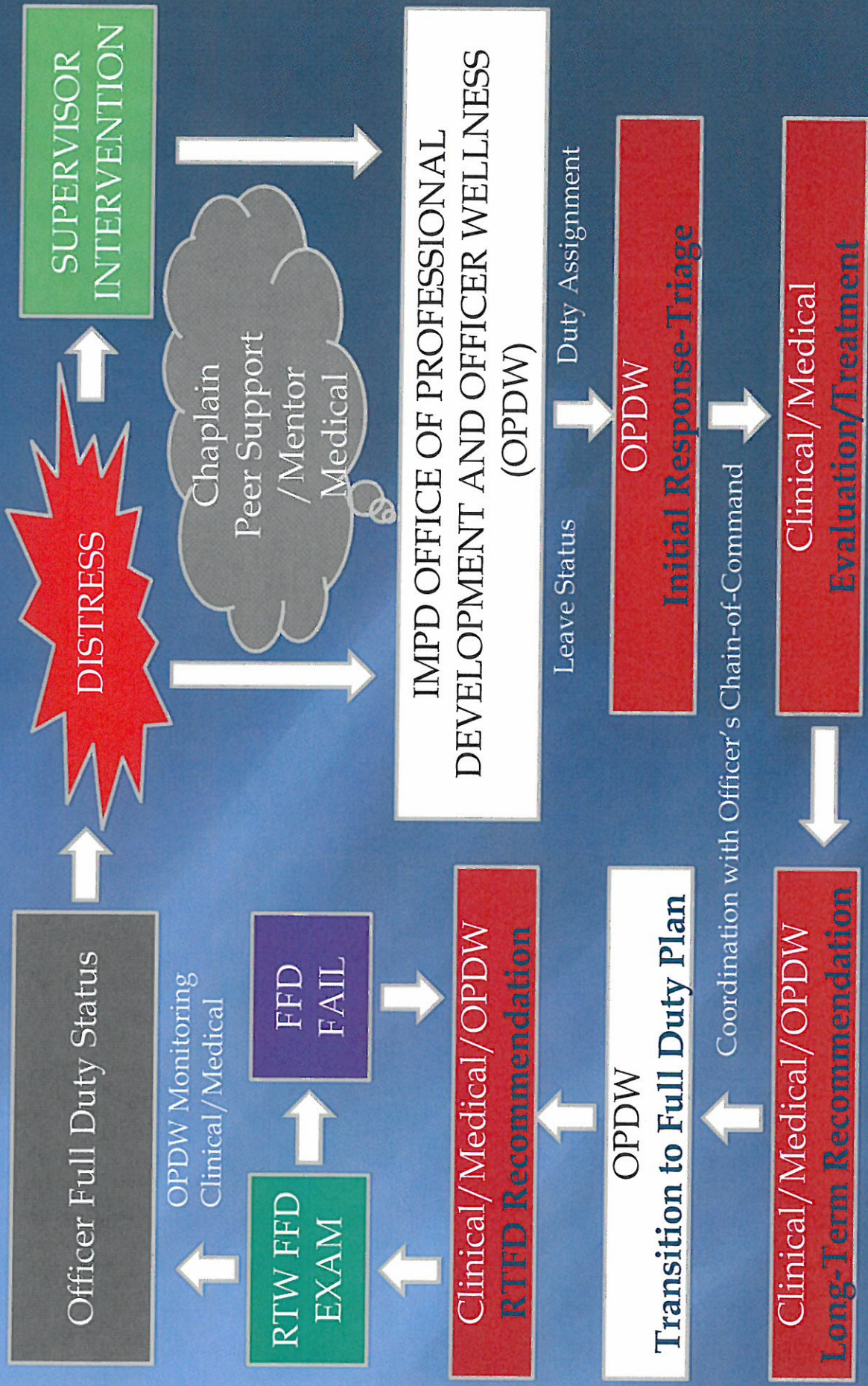
**DISTRESS VS. SUPPORT**



# IMPD WELLNESS METHODOLOGY®



# IMPD OFFICER IN DISTRESS- RESPONSIBILITY (NANAVATY)



Situational Leadership (Blanchard) and IMPD Officer Development (Nanavaty)

# IMPD CAREER DEVELOPMENT

Supervisor-Subordinate Performance Appraisal Review



**CAREER ENHANCEMENT (D4)**  
(Exceeds Standards)



Mentoring-Mentor  
Other (FTO, CLD, LA, etc)



**CAREER DEVELOPMENT (D3)**  
(All Officers)



Resiliency Training and Education  
Mentoring Program  
Education-Based Training  
Career Internship Program



**CAREER GUIDANCE (D1-2)**  
(Below Standards)



Requires: Remediation Plan  
Corrective-Based Training  
Supervisor Monitoring  
Performance Mentoring



# IMPD WELLNESS FLOWCHART (NANAVATY)©

Depression, Anxiety, Stress, Trauma, Anger,  
Family/Relationship, Grief/ Loss, Financial,  
Addiction/Dependency, Sick/Injured



PERFORMANCE/EWS ISSUES

**VOLUNTARY**



**MANDATORY**



**OFFICER SELF ENTRY/  
PEER INTERVENTION**

**SUPERVISORY  
INTERVENTION**

**DISCIPLINARY/  
REMIEDIATION REC.**

**OFFICE OF PROFESSIONAL DEVELOPMENT AND OFFICER WELLNESS**

**CLINICAL REFERRAL- (EMPLOYEE ASSISTANCE-EAP)  
MEDICAL/PROFESSIONAL REFERRAL  
HEALTHY HABITS INSTRUCTION  
OTHER COUNSELING- SPIRITUAL, FINANCIAL, PEER**

Monitored Duty Status (including Leave, Limited Duty Assignment and RTW)  
Fitness for Duty Examination- Physical/Psychological

Education-Based Programs and Professional/Personal Development  
Mentoring/Performance Mentoring

Officer  
Survival  
Wedding  
Cake  
Model©  
(Nanavaty)



Survivor/  
Winner

Resiliency/  
Life Control

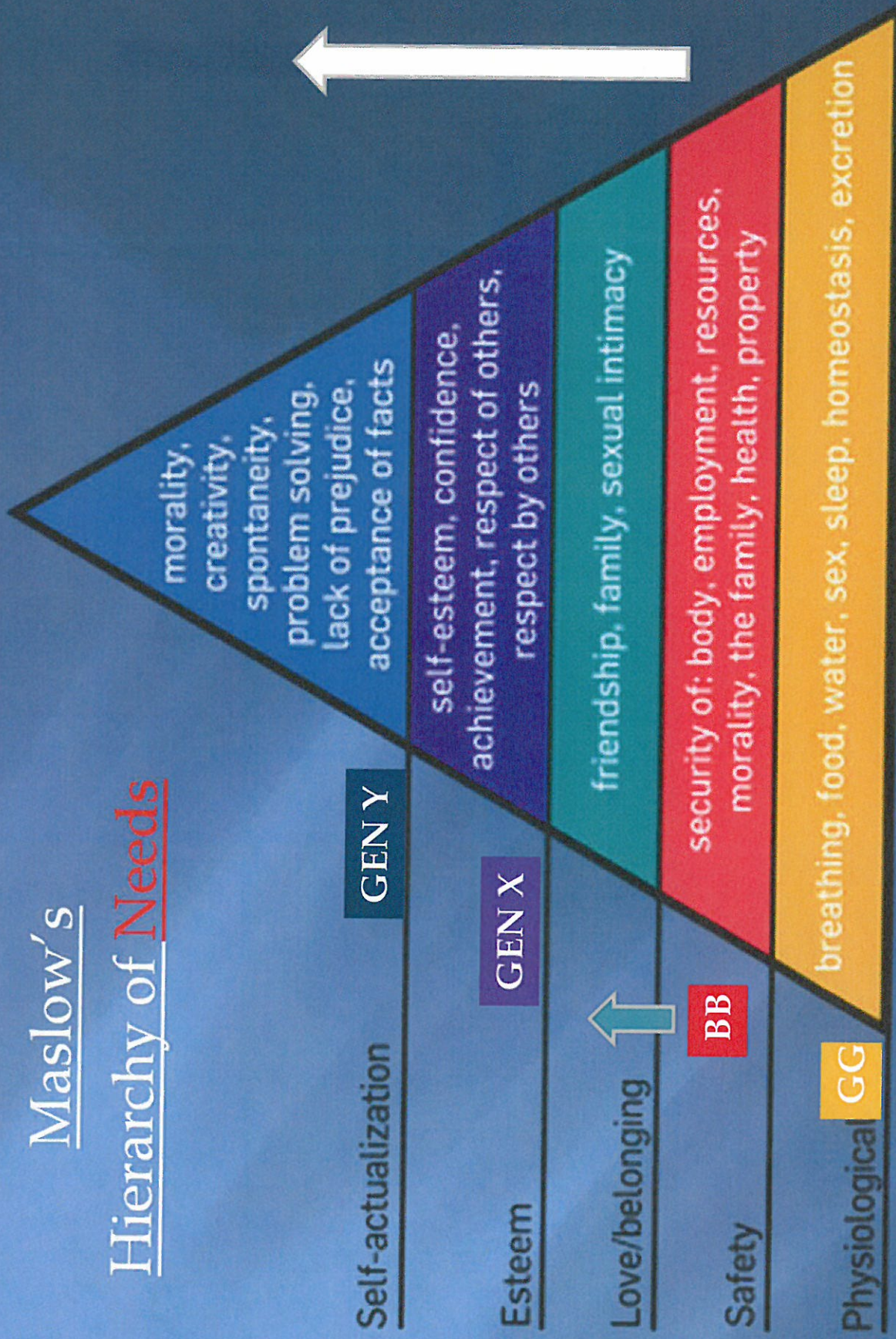
Healthy Habits  
Diet-Exercise-Sleep

Coping Mechanisms (De-Stress)  
Hobbies- Activities (Volunteerism)-

Building the Support System  
Family-Faith-Friends

# THE SELF ACTUALIZATION PROCESS BY GENERATION© (NANAVATY)

## Maslow's Hierarchy of Needs



# DEVELOPMENT AND EDUCATION

Why are agency developmental programs important?  
(Nanavaty)

1. They help guide careers,
2. They help give us worth or value,
3. They show the agency cares,
4. They help **attract** quality applicants
5. They help us **retain** quality officers



## MENTORING

### The IMPD My Legacy

#### Mentoring Program

connects successful veteran

IMPD officers with

motivated peers who desire

**career direction or support**

on a one-to-one basis.

Mentors provide **guidance**

and **encouragement** for

officers to improve and

continue their **personal** and

**professional development**

throughout their careers in

law enforcement.

# OFFICER MENTORING



1. Focus: Client Development
2. Client: Applicant, Recruit and Veteran
3. Relationship: Peer to Peer
4. Duration: Long Term

# IMPD WELLNESS SYMPOSIUM

## *Caring for the Caregiver*

- Spring and Fall annually
- Topics pertaining to law enforcement
- IMPD supervisors, officers, Peer support, Mentors
- Area law enforcement agencies
- Chaplains
- Clinical and Medical Professionals
- Financial Experts
- Other Resource Providers

- ▣ Resiliency
- ▣ Work-life Balance
- ▣ Sleep Disorders
- ▣ Healthy Habits: Nutrition and Fitness
- ▣ Stress Management
- ▣ Depression/ Anxiety
- ▣ Relationship Building
- ▣ Spirituality
- ▣ Emotional intelligence
- ▣ Financial Planning
- ▣ Parenting
- ▣ Retirement Planning