The Personal Impacts Survey was developed by KSL Research, Training, and Consultation after years of collecting data from professionals regarding the challenges of working in the criminal justice system and the factors associated with a fulfilling career. This assessment is not a diagnostic instrument; rather it is intended to be a useful tool to evaluate the strength and ratio of challenges and protective factors that influence employee wellbeing.

Please use the scale below to indicate how frequently you have experienced the following in the past six months (consider this a continuum from never to very often):

0= Never   1= Rarely   2 = Sometimes   3 = Somewhat often   4 = Frequently   5= Almost always

_____ Feel guilty about missing family/social functions due to your job

_____ Feel less tolerant in personal relationships

_____ Work takes priority over family or personal life

_____ Not wanting to talk to your loved ones about work

_____ Feel emotionally disconnected from loved ones

| Family Issues |
| **Total** _____ |

_____ Feel like you don't know what "normal" is anymore

_____ Find yourself desensitized to graphic discussions or depictions of violence or violent offenses

_____ Find yourself suspecting many people of being criminals

_____ Experience a pervasive distrust of human nature and motives

_____ Decreased belief that people you meet are trustworthy

| Worldview |
| **Total** _____ |

_____ Find yourself spending more money than usual after a difficult day

_____ Use alcohol to cope with demanding work days

_____ Spend more time watching TV after work than spending time interacting with family members

_____ Find yourself eating more "comfort foods" than usual

_____ Use computer or video games to escape stress of job

| Avoidance |
| **Total** _____ |

_____ Fear of judgment if you talk about how the job is affecting you

_____ Don't have the time or interest in social activities

_____ Avoid socializing with people who don't understand law enforcement

_____ Reluctant to tell new acquaintances what kind of work you do

_____ Think other people don't understand or appreciate the value of the work that you do

| Isolation |
| **Total** _____ |

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Please use the scale below to indicate how frequently you have experienced the following in the past six months (consider this a continuum from never to very often):

0= Never   1= Rarely   2 = Sometimes   3 = Somewhat often   4 = Frequently   5= Almost always

_____ Feel detached or numb when exposed to graphic material

_____ Find yourself ruminating about a highly stressful event and/or unable to "turn off your head" and quiet your mind

_____ Have nightmares or difficulty sleeping that is related to your work

_____ Feeling increased anger, disgust, sadness, and/or distress

_____ Experience unwanted visual images about work that reoccur unexpectedly

> Trauma Exposure
>
> **Total _____**

_____ Concerned about your safety from offenders

_____ Find yourself being hyper-vigilant when off duty

_____ Concerned about your safety in general due to knowledge of criminal behavior obtained from work

_____ Concerned about the general safety of your friends/family due to knowledge of criminal behavior obtained from work

_____ Think about being killed in the line of duty

> Safety Concerns
>
> **Total _____**

_____ Believe your department will support you if something "bad" happens that was beyond your control

_____ Enjoy spending time with your co-workers

_____ Feel valued and appreciated for the work that you do

_____ Find your supervisor to be a source of support during challenging times

_____ Feel a sense of belonging at work

> Job Support
>
> **Total _____**

_____ Understand the expectations of the work you do

_____ Make time to do the things that rejuvenate you

_____ Listen to the signals and needs of your mind and body

_____ Engage in a hobby or activity that you enjoy

_____ Feel balance between work and personal life

> Self-Care
>
> **Total _____**

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Personal Impacts Survey for Criminal Justice Professionals

Please use the scale below to indicate how frequently you have experienced the following in the past six months (consider this a continuum from never to very often):

0= Never   1= Rarely   2 = Sometimes   3 = Somewhat often   4 = Frequently   5= Almost always

_____ Believe your work contributes to a better world

_____ Find value and purpose in your daily interactions

_____ Feel a sense of meaning

_____ Believe your job protects the community

_____ View yourself as an important part of the criminal justice system

Meaning
Total _____

_____ Notice when people are struggling and try reach out in some way

_____ Feel moved by the pain and suffering of others

_____ Listen empathetically when a person is talking about something painful or difficult

_____ Curious to understand someone's experience

_____ Feel comfortable being present with someone who is hurting without the need get
         away or make them feel better

Compassion
Total _____

_____ Adapt and problem solve during challenging times

_____ Sustain a sense of meaning and purpose in midst of adversity

_____ Experience contrasting emotions without judgment

_____ Take in social support during difficult life events

_____ Believe you have the resources to meet life's challenges

Resilience
Total _____

_____ Believe that difficult life experiences can produce important personal growth

_____ Believe you will survive challenging times, even during the worst moments

_____ In retrospect, draw meaning and wisdom from negative events

_____ Constructively share painful experiences and lessons learned to help other people

_____ Feel a sense of gratitude after considering all the ways things could have turned out worse

Growth
Total _____

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Interpreting the results:

The following categories are associated with challenges to employee health and wellbeing that are common among professionals who work in the criminal justice system: Family issues, Distorted Worldview, Avoidance, Isolation, Trauma Symptoms, and Safety Concerns.

The following categories are associated with protective factors that can mitigate the challenges and help to balance the overall impact: Job Support, Self-Care, Sense of Meaning, Compassion, Resilience, and Growth.

Place your scores from the 12 categories on the chart below to get a visual idea of the strength and ratio of challenges and protective factors.

Challenges → Protective Factors →
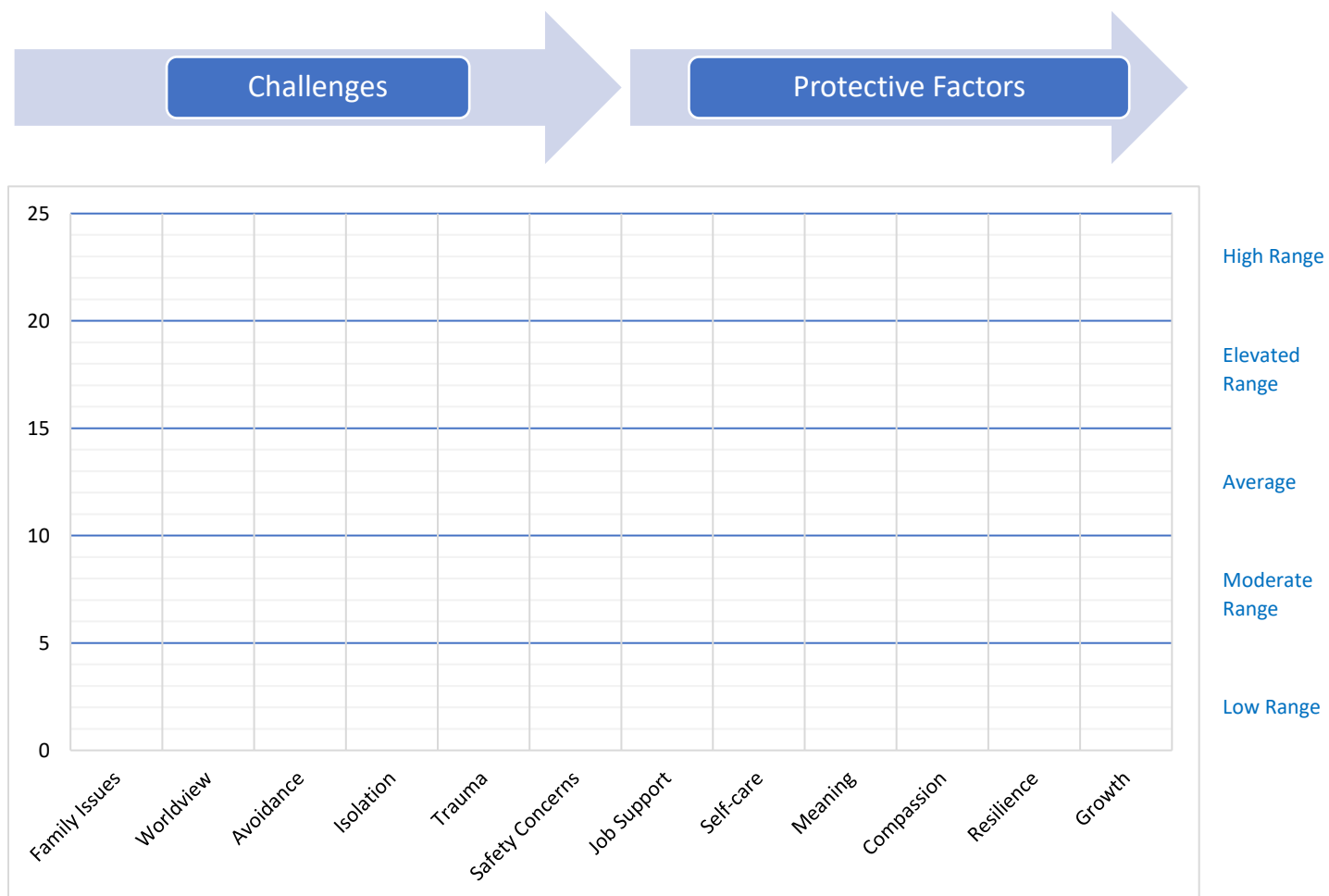
The categories selected for this survey were chosen to reflect the diverse types of job impacts reported by professionals in the criminal justice system. An unexpected finding in examining the negative consequences of corrections work was the discovery that many employees started reporting positive aspects of the same challenging event. Dealing with some of the worst forms of human behavior can also expose staff to incredible acts of altruism, courage, and recovery. Ironically, it was the process of acknowledging and honoring the negative consequences of the job that seemed to allow the value and meaning to naturally surface. It became evident that it was not an "either-or" phenomenon. Finding purpose in a career, and being deeply impacted by it, were not mutually exclusive - rather they seemed to be linked together. It was the process of making room for both experiences that appeared to be most beneficial over time.

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