The Violence Integrative Prevention and Restoration Model: A demonstrated, evidence-based, and effective approach for preventing violence in health care settings

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“We can't solve problems by using the same kind of thinking we used when we created them.”
— Albert Einstein
1879 – 1955
German-Swiss-American theoretical physicist

The Violence Integrative Prevention and Restoration (PAR) Model
• A significant departure from traditional approaches
• Treats violence as a disease . . .
  • Arising from experienced power deprivation
  • Directed at acquiring power
• Evidence-based
• A compassionate approach built on a public health foundation

Borrowing from the medical model
• Viewing violence in terms of:
  • Infection
  • Toxicity
  • Trauma
• Diagnosis of “bodies”
• Awareness of how violence gets its start and how it spreads (epidemiology)
• Application of response protocols
• Validated by research

The “five bodies”
• Physical
• Emotional
• Mental
• Environmental
• Spiritual (“transpersonal”)

Living in the Construct

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Applying the PAR Model

1. Assessment
2. Response Development
3. Response Application
4. Evaluation & Adjustment
5. Reapplication

Working with others: The 5 “P’s”

1. Pause — See if and how you’re affected.
2. Presentation — Frame those involved as presenting with symptoms.
3. Power Issue — Violence emerges from an experience of loss of power. What is the power issue?
4. Power Swap — Support replacing violence (unhealthy power) with healthy power.
5. Power Infusion — Assist others in creating an experience of power (by listening, caring, acknowledging, reframing, illustrating by example, etc.).

Delivery

- **Informal Implementation** — Staff participates in:
  - Professional PAR Model trainings
  - Online trainings
  - Pre-developed resources
- **Formal Implementation** — Includes:
  - Assessment
  - Recommendations for the health care organization
  - Training, online tools, consulting, tech resources, and/or coaching

The PAR Model redux…

1. Provides a compassionate framework
2. Describes power and violence in a new way
3. Applies a disciplined nonpolitical, nonreligious public health approach
4. Integrates multiple disciplines
5. Is evidence-based
6. Separates people from their behaviors
7. Incorporates “Power Swapping”
8. Provides essential skills
9. Includes all stakeholders
10. Incorporates the lessons of neuroscience

In the end…

The PAR Model is directed at giving health care professionals tools they need to:

- Secure a violence-free workplace
- Improve the healing experience of patients, their families, and friends
- Create a compassionate, respectful, and fulfilling professional life experience

Afterword

- Also working with J-R Curtin and Tony Belak (University of Louisville)
- They are presenting the “Workplace Incivility, Harassment and Bullying in Health Care Organizations: Practical Solutions to Create a Healthy Health Care Environment” in a separate session
- The paper for this presentation can be found on the web at: www.spirridgeinstitute.net/docs/par01.pdf
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www.compassion.is

Thank you.