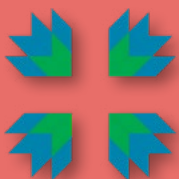
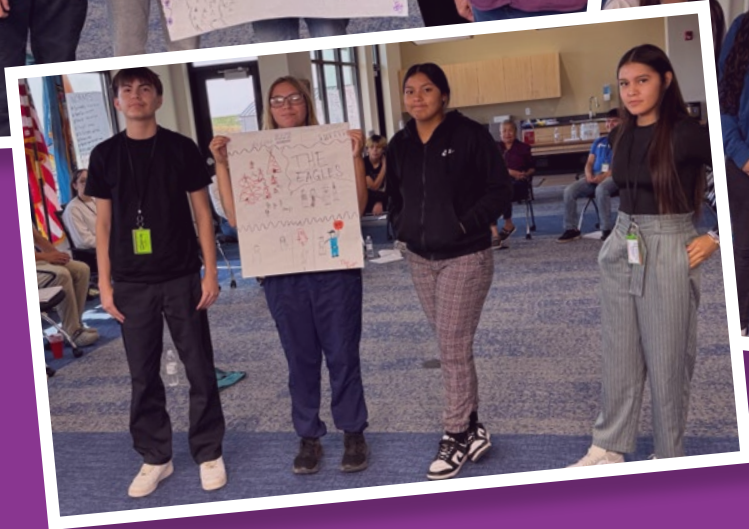
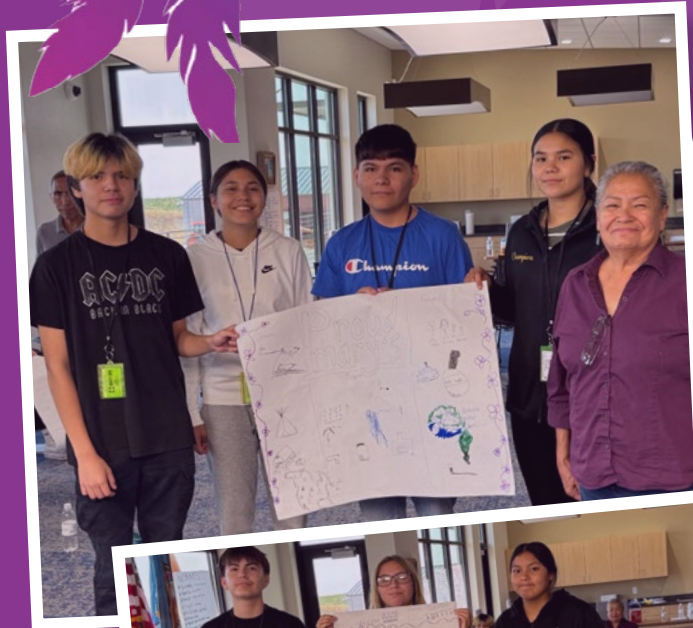




Good Road of Life & Staff Wellness Report

August 19-21, 2024



ROCKY BOY
HEALTH CENTER

Finding Value
September 2024

About the Good Road of Life Training at Rocky Boy Health Center

Training Site

From August 19-21, 2024, Dr. Clayton Small implemented the GRL Training with high school aged youth and a Staff Wellness Training with Rocky Boy Health Center. GRL Training goals were to strengthen cultural resilience, increase social support, develop leadership skills in participants, and promote healthy relationships.



GRL Training Focus

The GRL training focused on healing, cultural resilience, self-care, forgiveness, and wellness. The overall goal of this training is to strengthen cultural resilience, increase skills and knowledge of strong mental health, and create a sense of hope and community among youth. The training also addresses the challenge that many young people in the community are children of trauma.

Participants who complete the GRL often report strengthened cultural resilience, healthier relationships, new leadership skills, and increased confidence.

Staff Wellness Focus

Dr. Clayton Small facilitated an all-day training for Rocky Boy Health Center Staff. This training focused on teamwork, trauma informed awareness, self-care, and wellbeing.

Staff Wellness Agenda with Dr. Clayton Small, Native PRIDE

- 8-9 am | Registration/Snacks/Pictures
- 9-9:15 am | Welcome/Prayer/Overview
- 9:15-10:30 am | Team Formation & Competition
- 10:30-10:45am | Break
- 10:45-12 noon | Trauma Informed Awareness
- 12:00-1:00 | Lunch
- 1:00-1:30 pm | Team Competition
- 1:30-2:30 pm | Hostility Survey
- 2:30-2:45 pm | Break
- 2:45-4:45 pm | Forgiveness • Grief • Loss
- 4:45-5:00 pm | Evaluation & Closing

“Dr Small’s prevention team is awesome.”

- Youth GRL Survey Participant

Evaluation Approach

Evaluations were developed by the [AKA PLLC](#) evaluation team in partnership with Native Pride. The purpose of the GRL evaluations was to get feedback from students and identify areas of strengths, impact, and improvements for the future. Mike Geboe and Clayton Small facilitated the evaluation process and took photos of activities. These were used as a data point for the evaluation- to see what was happening, to hear participant voices, and capture the GRL and staff wellness experience.

Photos were collected throughout the event. Employees completed the evaluation online using a QR code and their phones/computers. Students completed the GRL evaluation using QR codes and three were printed and entered into Qualtrics by hand.

Analysis

Evaluation data were then analyzed using descriptive statistics and reported using frequencies and mean (average) scores. Photos captured throughout the training were reviewed and analyzed for themes and significant meaning /experience. Combined, these data sources serve as the basis for this report.

Dissemination

Scan or click QR code to view appendices and all photos here.



Good Road of Life Training

August 20, 2024

A total of **12 participants completed the GRL Evaluation**, 9 participants attended the previous GRL training (Day One) while 3 had not attended training.

83% agreed or strongly agreed that the GRL program was easy to follow and understand

100% agreed or strongly agreed that session activities were meaningful and relevant to them

We asked participants to rate their level of knowledge before and after the GRL program using a 5-point rating scale (1 = No Knowledge, 5 = A Great Deal of Knowledge). Table 1 shows knowledge increases for all topics. The largest increases in knowledge from before and after the GRL training were Breaking Unhealthy Cycles (+61%) and Impacts of Trauma on Families (+58%).

Table 1. Before and After GRL: Knowledge Gained

	Knowledge Score Before (Mean)	Knowledge Score After (Mean)	Percent Change
Historical Trauma	3.30	4.73	+43%
Colonization	2.90	4.45	+53%
Racism	3.67	4.60	+25%
Impacts of Trauma on Families	3.10	4.91	+58%
Grief & Loss	3.00	4.45	+48%
Multi-generational trauma	3.20	4.82	+51%
Breaking Unhealthy Cycles	3.11	5.00	+61%
Spirituality	3.89	4.70	+21%
Sources of Strength	3.44	4.70	+37%

Impacts from GRL Training

We asked participants how the GRL training impacted them personally. They were instructed to select all responses that applied to their experience. The largest impact was that they felt strengthened in their spirituality and wellness (83%). One additional open-ended response reported that they have “learned how to control [their] hostility” since training.

- 83%** I feel strengthened in my spirituality and wellness
- 75%** I know how to break unhealthy cycles
- 75%** I feel more positive
- 67%** I know the impacts of multi-generational trauma
- 67%** I know more about my sources of strength
- 50%** I am more hopeful about the future
- 25%** I was not impacted at all

Sources of Strength

Participants were also asked to evaluate their personal Sources of Strength rated on a 10-point scale (1 = lowest level of agreement; 10 = highest level of agreement; see Table 2). The highest endorsed sources of strength (ratings closer to 10) included having good caring relationships (M = 8.83), working on personal wellness and positive changes in their behavior (M = 8.75), and keeping involved in healthy activities like sports, music, art, teams, and organizations (M = 8.75).

Table 2. Sources of Strength

Sources of Strength	Mean [^]
I feel I have good caring relationships with people who truly care about me	8.83
I am working on personal wellness and positive changes in my behavior	8.75
I feel I keep involved in healthy activities like sports, music, art, teams, organizations	8.75
I feel I have healthy beliefs and that I actively develop my faith, spirituality, or culture	8.67
I feel have healthy friends/peers who make good decisions/stays out of trouble	8.58
I feel I have good access to a doctor, nurse, or other medical help if I was ill, injured, or needed medicine	8.50
I feel my family and community cares about me, spends time with me, and is a strong support for me	8.50
I feel connected to my culture and community	8.33
I feel I have good access to a counselor, support group, or other mental health services	8.17
I can deal with my problems in a healthy way	8.17
I feel I am regularly involved in helping others, sharing generosity, and have opportunities to lead others	8.08
I take time to volunteer in my community	6.25
I participate in leadership programs in my community	6.08

[^]Also means average score on a 10-point scale where 10 is the highest and 1 is the lowest.

How to Improve GRL

Finally, we asked participants, “Do you have any suggestions on how today could have been a better experience for you?” Responses were open text; most had no comment. Of the comments that were provided, three indicated no suggestions, and one said,

“Maybe just a bit more organized.”

Good Road of Life: Staff Wellness

August 21, 2024

A total of **20 staff members completed the Staff Wellness Survey**. All staff members identified as American Indian, and most (n = 10) completed middle school as their highest level of education (8 completed or were currently in high school, and 1 held an advanced degree). Their titles within their community or Tribe included: student, member, intern, prevention specialist, and family member/elder. When asked to think about their lives and what a “good day” looked like, most participants reported good days had nice weather, would be spent with family and friends, enjoying life with little stress or bad energy.

Staff Wellness

Participants were asked to rate their overall level of health (terrible, poor, average, good, excellent):

74% reported having good, very good, or excellent physical health

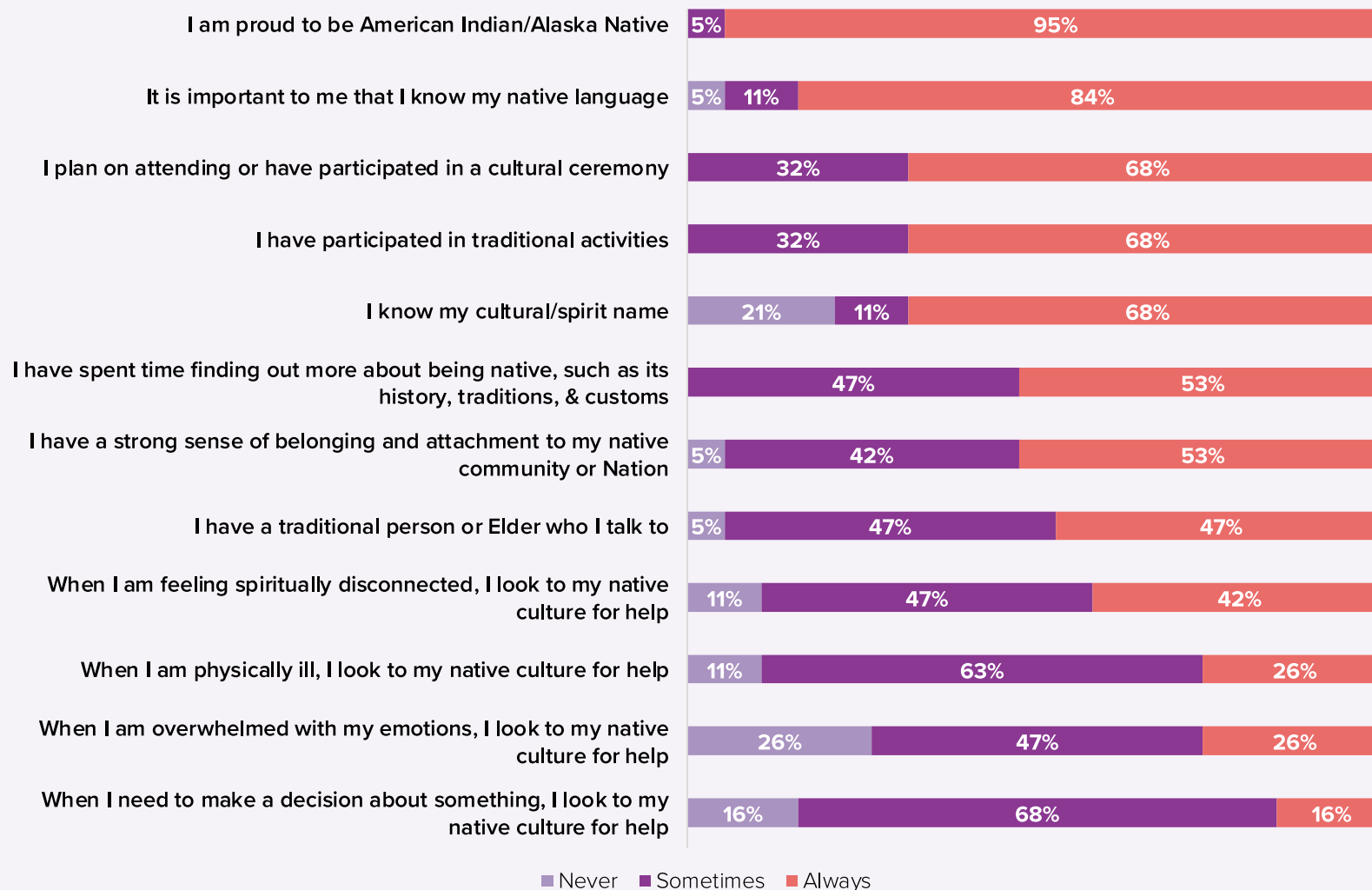
74% reported having good, very good, or excellent spiritual health

69% reported having good, very good, or excellent mental health

58% reported having good, very good, or excellent emotional health

Cultural Practices & Connections

We asked to report the frequency in which they did a number of cultural practices and connections, rated from never, sometimes, to always (see Figure 1). The practices most often reported were being proud to be American Indian/Alaska Native and knowing my native language.



Strengths Within the Community

We also asked participants about the greatest strengths in their community. They were instructed to select all responses that applied to their experience. The largest impact was culture (74%) and having basic needs (food, shelter, transportation, wellness) met (68%). One additional open-ended response indicated “Other: Having Ceremonies” as a strength of their community.

- 74% Culture**
- 68% Basic Needs are Met (food, shelter, transportation, wellness)**
- 42% Family Involvement**
- 42% Prevention**
- 42% Community Resources**
- 21% Support & Follow-up**
- 21% Community Partnerships & Silos**
- 21% Qualified Behavioral Health Clinicians & Staffing**
- 16% Effective Behavioral Health Treatment**
- 16% Families are Healthy**
- 11% Training**
- 11% Foster Care & Placement Options**
- 11% Parents are in Recovery**
- 5% Other (“Having Ceremonies”)**

Sources of Strength

Participants were asked to evaluate their personal Sources of Strength rated on a 10-point scale (1 = lowest level of agreement; 10 = highest level of agreement; see Table 3). The highest endorsed sources of strength (ratings closer to 10) included keeping involved in healthy activities (M = 8.17) and having good access to medical help (M = 8.16).

Table 3. Sources of Strength

Sources of Strength	Mean [^]
I feel I keep involved in healthy activities like sports, music, art, teams, organizations.	8.17
I feel I have good access to a doctor, nurse, or other medical help if I was ill, injured, or needed medicine.	8.16
I am working on personal wellness and positive changes in my behavior.	8.11
I feel my family and community cares about me, spends time with me, and is a strong support for me.	8.11
I feel have healthy friends/peer group that makes good decisions/stays out of trouble.	8.11
I feel I have healthy beliefs and that I actively develop my faith, spirituality, or culture.	7.89
I feel I am regularly involved in helping others, sharing generosity, and have opportunities to lead others.	7.84
I feel I have good caring relationships with people who truly care about me	7.68
I feel connected to my culture and community.	7.47
I can deal with my problems in a healthy way.	6.94
I take time to volunteer at school or in my community.	6.74
I participate in leadership programs in my community.	6.53
I feel I have good access to a counselor, support group, or other mental health services.	6.26

[^]Also means average score on a 10-point scale where 10 is the highest and 1 is the lowest.

Emotional Intelligence & Leadership Skills

Participants rated their emotional intelligence and leadership skills on a 5-point scale (1 = Never, 3 = Sometimes, 5 = Always; see Table 4). Participants expressed their strongest agreement (closest to a 5.0 rating) with believing the future will be better than the past (M = 4.11), and they are aware of what they are feeling (M = 4.05). The lowest endorsed statements were, “Others say I helped to develop their abilities (M = 2.78) and “I deal with changes easily” (M = 2.79).

Table 4. Emotional Intelligence & Leadership Skills

Emotional Intelligence & Leadership Skills	Mean [^]
I believe the future will be better than the past.	4.11
I am aware of what I am feeling.	4.05
I know my strengths and weaknesses.	3.84
Others say I am a team player.	3.56
I set measurable goals when I have a project.	3.47
Others say I build and maintain relationships.	3.44
I deal calmly with stress.	3.32
Others say I understand and am sensitive to them.	3.32
Others say I inspire them.	3.22
Others say I resolve conflict.	3.00
I deal with changes easily.	2.79
Others say I helped to develop their abilities	2.78

[^]Also means average score on a 10-point scale where 10 is the highest and 1 is the lowest.

Desirable Qualities of Employees & Team Members

Participants ranked themselves on 10 desirable qualities of fellow employees/team members (see Table 5). The qualities with the highest endorsements included: being a good listener (79%), celebrating the successes of others (68%), being adaptable and showing empathy (both 53%).

Table 5. Desirable Qualities of Employees & Team Members

Skills	Does Not Describe Me	Describes Me Slightly Well	Describes Me Moderately Well
Strong Communication Skills	0%	74%	26%
Good Listener	0%	21%	79%
Focus on Collaboration	5%	68%	26%
Adaptable	5%	42%	53%
Engaging	5%	53%	42%
Show Empathy	0%	47%	53%
Have Patience	0%	58%	42%
Celebrate Successes of Others	0%	32%	68%
Motivated	16%	53%	26%
Committed	0%	53%	42%

Attributes of Trauma-Informed Organizations

Participants rated if their organization/Tribe had trauma-informed attributes on a 5-point scale (1 = lowest score, 5 = highest score; see Table 6). Among responses, creating a safe environment was the highest attribute of their organization/Tribe.

Table 6. Attributes of Trauma-Informed Organizations

Attributes	Mean [^]
Leading and communicating about the trauma to healing process	3.26
Engaging patients and families in trauma-informed approaches	3.11
Trauma training for all staff	3.05
Creating a safe environment	3.42
Preventing secondary traumatic stress in staff	3.21
Hiring a trauma-informed workforce	3.26

[^]Also means average score on a 5-point scale where 5 is the highest and 1 is the lowest.

Open-Ended Feedback

Participants were asked, “What is one thing that you will take with you from this training and apply in your personal or professional life?” All but one participant responded; the following are examples of participant responses:

“I will take the collaboration and encouragement with me and pass it on to my everyday life”

“How to help and protect pass on what I learned and job experience”

“I will take the collaboration and encouragement with me and pass it on to my everyday life”

“I’ll try to be more outgoing less fearful and more confident in how I act and who I am”

“How to work on myself mindfully and culturally.”

“Not to be afraid to speak up.”

Participants were also asked what kind of Legacy they wish to leave from their work and life. Almost all of the participants (n = 16) replied. Some of the descriptors of their legacies included being: kind, good, helpful, committed, happy, motivated, and trusting. Two participants specifically wished that their legacy was that they “didn’t end up like [my] family,” and that they “made it out.”

“I am more confident in how I act and who I am.”

- Staff Survey Participant

Final Feedback

Finally, participants were asked to provide any additional comments about their training. All comments given reported that the training was good, they enjoyed it, it was fun, and that they will use their new skills in their own, personal life.

What We Learned from

Rocky Boy youth attending the GRL learned about the impacts of trauma and colonization and how to break unhealthy behavior cycles. Youth reported several impacts after the GRL Training, including feeling strengthened in their spirituality and wellness, and feeling more positive.

Rocky Boy Staff members who participated in the Wellness training reported great pride in being American Indian/Alaska Native. They had good physical and spiritual health, personally had strengths of being involved in healthy activities, had family and friends who cared about them and helped them make good decisions. Staff members reported being good listeners, celebrating others, being adaptable and empathetic, and being hopeful for their future. They also reported many strengths in their community/Tribe that included their culture, family involvement, prevention efforts, community resources, and having basic needs met.

Spirituality, hope, sources of strength, and community connections are the foundation of an enduring tribal community at Rocky Boy. Teachings presented in the GRL training are essential to participants as they strengthen their community and vision of wellness at Rocky Boy.

We Are Grateful

Native PRIDE and Rocky Boy Health Center would like to thank all the participants in this 3-day GRL training.

Scan or click QR code to view appendices and all photos here.



For more information, contact:

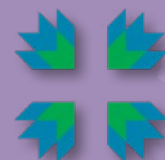
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