



# BOARD MEETING

## HPI MINUTE

February 6<sup>th</sup>, 2023

**In the Navy....**



# Human Performance Principles

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1. People make errors
2. Errors are predictable and manageable
3. We must seek to learn from errors
4. Employees are the solution
5. Excellence is the presence of defenses



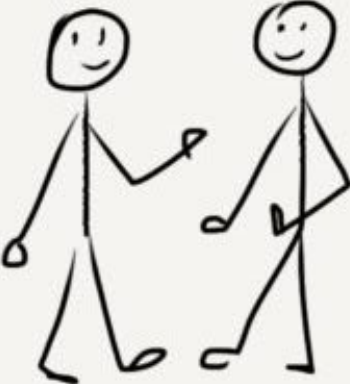
THE ELEPHANT



AND THE RIDER.

# POLYVAGAL THEORY

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Sympathetic	Dorsal Vagus	Ventral Vagus
<p data-bbox="504 362 703 405"><b>Fight/Flight</b></p>  <p data-bbox="402 931 738 1011"><b>Mobilization</b> First line of defence</p> <p data-bbox="336 1068 805 1110">Location: Along spinal cord</p> <p data-bbox="300 1168 840 1248">Increased heart rate, shallow breath, muscle tension.</p> <p data-bbox="300 1305 840 1382">Mobilising the body's resources to deal with stressor.</p>	<p data-bbox="1014 368 1523 411"><b>Shut down/ Collapse/ Freeze</b></p>  <p data-bbox="1090 968 1472 1048"><b>Immobilization</b> Second line of defence</p> <p data-bbox="988 1110 1574 1153">Location: Diaphragm, gut, viscera</p> <p data-bbox="1039 1210 1523 1290">The last resort if fight/ flight isn't possible.</p> <p data-bbox="998 1296 1564 1376">When life needs to be preserved, freeze occurs.</p>	<p data-bbox="1737 368 2186 411"><b>Social Engagement System</b></p>  <p data-bbox="1686 1053 2247 1096">Communication and connection.</p> <p data-bbox="1727 1153 2211 1196">Location: Face, throat, chest</p> <p data-bbox="1763 1253 2175 1368">Helps us rest/digest Engaging with ourselves and others.</p>

# Symptoms of Nervous System Dysregulation



**Feeling on  
edge**



**Agitation**



**Nausea**



**Anxiety**



**Lack of  
responsiveness**



**Lack of  
focus**



**Irritability**





Am I My  
Brothers  
Keeper?

# How do I help?

## HELPING OTHERS

Pay attention/ watch for signs

Ask during prework briefs

Be a safe place for people to express themselves

Be flexible with work assignments

Be inclusive and kind

## HELPING YOURSELF

Grounding techniques

Breathing exercises

Counseling

Exercise

Music



SERVE THE  
CUSTOMER OWNERS  
INSIDE OUR WALLS.



CHELAN COUNTY