

Stress & Resilience Skills for Police Professionals

Also titled "Martial Arts for the Mind"

Gain clarity of mind and an increased capacity to meet and overcome life's challenges. This training provides both physical and cognitive techniques to overcome the negative impacts of stress, and to increase our capacity to bounce back from adversity. Navy Seals use these techniques to calm intense fear before combat. Professional actors and athletes use them to enhance performance under pressure. Learn how to stop the stress response before it arises, and to find effective ways to release it once present. You'll learn how to:

- Understand and communicate more sensitively with people, without denying or sacrificing your own feelings
- Manage challenging work situations with greater calm and clarity of mind
- Release stress with clinically-proven breathing, relaxation, and meditation techniques that can be done in just a few moments
- Achieve significant relief from chronic pain, high insomnia, and high blood pressure
- Increase mental focus and productivity amidst 24/7 hyperconnectivity and distractions

"The Gamows' training is excellent—critical for working effectively with the public, handling the constant stress of security work, and making sure our employees can leave those stresses at work when they go home to their families."

—Lt. William Bonifacio, Training Manager
San Mateo County Sheriff's Department, CA

"The response was overwhelmingly positive. Participants report success, greater calm in tumultuous situations, and less stress when faced with overwhelming workloads."

— Lt. Michael Hahn, Commander
San Jose Police Department

"Our department has been through a year-long training and redefinition. Your program was just what I was looking for. It was ideal for supporting our new directions—taking responsibility for our behaviors and reactions, gaining mastery over mind, emotions, and body, increasing our awareness of the realities of others, and making good decisions under pressure. The skills you teach are critical for success in work and in life."

—Mark Puthuff, Chief of Police, Fort Bragg, CA

—Clients include—

NASA • NOAA • U.S. Army • U.S. Navy
San Jose Police Department • SFPD
Denver International Airport
911 Dispatchers • U.S. Dept. of Treasury
GE • CBS • U.S. Department of Justice
U.S. Air Force Resiliency Trainers
Naval Surface Warfare Center



David and Karen Gamow

David and Karen Gamow are two of the leading stress and meditation trainers in the United States. They have personally trained over 30,000 people in these methods in a wide range of settings from high-tech to government. Their training has been an integral part of management development programs for NASA, SSA, and GE Healthcare. They have provided training for the military and UN peacekeeping support. The Gamows' presentations are consistently among the highest-rated trainings an organization provides its people. Authors of *Freedom from Stress*, their work has been featured in *Gannett News*, *Industry Week*, *Investor's Business Daily*, and *Money Magazine*.



**CLARITY
SEMINARS**

www.clarityseminars.com
240 Monroe Drive, Suite 215
Mountain View, CA 94040

David & Karen Gamow
(650) 917-1186 • *david@clarityseminars.com*

Learning and behavioral objectives
Stress and resiliency training

1. Gain control over how you respond to others, especially in challenging situations.
2. Respond appropriately to interruptions, deadlines, and competing demands on time.
3. Gain mastery over your mind and emotions, so you can remain calm at the moment of conflict, and prevent situations from escalating.
4. Evaluate critical situations more clearly and impersonally.
5. Reduce the effects of negative emotions on decision-making.
6. Understand and communicate more effectively with difficult employees/colleagues.
7. Use breathing methods to increase mental focus, and reduce dependence on unhealthy methods of alleviating stress (anger, withdrawal, alcohol, caffeine, avoidance, etc.)
8. Achieve significant relief from insomnia high, blood pressure, pain, and other stress-related conditions that interfere with both productivity and on the job demeanor.
9. Enhance personal productivity. Focus the mind where you want it to go, \to achieve results more quickly and effectively.

Instructional strategy:

The training is a combination of lecture, experience of techniques, Q & A, and voluntary interaction between the instructor and participants. Participants experience exercises and ideas as observers/scientists, and are encouraged to test them for themselves, in the classroom. The lecture portion includes humor and motivational periods, and is characterized by participants as engaging and fast-paced. The program is both entertaining and challenging, with the often-achieved goal of a significant and dramatic shift in understanding and insight.

Course content:

The training consists of two approaches to stress: cognitive and physiological. The cognitive training culminates in a 4-step process developed at Harvard that helps participants break the cycle of responding to challenging situations in stressful or non-productive ways. Participants gain an understanding of the mind and its habitual, unconscious responses to external challenges, and also learn how to consciously choose a different response. To the extent that stress is a feeling of being out of control, stress is reduced as we gain mastery over our responses, even in small ways.

The second prong of the training is hands-on practice in a number of relaxation, breathing, and meditation techniques that are clinically proven to reduce stress and enhance mental focus. Participants are also trained to relax the body at will, relieve physical tension, and relieve or eliminate pain. Other benefits include reducing or eliminating insomnia, reducing blood pressure, and enhancing resilience.



COMMANDER

*San Jose Police Department
Bureau of Administration - Training Division
1302 North Fourth Street
San Jose, CA 95112*

To whom it may concern:

I am a 25 year Police veteran and command the Training Division of the San Jose Police Department.

I have seen the negative effects of stress on many colleagues over the years, and so I was happy to offer the Gamow's seminar to a group of sworn and civilian members of our department. The response was overwhelmingly positive, with so many folks indicating that we needed to offer it again, to MORE Police employees.

Since the seminar, I have personally used the techniques many times and I have spoken with many of those who attended — all report success, greater calm through tumultuous situations and less stress when faced with otherwise overwhelming workloads. I strongly recommend their course to anyone.

Lt. Michael H.
Commander, S.J.P.D. Training Division
408.501.0946



DEPARTMENT OF THE ARMY
HEADQUARTERS, 351ST CIVIL AFFAIRS COMMAND
1776 OLD MIDDLEFIELD WAY
MOUNTAIN VIEW, CA 94043-1809

David and Karen Gamow
Clarity Seminars
240 Monroe Drive, Suite 215
Mountain View, CA 94040

Dear David and Karen:

I wanted to drop you this thank you for the stress-reduction program you presented for my staff and other personnel who work in the Jones Hall United States Army Reserve Center (the "Center") in February. It's been several months since the training, and we are still feeling the positive results. I can easily identify the people who attended the course. As you know, this is a high stress environment, and the training has helped decrease stress significantly. It's been a great help in accomplishing what we need to get done here.

A pleasant surprise - even those who weren't able to take the course have benefited by the improved atmosphere. Somehow, it's rubbed off; they are also experiencing greater productivity and reduced stress. Having a core of trained people has benefited the whole Center. Even one person with calm energy in the face of challenge helps everyone to respond at their best.

We are constantly faced with challenges in this high operational environment. Currently, while we are preparing for the deployment of a substantial number of our soldiers, I feel we are better prepared to take what comes in stride and respond appropriately as needed.

On a personal level, it has helped me to put into perspective those areas that are otherwise stress inducers and deal with them in a productive, stress-reducing way. I have told several people about some of the techniques you use to view life in a way that helps the individual control life, instead of life controlling the individual.

I recommend your work highly. The staff and I thank you for bringing this training to the 351st Civil Affairs Command. Please feel free to use this letter and me as a reference.

Sincerely,

A handwritten signature in black ink, appearing to be "C. Palmer Jr.", written over a horizontal line.

CHARLES R. PALMER JR.
Supervisory Staff Administrator

CF: COL (P) Altshuler, CDR, 351st CA Cmd



NATIONAL OCEANIC AND ATMOSPHERIC ADMINISTRATION
NOAA Marine and Aviation Operations
Marine Operations Center
1801 Fairview Avenue East
Seattle, Washington 98102-3767

David & Karen Gamow
Clarity Seminars
240 Monroe Drive, #215
Mountain View, CA 94040

Dear David and Karen:

Thank you for providing your stress and leadership training to our officers at our Annual Fleet Administrative Management Seminar this past December. The program was very well received, not only by the attendees, but also by members of our senior leadership who sat in on your session as well. Everyone enjoyed the training and found it extremely useful. I understand there are active discussions about bringing this excellent training to more officers and staff within NOAA.

Our shipboard personnel work in a unique and challenging environment. These mental and physical challenges are diverse and handling them appropriately and effectively is critical to the success of a ship's mission, The skills you have provided us with will ensure we are more capable of adroitly tackling these challenges which surface everyday and from every quarter.

This was the first time we attempted any training of this type at our week-long Management Seminar, and my apprehension at trying it out on this no-nonsense crowd was great. However, about 60 seconds into your training, my apprehension disappeared along with my stress! Also, I was glad we started our week with your program. Throughout the remainder of the week, many participants and presenters referred back frequently to the ideas you shared with us. Finally, on top of work challenges, I know people often experience stress in their personal lives. Your training can also help in these areas, making it truly full spectrum and life enhancing.

In closing, I'd like to thank you again for your lively and engaging training. We all found it very effective and enjoyable (as reflected by the course critiques) and I recommend it highly. I'll be commanding a vessel later this year, and plan to have you on board at some point to bring this training to the entire crew.

Best Regards,

Lieutenant Commander Todd A. Bridgeman, NOAA

Deputy Chief of Operations
NOAA Marine Operations Center-Pacific

SAN MATEO COUNTY SHERIFF'S OFFICE TRAINING UNIT

Bill Bonifacio, Training Manager

Training Bureau

500 Allerton St

Redwood City, CA 94063

(650)363-4507 Fax: (650)367-8071



David and Karen Gamow
Clarity Seminars
240 Monroe Drive, #215
Mountain View, CA 94040

To whom it may concern:

On behalf of the San Mateo County Sheriff's Office, I would like to express my thanks for bringing your seminar to our staff.

The training is excellent, and well-designed for police and public safety officers. We received very high ratings from what is usually a very hard-to-please audience. In fact, the response was so positive, two of our senior managers considered that this program be provided to the entire office. The professional and personal skills the Gamows teach are critical for working effectively with the public, handling the constant stress of police work, and making sure our employees can leave those stresses at work when they go home to their families. I highly recommend the Gamows' training to other police and public safety departments.

Sincerely,

William Bonifacio
Training Manager
(received by email)



Department of Aviation
Airport Office Building
8500 Pena Boulevard
Denver, Colorado 80249

303.342.2200
www.FlyDenver.com

David and Karen Gamow
Clarity Seminars
240 Monroe Drive, #215
Mountain View, CA 94040

Dear David and Karen,

I just wanted to thank you for the two excellent trainings you provided for our staff. We were very pleased with the response, especially from our senior managers. They are under tremendous pressure from the heightened security needs we face since 9/11, and it has taken a toll on our people. Your program was a life-saver for all the participants, and provided techniques that people can immediately put to use as soon as they walk out of the classroom.

We opened up the training to everyone on staff, from maintenance people to top-level management, and had a great cross-section of participation.

Several senior managers who attended were very pleased with the program's practicality and effectiveness. They asked that this be made available to all our employees on an on-going basis. If the response to the last two trainings is any indication, there will be a full crowd again next time you come. We look forward to having you back again, soon.

Sincerely,

A handwritten signature in black ink that reads 'Mary Jo Snell'.

Mary Jo Snell
Human Resources Training Manager
Denver International Airport



San Mateo County Communications Managers Association

P.O. Box 5121, Belmont, CA 94002.
www.smccma.org FEIN 94-3020048

David & Karen Gamow
Clarity Seminars
240 Monroe Drive, #215
Mountain View, CA 94040

Dear David and Karen,

I can't tell you how appreciative we are that you were able to participate in our recent dispatch managers' retreat. I'm not surprised to see the positive results of the written evaluations. Many people approached me later in the day and the following morning to tell me how much they received from what you taught. Dispatchers, their managers, and supervisors are a unique group and face many stresses comparable to those of first-line responders. I think as a profession, we should be doing much more to support and address their cumulative stress. Your work just is the right balance of tools and techniques to help us move in that direction.

I highly recommend your program. Our work is challenging, and having the ability to react calmly in pressure situations is an invaluable skill. Your ability to not only show us how to do that, but motivate and inspire us to do it, is what makes your program so valuable.

I'm delighted that your course is on its way to being POST certified and look forward to it being available to a wider audience of dispatchers and supervisors as soon as possible.

Sincerely,

Brenda Velasquez
Communications Manager
South San Francisco Police Department

[Sent by email]



David & Karen,

Thank you for providing your "Martial Arts for the Mind" resiliency training to our department.

Police officers are one of the toughest audiences you'll find anywhere. You really connected with their realities with the stories and examples. I was pleased at how receptive everyone was. This was a great success, and I think at least half the people in the room really took something away that could change their lives.

This training came at an important time. I wanted to put a real focus on wellness and stress management for my people. I appreciate the challenges people are facing at work and at home, and I know the value of what you teach, first-hand. A few years ago, I wrote an article for *Law and Order* on "Solutions to the Stress of Technology," and found your book a great read, and a helpful resource for that piece.

We don't usually have resources to bring this kind of program to our people, but thanks to some impoundment funds that became available, we were able to. It's the best use of those funds that I could imagine.

Sincerely,

Kevin Burke, Chief
Healdsburg Police Department
Healdsburg, CA

(received by email)

Testimonials: U.S. Federal Courts & Probation Offices

U.S. Probation Office Pretrial Services Northern District Alabama



"Your program is excellent. It's clear how much you care about the participants, and the ideas you share. It comes from your heart and has a real impact on people, in a way that most trainings simply don't. More than sharing information, you are connecting with people in a way that can really change them. I have received very positive feedback our people. I appreciate you both. FYI, several employees are still commenting a month later on your presentation, and how it spearheaded them into focusing on their overall well-being and prioritizing things better."

-Smita Seard, Senior U.S. Probation Officer and Training Coordinator, Northern District of Alabama

"The training that you and your husband provided was amazing. I have applied the training in my life since the training session, and I have noticed a significant reduction in my overall stress level."

—Timothy J., Deputy Chief U.S. Probation Officer, U.S. Probation Office, U.S District Court for the Middle District of Pennsylvania

"Extremely beneficial for work and home life. David and Karen are fantastic—they really convey well. We could use this training once a year."

-Robin Mancinelli, Probation Clerk, U.S District Court for the Middle District of Pennsylvania

U.S. District Court staff retreat Western District of Washington



"I enjoyed your program immensely. It is excellent for people on the bench. I've thought long and deeply about how to respond to the people who appear in my courtroom, given their frustrations, lack of respect for authority, and the necessity for me to be both understanding and strong. I intend to implement all of the tools in my professional and personal life."

-Federal judge, Tacoma, WA (anonymous by policy)

"Life changing and powerful.
Just what I needed."

-Fran Regan, U.S. Marshalls, Harrisburg, PA

Probation Officers Annual Meeting U.S. District Court, Middle District of Pennsylvania



"Thanks for presenting to our group of probation officers and support staff. Your training on dealing with stress and change will be useful as we implement some new initiatives here in the office, and equally importantly, in maintaining a healthy approach to stressors in our personal lives. Feedback on the program was very positive from staff at all levels of the organization."

-Drew Thompson, Chief Probation Officer, U.S District Court, Middle District of Pennsylvania

"We absolutely enjoyed the training and found it to be extremely beneficial to our organization. All training coordinators within the Federal Probation and Pretrial system are in contact and share all information accordingly. We were actually referred to Clarity Seminars by another district. And I may add, Clarity Seminars now comes highly recommended by our district, too. We will spread the word among our colleagues, near and far. Thank you again for a great training event at our conference!"

-Anonymous as required by internal policy, a U.S. Probation District Office, U.S. Justice Department

A partial list of Justice Department clients:
Justice Leadership Institute, Columbia, SC
Northern District of Florida
Eastern District of Pennsylvania
Middle District of Pennsylvania
Northern District of Alabama
Western District of Washington

Additional Testimonials

For more, see www.clarityseminars.com

“Your training was very well-received at our week-long conference. Our presenters later in the week continued to make reference to the points you shared with us. These skills are very important for our people. I’m starting a new assignment commanding one of the fleet vessels this year, and would like to bring you on board to train the crew.”

— *Todd Bridgeman, Deputy Chief of Operations,
Seattle, WA, Pacific Coast, NOAA*

“Thanks for an excellent training. People have been talking for weeks now about how much they benefited from it. This is something we’ll want to offer on an ongoing basis, so more of our people can attend.”

— *Sue Dooley, Director of Admissions,
Naval Postgraduate School, Monterey, CA*

“Thank you for your excellent presentation. Yours was the most popular program of the thirty sessions offered at our annual Leadership Conference.”

— *Colonel Chris Green, U.S. Army
6045 Garrison Support Unit, San Jose, CA*

“The Gamows’ training is excellent. The skills they teach are critical for working effectively with the public, handling the constant stress of security work, and making sure our employees can leave those stresses at work when they go home to their families.”

— *Lt. William Bonifacio, Training Manager
San Mateo County Sheriff’s Department, CA*

“If ever there was a way to improve your life, make work more productive and meaningful, and make you feel good about yourself and your world, you could find no better than this course!”

— *Chris Webb, U.S. Army*

“Just about everyone I know would benefit from your stress training; I certainly have.”

— *Gary Priest, Vehicle Assurance Lead Manager,
NASA*

“We all are in agreement that this is one of the best training sessions anyone of us have taken at Stanford (or anywhere else, for that matter).”

— *David Silberman, Director, Health & Safety
Programs, Stanford School of Medicine*

“Thank you so much for this powerful program. I wish I’d had it two years ago. The pressure we’ve been under since 9/11 has been incredible. This is just what we need to be able to cope with the challenges we face.

— *Security Chief, Denver International Airport*

“Your program is ideal for taking responsibility for our behaviors and reactions, gaining mastery over mind, emotions, and body, increasing our awareness of the realities of others, and making good decisions under pressure. The officers gave this training high ratings. That’s no easy achievement with a police audience. The skills you teach are critical for success in work and in life.”

— *Mark Puthuff, Chief of Police, Fort Bragg, CA*

“Our employees include some of the country’s finest research scientists, and they gave this program top ratings. It’s a big plus that the program is based on clinical research and that people can experience the results of the techniques first-hand. Even our traditional skeptics were won over.”

— *Erin M. Sharata, Training Coordinator
Stanford Linear Accelerator, Department of Energy*

“A very good program which I will definitely incorporate into my life. I loved the lecture and how simple yet ‘deep’ the ideas are. The breathing and meditation techniques will be a great tool, but I especially appreciated the self-awareness the cognitive lecture gave me.”

— *Detective Mike Roush, San Jose Police Department*

“I have worked with hundreds of trainers throughout the world. Your presentation is definitely in the top 10% of what I have ever experienced. You really motivate and change people, and the effect is dramatic.”

— *Robert Cancalosi, Chief Learning Officer
GE Healthcare*

“People owe it to themselves, their co-workers, and their loved ones to acquire these skills. Practicing them would transform any workplace — and people’s lives — for the better. We look forward to implementing these skills, and bringing your training to more of our employees.”

— *Pam Delnevo, Training and Development
Coordinator, Morrison & Foerster (law firm)*



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Course outline

*This outline is for a complete 3.5 hour training.
The course can be taught in a shorter period, but this is the
most effective length for retention and participation.*

- 0:00-1:20 Part 1: Physiology**
Brief overview
Scientific research on stress, and benefits of what participants will learn today
Guided practice session
Q & A on techniques
- 1:20-1:30 Break*
- 1:30-2:35 Part 2: Cognitive skills for resiliency: Self-mastery in daily life**
Commonly held perceptions that dramatically increase negative responses,
 such as anger, fear, or stress
Becoming aware of habitual reactions that derail our effectiveness
Learning to step back: how to move into seeing the bigger picture before reaction
A 4-step process developed by a Harvard M.D. for learning how to choose
 our responses consciously, even under high-stress conditions.
Exploring real-life applications in work and life
(voluntary classroom participation, not role-play)
- 2:35-2:45 Break*
- 2:45-3:20 Part 3: Physiology**
Guided practice session
 (two additional techniques, and full-practice, shortened version)
Detailed: cognitive and physiological benefits of each of the techniques
- 3:20-3:30 Closing**
Closing Q & A/Evaluations

Handouts: Clinical research
Guided breathing, relaxation, and meditation techniques (CD)
Benefits and applications of techniques
In the heat of battle: cognitive skills for self-mastery under pressure



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Fee Schedule

3.5 hour seminar	\$2,400	San Francisco Bay Area
	\$4,200	West Coast or AZ
	\$5,700	Midwest
	\$6,400	East Coast

Price is all-inclusive: includes 2 trainers, travel (air, hotel, car) and materials
Additional trainings on the same day or consecutive days are \$2,800 each.

Additional notes:

Recommended maximum is 35 participants.
More people can be included if needed.

Shorter program lengths are possible; pricing is the same.