

Compassion Fatigue

Compassion Satisfaction, Burnout and
Compassion Fatigue

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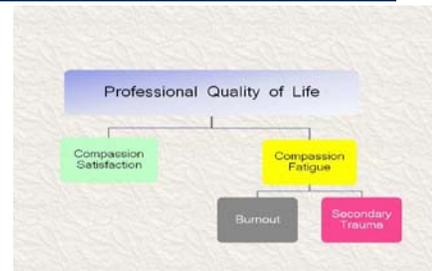
Agreements

- Come to the table as your authentic self.
- Be on time for all segments of the training.
- No side talking.
- Confidentiality
- Turn cell phones off or on vibrate.
- Give full attention when a colleague is sharing.

Introductions

- Cards
- Ace is one, two is two, three is three, face card is a mirror

The ProQOL con't



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Compassion Satisfaction

- “Compassion Satisfaction is about the pleasure you derive from being able to do your work well. You may feel it is a pleasure to help others through your work.

Compassion Satisfaction con' t

- You may feel positively about your colleagues or your ability to contribute to the work setting or even the greater good of society. Higher scores represent a greater satisfaction related to your ability to be an effective caregiver in your job.”

Compassion Satisfaction

- Average sum of the questions is 37
- 25% score above 42 and 25% score below 33

If you are in the higher range, you derive a good deal of satisfaction from your position.

Burnout

- “ Burnout is associated with feelings of hopelessness and difficulties in dealing with work or in doing your job effectively. These negative feelings usually have a gradual onset.

Burnout

- They can reflect the feeling that your efforts make no difference, or they can be associated with a very high workload or a non-supportive work environment. Higher scores mean that you are at higher risk for burnout.”

Simply stated:

- Highly motivated and committed individuals lose their spirit

Burnout

- Average sum of the questions is 22
- 25% score above 37 and 25% score below 18

If you score above 37, you may wish to think about what makes you feel you are not effective in your position.

Compassion Fatigue

- “Compassion Fatigue (CF), is also called secondary trauma (STS) and related to vicarious trauma (VT), is about your work-related, secondary exposure to extremely stressful events. For example:

Compassion Fatigue con’ t

- You may repeatedly hear stories about the traumatic things that happen to other people, commonly called VT. If you are exposed to others’ traumatic events as a result of your work, this is secondary exposure.

Compassion Fatigue con’ t

- The symptoms are usually rapid in onset and associated with a particular event. They may include being afraid, having difficulty sleeping, having images of the upsetting event pop into your mind, or avoiding things that remind you of the event.”

Compassion Fatigue

- Average sum of the questions is 26
- 25% score above 34 and 25% score below 12

If your score is between 34 and 48, you may want to examine how you feel about you work and your work environment.

What’s on your plate?



What is stress?

- The body’s non-specific response to any demand placed on it, whether that demand is pleasant or not.
- Stress is your body’s physical, mental or chemical reactions to

What is stress con' t?

- circumstances that frighten, excite, confuse, endanger or irritate you.

What are symptoms or warning signs?

- Physical-pain, sleep, teeth grinding
- Emotional-anger, irritable, moody
- Mental-confused, concentration
- Behavioral-drinking/drugging, late to appointments, argumentative, decline in appearance

Sources of Stress, Compassion Fatigue and Burnout

- People-relationships, interactions
- Places-work, home, leisure, school
- Things- stuff- computers, cars etc...
- Self- values, beliefs, attitudes, emotions, coping style (personality)

Activity

- What area in your life is not working as well as you would like it to?
- The Line Exercise
- My Strengths/Group

Prevention and Management

- Don' t go it alone
- Listen and share your concerns of and with colleagues and friends
- Conduct periodic self assessments
- Reduce isolation by maintaining regular supervision and network

Prevention and Management con' t

- with colleagues
- Take needed "mental health days" and use stress reduction techniques
- Arrange for reassignment at work
- Seek professional help if needed

Physical Strategies

- **Physical Activity:** exercise, walk, run, swim, bicycling, write/journal
- **Progressive relaxation:** tensing and relaxing of the major muscles of the body
- **Breathing:** slow, deep breathing

Physical Strategies con' t

- **Good Nutrition:** eat a balanced diet and not skip more than one meal a day
- **Do something for someone else.**

Emotional Strategies:

- **Support System:** having a network of friends, co-workers, family, feedback and support
- **Break time:** removing yourself from a highly emotionally charged situation temporarily

Emotional Strategies:

- **Humor:** the art of laughter at self and problems
- **Assertiveness:** being direct about your needs, rights without blaming or threatening or infringing on the rights of others

Emotional Strategies:

- **Expression of feelings:** discussing/describing a variation of feelings (sad, glad, mad, scared)

Mental Strategies:

- **Change your Mind:** letting the mind be diverted by different thoughts
- **Re-labeling:** the art of seeing a promise in every problem

Mental Strategies:

- **Whispering:** the art of giving yourself positive messages when things are going wrong
- **Imagination:** guided fantasy or visual imagery

Mental Strategies:

- **Letting Go:** Why hold on to pain, anxiety or frustration, fear or anger? You can't control anything or anyone except yourself.
- **Time Management:** reorganize yourself. What are your priorities?

Mental Strategies con't:

- Make a PLAN and make it work.
- Positive Self Talk-approaching a difficult or negative situation in a self-appreciating, positive way
- Brainstorming- generating ideas as solutions to a difficult problem

Options to Responding to a Problem:

- SOLVE THE PROBLEM
- FEEL BETTER ABOUT THE PROBLEM
- TOLERATE THE PROBLEM
- STAY MISERABLE

DON'T

- Blame others
- Buy a new car, get a divorce or have an affair
- Fall into the habit of complaining with colleagues
- Work harder and longer.

DON'T

- Self-medicate
- Neglect your own needs and interests

DO

- Find someone to talk to.
- Understand that the pain you feel is normal.
- Start exercising and eating properly.
- Get enough sleep.

DO

- Take some time off.
- Develop interests outside your field of interest.
- Identify what's important to you.

Activities for Prevention and Management con't

- Exercise
- If you were to take 10% more responsibility for...you would...
- SMART Goals

S.M.A.R.T. Goals

- SPECIFIC
- MEASURABLE
- ACHIEVABLE
- REALISTIC
- TIME-LIMITED

Activities for Prevention and Management

- Negative events and limiting decisions
- The Total Truth Letter
- Compassion Fatigue Protection Tool Kit

Activities for Prevention and Management

- Guided Imagery
- Walk About
- There's a Hole in My Sidewalk

In Closing

- Questions
- Information provided from the Center for Applied Behavioral Sciences- Edward G. Silverhardt, BCD, LCSW, LSCSW