



COMPASSION FATIGUE

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OBJECTIVES

- List the three stages of compassion fatigue.
- Define compassion fatigue.
- List 3 physical signs and symptoms of compassion fatigue.

Do not depend on the hope of results. When you are doing the sort of work you have taken on, essentially apostolic work, you may have to face the fact that your work will be apparently worthless and even achieve no result at all, if not perhaps results opposite to what you expect. As you get used to this idea you start more and more to concentrate not on the results but on the value, the rightness, the truth of the work itself.

Thomas Merton



"Enough already! You're depressing me!!!"

COMPASSION FATIGUE

- **Compassion Fatigue** has been described as the "cost of caring" for others in emotional and physical pain. (Figley, 1982)
- An occupational hazard
- CF is different from **burnout** which has to do with frustration caused by the workplace: low pay, unrealistic demands, workload, poor management and inadequate supervision
- *Can happen in any occupation*



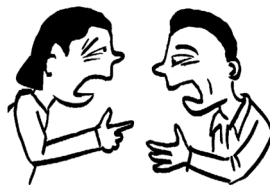
COMPASSION FATIGUE



DISPLACED FROM HOME



ARGUMENTS WITH YOUR FAMILY



UNCERTAINTY ABOUT THE FUTURE



TAKE A MOMENT AND WRITE DOWN THE CURRENT STRESSORS IN YOUR LIFE

ROLE OVERLOAD IN HEALTHCARE

- Having too many competing demands and too many roles (too much work, not enough time).
- Affects 3 out of 5 health care workers
- 1 in 4 health care workers planning to leave their jobs at the hospital to get “more control over work hours and greater respect”

• Linda Duxbury 2009

COMPASSION FATIGUE RESEARCH

- Between 40% and 85% of helping professions have experience compassion fatigue
 - Chaplains in the Canadian military - 52% were at high risk for anxiety and depression
 - Hospice nurses in Florida - 79% with moderate to high rates of compassion fatigue
 - Over half of child welfare workers had severe symptoms of CF
- Threats and assaults increase risk for CF
 - Nurses and social workers are regularly threatened by patients and family members
 - 57% of social workers threatened and 16% have been assaulted
 - 90% of trauma workers threatened and 40% assaulted
 - Nurses are more likely to experience job violence than any other profession - 1/3 assaulted in the past year

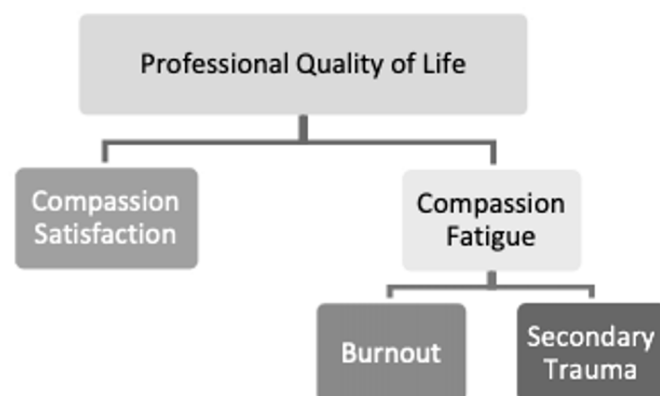
COMPASSION FATIGUE RESEARCH

- National Survey of the Work and Health of Nurses (2005)
 - 20% of nurses said their mental health affected their ability to handle their workload
 - Over 50% of nurses have taken time out for physical illness
 - 10% had taken time out for mental health issues
 - 8 out of 10 accessed EAP services (twice as high as EAP usage in general employed population)

COMPASSION FATIGUE RESEARCH

- Other professions impacted by CF
 - Domestic violence lawyers – higher levels of secondary traumatic stress and burnout compared with mental health and social service workers
 - Junior doctors in Australia in one study (2009): 54% with CF / 69% with burnout and 71% with decreases job satisfaction
 - Surgeons report in past year had thoughts of suicide 1.5-3 times more than general population. Suicides in surgeons were directly related to burnout and CF
 - Other affected include clergy, immigration judges,

**PROFESSIONAL
QUALITY OF
LIFE**



https://proqol.org/Full_CS-CF_Model.html

SIGNS AND SYMPTOMS

Acute effects of CF

- Emotional and physical exhaustion
- Decreased empathy for clients, coworkers and loved ones
- Increased cynicism, anger and irritability
- Loss of enjoyment of career
- Can lead to:
 - Depression
 - Addiction

Long Term Effects of CF

- Distrust
- Negativism
- Inflexibility
- Isolation
- Stress-related illnesses
 - Headaches
 - Insomnia
 - Poor self-esteem
 - SUD

Decker, Bailey, & Westergaad, 2002

**TAKE A MOMENT AND LIST
ANY ACUTE OR LONG
TERM SYMPTOMS YOU
MAY BE EXPERIENCING**

BURNOUT

- **Burnout** – is one element of the negative effects of caring or CF
- Z73.0 – Burn-out state of vital exhaustion
 - Associated with feelings of hopelessness and difficulty dealwith with work or doing your job effectively
 - Has a gradual onset
 - SYMPTOMS:
 - Exhaustion
 - Disconnected
 - Feelings of being overwhelmed
 - Feeling “out of touch” with yourself / the person you want to be
 - Feelings that your work doesn’t make a difference
 - Can be associated with high work load or non-supportive work environment

SECONDARY TRAUMATIC STRESS (STS)

- **Secondary traumatic stress** is an element of compassion fatigue
 - Involves work related, secondary exposure to people who have experienced extremely or traumatically stressful events.
 - Symptoms:
 - Problems with sleep
 - Feeling trapped, on edge, exhausted
 - Intrusive images
 - “Infected by others trauma”
 - Being afraid
 - Avoiding things that remind you of the event
 - STS is similar to Vicarious Trauma
 - Rapid onset

SIGNS ASSOCIATED WITH CF

- Changes in personal and professional life
 - Your view of the world may have changed because of the work you do
- Feeling dispirited and bitter
- More prone to clinical errors
- Violating client boundaries
- Not able to be respectful towards clients
- Short tempered
- Constant feelings of guilt and resentment

**TAKE A MOMENT AND
LIST ANY POSSIBLE
SIGNS OF CF YOU HAVE**

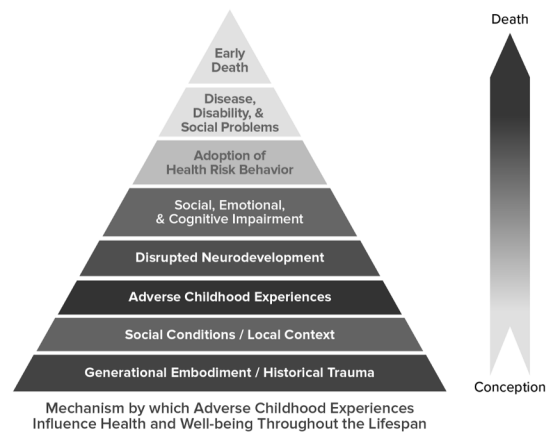
The expectation that we can be immersed in suffering and loss daily and not be touched by it is as unrealistic as expecting to be able to walk through water without getting wet. This sort of denial is no small matter. The way we deal with loss shapes our capacity to be present to life more than anything else. The way we protect ourselves from loss may be the way in which we distance ourselves from life. We burn out not because we don't care but because we don't grieve. We burn out because we've allowed our hearts to become so filled with loss that we have no room left to care.

Naomi Rachel Remen - *Kitchen Table Wisdom*, p. 52

COMPASSION FATIGUE HAS ITS ROOTS IN CHILDHOOD

Dysfunctional childhood leads to behaviors and patterns that increase the risk of compassion fatigue

- ACEs such as exposure to physical or mental abuse or alcohol use disorder





When there is a threat to a child that is prolonged and repetitive

The brain undergoes "use-dependent" changes
This affects norepinephrine



Changes the brain's response to stress

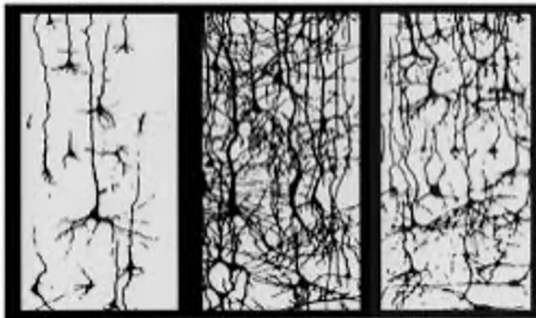


Brain will reset acting as if it is under constant and present threat

(Perry & Pollard, 1998; Hambrick et al. 2019).

CORE CONCEPTS IN THE SCIENCE OF EARLY CHILDHOOD DEVELOPMENT

Experience Shapes Brain Architecture by Over-Production of Connections Followed by Pruning



BIRTH

6 YEARS

14 YEARS

BRAINS AND SKILLS ARE BUILT OVER TIME

- Experience shapes brain architecture
- Connections between neurons increase over time (not number)
- The connections that get used a lot strengthen & stay in place
- Connections that are not used frequently fade / are pruned

RISK FACTORS

- A history of previous stressful life events in the clinician that has not been resolved
 - 60% of helping professionals have a history of personal trauma and may be why they chose this work
- A caregiver who doesn't have enough help with caring for a person who is in pain, disabled or traumatized
- Primary trauma can also occur from work-related exposure (being a firefighter, cop, etc.)
- Secondary trauma - bearing witness
 - hearing the retelling of a traumatic event that happened to your client
 - Debriefing a colleague
 - listening to graphic testimonies in court

RISK FACTORS

- Younger practitioners at higher risk
- Caregivers who already feel burned out but continue to provide care
- Large case loads
- A history of depression or anxiety increases vulnerability to CF and vicarious trauma
- Moral distress can contribute to CF - occurs when we are told to do things that we fundamentally disagree with or are morally opposed to
 - Discharging a patient too soon from rehab knowing they have no support in the community
 - Family members overriding a DNR order and having to do CPR on that patient

WORKPLACE RISK FACTORS

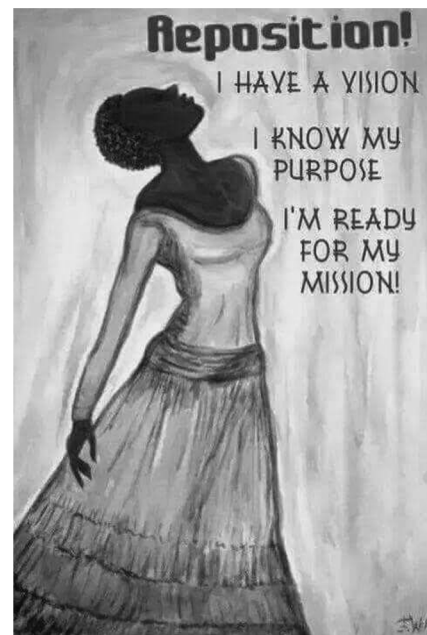
- Empathy
- Insufficient training or experience
- High frequency of exposure to traumatic stories, experiences
- Caring for the most vulnerable in society
- Insufficient recovery time
- Poor or no supervision
- Isolation or systemic fragmentation
- Lack of systemic resources

**TAKE A MOMENT AND LIST
YOUR PERSONAL AND
WORKPLACE RISK
FACTORS FOR
COMPASSION FATIGUE**

STAGES OF COMPASSION FATIGUE

4 STAGES OF COMPASSION FATIGUE

1. Zealot
 - Unending enthusiasm
 - Working long hours
 - Readily available
 - Making a difference



Ramblingsofazealot.wordpress.com

4 STAGES OF COMPASSION FATIGUE

- 2. **Withdrawal Stage**
 - Less enthusiastic - the bubble has burst
 - Beginning to complain about little things at work
 - Doesn't want to talk about work
 - Begins neglecting family, friends, coworkers and clients



4 STAGES OF COMPASSION FATIGUE

- **Irritability Stage**
 - Attempts to avoid doing patient care
 - Difficulty with concentration
 - Distances self from family / friends
 - Nothing is fun anymore



4 STAGES OF COMPASSION FATIGUE

- **Zombie Stage**
 - Hopelessness has turned to anger / rage
 - Can't stand being around other people
 - Thinks everyone else is incompetent
 - No patience
 - Views other with contempt



Tracy Zapanick, LCSW, MSSW, PhD (2008)

**TAKE A MOMENT AND
ASK YOURSELF IF YOU
IDENTIFY WITH ANY OF
THESE STAGES**



MISCONCEPTIONS THAT LEAD TO COMPASSION FATIGUE

- *The Messiah Complex* - I can fix (fill in the blank)
- *The Lone Ranger Complex*: I know what I'm getting myself into and I can do it alone. I'm the one who is responsible for the outcomes
- *The Saint Complex*: The solution to the problem is just to care enough, if I'm just spiritual enough then everything will be ok

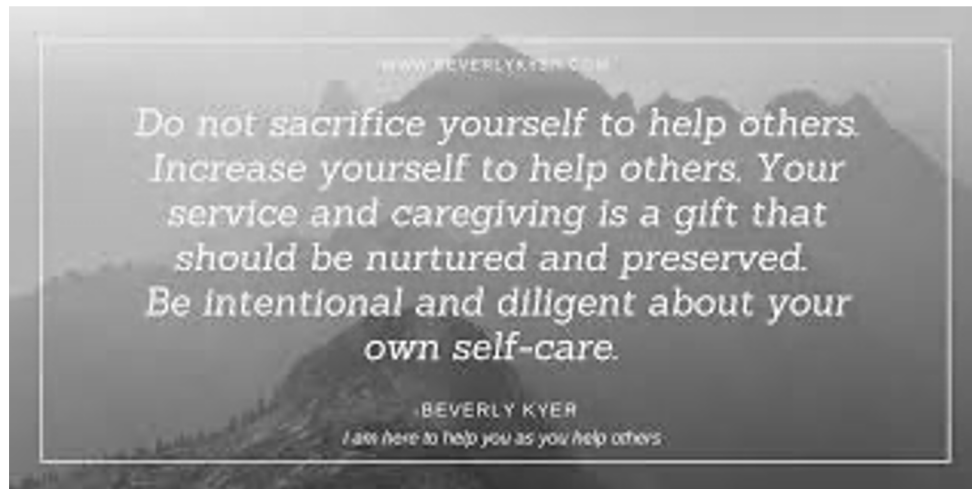
MISCONCEPTIONS

My family and friends support me and don't mind when I'm spending extra time at work

I can do this alone

If I'm good enough at my job, I can deal with everything

I define success as _____



VICARIOUS TRAUMATIZATION

"I finally came to understand that my exposure to other people's trauma had changed me on a fundamental level. There had been an osmosis: I had absorbed and accumulated trauma to the point that it had become part of me, and my view of the world had changed."

- Laura van Dernoot Lipsky - *Trauma Stewardship: An Everyday Guide to Caring, for Self While Caring for Others*, p. 3

VICARIOUS TRAUMATIZATION

- Exposure to client’s descriptions of and reaction to trauma
- A cumulative process - the thousands of stories over time
- The transformation of our view of the world due to cumulative traumatic images and stories
- The result of many secondary trauma experiences

• Sabin-Farrell and Turpin, 2003

SELF-TEST FOR COMPASSION FATIGUE

PROFESSIONAL QUALITY OF LIFE SCALE (PROQOL)
PROFESSIONAL SATISFACTION AND COMPASSION FATIGUE
(PROQOL) VERSION 3 (2007)

When you [help] people you have direct contact with their lives. As you may have found, your compassion for those you [help] can affect you in positive and negative ways. Below are some questions about your experiences, both positive and negative, as a [helper]. Consider each of the following questions about you and your current work situation. Select the number that honestly reflects how frequently you experienced these things in the last 30 days.

1=Never	2=Rarely	3=Sometimes	4=Often	5=Very Often
1.				
2.				
3.				
4.				
5.				
6.				
7.				
8.				
9.				
10.				
11.				
12.				
13.				
14.				
15.				
16.				
17.				
18.				
19.				
20.				
21.				
22.				
23.				
24.				
25.				
26.				
27.				

YOUR SCORES ON THE PROQOL: PROFESSIONAL QUALITY OF LIFE SCREENING

Based on your responses, place your personal scores below. If you have any concerns, you should discuss them with a physical or mental health care professional.

Compassion Satisfaction
 Compassion satisfaction is about the pleasure you derive from being able to do your work well. For example, you may feel like it is a pleasure to help others through your work. 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 on this scale represent a greater satisfaction related to your ability to be an effective caregiver in your job.

If you are in the higher range, you probably derive a good deal of professional satisfaction from your position. If your scores are below 23, you may either find problems with your job, or there may be some other reason—for example, you might derive your satisfaction from activities other than your job. (Alpha scale reliability 0.88)

Burnout
 Most people have an intuitive idea of what burnout is. From the research perspective, burnout is one of the elements of Compassion Fatigue (CF). It 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. 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 on this scale mean that you are at higher risk for burnout.

If your score is below 23, this probably reflects positive feelings about your ability to be effective in your work. If your score is above 41, you may wish to think about what at work makes you feel like you are not effective in your position. Your score may reflect your mood, perhaps you were having a "bad day" or are in need of some time off. If the high score persists or if it is reflective of other worries, it may be a cause for concern. (Alpha scale reliability 0.75)

Secondary Traumatic Stress
 The second component of Compassion Fatigue (CF) is secondary traumatic stress (STS). It is about your work related, secondary exposure to extremely or traumatically stressful events. Developing problems due to exposure to other's traumas is somewhat rare but does happen to many people who care for those who have experienced extremely or traumatically stressful events. For example, you may repeatedly hear stories about the traumatic things that happen to other people, commonly called Vicarious Traumatization. If your work puts you directly in the path of danger, for example, field work in a war or area of civil violence, this is not secondary exposure; your exposure is primary. However, if you are exposed to others' traumatic events as a result of your work, for example, as a therapist or an emergency worker, this is secondary exposure. The symptoms of STS are usually raised in onset and associated with a particular event. They may

WHAT IS MY SCORE AND WHAT DOES IT MEAN?

In this section, you will score your test so you understand the interpretation for you. To find your score on each section, total the questions listed on the left and then find your score in the table on the right of the section.

Compassion Satisfaction Scale

Copy your rating on each of these questions on to this table and add them up. When you have added them up you can find your score on the table to the right.

1.	_____
2.	_____
3.	_____
4.	_____
5.	_____
6.	_____
7.	_____
8.	_____
9.	_____
10.	_____
11.	_____
12.	_____
13.	_____
14.	_____
15.	_____
16.	_____
17.	_____
18.	_____
19.	_____
20.	_____
21.	_____
22.	_____
23.	_____
24.	_____
25.	_____
26.	_____
27.	_____
28.	_____
29.	_____
30.	_____
Total:	_____

The sum of my Compassion Satisfaction Questions is	And my Compassion Satisfaction level is
22 or less	Low
Between 23 and 41	Moderate
42 or more	High

Burnout Scale

On the burnout scale you will need to take an extra step. Starred items are "reverse scored." If you starred the item, I write a 5 beside it. The reason we ask you to reverse the scores is because scientifically the measure works better when these questions are asked in a positive way though they can tell us more about their negative form. For example, question 1, "I am happy" tells us more about

1.	_____	*1.	_____
2.	_____	*2.	_____
3.	_____	*3.	_____
4.	_____	*4.	_____
5.	_____	*5.	_____
6.	_____	*6.	_____
7.	_____	*7.	_____
8.	_____	*8.	_____
9.	_____	*9.	_____
10.	_____	*10.	_____
11.	_____	*11.	_____
12.	_____	*12.	_____
13.	_____	*13.	_____
14.	_____	*14.	_____
15.	_____	*15.	_____
16.	_____	*16.	_____
17.	_____	*17.	_____
18.	_____	*18.	_____
19.	_____	*19.	_____
20.	_____	*20.	_____
21.	_____	*21.	_____
22.	_____	*22.	_____
23.	_____	*23.	_____
24.	_____	*24.	_____
25.	_____	*25.	_____
26.	_____	*26.	_____
27.	_____	*27.	_____
28.	_____	*28.	_____
29.	_____	*29.	_____
30.	_____	*30.	_____
Total:	_____		

The sum of my Burnout Questions is	And my Burnout level is
22 or less	Low
Between 23 and 41	Moderate
42 or more	High

Secondary Traumatic Stress Scale

Just like you did on Compassion Satisfaction, copy your rating on each of these questions on to this table and add them up. When you have added them up you can find your score on the table to the right.

1.	_____
2.	_____
3.	_____
4.	_____
5.	_____
6.	_____
7.	_____
8.	_____
9.	_____
10.	_____
11.	_____
12.	_____
13.	_____
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15.	_____
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20.	_____
21.	_____
22.	_____
23.	_____
24.	_____
25.	_____
26.	_____
27.	_____
28.	_____
29.	_____
30.	_____
Total:	_____

The sum of my Secondary Trauma Questions is	And my Secondary Trauma Stress level is
22 or less	Low

Used with permission: https://proqol.org/ProQol_Test.html

HIGH BURNOUT, MOD-LOW CS AND STS

- Scoring high on burnout may be the result of personal or organizational factors.
 - Burnout is associated with high workloads and poor systems functioning
 - May benefit from taking time off or changing their routine within the organization
 - If numerous employees are experiencing burnout, the organization may need to reassess their systems, use of human capital and business goals

HIGH STS / LOW BURNOUT / LOW CS

- May be due to being overwhelmed by a negative experience at work causing the person to be afraid
 - If even happened directly to the person (ex. Being sexually assaulted by a colleague) - this is primary trauma
 - Taking care of others who were directly in harms way = STS
- Treatment for trauma and if present, depression is important with a focus on the fear related event
- Treatment could include changing case-load mix, changing work environment or other safety measures

HIGH STS AND HIGH CS AND LOW BURNOUT

- This occurs with people who are working in very high-risk situations (ex. War or civil violence)
- People with these scores are usually highly effective in their jobs AND feel their work matters.
- They may still have thoughts, feelings and memories of other's traumas
 - Especially problematic if they have similar primary trauma
- Treatment - encouragement that they are making a difference while addressing fears
 - May need change in work environment and / or supportive supervision to alleviate their PTSD symptoms

HIGH STS, HIGH BURNOUT AND LOW CS

- This is a worst case scenario
- The person may feel overwhelmed and useless in their work setting AND are frightened by it.
- Treatment - probably need removal from their work situation
 - Assess for depression and PTSD
- Assess for need for additional training or change to a different work assignment.

- An ancient Native American teaching holds that “each time you heal someone, you give away a piece of yourself until, at some point, you will require healing”

• (Stebnicki, 2007 p. 317)

COMPASSION FATIGUE, PANDEMICS AND SOCIAL UNREST

- The COVID-19 pandemic has led to increased demands on health care providers, therapists, social workers and psychologists
- More patients presenting with anxiety, hopelessness than ever before
- Sometimes long wait times to get an appointment.
- Difficulty taking time to engage in usual self-care behaviors or lack of access due to closures for pandemic / shelter in place orders

Fessell and Cherniss (2020)

1. Micropractices
 1. The hand sanitizer mindfulness option
 1. Opportunity for grounding
 2. Chance to do a self-check-in
 1. HALT
 2. Use your wait times wisely – recurring events can serve as a cue for mindfulness
 1. When logging onto electronic records, waiting on hold
 2. Waiting at a red light
 3. Name it and tame it
 1. Naming your emotions helps with self-regulation and self-awareness
 2. Shifts brain activity from the emotional (amygdala) part of the brain to executive centers of brain (prefrontal cortex) – per MRI



COMPASSION FATIGUE, PANDEMICS AND SOCIAL UNREST

- The Good Things - practicing gratitude
 - Individual and group benefits
- 5. Tracking your level of red alert / stress
 - "I just need a minute"
- 6. Diaphragmatic breathing
 - Your happy place
 - Virtual or actual

PREVENTING COMPASSION FATIGUE

- IMPROVED SELF-CARE
 - Assess whether there is balance in your life between activities that are nourishing and those that are depleting
 - Do you have access to regular exercise, personal debriefing and hobbies?
 - Exercise increases brain uptake of tryptophan → serotonin, increases metabolism
 - Do you use alcohol, drugs, food, shopping as coping strategies?
 - What activities can you add that will be nurturing, relaxing
 - Are you eating foods that support your brain - including protein, carbs and fat
 - Avoid fad diets

PREVENTING COMPASSION FATIGUE

WORKPLACE

- Educating self and others in the workplace about compassion fatigue
 - Teach proper debriefing
 - Implementing regular breaks
 - Mental health days
 - Peer support
 - Access to supervision and professional development
 - Changing workload (Ex: seeing patients half day vs. all day / doing other work the other half of the day)

COMPASSION FATIGUE

- Mother Teresa Understood Compassion Fatigue
- She requested that the nuns who worked with her have 1 year of every 4-5 years off to allow them to heal from the effects of their caregiving work.

• [Stress.org](https://www.stress.org)



TREATING COMPASSION FATIGUE

THERAPIES FOR CF

- Allowing not making something happen
 - Human doing vs. human being
- Minding the body's energy
- Setting yourself as a priority
- Marie Kondo – What brings you joy?
- Working towards goals vs. Living your values
- Where do you get social support?

SLEEP

- Sleep disruption is a key symptom of compassion fatigue
 - Sleep problems = a primary cause of CF
 - A key indicator of CF
 - During "deep" sleep - processing of traumatic experiences occurs. If there is sleep disruption, the traumatic experiences get lodged in the sympathetic nervous system (fight or flight)
 - Unprocessed trauma over time → compassion fatigue



SELF-COMPASSION

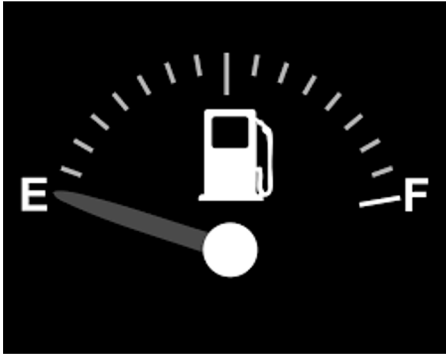
SELF-COMPASSION

- Give yourself the same kindness and care that you would give to a best friend
- Soothing **words of support** in the moment you experience stressed or overwhelmed –
 - “This is hard for me to hear this right now. It’s painful.”
 - ‘It is difficult’
 - It is a normal part of life; suffering is a normal part of life’
- Use the **Serenity Prayer**
 - “May I have the serenity to accept the things I cannot change, the courage to change the things I can and the wisdom to know the difference.”
- **Mindfulness** vs. Overidentification
 - Accept or be with your emotions
 - Avoid suppressing or numbing emotions

PATIENCE PRACTICE

- “Real patience requires a gentle willingness to let life unfold at its own pace. This willingness, in turn, requires mindfulness. Patience is peace. Learning to be patient is a continual practice that takes years to ripen. Let it unfold, day by day, and be gentle with yourself in the learning.”
 - JBorysenko, J. (2003)

MANAGING YOUR ENERGY



- How full or empty is your fuel tank?
 - Empty: tired, depressed
 - Full: creative, energized
- AVOID the high stress diet (sweets, caffeine, quick, empty calories)
- Social support
- Gauge your stress levels on a scale of 1 → 10

MANAGING YOUR ENERGY

- Immediate actions
 - Breathwork
 - Walking
 - Hot shower
 - Do something fun
 - Cuddle with your pet
 - Talking with a friend
 - Taking a day of rest
 - Spend time in nature
 - Prayer
 - REST / Take naps!
- Long term strategies
 - Changing your workload
 - Prioritizing the work that is most satisfying
 - Debriefing
 - Reach out for support, supervision
 - **What are the things that nourish you and bring out your best self?**



SELF-COMPASSION

TAKE A SELF-COMPASSION BREAK

Close your eyes and notice what you feel after placing:

- One hand on top of the other over your heart.
- The other hand on top of your hand over your heart [notice which order feels most soothing].
- One hand on your heart and one hand on your belly.
- Both hands on your belly.
- Rub belly.
- Your hands around your face so that you are cradling it with both your hands.
- One hand above the wrist of the other hand.
- Your arms around your shoulders so that you are hugging yourself.

KEEP BALANCE IN YOUR LIFE

- List one mini-escape or diversion that worked well to restore and renew you
- List one thing that brings you joy
- Name 3 things you feel grateful for today
- Think of something that has brought you a sense of joy (Make your top ten list)
- Who do you love that you can reach out to today? (Call them!)
- What made you laugh today? (Share it!)
- Have quiet alone time in a calm, beautiful place- a safe retreat where you feel renewed
- Have an awareness of what restores and replenishes you.
- Find ways to acknowledge loss and grief
- Stay clear with commitment to career goals or your personal mission
- Know how to focus on what you can control
- Look at situations as entertaining challenges and opportunities, not problems or stresses

EXERCISE: FINDING YOUR INNER COMPASSIONATE VOICE

AVOIDING RE-TRAUMATIZATION

- Almost all helpers say that in the past they have knowingly and unknowingly traumatized their colleagues, friends and families with graphic stories
- Debriefing techniques can help reduce retraumatization

• Mathieu, F (2012)

AVOIDING RE-TRAUMATIZATION

1. **Becoming more self-aware**
 1. Notice the amount of detail you share with colleagues, others or the amount of detail that is shared with you
 2. Is debriefing formalized (supervision) or is it casual / water-cooler talk
 3. What works best?
2. **Give other fair warning**
 1. This is the difference between debriefing during supervision vs. casual debriefs
 2. Allow the listener to brace themselves

AVOIDING RE-TRAUMATIZATION

3. **Always ask for consent**
 1. After you've given fair warning, ask for permission to "debrief something with you."
 2. Allow the listener to agree or decline
 3. Determine if the conversation is:
 1. A debrief
 2. Case consultation
 3. Work lunch
 4. Parking lot catch-up
1. Ask yourself if the listener is:
 1. Aware that you are about to share graphic details
 2. Able to manage the flow of what you are planning to share



FINDING MEANING

- "Life is never made unbearable by circumstances, but only by lack of meaning and purpose."

• Victor Frankl

WHAT THE ENVIRONMENT TELLS US

1. Culture
 1. Don't think
 2. Don't feel
 3. Don't talk
2. Religion
 1. Take care of your neighbor before yourself (Don't be selfish)
3. Culture of medicine
 1. Self-care is taboo

YOUR COMPASSION FATIGUE WARNING SYSTEM

- Identify early, middle and late warning signs that indicate compassion fatigue
- Nourish your spirit
- Journaling
- Engage in your personal therapy
- Reduce self-judgment, be gentle with yourself

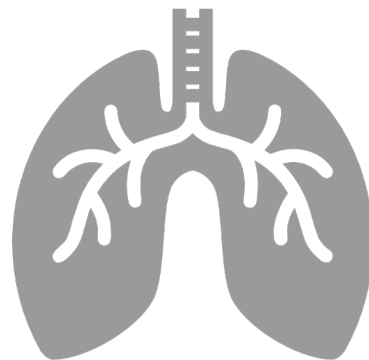


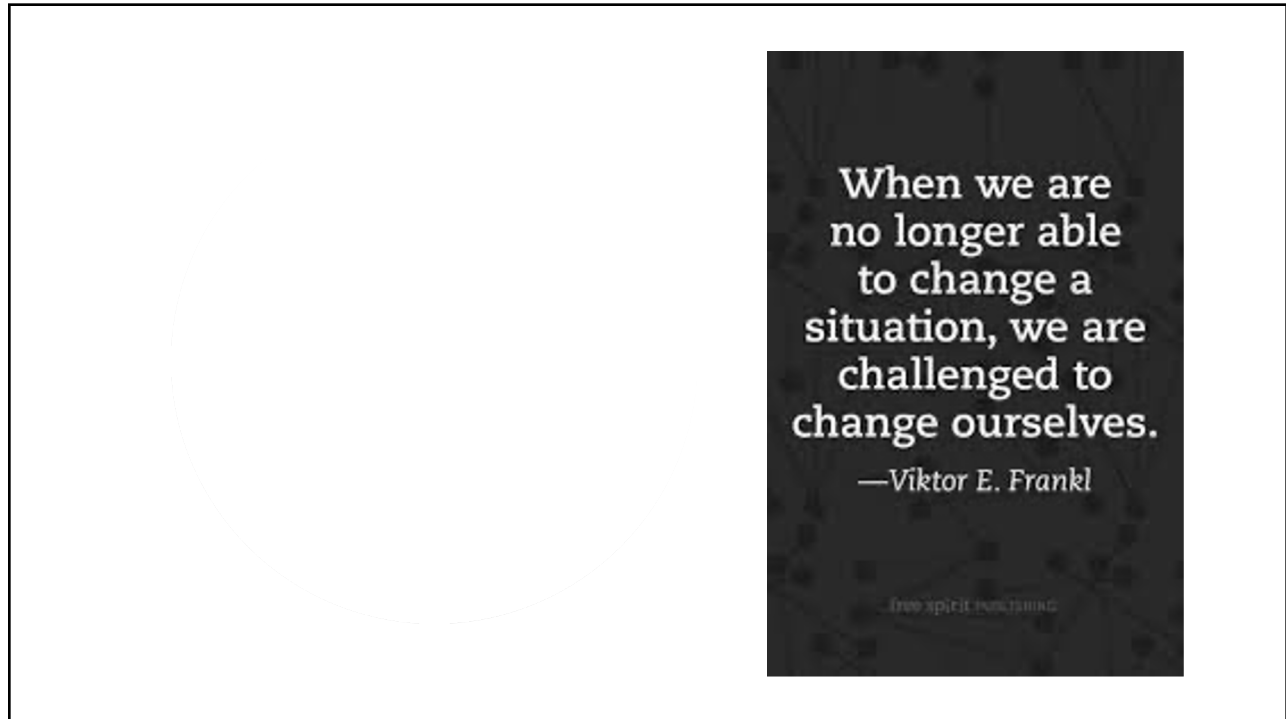
TOOLKIT

- Develop a process that works for you
 - Frequency of checking in about how you're doing
 - What stress relief strategies work for me?
 - What daily practices can I develop that will help me prevent CF
 - Meditation
 - Yoga
 - Breathwork



BREATHE





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