Compassion Fatigue

Helping Helping Professionals

If you would like a copy of the power point slides to follow along, please use this QR code. The code will also be available at the end of the presentation.

www.svsu.academia.edu/CMacomber

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Objectives

- Participants will understand the concepts of compassion fatigue and compassion satisfaction
- Participants will learn methods to address reducing the risk for compassion fatigue
- Participants will identify methods to teach others about compassion fatigue and compassion satisfaction

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Introduction

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ProQOL R-IV

Please take a few minutes to complete the Professional Quality of Life Scale

Scoring will be reviewed and analyzed at the end of our discussion

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Stories

Have you been in a situation, in your personal life, where you start "looking for all exits?"

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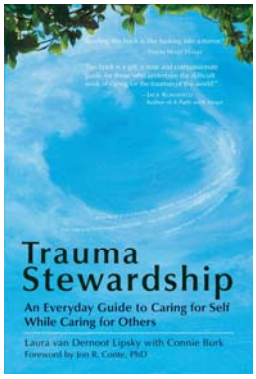

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Vocabulary

- Compassion Satisfaction
  - Positive aspects of working as a helper
- Compassion Fatigue
  - Negative aspects of working as a helper
- Burnout
  - Inefficacy and feeling overwhelmed
- Work-related traumatic stress
  - Primary traumatic stress – direct target of event
  - **Secondary traumatic stress** – exposure to event due to a relationship with the primary person

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Compassion Fatigue

- The negative aspects of helping
- May be related to
  - Providing care
  - The system
  - Work with colleagues
  - Beliefs about self

Burnout

Secondary Traumatic Stress

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CF: Burnout and STS

Burnout

- May be resolved by changing jobs
- If you stay with the same job, it may be important to make specific changes to routine, team, etc.

Secondary Traumatic Stress

- This is more insidious and impacts not only our work life but home life as well
- Hypervigilance
- Moves with you from helping role to helping role

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The Research

- Harr et. al found
  - Demands of students/new professionals service provision is equal or greater than experienced professionals
  - Satisfaction with helping is greater
- Knight found
  - Risk factors are similar between the two groups based on a number of demographic areas
  - Groups experience trauma differently
  - Education and advanced preparation may moderate the effects

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Why do helpers develop CF?

- Because we care
- Difficulty separating personal from professional
- Neglect of self

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People Bring Themselves

- People bring a past and a present to anything they do
  - Their schemas and beliefs
  - Their stigma beliefs
  - Their social support systems
    - Positive support
    - Negative support
  - Their history of trauma and illness
  - Their families and close others
  - Their economic situation

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Not just our job

- A responsibility for Social Justice

What to watch for

- Absenteeism
- Difficulty getting along with others
- Aggressive behavior
- Difficulty finishing work
- Negative attitude
- Laziness
- Rigidity

Awareness is the Key

The Strategies

- Know you are at risk
- Self-care
- Understand the need for resilience and how to develop resilience in students
- Understand trauma – explore personal reactions and attitudes
- Build in discussions of compassion fatigue and compassion satisfaction

https://www.pickthebrain.com/blog/10-tips-for-developing-resilience/
http://www.apa.org/helpcenter/road-resilience.aspx

Developing Resilience to Enhance Compassion Satisfaction

- Take a few minutes to create a short list of ways you can develop resilience
- Talk with persons around you about how you can develop resilience in new professionals and/or students who work with you

https://socialwork.buffalo.edu/resources/self-care-starter-kit/how-to-flourish-in-social-work.html

21 Days of Self-Care

I know, there are a lot of people who do not buy in to my philosophy of "you can do anything for…" This is a good test of that, however. If you start this on November 1, by the time you are done (three weeks later) it will be Thanksgiving, a day full of potential self-care opportunities. Try it. See if it works. Do something just for you every day for three weeks. See how you feel. See if it helps.

Go to bed 1 hour earlier than usual	Take a 10-minute walk outside	Call someone you love	Take a break from all social media
Day 1	Day 2	Day 3	Day 4
Make a list of short term goals	Sit and watch the sunset	Get rid of 5 things you never use	Eat lunch with someone you like
Day 5	Day 6	Day 7	Day 8
Do one thing at a time (no multitasking) all day	Send a positive message to 5 people	Make a date with a friend	Go the entire day without complaining
Day 9	Day 10	Day 11	Day 12
Wear your favorite outfit, even if it doesn't go with the day!	Listen to your favorite music for 10 minutes	Give a compliment to 5 people (make one of those people yourself)	Focus on the positive today
Day 13	Day 14	Day 15	Day 16
Spend 30 minutes reading something you enjoy	Eat something healthy two times today	Smile at as many people as you can today	Write down three things you like about yourself and post it where you can see it
Day 17	Day 18	Day 19	Day 20
Make a list of 10 things you are grateful for			
Day 21			

With appreciation to my Aunt who posted something like this on social media.

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Developing Compassion Satisfaction

- Goes along with a strengths perspective
  - What do you have to give you strength as a helper?

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Interpreting Scores

- Scores on individual scales tell us about a person's responses on each of the constructs
- Viewing the combination of scores helps us "paint a picture" of what the person is telling us
- Can be used to track on individual's CS and CF

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Resiliency Planning

- Individual, personally
  - Where can you put your energy to increase resilience
- Organizational planning
  - Help organizations find ways to maximize the positive aspects and reduce the negative aspects of helping
- Supportive supervision
  - Inform discussions with colleagues and students

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Questions and Evaluation

- Please complete the evaluation and turn it in before you leave

Thank you!

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Presentation and Materials

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