

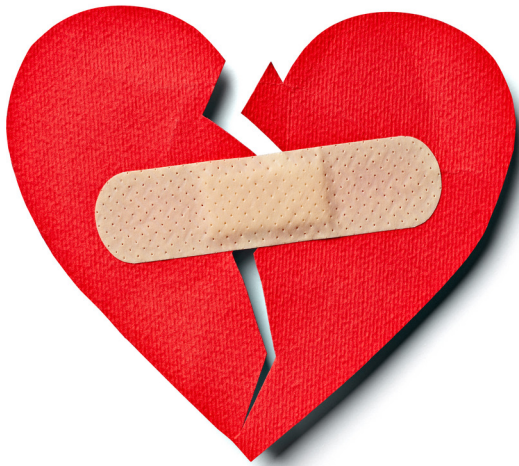


Compassion Fatigue & Resilience

December 2, 2023

Garnette McCracken, LCSW

Compassion Fatigue



Ice Breaker - Part Two



[Results](#)

Knowledge Check - Compassion Fatigue



[Results](#)

What we will learn today

Compassion Fatigue – What is it, who is at risk, what are the symptoms and why understanding compassion fatigue is important.

Stages of Compassion Fatigue

Role Overload – Imposter Syndrome

Compassion Satisfaction – Builds resilience

Mindfulness & Grounding Interventions

What is known

- Helping Professions at risk
Human Service and Public
Service First responders
Medical Professionals
Mental Health Professionals



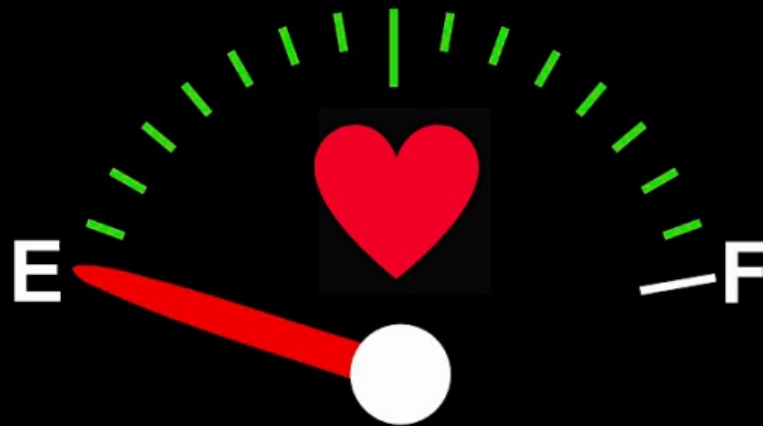
Myths of Invincibility



Is compassion a finite resource

- https://youtu.be/9MI56Si9_Fg

COMPASSION FATIGUE?



Isn't it just Burn-out



5 Signs of Compassion

- Recognizing suffering
- Understanding the universality of human suffering
- Feeling for the person suffering
- Tolerating uncomfortable feelings
- Acting to alleviate suffering

Early Warning Signs of Distress

- Perfectionism
- Excessive ruminations
- Emotional/physical exhaustion (50 + work hours)
- Sleep disturbance (both cause & symptom)
- Anxiety/depression/anger directed toward self
- Irritability
- Feeling guilty when taking time off
- Financial pressure
- Inability to take additional tasks
- Feelings of loss and helplessness
- Professional disillusionment/cynicism

Early Warning Signs of Distress

- Chronic partner conflict
- Having to address & resolve ethical dilemmas
- Malpractice litigation/legal difficulties
- Separation or divorce
- Dysfunction Junction: the intersection of our vulnerabilities with a dysfunctional environmental or interpersonal context

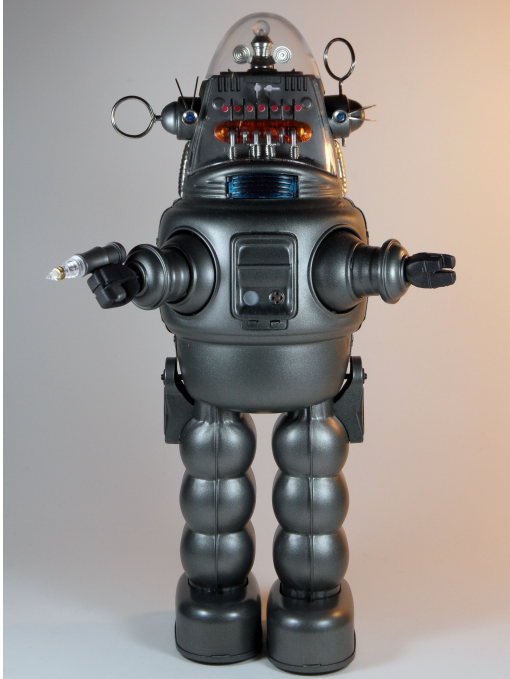


Physical Warning Signs



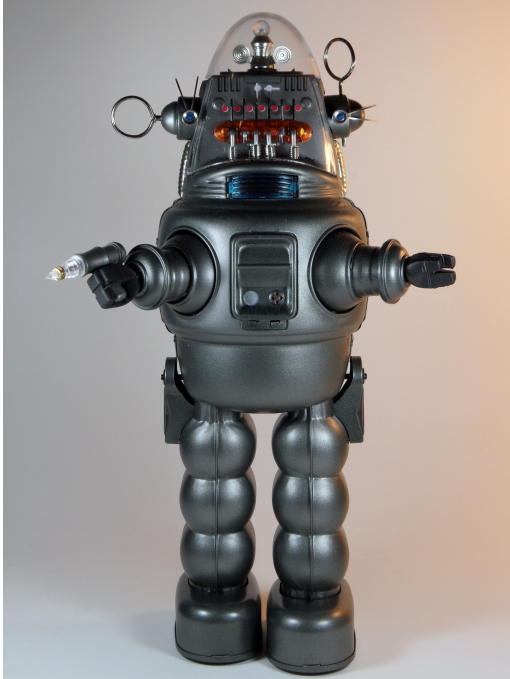
- Physical exhaustion
- Sleep disturbances
- Headaches or Migraines
- Increased illness
- Emotional stress shows through physical symptoms (e.g., back ache, headache)
- Being anxious and over aware of potential illnesses

Behavioral Warning Signs



- Increased use of alcohol or drugs
- Other addictions
- Missing work
- Anger and irritability
- Exaggerated sense of responsibility
- Avoidance of clients
- Trouble making decisions
- Forgetfulness
- Compromised care for clients
- Silencing response

Psychological Warning Signs



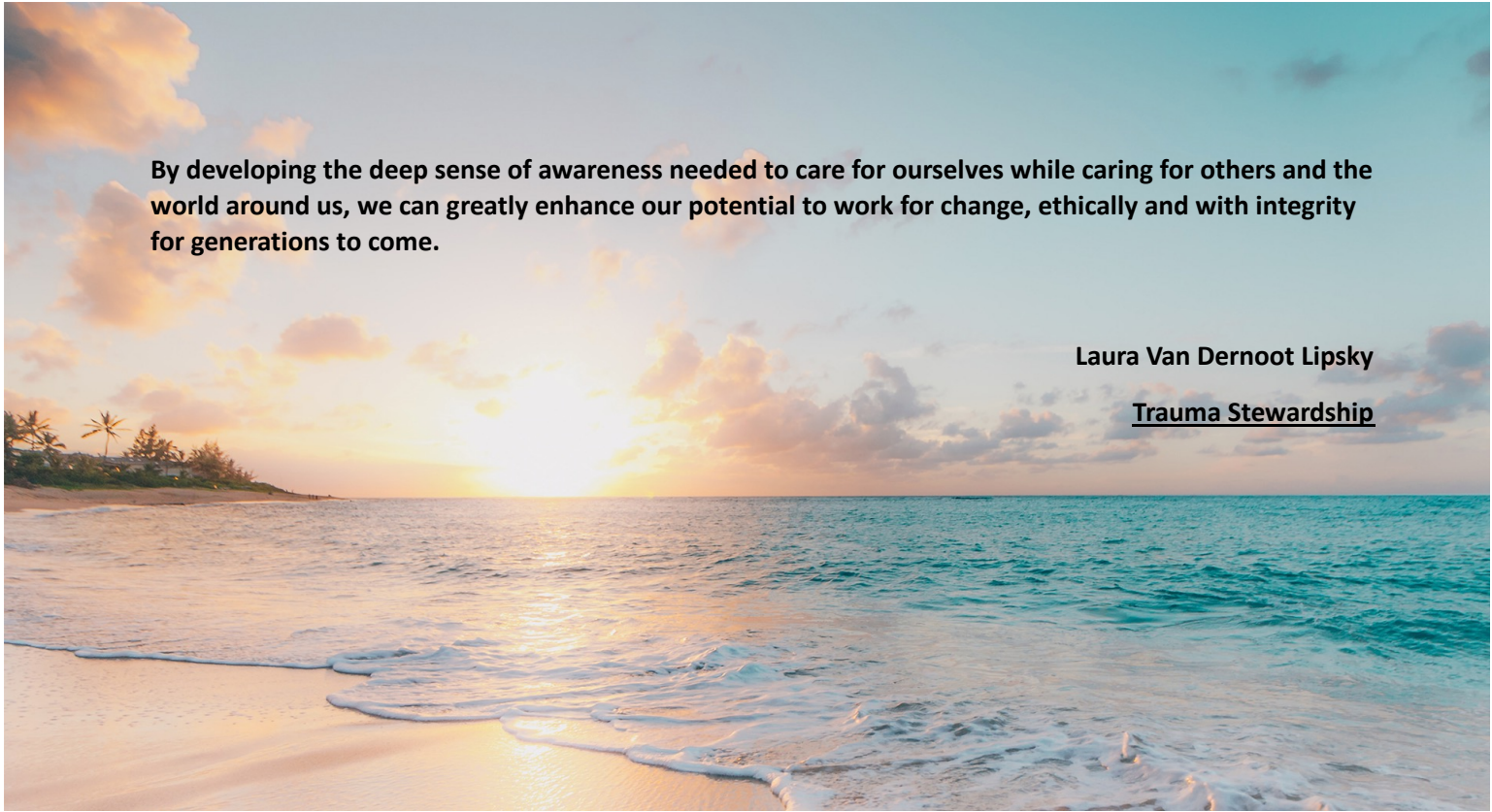
- Emotional exhaustion
- Distancing
- Negative self-image
- Depression
- Reduced ability to feel sympathy and empathy
- Cynicism and embitterment
- Resentment
- Dread of working with specific clients
- Feeling of professional helplessness

Psychological Warning Signs



- Increased sense of personal vulnerability
- Inability to tolerate strong feelings
- Problems with intimacy
- Hypervigilance
- Participant stories begin intruding on your own thoughts and daily activities
- Insensitivity to emotional material
- Loss of hope
- Difficulty separating personal and professional life
- Failure to nurture and develop nonwork related aspects of life.

What to do?



By developing the deep sense of awareness needed to care for ourselves while caring for others and the world around us, we can greatly enhance our potential to work for change, ethically and with integrity for generations to come.

Laura Van Dernoot Lipsky

Trauma Stewardship

COMPASSION FATIGUE CYCLE



ZEALOT/IDEALIST

COMPASSION FATIGUE CYCLE



IRRITABILITY

COMPASSION FATIGUE CYCLE



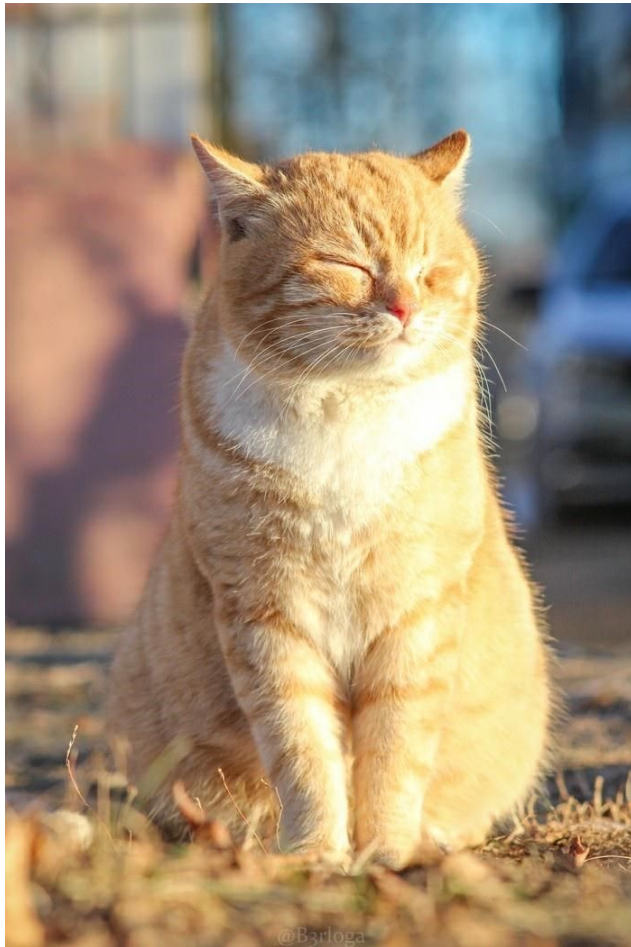
WITHDRAWAL

COMPASSION FATIGUE CYCLE



ZOMBIE

COMPASSION FATIGUE CYCLE



UNWELL
VS RENEWAL

Role overload

- ▶ Role overload develops when individuals either feel they lack the skills or workplace resources to complete a task or perceive that the task cannot be done in the required amount of time



TYPES OF IMPOSTOR SYNDROME

THE PERFECTIONIST



Perfectionists set unrealistically high goals and are never satisfied with their achievements.

THE SUPERHERO



These people feel they must excel in all the different roles they play in their life.

THE EXPERT



Experts are always hungry to learn more about their field of expertise in order to maintain their position as "experts."

THE NATURAL GENIUS



These people think intelligence must be inherent.

THE SOLOIST



They love to work alone as their self-worth is tied to their own ability and productivity.

Compassion Fatigue – How to address?

What to do? Remember: We all are vulnerable in different ways and at different times.

1. Self-assessment – Professional Quality of Life (ProQOL) –

See Handout

Self-report measure developed by psychologist Beth Hudnall Stamm, PhD.

Professional Quality of Life Scale (ProQOL)

*Compassion Satisfaction and Compassion Fatigue
(ProQOL) Version 5 (2009)*

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
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- | | | |
|-------|-----|--|
| _____ | 1. | I am happy. |
| _____ | 2. | I am preoccupied with more than one person I [help]. |
| _____ | 3. | I get satisfaction from being able to [help] people. |
| _____ | 4. | I feel connected to others. |
| _____ | 5. | I jump or am startled by unexpected sounds. |
| _____ | 6. | I feel invigorated after working with those I [help]. |
| _____ | 7. | I find it difficult to separate my personal life from my life as a [helper]. |
| _____ | 8. | I am not as productive at work because I am losing sleep over traumatic experiences of a person I [help]. |
| _____ | 9. | I think that I might have been affected by the traumatic stress of those I [help]. |
| _____ | 10. | I feel trapped by my job as a [helper]. |
| _____ | 11. | Because of my [helping], I have felt "on edge" about various things. |
| _____ | 12. | I like my work as a [helper]. |
| _____ | 13. | I feel depressed because of the traumatic experiences of the people I [help]. |
| _____ | 14. | I feel as though I am experiencing the trauma of someone I have [helped]. |
| _____ | 15. | I have beliefs that sustain me. |
| _____ | 16. | I am pleased with how I am able to keep up with [helping] techniques and protocols. |
| _____ | 17. | I am the person I always wanted to be. |
| _____ | 18. | My work makes me feel satisfied. |
| _____ | 19. | I feel worn out because of my work as a [helper]. |
| _____ | 20. | I have happy thoughts and feelings about those I [help] and how I could help them. |
| _____ | 21. | I feel overwhelmed because my case [work] load seems endless. |
| _____ | 22. | I believe I can make a difference through my work. |
| _____ | 23. | I avoid certain activities or situations because they remind me of frightening experiences of the people I [help]. |
| _____ | 24. | I am proud of what I can do to [help]. |
| _____ | 25. | As a result of my [helping], I have intrusive, frightening thoughts. |
| _____ | 26. | I feel "bogged down" by the system. |
| _____ | 27. | I have thoughts that I am a "success" as a [helper]. |
| _____ | 28. | I can't recall important parts of my work with trauma victims. |
| _____ | 29. | I am a very caring person. |
| _____ | 30. | I am happy that I chose to do this work. |

© B. Hudnall Stamm, 2009. *Professional Quality of Life: Compassion Satisfaction and Fatigue Version 5 (ProQOL)*.
/www.isu.edu/~bhtamm or www.proqol.org. This test may be freely copied as long as (a) author is credited, (b) no changes are made, and (c) it is not sold.

Compassion Fatigue Interventions

2. Self-care as a routine: Practice to make it a habit.

Enough and adequate sleep, healthy nutrition, physical activity, relaxation and socializing.

3. Review your belief about Self-care: Self-care different than selfish acts.

Engage in activities such as games, watch funny easy movies.

Compassion Fatigue Techniques

4. Focus on compassion satisfaction.

Celebrate your own accomplishments and the others.

5. Community Compassion.

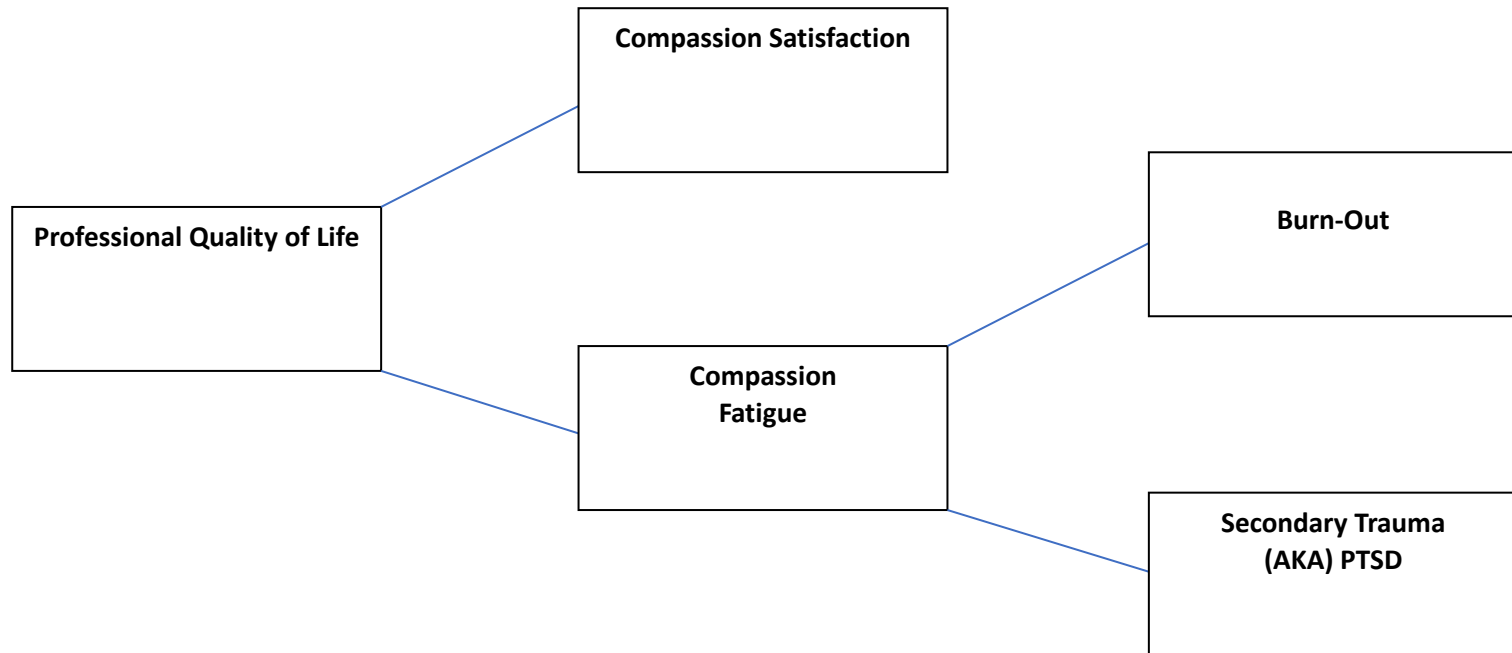
Validate your self-care habits, support sense of resilience, do NOT allow isolation, immerse in humor!

Compassion Fatigue Techniques

PRACTICE EVERYDAY!

1. Mind-body connection
2. Process events with someone
3. Self-sooth – you deserve it!
4. Breathing Techniques
5. Feed the spirit
6. Muscle relaxation
7. Mindfulness
8. Humor, humor and humor!

Understanding Professional Quality of Life



COMPASSION

SATISFACTION

Compassion Resiliency



9 MINDFULNESS *exercises*



See something special in every person you know



Stop looking at your phone while eating meals



Feel the warm sunshine on your skin



Relieve stress with bath meditation



Observe your inner experience while watching a movie



Focus your attention on your own breathing



Listen to the music and experience it on a deep level



Pamper and moisturize your body with self massage



Add guided meditation into your evening or morning routine

The 54321 Grounding Exercise

This exercise will help your little one calm down and stay present when they're feeling anxious or overwhelmed.



5

Things that
you can

SEE



4

Things that
you can

FEEL



3

Things that
you can

HEAR



2

Things that
you can

SMELL



1

Things that
you can


TASTE





**“Resilience is based on
compassion for
ourselves as well as
compassion for
others.”**

Sharon Salzberg

 TheMindFool

Wrapping Up What We Learned Today

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Mindfulness & Grounding Interventions

QUESTIONS



References

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