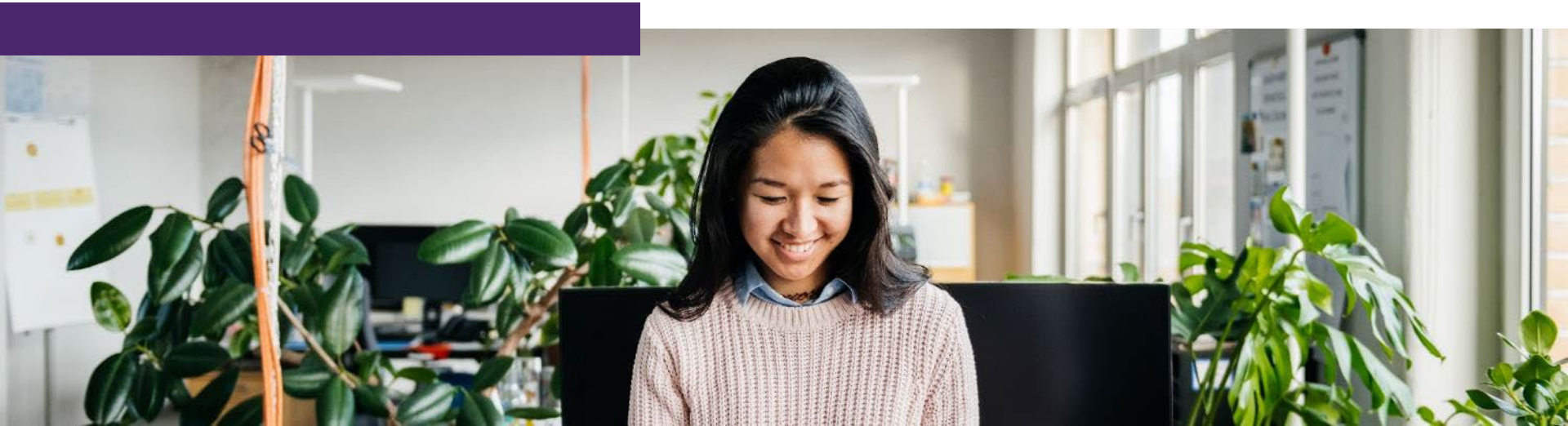


Compassion fatigue: Building resiliency



For an optimal learning experience:

- Mics on mute
- Video camera
- Airtime
- Break





Learning objectives

At the end of the session participants will:

- Develop a working definition of the term compassion fatigue including the etiology of compassion fatigue and the warning sign and symptoms
- Identify key steps in building resiliency
- Understand the need to remain connected and seek balance
- Identify self-care strategies to help enhance coping around issues of compassion fatigue

Definition



Compassion fatigue: A combination of secondary traumatic stress and burnout

Secondary traumatic stress vs burnout

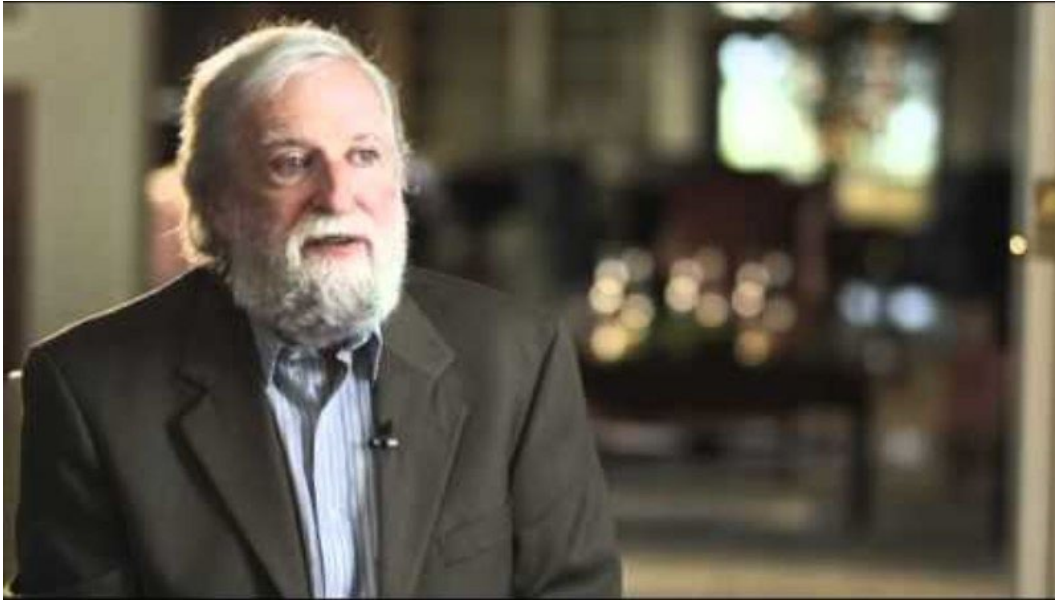
Traumatic stress

Caregivers suffer from witnessing or providing care to someone who is directly experiencing trauma.

Burnout

Burnout is the perception of work demands exceeding resources.

Secondary PTSD, compassion fatigue, caregiver burden & burnout



Source: A Gift from Within. Compassion Fatigue, Secondary PTSD, Vicarious PTSD Differences (Retrieved 8/13/14).

This video is being provided for information purposes only. TELUS Health does not own the content and cannot verify its accuracy and completeness.

Who's at risk?

Most common among individuals who work directly with victims of trauma (crime, accident, medical/health, natural disaster, war, etc.):

- Victim advocates
- Mental health professionals
- Law enforcement
- Prosecutors
- Medical professionals
- First responders
- Veterinarians¹



Signs and symptoms

- Loss of interest in work
 - Thoughts of changing career
 - Loss of sympathy for clients
 - Decreased interactions with clients
 - Emotionally numb/withdrawn
 - Increased cynicism
 - Hostile toward coworkers
- Absenteeism
 - Tardiness
 - Sense of loss or loss of control¹
 - Hopelessness
 - Anxiety
 - Decrease in pleasure
 - Inability to focus
 - Negative attitude²

Signs and symptoms (cont'd)

Specific change:

- Disrupted frame of reference
- Changes in identity
- Diminished self capacities
- Impaired ego resources
- Disrupted psychological needs and cognitive schemas
- Alterations in sensory experiences (intrusive imagery, disassociation, depersonalization)

Pearlman, L.A., & Saakvitne, K.W. (1996). Transforming The Pain: A workbook on Vicarious Traumatization. W.W. Norton & Company, Inc. New York, NY.



Contributing factors

- Nature of the work
- Nature of the clientele
- Cumulative exposure to material
- Nature of persons attracted to the type of work



Contributing factors – The individual



- Personal history
- Personality and defensive style
- Coping style
- Current life context
- Training and professional history
- Supervision
- Personal therapy

Pearlman, L.A., & Saakvitne, K.W. (1996). Transforming The Pain: A workbook on Vicarious Traumatization. W.W. Norton & Company, Inc. New York, NY.

“Compassion fatigue”

Self assessment:

- How do I comprehend this experience?
- How am I managing this experience?
- How does this experience have meaning for me?



The path to resiliency

- Understand what compassion fatigue is
- Know the signs and symptoms
- Seek out resources:
 - Free community resources
 - Employee assistance program (EAP)
- Seek out support and support coworkers:
 - Within you organization (manager, HR, trusted colleague)
 - Social connections/support groups
- Remain connected
- Seek a balance that is right for you
- *Engage in self care



Remaining connected and seeking balance

Attend to your 5 buckets:

- ☐ 1. Family & friends
- ☐ 2. Work & career
- ☐ 3. Community - connections
- ☐ 4. Financial
- ☐ 5. Personal growth and development



Kaufman, Wendy. CEO Balancing Life's Issues. The Five Buckets Principle.

How do you take care of yourself?

Self-care

- Exercise
- Eat healthy
- Get enough sleep
- Meditate
- Journal
- Practice mindfulness
- Establish or maintain boundaries
- Learn to say no in a nice way and let go of guilt



Remember: Nobody's perfect

My re-energizer plan

The following exercise will allow you to:

1. Develop new patterns when responding to stress.
2. Increase your resources in becoming more resilient to stress.

When I am stressed, I will remember to _____

I will incorporate these activities into my stress reduction plan:

Use a relaxation technique _____

Meditation

Visualization

Other _____

Prayer

Breathing technique

Progressive relaxation

Yoga/tai chi

Music

Message/body work



My re-energizer plan (cont'd)



Make some time for myself _____

I will add physical activity to my life by

- Activity: _____
- Activity: _____
- Other _____

Talk to someone I trust when I need support _____

Say “NO” to _____

Confront the situation _____

Limit unhelpful behaviors _____

Prioritize my responsibilities _____

Other strategies _____

Resources

Gift From Within was founded in 1993 to help people suffering from posttraumatic stress disorder. A nonprofit organization. <http://www.giftfromwithin.org/index.html>

Videos:

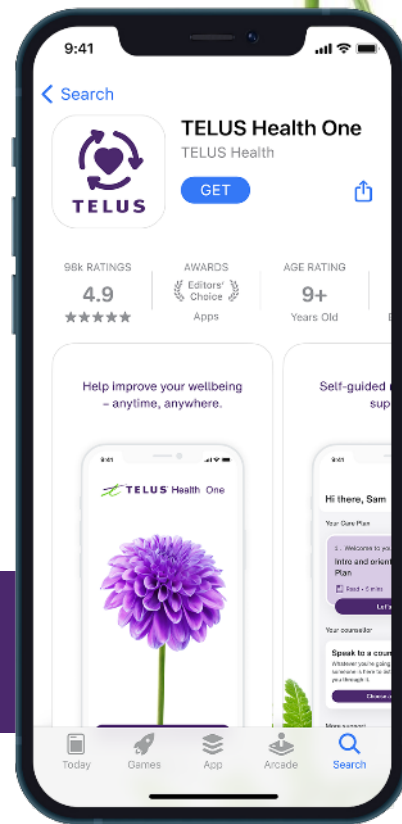
- <http://www.giftfromwithin.org/html/PTSD-Webcasts-for-Trauma-Survivors-Counselors-and-Caregivers.html>



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Thank you.

