

COMPASSION FATIGUE

Presented by
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OBJECTIVES

- Develop and understanding of the individual and organizational symptoms of compassion fatigue
- Outline some self-care techniques including the six dimensions of wellness
- Learn so ways to manage compassion fatigue

STATS

81%

are women

54%

emotionally exhaustion

48%

High levels of personal distress

38%

High
depersonalization rates

68%

of fulltime employees

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3156844/>

<http://brandongaille.com/22-unusual-compassion-fatigue-statistics/>



STAGES TO BURNOUT



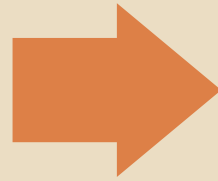
Stress

Is the body's chemical reaction to a perceived or real threat of harmful situation

What causes you stress?

STAGES TO BURNOUT

Stress



Compassion
Fatigue

WHAT IS COMPASSION FATIGUE?

According to the American Institute of Stress,

- Compassion Fatigue is the emotional residue or strain of exposure to those who suffer from the consequences of either a specific or a combination of traumatic events. It is also known as vicarious trauma or secondary trauma.

INDIVIDUAL SYMPTOMS

- Excessive absenteeism
- Bottled up emotions
- Isolation from others
- Receives unusual amount of complaints from others
- Substance abuse used to mask feelings
- Compulsive behaviors i.e. overspending, overeating, gambling, sexual addictions
- Denial of problems
- Poor self-care – hygiene, appearance
- Legal problems, indebtedness
- Recurrence of nightmares or trauma flashbacks
- Chronic physical problems i.e. GI issues, recurring cold
- Apathy, sad, no longer find activities pleasurable
- Difficulty concentrating
- Mentally and physically tired
- Preoccupied

ORGANIZATIONAL SYMPTOMS

- Chronic Absenteeism
- Spiraling workman's comp cost
- High turnover rates
- Inability for teams to work well together
- Outbreaks of aggressive behavior among staff
- Inability of staff to respect and meet deadlines
- Negativism toward management
- Inability of staff to believe improvement is possible
- Friction between staff and management
- Constant change in co-workers relationships
- Desire among staff to break company rules
- Inability of staff to complete assignments and tasks
- Lack of flexibility among staff
- Strong reluctance towards change
- Lack of vision for the future

STAGES TO BURNOUT

Stress



Compassion
Fatigue



Burnout

WHAT IS BURNOUT?

Burnout is a state of chronic stress that leads to:

- Physical and emotional exhaustion
- Cynicism and detachment
- Feelings of ineffectiveness and lack of accomplishment
- Typically not trauma related



SIGNS OF BURNOUT?

Physical and Emotional Exhaustion

- Chronic fatigue
- Insomnia
- Forgetfulness/impaired concentration and attention
- Physical symptoms
- Increased illness
- Loss of appetite
- Anxiety
- Depression
- Anger

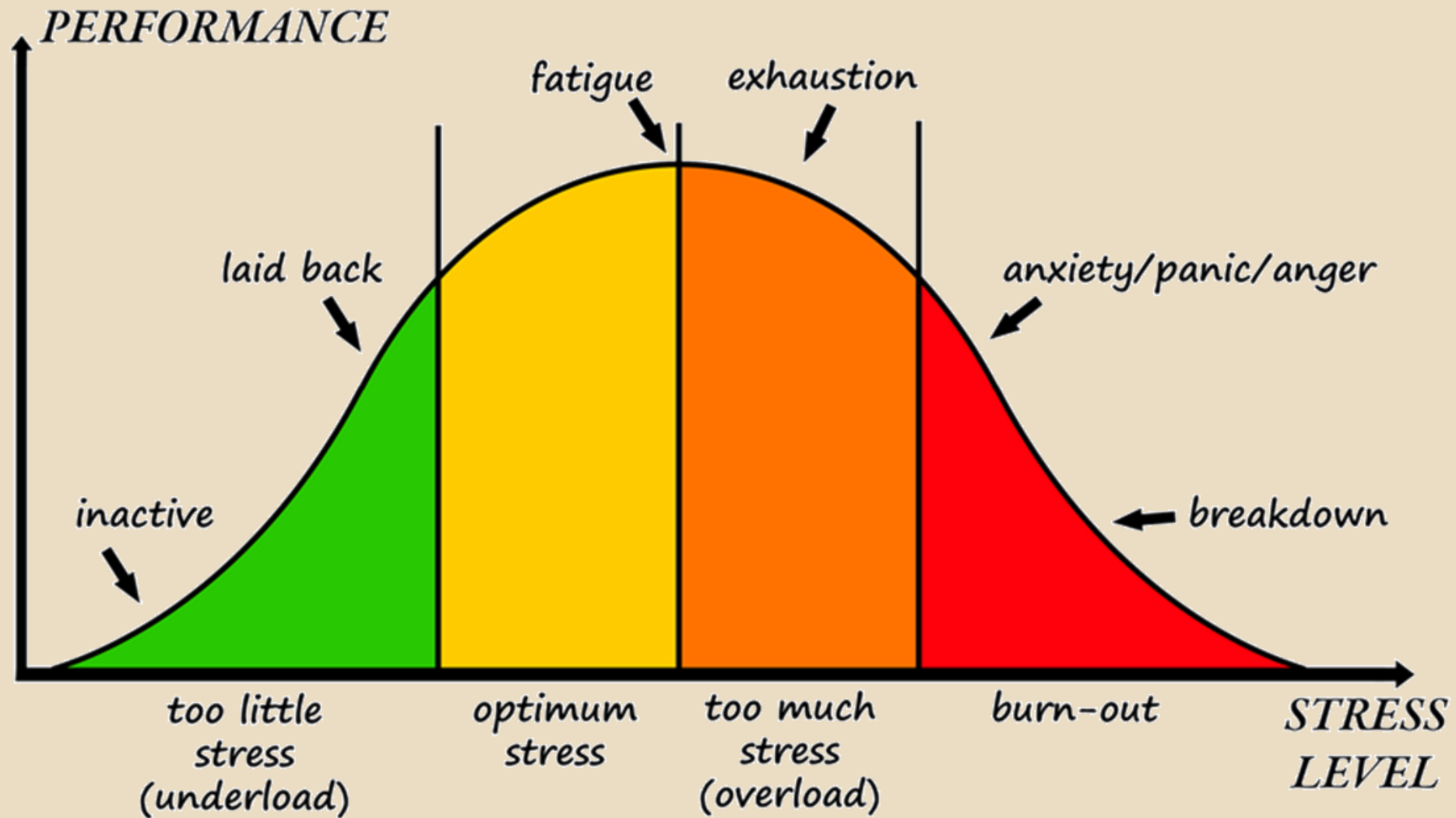
Cynicism and Detachment

- Loss of enjoyment
- Pessimism
- Isolation
- Detachment

Signs of Ineffectiveness and Lack of Accomplishment

- Feelings of apathy and hopelessness
- Increased irritability
- Lack of productivity and poor performance

STRESS CURVE



SELF-CARE



Mother Teresa Understood Compassion Fatigue

She wrote in her plan to her superiors that it was MANDATORY for her nuns to take an entire year off from their duties every 4-5 years to allow them to heal from the effects of their care-giving work



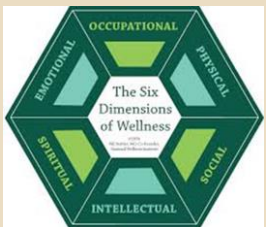
SIX DIMENSIONS OF WELLNESS

“Many of us feel stressed and get overwhelmed not because we’re taking on too much but because we’re taking on too little of what really strengthens us”

Marcus Buckingham

OCCUPATIONAL WELLNESS

Recognizes personal
satisfaction and enrichment in
one's life through work



PHYSICAL WELLNESS

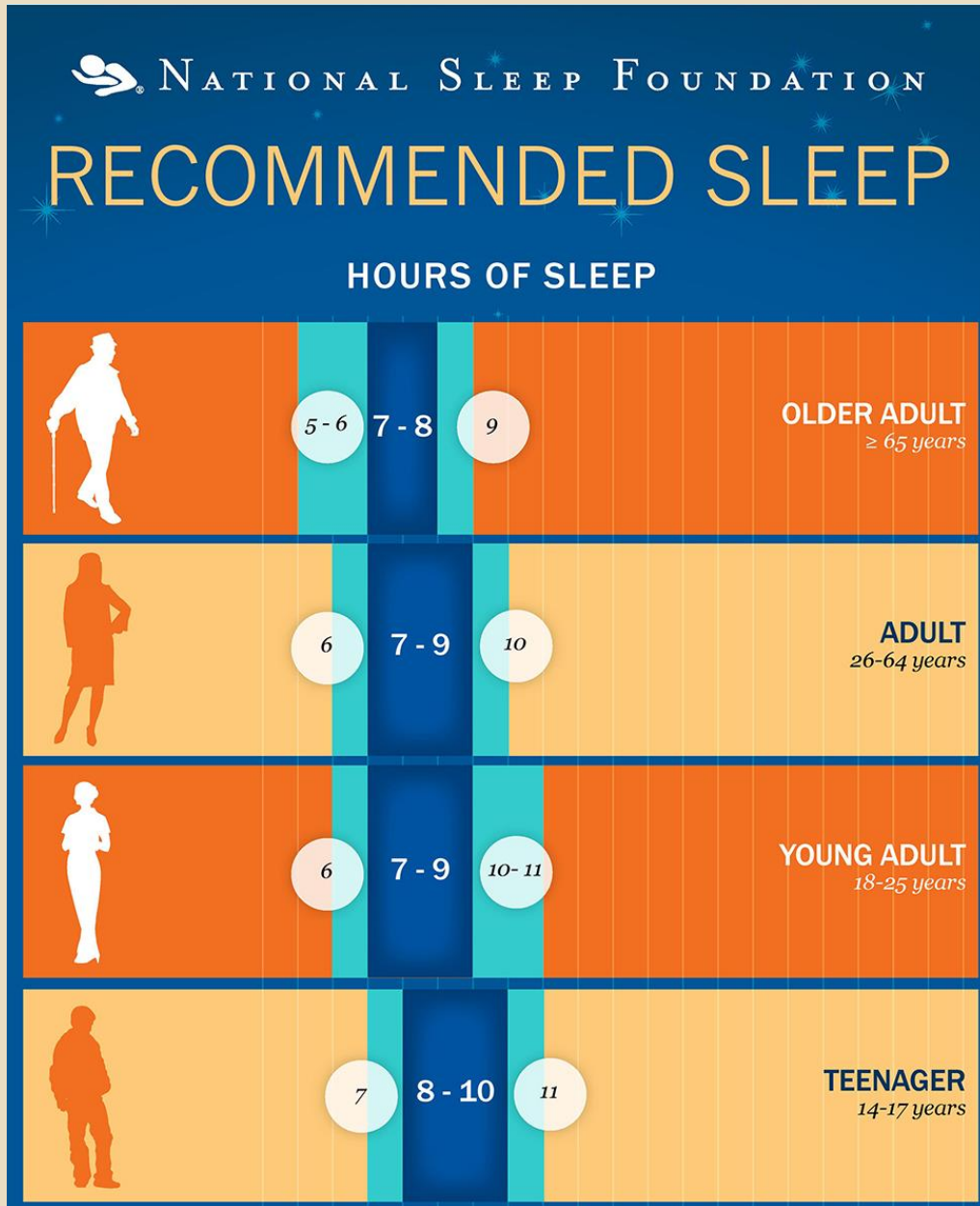
Recognizes the need
for regular physical
activity



Healthy Diet

- Start your day with a healthy breakfast
- Limit your caffeine and sugar intake
- Cut back on alcohol and nicotine
- Drink plenty of water to stay hydrated
 - Half your body weight in ounces





GET PLENTY OF SLEEP

- Feeling tired affects your ability to handle stress because you are more likely to think irrationally.
- The more awake you are the better able to maintain a rational, positive thought process

SOCIAL WELLNESS

Encourages contributing
to one's environment
and community



MOST IMPORTANT

LAUGH!!



MOST IMPORTANT

LAUGHTER

- Alleviate stress
- Fights off infection
- Boost brain health
- Lower blood pressure
- Improves your mood



CONNECTIONS

Build a positive support system that is there for you and does not fuel your stress



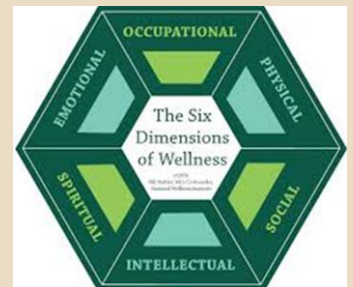
CONNECTIONS

- Pets accept all affection
- Pets are invulnerable to “provider burnout”
- Studies show pets decrease
 - individual’s heart rate
 - blood pressure



INTELLECTUAL WELLNESS

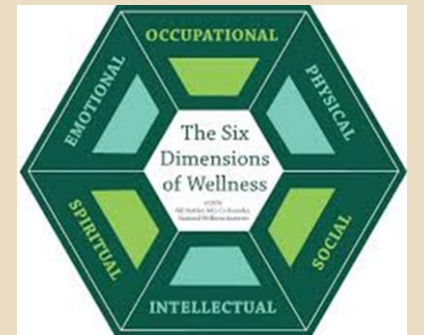
Recognizes one's creative
need for stimulating mental
activities





SPIRITUAL WELLNESS

Recognizes our search for
meaning and purpose in human
existence



UNPLUG YOURSELF

Overstimulation causes the brain to...

- Work so fast that it cannot slow down
- Processes information so fast that it becomes exhausted



TIME FOR RELAXATION

- Relaxation techniques
 - Yoga, meditation, and deep breathing
- Allow yourself time to unwind
- Learning to say “NO”



LEARN IT IS OKAY TO SAY “NO”

Oy *YOU* → **YO**

Others
Are you



OR Are you



EMOTIONAL WELLNESS

Recognizes awareness and acceptance of one's feelings



WHAT CAN YOU DO

- Be kind to yourself
- Journal your thoughts
- Don't face it alone
- Seek positive influences



WHAT ADMINISTRATORS CAN DO

- Know your staff
 - *Watch for changes in personalities work habits, attendance patterns, and interactions with others.*
- Encourage interaction
 - *Watch for staff who withdraw from their colleagues and those who work in isolations*
- Show support
 - *Watch for staff who never smile and who avoid intersections with you and the front office.*
- Encourage Self Care
 - *Watch for people who demonstrate poor self-care (appearance dress) who never participate in activities outside of the office, and who work long hours.*

IN ESSENCES

- Schedule Down Time
- Cut out things that don't add value to your life
- Avoid negative people that suck the life out of your energy
- Take five for you during the day
- Outsource the task you can

ANOTHER KEY POINT

*You can't drink or
pour from an
empty cup. You
must fill yourself
up.*

Nickolas Gaines



A CHALLENGE TO YOU!

#MeBeMine

Questions



THANK YOU

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