



C14 Recognizing the Need to Heal: Compassion Fatigue and How It Relates to the Empathic Worker

Wednesday. June 13, 2018 3:30 - 5:00 p.m.

Amber Nichols, Elizabeth Rogers

Garden 1

This page is intentionally left blank

COMPASSION

"a feeling of deep sympathy and sorrow for another who is stricken by suffering or misfortune, accompanied by a strong desire to alleviate the pain or remove its cause."

– Webster-EUDEL

COMPASSION STRESS

is the demand to be compassionate, helpful, and effective in helping



COMPASSION FATIGUE

"There is a cost to caring. Professionals who listen to others' stories of fear, pain, and suffering may feel similar fear, pain and suffering because they care. Sometimes we feel we are losing our sense of self to ... those we serve..."



COMPASSION FATIGUE



*"That which is to give light
Must endure burning"*

– Viktor Frankl

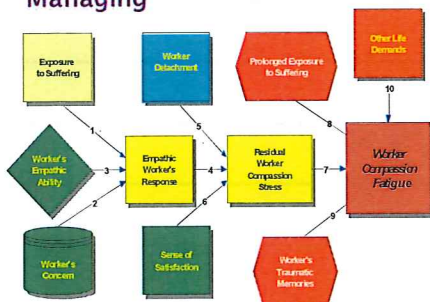
COMPASSION FATIGUE

"Those who have enormous capacity for feeling and expressing empathy tend to be more at risk of compassion fatigue."

(Compassion Fatigue: Coping with Secondary Stress Disorder in Those Who Treat the Traumatized, Charles Figley, Editor, 1995)



From Ability, to Caring, to Managing



Compassion Fatigue Process (Figley, 2001)

Measuring Life Stress

- ▶ What is the impact of Stress in your life?
- ▶ Pg. 10

What We Understand



How Heavy Is A Glass of Water?



Weight Doesn't Matter... It's How Long You Hold It

COMPASSION FATIGUE

- ▶ Compassion Fatigue is a state of tension and preoccupation with the suffering of those being helped to the degree that it is traumatizing for the helper.
- ▶ The helper is traumatized or suffers through the helpers own efforts to empathize and be compassionate.

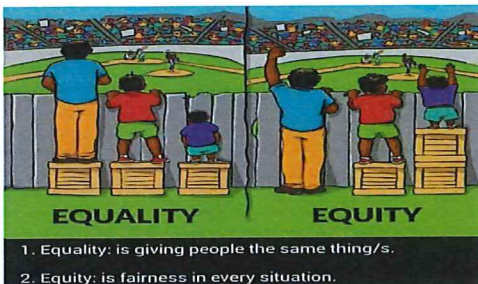


COMPASSION FATIGUE

- ▶ Post-Traumatic Stress Disorder
- ▶ Exposure is core factor in risk
- ▶ Empathy is the vehicle of transmission



Our View Point



COMPASSION FATIGUE



- › Difficulty separating work and personal life
- › Lowered frustration tolerance
- › Dread (of working with certain clients)
- › Disruption of one's frames of reference (sense of identity, world view, and spirituality)
- › Ineffective or self-destructive self-soothing behaviors

When I Feel Responsible...

› FOR Others, I...

Fix
Protect
Rescue
Control
Carry their feeling
Don't really listen

I FEEL: Tired, Anxious,
Fearful, Liable

I AM A MANIPULATOR
I expect the person to live
up to my expectations

› TO Others, I...

Show empathy
Encourage
Share
Confront
Level
Listen

I FEEL:
Relaxed, Free, Aware

I AM A HELPER
I believe in them, I expect them
to be responsible for
themselves and their actions
I CAN TRUST AND LET GO

COMPASSION FATIGUE

- › Diminished sense of purpose/ enjoyment of career
- › Reduced ego functioning (time, volition, identity, language, cognition)
- › Lowered functioning in non- professional situations
- › Diminished capacity for intimacy
- › Loss of hope



CF Symptoms

- Diminished capacity to listen and communicate
- Subtle manipulation of discussion to avoid painful/traumatic material
- Loss of confidence
- Diminished effectiveness
- Dread



SELF ASSESSMENT



- Complete the two Self-Care Inventories
- 1. Checking your Basic Personal Needs (pg 23)
- 2. Checking your Basic Needs @ Work (pg 24)

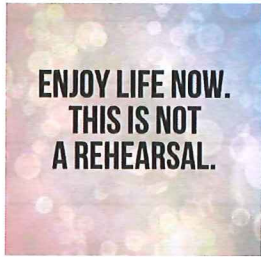


PREVENTION/RECOVERY: Essentials

- Honesty with self and others
- Internal locus of control
- Intentionality vs. Reactivity
- Physical well-being
- Constructive self-soothing
- Reconnection: social support



Final Thoughts.....



Measuring Life Stress²

Instructions: Circle the number of any event which has occurred in your life over the past 12 months. Add up the numbers for your total score.

Event	Scale of Impact	Event	Scale of Impact
Death of spouse	100	Son or daughter leaving home	29
Divorce	73	Change in responsibility at work	29
Marital separation	65	Outstanding personal achievement	28
Jail term	63	Spouse begins/stops work	26
Death of close family member	63	Begin or end school	26
Personal injury or illness	53	Change in living conditions	25
Marriage	50	Revision of personal habits	24
Fired at work	47	Trouble with boss	23
Marital reconciliation	45	Change in work hours or conditions	20
Retirement	45	Change in residence	20
Change in health of family member	44	Change in schools	20
Pregnancy	39	Change in recreation	19
Sex difficulties	39	Change in church activity	19
Gain of new family member	39	Change in social activity	18
Business readjustment	39	Small mortgage or loan	17
Change in financial state	38	Change in sleep habits	16
Death of a close friend	37	Change in number of family get-togethers	15
Change to a different line of work	36	Change in eating habits	15
Change in number of arguments with spouse	35	Vacation	13
High mortgage	31	Christmas	12
Foreclosure of mortgage or loan	31	Minor violations of the law	11
Trouble with in-laws	29	TOTAL SCORE	

² The Social Readjustment Rating Scale was designed to reflect the cumulative stress to which an individual has been exposed over a period of time (Holmes & Holmes, 1970; Holmes and Rahe, 1967, Rahe and Arthur, 1978). "Life change units" are used to measure life stress in the areas noted above.

Interpretation

Score 150-199: If your current level of stress continues and/or you do not adopt effective stress management strategies, you have a 37% chance of a minor illness in the next two years.

Score 200-299: If your stress level continues and you do nothing to change your adaptive strategies, you have a 51% chance of developing a major illness in the next two years.

Score over 300: You have a 79% chance of a major health breakdown in the next two years. It is recommended that you begin adding effective coping strategies to your life style.

Note:

Major life stressors may impact decision making. When an individual is in danger of suffering the ill effects of life crises, it is best to limit as much as possible any additional disruption. As an example, if someone recently lost a loved one or lost a job, it may be best to wait until some time has passed before making a major decision like looking for another job or moving to another town.

Questions to Consider:

Does your score seem to accurately reflect the level of stress in your life as you see it? Why or why not?

What does your perception of life events have to do with the effects of stress on you?

Does your current level of self care enhance your stress resiliency or leave you vulnerable?

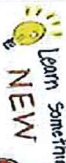
Checking Your Basic Personal Needs Checklist Adapted from The Woman's Comfort Book (Louden, 1992)			
Basic Self-Care Needs	Yes	No	Goal
Do I usually get enough sleep?			
Do I usually eat something fresh and unprocessed every day?			
Do I allow time in my week to touch nature, no matter how briefly?			
Do I get enough sunlight, especially in wintertime?			
Do I see my medical practitioner at least once a year?			
Do I see a dentist every six months?			
Do I get regular sexual thrills?			
Do I get enough <i>fun</i> exercise?			
Am I hugged and touched amply?			
Do I make time for friendship?			
Do I nurture my friendships?			
Do I have friends I can call when I am down, friends who really listen?			
Can I honestly ask for help when I need it?			
Do I regularly release negative emotions in a healthy manner?			
Do I forgive myself when I make a mistake?			
Do I do things that give me a sense of fulfillment, joy and purpose?			
Is there abundant beauty in my life?			
Do I allow myself to see beauty and to bring beauty into home and office?			
Do I make time for solitude?			
Am I getting daily or weekly spiritual nourishment?			
Can I remember the last time I laughed until I cried?			
Do I accept myself for who I am?			

Checking Your Basic Needs @ Work

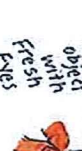
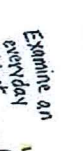
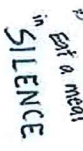
Adapted from Life Makeovers (2000) by Cheryl Richardson

Self-Care @ Work	Yes	No	Comments/Reflections
Do I take a lunch break every day and do something unrelated to work?			
Do I work reasonable hours?			
Do I schedule "breathing room every day so I can step back, and reevaluate my priorities.			
Is my office free of clutter?			
Do I have adequate lighting and clean air?			
Do I delegate work to free my time and empower others?			
Do my family/friends honor my work time? If no, have I asked them?			
Do I have blocks of uninterrupted time without distractions and interruptions?			
Do I have a DO NOT DISTURB sign?			
Have I scheduled specific times for returning phone calls and checking e-mail?			
Have I stopped taking on more than I can handle?			
Do I drink enough water when I am at work?			
Do I have comfortable shoes/slippers at my office?			
Do I schedule time off from work (sick leave and/or vacation time) to take care of myself?			
Do I have someone to talk with about my professional life?			
Do I have creature comforts that make my office pleasant? (music and other sounds, aroma, artwork)			
Do I say yes to commitments that I later regret?			

50 ways to Take a Break



MEITATE



Listen to Music

Take a Nap

Go to a body of water

Watch the stars

Watch the clouds

REST your legs up on a wall

Let out a sigh

Fly a Kite

Write a Letter

Learn something NEW

Read a Book

Listen to a guided relaxation

Move as slowly as twice

Meander around Town

Notice your body

Take a bike ride

Go to a park

Go to a farmers market

pet a furry creature

Turn off all electronics

Take a walk outside

Go for a run

Take a meal

View some art

Examine an everyday object with fresh eyes

Make some music

Paint on a surface other than paper

Write a quick poem

Read poetry

Do some gentle stretches

Give Thanks

DANCE

Engage in small acts of KINDNESS

Forgive someone

read or watch something FUNNY

Engage in small acts of KINDNESS

Give Thanks

DANCE

Engage in small acts of KINDNESS

Give Thanks

My Personal Goals for Self Care and Compassion Fatigue Management

One Week Goals:

- 1.
- 2.
- 3.

One Month Goals:

- 1.
- 2.
- 3.

90 Day Goals:

- 1.
- 2.
- 3.

1 Year Goals:

- 1.
- 2.
- 3.

You have permission to
rest. You are not
responsible for fixing
everything that is broken.
You do not have to try and
make everyone happy. For
now, take time for you. It's
time to replenish.