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- Taking Inventory
- Mental Health
- Define Compassion Fatigue & Secondary Traumatic Stress
- Define Burnout vs. Compassion Fatigue
- Coping Strategies

Agenda

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How did we get here?

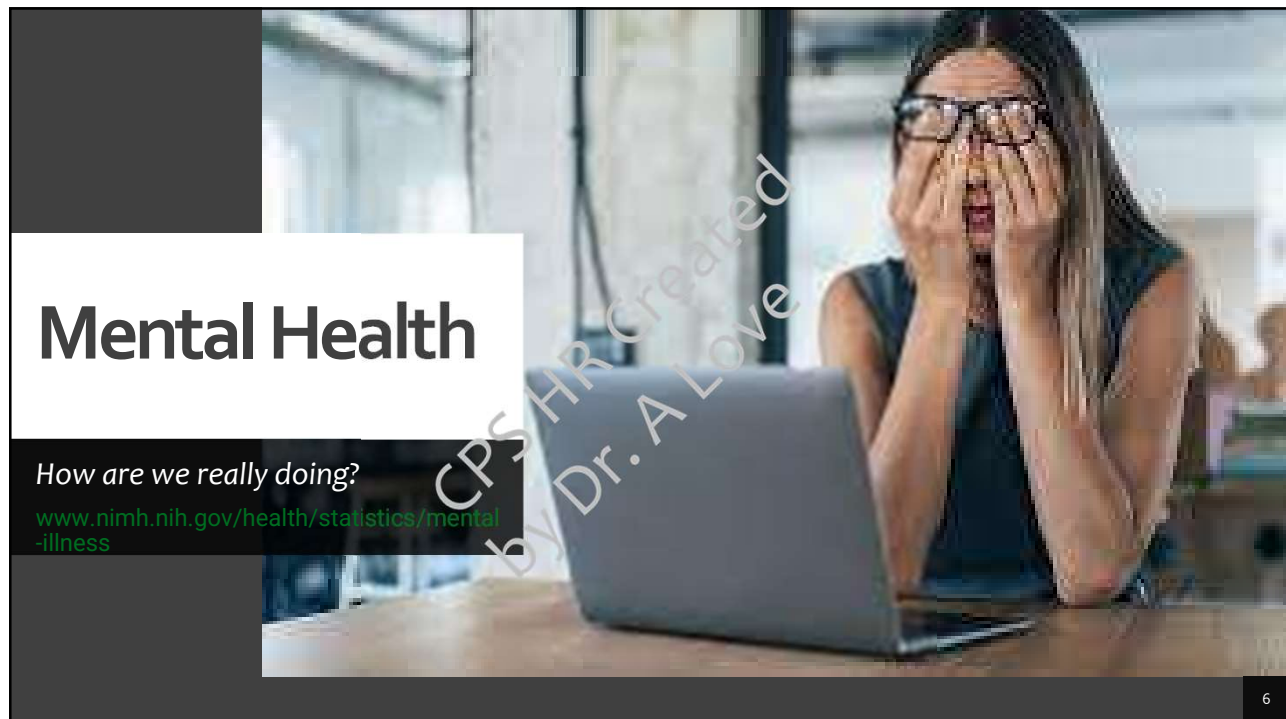
- Pandemic
- Elections
- Social Justice/Injustice Issues
- Mass Shootings
- Media
- Remote Work
- Mental Health
- Length of Time

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Mental Health

Pandemic and Social Injustice
The Relationship Between Social Injustice and Mental Health (ibx.com)




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Mental Health

- Mental Health issues have increased
- There are not always visible signs of mental health
- Not everyone understands or acknowledges their own mental health needs
- We all continue to show up appear to have it all together
- 2020- present: increase in new conditions and exacerbated existing conditions
- Specifically, the pandemic, DEI and Social (In)justice issues



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Compassion Fatigue

Secondary Traumatic Stress

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Compassion Fatigue

Origin

- Terminology used in the healthcare industry and the animal care industry.
- Associated with trauma in the medical field dealing with patients in emergency, long term or hospice care
- Associated with trauma in the animal care field dealing with euthanasia, cruelty, hoarding, attacks and emergencies

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Compassion Fatigue

Today

- Compassion fatigue is emotional and physical exhaustion leading to a diminished ability to empathize or feel compassion for others
- AKA Secondary traumatic stress or *vicarious trauma*
- Indirect trauma- listening to heart-wrenching or disturbing stories, seeing others in physical or emotional distress
- Witnessing graphic injuries

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Secondary Traumatic Stress

Certain circumstances can cause you to be more susceptible to secondary traumatic stress:

- Personal exposure to a traumatic event(s) or to individuals who are coping with their own reactions to trauma
- Direct contact with traumatic stories
- Helping others and neglecting yourself

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Compassion Fatigue



Terri Bogue:

- When we focus on other people and their needs before focusing on our own self-care needs.
 - When we forgo the activities that bring us happiness... without capacity flowing back in, eventually we run ourselves ragged.
- When we identify too closely with those suffering and have nothing left to give.

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Compassion Fatigue



Dr. Charles Figley:

Compassion Fatigue is a state experienced by those helping people or animals in distress; it is an *extreme state of tension and preoccupation* with the suffering of those being helped to the degree that it can create a secondary traumatic stress for the helper.

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Compassion Fatigue

Predicting the onset of
Compassion Fatigue

1. Empathetic ability
2. Empathetic response
3. Compassion stress
4. Compassion fatigue

Compassion Fatigue: The Toll of
Caring Too Much
(verywellmind.com)

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Burnout vs. Compassion Fatigue

There is a difference

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Burnout vs. Compassion Fatigue

Burnout:

- Tends to build slowly over time
- Caused by occupational stress and overwork
- Creates work dissatisfaction
- Linked to excessive pressure
- Leads to loss of motivation, energy, and interest



Compassion Fatigue

- May occur suddenly
- Caused by caring for people who are suffering
- Creates life dissatisfaction
- Happens when people feel helpless or out of control
- Leads to lack of empathy and PTSD symptoms
- Secondary Trauma

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Burnout & Compassion Fatigue

Both:


- Emotional exhaustion, negativity and irritation
- Reduced sense of personal accomplishment or meaning in work.
- Decreased interactions with others (isolation)
- Depersonalization (misplaced anger and/or anxiety)
- Physical and/or mental exhaustion



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Five Finger Breathing



Take 5

Reflect and recenter


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Coping Strategies

How to combat compassion fatigue:

- 1) Awareness
- 2) Setting Boundaries
- 3) Creating a Support System
- 4) Self-Care



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Awareness

Coping Strategies

- Know that compassion fatigue exists
- Understand your triggers and pain points
- Know what events or situations cause an unusually strong reaction
- Ability to function is altered
- Situation feels traumatic
- Waking up feeling tired/exhausted

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Setting Boundaries

Coping Strategies

- Boundaries are limits we set in order to create a healthy sense of personal space
- Boundaries can be physical or emotional
- Boundaries help us identify behaviors that are acceptable or unacceptable

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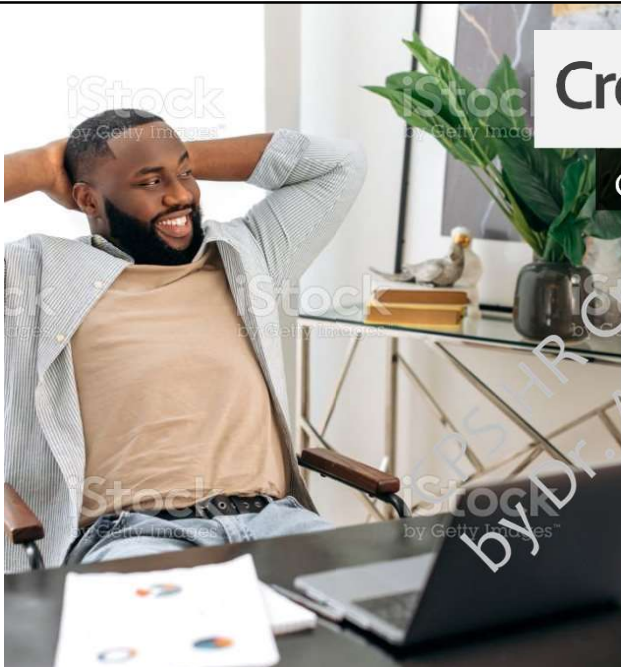
Setting Boundaries

Coping Strategies

- Setting boundaries does not mean others will honor them
- Boundaries should be communicated assertively
- Update boundaries as needed

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Create a Support System

Coping Strategies

- Be your own advocate first
- Acknowledge the emotional toll of your roll/profession
- Allow for time to decompress
- Ask for help and resources
- Delegate
- Reach out to online networks and groups
- Talk though your stressors

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Self -Care

Coping Strategies

- Self-care is different for everyone
- Self-care should be done daily
- Trying to push through or work ahead is not self-care
- Schedule self-care
- Celebrate small wins
- Redefine rest and recovery
- Get professional assistance

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Self -Care

Coping Strategies

- Avoid competitive self-care
- Don't ignore signs of fatigue
- Avoid self-medicating
- Don't neglect your own needs and interests
- Don't feel shame or guilt for resting

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Reflection

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**Compassion
Satisfaction:**
the pleasure you
derive from being
able to do your
work

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