AUGUST 11, 2020

compassion fatigue & mindful self-care
when helping others hurts....

qucik check

1. How often are you tired and struggle to get to work?
2. How often do you feel physically drained, as if your batteries were dead?
3. Do you believe that working in this field has changed the way you behave?
4. Do you feel as if you are working harder yet accomplishing less?
5. Do you feel emotionally detached from your work or people?

Answer "yes" or "no" to the questions below:

1. ___ Personal concerns commonly intrude on my professional role.
2. ___ My colleagues seem to lack understanding.
3. ___ I find even small changes enormously draining.
4. ___ I can't seem to recover quickly after association with a traumatic event.
5. ___ Association with trauma affects me very deeply.
6. ___ My clients' stress affects me deeply.
7. ___ I have lost my sense of hopefulness.
8. ___ I feel vulnerable much of the time.
9. ___ I feel overwhelmed by unfinished personal business.

**Answering "yes" to four or more questions might indicate that you are suffering from compassion fatigue.**

This instrument is for informational purposes to serve as a quick check; it has not been validated.

history

Civil War — a “soldiers heart”
WWI — “shell shock”
WWII — “combat exhaustion” “A-bomb disease” & “survivor syndrome”
Vietnam — “post traumatic stress disorder”
Current — “compassion fatigue”

What’s draining your tank?

Does one of the following contribute to you feeling like your tank is empty?

A. Work life
B. Home life
C. Both A and B
D. I have a healthy balance of home and work life
What is it?

“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.”

DR. CHARLES FIGLEY

Francoise Mathieu

"This gradual and profound emotional and physical erosion of our ability to engage compassionately with other people…particularly patients, clients, but also sometimes our loved ones.”

“Compassion fatigue occurs when there is discrepancy between what one is giving and what one is receiving.”

Compassion fatigue

• "cost of caring"
• when care givers focus on others without practicing self-care ... can lead to destructive behaviors
• an occupational hazard – everyone will develop varying degrees of it
• attacks the very core of what brought us into this work – our empathy and compassion for others

Reduced sense of personal accomplishment

Inability to cope with problems and daily activities

Depletion of physical and intellectual energy

May feel tired, rundown, overwhelmed, and irritable

Warning signs for compassion fatigue

Prolonged depression and apathy

Thinking or talking about suicide or harming oneself

Compassion fatigue... formally known as

• secondary traumatic stress disorder
• burnout
• secondary victimization
• vicarious traumatization
• emotional hijacking
• cumulative stress
signs of secondary traumatic stress

manifests as reactions of grief, rage, and outrage, which grow as we repeatedly hear about and see our persons’ pain and loss
also evident in our own emotional numbing and our wish “not to know”
pandemic: COVID-19

What are other signs?

impact of chronic stress

3 types of stress – routine, sudden negative changes and traumatic stress
most report moderate-to-high stress levels
70-80% of all doctor visits are for stress-related and stress induced illnesses
stress associated with diabetes, skin conditions, asthma, arthritis, depression, and anxiety

stress: the body’s reaction to a tense situation

impact of stress on performance

• stress will affect work performance
• stress in the workplace will carry on to your personal life
• stress-related losses cost organizations billions of dollars annually

How I’m affected!

chronic fatigue

• lessening of compassion
• hopelessness
• decrease in experiences of pleasure
• constant stress and anxiety
• pervasive negative attitude
• decrease in productivity
• increase in “righting reflex”
• inability to focus feelings of incompetence and self-doubt
• imbalance of empathy and objectivity

“largest risk factor is human service work”
### Contributing Factors
- Nature of the job
- Problems in personal life
- Poor coping skills
- Stress
- Negative workplace environment
- Lack of effective support systems
- Stuck in your personal warzone
- Workload management
- Coworker personality styles
- Not talking about it
- Problems in personal life
- Low compassion
- Fatigue
- Burnout
- Anxiety
- PTSD
- Depression
- Poor coping skills
- Stress
- Lack of effective support systems
- Stuck in your personal warzone
- Compassion fatigue
- Anxiety
- Depression
- PTSD
- Burnout

### Adrenal Fatigue
- Fatigue
- Stress
- Anxiety
- Sugar/salt cravings
- Blood sugar changes
- Blood pressure changes
- Unexplained aches/pain
- Gastrointestinal issues
- Increased belly fat
- Low libido
- Increased infections
- Frequent headaches
- Postural hypotension
- Memory changes

*No scientific proof exists to support adrenal fatigue as a true medical condition.*

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### What is Job Burnout?
A form of extreme stress where you lack motivation and the desire to work:
- Tardiness
- Absence
- Complaining
- Lack of quality

Exhaustion
Inefficacy
Cynicism

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### Primary Trauma
- PTSD
- Re-experiencing
- Hyperarousal
- Avoidance

### Secondary Trauma
- Vicarious trauma
- Figley
- Justifying negative behaviors

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mental health continuum

- normal mood fluctuations
- calm & takes things in stride
- performing well
- in control mentally
- normal sleep patterns
- physically well
- good energy
- socially active
- non-related bad habits

- irritable/impatient
- nervous/anxiety
- swollen/muscle pain
- forgetful/negative attitude
- trouble sleeping/divinations
- muscle tension/headaches
- increasing fatigue/low energy
- decreased activity/socializing
- semi-controlled or uncontrolled bad habits

- aggression
- excessive anxiety/panic
- depressive/suicidal thoughts
- can’t perform duties, control behavior or concentrate
- sleeping too much or too little
- physical illness
- constant fatigue
- complete avoidance
- addictions

write on your nametag... your personal baggage

DEATH BROKEN

What do we know about sleep?

• 7-9 hours
• bed is for two things
• understand napping
• natural sleep, not sedation
• regularity, dark & cold
• nighttime routine

Consequences

+ poor self-care = compassion fatigue
Managing your **time without setting priorities** is like shooting randomly and calling whatever you hit the target.

PETER TURLA

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**if left untreated...**

- slide farther down the continuum
- interferes with the ability to function
- fall into the agony of addictions
- self-destructive behaviors
- suicide/homicide

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**hands-on assessment**

The Professional Quality of Life Scale (ProQOL) is a 30 item self report that measures the positive and negative aspects of caring. It measures compassion satisfaction and compassion fatigue.

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**hands on assessments**

**denial** is one of the most detrimental symptoms of compassion fatigue and life stress.

- It can easily hinder your ability to assess the level of fatigue and stress in your life as well as thwart your efforts to begin the healing process

- **Compassion Fatigue Self-Test**
- **Life Stress Self-Test**

**while they will never replace a qualified medical diagnosis, they may help you determine if you need to seek further assistance**

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**compassion satisfaction**

- fulfillment from helping others
- positive aspects of working as a helper
- mitigates the adverse effects of burnout and compassion fatigue

(Conrad & Keller-guenther, 2014 And Stamm, 2009)
compassion satisfaction

• is about the pleasure you derive from being able to do your work well
• you may feel positively about your colleagues or your ability to contribute to the work setting or even the greater good of society

suffering from compassion fatigue? Life stress?

• truthfully locate yourself on the sliding scale
• prioritize = let go of work during your off hours
• practice good self-care
• develop coping skills/find healthy outlets
• have the conversation
• reach out for professional help

shifting towards the green

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brain protection
more energy
health
neurotransmitters

coping
better attention
better memory
better mood
self-esteem

“If your compassion doesn’t include yourself, it is incomplete.”

JACK KORNFIELD
43
helper pocket card

44
unhealthy ways of coping
- acts of frustration towards loved ones
- use substances to include but not limited to alcohol
- deny stress
- minimize issues
- get depressed
- get anxious
- over intellectualize

45
discuss coping skills

46
out-of-balance wellness wheel

47
limit alcohol intake

Alcohol raises blood pressure and can harm liver, brain, and heart...

48
quit smoking
- injures blood vessel walls
- speeds up process of hardening of the arteries
- once you quit, your risk of having a heart attack is reduced after one year
“My tank is empty!”

“Let’s refill it!”

“If you have no compassion for yourself, then you are not able of developing compassion for others.”

DALAI LAMA

“Mr. Rogers Theory

“When I was a boy and I would see scary things in the news, my mother would say to me, ‘Look for the helpers. You will always find people who are helping.’”

~Mr. Rogers

holistic approach

mindful self-care

in-balance wellness wheel

wellness

physical

emotional

social

occupational

intellectual

spiritual

life balance

family

mental

community

financial

physical

spiritual
Dalai Lama

"In dealing with those who are undergoing great suffering, if you feel 'burnout' setting in, if you feel demoralized and exhausted, it is best, for the sake of everyone, to withdraw and restore yourself. The point is to have a long-term perspective."
gut brain axis
microbiome
good vs. bad balance
inflammation - cancer
leaky gut syndrome
behavior and emotion
stress-related and mental health disorders

steps to take:
• probiotic - plain yogurt, kefir, cottage cheese, fresh sauerkraut, kimchi, kombucha, apple cider vinegar, and miso
• prebiotic - artichokes, leeks, onions, garlic, chicory, cabbage, asparagus, legumes, and oats
• supplements – blood labs
• not just a healthy diet but the right diet for you
• make it a lifestyle

relaxation
• reduce S-T-R-E-S-S: just breathe 5 in & out
• breathe D-E-E-P diaphragm/abdomen inhale

mindfulness meditation
• CEO's, entrepreneurs, physicians, parents = keys to productivity, efficiency and stress relief
• better concentration
• more productivity
• boosted immunity
• greater compassion
• acting more present in your relationship
• move closer towards enlightenment

5 ways to help yourself

mindfulness meditation
keeping a journal
a daily act of self-centering
staying connected socially
don't be afraid to ask for help

self care tips:
1. take stock of what’s on your plate
2. start a self-care idea collection
3. find time for yourself every day
4. delegate- learn to ask for help
5. have a transition from work to home
6. learn to say no (or yes) more often
7. assess your trauma input
8. learn more about compassion fatigue
9. consider joining a peer support group
10. attend workshops
11. consider working part time
12. exercise
hobbies

- hiking
- hunting / fishing
- camping
- wood working
- gym / sports
- shooting range
- art
- kayak / surfing
- traveling
- volunteering
- meditation / yoga
- music
- animals
- cooking / nutrition
- autobody
- skydiving
- scuba diving
- gardening
- board / video games
- skiing / snowboarding

refill your tank...

- have an identity / purpose (outside of work)
- mindfulness
- have a conversation
- have a method for disconnection (outlet)
- quick fixes
- long lasting fixes

homework

Be sure to take care of yourself or let someone else take care of you tonight!

cabhp.asu.edu

references & resources

Professional Quality of Life Compassion Satisfaction, Compassion Fatigue and Secondary Traumatic Stress

Compassion Fatigue Awareness Project
http://www.compassionfatigue.org


Charles Figley
http://www.charlesfigley.com
Please go to our website
https://cabhp.asu.edu/content/trauma-informed-care
for a list of evidence-based reference and materials used for developing
this training including the following:

SAMHSA TIP 57: Trauma-Informed Care in
Behavioral Health Services. Resource Brief: Creating a Place of Healing and Forgiveness,
Guidebook: Engaging Women in Trauma-Informed Peer Support Guide, CDC’s Adverse Childhood
Experiences (ACE) Study: Resilience Trumps ACES

Common Responses to Trauma & Coping Strategies
http://www.traumapages.com/k/facts.php
Managing Traumatic Stress
http://www.traumapages.com/k/stressd.php