

*Arizona State University
11th Annual Summer Institute*

Presents

*Tired, Wired and Mired: Preventing
Burnout and Compassion Fatigue*

Presenter
Mark Sanders, LCSW, CADC

*Work Related
Burnout*

*Work related burnout is a response to chronic
Stress. It's symptoms include: emotional
exhaustion, depersonalization, and reduced
personal accomplishments.*

Stages of Burnout

- Honeymoon*
- Stagnation (Honeymoon is over)*
- Frustration*
- Apathy*

Factors That Buffer Staff From Burnout

1. *Feelings of appreciation*
2. *Collegial support*
3. *Good supervisory relationship*
4. *Individual and collective strategies to achieve organizational health*
5. *Creativity*
6. *Feelings of success*

Factors That Contribute to Burnout

1. *Gossip*
2. *Dysfunctional organizational dynamics*
 - *Closed system*
 - *Poor boundaries*
3. *Tension in the supervisory relationship*
4. *Continuous stress*
5. *Feeling ineffective clinically*

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Biographical Information

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Free Resources

Testimonials

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Our mission is to help individuals and organizations reach their potential through speaking, training and consulting. Our superior consumer services speak for itself. We have had over 90% repeat business over the past 25 years.

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Compassion Fatigue

- *The stress of caring too much*
- *Compassion fatigue differs from burnout in that burnout is caused by stress and compassion fatigue is caused by caring*
- *Secondary trauma, secondary PTSD*

Consequences of Compassion Fatigue

- *Lack of energy*
- *Lack of hope*
- *Lack of enthusiasm*
- *Loss of idealism*
- *Spiritual distress*
- *Shift in worldview*

Intervention Strategies

- *Laughter*
- *Centering Rituals*
- *Meaningful acts of service*
- *Remembering your ideals*

Intervention Strategies Continued

- *Alone time*
- *Daily breaks and lunch*
- *Boundaries*
- *Balance*
- *Support*
- *Organizational health*

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*15 Strategies For Engaging The Most
Difficult-to-Reach Clients With Substance
Use Disorders*

Presenter
Mark Sanders, LCSW, CADC

*Describe the kinds of clients that
are the most difficult for you to
engage*



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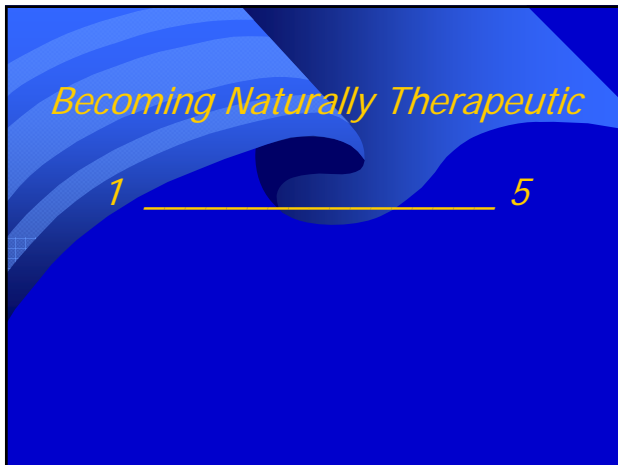
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Becoming Naturally Therapeutic

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A Typical Treatment Plan

- *90 in 90*
- *Steps*
- *Sponsor*
- *Sober activity*
- *Psych Meds*
- *Monthly visits with psychiatrist*
- *MISA groups*
- *Daily contact with case manager*

Typical Treatment Plan Continued

- *Apply for SSI*
- *Job readiness training*
- *Apply for 10 jobs per week*
- *GED classes 3 times per week*
- *Monthly visits with probation officer*
- *Random urine screens*
- *Probation groups*

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