

Kale and Massages Aren't Enough

Languages
Canada
February 24,
2020

Balance is the Key to Life

Learning Objectives

1. Define and distinguish between compassion fatigue, secondary traumatic stress, vicarious trauma, moral distress, burnout, and stress.
2. Understand the warning signs and risk factors for compassion fatigue and burnout
3. Identify strategies for addressing addressing compassion fatigue and burnout and how to build resilience
4. Commit to small changes in order to make forward progress

Definitions

Compassion Fatigue

Vicarious Trauma

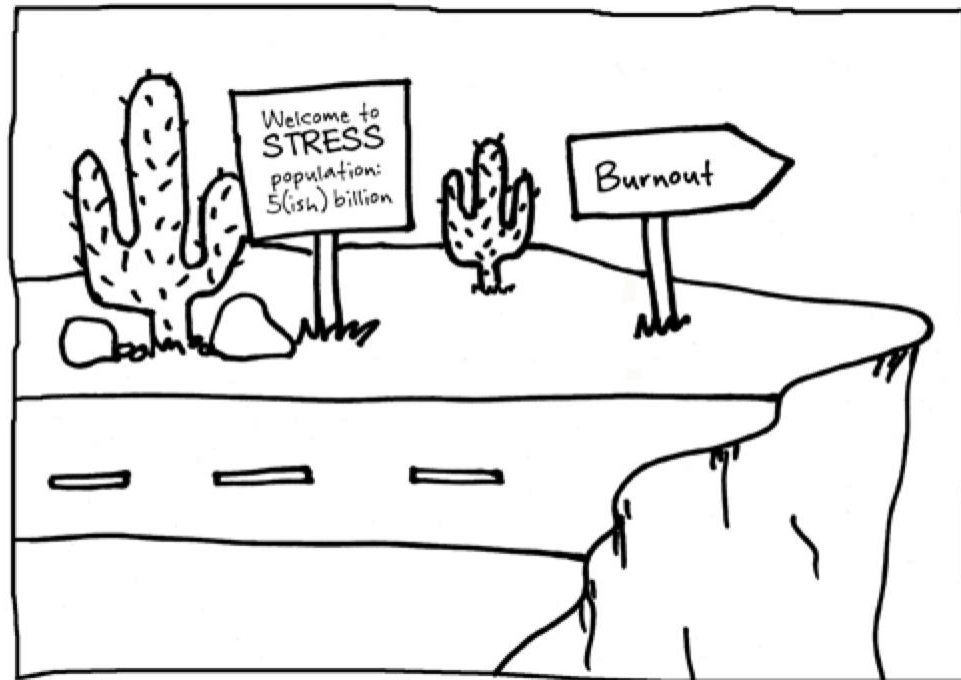
Secondary traumatic stress

Burnout

Moral distress

Stress

Burnout vs. Stress



Definitions

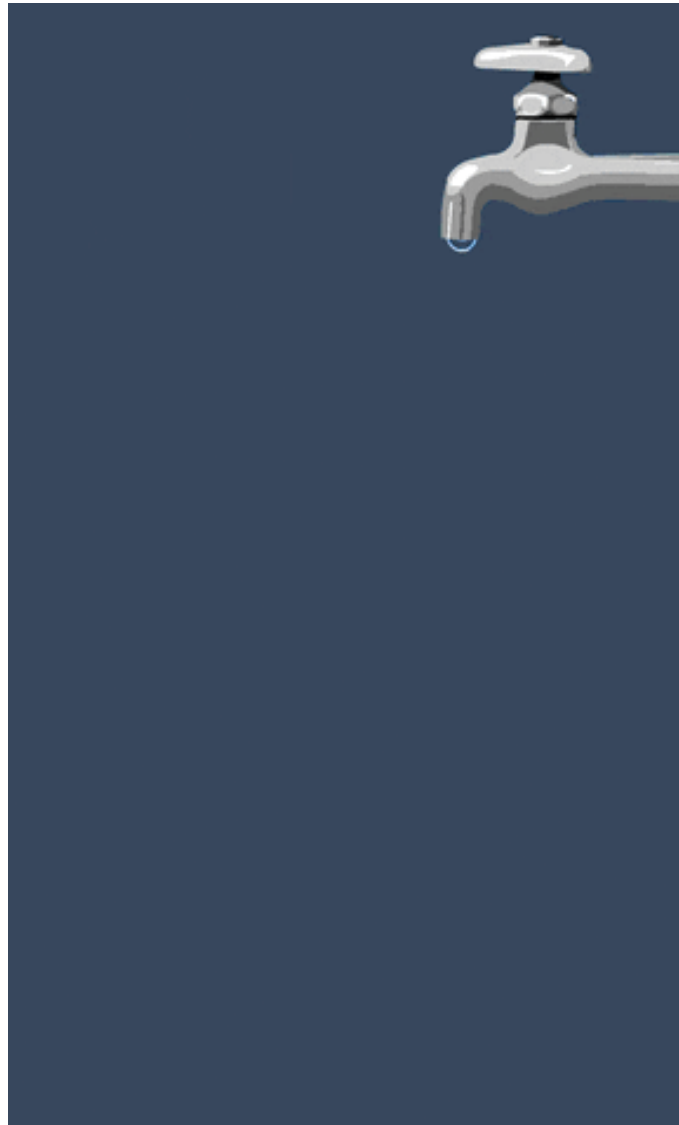
Term	Timing	Characterized by...	Engagement
Compassion Fatigue	Long-term; cumulative	Unable to refuel and regenerate, even after a break	Still engaged in the work
Vicarious Trauma	Long-term; cumulative	Fundamental views about the world are changed	Attitudes change
Secondary traumatic stress	Long-term; singular	Result of bearing witness to a traumatic event; →PTSD	Still engaged
Burnout	Long-term; cumulative	Frustration caused by the workplace; No end in sight. Pay, demands, workload, leadership, supervision	Not engaged – just going through the motions
Moral distress	Short-term	Incoherence between one's beliefs & values and one's actions/outcomes	Still engaged
Stress	Short-term	Workload is out of control; Lessens or disappears when your situation changes	Still engaged in the work

Low Impact Disclosure

Film-fuckyeah | Tumblr



Low Impact Disclosure



Low Impact Disclosure

1. Self-awareness
2. Fair warning
3. Consent
4. Low impact disclosure



Signs and Symptoms

Page 1 in your handout

Do any of these connect with your experience?

- No need to write on this page right now – it's a reference
- Goal is to identify early warning signs that you may be moving into the danger zone with CF
- Any of these symptoms do not, on their own, constitute a serious problem

Signs of Compassion Fatigue

- Difficulty Concentrating
- Intrusive imagery
- Feeling discouraged about the world
- Hopelessness
- Exhaustion
- Irritability
- High Attrition
- Negative outcomes

Signs of Burnout

- Having a negative and critical attitude at work.
- Dreading going into work, and wanting to leave once you're there.
- Having low energy, and little interest at work.
- Having trouble sleeping.
- Being absent from work a lot.
- Having feelings of emptiness.
- Experiencing physical complaints such as headaches, illness, or backache.
- Being irritated easily by team members or clients.
- Having thoughts that your work doesn't have meaning or make a difference.
- Pulling away emotionally from your colleagues or clients.
- Feeling that your work and contribution goes unrecognized.
- Blaming others for your mistakes.
- Thinking of quitting work, or changing roles.

Factors that make it worse...

- The Individual
- The Situation



Strategies: what works?

- ✓ Job satisfaction
- ✓ Good self-care
- ✓ Increased self-awareness
- ✓ Low impact disclosure
- ✓ Better work/life balance
- ✓ Limiting trauma inputs
- ✓ Rebalancing caseload and workload reduction
- ✓ Coaching, counseling
- ✓ Professional development, ongoing training

Leadership & Organization

- Work in a healthy organization
- Supportive/ Flexible Leadership
- Reduce Trauma exposure
- Ongoing professional education
- Timely and good quality supervision/ reflective practice
- Increased control over one's schedule
- Reducing Hours
- Counseling (EFAP), Compassion Fatigue specialists, CISM
- Clear goals and expectations

CF Strategies: Four Steps

1. Take stock of stressors at home and at work
2. Enhance self care at home and at work and improve work/life balance
3. Develop CF resiliency
4. Make a commitment to implement changes



Step 1:

Take Stock of Your Current Stressors

Page 2 in your handout



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Take Stock of Your Current Stressors



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THE SINGLE MOST IMPORTANT
THING IN LIFE IS HOW YOU FEEL
ABOUT YOURSELF.

PERIOD.

WHEN YOU FEEL GOOD ABOUT
YOURSELF, YOU CAN FOCUS ON
MAKING OTHERS FEEL GOOD
ABOUT THEMSELVES.

THAT IS A TRUE GIFT.

- AMANDA GORE

Step 2:

Enhance Your Self-care Repertoire

- What are my warning signs?
- What stress relief strategies do I enjoy?
- What stress reduction strategies work for me?
- What stress resiliency strategies can I use?



What are my warning signs?



Behavioural



Emotional

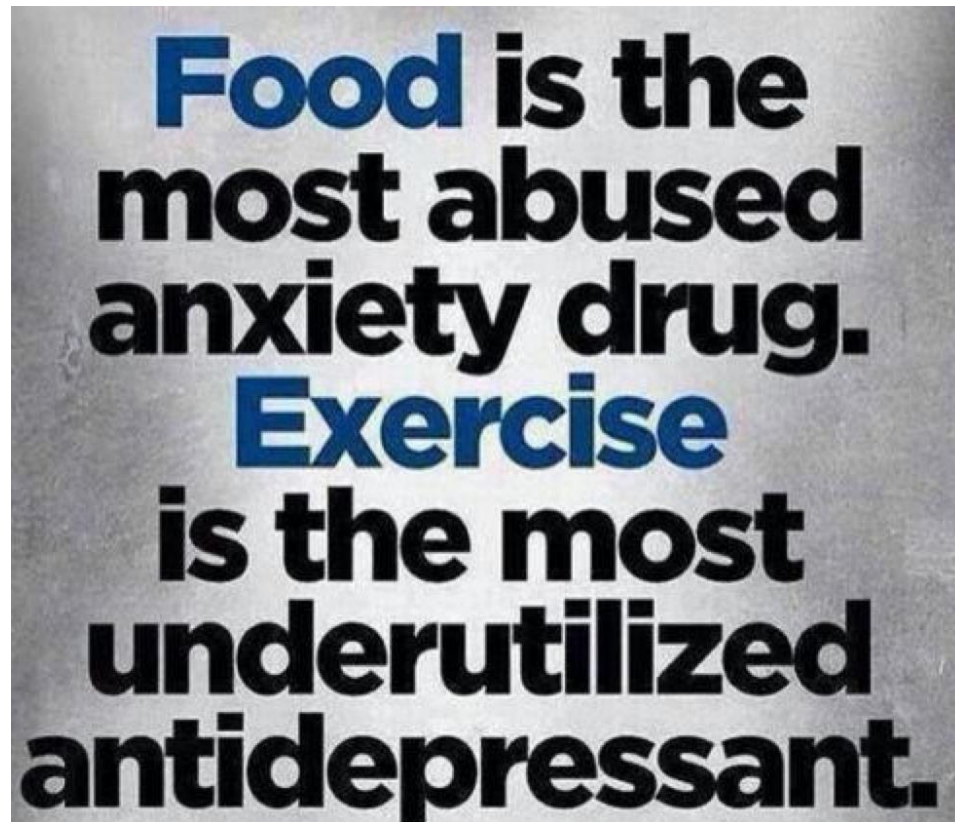


Step 2: Enhance Your Self-care Repertoire



Step 2:
Enhance Your Self-care Repertoire

Exercise regularly

A quote on a textured grey background. The text is in bold, black, sans-serif font, with the words 'Food' and 'Exercise' highlighted in blue. The quote reads: 'Food is the most abused anxiety drug. Exercise is the most underutilized antidepressant.'

Food is the
most abused
anxiety drug.
Exercise
is the most
underutilized
antidepressant.

Step 2:

Enhance Your Self-care Repertoire

Physical Self-Care

- Eat regular meals
- Eat healthily
- Exercise
- Get regular medical care for prevention
- Get medical care when needed
- Take time off when sick
- Get enough sleep
- Wear clothes I like
- Take time for fun physical activities such
dancing, swimming, walking, singing, etc.
- Take vacations
- Spend intimate time with your spouse, if married

Step 2:
Enhance Your Self-care Repertoire



Step 2: Enhance Your Self-care Repertoire

Psychological Self-Care

- ___ Take day trips or mini-vacations
- ___ Make time away from phones, email, internet
- ___ Make time for self-reflection
- ___ Have my own personal psychotherapy
- ___ Write in a journal
- ___ Read literature that is unrelated to work
- ___ So something at which I'm not expert or in charge
- ___ Attend to minimizing stress in my life
- ___ Notice my inner experience – listen to my thoughts, beliefs, attitudes, feelings
- ___ Engage my intelligence in a new area, such as an art show, theater, sports event, concert
- ___ Be curious
- ___ Say no to extra responsibilities sometimes

Step 2: Enhance Your Self-care Repertoire

Social Support Network



Step 2: Enhance Your Self-care Repertoire



Step 2:

Enhance Your Self-care Repertoire

Relationship Self-Care

- _____ Schedule regular dates with my spouse
- _____ Schedule regular activities with my children
- _____ Make time to see friends
- _____ Call, check on, or see my relatives
- _____ Stay in contact with faraway friends
- _____ Make time to reply to personal emails and letters
- _____ Allow others to do things for me
- _____ Enlarge my social circle
- _____ Ask for help when I need it
- _____ Share a fear, hope, or secret with someone I trust
- _____ Strive for balance among work, family, play, rest

Step 2:
Enhance Your Self-care Repertoire



YOU CANNOT
STOP THE WAVES,
BUT YOU CAN
LEARN TO SURF.

JON KABAT-ZINN

WWW.VERYBESTQUOTES.COM

Step 2:

Enhance Your Self-care Repertoire

Emotional Self-Care

- _____ Spend time with others whose company I enjoy
- _____ Stay in contact with important people in my life
- _____ Give myself affirmations and praise
- _____ Love myself
- _____ Re-read favorite books, review favorite movies
- _____ Allow myself to cry
- _____ Find things that make me laugh
- _____ Express my outrage in social action, letters, donations
- _____ Identify comforting activities, objects, people, places and seek them out

Step 2:
Enhance Your Self-care Repertoire

PURPOSE IS
UNDERSTANDING WHY
YOU DO WHAT YOU DO

PURPOSE WILL WAKE
YOU UP EARLY & KEEP
YOU UP LATE

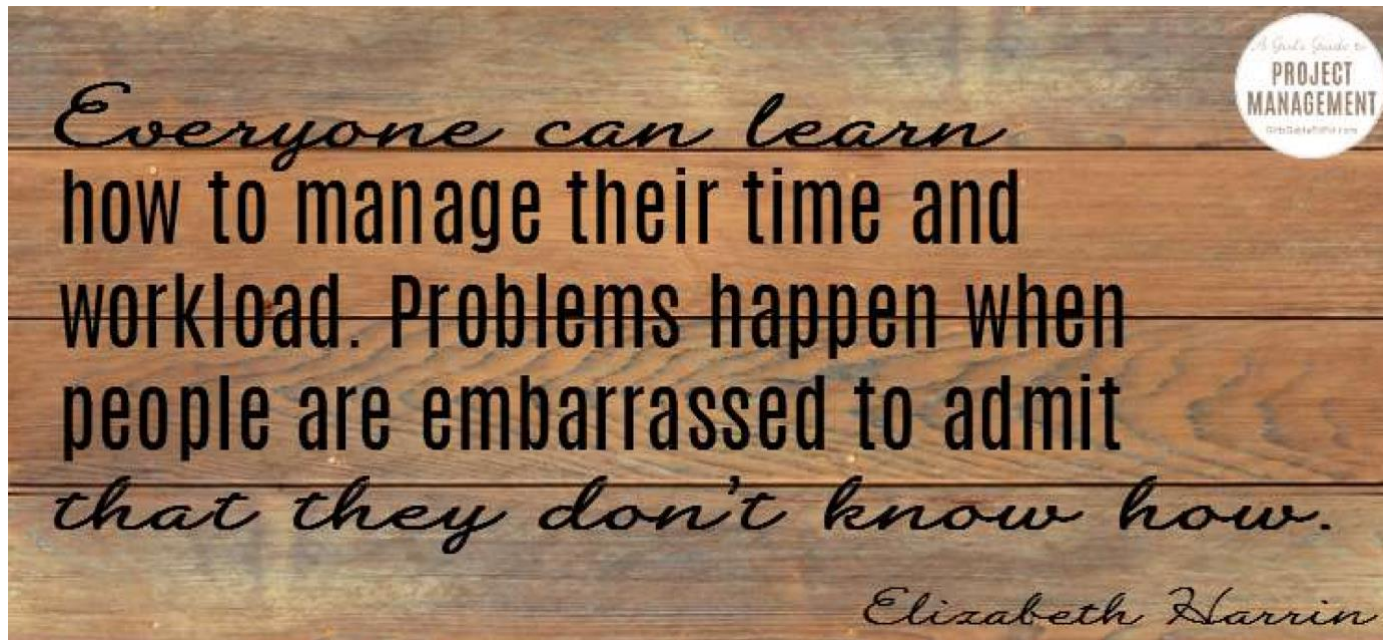
Step 2: Enhance Your Self-care Repertoire

Spiritual Self-Care

- Spend time in nature
- Find a spiritual connection or community
- Be open to inspiration
- Cherish my optimism and hope
- Have experiences of awe
- Be open to not knowing
- Try at times not to be in charge or the expert
- Identify what is meaningful to me and notice its place in my life
- Meditate
- Pray
- Sing
- Read inspirational works or listen to inspirational music
- Contribute to causes in which I believe

Step 2: Enhance Your Self-care Repertoire

Rationalize your workload



Step 2: Enhance Your Self-care Repertoire

Take Breaks to stay Focused



“Idleness is not just a vacation, an indulgence or a vice; it is as indispensable to the brain as vitamin D is to the body, and deprived of it we suffer a mental affliction as disfiguring as rickets...It is, paradoxically, necessary to getting any work done.”

Step 2:

Enhance Your Self-care Repertoire

Workplace or Professional Self-Care

- _____ Take a break during the workday such as lunch
- _____ Take time to chat with co-workers
- _____ Make quiet time to complete tasks
- _____ Identify projects or tasks that are exciting & rewarding
- _____ Set limits with clients and colleagues
- _____ Balance my caseload so that no one day is “too much”
- _____ Arrange workspace so it’s comfortable and comforting
- _____ Get regular supervision or consultation
- _____ Negotiate for my needs such as benefits or pay raise
- _____ Have a peer support group
- _____ Strive for balance within my work life and work day



Ways to Show Yourself Love



■ take a bath or shower

■ listen to music

■ light candles

■ enjoy nature

■ workout

■ pj night

■ cuddle with pet

■ do something creative

■ indulge in dessert

■ call a friend

■ practice gratitude

■ buy some flowers

■ take a technology break

■ write in a journal

■ Netflix binge

■ get a manicure/pedicure

■ create a cozy retreat

■ try something new

■ make your favorite meal

■ meditate

■ make a “no complain” list

■ go on a self-date

■ listen to a podcast

■ create a home spa

■ be still/deep breathe

■ stretch or do yoga

■ take a nap

■ go for a walk/hike

■ look at photos/scrapbook

■ connect spiritually

Step 3: Develop Resiliency

5 PRACTICAL STRATEGIES TO BUILD RESILIENCE AND DECREASE STRESS

Brought to you by *Rachael Kable*

Discover five meaningful ways to strengthen your resilience by modifying your self-talk, using mindfulness techniques, and more!

1

STRENGTHEN YOUR RELATIONSHIPS &
CREATE A SOLID SUPPORT NETWORK

2

PRACTICE COPING WITH CHANGE

3

CULTIVATE A GROWTH MINDSET

4

LEARN TO TAKE RESPONSIBILITY,
RATHER THAN PLACING BLAME

5

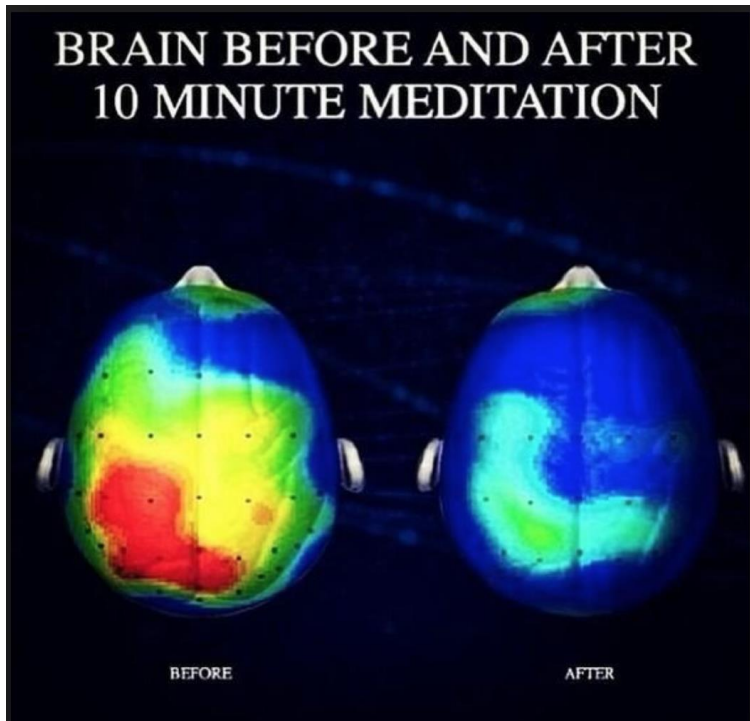
USE SIMPLE SELF-CARE STRATEGIES

read the full article at

WWW.RACHAELKABLE.COM

Step 3: Develop Resiliency

Mindfulness Practice



A systematic review of 17 Mindfulness Based Stress Reduction (MBSR) studies found the program to be effective in reducing the psychological and physiological symptoms of stress.

inhale . exhale .



Step 4:
Commit to Change

*Page 3 in your handout:
Idea Factory*











YOU HAVE ENOUGH.
YOU DO ENOUGH.
YOU ARE ENOUGH.

Relax.

