


Compassion Fatigue Strategies for the Health Care Professional to Prevent Burnout



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Awareness Harmony Resiliency



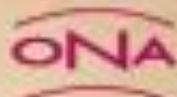
“The expectation that we can be immersed in suffering and loss daily and not be touched by it is as unrealistic as expecting to be able to walk through water without getting wet.”

*Rachel Naomi Remen,
Kitchen Table Wisdom 1996*



Societal Environment

IF ONLY REGISTERED NURSES WERE VALUED THE WAY PRO ATHLETES ARE.



Support the best value in health care at ona.org Ontario Nurses' Association



Personal Environment



'Now try and relax -- we're on holiday!'



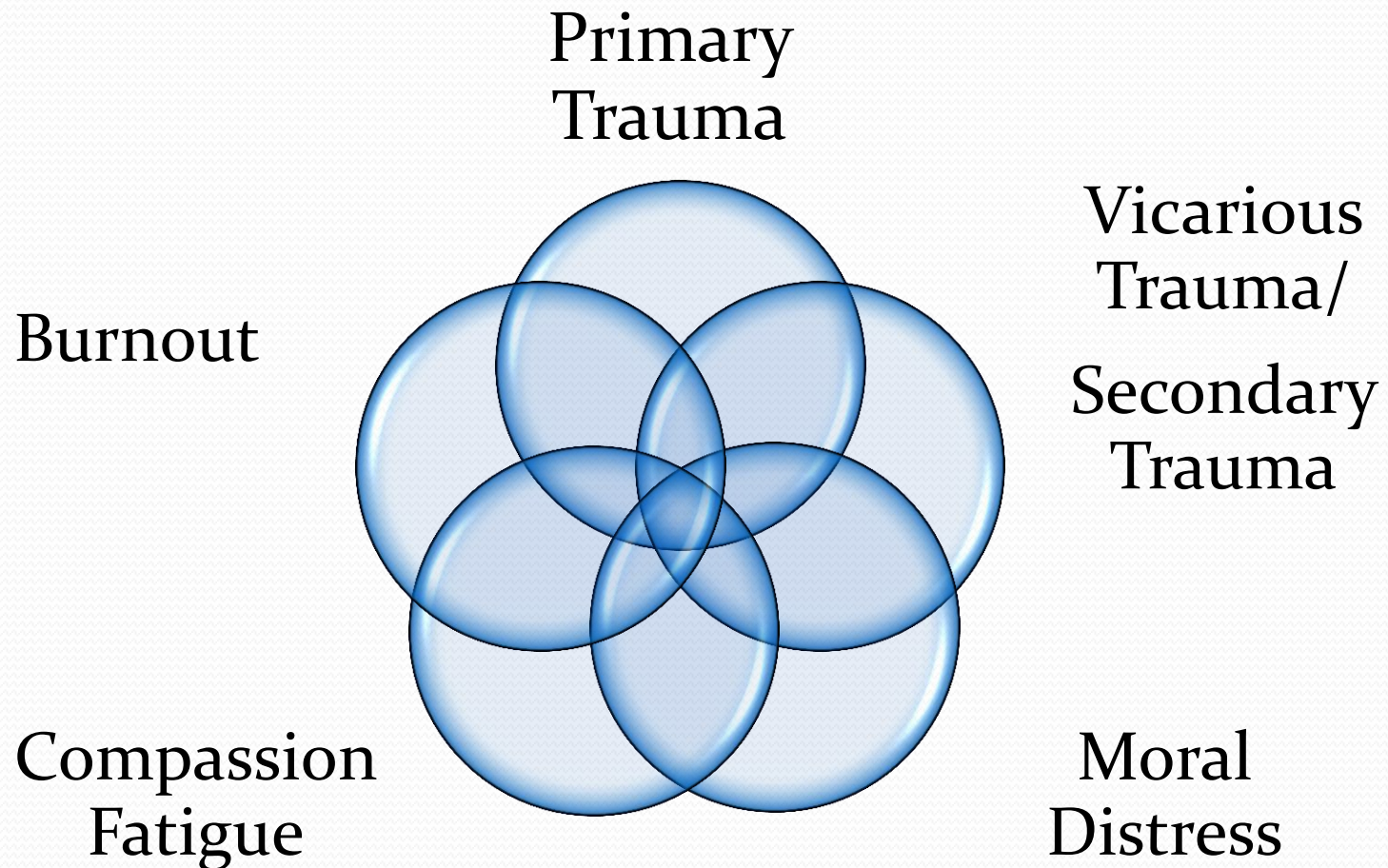
Occupational Environment

The reality...

- Compromised systems
- Ongoing challenges and cutbacks
- Competing demands
- Difficult stories
- Losses



What am I exposed to?



Burnout

- depleted ability to cope with work demands
- sense of powerlessness to achieve goals
- mismatch between workers abilities and job demands
- does not necessarily alter our view of the world, but our view of the workplace
- can happen in any occupation





"No, not there, please. That's where I'm going to put my head."

Compassion Fatigue (CF)

- **Characteristics:**

- deep physical and emotional exhaustion that takes place when helpers are unable to regenerate and refuel
- pronounced change in helper's ability to feel empathy for their patients/clients, loved ones, co-workers
- increased cynicism at work
- Increased anger and irritability
- loss of enjoyment of career





“It’s a new anti-depressant—instead of swallowing it, you throw it at anyone who appears to be having a good time.”

Moral Distress

- “[...] happens when there are inconsistencies between a [helper’s] beliefs and his or her actions in practice” (Baylis 2000)
- “when policies or routines conflict with [...] beliefs about [...] patient care” (Mitchell 2000)





This is the discharge nurse, she'll be able to tell you about all the services you aren't able to get any more when you leave.

Vicarious Trauma (VT)

- occurs when an individual who was not an immediate witness to the trauma absorbs and integrates disturbing aspects of the traumatic experience into his or her own functioning
- our inner experience & world view are changed as a direct result of secondary exposure to suffering
- we change in a manner that mimics a client's trauma related symptoms





*“Must you end every bedtime story with
‘and then they were blown to bits?’”*

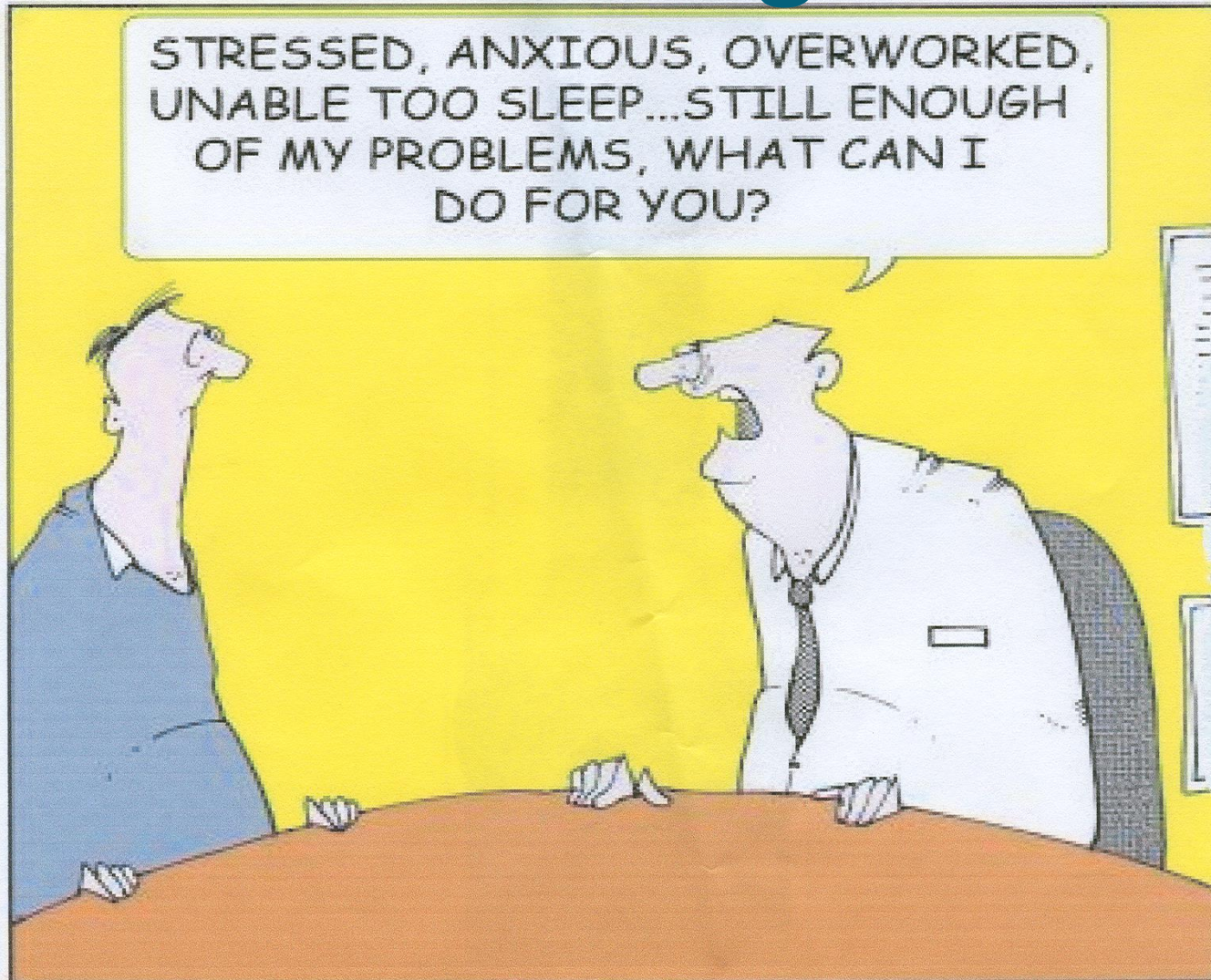
Definitions continued:



- **Compassion Satisfaction** (Stamm, 1998):
 - refers to the process in which we incorporate protective strategies that maintain our personal well-being, hence overtime helpers develop an increased sense of strength, self-knowledge, confidence, meaning, spirituality, connection to others
- **Vicarious Resiliency** (Hernandez, 2007):
 - a process that is characterized by a unique and positive effect that transforms a helpers in response to the client's own stories of resiliency—it strengthens, inspires and positively transforms helpers



Awareness—Taking Stock



Warning Signs Continuum

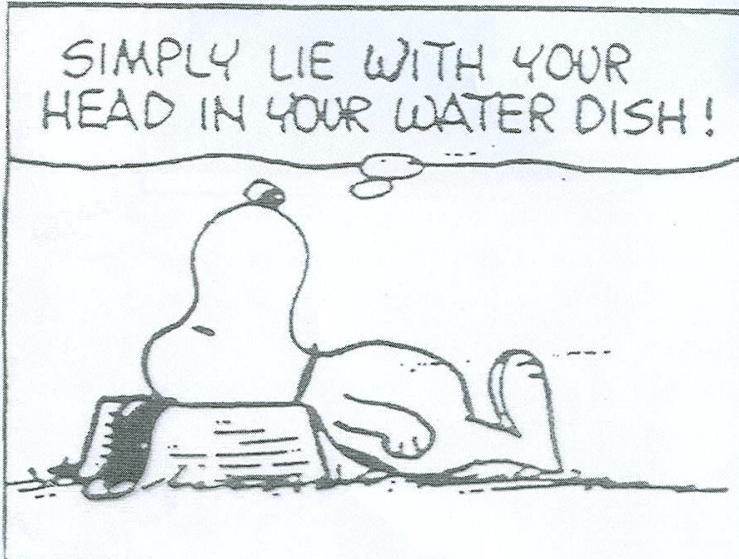
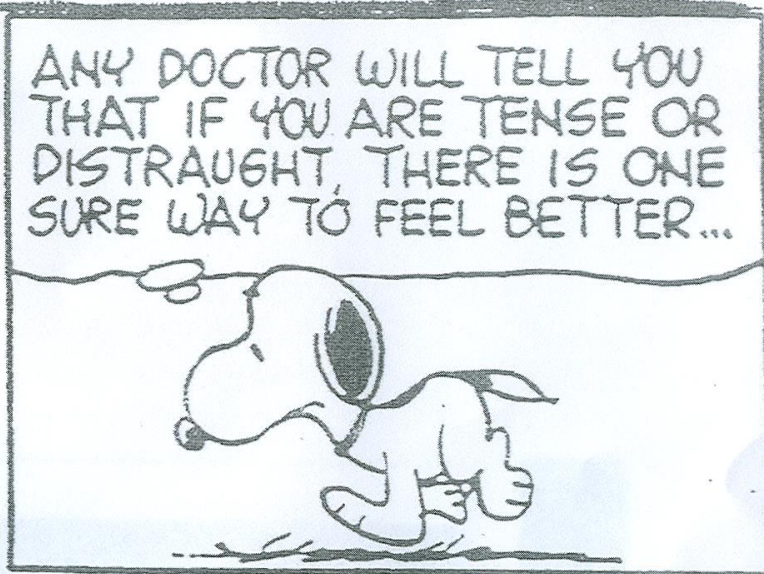
- Smile a lot/talk to others
- Have lunch with colleagues
- Feel energized
- Feel positive

- Sore back
- Hand on my forehead
- Lunch at my desk at computer
- Tired/drained

- Work more
- Door closed
- Intrusive thoughts
- I'm a fake
- Nightmares
- Boundaries weak

Check in: _____

Putting Yourself First



What works:

Personal:

- Rest, sleep, nutrition, exercise
- Cultivating resilience to stay centered and grounded

Professional:

- Balanced workload, training, support/connection, locus of control, CF champion



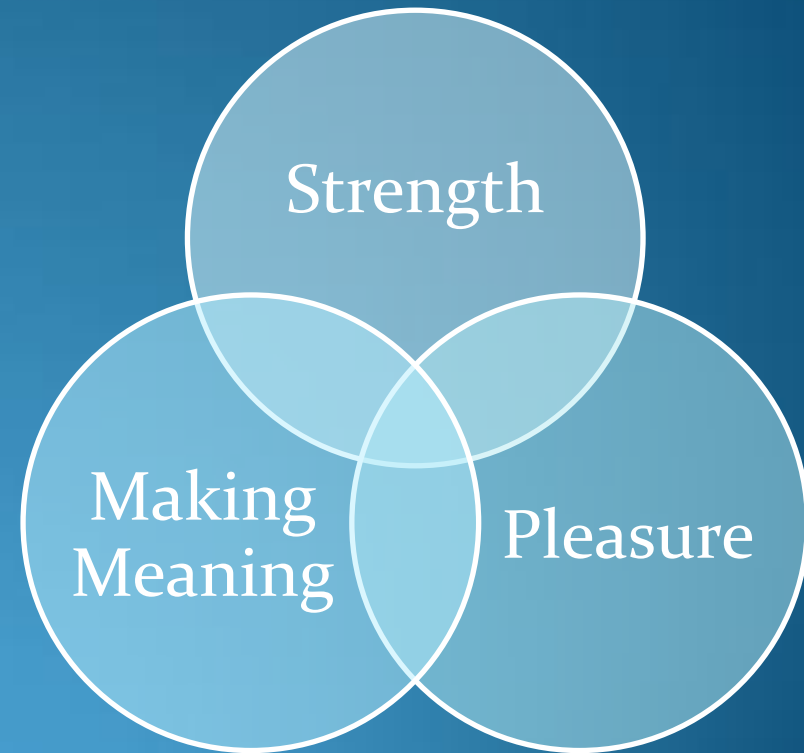
Compassionate Care



**If your compassion does not include yourself,
it is incomplete.**

Jack Kornfield

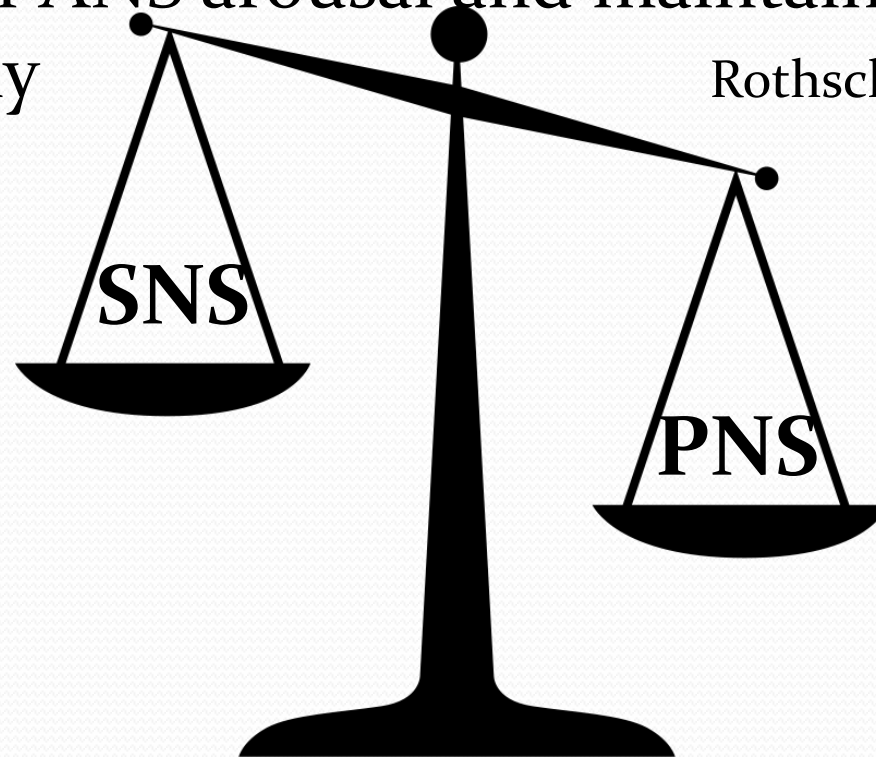
Resiliency Components



A deep **knowing** that you can handle anything that comes your way

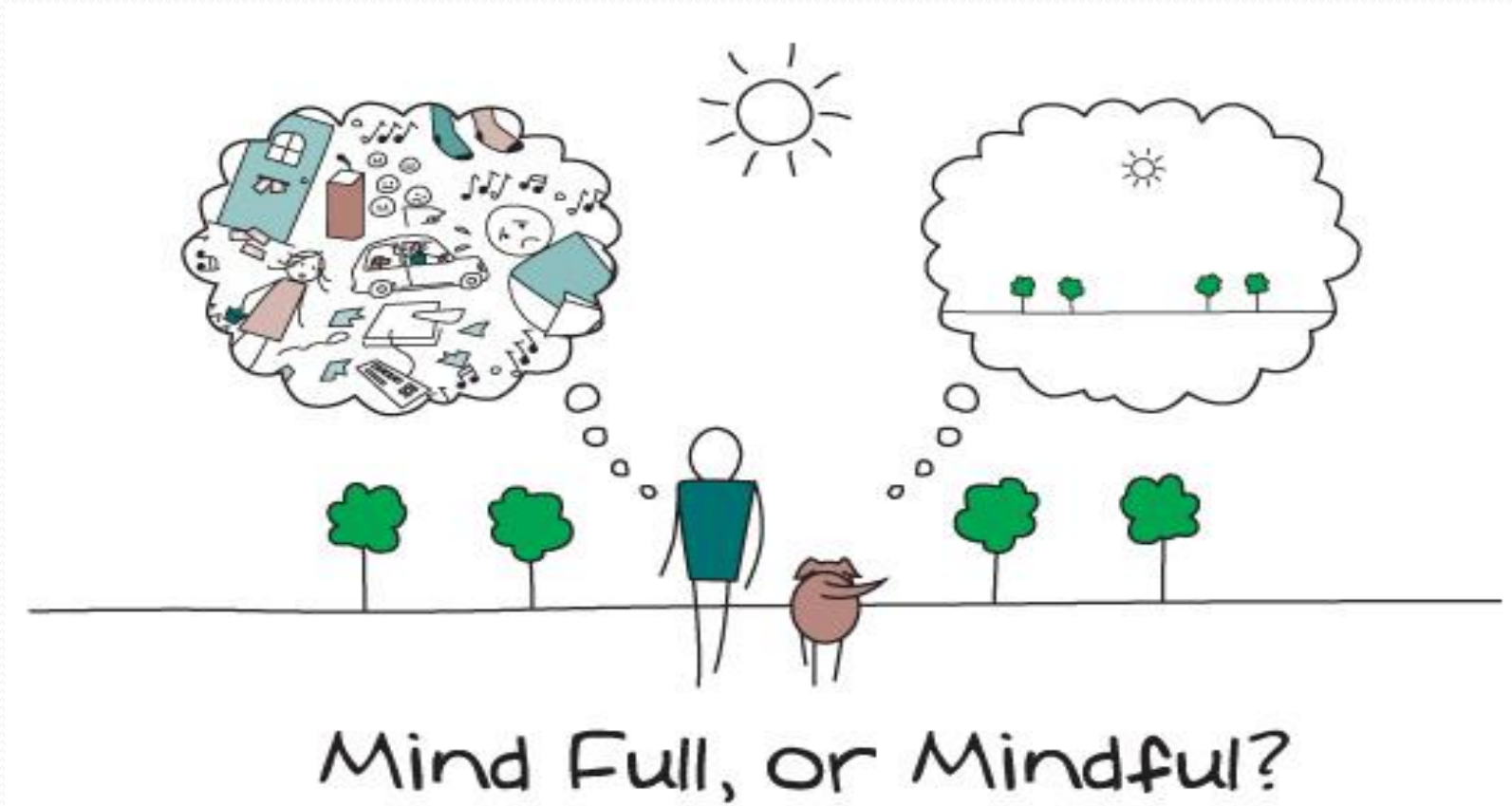
Protective Activities for the Helper

- For a helper to minimize the risks to her emotional and physical well-being, she needs to be able to find ways to **balance** her empathic engagement, regulate her ANS arousal and maintain her ability to think clearly



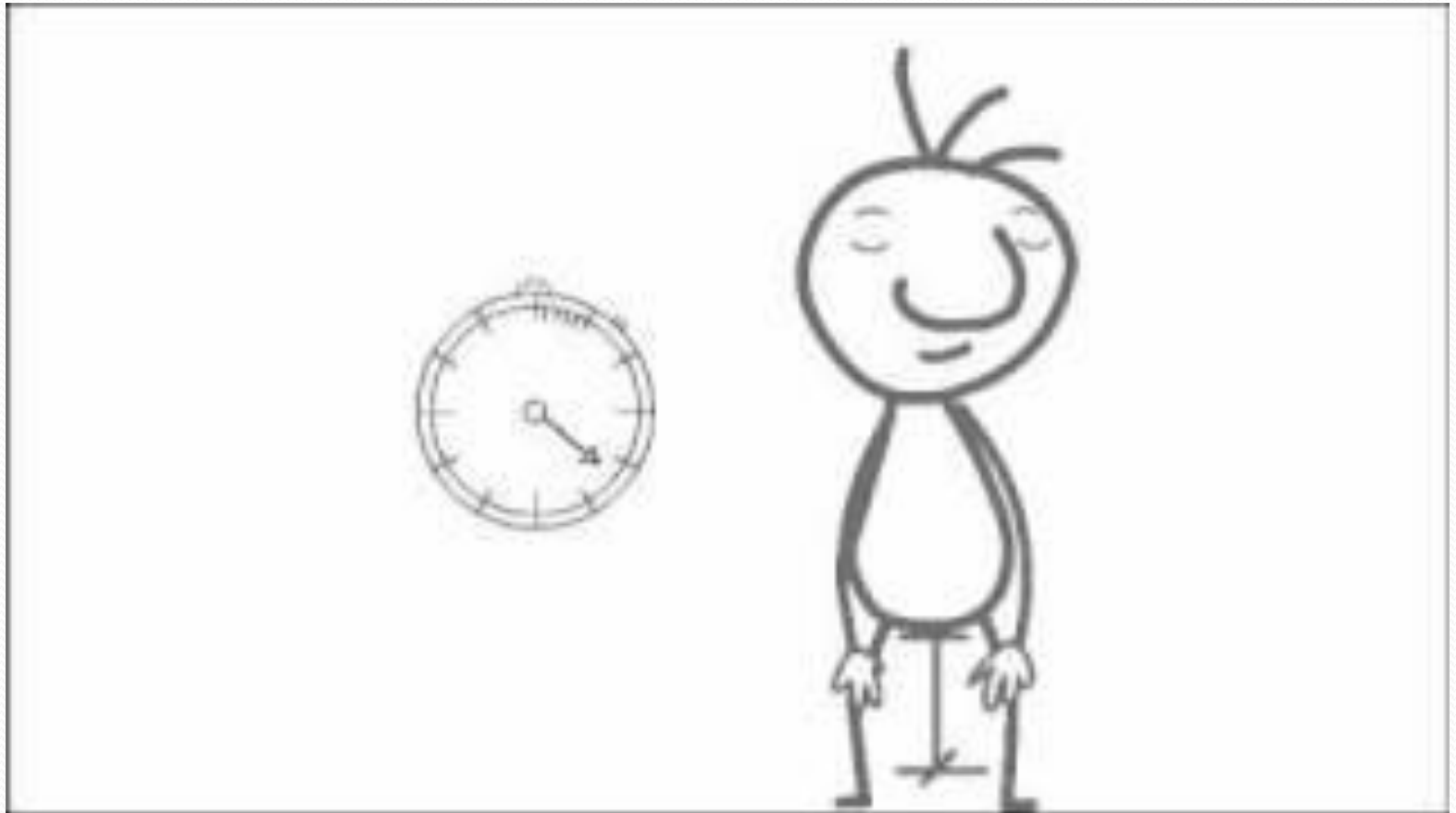
Rothschild, p.3, 2006

Mindfulness is:



Paying attention on purpose, in the present moment, and non-judgementally to whatever is arising inwardly or outwardly.

One Moment Meditation You Tube Video



Research on Mindfulness in The Workplace

- Broadly enhance psychological well-being
 - Improved self awareness , positive affect and self-compassion
 - Reduced emotional reactivity, negative affect, rumination
 - Decreased job stress
 - Enhanced attention & concentration
 - Decreased blood pressure



(Baer, 2006; Chambers, Gullone, & Allen, 2009; Goldin & Gross, 2010; Ramel, Goldin, Carmona, & McQuaid, 2004; Escuriex & Labbé, 2011; Lutz, Slaghter, Dunne et al., 2008; Shapiro et al 2005; Shapiro 2007; Campbell et al., 2012).

Get Support before it's a Crisis

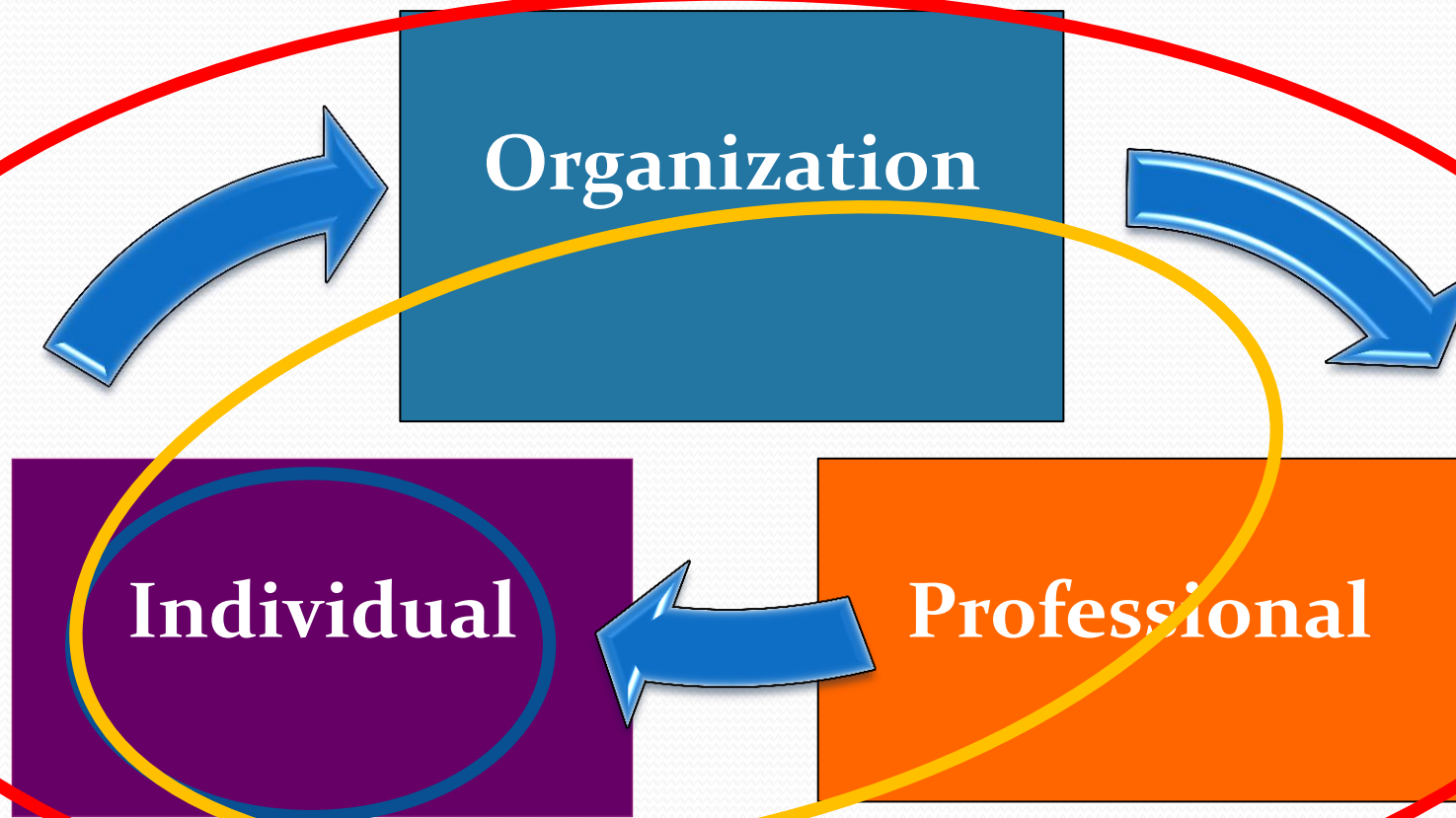


Making a Commitment to Change



A journey of a
thousand miles
begins with a single
step. Laozi

More realistic than prevention: Mitigation & Transformation



Action Plan

- Identify your warning signs
- Develop and enhance your social supports
(Connect today!)
- Get more training
- Develop a wellness practice and grounding skills
- Advocate for change
- Focus on what you can control, decide what you can influence, and learn to let go of the rest!



Challenge:

- Identify one thing that you would love to incorporate into your workday but are certain you could not. Now try everything in your power to make that aspiration a reality.



*Never doubt that a small group of thoughtful,
committed citizens can change the world.
Indeed, it is the only thing that ever has.*

Margaret Mead

Thanks to Francoise Mathieu

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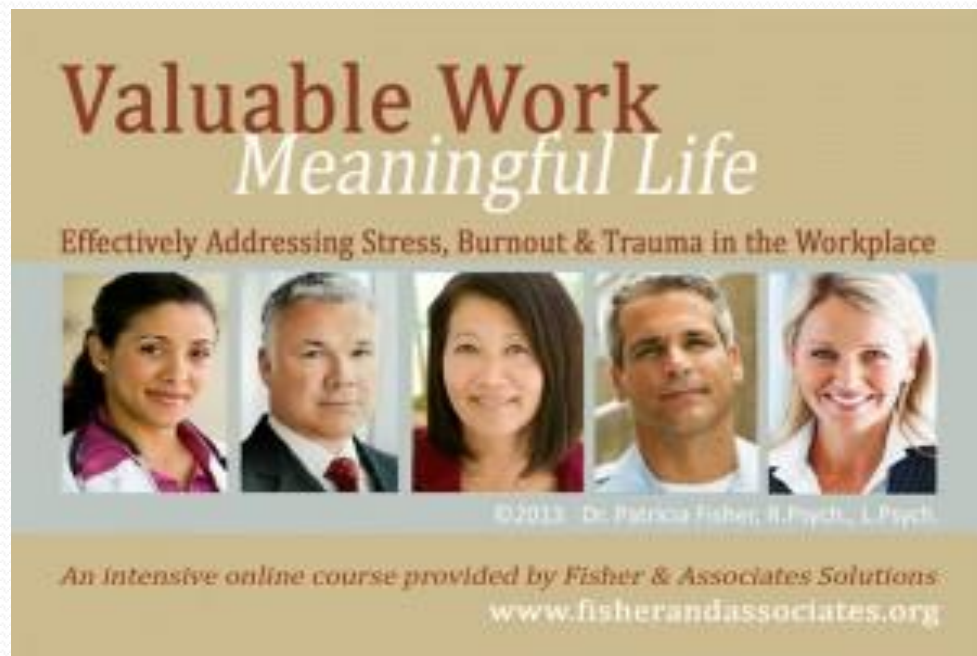
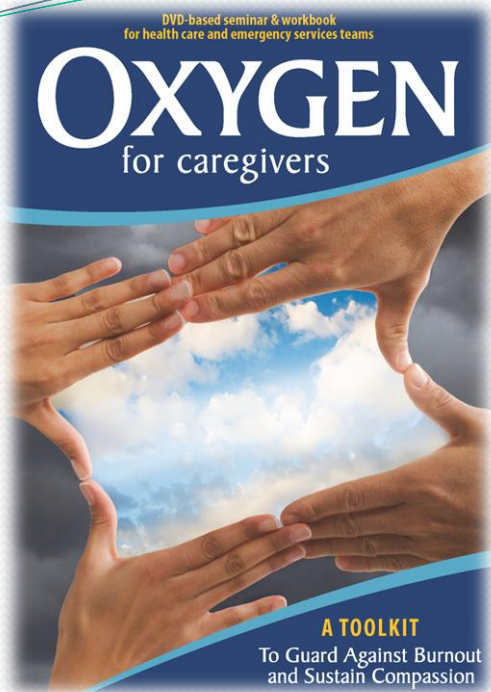
Tools & resources for helping professionals

tend provides skill-based workshops, consulting services and training materials focusing on compassion fatigue, self-care and workplace wellness.



tend

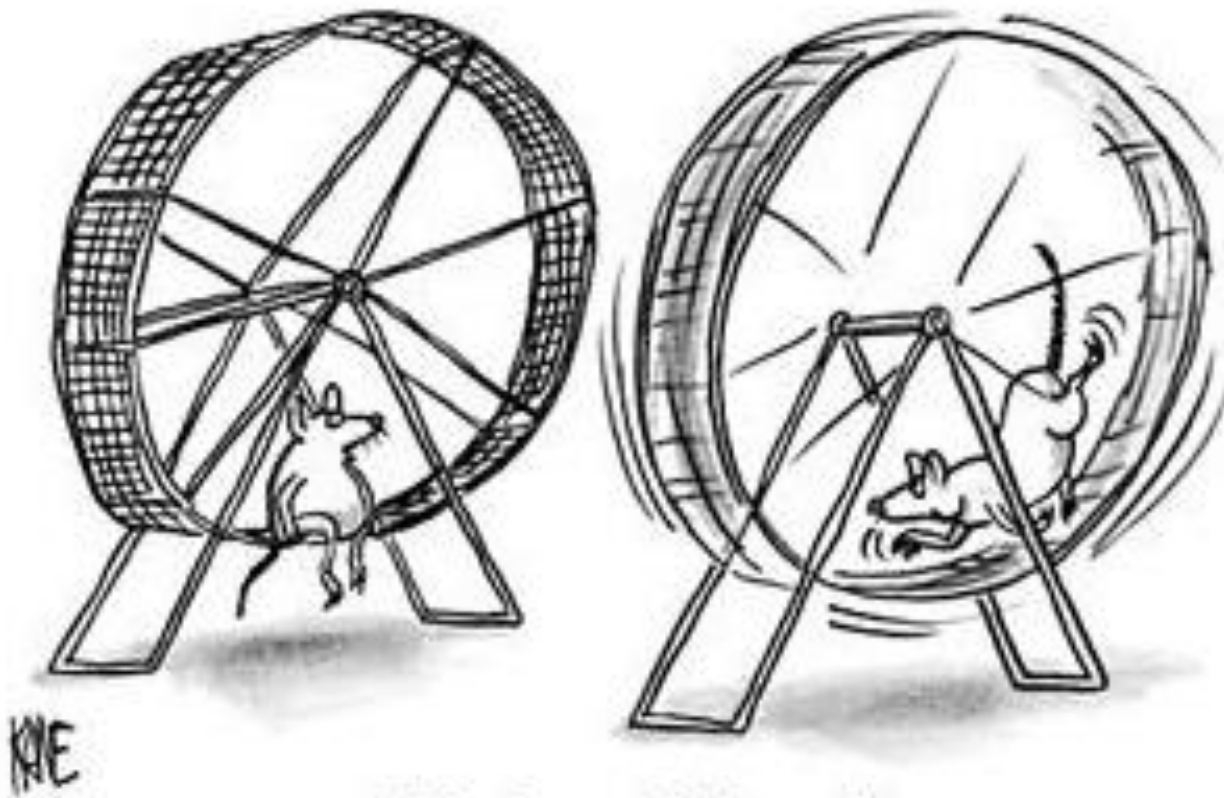
**WTF: And Other Strategies to Keep you Grounded in High Stress Situations:
A workshop for helping professionals**



CARE 4 YOU

The 5th Annual Compassion Fatigue Conference

June 9-10, 2015 • Kingston, Ontario



"I had an epiphany."

Thanks for all that you do!

