


Addressing our Needs



1/30/17

Shelly Dohlby, MSW

A life preserver with alternating orange and white segments, floating on a white background. The title text is centered over the orange segments.

The Compassion Fatigue Workbook

*Creative Tools for Transforming Compassion Fatigue and
Vicarious Traumatization*

By Francoise Mathieu

Addressing our Needs?





Wait just a MINUTE....

What DO I need?



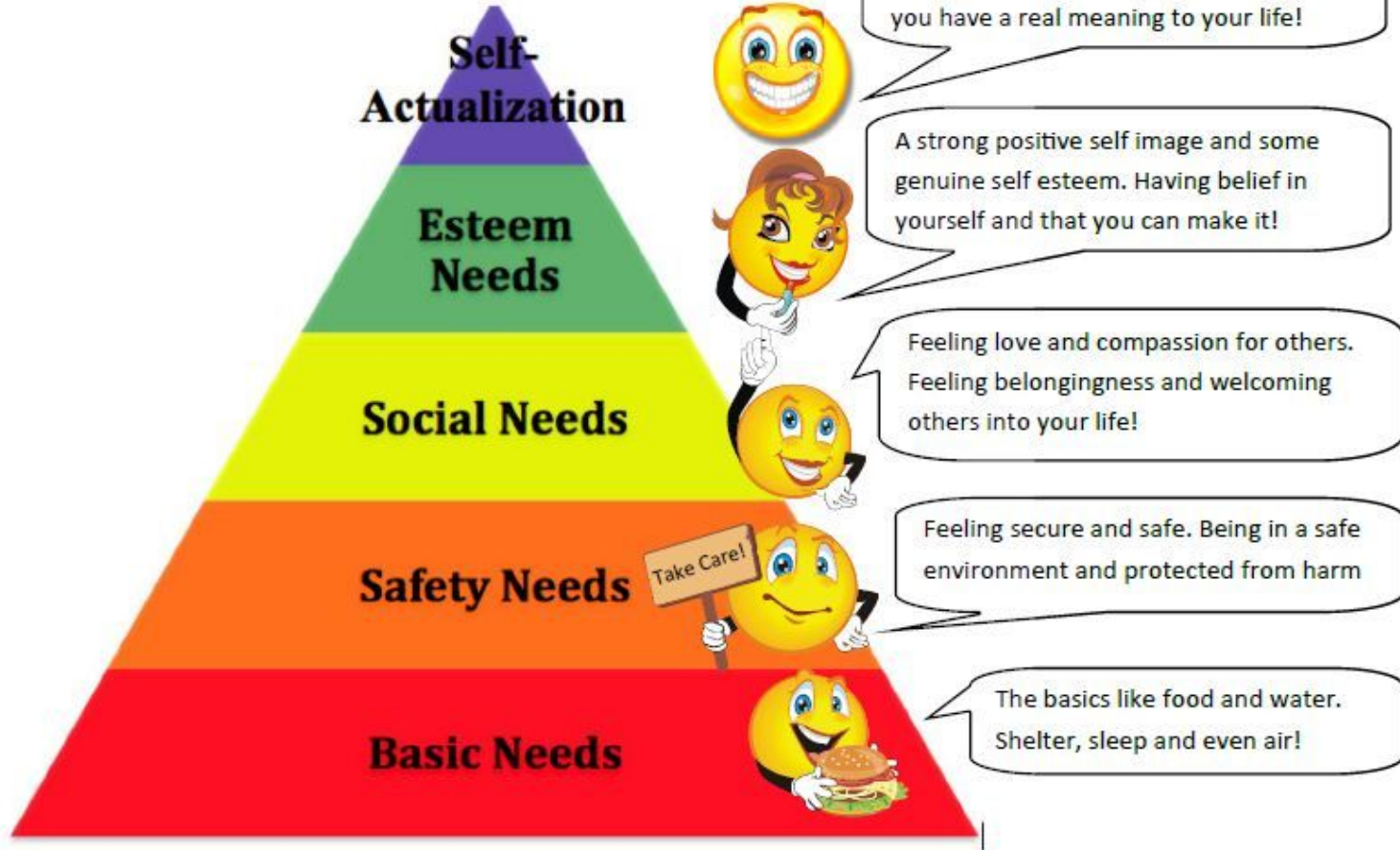
Check In:



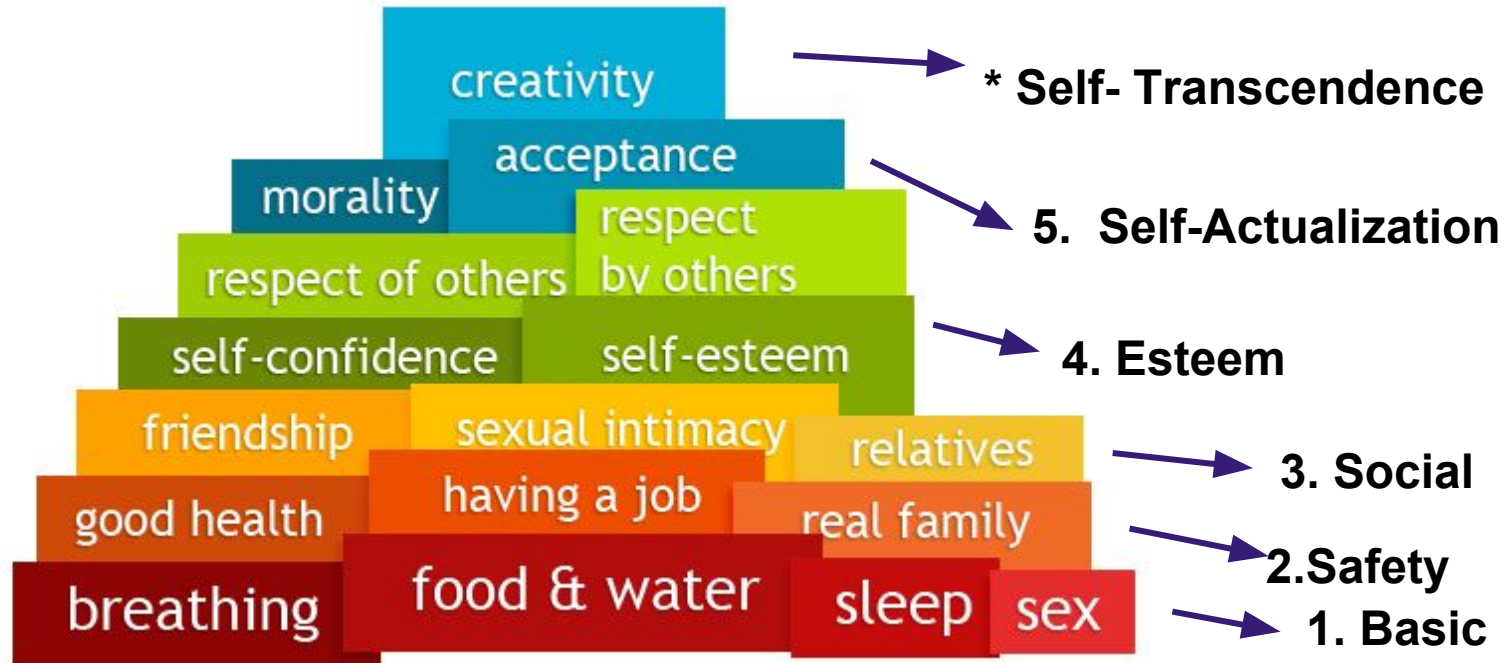
AGENDA

How are we doing?

Hierarchy of Needs




Hierarchy of Needs

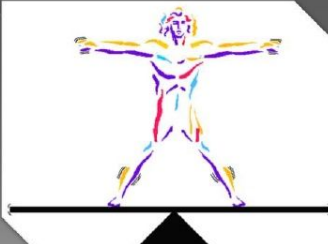




Basic Needs



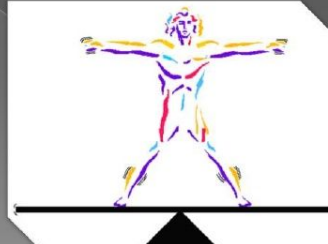

 **Physiological Needs**

- The base for humans biological needs:
- Derived from oxygen, food, water and homeostasis.



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Knowledge is Power

Low Impact Debriefing (LID)

1. Increased Self Awareness

~Limit *Shock* and *Awe*

~Omit **Gory details**

2. Fair warning

~Foreshadow

3. Consent and the debrief

~ "Is this a good time?"

4. Limited Disclosure

~Outer details first, core trauma last

Definitions

©Hills www.myburnoutthing.com



Show tunes for those with
CFS and adrenal fatigue.

Why Definitions are Important?

**Clarity of terms
leads to stronger
understanding
and better
strategies for
solution.**



Compassion Fatigue (CF)

A painting of a dinosaur, possibly a T-Rex, walking alone on a sandy dune. The dinosaur is dark and silhouetted against the lighter, textured sand. The background is a mix of warm, earthy tones like beige, brown, and purple, suggesting a sunset or sunrise. The overall mood is lonely and weary.

On Purple Days

I'm sad.

I walk alone.

The overwhelming emotional and physical exhaustion, inability to re-energize.

Sufferers start seeing changes in our personal and professional lives; we may contribute to a toxic environment and become short-tempered with our loved ones.

I groan.

I drag my tail.

Compassion Fatigue



“Compassion Fatigue is
a disorder that
affects
those who
do their work well.”

Charles Figley

“AN OCCUPATIONAL
HAZARD”.

Vicarious Traumatization

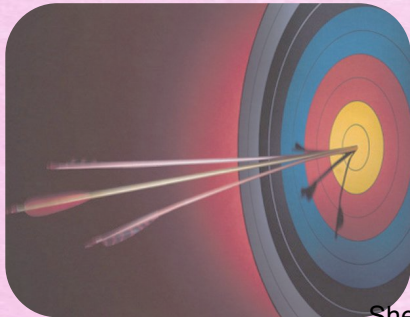
The profound shift in *worldview* due to the repetition of traumatic stories and images.

This cumulative process affects us with the most difficult and horrific stories altering the way we see the world.

Laurie Anne Pearlman and Karen Saakvitne

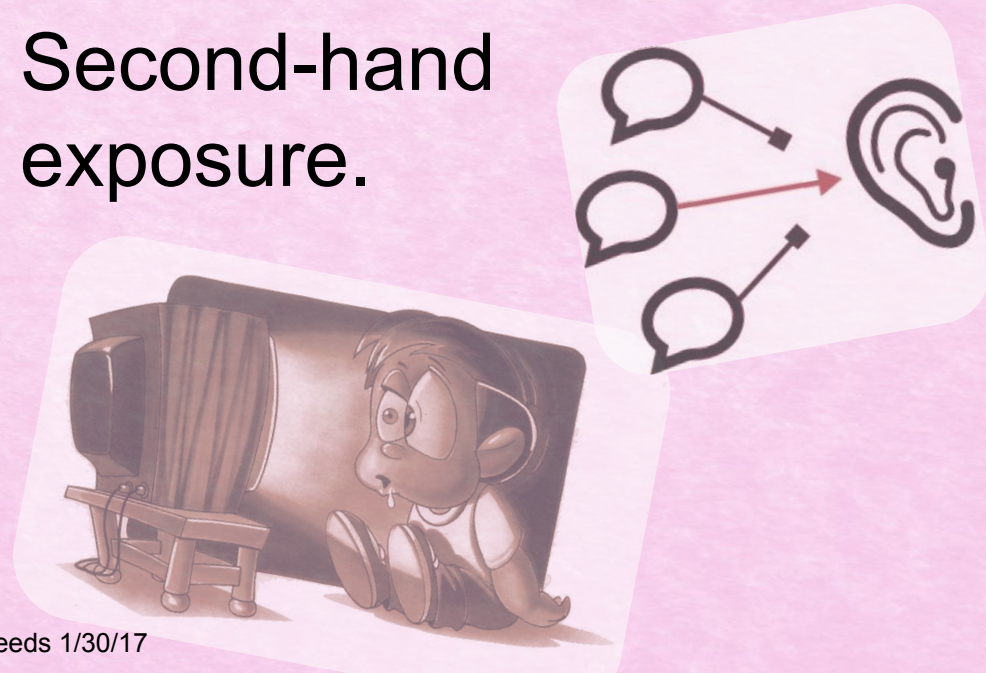
Primary Trauma

Trauma
you have been
directly
exposed to
in your life.



Secondary Trauma

Second-hand
exposure.



BURN OUT



**"I don't know if it's burnout, but I set off
the smoke alarm six times today!"**



Crabby...



“Someone calling themselves
a customer says they want
something called service.”

Crabbier...

LOOK OUT, EVERYBODY! I'M
GONNA BE CRABBY FOR
THE REST OF THE DAY!!





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



Trauma Narrative

Where does your story go?

Were you trained for this?

What are your vulnerabilities?

How do you protect yourself
when doing this challenging
work?



Signs of Compassion Fatigue

Physical:

physical exhaustion,
sleep issues, headaches,
migraines,
illness or
low immune system,
hypochondria,
somatization.



Signs of Compassion Fatigue

Behavioral:
addictions,
absenteeism, anger,
exaggerated sense of
responsibility, indecisive,
forgetful, social isolation,
compromised client care



The Silencing Response



Signs of Compassion Fatigue

Psychological:

Negative Emotional Energy in many forms.

Problems with intimacy, hypervigilant, intrusive imagery, hypersensitive to emotional stimuli, sensitivity to emotional material, difficulty separating personal/professional life.



My Warning Signs

1. What signs and symptoms stand out most for ME.
2. What do I have to lose if I don't deal with the effects of the occupational hazard?

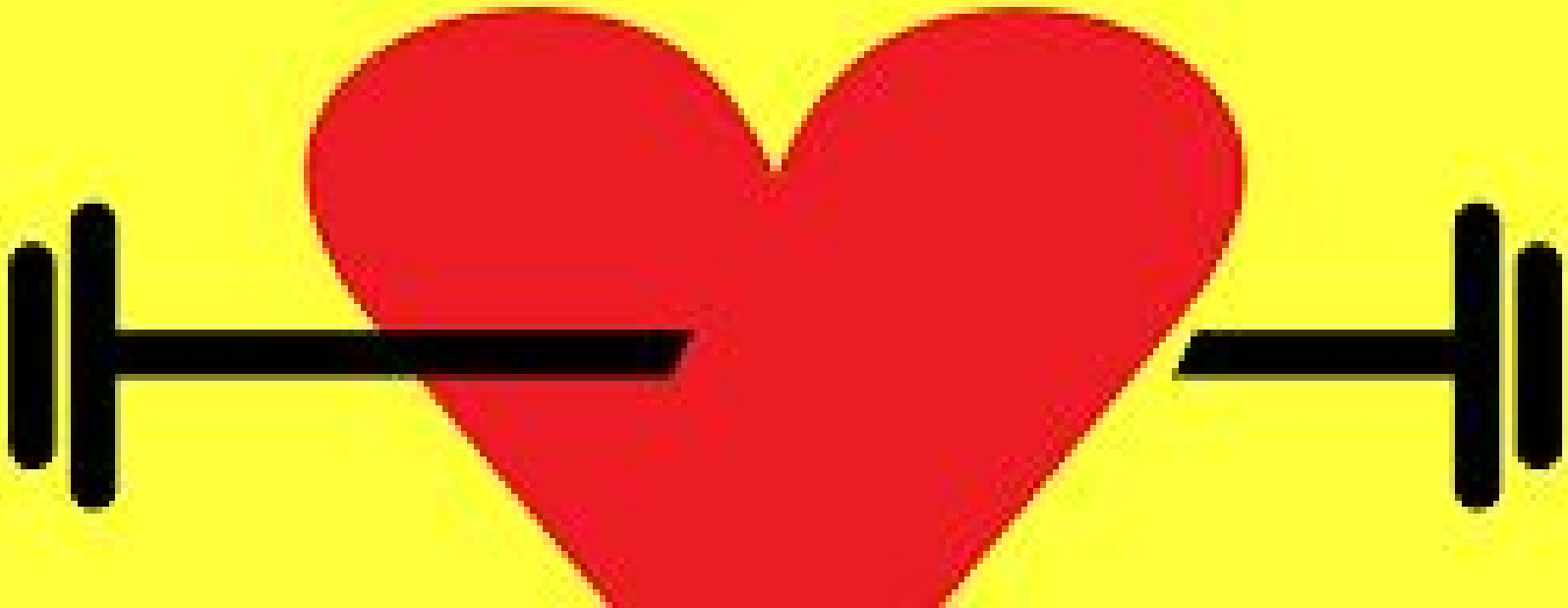
Physical: physical exhaustion, sleep issues, headaches, migraines, illness or low immune system, hypochondria, somatization.

3. What do I stand to gain if I move toward improved self-care?
4. Who will be the biggest supporters of my self-care?



Measuring the Cost of Caring

[Professional Quality of Life Scale](#)



Time for a Break





What are your thoughts about your current situation and how it contributes to your own CF level?

Nature of the Work

- ~Control over sched.
- ~Satisfied with sched.
- ~Healthy workplace
- ~Feel supported
- ~Colleague support
- ~Helpful supervisor

Nature of Helper

- ~Social life fulfilling
- ~Time for self
- ~Healthy coping strategies
- ~Aware of own history

Nature of the Clientele

- ~Work fulfilling
- ~See student progress
- ~Well suited for task
- ~Balance in workday
- ~Students satisfied

Saakvitne, K.W., Pearlman, L.A.,
& Staff of
Traumatic Stress Institute



The Toxic Workplace

Every larger system has an obligation to the people who make it work, as well as to the people it serves.

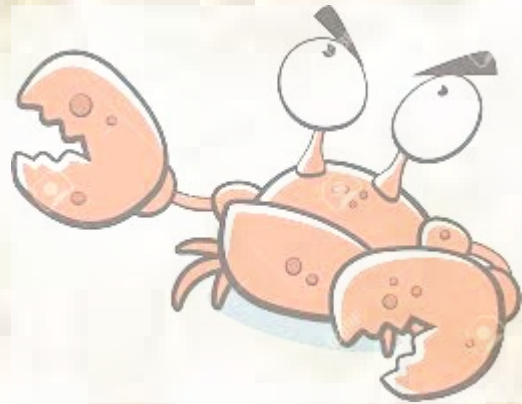
At the same time, each of us must recognize that we have a role to play in shaping the organizations and social systems we participate in.

-Laura van Dernoot Lipsky

The Toxic Workplace

NEGATIVE ATMOSPHERE

How do we contribute?



Posttraumatic Embitterment Disorder

Following a single negative life event that continues to cause prolonged bitterness, anger, feelings of injustice and distrust for extended periods of time.

-Michael Linden

Note the hazard risk for some of us to get locked into a pattern of obsessing about wrongs done to us.



The Toxic Workplace

- What your dragon looks like?
Red zone? Yellow zone?
- What does your CF/VT look like in terms of behavior?
How can others help you tame it?
- How can we create a strategic alliance against Dragons?



Strategies that Protect Us

PROFESSIONAL

- Acknowledging

CF occurs

- Debriefing
- Peer Support
- Training



Strategies that protect Us

Personal

- Self-Awareness
- Self-Care
- Hobbies



This is a
quiet reading
area

Solutions

Separate between personal and professional life.

- **Set Boundary for caring.**
- **Find time to recharge.**

RECHARGE....

Develop Hobbies





Better Meeting My Needs

What do I stand to
gain if I move toward
improved self-care?



Balance, Self Care & Satisfaction



In N. America, we spend 12 minutes per day speaking to our spouse and 40 minutes per week playing with our children.

Mathieu

Control What We Can

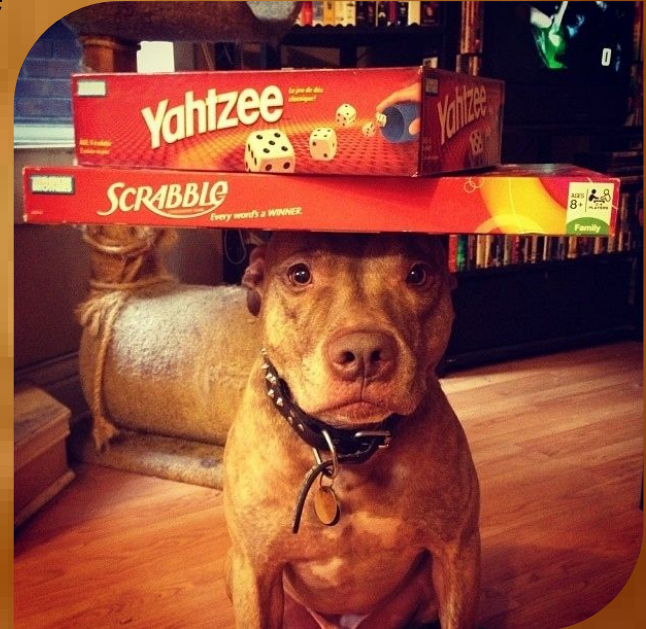
- ★ Organize Your Schedule
- ★ Gain Insight on WHAT is Draining your Energy



Balance Goals

- ***set realistic goals*** for yourself
- ***take stock*** of where you are & understand the unhealthy patterns in your life

- **relationships**
- **environment**
- **body**
- **mind and spirit**
- **work**
- **money**



**Sleep, Rest, Healthy
Diet, Exercise,
Vacations**

**Renewal: Activities
that replenish you**

Working hours

**Daily Nourishing
activities**

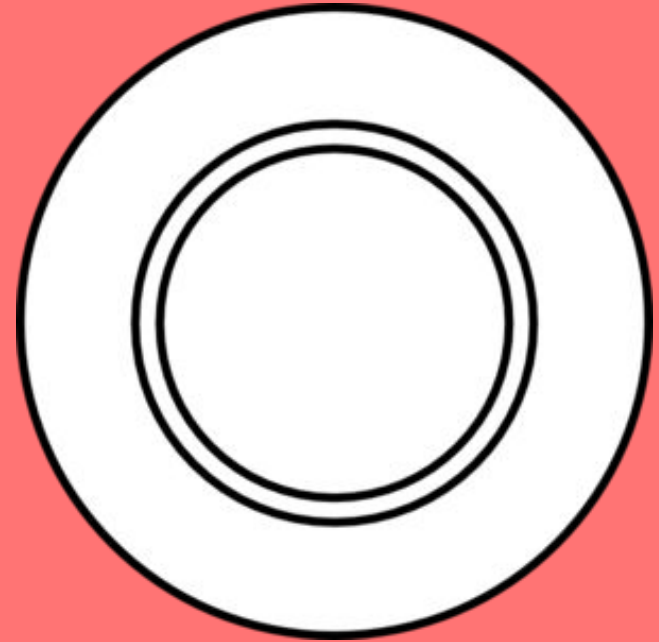
Balance Goals

**Access to a regular
debriefing process
Slime-FREE**



Addressing our Needs

1. What is currently on your plate?
2. How could you balance self care?



STay FOCUSED



Beware of the “must be nice...”

“Must be nice to have that kind of time.”

“Must be nice to have that kind of help.”

“Yeah, right. Like that is realistic in my life.”

Rest: Self Care

Think and do restful activities:

- napping
- reading a book
- watching a favorite show

Self Care: Time, “No”, Listen

- ★ Take time for you
- ★ Learn to say “No” or yes more often
- ★ Listen to your critical voice



Compassion Satisfaction

**"The pleasure
you derive
from being able to do your work well."**

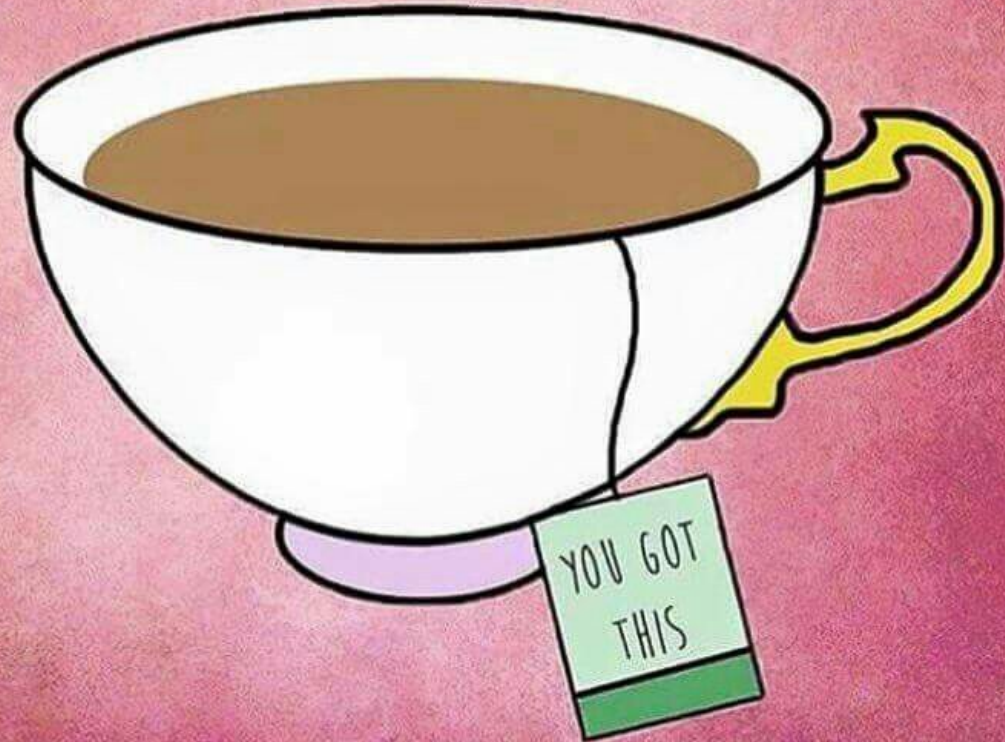


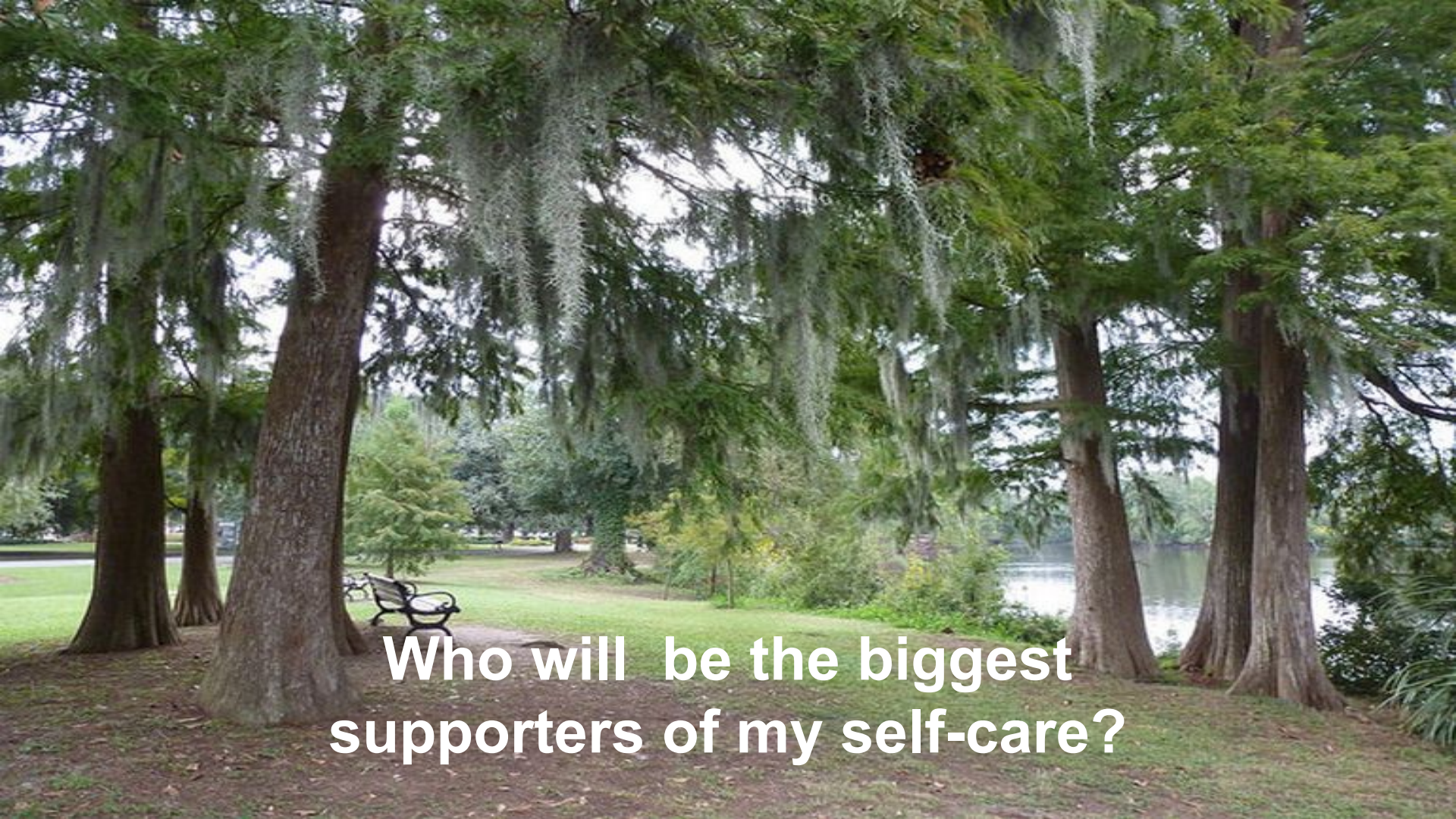
Self-Efficacy

**Believe in the power
in your own creative
ability**



Have a cup of positivitea.



A photograph of a park with large trees covered in Spanish moss. A bench is visible in the background near a body of water.

**Who will be the biggest
supporters of my self-care?**

Can you commit to self-care today?

Think of A BALANCE BUDDY



Tell them your Self Care GOAL and they will
Support you
When? Where will you meet? How often?

What would this look like in your life...if you attend to
your physical, social, emotional, and spiritual needs?

Questions, Concerns & Feedback...



THANK YOU



Resources

Mathieu, F. 2012. *The compassion fatigue workbook: creative tools for transforming compassion fatigue and vicarious traumatization*. 2012. Routledge. New York.

Mathieu, F. 2013. Low Impact Debriefing: Preventing Retraumatization. Compassion Fatigue Solutions Inc. <http://www.tendacademy.ca>

B. Hudnall Stamm, 2009. Professional Quality of Life: Compassion Satisfaction and Fatigue Version 5 (ProQOL). [/www.isu.edu/~bhstamm](http://www.isu.edu/~bhstamm) or www.proqol.org.

