

Compassion Fatigue

SupportLinc Employee Assistance
Program (EAP)

Kimberly-Clark Corporation



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Please use the Chat or the GoToWebinar Question box throughout today's session for any questions, comments, feedback or to share resources!

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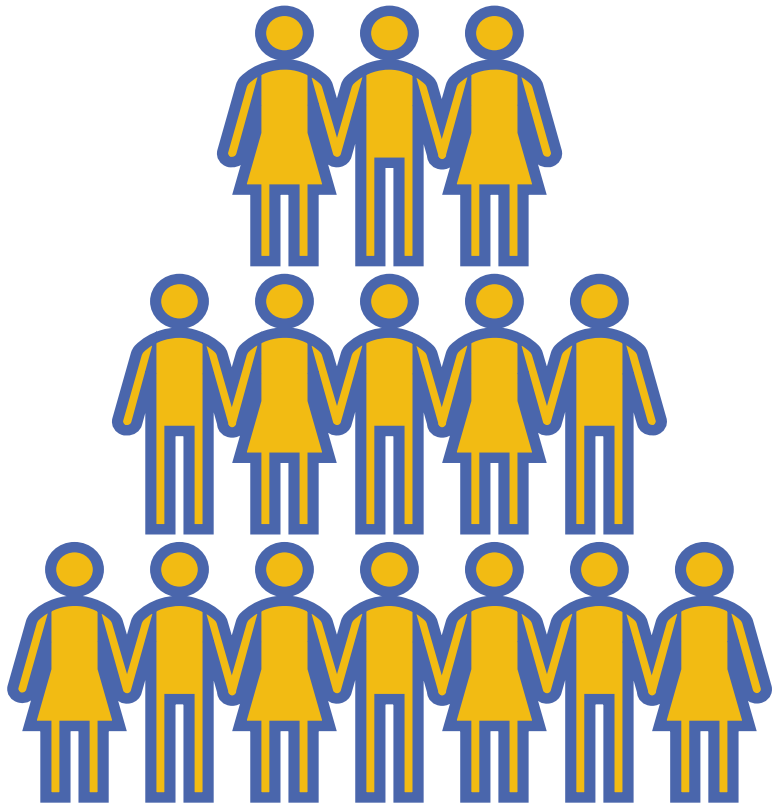


Objectives

This training is designed to help you:

- Understand who is at risk
- Define compassion fatigue
- Recognize the signs and symptoms
- Difference between compassion fatigue and burnout
- Learn your level of caregiver fatigue
- Understand how to get better

Who is at risk?



Any individual who provides empathetic care to another human being who is struggling, either physically or emotionally, or has experienced some sort of traumatic event.

What is compassion fatigue?

- The result of extreme state of tension from secondary/vicarious traumatic stress for the one helping the person or animal in distress or trauma
- First defined in the 1950's
- Compassion fatigue affects individuals personally or professionally – sometimes both!



Compassion fatigue vs. burnout

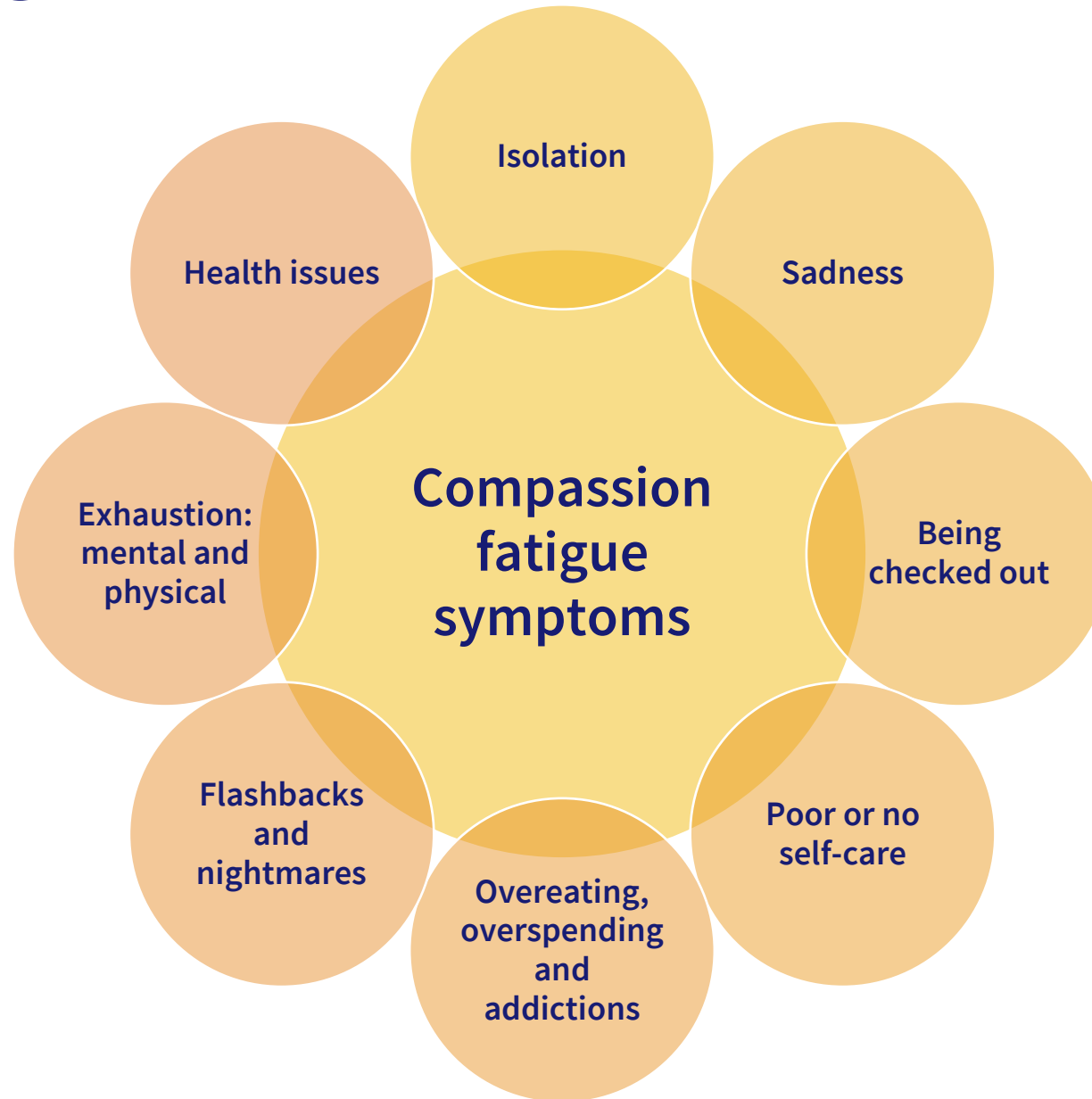
Compassion fatigue

- Onset can be sudden
- Happens due to the cost of caring for others
- Emotional and physical pain from the trauma of others that affects us
- Thoughts of the trauma or experience that last a long time and flashbacks

Burnout

- Can build over time
- Physical and emotional exhaustion
- Feeling overwhelmed
- Hopelessness/helplessness
- Does not mean our view of the world is bad or damaged
- Can be easier to fix by a change of environment

How to recognize it



Signs and symptoms at work

Absenteeism

Inability to work well with others

Difficulty getting along with the team

Aggressive behaviors at work and towards co-workers

Difficulty completing assignments or a hard time meeting deadlines

Negative attitude

Laziness

Not willing or open to change

Life stress test

Life stress scores

- 0 - 149: Low susceptibility to stress-related illness.
- 150 - 299: Medium susceptibility to stress-related illness: learn and practice relaxation and stress management skills and a healthy well lifestyle.
- 300 and over: High susceptibility to stress-related illness: daily practice of relaxation skills is very important for your wellness. Take care of it.

Which have taken place in the past 12 – 14 months?

- | | |
|--|---|
| _____ 1) Death of spouse (100 points) | _____ 22) Change in work responsibilities (29 points) |
| _____ 2) Divorce (73 points) | _____ 23) Trouble with in-laws (29 points) |
| _____ 3) Marital separation or from relationship partner (65 points) | _____ 24) Outstanding personal achievement (28 points) |
| _____ 4) Jail term (63 points) | _____ 25) Spouse begins or stops work (26 points) |
| _____ 5) Death of close family member (63 points) | _____ 26) Starting or finishing school (26 points) |
| _____ 6) Personal injury or illness (53 points) | _____ 27) Change in living conditions (25 points) |
| _____ 7) Marriage (50 points) | _____ 28) Revision of personal habits (24 points) |
| _____ 8) Fired from work (47 points) | _____ 29) Trouble with boss (23 points) |
| _____ 9) Marital reconciliation (45 points) | _____ 30) Change in work hours, conditions etc. (20 points) |
| _____ 10) Retirement (45 points) | _____ 31) Change in residence (20 points) |
| _____ 11) Change in family member's health (44 points) | _____ 32) Change in schools (20 points) |
| _____ 12) Pregnancy (40 points) | _____ 33) Change in recreational habits (19 points) |
| _____ 13) Sex difficulties (39 points) | _____ 34) Change in church activities (19 points) |
| _____ 14) Addition to family (39 points) | _____ 35) Change in social activities (18 points) |
| _____ 15) Business readjustment (39 points) | _____ 36) Mortgage or loan under \$20,000 (17 points) |
| _____ 16) Change in financial status (38 points) | _____ 37) Change in sleeping habits (16 points) |
| _____ 17) Death of close friend (37 points) | _____ 38) Change in number of family gatherings (15 points) |
| _____ 18) Change to a different line of work (36 points) | _____ 39) Change in eating habits (15 points) |
| _____ 19) Change in number of marital arguments (35 points) | _____ 40) Vacation (13 points) |
| _____ 20) Mortgage or loan over \$30,000 (31 points) | _____ 41) Holiday season (12 points) |
| _____ 21) Foreclosure of mortgage or loan (30 points) | _____ 42) Minor violations of the law (11 points) |

Professional quality of life scale (PROQOL)

Compassion satisfaction and compassion fatigue

	1=Never	2=Rarely	3=Sometimes	4=Often	5=Very Often
_____	1.				I am happy.
_____	2.				I am preoccupied with more than one person I [help].
_____	3.				I get satisfaction from being able to [help] people.
_____	4.				I feel connected to others.
_____	5.				I jump or am startled by unexpected sounds.
_____	6.				I feel invigorated after working with those I [help].
_____	7.				I find it difficult to separate my personal life from my life as a [helper].
_____	8.				I am not as productive at work because I am losing sleep over traumatic experiences of a person I [help].
_____	9.				I think that I might have been affected by the traumatic stress of those I [help].
_____	10.				I feel trapped by my job as a [helper].
_____	11.				Because of my [helping], I have felt "on edge" about various things.
_____	12.				I like my work as a [helper].
_____	13.				I feel depressed because of the traumatic experiences of the people I [help].
_____	14.				I feel as though I am experiencing the trauma of someone I have [helped].
_____	15.				I have beliefs that sustain me.
_____	16.				I am pleased with how I am able to keep up with [helping] techniques and protocols.
_____	17.				I am the person I always wanted to be.
_____	18.				My work makes me feel satisfied.
_____	19.				I feel worn out because of my work as a [helper].
_____	20.				I have happy thoughts and feelings about those I [help] and how I could help them.
_____	21.				I feel overwhelmed because my case [work] load seems endless.
_____	22.				I believe I can make a difference through my work.
_____	23.				I avoid certain activities or situations because they remind me of frightening experiences of the people I [help].
_____	24.				I am proud of what I can do to [help].
_____	25.				As a result of my [helping], I have intrusive, frightening thoughts.
_____	26.				I feel "bogged down" by the system.
_____	27.				I have thoughts that I am a "success" as a [helper].
_____	28.				I can't recall important parts of my work with trauma victims.
_____	29.				I am a very caring person.
_____	30.				I am happy that I chose to do this work.



Coping with compassion fatigue

- Check in with yourself daily:
 - How am I doing?
 - How is my emotional wellbeing?
 - How is my energy level?
- Look for the signs and symptoms that impact you
- Acknowledge what you have control over and what you don't



Combating it

- Validate your feelings
- Listen to your body - impact of anxiety on body and your mind
- Remember caring too much hurts in the long run
- Balance between caring for yourself and others
- Be kind to yourself

A photograph of a white sign with a black border and horizontal lines, tilted at an angle. The sign has the text "SELF CARE ISN'T SELFISH" written in bold, black, uppercase letters. The background of the sign is white with thin black horizontal lines. The sign is set against a background of a light-colored, possibly pink or peach, fabric with soft shadows.

**SELF
CARE
ISN'T
SELFISH**

Combating it continued

Cut back on things that are stressful

Activities and people that rejuvenate you

Relaxation practices

Exercise and nutrition

Counseling support

Take time off

Interactive toolkits

Mindfulness

www.mindfulness.tools

Practical tools and exercises for incorporating mindfulness into everyday life.

Meditation

www.meditate.tools

Easy-to-use collection of resources that includes guided meditations, tip sheets and more.

Resiliency

www.resiliency.tools

Skill development resources to help you 'bounce back' from challenging situations.

Sleep fitness

www.sleepfitness.tools

Information and resources to help you learn good sleep habits and achieve healthy sleep.

As we get ready to finish today's session, please use the Chat or the GoToWebinar Question box for any questions, comments, feedback or to share resources!



What is SupportLinc?

The SupportLinc Employee Assistance Program (EAP) is a health benefit, separate from your medical insurance, offered by your employer to help you manage life's daily challenges.

SupportLinc can refer you to professional counselors, services and resources that will help you and your eligible family members resolve a broad range of personal and work-related concerns.

What services are included?

Work-life benefits



Legal consultation

Free in-person or telephonic consultation with a licensed attorney

No employment law



Dependent care referrals

Expert referrals to child and adult/elder care providers, facilities and other resources



Financial consultation

Expert guidance and consultation from financial professionals



“Convenience” referrals

Guidance and referrals to a variety of daily living resources: home improvement, entertainment services, pet care, auto repair, wellness, travel, handymen, volunteer opportunities etc.



Identity theft consultation

Free consultation with an identity theft recovery professionals

Tailored recovery action plan

Getting started



Call: 1-877-638-5307



Visit: www.global.supportlinc.com



Log in or create account
(code: kcc)

SupportLinc

Support for everyday issues. Every day.