

Compassion Fatigue: An Occupational Hazard

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“Compassion is the antitoxin of the soul; where there is compassion even the most poisonous impulses remain relatively harmless.”

Eric Hoffer



**SURVIVAL
STARTS HERE**

Objectives

- Dr. Charles Figley and Compassion Fatigue
- What is Compassion Fatigue v. Compassion Satisfaction
- Risk factors
- The Professional Quality of Life Scale (ProQOL)
- Personal Values – Your Personal Compass
- Art of Self-Compassion
- Learn to Be Present, Open Up, Do What Matters
- Tips!



Dr. Charles Figley

Marine during the Vietnam War

Created the term “Compassion Fatigue” through personal experience

- Credits CF for costing him his first marriage
- Noticed it in other professionals

“The demand to be compassionate with people that you try to help and understand by seeing the world from their perspective....in the process of doing that, you let yourself into their world.”

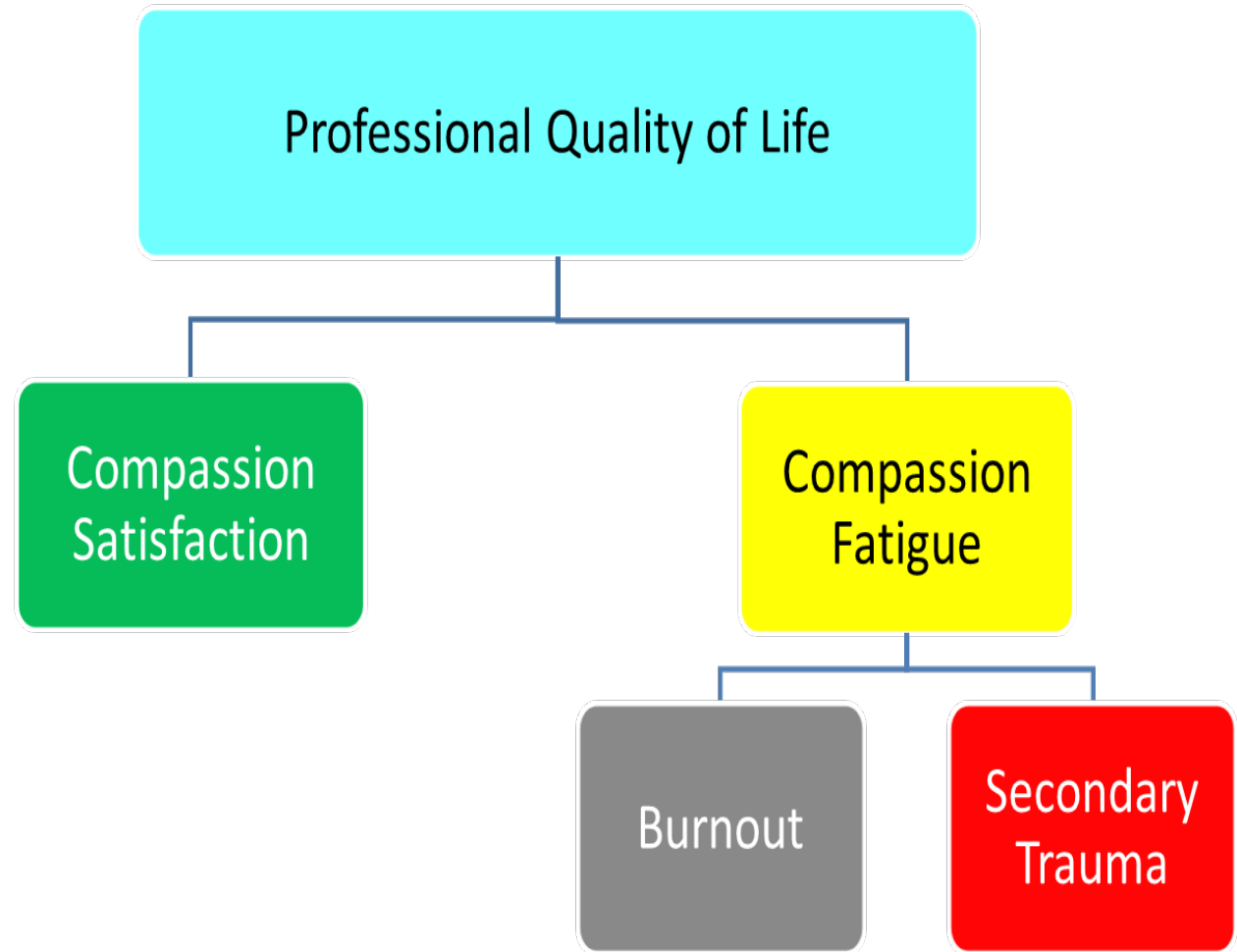
Vocabulary

Compassion Satisfaction	Positive aspects of working as a helper
Compassion Fatigue	Negative aspects of working as a helper
Burnout	Inefficacy and feeling overwhelmed
Work-related traumatic stress	Primary traumatic stress direct target of event Secondary traumatic exposure to event due to a relationship with the primary person

Compassion Fatigue and Clinical Supervision

Who is most at risk?	New counselors
Understand Risks	Exposure to trauma through clients
Identifying It	Ethics and boundary violations, leaving profession early, clinical errors
How to help	Building protective factors and coping skills

CS-CF Model





Compassion Satisfaction

- The positive aspects of helping
 - Pleasure and satisfaction derived from working in helping, care giving systems
- May be related to
 - Providing care
 - To the system
 - Work with colleagues
 - Beliefs about self
 - Altruism

Compassion Fatigue

The negative aspects of helping. Experienced by caregivers of people and animals. Can lead to preoccupation with suffering of others and can lead to apathy, anger, depression, grief, and even substance use have occurred.

The negative aspects of working in helping systems may be related to:

- Providing care
- To the system
- Work with colleagues
- Beliefs about self

Burnout

Work-related trauma

Relationships Are Complex



- Multiple spheres
 - Work environment
 - Personal environment
 - Previous situations
 - Personality traits (Caregivers gonna care)
- Positive (CS) & negative (CF)
- Altruism CS can override CF
- Compassion Fatigue two parts
 - Worn out (BO) common
 - Frightened, traumatized (STS) rarer but powerful



Burnout and STS: Co-Travelers

- Burnout
 - Work-related hopelessness and feelings of inefficacy
- STS
 - Work-related secondary exposure to extremely or traumatically stressful events
- Both share negative affect
 - Burnout is about being worn out
 - STS is about being afraid

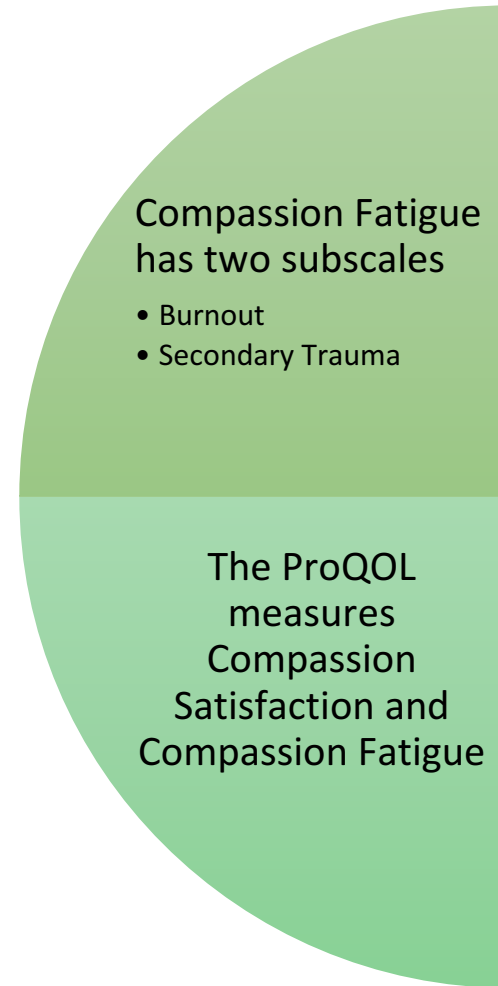
How Do I Deal With..?

- Everything is a crisis around here!
- Self-care, Schmelf Care. Who has time?
- No appreciation
- And then...



Measuring CS & CF:

The *Professional Quality of Life Scale (ProQOL)*



The ProQOL is free

A 30 item self
report measure of
the positive and
negative aspects of
caring

The ProQOL Scales

- Compassion Satisfaction-average score is 50. Scoring below 40, you may have a problem with your job.
- Burn-Out-average score is 50. Scoring above 57 you may be feeling you're not effective in your position
- Secondary Traumatic Stress (STS)-average score is 50. Scoring above 57 may mean something is frightening to you at work

PROFESSIONAL QUALITY OF LIFE SCALE (PROQOL)

COMPASSION SATISFACTION AND COMPASSION FATIGUE (PROQOL) VERSION 5 (2009)

When you [help] people you have direct contact with their lives. As you may have found, your compassion for those you [help] can affect you in positive and negative ways. Below are some-questions about your experiences, both positive and negative, as a [helper]. Consider each of the following questions about you and your current work situation. Select the number that honestly reflects how frequently you experienced these things in the last 30 days.

	1=Never	2=Rarely	3=Sometimes	4=Often	5=Very Often
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Well Established

The ProQOL is the most widely used measure of the positive and negative aspects of helping in the world

The ProQOL has proven to be a valid measure of compassion satisfaction and fatigue

It has been used for over 15 years

The measure was developed with data from over 3000 people

The ProQOL is easy to use

It can be given individually or in groups

It can be given online or at an individual computer

Flexibility Planning

Individual, personally

The ProQOL can help you plan where to put your energy to increase our resilience

Organizational planning

Can help organizations find ways to maximize the positive aspects and reduce the negative aspects of helping

Supportive Supervision

The ProQOL can be used as information for discussions

Personal Values – Your True North

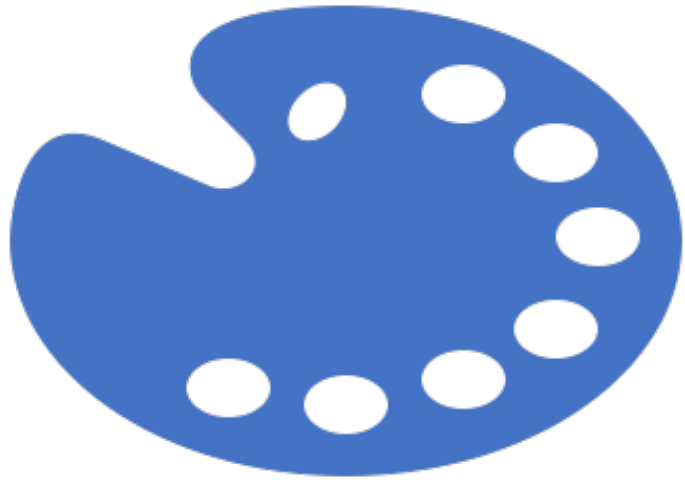
Who do I wanna be deep in my heart?

When people describe me, I want them to say...

When I am challenged and pushed to my limit, I want to be found doing what?

Why is this important? Because if you don't know YOU, you won't know when you are in trouble.

So, Why Do We Do It?



The Art of Self-Compassion

Acknowledging your own suffering and responding kindly

Dr. Russ Harris' Six Elements of Self-Compassion

1. Acknowledging the Pain
2. Defusing from Self-Judgement (unhooking)
3. Acting with Kindness (Self-talk, Imagery, Self-touch, Deeds)
4. Acceptance (Does not mean suck it up)
5. Validation
6. Connectedness (From thoughts of being alone, Engage with others)

Be Present, Open Up, Do What Matters

Learning STOP!

- S (Slow Your Breathing)
- T (Take Note)
- O (Open Up)
- P (Pursue Your Values)



MORE TIPS



Love, Work, Play, Health

Eat well

Sleep!

Exercise

Do fun things

Nurture your primary
relationships

Seek reassurance

Develop a routine

Values-guided work

Set boundaries when
necessary

SEE A PROFESSIONAL ...
THE SOONER THE BETTER!

Let's Rehash

Compassion Satisfaction good. Compassion Fatigue bad.

Values-guided Self-Compassion

The ProQOL is a tool that can help you determine if you may have CF



Resources

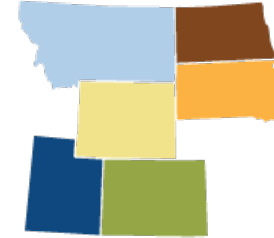
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Mountain Plains ATTC (HHS Region 8)

ATTC

Addiction Technology Transfer Center Network
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For more information visit mpattc

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