Walking the Walk Individual Creative Tools for Transforming Compassion Fatigue & Vicarious Trauma

Kay Glidden, M.S.,
Certified Compassion Fatigue Specialist & Trainer

Beth Reynolds-Lewis, B.S., Certified Compassion Fatigue Specialist & Trainer, RYT – Certified Yoga Instructor

Developed by Francoise Mathieu, M.Ed. CCC. Compassion Fatigue Solutions Inc. www.compassionfatigue.ca
How to ask a question

The best way to ask a question is to use the question box in your gotowebinar window.
Workshop Outline

- Introductions
- Why do we care about CF?
- What are: CF, Vicarious Trauma, Burnout, Moral Distress?
- Self Assessment
- Early identification of warning signs self awareness LID (Low impact debriefing)
- Commitment
- Resources
- Evaluation

Mathieu, Françoise (2012) www.compassionfatigue.ca
The organization recognizes that staff success and satisfaction with their work might be affected by their personal trauma histories, compassion fatigue, secondary trauma also known as vicarious trauma, and the lack of organization supports. The organization creates an environment that is safe and comfortable for staff to share personal and work related stressors and receive support through supervision; an Employee Assistance Program (EAP) or other professional services; training to increase confidence and competence in one’s job performance; and education to increase awareness about the impact of stress on work performance and develop personally meaningful and useful stress management strategies.
So What is Compassion FATIGUE (CF) ?

• It is the cost of caring for others in emotional pain.

Francoise Mathieu, M.Ed. CCC . Compassion Fatigue Solutions Inc.
• What do you do?

• Where do the stories go?

• How do you end your workday?

• Did you receive any training from your schooling about VT, CF building resiliency or self-care?
Vulnerability Factors

- Extreme Youth and Inexperience
- Close ID with those being assisted
- Isolated from other workers
- Personal injury
- Recent significant loss
- Concurrent life crisis (divorce, illness of family)
- Previous life or work related trauma surfacing with recurrent symptoms
- Rural Aspect

From Françoise Mathieu [www.compassionfatigue.ca](http://www.compassionfatigue.ca) - Excerpt from WWW. Headington Institute.org
What happens if I don’t take care of my CF/VT/Trauma?

- Mind/Body Medicine
- Gabor Maté
The Big 4:

- Burnout
- Moral Distress
- Vicarious Trauma (VT)
- Compassion Fatigue (CF)
Understanding Compassion Fatigue

CF refers to the profound emotional and physical exhaustion that caregivers and helping professionals can develop over the course of their career(s) as helpers.

• Mathieu, Françoise (2012) www.compassionfatigue.ca
You might have CF if......

[Image of a cartoon showing essential organs labeled: brain, lungs, heart, liver, kidneys, stomach, pancreas, small intestines, and large intestines.]

http://www.gocomics.com/jeffstahler/2014/09/18
“The expectation that we can be immersed in suffering and loss daily and not be touched by it as unrealistic as expecting to be able to walk through water without getting wet.”

Rachel Naomi Remen, Kitchen Table Wisdom 1996
Job Related Burnout

• “Physical & emotional exhaustion” as a result of prolonged stress and frustration.”

▪ Depleted ability to cope with work demands.

▪ Feel powerlessness to achieve goals.

▪ Can happen in any occupation

Relief is provided by changing jobs.

From Françoise Mathieu www.compassionfatigue.ca
Vicarious Trauma (VT) has been used to describe the profound shift that workers experience in their world view when they work with people who have 1st hand trauma experiences.


VT Changes your world view, its cumulative.

It is not the one bad story that finally pushed you over the edge---its is the 100’s of stories.

Where do all the stories go?

Françoise Mathieu www.compassionfatigue.ca
VT
Changes your world view
It’s
Cumulative

It is not the one bad story that finally pushed you over the edge---it’s is the 100’s of stories---Where do all the stories go?

Vicarious Trauma
Moral Distress

“something that occurs when you know the ethically appropriate action to take, but are unable to act upon it.”

AACN Position Statement

Mathieu, F., & McLean., (in press) Managing Compassion Fatigue, Moral Distress and Burnout in a context of patient-centered, Sigma Theta Tau International
Compassion Fatigue

Vicarious Trauma

Burnout

Moral Distress

From Françoise Mathieu
www.compassionfatigue.ca
"I'm disappointed. If anyone should have seen the red flags, it's you."
Physical Signs of Compassion Fatigue

- Insomnia
- Headaches
- Increased susceptibility to illness
- Somatization and hypochondria
- Hives
- Shoving stress down the body
- Exhaustion
- Gut issues / acid reflux

Mathieu, Françoise (2012)
www.compassionfatigue.ca
## Behavioral Signs and Symptoms

<table>
<thead>
<tr>
<th>Increased use of alcohol and drugs</th>
<th>Anger and irritability</th>
<th>Avoidance of patients/clients</th>
</tr>
</thead>
<tbody>
<tr>
<td>Absenteeism</td>
<td>Impaired ability to make decisions</td>
<td>Problems in personal relationships</td>
</tr>
<tr>
<td>Attrition</td>
<td>Compromised care for clients</td>
<td>Forgetfulness</td>
</tr>
</tbody>
</table>

Mathieu, Françoise (2012) [www.compassionfatigue.ca](http://www.compassionfatigue.ca)
Psychological Signs and Symptoms

- Distancing
- Negative self image
- Depression
- Reduced ability to feel sympathy and empathy
- Cynicism
- Resentment
- Feeling professional helplessness
- Depersonalization
- Problems with Intimacy
- Intrusive imagery
- Hypersensitivity or Insensitivity to emotional material
- Difficulty separating personal & professional lives

Mathieu, Françoise (2012) www.compassionfatigue.ca
Tools

Breaks
Body Scan
Feet on Ground
Jewelry
Pocket Stone
Focal Point Imaginary
End of Day Rituals

Help for the Helper

HELP for the Helper
The Psychophysiology of Compassion Fatigue and Vicarious Trauma
Self-Care Strategies for Managing Burnout and Stress
Babette Rothschild with Melissa Pineda

NATIONAL COUNCIL FOR BEHAVIORAL HEALTH
STATE ASSOCIATIONS OF ADDICTION SERVICES
Trauma Stewardship
An Everyday Guide to Caring for Self While Caring for Others
Laura van Dernoot Lipsky with Connie Burk
Foreword by Jon R. Conte, PhD

Laura van Dernoot Lipsky
https://www.youtube.com/watch?v=tAKPgNZi_as&feature=youtu.be
Strategy #1 (LID)

Low Impact Debriefing (anti-sliming strategy)
Low Impact Debriefing

1. Increased Self Awareness
2. Fair Warning
3. Consent
4. Low Impact Disclosure
Questions to ask yourself before you share graphic details:

Is the listener:
• Aware that you are about to share graphic details?
• Able to control the flow of what you are about to share with them?
• Read article on LID: www.compassionfatigue.ca and clicking on “Resources”
What Works for Organizations?

- Supervisor buy in/training
- On-site counseling (EAP)
- Peer Support (Balint Groups)
- De-briefing /LID
- Training
- Wellness Committee
- Flexible work schedule
- Policies
- TIC environment
- Training
- National Council TIC Org Assessment & TIC Learning Community
handout– Self Care Inventory

Mathieu, Françoise (2012) [www.compassionfatigue.ca](http://www.compassionfatigue.ca) Roths Inventory
• General need for better self-care by addressing the stress inherent in CF/VT

• Transform the negative beliefs, despair, loss of meaning, cynicism

• Directly address demoralization and loss of hope that is created by CF/VT
Body Work & Other Adjunct Therapies

- Yoga
- Meditation/prayer
- Tai Chi/Qi Gong
- Mindfulness
- Visualizationguided imagery
- Deep Breathing
- Reiki
- Acupuncture
- EFT Tapping
- Heart Math Therapy
- Drumming circle
- WRAP
- Massage
- Aroma therapy
- Other?
Make a Commitment “OH MY”
"I was so Upset, I forgot to be Happy."

-Eeyore
First, do no harm to yourself in the line of duty when helping/treating others. Second, attend to your physical, social, emotional, and spiritual needs as a way of ensuring high quality services for those who look to you for support as a human being.

Charles Figley, *Green Cross Ethical Guidelines for Standards of Helper Self Care*
Thanks for attending!

Kay Glidden
&
Beth Reynolds-Lewis

compassioneducation@gmail.com

"You can't stop the waves but you can learn to surf."

Jon Kabat-Zinn