

CHAP

Lunch Session

How to Address Compassion Fatigue



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What We'll Cover

- What is Compassion Fatigue?
- How Do You Identify Compassion Fatigue in Your Employees?
- Preventing the Burnout
- Why CHAP + Home Care Pulse have partnered to help address similar employee challenges

Compassion Fatigue

Definition: the physical and mental exhaustion and emotional withdrawal experienced by those who care for sick or traumatized people over an extended period of time

The background of the slide features a pattern of stylized virus particles in shades of yellow and orange. These particles are scattered across the frame, with some appearing larger and more detailed than others. The overall aesthetic is clean and modern, with a focus on the theme of the pandemic mentioned in the text.

**The ongoing pandemic has
heightened the fatigue.**

Signs of Compassion Fatigue

- Headaches
- Insomnia
- Weight Loss or Gain
- Impaired Decision-Making
- Poor Work/Life Balance
- Poor Social Relationships
- Diminished Sense of Fulfillment
- Chronic Exhaustion
- Lack of Sympathy or Empathy
- Dreading Going to Work
- Ongoing Anger, Anxiety, or Irritability
- Less Friendly Manner
- Hypersensitive or Desensitized Behaviors
- Feelings of Inequity

Real Life Examples of Compassion Fatigue

"I just can't bear another team meeting."



"Not my phone again!"



"I can't do another thing."



"I'm so tired all of the time."



"I'm not sure I can get this done."



Compassion Satisfaction

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

- It's a pleasure to help others through your work
- You feel positively about your colleagues
- You want to contribute to the work setting or the greater good of society



Burnout

Associated with feelings of hopelessness and difficulties in dealing with work or doing your job effectively.

- Usually has a gradual onset
- Feeling like your effort makes no difference
- Can be associated with a very high workload or non-supportive work environment



Secondary Traumatic Stress

Your work-related, secondary exposure to extremely or traumatically stressful events. (STS)

- Vicarious Traumatization
- Providing treatment to people who have experienced horrific events
- Usually rapid onset and associated with a specific event
- May include: being afraid, difficulty sleeping, upsetting images pop in your head, avoiding things that remind you of the event





How do you resolve compassion fatigue and prevent burnout?

CHAP LUNCH SESSION: HOW TO ADDRESS COMPASSION FATIGUE



Promote Self-Care

- Help your colleagues, be open about your feelings and create a positive work environment
- Allow for time for your own emotions, be compassionate to yourself
- Balance your work and home life
- Maintain your hobbies or find new ones, do something for yourself
- Eat a balanced diet, avoid stress eating
- Get regular exercise, even going outside every day for a brief walk
- Maintain a routine sleep & wake schedule, even on weekends

Real Life Examples of Promoting Self Care



Finish your documentation before heading to your next stop.



Take a minute for yourself after each visit.



Build a supportive relationship with your coworkers



Establish rituals that build up your team.



Focus on the positive.

Related Resources

Professional Quality of Life Scale Handout

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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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.

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Links to Other Helpful Resources:



[**Beyond Burnout - The Moral Injury of Health Care Today**](#)



[**6 Strategies to Build Resilience**](#)



[**Well-Being & Resilience Among Health Care Workers During the Pandemic**](#)

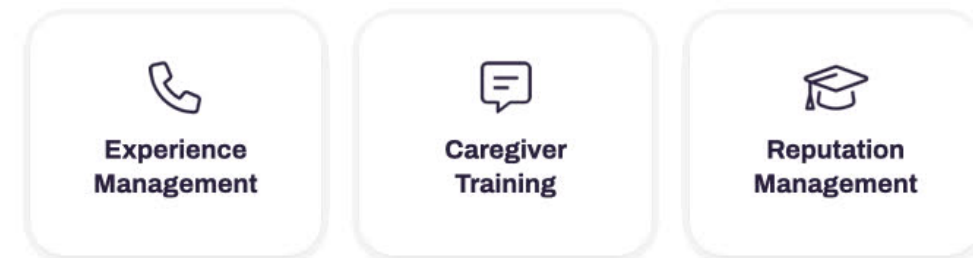
CHAP +  **Home Care Pulse**

Additional Training Can Help

CHAP + Home Care Pulse have recently partnered to help providers access and deliver better employee training.

About Home Care Pulse

3 Solutions in 1





QUESTIONS?

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