

When the Flame Goes Out

Self-Care to Combat Compassion Fatigue and Burnout

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Supervised by Lacey Fisher, LPC-S, RPT-S





“Caring for myself
is not self-indulgence.
It is self-preservation,
and that is an act
of political warfare.”

Audre Lorde



Learning Outcomes

- Practice mindful meditation
- Understand the brain's response to stress
- Learn the symptoms of compassion fatigue, vicarious trauma, and burnout
- Learn risk factors that lead to burnout and fatigue
- Learn ways to mitigate stress and “complete the stress cycle”

Meditation



BREATHPOINT



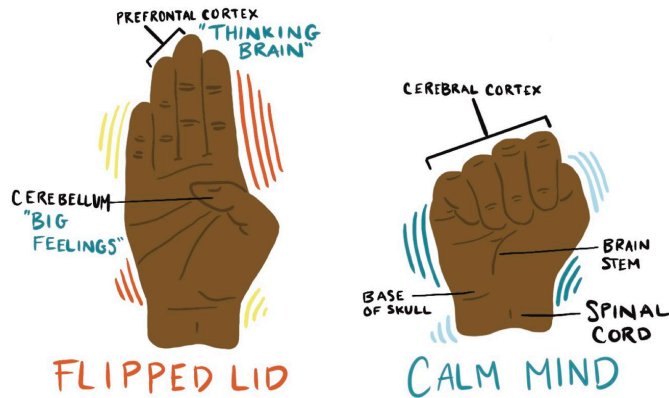
"We all have the
same 24 hours
in the day as
Beyoncé."





Trauma and the Brain

FLIPPING your lid



You lose access to your prefrontal cortex, your "thinking brain." Your amygdala activates the fight, flight, freeze response, and you operate from a place of fear.



Since all of the parts of your brain are working in harmony, you feel calm, balanced, and alert yet relaxed.



Too Much
Too Fast
Too Soon
Too Long

+

No Space to Integrate



Compassion Fatigue

“...the emotional residue or strain of exposure to working with those suffering from consequences of traumatic events.”

(American Institute of Stress, 2017)



It refers to the profound emotional and physical erosion that takes place when helpers are unable to refuel and regenerate.

(Figley, 1982)

Am I Experiencing Compassion Fatigue?

PSYCHOLOGICAL

- Depression
- Anxiety
- Increased irritability
- Decreased confidence
- Helpless
- Nightmares/intrusive thoughts
- Low patience
- Suicidal thoughts

PHYSICAL

- Headaches
- Fatigue
- Stomachaches
- Pain
- Difficulty sleeping
- Tension

BEHAVIORAL

- Isolating from others
- Time management
- Decreased motivation
- Missing work
- Appetite changes
- Addictions





Vicarious Trauma/Secondary Traumatic Stress

“...the emotional residue of exposure” that one can have “from working with people as they are hearing their trauma stories and become witnesses to the pain, fear, and terror that trauma survivors have endured.”

(American Counseling Association, 2011)

“...the profound shift in world view that occurs in helping professionals when they work with clients who have experienced trauma...your fundamental beliefs about the world are altered and damaged with repeated exposure to traumatic material.”

(Perlman & Saakvitne, 1995)



Am I Experiencing Vicarious Trauma?

PSYCHOLOGICAL

- Depression
- Anxiety
- Increased irritability
- Decreased confidence
- Helpless
- Nightmares/intrusive thoughts
- Low patience
- Suicidal thoughts

PHYSICAL

- Headaches
- Fatigue
- Stomachaches
- Pain
- Difficulty sleeping
- Tension

BEHAVIORAL

- Isolating from others
- Time management
- Decreased motivation
- Missing work
- Appetite changes
- Addictions

AND

“My belief and value system have fundamentally changed because of this/these experiences.”



Burnout

“...the cumulative process marked by emotional exhaustion and withdrawal associated with workload and institutional stress, **not** trauma related.”



Characterized by
exhaustion, cynicism,
and inefficiency

Am I Experiencing Burnout?

PSYCHOLOGICAL

- Depression
- Anxiety
- Increased irritability
- Cynicism
- Lack of satisfaction
- Helpless
- Low patience

PHYSICAL

- Headaches
- Fatigue
- Stomachaches
- Pain
- Difficulty sleeping
- Tension

BEHAVIORAL

- Decreased effectiveness
- Unclear expectations
- Time management
- Decreased motivation
- Missing work
- Appetite changes
- Addictions



Experienced As...

“

I WISH I COULD JUST QUIT TO SHOW CARE FOR MY INSTITUTION THE SAME WAY THEY SHOW CARE FOR ME.

”

“

MANAGING MY FAMILY RESPONSIBILITIES HAS GONE OUT THE WINDOW.

”

“

Limited contact

Isolation

I live alone

”

“

MY EMPLOYEES HAVE TO WORK FROM HOME BUT THEY'RE REMODELING THEIR KITCHENS AND TELLING ME THEY DON'T HAVE TIME TO RESPOND TO EMAIL.

”

“

ADMINS HAVE BEEN FURLOUGHED;
INCREASED WORKLOAD

”

Risk Factors



General Personal Risk Factors

- Life Stressors
- Personal History of Trauma
- Length of Time in Profession
- Working 40+ hrs./week
- High Turnover
- Lack of Emotional Support from Managers and/or Family





Race Based Traumatic Stress

- Activist Burnout
- Racial Battle Fatigue
- Model Minority Myth
- Strong Black Woman Stereotype

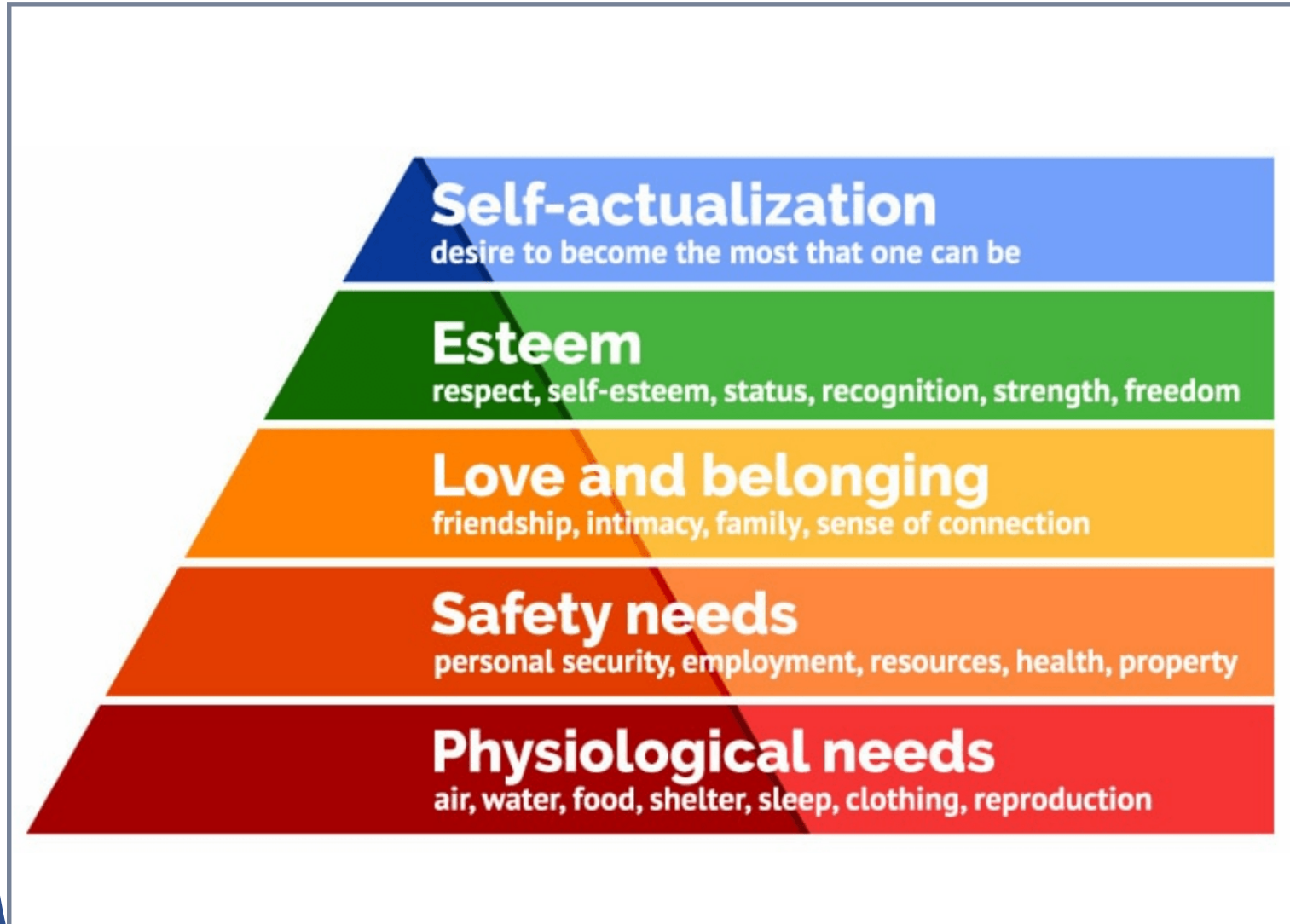
[Real Toons- Fatigue](#)



Reignite the Flame



Maslow's Hierarchy of Needs



Where to start...

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

- _____ 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]*.

Professional Quality of Life Scale



Eight Dimensions of Wellness





Intellectual

- Reading
- **Journaling**
- Painting
- Volunteering
- Enrolling in a class
- Limiting news intake to reputable sources





Emotional

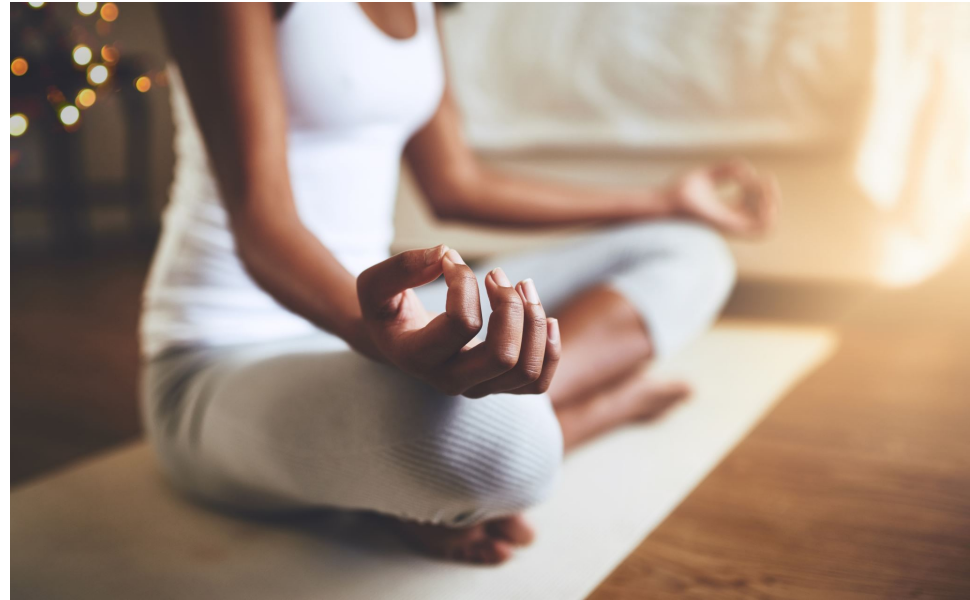
- Touch
 - Massage
 - Hug
- **Boundary setting**
- Affirmations
- Challenging irrational beliefs
- Gratitude Practice
- Contact a mental health provider





Physical

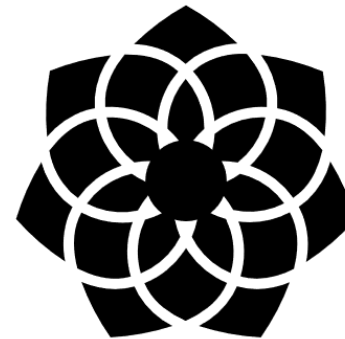
- Breathing
- Nutrition/cooking/baking
- Exercise
- Yoga
- Meditation
- Blue blocker glasses
- Sleep routine
- Body Scan activity
- **Progressive Muscle Relaxation**





Social/Spiritual

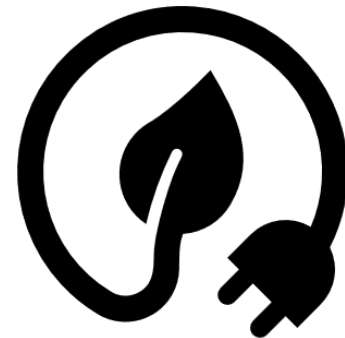
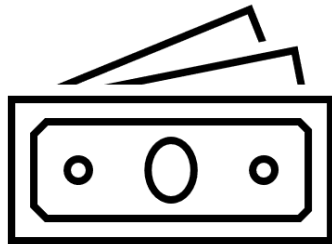
- Socially distanced outside walk/coffee with a friend
- Zoom social gathering
- Complimenting others
- Prayer
- Meditation
- Spiritual retreat
- Cultural practices





Financial/Environmental

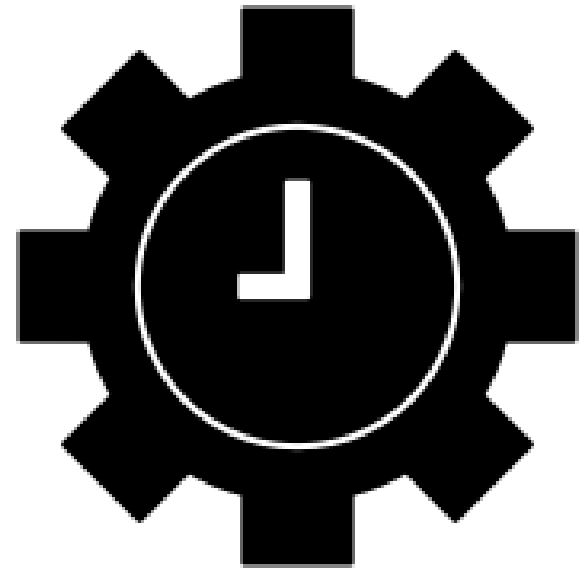
- Start or contribute to a savings account
- Applying for grants
- Create a budget
- **Utilize benefits package**
- Reflect on meaning of \$
- Cleaning schedule
- Hiking
- De-clutter
- Solastalgia
- **Maximize daylight hours**





Occupational

- Managing schedules, building in break times
 - Overlap employees' work schedules if possible
- **Develop routines**
- Accountability
- Flexibility





Complete the Stress Cycle

Physical activity is the most efficient strategy for completing the stress cycle!

- Breathing
- Positive Social Interaction
- Laughter
- Affection
- Crying
- Creative Expression



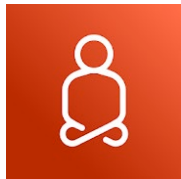


Resources

Apps



Shine

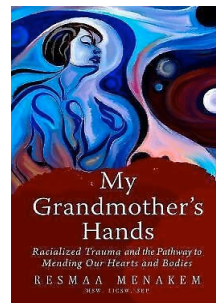
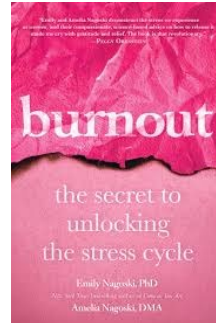


Liberate



Elevate

Books



Articles

[How to Socialize in a Pandemic](#)

[Recognizing Stress](#)

[Understanding the Stress Response](#)



Contact



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Self-Care Webinar Series

Register for the other webinars in the *It's Okay to Not Be Okay* series:

Part Two: "I Got You": Supporting Students and Colleagues During Collective Trauma

October 27 @ 12:00 PM CT

Speakers: Dr. Komal Chandra, Ph.D., and Alexis "Lexi" Losch, M.Ed., LPC-Intern, NCC Supervised by Lacey Fisher, LPC-S, RPT-S

Part Three: Beyond Book Clubs and Lip Service: Actionable Allyship in the Workplace

November 19 @ 12:00 PM CT

Speakers: Tre Johnson and Alexis "Lexi" Losch, MS.Ed., MA, LPC-Intern, NCC Supervised by Lacey Fisher, LPC-S, RPT-S

Part Four: Towards Healing: Community Meditation and Trauma-Conscious Yoga

December 15 @ 12:00 PM CT

Speakers: Nityda Gessel, LCSW, E-RYT, TITY and Alexis "Lexi" Losch, MS.Ed., MA, LPC-Intern, NCC Supervised by Lacey Fisher, LPC-S, RPT-S

GUEST SPEAKERS



Alexis "Lexi" Losch, MS.Ed.,
MA, LPC-Intern,
NCC Supervised by
Lacey Fisher, LPC-S, RPT-S



Dr. Komal Chandra, Ph.D.,
New Jersey Institute
of Technology



Tre Johnson
Catalyst: Ed



Nityda Gessel, LCSW,
E-RYT, TITY,
The Trauma-Conscious
Yoga Institute



Sana A. Meghani, M.Ed.,
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