



**NETWORK**  
of Jewish Human  
Service Agencies

Vision 2020:  
Compassion  
Fatigue

Sponsored by



My compassion fatigue level is \_\_\_\_\_ full.

0%  
25%  
50%  
75%  
Full



# COMPASSION FATIGUE: HELP YOU, HELP THEM

Dr. Andy Huls



# OBJECTIVES

- I. Self-Evaluation
- II. Define and Recognize the Symptoms of Compassion Fatigue
- III. Understand the Impact of Compassion Fatigue
- IV. Creating a Plan to Stop and Combat Compassion Fatigue

# The Mental Health Stigma



BEWARE OF PSYCHO-QUACKS

# DO YOU DEAL WITH “ALEXANDERS” EVERY DAY?

## WHAT WOULD YOU DO?

CLIENT.....

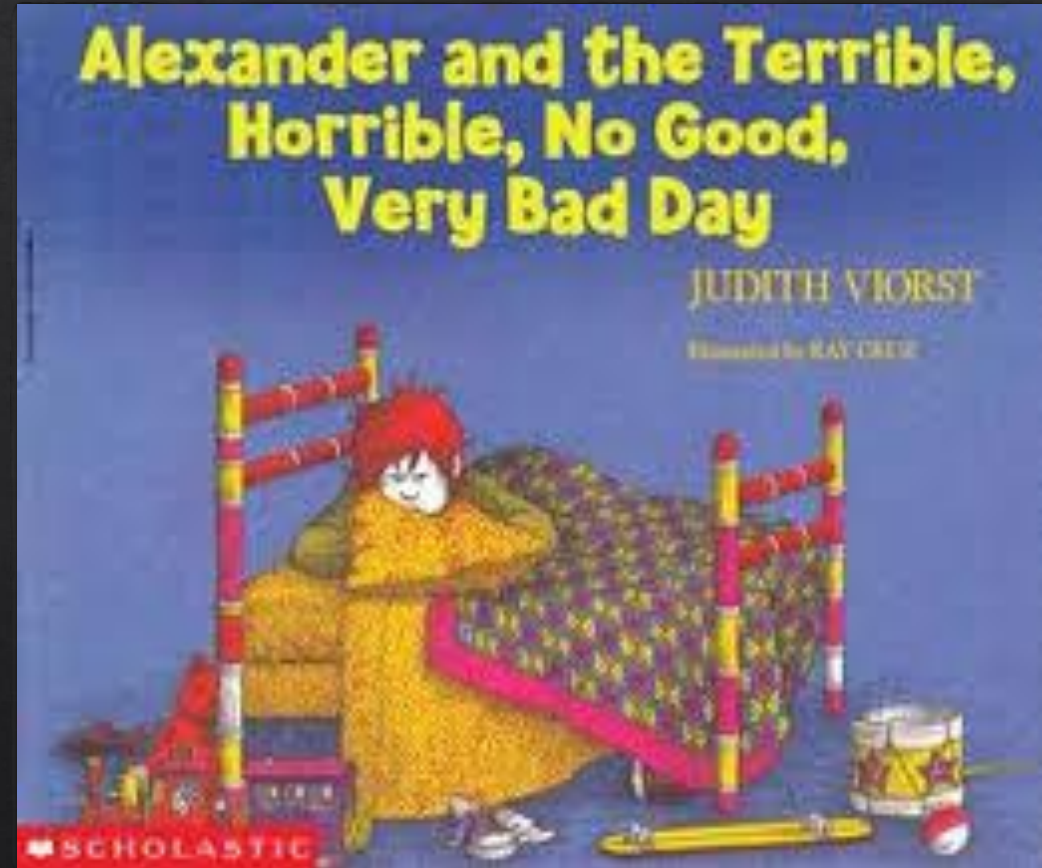
Had gum in their hair?

Tripped and fell on a skateboard?

Got car sick from sitting in the middle?

Teacher did not like their picture?

Got called a name by a peer?



# THE CARETAKER DAILY SCHEDULE

<u>Time</u>	<u>Day: Everyday</u>
<b>5:00 AM</b>	Start Tossing and Turning
<b>5:30 AM</b>	Check alarm clock until it goes off
<b>6:00 AM</b>	Wake Up
<b>6:30 AM</b>	Get Kids Up
<b>7:00 AM</b>	Feed kids and make sure their clothes are clean(ish)
<b>7:30 AM</b>	Shower (if time), get dressed in clean(ish) clothes, and hit the door
<b>8:00 AM</b>	Take kids to school and get to work
<b>8:30 AM</b>	Check 456 emails, make 125 calls, finish last week's to-do list.
<b>9:00 AM – 5:00 PM</b>	Meet with Clients, document interactions, save the world, and REPEAT ALL DAY LONG.
<b>5:00 PM – 8:00 PM</b>	Rush home to feed and bathe family. Pick up house a bit.
<b>8:00 PM – Whenever I go to sleep</b>	Say “hello” to spouse, check emails one last time, take call from friend who is in crisis, turn on Netflix, take 45 minutes to decide what to watch on Netflix, check clock one last time to see how many hours you have until you have to wake up.

OUR DAY LOOKS LIKE.....





# COMPASSION AND EMPATHY

## ◆ COMPASSION

- ◆ sympathetic consciousness of others' distress together with a desire to alleviate it.

## ◆ EMPATHY

- ◆ the action of understanding, being aware of, being sensitive to, and vicariously experiencing the feelings, thoughts, and experience of another.



# WHEN WE EXPERIENCE EMPATHY WITH OUR CLIENTS:

- ◇ We experience the same emotions; therefore, we feel:
  - ◇ Sad
  - ◇ Angry
  - ◇ Helpless
  - ◇ Frustrated
  - ◇ Confused
  - ◇ Stressed



# WHEN WE EXPERIENCE COMPASSION FOR OUR CLIENTS:

- ◇ We want to alleviate their suffering. When we can not control their “suffering,” we feel:
  - ◇ Helpless
  - ◇ Hopeless
  - ◇ Powerless
  - ◇ Failure
  - ◇ Inadequate
  - ◇ Helpless
  - ◇ Stressed



# COMPASSION FATIGUE

- ◆ The emotional residue or strain of exposure to working with those suffering from the consequences of traumatic events.

(The American Institute of Stress)

- ◆ A state of physical and mental exhaustion caused by a depleted ability to cope with one's everyday environment.

(National Institute of Health)



# Compassion Fatigue: The Symptoms

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Feeling burdened by the suffering of others

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Isolating yourself

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Loss of pleasure in typically pleasurable activities

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Difficulty concentrating

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Physical and mental fatigue

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Bottling up your emotions

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Mental restlessness/Anxiety

# Compassion Fatigue: The Symptoms

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Feelings of hopelessness or powerlessness

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Lack of motivation

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Frequent complaining about your work or your life

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Overeating

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Easily agitated

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Engaging in “busy” work to avoid “real” work

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Frequent daydreaming

# Impact of Compassion Fatigue at Work

- ◆ Less Productive
- ◆ Less Creative
- ◆ Less Invested
- ◆ Increased likelihood of missing work
- ◆ Increased likelihood of workplace accidents
- ◆ Less effective in HELPING others!



# Impact of Compassion Fatigue in LIFE

- ◇ Less engaged at home
- ◇ Less invested in physical health
- ◇ Poor sleep quality
- ◇ Exhaustion
- ◇ Depression





# MEET JOANNA

- ◇ 25 years old
- ◇ Children
- ◇ Worries about finances
- ◇ History of problematic relationships
- ◇ No “support team”
- ◇ Depressed, hopeless, exhausted

# MEET YOU!!

- ◇ 25 years old (forever)
- ◇ Children
- ◇ Worries about finances
- ◇ Friends and family always lean on you
- ◇ Too concerned about others to form a support team for YOU
- ◇ Depressed, hopeless, exhausted

DO YOU HELP JOANNA  
BETTER THAN YOURSELF?

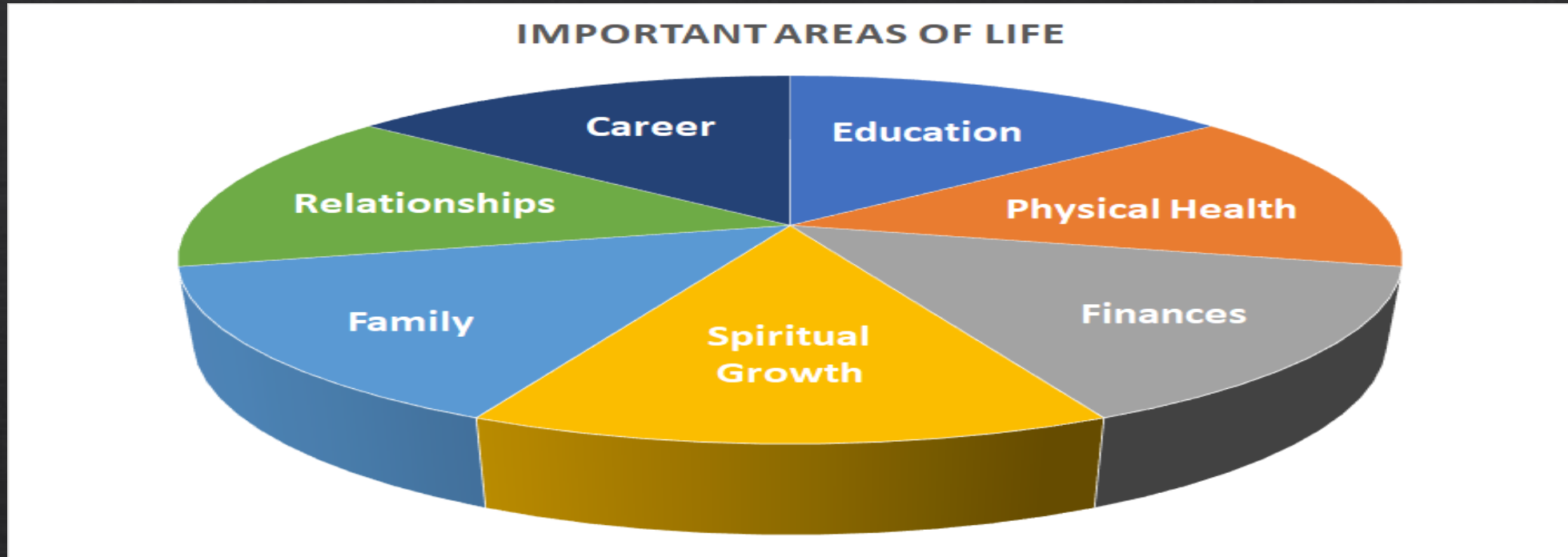
SELF COMPASSION IS THE PRESCRIPTION



"Taking care of myself  
doesn't mean 'me first'.  
It means 'me too.'"

L.R. Knost

[GoodTherapy.org](https://www.GoodTherapy.org)



**WHAT ARE YOUR "LIFE" BUCKETS?**

**HOW FULL ARE THEY?**

# My most important "life bucket" is:



# 12 STEPS TO COMPASSION SATISFACTION

1. Take stock of what's on your plate
2. Start a self-care idea collection
3. Find time for yourself every day – rebalance your workload
4. Delegate - learn to ask for help at home and at work
5. Have a transition from work to home
6. Learn to say no (or yes) more often
7. Assess your trauma input
8. Learn more about Compassion Fatigue and Vicarious Trauma
9. Consider joining a supervision/peer support group
10. Attend workshops/professional training regularly
11. Consider working part time (at this type of job)
12. Exercise

(Transforming Compassion Fatigue into Compassion Satisfaction:  
Top 12 Self-Care Tips for Helpers By Françoise Mathieu, M.Ed.,  
CCC., Compassion Fatigue Specialist)

LIFE AREA	DEPOSIT (What did you do to fill your bucket recently?)	WITHDRAWAL (What has occurred to diminish your account?)	SAVINGS (What is your long-term plan?)
Family		My kids and spouse are always home now. This exhausts me as they are so needy!	30 Minutes of "fun" activities with my family per day. Play a game, exercise together, etc.
Social Rx's	Had a happy hour with my friends.		
Finances		My hours got cut and I am not making the money I am used to.	
Spiritual	I attended a virtual service to express my faith.		Attend a spiritual/religious service 2X per week for an hour each.
Career		My clients are really struggling. Job loss, additional stress, and anger has taken its toll.	
Health		Today, I had 11 donuts, 7 cups of coffee, and walked to my couch when I got home from work. Oh, and I don't sleep well anymore.	Engage in a physical activity for 45 minutes at least 4 days per week.
Hobbies	Played my Xbox		
BALANCE	3	4	-1



# Identify “FUN” activities and Allocate Time

## SELF-CARE IDEAS: WHERE DO YOU PUT YOUR TRAUMA?

1. Get a massage
2. Journal
3. Play a game with family
4. Exercise
5. Shop
6. ME TIME!!!!
7. Sleep



**Daily Schedule**  
MY GRACE IS SUFFICIENT FOR YOU, FOR MY POWER IS MADE PERFECT IN WEAKNESS.  
2 COR. 12:9

5:00 - 6:00 \_\_\_\_\_  
6:00 - 7:00 \_\_\_\_\_  
7:00 - 8:00 \_\_\_\_\_  
8:00 - 9:00 \_\_\_\_\_  
9:00 - 10:00 \_\_\_\_\_  
10:00 - 11:00 \_\_\_\_\_  
11:00 - 12:00 \_\_\_\_\_  
12:00 - 1:00 \_\_\_\_\_  
1:00 - 2:00 \_\_\_\_\_  
2:00 - 3:00 \_\_\_\_\_  
3:00 - 4:00 \_\_\_\_\_  
4:00 - 5:00 \_\_\_\_\_  
5:00 - 6:00 \_\_\_\_\_  
6:00 - 7:00 \_\_\_\_\_  
7:00 - 8:00 \_\_\_\_\_  
8:00 - 9:00 \_\_\_\_\_

TODAY'S TOP THREE TO-DOS: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

DINNER: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

# PRIORITIZE

## **NEED TO DO:**

1. Call client 1 and 2
2. Document today's meetings
3. Find time for me

## **DON'T NEED TO DO:**

1. Don't need to cover for Tom tomorrow
2. Don't need to take that extra phone call at 10:30pm
3. Don't need to .....

## **CAN DELEGATE**

1. My spouse can cook tonight.
2. Coworker can transport that client in crisis.

# Identify Your Supports

1. Support Groups
2. EAP
3. Supervisor
4. Friends
5. Family
6. Educational Groups
7. Training



# WHAT TO DO ABOUT WORK:

- ◇ Identify actions outside of work to fill or re-fill your bucket.
- ◇ Set boundaries.
- ◇ Control what you can control. Learn to release what you can not.
- ◇ Use your supervisor as a resource.
- ◇ Set achievable goals so you feel “accomplished.”
- ◇ Stay organized.
- ◇ Ask for different tasks if needed.
- ◇ Take breaks.

## WHAT TO DO NEXT?



1. Take Inventory
2. Identify and engage in activities that fill your tank
3. Say “yes” to activities that “fill” your bucket. Say “no” to activities that deplete your bucket.
4. Identify Supports



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Give yourself permission to  
take care of you.

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Self-care is not a thought, it  
is an action.

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Schedule time for you and  
do not bend.

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Self-care makes you better at  
work and at LIFE.

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**THANK YOU!!!!!!**

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**Resources**



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For More Information,  
Call **(303) 330-7154**



## Upcoming Vision 2020 Offerings

**June 22 @ 1:00 p.m. EDT**

**Soaringwords: SOARING into Strength**

**June 24 @ 1:00 p.m. EDT**

**Assessing Seniors during COVID-19**

**July 7 @ 1 p.m. EDT**

**Vision 2020: English for Advancement Program: A  
New Way of Delivering ESOL - NJHSA Pillar  
Innovation Award Winner (JVS Boston)**

Registration links can be found in our newsletters or on our website: <https://www.networkjhsa.org/>.