

COMPASSION FOR YOU

Compassion Fatigue Support for
human service providers

*Turning acts of love and generosity
toward ourselves*

MY INFO

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“Real listening is when you are willing to let the other person change you.” Alan Alda

▶ What do these terms, compassion fatigue, vicarious trauma and burnout meant to you?



No-one said this work would hurt us.

Françoise Mathieu
Compassion Fatigue
Workbook describes

CF as;

“...the profound
emotional and
physical
exhaustion...gradual
erosion of all the
things that keep us
connected to
others...our
empathy, our hope
and our
compassion”.

Vicarious trauma term coined by Pearlman and Saakvitne, described by Françoise as “...**the profound shift in world view...beliefs about the world are altered and possibly damaged by repeated exposure to traumatic material...unable to rid ourselves of the images and experiences.**”



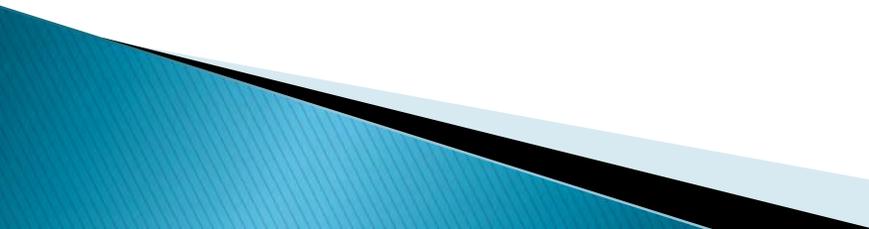
awareness

The mind shift

- ▶ self care / staff care – changing what we do
 - ▶ Put yourself at the top of the list. It actually benefits everyone
 - ▶ It is no longer negotiable
 - ▶ It is not selfish it is self-fulfilling
 - ▶ Don't wait for someone else to change something
- 

**I am 100%
responsible for my
own life.**

We “reward” ourselves...

- ▶ Drinking
 - ▶ Shopping
 - ▶ Gambling
 - ▶ Eating
 - ▶ Too tired to exercise
 - ▶ smoking
- 

Our behaviours change...

- ▶ Road rage
 - ▶ Anxiety
 - ▶ Weight gain/loss
 - ▶ Financial problems
 - ▶ Tardiness – passive aggressive behaviours
 - ▶ Impatience
 - ▶ Poor work habits
 - ▶ Chronic worry
- 

And what appears?...

- ▶ Absenteeism
 - ▶ Presenteeism/quit and stay
 - ▶ Relationship issues
 - ▶ negativity
 - ▶ Apathy replaces empathy
 - ▶ Diminished enjoyment
 - ▶ Hypersensitivity
 - ▶ Resentment
 - ▶ cynicism
- 

What then shows up...

- ▶ Back aches
 - ▶ Headaches / Migraines
 - ▶ IBS
 - ▶ Sleep issues
 - ▶ Strains
 - ▶ Exhaustion
 - ▶ Increased susceptibility to illness
 - ▶ Depression
- 

The truth
will set
you free,
but first
it will piss
you off.

Gloria Steinem

5 MINUTE EXERCISE

- ▶ What signs, symptoms are familiar to you and your agency?

plan

Reflections

- ▶ Alex Munter said,
` ` Gov`t policy always
lags behind what the
community is already
doing. ` `

COSTS, COSTS, COSTS

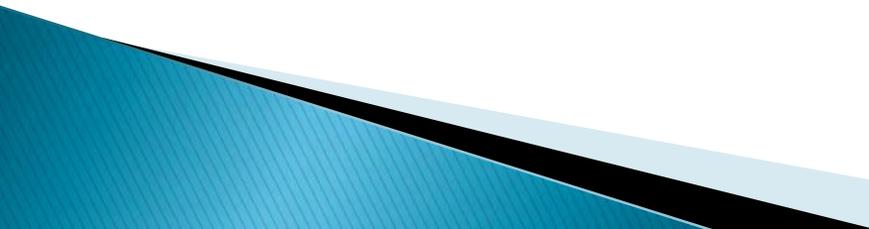
What are the costs of the symptoms of compassion fatigue, vicarious trauma and burnout –

- Reduced productivity
 - long lunch & whine sessions
 - Errors
 - Morale and team issues
 - So you are already paying for it!
- 

What do we already do well?

“When it's time to change, we must look for bright spots -- the first signs that things are working, the first precious A's and B's on our report card. We need to ask ourselves a question that sounds simple but is, in fact, deeply unnatural: What's working and how can we do more of it?”

DAN & CHIP HEATH



**5 minutes to share what
works for self care and staff
care**



Professional Quality of Life Scale

www.ProQol.org



support



tipsandtools

- ❖ www.compassionforyou.vpweb.ca
- ❖ **Compassion Fatigue Workbook**
F. Mathieu 2012
WWW.COMPASSIONFATIGUE.CA
books, videos, conference
- ❖ **CSA Psychological Health and Safety in the Workplace** – currently voluntary
 - ▶ www.notmyselftoday.ca
 - ▶ www.guardingmindsatwork.ca
 - ▶ www.compassionfatigue.ca

Purpose of our sessions and workshops

- ▶ to **raise awareness** of the necessity to protect ourselves and build psychological self care and staff care into policy and procedure
- ▶ **Create** fun, thoughtful activities
- ▶ provide an opportunity for **interaction** with others, support and share ideas
- ▶ identify the small amount of time it can take to **feel better**
- ▶ **Find ideas** to take with you for future changes

Compassion for You

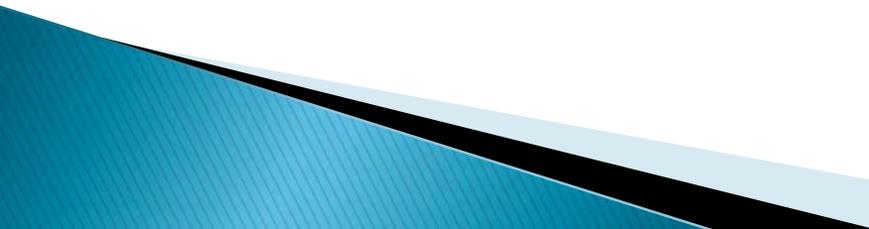
- ▶ Short info sessions to introduce topic to individuals and agencies
 - ▶ Walking the Walk workshop as designed by Françoise Mathieu
 - ▶ ½ day workshop designed for your agency needs
 - ▶ Individual support and resources to start making your own changes
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COMPASSION FATIGUE CONFERENCE

CARE4YOU

- ▶ «»» The Fourth Annual Conference on Compassion Fatigue June 2-4, 2014
Four Points Hotel – Kingston, Ontario.
- ▶ Hosted by Françoise Mathieu, Compassion Fatigue Solutions, Kingston ON
- ▶ Also provides workshops, webinars, resources in both French and English
- ▶ www.compassionfatigue.ca for more information

KEEP THE CONVERSATION GOING;

- ▶ TEAM MEETINGS
 - ▶ LUNCH AND LEARNS
 - ▶ CONFERENCES
 - ▶ EAP RESOURCES
 - ▶ BENEFIT PROGRAMS –
counselling, health supports
- 

WHAT CAN I CHANGE TODAY?

- ▶ Harm reduction – one less still counts –
drink, cigs, doughnut, coffee
 - ▶ immediately reduce stress hormone cortisol
– 3 ways
 - ▶ smell the roses / aromatherapy
 - ▶ Say yes...or no
 - ▶ Remind yourself...you have enough, you do
enough, you are enough
- 

“Information is not transformation.”

S. Achor

**You get to choose what information may
transform your life and/or your workplace.**