



**Holistic Self Care for Practitioners: Discover the Tips, Tools,
and Resources Needed to Create a Lifestyle Grounded in
Simple Choices, Solid Boundaries, and Healthy Practices**

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Today we will ...

- Explore Compassion Fatigue (CF)
- Examine the ethical issues associated with CF
- Learn wellness-based coping tools and activities
- Create a comprehensive wellness plan
- Strategize with each other about what it means to help others while also caring for ourselves



What you can expect from the learning environment:

- Relaxed learning
- Informal discussions
- Time to reflect individually and with others
- Small group and large group discussions
- Breaks (to move around & refresh)
- Participation prizes
- Opportunity to share your knowledge with others

INTRODUCTIONS

- Name
- Where you're from
- What is your job? Career? Position?
- Why did you chose this track?
- What is your belief about burnout in the behavioral health field?





**WHY STUDY
COMPASSION
FATIGUE?**



COMPASSION

“The heartfelt wish that sentient beings be free from suffering and the causes of suffering.”

Jeffery Hopkins, *Cultivating Compassion*. (2001), p. 157.



FATIGUE

“The decreased capacity or complete inability of an organism, an organ, or a part to function normally because of excessive stimulation or prolonged exertion.”

American Heritage Online Dictionary

Compassion Fatigue: A Historical Journey



Freudenberger (1975)

Classical Burnout

Onset approximately 1 year
Focus on physical symptoms
Sense of pride, worn like a badge

Figley (1997)

Compassion Fatigue

Experienced in varying degrees
by all professional helpers
Can be symptomatic and still
love the job
Attempted to de-stigmatize the
disorder

Stamm (2009)

Comprehensive
overview of both
models

Created the
ProQOL Assessment
for professional
helpers



Hebert J. Freudenberger

1970's work in non-profits and free-clinics

Classic Burnout

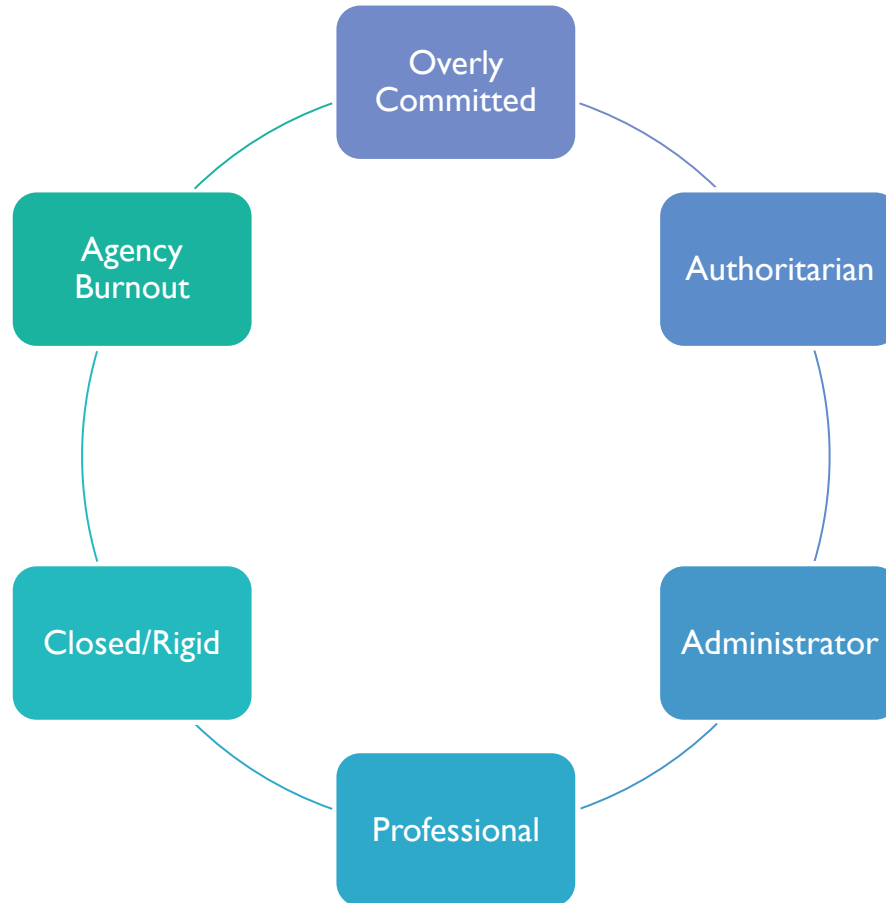
Onset: 1 year

Initial symptom: loss of charisma

Observations of colleagues

Distinction in personalities

Personality Distinctions





Charles Figley

1980's therapist & professor

Compassion Fatigue

Love the job, deny the symptoms

Multi-dimensional approach

Solution focused

Prevention and acceptance



Beth Huddnall Stamm

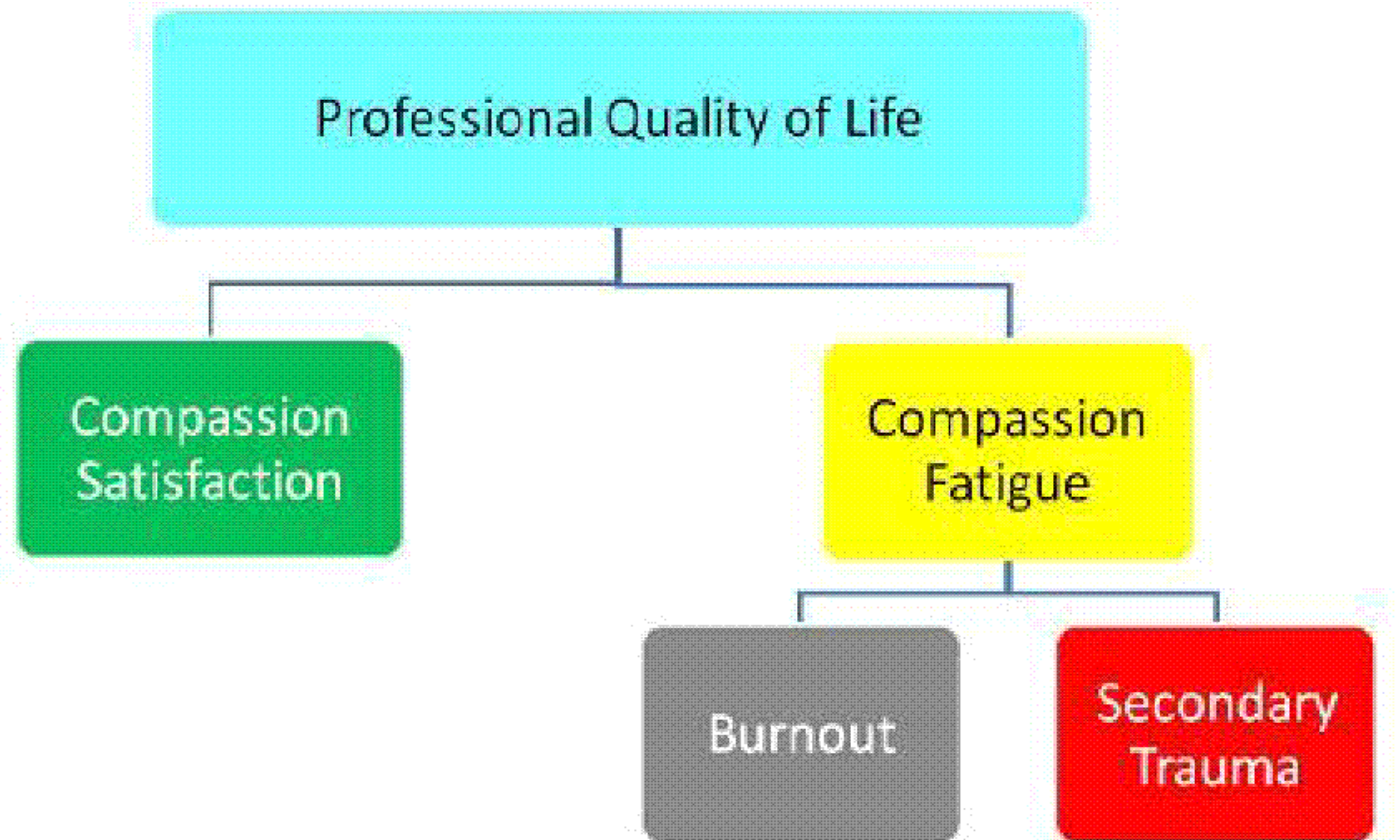
1990's – professional helper and researcher

Combination of Freudenberger and Figley

Professional Quality of Life Model

ProQoL Test (assessment)

Adaptable to all populations



Dr. Beth Hudnall Stamm, Ph.D. (2009)

Craig Higson-Smith, M.A., South African Institute of Traumatic Stress

Amy C. Hudnall, M.A., Appalachian State University

Dr. Henry E. Stamm, Ph.D., Pocatello, ID, U.S.A.

<http://www.proqol.org> and Idaho State University

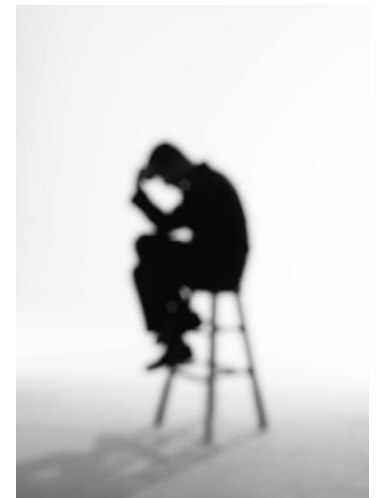


SYMPTOMS

physical exhaustion
tendency to withdraw
feeling overwhelmed
irritability
absenteeism
cynical
judgmental
loss of motivation
loss of caring attitude
pettiness
negative outlook

Take a Break

1. Why am I doing this work?
2. How was I trained to connect with my co-workers and my clients/patients?
3. How do I deal with stressors – both personal and professional?



WARNING SIGNS OF COMPASSION FATIGUE

- preoccupation with drama
(*drama queen/king*)
- over-indulging food, alcohol, etc.
(*pre-abuse/addiction*)
- avoiding intimacy in personal relationships
(*avoidance, loner*)
- attempting to control everything
(*control-freak*)
- justifying one's actions by blaming
(*not my fault*)
- compromising ethical and personal boundaries
(*whatever it takes*)

U.S. Customs and Border Protection (2005)
Human Resources Management Employee Assistance Program

From “fatigue” to “full of compassion”

- **Understand** symptoms
- **Create** healthy boundaries (both home and work)
- **Follow thru** with support system
- **Delegate** to friends, family and colleagues
- **Build** a wellness plan
- **Practice** daily

University of Wisconsin – Stevens Point SPECIES Wellness Model





“To care for anyone else
enough to make their problem’s
one’s own, is ever the beginning
of one’s real ethical
development.”

Felix Adler



Ethical Implications

**“How we
treat
ourselves has
strong
implications
for how we
treat others.”**

Collins, W. (2005) Embracing spirituality
as an element of professional self-care.
Social Work & Christianity, 32(3),



CAUTION

ANGER, STRESS, PETTINESS,
DISEASE, ADDICTION, DENIAL,
IRRATIONALITY, ANXIETY,
JUDGMENT, ILLNESS,
ENTITLEMENT

COMMON ON THE JOB



Oxygen Mask Theory

**“In order to change the world, you have
to get your head together first.”**

Jimi Hendrix

