

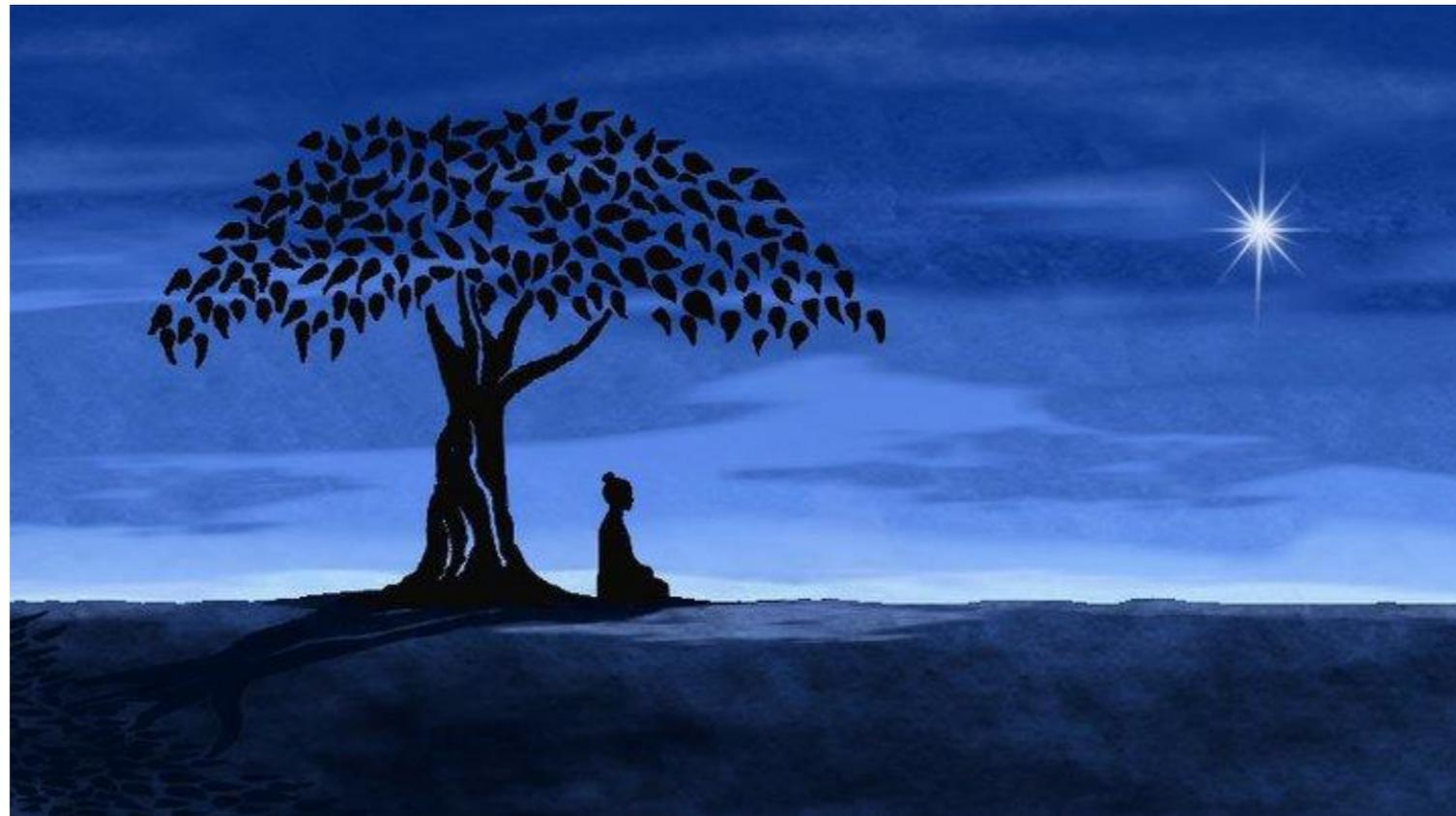
Transforming Compassion Fatigue to Compassion Satisfaction

Poverty & Opportunity Forum

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Compassion Satisfaction can be defined as feeling for someone in a manner that allows you to help & support without taking on their anguish as a solution or outcome.

Overcoming Compassion Fatigue (Martha Teater and John Ludgate, 2014)

Compassion Fatigue, Vicarious Trauma, & Burnout

Vicarious Trauma is the transformation of the helper's inner experience, resulting from empathic engagement with another's traumatic material.

Burnout is a different concept and a potential outcome of challenging work.

- * V.T. is inevitable and also unique to the individual/situation.
- * Burnout is avoidable and typically will require support to return that individual to a healthy baseline of functioning.

Transforming the Pain (Saakvitne & Pearlman, 1996)

Overcoming Compassion Fatigue (Martha Teater and John Ludgate, 2014)

Signs of Vicarious Trauma

- Cognitive-sluggishness, inability to process
- Emotional-anger, sadness, depressive symptoms
- Behavioral-maladaptive avoidance
- Spiritual-change in worldview
- Interpersonal-strained relationships, self-isolation, cynicism
- Physical-headaches, stomach aches, lethargy, etc.
- Job Performance-tardiness, missed meetings, avoidance of certain students
- Morale-negativity toward workplace
- Inability to stop thinking about work/students during personal time

Co-Regulation

From Allan Schore
(Pat Ogden)

Auto regulation is the ability to self regulate alone without other people. It is the ability to calm oneself down when arousal rises to the upper limits of the window of tolerance and also to stimulate oneself when arousal drops to the lower limits.

Interactive (psychobiological) regulation involves the ability to utilize relationships to mitigate breaches in the window of tolerance, and to stimulate or calm oneself.

Nature of the Trauma

- Natural or human-caused
- Single event or multiple traumas
- Ethical or moral dilemmas involved
- Injury, abuse, mutilation or gore
- Developmental stage of the person who experienced the trauma
- Duration, frequency and severity of trauma
- Similarities between the professional and student's life circumstance

Professional's Risk Factors

- Professional's personal history of trauma
- Present-day life stressors
- Personal beliefs, world view, & manner of coping
- Training on trauma & self-care
- Stage of professional development
- Willingness to seek support
- Expectations of professional self
- Empathy



(Transforming the Pain (Saakvitne & Pearlman, 1996) & Overcoming Compassion Fatigue (Martha Teater and John Ludgate, 2014))

Workplace Risk Factors

- Burden of responsibility
- Productivity Demands
- Lack of debriefing in a timely manner & access to ongoing mentoring
- Isolation from support of co-workers
- Isolation from family & friends
- Access to training
- Flexibility & involvement of employer

Transforming the Pain (Saakvitne & Pearlman, 1996) & Overcoming Compassion Fatigue (Martha Teater and John Ludgate, 2014)

Stress

- Positive Stress: moderate, brief, and generally a normal part of life (e.g. entering a new childcare setting).
- Tolerable Stress: events that have the potential to alter the developing brain negatively, but which occur infrequently and give the brain time to recover (i.e. the death of a loved one).
- Toxic Stress: strong, frequent, and prolonged activation of the body's stress response system (e.g. chronic neglect).

Resilience is “a process of, capacity for, or the outcome of successful adaptation despite challenging and threatening circumstances.”

(Cloitre, Morin, & Linares, NYU Child Study Center 2012)

- resourcefulness
- social support
- compassion with healthy detachment
- having vision, goals, and purpose
- altruism
- emotional hardiness and flexibility
- humor
- optimism and hope
- flexibility & an open mind
- adaptability
- active approach to problem solving
- healthy, accurate self-esteem
- spirituality

Resources:

Compassion Fatigue Awareness Project www.compassionfatigue.org/

Compassion Fatigue: The Stress Institute of America
<http://www.stress.org/military/for-practitionersleaders/compassion-fatigue/>

PROQOL: Professional Quality of Life Scale, B. Hudnall Stamm, 2009-2012 www.proqol.org

Teater, Martha and John Ludgate. Overcoming Compassion Fatigue: A practical resilience workbook.

van Dernoot Lipsky, Laura and Connie Burk. Trauma Stewardship: An everyday guide caring for self while caring for others.

Saakvitne, Karen and Laurie Anne Pearlman. Transforming the Pain: A Workbook on Vicarious Traumatization.

Skovholt Practitioner Professional Resiliency and Self-Care Inventory, Thomas M. Skovolt, 2014