

# COMPASSION FOR YOU

Compassion Fatigue Support for  
human service providers

*Turning acts of love and generosity  
toward ourselves*

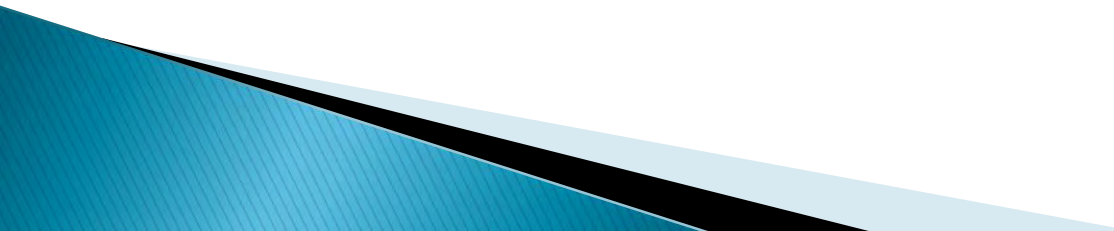
# MY INFO

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[www.compassionforyou.vpweb.ca](http://www.compassionforyou.vpweb.ca)
- ▶ Leave note on table

“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?





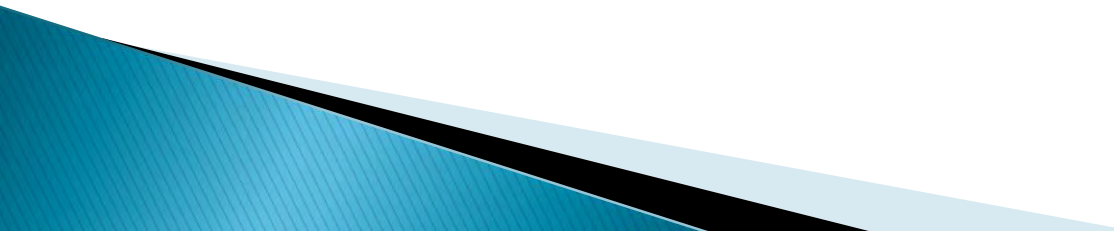
No-one said this work would hurt us.

Françoise Mathieu  
*Compassion Fatigue*  
Workbook describes

CF as;

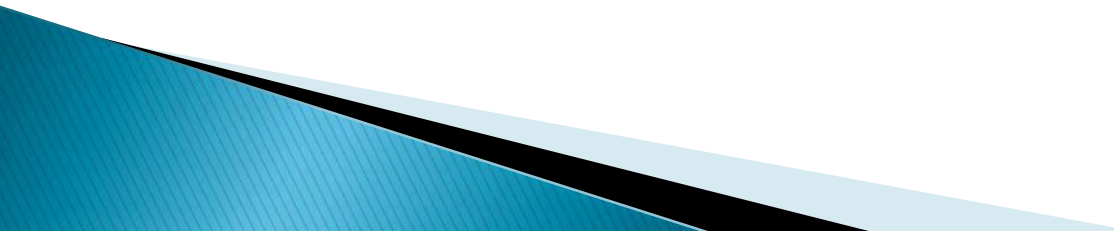
“...the profound  
emotional and  
physical  
exhaustion...gradual  
erosion of all the  
things that keep us  
connected to  
others...our  
empathy, our hope  
and our  
compassion”.

*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**

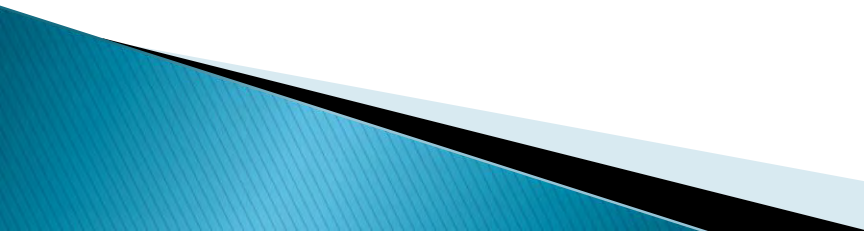
# The mind shift

- ▶ 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
- 

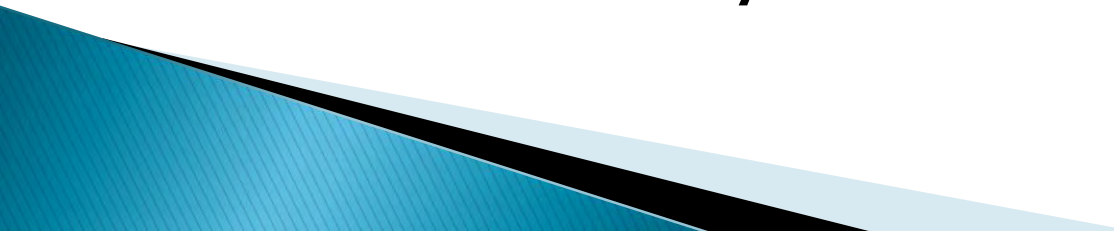
**I am 100%  
responsible for my  
own life.**



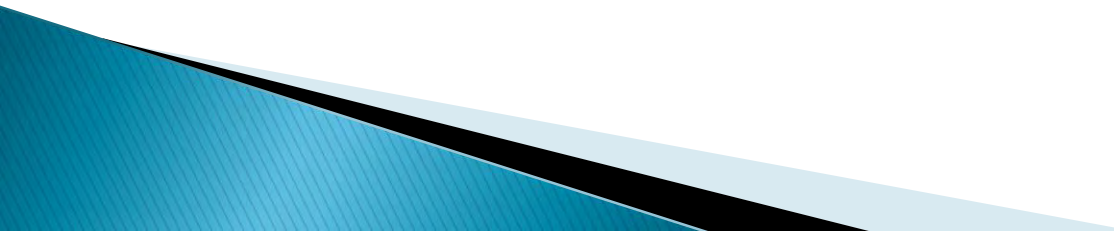
# We “reward” ourselves...

- ▶ Drinking
  - ▶ Shopping
  - ▶ Gambling
  - ▶ Eating
  - ▶ Too tired to exercise
  - ▶ smoking
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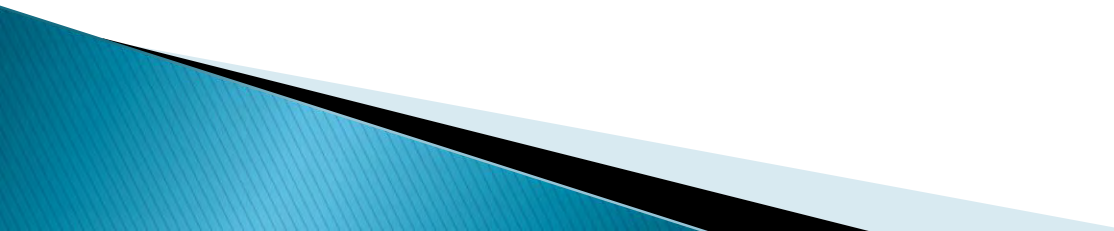
# Our behaviours change...

- ▶ 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

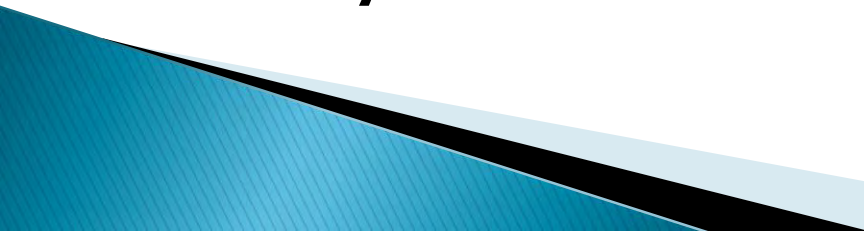
# Reflections

- ▶ 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**

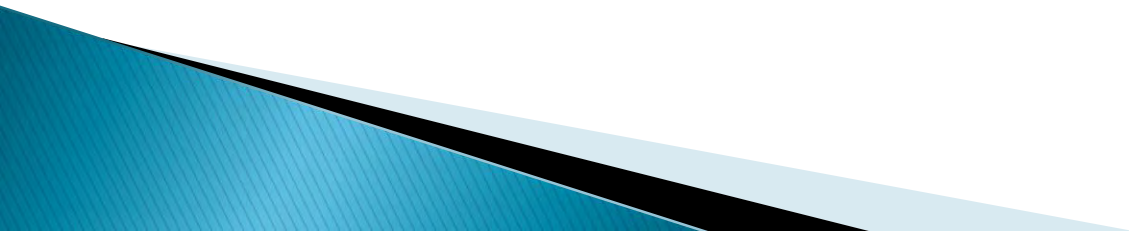


# Professional Quality of Life Scale

[www.ProQol.org](http://www.ProQol.org)



# support




# tipsandtools

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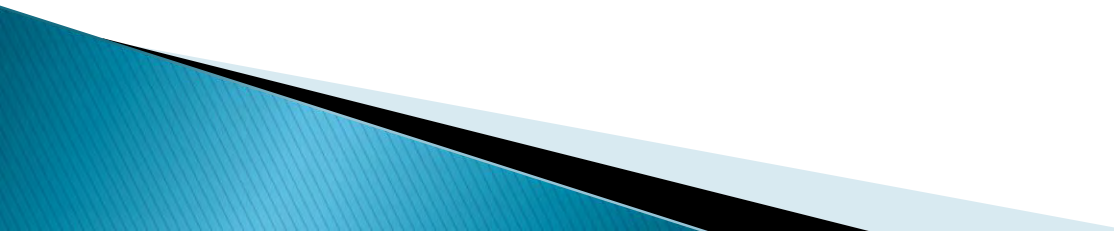


# COMPASSION FATIGUE CONFERENCE

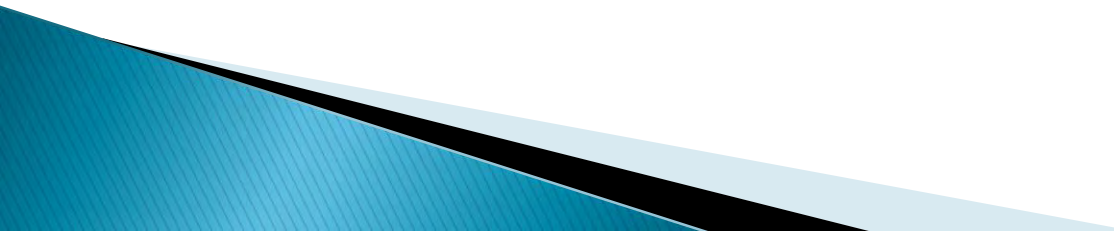
## CARE4YOU

- ▶ «»» 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](http://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.**

