CHARTING A COURSE FOR MANAGING COMPASSION FATIGUE

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Introductions

• Speakers backgrounds

• Purpose of program
  – Why this topic is paramount to Student Affairs Professionals.
What is Compassion Fatigue?

- Reduced capacity to be empathic, or “bear the suffering” of those we serve.
- Discussion of current literature and research.

**Natural consequence** of exposure to suffering

- Composed of two parts:
  1. Secondary Trauma
  2. Job Burnout
Inventory

- Participants take inventory
- Divide into small groups of 3-5 and discuss results
  - What aspects discovered on the inventory were you aware of and surprised you?
- Discussion
Best Practices for Managing Compassion Fatigue

- Referrals
- Individual considerations
- No one is immune
- Boundaries and limits
- When you can’t help anymore
- Coping skills
- Creating a supportive workplace
Creating a Supportive Workplace

• Encourage and model good self care
• Talk to employees about what to expect
• Acknowledge stressors/losses
• Make time and space to talk about feelings at work
Creating a Supportive Workplace (cont’d)

• Talk about your own feelings
• Notice changes in behavior – take the initiative to ask
• Provide “time out” space
• Provide back-up where possible
Best Practices for Managing Compassion Fatigue

• Make a formal, tangible commitment – find a partner
• Set deadlines and goals
• Generate strategies that work
• FOLLOW THEM!
Best Practices

• Participant best practices
Self Care

PUT ON YOUR OWN OXYGEN MASK FIRST!
Self Care (cont’d)

- Get enough sleep
- Drink plenty of water
- Eat healthy food, with people you love – take a lunch break
- Talk about feelings with friends
- Exercise regularly – get outdoors
More Self Care

• Breathe – relax your belly!
• Follow “the agony principle”
• Establish and keep boundaries
• Know and respect your limits
Conclusion

- Questions and answers
Resources and links

● Charles Figley’s site for Traumatology Institute Assessments:
    ● There are a number of useful links on this page, including the two we used at NASPA:
      – Professional Quality of Life – Compassion Satisfaction and Fatigue Subscales: (ProQOL[http link] and ProQual_v3 and scoring (PDF file)
      – The Basic Needs checklists:
        Basic Needs Checklist (PDF file)
        Self-Care (Basic Needs) Assessment (PDF file)

● Link to Beth Hudnall-Stamm’s site:
  – http://www.isu.edu/~bhstamm/