




# **STRESS MANAGEMENT & COMPASSION FATIGUE**

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**15A HIGH STREET, BATTLE, EAST SUSSEX**

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- Secondary traumatic stress (STS)
  - Vicarious trauma
  - Compassion Fatigue
  - Burnout

# COMMON SIGNS AND SYMPTOMS OF CF

**Although symptoms vary, the following red flags may indicate that you have compassion fatigue:**

- Abusing drugs, alcohol or food
- Anger
- Blaming
- Chronic lateness
- Depression
- Diminished sense of personal accomplishment
- Exhaustion (physical or emotion)

# COMMON SIGNS & SYMPTOMS

## Cont

- Frequent headaches
- Gastrointestinal complaints
- High self-expectations
- Hopelessness
- Hypertension
- Inability to maintain balance of empathy and objectivity
- Increased irritability

# COMMON SIGNS & SYMPTOMS

## Cont

- Less ability to feel joy
- Low self-esteem
- Sleep disturbances
- Workaholism

## SELF ASSESSMENT OF CF

Personal concerns commonly intrude on my professional role.	Yes	No
My colleagues seem to lack understanding.	Yes	No
I find even small changes enormously draining.	Yes	No
I can't seem to recover quickly after association with trauma.	Yes	No
Association with trauma affects me very deeply.	Yes	No
My patients' stress affects me deeply.	Yes	No
I have lost my sense of hopefulness.	Yes	No
I feel vulnerable all the time.	Yes	No
I feel overwhelmed by unfinished personal business.	Yes	No



# SELF ASSESSMENT OF CF – Other Links

## **PROFESSIONAL QUALITY OF LIFE SCALE (PROQOL) VERSION 5, 2009**

**[http://www.proqol.org/uploads/ProQOL\\_5\\_English\\_Self-Score\\_3-2012.pdf](http://www.proqol.org/uploads/ProQOL_5_English_Self-Score_3-2012.pdf)**

# Organisational Symptoms of CF

- 1. High Absenteeism**
- 2. Constant changes in co-workers relationships**
- 3. Inability for teams to work well together**
- 4. Desire among staff members to break company rules**
- 5. Outbreaks of aggressive behaviours among staff**
- 6. Inability of staff to complete assignments and tasks**



# Organisational Symptoms of CF cont.

- 7. Inability of staff to respect and meet deadlines**
- 8. Lack of flexibility among staff members**
- 9. Negativism towards management**
- 10. Strong reluctance toward change**
- 11. Inability of staff to believe improvement is possible.**
- 12. Lack of a vision for the future**

# For Human Health and Wellbeing

- Attachment and Trust
- Empathic Communication and Relationship
- Identity and Belonging
- Containment, Security and Discipline
- Esteem, Belief and Purpose

# For Human Health and Wellbeing cont.

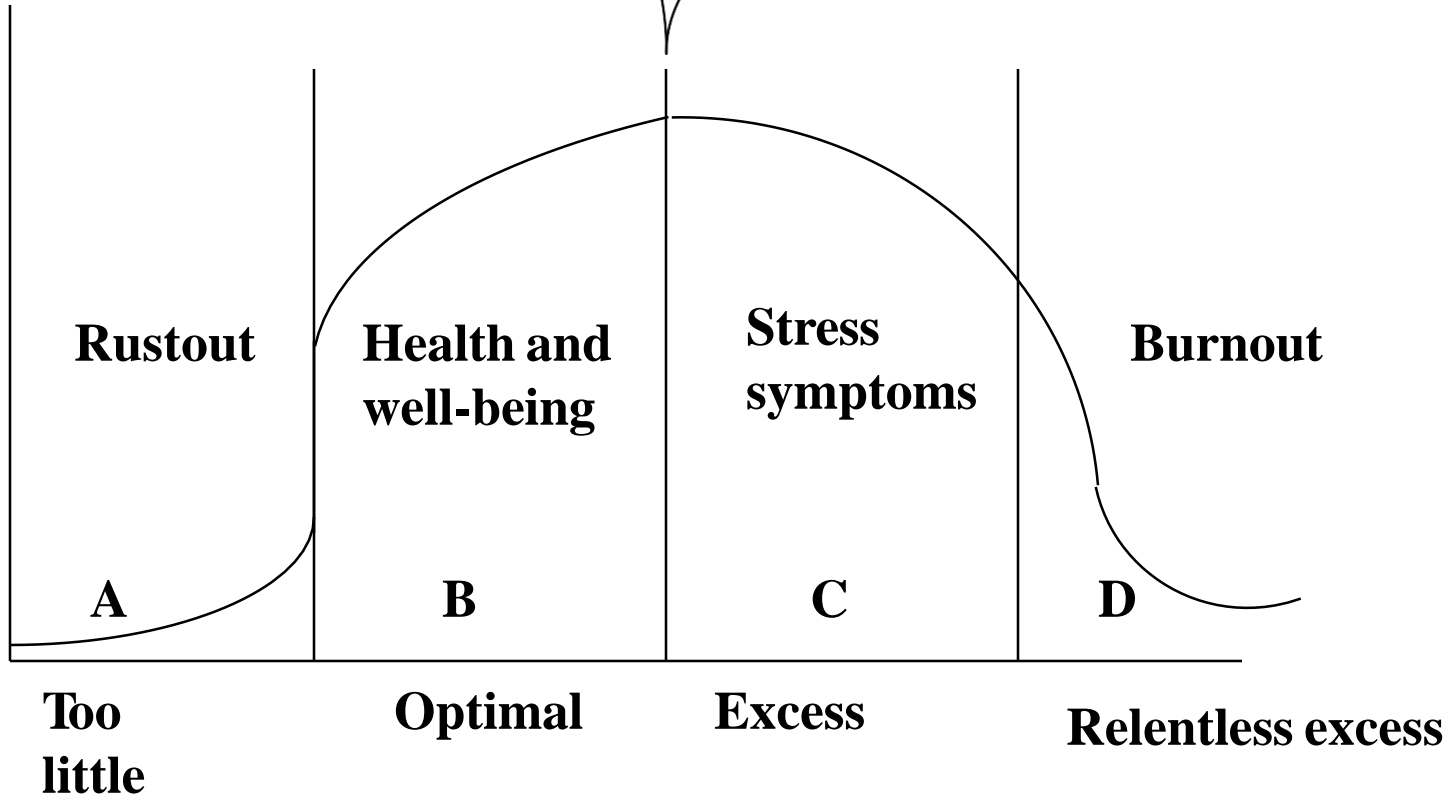
- ❖ **Self Determination**
- ❖ **Resilience and Happiness**
- ❖ **Respect and Responsibility**

(National Advisory Group on Mental Health, Safety and Wellbeing. U.K 2009)

# STRESS AROUSAL / PRESSURE



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R  
F  
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N  
C  
E



Effect of stress arousal/pressure on performance

## PREVENTION OF BURNOUT

**B** elief in yourself

**U** nconditional positive regard for others

**R** egular social support and exercise

**N** ever losing your sense of humour

**O** utings - breaks and vacations

**U** nderstand and develop hardiness

**T** ime management

# KEYS TO GOOD TIME MANAGEMENT

1. Know your goals in life
2. Rank priorities
3. Write down your plans – daily “to do” lists
4. Delegate tasks
5. Work out a system
6. Do it now – not later
7. Allow slack in timetable

# KEYS TO GOOD TIME MANAGEMENT Cont

8. One thing at a time
- 9 Know your prime-time
- 10 You are not perfect
- 11 Keep a balance

# Bo Mills Associates

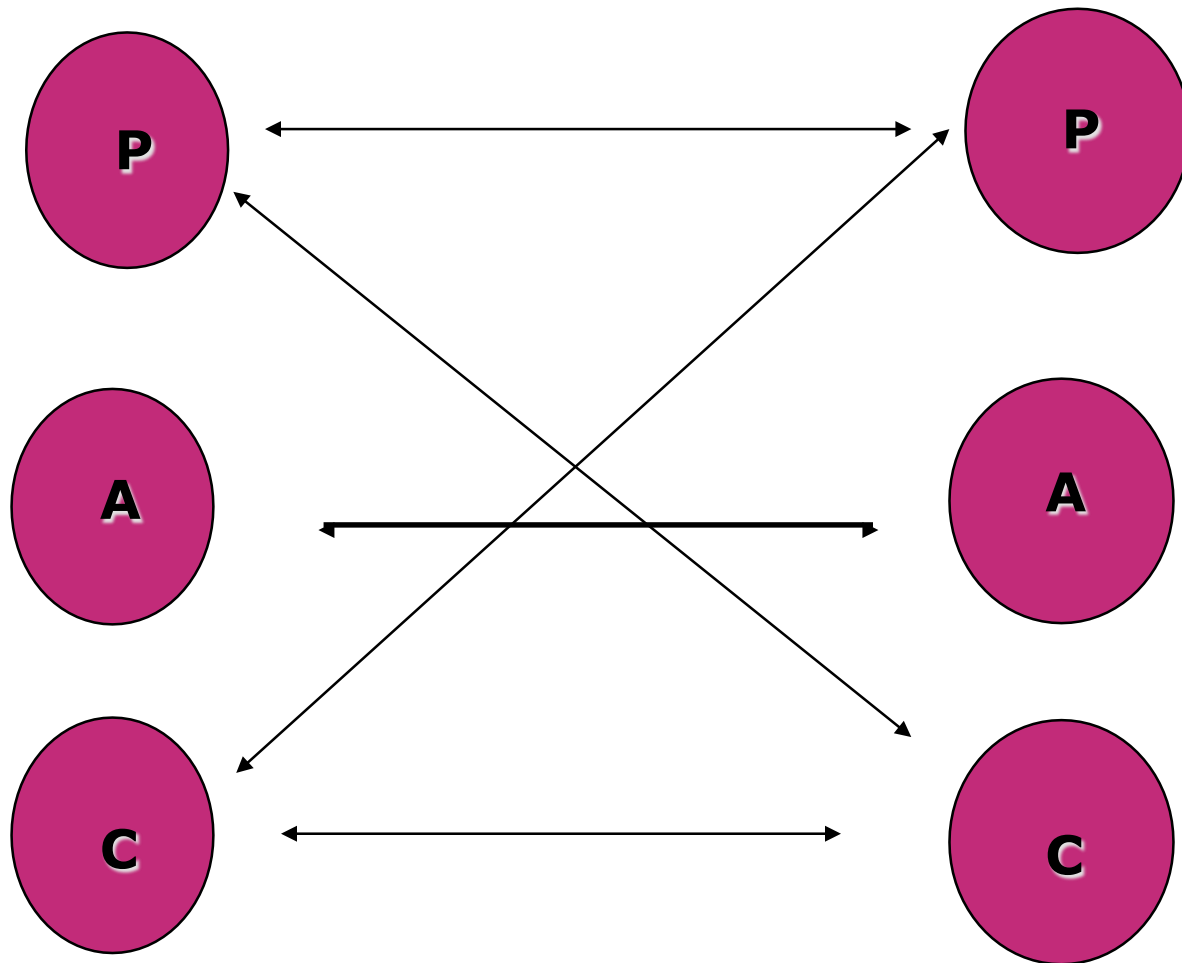


## STRESS MANAGEMENT TECHNIQUES:

1. TABLE TOP WITH MAGIC BOX
2. HELICOPTERING
3. ZOOMING OUT
4. TIMELINE
5. RIGHT BRAIN SOOTHING
6. CHAMPAGNE MOMENTS
7. BLOOD TO FRONTAL LOBE
8. S.U.M.O



# Transactional Analysis



## Bring Out The Positive Inner Child

- 1 Children are *PLAYFUL*
- 2 Children are *IMAGINATIVE*
- 3 Children are *DREAMERS*
- 4 Children are *ADVENTUROUS*
- 5 Children are *HONEST*

## Bring Out The Positive Inner Child

- 6 Children are *CURIOUS*
- 7 Children are *COMPASSIONATE*
- 8 Children are *FORGIVING*
- 9 Children know how to *GET PLEASURE OUT OF LITTLE THINGS IN LIFE*
- 10 Children know how to *ENJOY THE PRESENT*

**“LIFE IS WHAT HAPPENS TO YOU WHEN YOU ARE BUSY MAKING OTHER PLANS”**  
**John Lennon**

# DON'T

- Don't spend your energy complaining or blaming others.
- Don't work harder and longer.
- Don't neglect your own needs and interests.
- Don't destroy your resources by withdrawing and self-isolation.
- Don't waste your prime time.

# DO

- Champagne moment of the day
- Nurture your senses
- Exercise and diet
- Keep work and home separate
- Maximize your prime time
- Take regular breaks and holidays
- Bring out your fun inner child
  - routine tasks into fun activities

## DO Cont

- Concentrate and nurture loving relationships
- Convert negative thoughts into positive ones
- Protect your intrapsychic and interpersonal intimacy