

Risks

Special risks

“First responders” & “Sustained responders”

Compounded Grief

Extended hours

In home with families...blurred boundaries

Intimate space & care

Risks

Key determinants of risk (compassion fatigue)

trauma

anxiety

life demands

excessive empathy (blurred boundaries)

accounted for 91% ($P < .001$)

(Abendroth & Flannery, 2006)

Risks

Risks (vicarious trauma)

individual characteristics—previous trauma, poor coping strategies, unrealistic self-expectations, etc.

social & community context

physical, organizational, structural & contextual work environment

work-related attitudes such as need to fulfill all needs of clients.

(Sabo, 2008)

Risks

Compassion Fatigue Awareness Project

<http://www.compassionfatigue.org/pages/selftest.html>

Professional Quality of Life (ProQol) Self-Test

Compassion Fatigue Self-Test: An Assessment

Life Stress Self-Test

Scientific American article—Are You On the Path to Burnout?

<https://www.scientificamerican.com/article/quiz-are-you-on-the-path-to-burnout/>

The Current Reality

Increasing regulatory and financial demands

The pros and cons of corporatized caregiving

The impact—morale, cohesion, productivity, turnover, insurance, absenteeism, marketing...

The financial case for paying attention



Resilience

Resilience occurs when a person is able to evolve beyond adversity to an increased level of practice wisdom, while experiencing a continual or expanding capacity for compassion

(Kapoulitsas & Corcoran, 2015)

Flexibility, stability, optimism, longevity, adaptation



Resilience

How People Learn to Become Resilient

Maria Konnikova

The New Yorker, February 11, 2016

<http://www.newyorker.com/science/maria-konnikova/the-secret-formula-for-resilience>

Resilience

Perception:

Traumatic vs Opportunity to grow

(Bonanno, 2004)

Not about being Pollyanna-ish, minimizing, deflecting the reality of an event or situation

“Frame adversity as a challenge, and you become more flexible and able to deal with it, move on, learn from it, and grow. Focus on it, frame it as a threat, and a potentially traumatic event becomes an enduring problem; you become more inflexible, and more likely to be negatively affected.”

(Bonanno, 2016 in The New Yorker)

Resilience

Locus of Control: Internal vs. External

Learned Helplessness vs. Learned Optimism

Explanatory Styles

Temporary vs. Permanent—This will change in time

Pervasiveness—It's one part of life vs. all-consuming

Personalization (Internal vs. External)—It's not about me

(Seligman, 2006)

What are we teaching?

Learned Helplessness

“No matter how hard you work, there will be no choice, no control, no reward, no protection, no support, no consistency. Concerns will be dismissed as whining. Boundaries and self-care will be punished. Colleagues will disappear with no warning or explanation. Scarcity and fear will be our culture. You will always be left guessing and wonder if you’re next...”

What are we teaching?

Learned Optimism

“Things will change, and we won’t be able to stop it, but we will work together to determine how we will respond and give you as much buy-in, control, and support as possible. Communication will be open. All voices will be welcome. We will never allow anyone to throw you under the bus. We have your backs. Whatever happens, we’ll move through it together...”

Resilience

Self Care:

Positive relationship between
self-care strategies and
lower levels of burnout and compassion fatigue
and higher levels of compassion satisfaction

(Alkema, Linton, & Davies, 2008)

The expectation that we can be immersed in suffering and loss daily and not be touched by it is as unrealistic as expecting to be able to walk on water without getting wet. This sort of denial is no small matter.

(Remen, 1995 p. 52)

Selfishness: I will do for me
at the expense of you

Self-care: I will take care of me
so I can bring my best self to you



What would it be like...?

“Must be nice!”



**Okay, so I was wrong about you getting a hobby.
We need to find you a new boyfriend.**

Changing What We Can

Get past seduction of the “Blame Game”



Changing What We Can

Getting clear

What's my part?

Helpless vs. Powerless

Choice negates victim status

What can I change?

Changing What We Can

Expectations

Communication

Responding positively

Triangulation, complaining, negativity, & gossip

Personal and professional boundaries



Boundaries...

"Boundaries are mutually understood, unspoken physical and emotional limits of the relationship between the patient and the (provider)."

(Farber, 1997)

“Professional boundaries are the spaces between the (provider’s) power and the client’s vulnerability...”

The power of the (provider) comes from the professional position and the access to private knowledge about the client. Establishing boundaries allows the (provider) to control this power differential and allows a safe connection to meet the client’s needs.”

(NCSBN)

Help *or* Empower?

(Not “giving” them the power, but supporting them in accessing their own...it never was really “ours” to begin with!)



The Tension

**Do nothing
for our benefit
at their expense...**



...including

financially

sexually

emotionally and spiritually...

***Whose needs
are being met?***

