

Ready for the weekend, but it's only Tuesday morning?

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Objectives

Burnout, Secondary Traumatic Stress & Compassion fatigue

- Professional Quality of Life Scale (ProQOL)
- Definition and “The Three R’s” Approach
- Identify signs and symptoms
- Discuss the vulnerability factors
- TIPs for Prevention
- Dealing with Burnout
- Share resources

Definitions

- **Stress**- a state of mental or emotional strain or tension resulting from adverse or very demanding circumstances.
- **Burnout**- is a state of emotional, physical, and mental exhaustion caused by excessive and prolonged stress. It occurs when you feel overwhelmed, emotionally drained, and unable to meet constant demands.
- **Secondary traumatic stress**- work related, secondary exposure to extremely or traumatically stressful events.
- **Compassion fatigue**- a combination of burnout and secondary traumatic stress resulting in mood swings, detachment, trouble being productive, cognitive decline.
- **Compassion satisfaction**- the pleasure you derive from being able to do your work well.

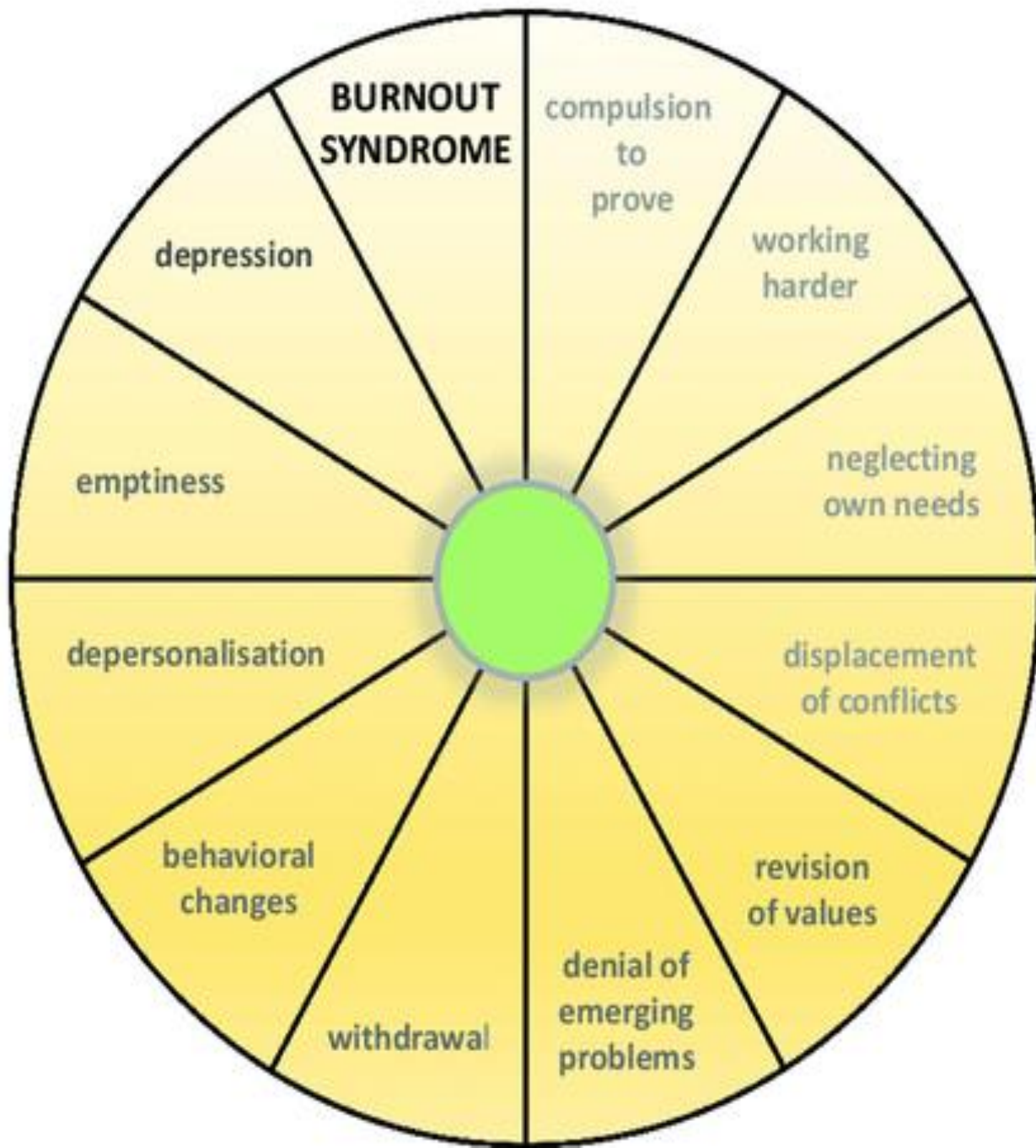
Dealing with Burnout Requires the “Three R” Approach:

- **Recognize.** Watch for the warning signs of burnout
- **Reverse.** Undo the damage by seeking support and managing stress.
- **Resilience.** Build your resilience to stress by taking care of your physical and emotional health.

Signs and Symptoms

Burnout	Secondary Traumatic Stress	Compassion Fatigue
Irritability	Excessive worry about yourself, loved ones or colleagues	Nervous system arousal (sleep disturbance)
Reduced feelings of success	Wariness of every situation, expecting a traumatic outcome on every call	Emotional intensity increases
Indifference or disconnection or detachment	Increased startle response	Cognitive ability decreases
Cynicism; pessimistic view	Avoiding things that remind you of the stressor	Isolation and loss of morale
Depression	Intrusive thoughts	Experiencing lack of compassion

*Prolonged exposure to these symptoms can lead to a more severe mental or physical health diagnosis



Vulnerability Factors

Personal Traits	Lifestyle Related	Work Related
Perfectionistic tendencies or nothing is ever good enough	Not getting enough sleep	Feeling like you have little or no control over your work
Pessimistic views of self and possibly the world	Addiction or mental illness that is re-emerging	Lack of recognition or reward for good work
The need to be in control or reluctance to delegate work to others	Taking on too many responsibilities without enough help from others	Working in a chaotic or high-pressure environment, prolonged
Your own history of trauma	Lack of close, supportive relationships	Doing work that's monotonous or unchallenging
Perceptions/ Individual response to distress	Working too much without enough time for socializing and relaxing	Unclear or overly demanding job expectations
History of Mental Health or Addiction	Not getting enough time away from "caring"	Low levels of manager support
	Unexpected life disruptions	Working with a population that shares some of your own experiences of discrimination, oppression or trauma

TIPs for Prevention

Burnout	Secondary Traumatic Stress	Compassion Fatigue
Management Support	Effective supervision, staffing and/or debriefing	Schedule time for self-care including healthy meals, exercise and spending time on enjoyable hobbies.
Positive feedback	Supportive work environment	Set clear boundaries.
Balanced resources; leveraging resources	Trauma training (becoming more knowledgeable about trauma)	Take time away from work or from caregiving whenever possible. Avoid taking work home.
Reduce self focused personal distress (the pulling between priority for self and priority to others)		Spend time with people who are supportive and understand the work you are doing.
		Practice Mindfulness
		Seek Help

Self- Care

- Self Care Assessment Worksheet
 - Life Balance Wheel

Dealing with Burnout

- Reach out (therapist, colleague, manager/boss)
- Reducing workload or seeing fewer clients
- Taking time away from work intentionally
- Establishing clear work boundaries
- Changing one's approach to work
- Resting vs sleeping

Resources Recommended

- Professional Quality of Life Tool (ProQOL)
- Life Balance Wheel
- Self-Care Assessment Worksheet
- APPS: Resilience Apps, Mindfulness Apps, Motivational Apps,