

The background features a repeating pattern of stylized green leaves and branches on a light green background. A dark green rectangular area is centered in the upper portion of the image, containing the text.

COMPASSION FATIGUE

In one sentence:
What brought you to the
helping profession?

Now...Ask Yourself..
How many people have
you helped?

New Term for Compassion Fatigue

Empathic Strain

Meaning of Empathic Strain

- Empathic Strain: Empathic strain is caused by exposure to occupational stress at a higher-than-normal intensity due to factors such as increased workload and decreased funding for resources and staffing.

Empathic Strain/Compassion Fatigue

- **It's a REAL thing....**

EMPATHY

Empathy Quotes

Empathy is seeing with the eyes of another, listening with the ears of another, and feeling with the heart of another

Alfred Adler



Difference between high empathy and hyper-empathy

High empathy means understanding and sharing other people's feelings. It means putting yourself in their shoes without losing sight of your own emotions. It helps you connect with others and offer compassion.

Hyper-empathy is much more intense. If someone feels sad, you feel just as sad as if it were happening to you. This may lead to an overwhelming sense of others' pain or joy. Having too much empathy makes it hard to manage your own feelings. You might neglect your own needs because you're so tuned into what others are going through. Caring for others is good, but not at the cost of looking after yourself.



Meaning of Compassion Fatigue

DUE TO THE FREQUENCY OR NUMBER OF SUCH APPEALS,
PEOPLE EXPERIENCE INDIFFERENCE TO CHARITABLE
APPEALS ON BEHALF OF THOSE SUFFERING.

Individual Symptoms of Compassion Fatigue

Feelings	Actions
Bottling Up Emotions	Excessive Blaming
Nightmares / Flashbacks	Isolating Self From Others
Chronic Physical Ailments	Complaining / Negative Focus
Apathy / Sadness	Others Notice & Often Comment
Difficulty Concentrating	Compulsive Behaviors
Tired – Mentally & Physically	Poor Self-Care
Preoccupied	Legal Problems or Indebtedness
Denial	Substance Abuse

Now, let's talk about the
difference between

Burn Out vs. Compassion Fatigue

Symptoms of Burn Out

- Burn out Symptoms of Burnout:
- Exhaustion: People affected feel drained and emotionally exhausted, unable to cope, tired and down, and lacking energy.
 - Physical symptoms include pain and gastrointestinal (stomach or bowel) problems.
 - Alienation from (work-related) activities.
- People who have burnout find their jobs increasingly stressful and frustrating. They may start being cynical about their working conditions and their colleagues. At the same time, they may increasingly distance themselves emotionally and start feeling numb about their work.
- <https://www.ncbi.nlm.nih.gov/books/NBK279286/>

Symptoms of Burn Out cont.

Alienation from (work-related) activities.

People who have burnout find their jobs increasingly stressful and frustrating.

They may start being cynical about their working conditions and their colleagues. At the same time, they may increasingly distance themselves emotionally and start feeling numb about their work.

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Organizational Symptoms of Compassion Fatigue

Relational/Emotional	Organizational Efficiency
Unstable Relationships Among Staff	High Absenteeism
Lack of Respect for Rules/Policies	Decreased Productivity
Aggressive Behavior Between Staff	Missed or Disregarded Deadlines
Negativity Toward Management	Lack of Ability to Create/Motivate Teams
Lack of Flexibility Among Staff	Lack of Vision for the Future
Staff Doubts Improvement Potential	Strong Reluctance to Change

The Path To Wellness



Tips for Coping with Compassion Fatigue

- Utilize healthy self-care strategies
- Set realistic goals for your work
- Make your surrounding environment more positive
- Seek professional support
- Focus on gratitude
- Take a break if you can
- Set boundaries around work
- Know when to separate yourself from a situation
- Lean on your loved ones



- Strive to be kind to yourself and others
- Enhance your awareness through education
- Accept where you are on your path
- Have patience with those closest to you
 - They may not understand your challenges
- Exchange emotions & feelings
 - Especially with those who can validate you
- Practice active listening with others
- Clarify your boundaries
- Express your needs verbally
- Take positive action to change your environment

**Authentic
And
Sustainable
Self-Care
Begins with
YOU**

Continue with Positivity

- In addition to these steps, consider:
 - Health-building activities (yoga, exercise, massage, and meditation)
 - Eating a healthy diet
 - Drinking plenty of fluids
 - Practice self-management – Learn to say ‘No’
 - Surround yourself with positive people
 - Be proactive, not reactive
 - Choose your battles
 - Get reacquainted with quiet time – turn off your screens / increase quality time
 - Remember that YOU are in control of YOU

Thank you so very much for
attending today.

Any Questions??

Compassion Fatigue Awareness Project

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