Definitions

Compassion Satisfaction
• The pleasure you derive from being able to do your work. For example: you may feel like it is a pleasure to help others through what you do at work. You may feel positively about your colleagues or your ability to contribute to the work setting or even the greater good of society.

Compassion Fatigue
• “Specifically, compassion fatigue is defined as a state of tension and preoccupation with the traumatized patients by re-experiencing the traumatic events, avoidance/numbing of reminders [sic] persistent arousal (e.g., anxiety) associated with the patient. It is a function of bearing witness to the suffering of others.” Source: Figley, C.R. (2002). Compassion Fatigue: Psychotherapists’ Chronic Lack of Self-Care. JCLP / In Session: Psychotherapy in Practice, 58(11), 1433-1441.

Vicarious/Secondary Trauma
• Exposure to the traumatic experiences of others that manifests as symptoms of trauma.

Burnout
• Burnout is associated with feelings of hopelessness and difficulties feeling effective in activities of life and/or work.

Burnout stages
1. Over-Dedication or Over-Investment
• Expecting too much from a job to the exclusion of a balanced life

2. Disillusionment & Frustration
• The job fails to live up to expectations

3. Frustration
• Disappointment and cynicism with coworkers and supervisors

4. Despair
• Sense of hopelessness, disappointment in one’s self, job, and feeling trapped.

*Important: People do not move from each definition, such as from burnout to compassion fatigue, but can experience all or one of the responses. This is a non-linear process and looks different across people's experiences.

Normalize the experience — this is the rule and not the exception. If you work in this field you will experience VT. In Help for the Helper, it states that emotion is contagious, both the good emotions and the negative. This should not be minimized but addressed as a normal part of the work we do.

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Mobile Apps

- **Stop, Breathe, & Think**
  Fun & free mindfulness and compassion building tool.

- **Calm**
  Assists with sleep and stress relief. Meditate, sleep, relax.

- **Mind Yeti**
  Designed for parents, educators, and clinicians working with youth.

- **10% Happier**
  A library for guided medications that help improve relationships, work, and health.

- **Virtual Hope Box**
  Simple tools to help patients with coping, relaxation, distraction, and positive thinking.

- **Headspace**
  Meditation and mindfulness techniques.

- **Mindfulness Coach**
  Developed to help Veterans, Service members, and others learn how to practice mindfulness.

- **3 Minute Mindfulness**
  Designed to make mindfulness as quick, easy and accessible as possible.

- **Breathe2Relax**
  Portable stress management tool.

Other Resources

- myStrength - app.mystrength.com/login/
- Recovery Library
- ProQol Tool
- Help for the Helper: Self-Care Strategies for Managing Burnout and Stress by Babette Rothschild
- Breathing Exercises

Common Symptoms

- Intrusive Thoughts
- Chronic Fatigue
- Sadness
- Anger
- Isolation/Bottled-Up Emotions
- Excessive Negativity
- Substance Abuse
- Compulsive Behaviors
- Apathy/Indifference
- Insomnia
- Difficulty Concentrating
- Denial
- Physical/Mental/Emotional Exhaustion
- Anxiety or Depression
- Second Guessing
- Detachment
- Fearfulness
- Shame
- Physical Illness
- Absenteeism
- Inconsistent use of PTO
- Excessive hours
- Paperwork slipping

MHCD Mantra:
“Enriching lives and minds by focusing on strengths and wellbeing”

Reflective Supervision

- **Training**
- **Supervision**
- **Corrective Action**
- **Evaluation**