



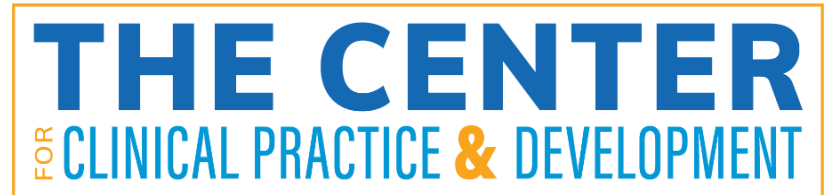
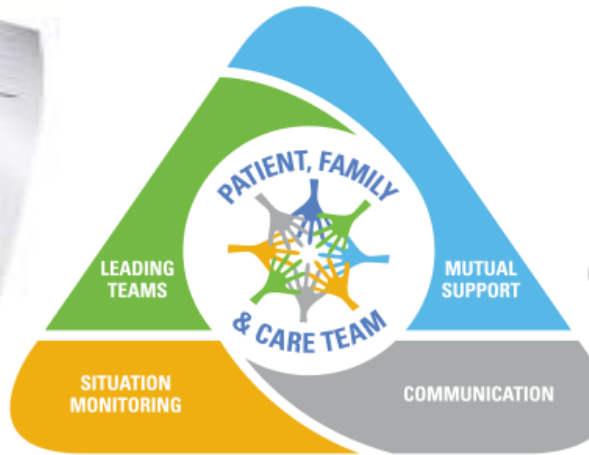
THE CENTER
FOR CLINICAL PRACTICE & DEVELOPMENT

Care of the Caregiver:
Nurse Resilience & Well-Being
Tools for Compassion Fatigue and Burnout

Our Objectives:

- **Recognize signs and symptoms of Compassion Fatigue**
- **Identify 8 Pillars for Resilience and Well-being to protect from burnout**
- **Plan to nurture physical, emotional, cognitive, and spiritual needs to foster a healthy relationship with self and others**

Who am I?



Why do you work as a School Nurse?

- Compassionate
- Driven
- Smart
- Educated
- Passion for helping kids
- Caring







Events you may experience

- Traumatic events at work
- Families given unexpected news
- Significant emotional/behavioral challenges
- Suspected child abuse
- Death
- Personal trauma outside of work



Compassion Fatigue

Secondary Traumatic Stress

Burnout

Cumulative Trauma

Empathy Fatigue

Vicarious Trauma



Common thoughts and feelings after significant stress or traumatic event

It's part of the job

It's just another day
at work

It doesn't happen
every day

I should be able to
cope

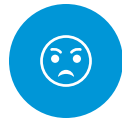
I shouldn't talk
about my feelings

If I tell someone
how I feel I'll
appear weak,
inexperienced or
unprofessional

What is the cumulative toll?



Exhaustion



Anger



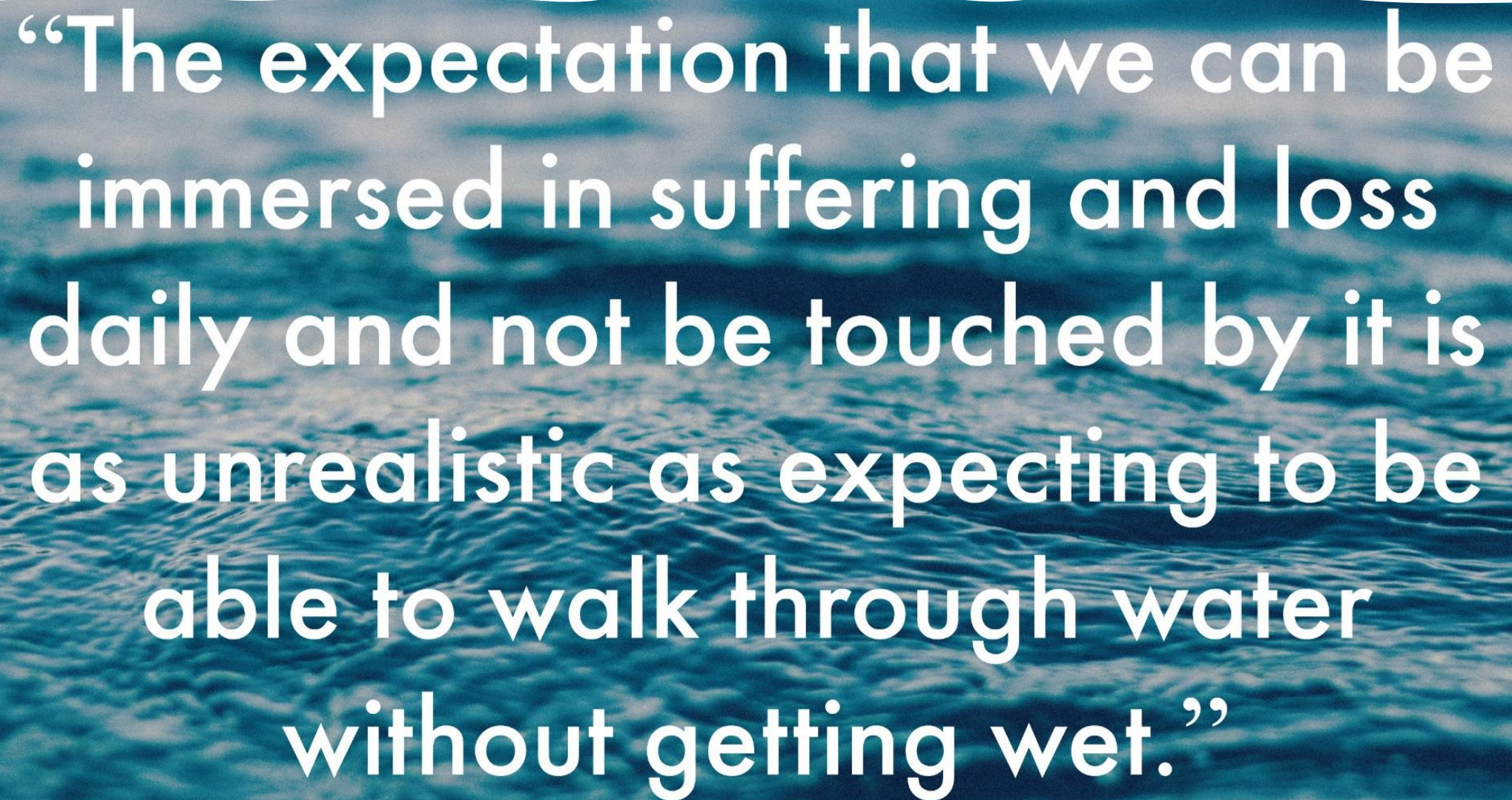
Frustration



Displaced emotions



Conflict



“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 through water without getting wet.”

Dr. Naomi Rachel Remen

Stress Continuum



READY

DEFINITION

- Optimal functioning
- Adaptive growth
- Wellness



FEATURES

- At one's best
- Well-trained and prepared
- In control.
- Physically, mentally and spiritually fit
- Mission-focused
- Motivated
- Calm and steady
- Having fun
- Behaving ethically

REACTING

DEFINITION

- Mild and transient distress or impairment
- Always goes away
- Low risk



CAUSES

- Any stressor

FEATURES

- Feeling irritable, anxious, or down
- Loss of motivation
- Loss of focus
- Difficulty sleeping
- Muscle tension or other changes
- Not having fun

INJURED

DEFINITION

- More severe and persistent distress or impairment
- Leaves an emotional scar
- Higher risk



CAUSES

- Life threat
- Loss
- Moral injury
- Wear and tear

FEATURES

- Loss of control
- Panic, rage or depression
- No longer feeling like normal self
- Excessive guilt, shame or blame

ILL

DEFINITION

- Condition that could benefit from mental health treatment
- Unhealed stress injury causing life impairment



CAUSES

- PTSD
- Depression
- Anxiety
- Substance abuse

FEATURES

- Symptoms persist and worsen over time
- Severe distress or social or occupational impairment
- Hopelessness

◀ **THRIVING**
"I've got this"

SURVIVING
"Something isn't right"

STRUGGLING
"I can't keep this up"

IN CRISIS
"I can't survive this" ▶

Symptoms of Compassion Fatigue

- ❖ Difficulty talking about your feelings
- ❖ Free floating anger and/or irritation
- ❖ Startle effect/being jumpy
- ❖ Over-eating or under-eating
- ❖ Difficulty falling asleep and/or staying asleep
- ❖ Worried that you are not doing enough
- ❖ Dreaming about patients or their trauma experiences
- ❖ Diminished joy toward things you once enjoyed
- ❖ Feeling trapped by your work as a caregiver
- ❖ Diminished feelings of satisfaction and personal accomplishment
- ❖ Intrusive thoughts of patients with especially severe trauma histories
- ❖ Feelings of hopelessness associated with your work
- ❖ Blaming others

What is Resilience?

“the process of adapting well in the face of adversity, trauma, tragedy, threats or significant sources of stress.”

“the ability to become strong, healthy, or successful again after something bad happens”

“the ability of something to return to its original shape after it has been pulled, stretched, pressed, bent, etc.”





A mini-lesson on resilience

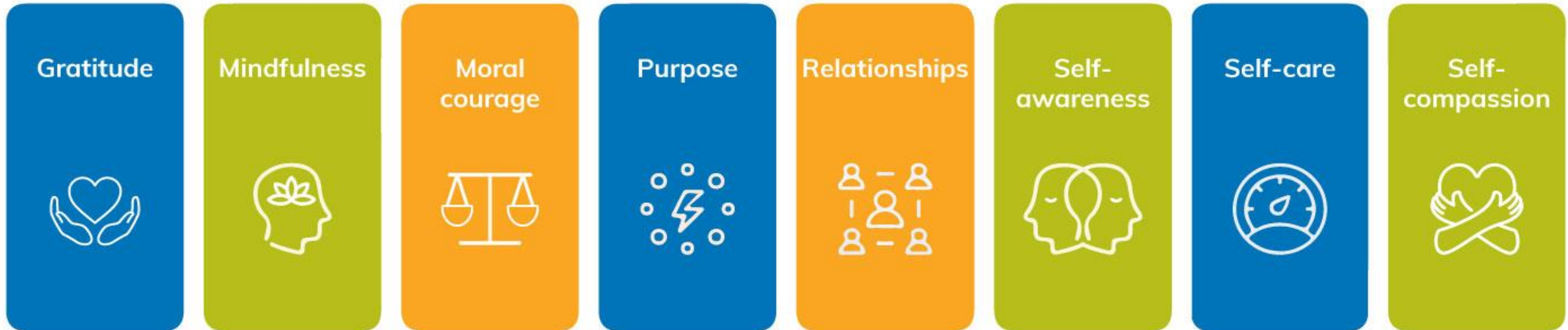




8 Pillars for Resilience and Well-being

- Gratitude
- Mindfulness
- Positive Relationships
- Connection to Purpose
- Moral Courage
- Self-Care
- Self Awareness
- Self-Compassion

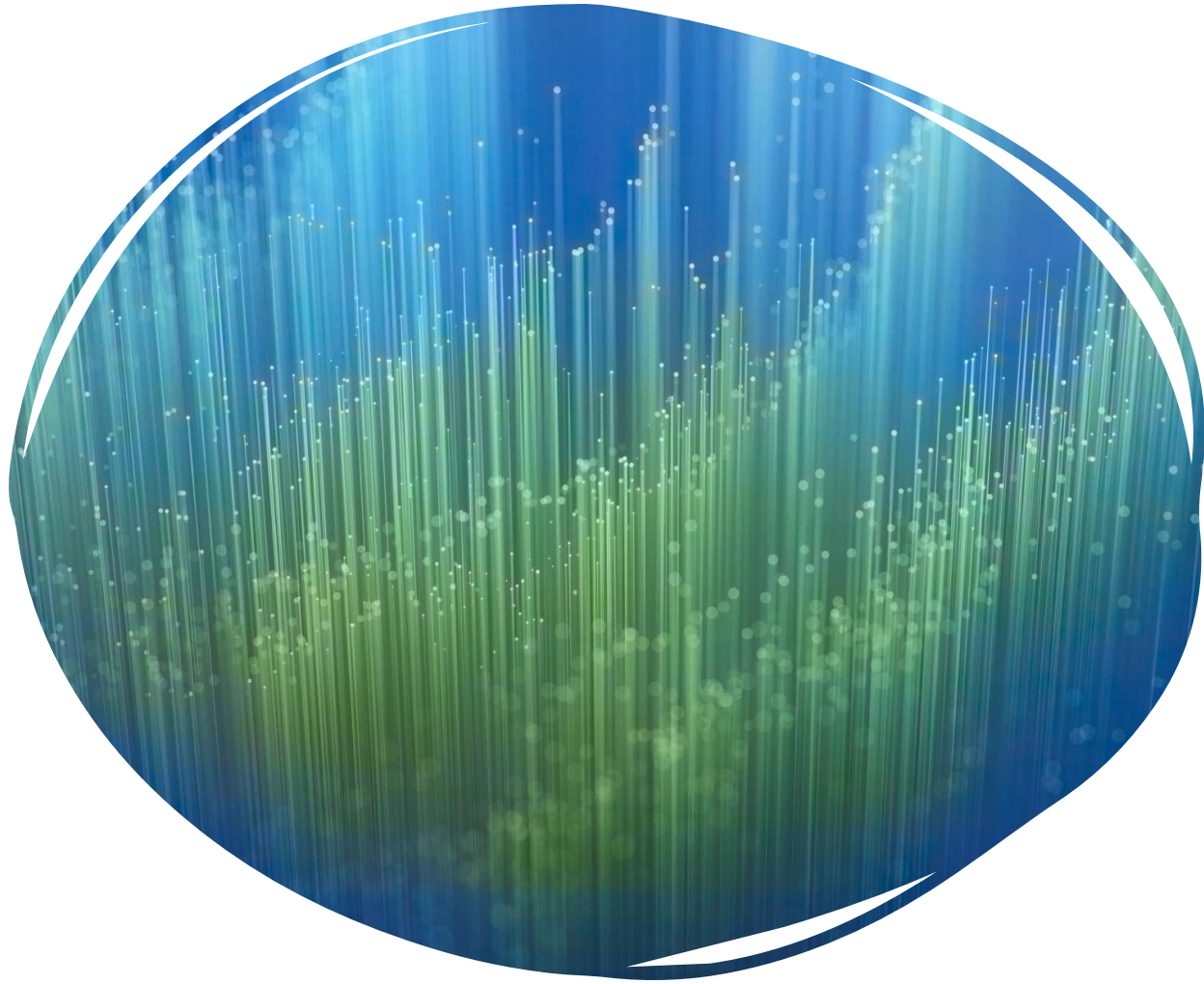
Focus on Well-Being: A Transformative Model for Resilience : The 8 Pillars



Building Resilience with the Art of Self-Compassion

www.self-compassion.org





Self-Compassion Assessment:

How self-
compassionate are
you?

<https://self-compassion.org/self-compassion-test/>

On the job self-care can make a difference for you and your patients!

Self-compassion basics when dealing with a stressful situation:

- Ask yourself what you would say to a good friend who was blaming themselves for a challenging situation?
- Remind yourself that other factors likely contributed to your situation; focus on next steps rather than dwelling on the past;
- Tell yourself that a situation is not personal, pervasive, or permanent;

**MAY I BE KIND TO
MYSELF IN THIS
MOMENT**





SELF-CARE

IS GIVING

THE WORLD

THE BEST OF YOU,

RATHER THAN

WHAT'S LEFT

OF YOU

@JASMINEHEMSLEY

Self-care planning



Physical Domain:

- Eat regularly (e.g. breakfast, lunch and dinner)
- Make healthy food and drink choices
- Exercise regularly for strength and flexibility
- Get regular medical care for prevention
- Get medical care when needed
- Take time off when needed
- Indulge in guilty pleasures such as massages, pedicures, manicures
- Dance, swim, walk, run, play sports, sing, or do some other physical activity that is fun
- Get enough sleep
- Wear clothes you like
- Use vacation time away from work
- Take day trips or a mini vacation
- Make time away from cell phones and technology
- Limit exposure to nicotine and recreational drugs
- Drink alcohol in moderation
- Limit exposure to synthetic chemicals in your environment i.e. choose organic food, limit soda intake, use natural cleaning products, limit fragrance, pesticides
- Maintain a clean, clutter free environment
- Other:

Cognitive/Psychological Domain:

- ___ Make time for self-reflection regarding who you are, strengths, personality, likes and dislikes
- ___ Write in a journal
- ___ Read literature that is unrelated to work
- ___ Do something at which you are not expert or in charge
- ___ Let others know different aspects of you
- ___ Notice your inner experience—listen to your thoughts, judgments, beliefs, attitudes, and feelings
- ___ Engage your intelligence in a new area, e.g., attend an art museum, history exhibit, sports event, auction, theater performance
- ___ Practice receiving from others
- ___ Cultivate a growth mindset with curiosity
- ___ Listen to understand rather than reply
- ___ Increase awareness of evaluation and judgment thinking
- ___ Say “no” to extra responsibilities sometimes
- ___ Identify your values and review how they relate to your choices regularly
- ___ Practice gratitude
- ___ Practice forgiveness
- ___ Other:

Emotional Domain:

- Spend time with others whose company you enjoy
- Stay in contact with important people in your life
- Give yourself affirmations, praise yourself
- Practice loving kindness and self-compassion
- Re-read favorite books, re-view favorite movies
- Identify comforting activities, objects, people, relationships, places and seek them out
- Allow yourself to cry
- Allow yourself to ask for what you need
- Practice mindfulness and/or staying present in the moment
- Cultivate an awareness of negative self-talk
- Find things that make you laugh
- Express your outrage in social action, letters and donations, marches, protests
- Try new experiences
- Name your purpose or calling
- Set clear boundaries
- Manage conflict
- Other:

Spiritual Domain:

- Make time for reflection about the day and about your greater purpose or calling
- Spend time in nature
- Spend time with others through a spiritual connection or a sense of community
- Be open to inspiration
- Cherish your optimism and hope
- Be aware of nonmaterial aspects of life
- Try at times not to be in charge or the expert
- Be open to not knowing and honor the path of being a beginner
- Identify what is meaningful to you and notice its place in your life
- Meditate
- Pray
- Sing
- Spend time with children and/or animals
- Have experiences of awe
- Contribute to causes in which you believe
- Read inspirational literature (talks, music, etc.)
- Other:

Professional (Workplace) Domain:

- ___ Take a break during the workday (e.g. lunch, coffee, tea)
- ___ Take time to connect with co-workers
- ___ Make quiet time to complete tasks
- ___ Offer and accept help in the form of task assistance to and from colleagues
- ___ Take deep breathing and stretch breaks
- ___ Identify projects or tasks that are exciting and rewarding
- ___ Set clear boundaries
- ___ When possible, balance your workload so that no one day or part of a day is “too much”
- ___ Negotiate needs
- ___ Have a peer support group
- ___ Develop a non-trauma area of professional interest
- ___ Other:

Personal Domain:

- ___ Prioritize self-care, play and rest as an integral part of both family and work routines
- ___ Reflect on ways to manage energy and time with a realization that both are internal resources that you allocate in alignment with your values and goals
- ___ Schedule annual or routine medical, dental, and vision checks
- ___ Anything else that is feels important for your personal health and wellbeing





Develop your Self-Care Plan

- ❖ Using the 6 categories in the provided template: **physical, psychological, spiritual, emotional + personal and professional**
- ❖ Make a commitment to add at least one of these things into your daily routine
- ❖ If helpful, identify a check-in partner from this group to connect with during the next week, and let them know how you're doing with your plan



"TAKING CARE OF
MYSELF DOESN'T
MEAN 'ME FIRST'.
IT MEANS 'ME
TOO'."
L.R. KNOST

“Disconnect less, be present more”

Technology/Social Media

- ❖ Research shows that people touch, swipe or tap their phone an average of **2,617** times per day
- ❖ Nearly 1,000 university students interviewed in ten countries, including Britain, the US, and China, were **unable to voluntarily avoid technology for one full day**
- ❖ Technology is contributing toward so-called ‘continuous partial attention’, severely limiting people’s ability to focus, and possibly lowering IQ

Nature

- ❖ Forest environments are shown to **decrease cortisol levels, blood pressure, and sympathetic nervous system activity**
- ❖ Physicians in dozens of countries are **writing prescriptions** instructing patients to spend time in nature, using parks, trails and open spaces
- ❖ Some health care systems are able to **provide free park passes** thanks to partnerships with state and national park services

“Less distraction, More Intention”

Be Active

- ❖ Exercise, even a brisk walk, **increases energy levels and boosts serotonin in the brain**, which contributes to heightened mental clarity
- ❖ **EXERCISE IS MEDICINE**
- ❖ American Psychological Association studies have shown that regular exercise has the potential to decrease anxiety simply by desensitizing the symptoms that can be present both during physical exertion or a panic attack

Sleep

- ❖ Without sleep, the brain is **unable to clear out toxins** and clean the fluid in neuron channels at the rate necessary to maintain high-functioning, day-to-day activity
- ❖ **Prioritize sleep** and plan accordingly
- ❖ Without sleep, we significantly **decrease our ability to retain information** and memories, leading to increased susceptibility to feeling overwhelmed

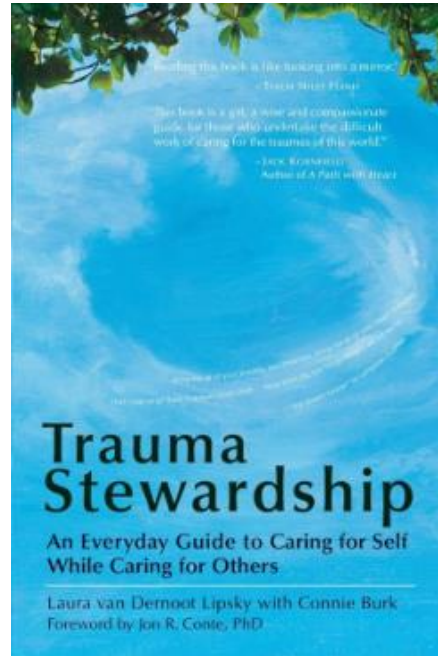
sometimes

LESS IS MORE



- ❖ Remember, you are a nurse, not a magician. You cannot change how anyone feels
- ❖ Offer support, encouragement, and praise to your peers and supervisors
- ❖ Accept praise and support in return
- ❖ Recognize the difference between complaining that relieves, and complaining that reinforces negative stress
- ❖ Practice boundaries and choice in your personal and professional life
 - How much support do you receive vs. how much do you give?
- ❖ If you never say NO, what is your YES worth?

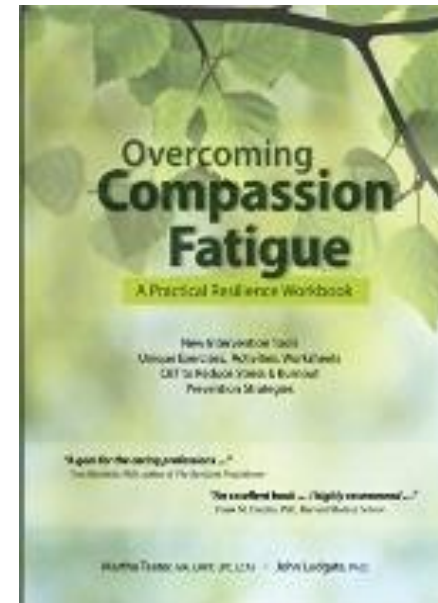
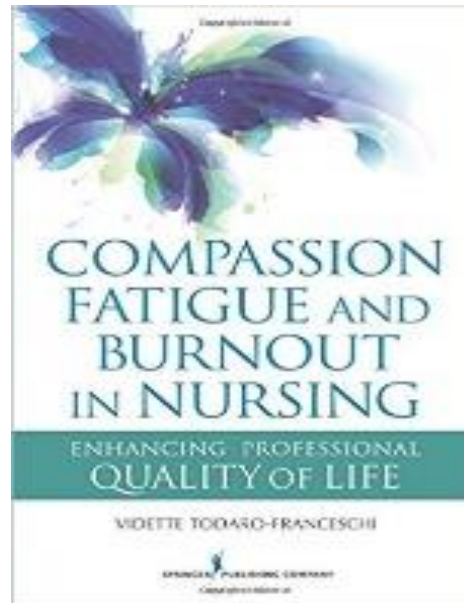
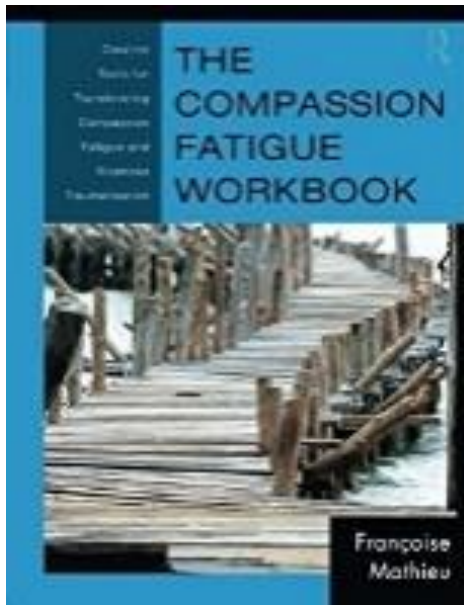
Resources



THE AGE OF OVERWHELM

STRATEGIES FOR THE LONG HAUL

Laura van Dernoot Lipsky
Bestselling author of *Trauma Stewardship*





**THANK YOU
for all that
you do!**

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