

Giving All You Have:

**Compassion Fatigue,
Vicarious Trauma and
Burnout.**

Hello!

I am Jamie Tyrell

TYRELL CONSULTING
www.tyrellconsulting.com
Facebook: @TyrellConsulting

Superman

Let's get started



“

*You owe yourself the love
that you so freely give to
other
People*

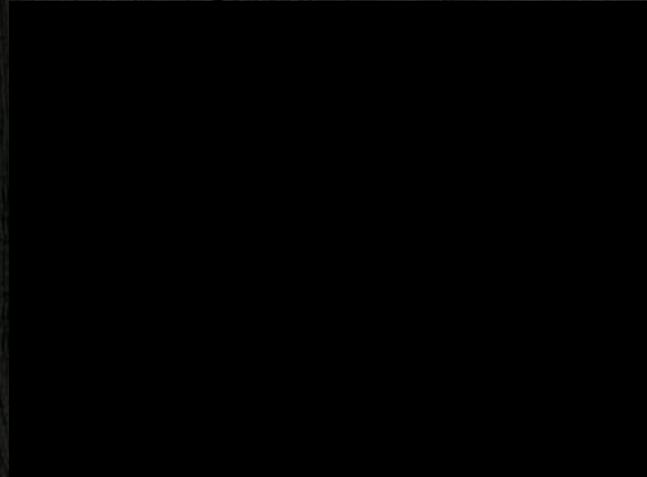
“



Self Assessment

Does your work....?

- Have a large volume of needs?
- One type of need, changing types of services?
- Exposure to difficult stories? Pain, trauma, tragedy, poverty, health, housing, or?





Compassion Fatigue

“Profound emotional and physical exhaustion that helping professionals and caregivers develop over the course of their career as helpers” (Francoise Mathieu).

“Cost of Caring” (Dr. Charles Figley).



Vicarious Trauma

Occurs when the stories we hear on a daily basis from our clients/volunteers transfers onto us where we are traumatized.

It is a human consequence of knowing, caring, and dealing with constant challenges.

Primary vs. Secondary Trauma

Primary Trauma

Happened to me

I was in danger

I responded to the car
accident victims

I lost my job

My house burned down

Secondary Trauma

Saw it on T.V.

A volunteer told me a horrific story

Heard it in court

Saw crime scene photos

My father diedand this is how.



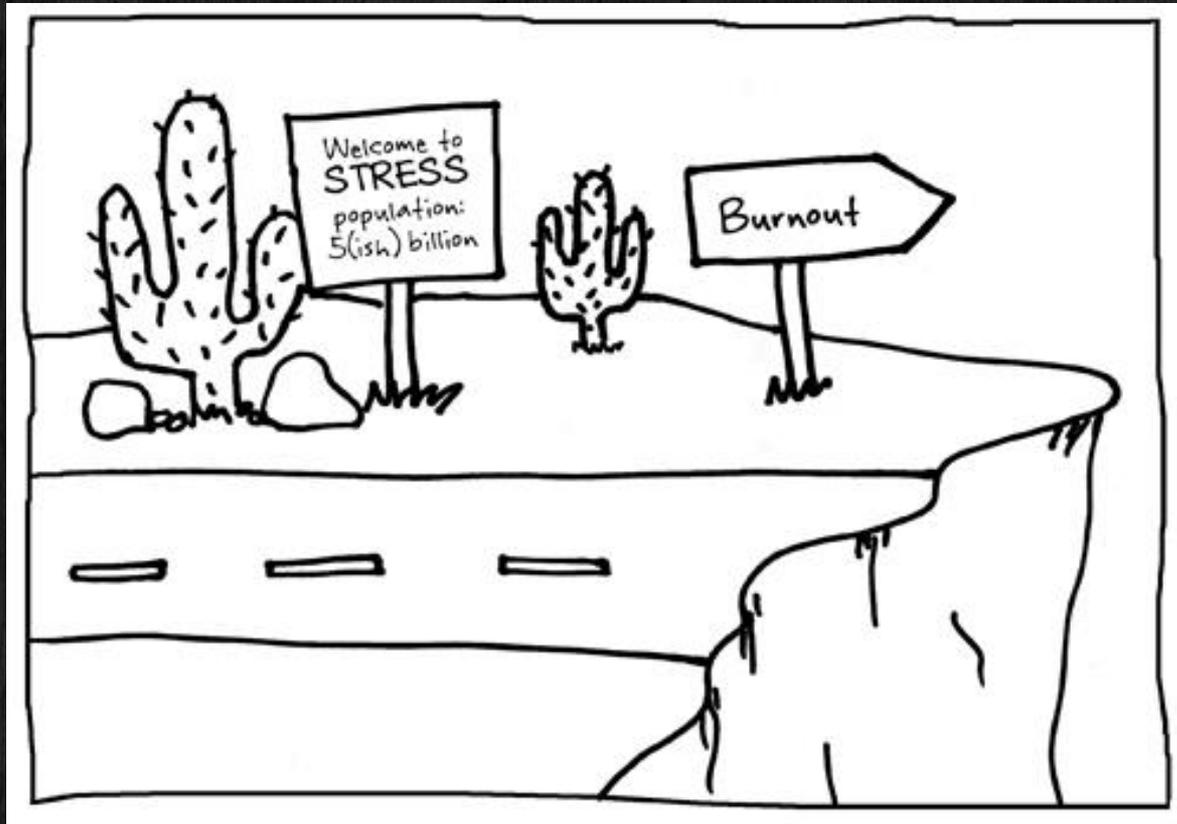
Burnout

Can be described as the physical and emotional exhaustion when you have minimal happiness, feel overwhelmed and have no support/feel powerless at work.

CF and VT can lead to burnout. But burnout can contribute to CF and VT.

Continuous stress, with no relief.

Movement to Improvement



Signs and Symptoms

Physical

- ◆ Exhaustion
- ◆ Insomnia
- ◆ Headaches
- ◆ Increased susceptibility to illness
- ◆ Somatisation and hypochondria

Behavioural

- ◆ Increased use of alcohol and drugs
- ◆ Absenteeism
- ◆ Anger and Irritability
- ◆ Avoidance of families
- ◆ Impaired ability to make decisions
- ◆ Problems in personal relationships
- ◆ Compromised care for families
- ◆ The Silencing Response

Psychological

- ◆ Emotional exhaustion
- ◆ Negative self image
- ◆ Depression, anxiety
- ◆ Sadness, Loss of hope
- ◆ Guilt
- ◆ Reduced ability to feel sympathy and empathy
- ◆ Cynicism
- ◆ Resentment
- ◆ Feeling professional helplessness
- ◆ Diminished sense of enjoyment/career

Self Assessment

◆ Were you trained for this?

◆ Education or on the job training on CF, VT or Burnout?

◆ What are your particular vulnerabilities?

◆ Prior Trauma

◆ Personality Types

Prevent?

Can we prevent CF or VT or Burnout or PTSD?

- ◆ Mitigate
 - ◆ Transform
 - ◆ Treat
-
- ◆ Recognize signs and symptoms
 - ◆ Self assess
 - ◆ Self care

1 in 5 Canadians

Experience a psychological health problem in any given year

Mental health costs \$50 Billion/year

20 Billion is from work-related causes

500, 000 workers

Call in sick every week due to mental health

Mental Health Claims

Fastest growing category of disability insurance claims in Canada

Psychological health problems

Affects mid-career workers the most

Debriefing

Informal

Water cooler
Lunchroom/bathroom
Car pool
Children's hockey game
No filter
Any place
Any where
Ad hoc

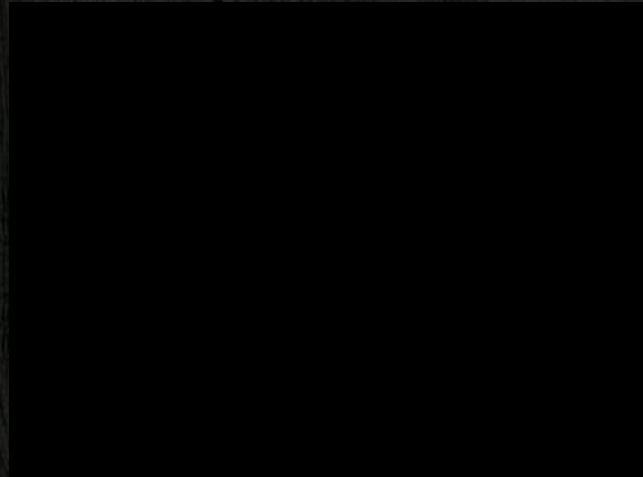
Formal

Supervised
Scheduled
Controlled
Critical event
Case conferences
Staff meetings

Low-Impact Debriefing

1. Self Awareness
2. Heads Up
3. Permission
4. Debrief

Mindfulness



Change

PLEDGE
1%

Personal
Professional
Organizational

P.O.P.

Personal

Self Care
Exercise
Sleep
Nutrition
Drinking
Sleeping
Negative
Debriefing

Professional

Job Satisfaction
Clients/patients?
High caseload?
Lunch hour/breaks
Leaving work at
work
Debriefing

Organization

Training
Signs and
Symptoms
Work/life balance
Rebalance of
workload
Debriefing

Change

| | Drastic | Moderate | 1% |
|-----------|---------|-----------|--------|
| Marathon | 42 km | 5 km | Block |
| Weight | 10 | 5 | .5 |
| Staff Mtg | Never | Quarterly | 30 min |

Self Care Plan

Let's review some concepts

CF

"Profound emotional and physical exhaustion that helping professionals and caregivers develop over the course of their career as helpers" (Francoise Mathieu).

1%

Change is possible in minimal doses

VT

Occurs when the stories we hear on a daily basis from our clients transfers onto us where we are traumatized.

LID

Debriefing with awareness, heads up and permission

Burnout

Can be described as the physical and emotional exhaustion when you have minimal happiness, feel overwhelmed and have no support/feel powerless at work.

Self Care Plan

What is your plan?

Thank you!!!

Any questions?

Sign up for my newsletter!

www.tyrellconsulting.com

Facebook: [@TyrellConsulting](https://www.facebook.com/TyrellConsulting)
