



Compassion Fatigue Resources

Books

- *10% Happier: How I Tamed the Voice in my Head, Reduced Stress Without Losing my Edge and Found Self Help That Actually Works – A True Story*, Dan Harris
- *The Brain That Changes Itself: Stories of Personal Triumph from the Frontiers of Brain Science*, Norman Doidge, M.D.
- *Daring Greatly*, Brene Brown
- *Emotional Survival for Law Enforcement: A Guide for officers and their families*, Kevin M. Gilmartin
- *Healing from Trauma – A Survivor’s Guide to Understanding Your Symptoms and Reclaiming Your Life*, Jasmin Lee Cori
- *Help for the Helper: The Psychophysiology of Compassion Fatigue and Vicarious Trauma*, Babette Rothschild
- *Inspired Nurse*, Rich Bluni
- *In the Realm of Hungry Ghosts: Close Encounters with Addiction*, Gabor Mate & Peter A. Levine
- *Kitchen Table Wisdom*, Rachel Naomi Remen
- *Peace is Every Step- Meditation In Action: The Life and Work of Thich Nhat Hanh*, Thich Nhat Hanh
- *Self Compassion: The Proven Power of Being Kind to Yourself*, Kristin Neff
- *Take Time for Your Life: A 7 Step Program for Creating the Life You Want*, Cheryl Richardson
- *The Body Keeps the Score: Brain, Mind, and Body in the Healing of Trauma*, Bessel van der Kolk, MD
- *The Compassion Fatigue Workbook*, Francoise Mathieu
- *The Making of a Nurse*, Tilda Shalof
- *The Resilient Practitioner: Burnout Prevention and Self-Care Strategies for Counselors, Therapists, Teachers, and Health Professionals*, Thomas Skovholt
- *Transforming the Pain: A Workbook on Vicarious Traumatization*, Karen W. Saakvitne & Laurie Anne Pearlman
- *Trauma & Recovery: The Aftermath of Violence from Domestic Abuse to Political Terror*, Judith Herman
- *Trauma Stewardship: An Everyday Guide to Caring for Self While Caring for Others*, Laura Van Dernoot Lipsky
- *When the Body Says No: Exploring the Stress-Disease Connection*, Gabor Mate
- *What Doesn’t Kill Us- The New Psychology of Post-Traumatic Growth –* Stephen Joseph
- *Healing From Trauma*, Jasmin Lee Cori
- *Before Happiness*, Shawn Achor
- *Stay, Breath with Me The Gift of Compassionate Medicine*, Helen Allison
- *Power of the Mind: Affirmations for Regulation*, Heather Forbes (audio CD)

- *Live Happy: Ten Practices for Choosing Joy*, Deborah K. Heisz
- *The Mindful Path to Self-Compassion*, Christopher K. Germer
- *Grit: The Power of Passion & Perseverance*, Angela Duckworth
- *Designing Your Life: How to Build a Well-Lived, Joyful Life*, Bill Burnett & Dave Evans

Children's Books

- *The Way I Feel*, Janan Cain
- *Sitting Still Like a Frog: Mindfulness Exercise for Kids*, Eline Snel
- *Peaceful Piggy Meditation*, Kerry Lee MacLean
- *The Lemonade Hurricane: A Story of Mindfulness & Meditation*, Licia Morelli
- *How is Daniel Feeling?* Daniel Tiger's Neighborhood

Websites

- acestoohigh.com
- calm.com
- cdc.gov/ace/-Ace Study
- coloringcastle.com
- compassionfatigue.ca
- donothingfor2minutes.com
- rescuetime.com (tracks computer & mobile daily habits)
- get.gg - CBT Self-Help Resources
- greentreeyoga.org
- heartmath.com
- greatergood.berkeley.edu (happiness on-line class)
- mindful.org
- self-compassion.org
- palousemindfulness.com
- mindfulhub.com
- MrsMindfulness.com
- Palousemindfulness.com
- Mindfulhub.com
- proqol.org -Professional Quality of Life Scale
- resiliencetrumpsaces.org
- fulfillmentdaily.com
- resiliency.com
- search-institute.org (40 developmental assets)
- zenhabits.net
- randomactsofkindness.org
- Myselfcare.org

Apps

- Breath2Relax
- Calm
- Virtual Hope Box (tools for coping, relaxing, distracting & positive thinking)
- Cbt-i coach (improve sleep)
- Provider Resilience (National Center for Telehealth & Technology)
- PTSD Coach!
- T2 Mood Tracker (National Center for Telehealth & Technology)
- iTunes U (meditation)
- Insight Timer (guided meditations, timer for meditations)
- Relax Melodies (improve sleep)
- Checky (phone habit tracker)
- Whil. (mindfulness and yoga)
- Daily Yoga
- 5-Minute Yoga
- Smiling Mind
- Yoga Studio
- Gratitude Journal Tree

YouTube Channel

- Lesley Fightmaster Yoga – free online yoga classes



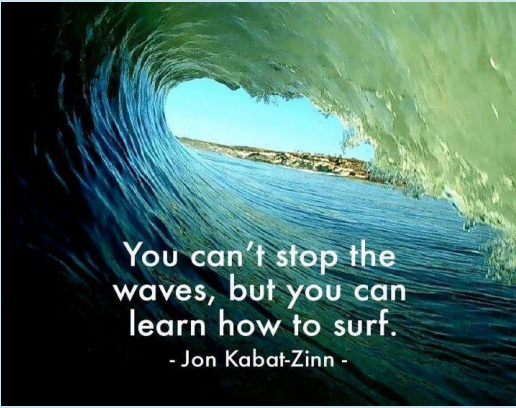
EFFECTIVE ORGANIZATIONAL & INDIVIDUAL STRATEGIES FOR ADDRESSING COMPASSION FATIGUE/VICARIOUS TRAUMA

1. Offering monthly peer support groups. (Balint Groups)
2. Employee Assistance Program and on-going encouragement to use EAP.
3. Providing on-going compassion fatigue and trauma training (retreats, book study groups, etc.)
4. Compassion fatigue prevention and developing healthy self care skills introduced at new staff orientation.
5. Realistic expectations about trauma work shared with applicants and the new applicant's level of resiliency assessed. (Duty to Warn)
6. Employees develop self-care plans and support systems to prepare for and reduce the negative effects of trauma exposure. (WRAP)
7. Creating a culture that acknowledges and normalizes the effects of working with trauma survivors.
8. Adopting policies that promote and support staff self-care (Green Cross Academy of Traumatology Standards of Self Care Guidelines).
9. Allowing for diversified workloads (limiting trauma).
10. Ensuring a safe, private work environment.
11. Ensuring effective supervision (supervisors trained to promote staff self care and contribute to the organizational culture of safety and wellness).
12. Reducing or balancing caseloads.
13. Supporting and modeling of self-care by management and administration (1:1's address self-care/compassion fatigue).
14. Supporting the use of low impact debriefing in the workplace.
15. Encouragement of positive peer interactions.
16. Annual completion of a Trauma Informed Care Organizational Assessment
17. Allowing flexible work schedules.
18. Allow two, 15 minute breaks per 8 hours.
19. Purchasing/implementing Heart Math.
20. Revising communication policy to foster direct communication between staff.
21. Staff appreciation (celebrations/retreat/reward for outcomes met).
22. Support for attending off site trainings/professional development.
23. Establish Wellness Committee
 - Discount gym membership

- Offer fresh fruit/healthy food/beverages
 - Yoga/exercise classes on site
 - Employee fitness/nutrition programs
 - Flu shots, blood pressure checks, health screens, etc.
 - Chair massages offered on site
 - On-going Lunch 'N Learn Topics
 - Staff self-care kits
 - Daily Walk Groups at 10 am and 3 pm
 - Fitbit competitions
 - Aroma therapy
 - Mindfulness/meditation breaks
24. On-going Staff Group Study with Compassion Fatigue Workbook.
 25. Create an Affirmation Wall.
 26. Compassion Fatigue protection strategies addressed in organization newsletter (Safety John).
 27. Plant a common garden area.
 28. Access to different desks and chairs in the office (fitness ball, standing desks, etc.).
 29. Create a "Comfort Room" for staff and consumers/patients.

**EFFECTIVE INDIVIDUAL STRATEGIES THAT WORK FOR REDUCING COMPASSION
FATIGUE/VICARIOUS TRAINING AND INCREASING RESILIENCE**

1. Low impact debriefing.
2. Establish healthy boundaries.
3. Positive self-talk.
4. Transform the stress inherent in compassion fatigue/vicarious trauma.
5. Adequate sleep.
6. 30 minutes of daily exercise.
7. Awareness of compassion fatigue/vicarious trauma signs and symptoms.
8. Grounding practices (mindfulness, meditation, yoga, chair yoga at office, etc.).
9. Positive peer supports (not gossiping, complaining, cynicism).
10. Part time work.
11. Reduced exposure to trauma.
12. Daily self-care.
13. Positive thinking about stress.
14. Gratitude journal.
15. Body scan, breaks during the day.
16. Take the Professional Quality of Life Survey.



Walk The Walk

My Compassion Fatigue Resiliency Guide

My Physical Signs:

My Behavioral Signs:

My Psychological Signs:

Tools I would use or something I would transform:

An Affirmation:

My thoughts about:

Compassion Fatigue

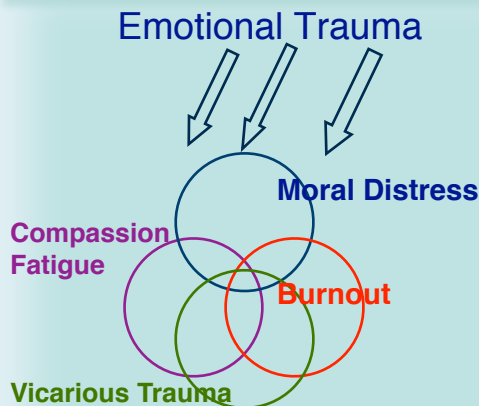
Empathy vs. Sympathy:

Burnout:

Vicarious Trauma:

Moral Distress:

*A compassion
resiliency commitment
I make to myself this month is to:*



Compassion Fatigue and Vicarious Trauma - Signs and Symptoms

Physical Signs and Symptoms

- Exhaustion
- Insomnia
- Headaches
- Increased susceptibility to illness
- Somatization and hypochondria

Behavioral Signs and Symptoms

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

Psychological signs and symptoms

- Emotional exhaustion
- Distancing
- Negative self image
- Depression
- Sadness, Loss of hope
- Anxiety
- Guilt
- Reduced ability to feel sympathy and empathy
- Cynicism
- Resentment
- Dread of working with certain clients
- Feeling professional helplessness
- Diminished sense of employment/career
- Depersonalization/numbness
- Disruption of world view/Heightened anxiety or irrational fears
- Inability to tolerate strong feelings
- Problems with Intimacy
- Intrusive Imagery - preoccupation with trauma
- Hypersensitivity to emotionally charged stimuli
- Insensitivity to emotional material
- Difficulty separating personal and professional lives
- Failure to nurture and develop non work related aspects of life

Sources: Saakvitne (1995), Figley (1995), Gentry, Baranowsky & Dunning (1997), Yassen (1995)

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