

Moving from Compassion Fatigue to Resilience

Geriatrics Update 2019
November 1 and 2, 2019.
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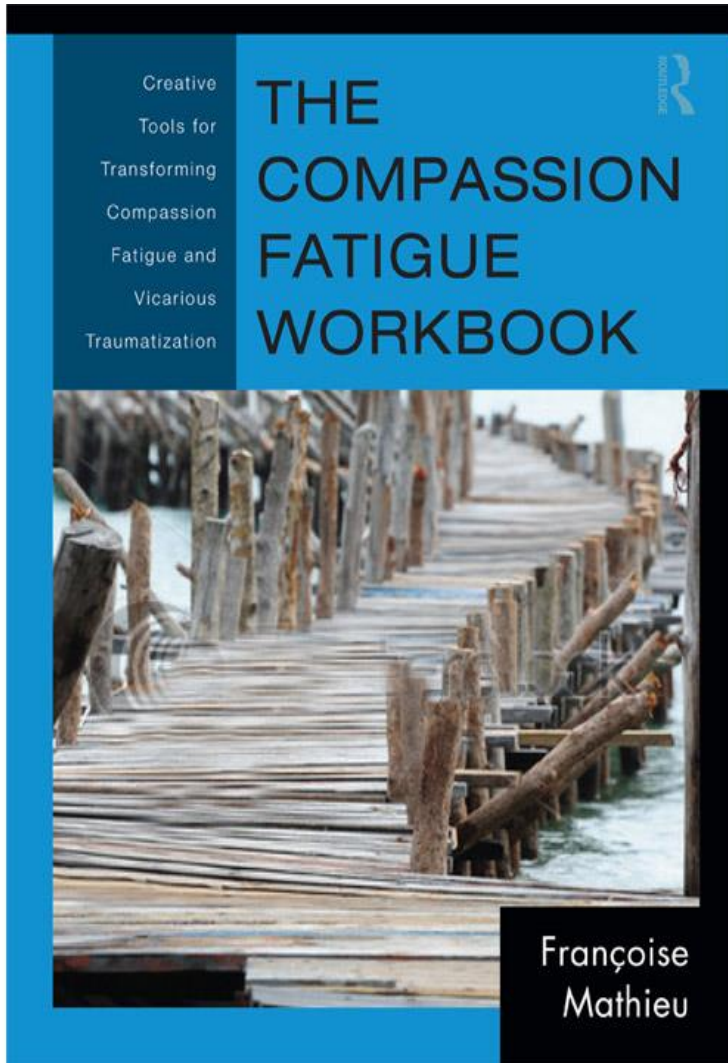
Agenda

1. Organizational context
2. Language and definitions
3. Understanding your warning signs
4. Stress and Coping
5. The Resilience Toolkit:
 - Team strategies
 - Caring for self
6. Commitment activity



Additional Resources:

www.compassionfatigue.ca



Acknowledging Françoise Mathieu

Compassion Fatigue

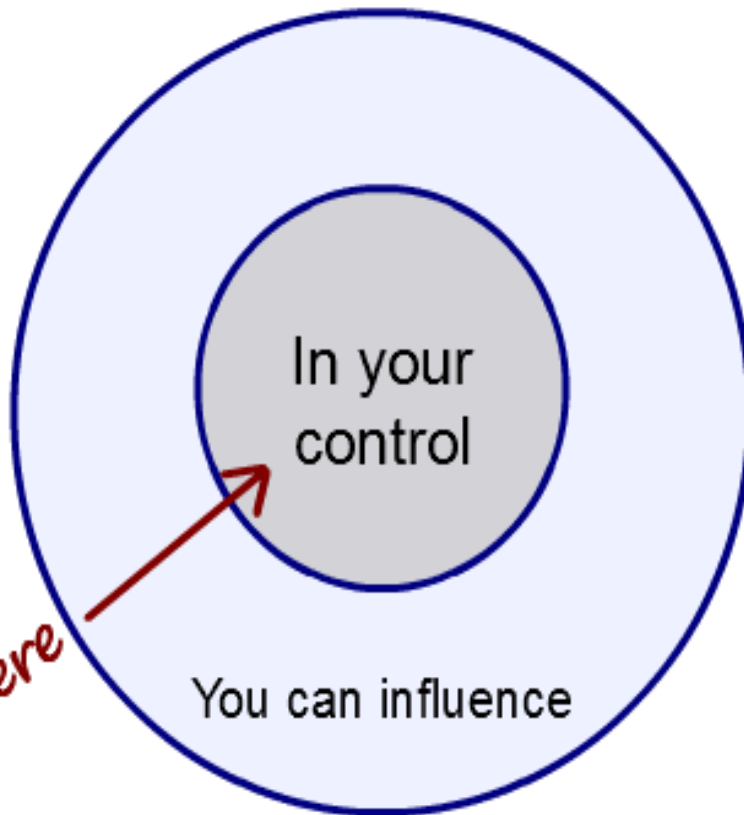
What Works?

Organization
(Culture of Caring and Carefulness)

Individual
(Responsibility and Accountability)

Professional
(Training, Awareness, Reflective Practice)

What is within your control?



Grant me the *Serenity* to accept the things I cannot change, *Courage* to change the things I can, and *Wisdom* to know the difference.

Compassion Fatigue

- Profound physical and emotional exhaustion.
- Can impact anyone in the “caring” professions.
- Described as the “cost of caring”.
- It’s an erosion of empathy, hope and compassion for others and for ourselves.

Resilience



- Refers to strengthening for when the going gets tough and being able to bounce back from difficulties.
- Research has shown that in order to manage the high stress of the work that we do, we need to cultivate resiliency.
- Our patients are more and more complex and they aren't going to stop having difficult lives and situations.

Why understanding compassion fatigue is important

- As helping professionals, we are working in a system with:
 - ongoing challenges and cutbacks
 - asked to do more with less; wearing more hats – leads to role overload
 - increasing number of difficult stories and losses
 - none or very little training for dealing with the cumulative effect of difficult stories and losses

Discussion

- What happens to the stories you hear and the situations you experience at work?
- How do you protect yourself doing this very challenging work?
- Were you trained for this?

5 Key Strategies to Manage Compassion Fatigue

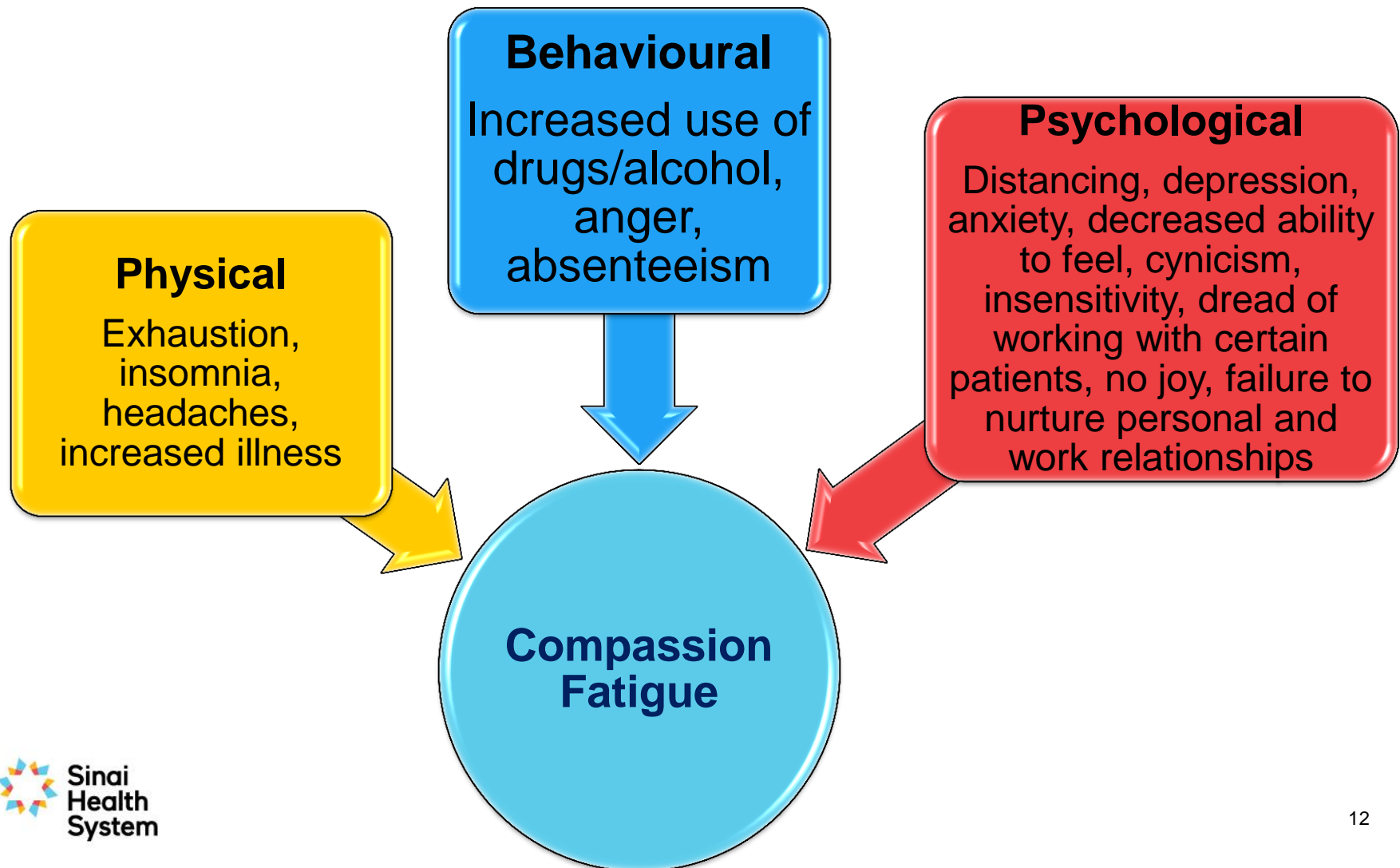
1. Understanding what's happening to you.
2. Take stock of stressors and self-care and identify your warning signs.
3. Create or restore social supports (team support).
4. Get support before it's a crisis.
5. Make a concrete commitment.

Take stock of stressors and self-care and identify your warning signs

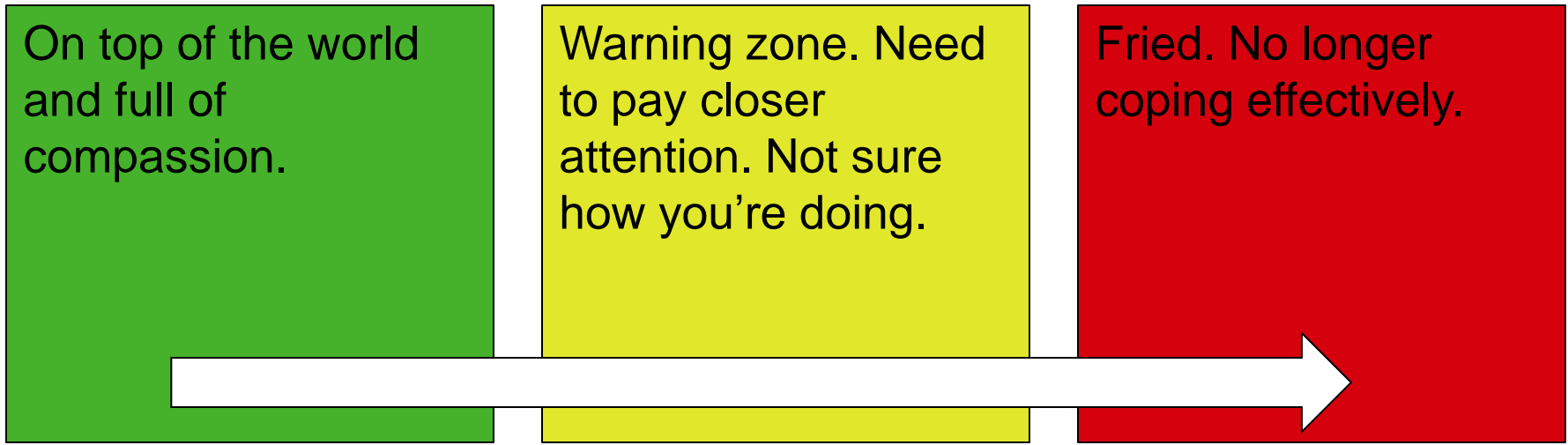
- What's your first warning sign? What part of your body first tells you that you're overloaded?



Signs & Symptoms of Compassion Fatigue



Take stock of stressors and self-care and identify your warning signs



- What are your warning signs when moving from green to yellow, and yellow to red?
- What do you normally do when you have this warning sign?

How do you look after yourself: transition ritual to your life outside work?

- Being outdoors – nature
- Walking the dog
- Exercise
- Hobbies; cooking, painting, music, reading, etc.
- Being with family and friends

Coping with Change



Individual differences in reacting to change and uncertainty



Individual Activity

Identify one positive change that you have experienced in your professional/personal life.

What did you have to let go of?

Before the new state/event emerged, what was the in-between (transition) period like for you?

What strategies do you use to cope with change?

Coping Styles

- *Problem* focused coping
 - dealing with things you can control
- *Emotion* focused coping
 - feeling better about things you can't control
- *Meaning* focused coping
 - living with suffering



Cultivate A Constructive and Supportive Team



Create or Restore Social Supports

- With stress, one of the first things to go is social supports.
 - Hobbies
 - Socializing with friends
- One of the individual strategies that was most effective was being able to receive good quality support from co-workers.

Who are you spending time with?



Creating Team Support



Debriefs

- Informal: ad hoc manner, whether it be in the lunch room, nursing station or colleagues office
- Formal: scheduled ahead of time, often after a critical incident

Are you getting slimed?



L.I.D. (Low Impact Debriefing)

- Increase Self-Awareness
- Fair Warning
- Consent
- Limited Disclosure

What's on Your Plate?



Your Balance Place Mat

My Balance Place Mat

Managing Occupational Stress	Work/Life Balance	Breathing
Healthy Diet	Physical Health	Getting Enough Sleep
Nurturing Relationships	Connecting to Nature	Stimulating Non-work Activity

What works?

Cultivating Resiliency

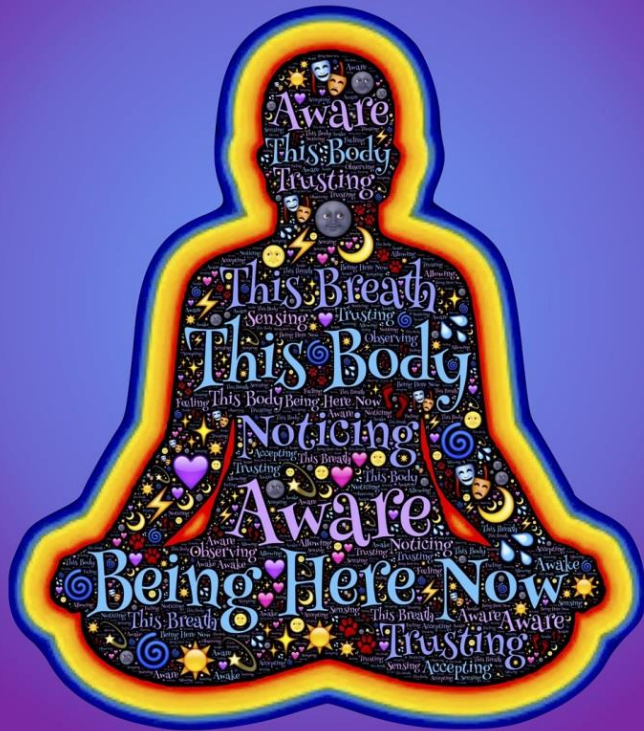


Reflection:

Practices that are essential to my well-being

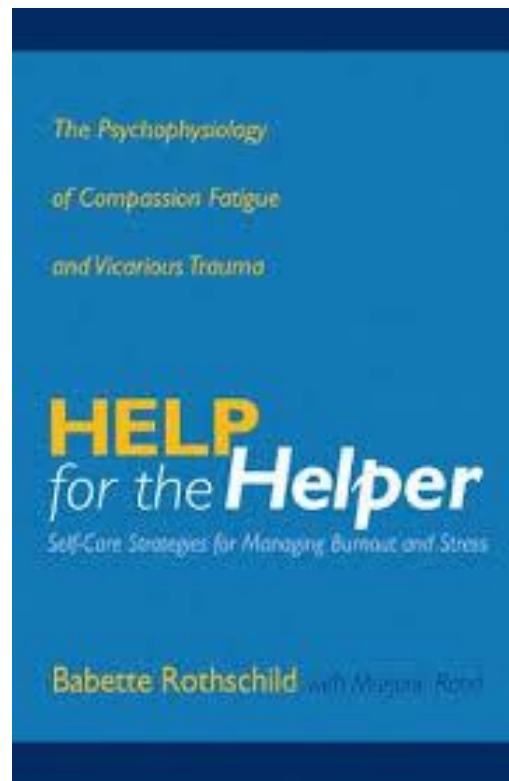


Grounding Techniques



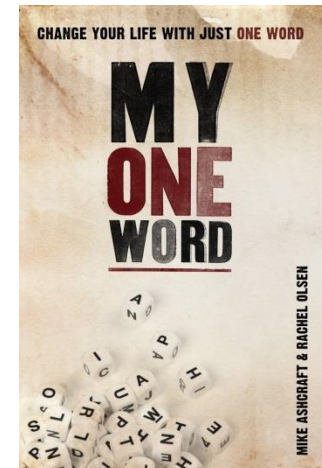
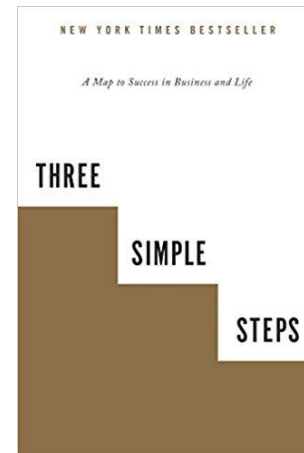
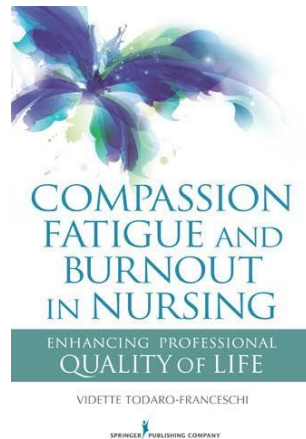
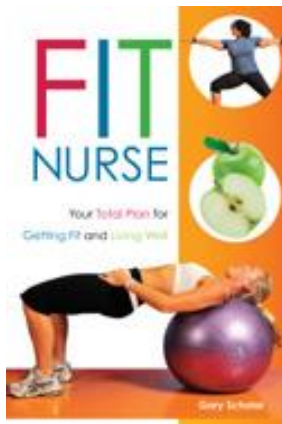
Randomized control trials have shown that mindfulness meditation [is] effective in reducing Compassion Fatigue (Kearney 2009)

Body Awareness exercise



Resources – additional reading materials

- Fit Nurse by Gary Scholar
- Three Simple Steps by Trevor Blake
- My One Word Book by Mike Ashcraft & Rachel Olsen
- Compassion Fatigue and Burnout in Nursing by Vidette Todora-Franceschi



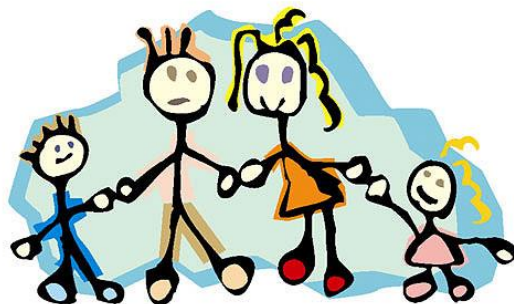


The expectation that we can be immersed in suffering and loss on a daily basis and not be touched by it, is as unrealistic as expecting to be able to walk through water without getting wet.

Steps to making the Shift

- Assess yourself
- Take charge
- Vital Metabolism
- In Control
- ER
- Taking Back your Back

Nutrition Matters



Work-Life Balance



Quick tips for shift work

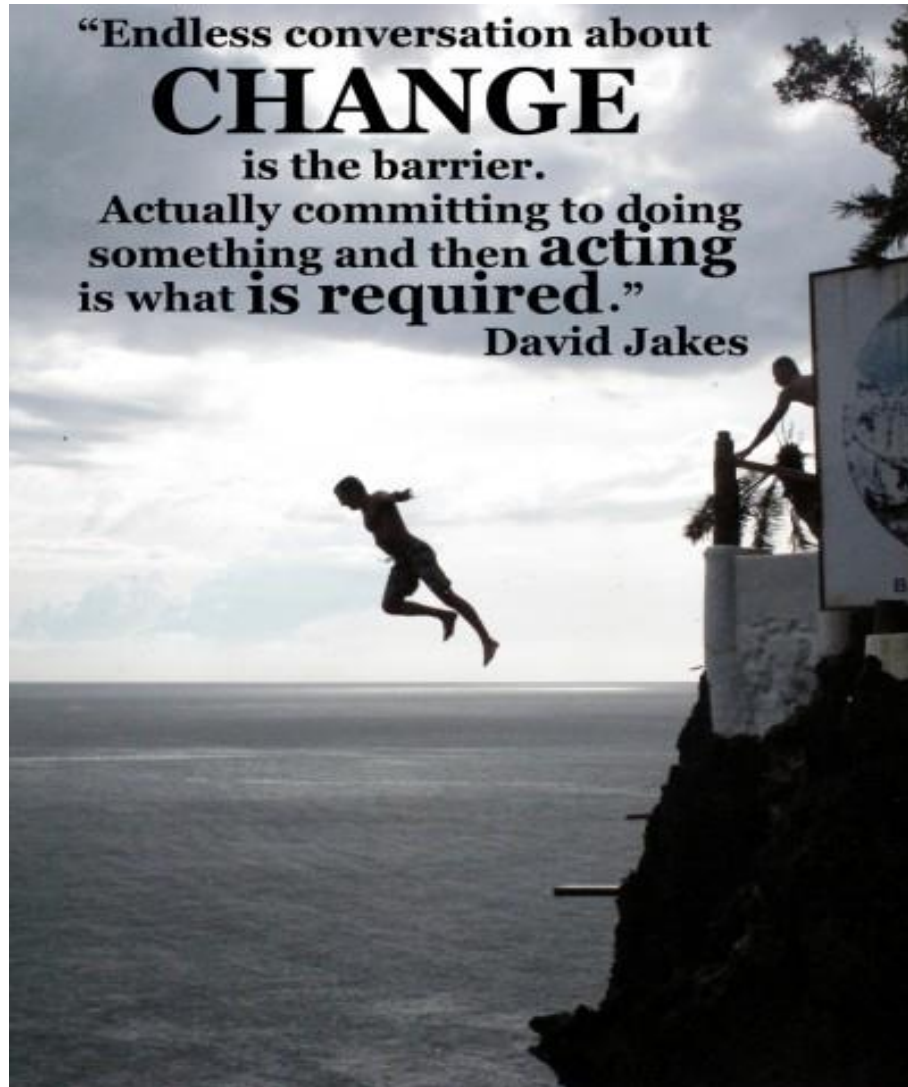
- Avoid caffeine
- Protein & carbohydrates
- Water intake



Commitment and Planning

- With regards to the key strategies for moving from compassion fatigue to resilience, what am I planning to do?
- For example; self-care strategies, contributing to team support, L.I.D., grounding techniques, etc.

Making a Commitment



In the next week, I will...



**THANK
YOU
for
PARTICIPATING
ANY QUESTIONS?**