

# Addressing Compassion Fatigue in the Context of Service Delivery and Self-Care Strategies for Providers



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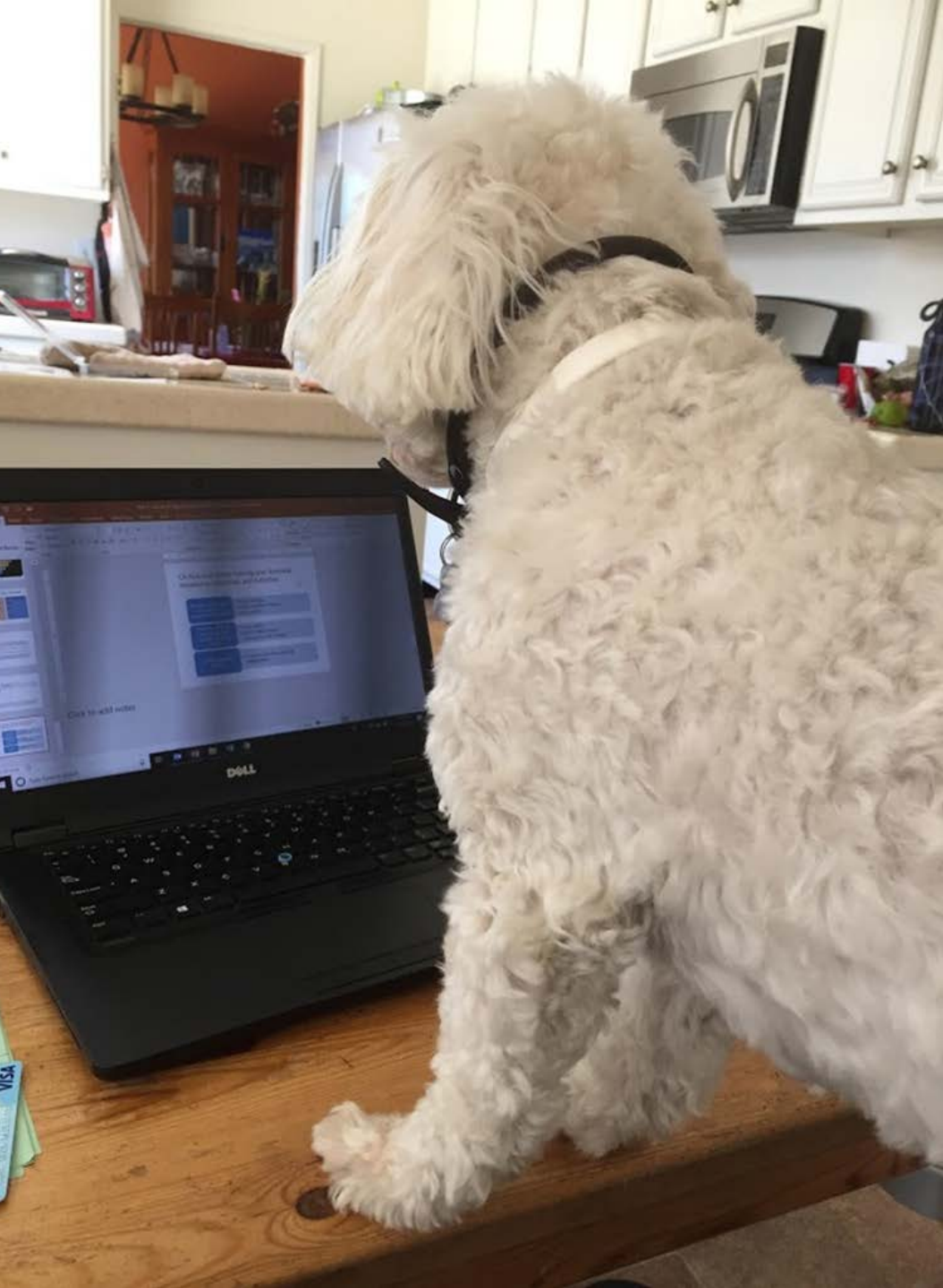


Pacific Southwest

**ATTC**  
(HHS Region 9)

# Presentation Goals

- Define compassion fatigue
- Identify factors that may contribute to compassion fatigue
- Describe self-care strategies to address compassion fatigue and burnout



What is Compassion Fatigue?

# Definition of *Compassion*

- The sympathetic **consciousness** of another's others' distress coupled with a desire to alleviate it.
- Different from empathy – which may have a negative impact.

## So, What is Compassion Fatigue (CF)?

- CF=Secondary traumatic stress + burnout

*“Emotional, physical and spiritual exhaustion from witnessing and absorbing the problems and suffering of others.”*

*--Hunsaker et al. (2012)*



# Risk Factors

## Personal

- Trauma history
- Pre-existing psychological disorder
- Young age
- Isolation, inadequate support system
- Loss in last 12 months

## Professional

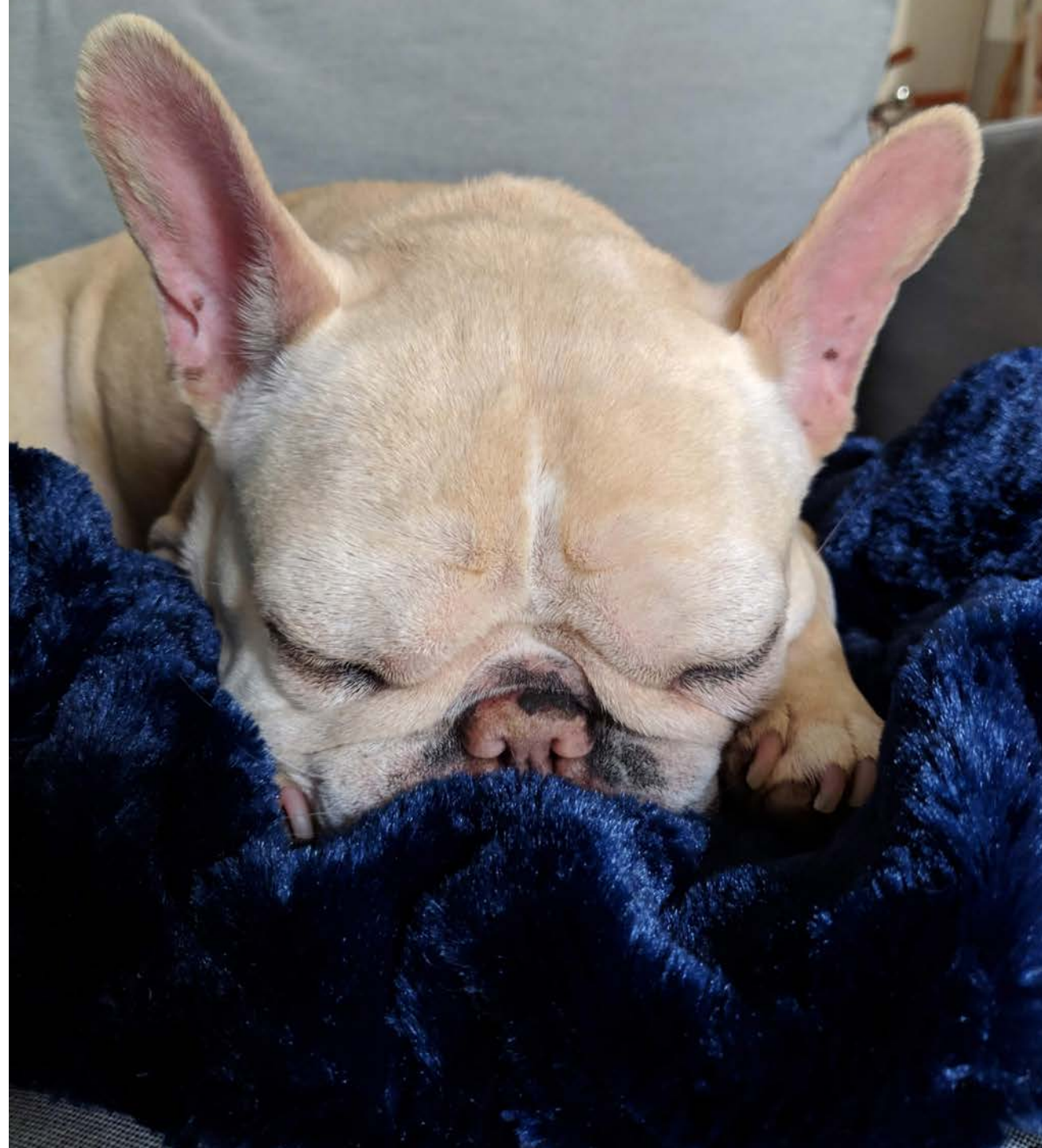
- Lack of quality supervision
- High percentage of trauma survivors in caseload
- Little experience
- Worker/organization mismatch
- Lack of professional support system
- Inadequate orientation and training for role



# Consequences of CF: Individual/Organizational

- Increase in health-related problems
- Burnout
- Lack of empathy
- Desensitization
- Hopelessness or helplessness
- Lost productivity
- Decrease job satisfaction
- Lower quality of care
- Staff turnover
- Poor morale

# **STRATEGIES TO ADDRESS COMPASSION FATIGUE**



# Proven Strategies

- Role models
- Wellness committee
- Health screenings
- Quality supervision
- Rapid response to stressful events
- Professional ethical standards
- Personal development opportunities
- Flexible schedules
- Wellness incentives



It is the role of agencies to foster an environment that encourages professional growth and self-awareness.

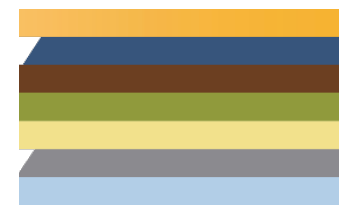




Central East (HHS Region 3)

ATTC

# Eight Dimensions of Wellness



# Cultivate Self-Awareness

- Set your intention
- Be aware
- Create space
- Practice
- Interact with others



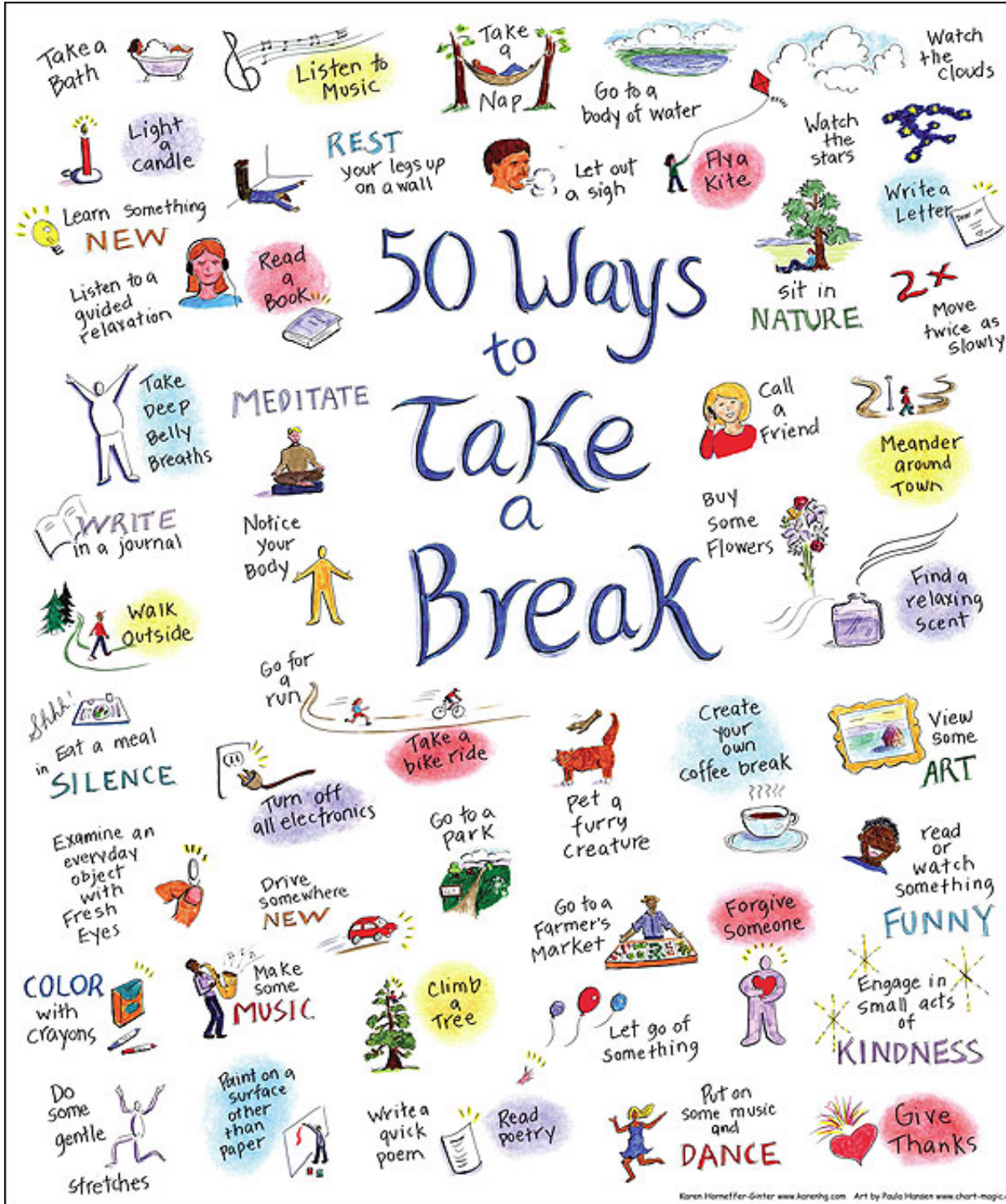
# Put Your Oxygen Mask on First



# Self-Care: Develop a Plan

- Personal: tending to physical needs (adequate rest, nutrition), participating in fun activities, identifying relaxing activities to engage in regularly
- Professional: obtain ongoing professional development, recognition by organization of the process of vicarious trauma, developing a professional support network

# Self-Care Doesn't Have to Be Complicated



# Self-Care: Develop a Plan

- Eat regularly
- Eat healthy
- Exercise
- Seek regular medical check-ups and care when needed
- Do something you enjoy
- Get enough sleep
- Just say no
- Take time off
- Read for fun
- Identify ways to reduce stress
- Listen to your thoughts, feelings
- Find activities that increase your curiosity
- Spend time in nature

# Questions and Discussion



# ATTC Resources



- Compassion Fatigue Curriculum Infusion Package  
<http://uclaisap.org/html2/compassion-fatigue-behavioral-workforce-cip.html>
- Compassion Fatigue Online Series  
<https://attcnetwork.org/centers/mountain-plains-attc/compassion-fatigue-online-series-opioid-epidemic-increasing-knowledge>
- Self Care Curriculum  
<https://drive.google.com/file/d/0B9ywu77vFpW1bkNZbXRjTlh0a1pFZW4zVXd6dWtNREFHX1Fr/view>



# Thank You!

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