

**Giving All You Have:**

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

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*Hello!*

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# Superman

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*Let's get started*



“

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

“



# Self Assessment

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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?



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# 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).

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# 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.

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# Primary vs. Secondary Trauma

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## 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 died .....and this is how.

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# 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.

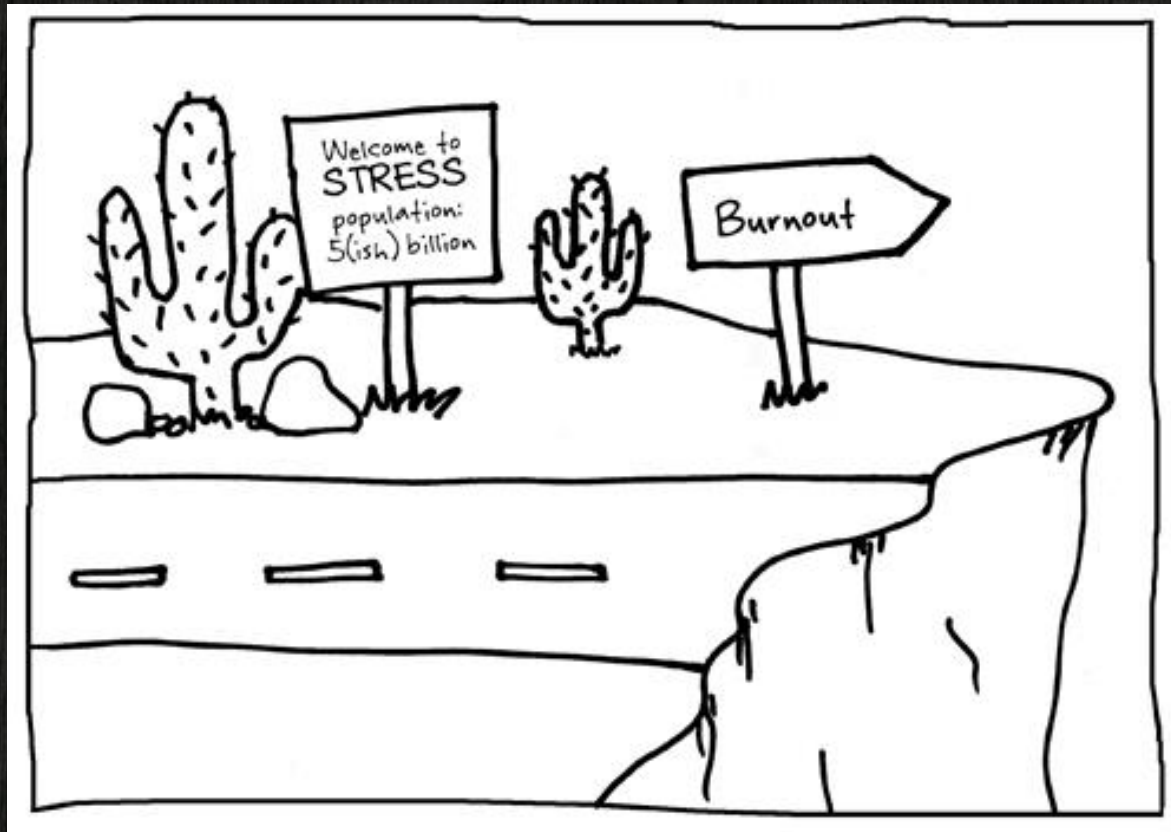
CF and VT can lead to burnout. But burnout can contribute to CF and VT.

Continuous stress, with no relief.

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# Movement to Improvement

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# Signs and Symptoms

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## 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

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◆ 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?

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Can we prevent CF or VT or Burnout or PTSD?

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

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## 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

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# Debriefing

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## 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

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

# Mindfulness

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# Change

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**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

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

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# Self Care Plan

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## Let's review some concepts

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### **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?



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Thank you!!!

**Any questions?**

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