Preventing Burnout and Compassion Fatigue
What We’ll Cover Today…

- What is compassion fatigue & burnout?
- How to identify it
- What you can do about it
What is Burnout?

• Burnout is a physical, mental & emotional state of chronic stress.

• It produces feelings of hopelessness, powerlessness, cynicism, resentment, failure and detachment.

• Results in stagnation and reduced productivity.
Burnout

“Burnout is so powerfully transformative that it appears to be a signal not of failure, but of a challenge to create a new way of life.”
- Dina Glouberman

“The Joy of Burnout: How the End of the World Can Be a New Beginning”
Activity

- What does burnout look like? How would you know when you reached this point?
Indicators of Burnout

- Lack of fulfillment from job duties
- Never feeling caught up or “in control”
- Short Tempered/Anger
- Exhaustion/Insomnia
- Increasing ineffectiveness
- Feeling Hopeless
- Forgetfulness/Lack of concentration
- Anxiety and/or Depression
- Increased Illness
- Physical symptoms
Types of Burnout

- Job Burnout
- Caregiver burnout (parents, kids)
- Relationship burnout (family, friends, co-workers)
- Helping Professions (compassion fatigue)
Compassion Fatigue
Compassion Fatigue

• Giving Care to Others under Stress
• Personal and Professional Boundaries Blurred
• Unable and/or Failure to Communicate Needs
• Unresolved Personal Past Trauma
Indicators of Organizational Fatigue

- Excessive worker’s comp claims
- Absenteeism/Turnover
- Increased push-back
- Excessive conflict
- Lack of flexibility
- Constant changes to organizational policies
- Rampant rumors and gossip
What You Can Do

• Practice Self-Awareness
• Identify your needs
• Advocate for yourself/know your worth
• Evaluate priorities and life balance (life wheel)
• Create time to make meaning of burnout
• Get adequate sleep
• Play
Prevention

• Recognize your limited control over some situations

• Set and maintain healthy boundaries

• Communicate assertively

• Manage your stress with self-care
  – Body, Mind, and Spirit
Resources, References & Recommended Reading

- *Break Free from Burnout in 30 days: Secrets of a Burnout Survivor*, Mary Lewis, 2002
- *Banishing Burnout: Six Strategies for Improving Your Relationship with Work*, Leiter and Maslach, 2005
- [www.helpguide.org/mental/burnout_signs_symptoms.htm](http://www.helpguide.org/mental/burnout_signs_symptoms.htm)
- [www.workplaceissues.com](http://www.workplaceissues.com)
- [www.coping.org/growth/burnout.htm](http://www.coping.org/growth/burnout.htm)
- Compassion Satisfaction & Fatigue Test; by B. Hundall Stamm
  - [www.isu.edu/~bhstamm/tests/satfat_english.htm](http://www.isu.edu/~bhstamm/tests/satfat_english.htm)
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