



Dr. Sonja Sutherland, LPC, ACS, BC-TMH



## Effective & Ethical Self-Care For Clinicians:

*Ensuring Professional Longevity Post-Pandemic Through Today*

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# COURSE-PACK OF ACTIVITIES

IN ORDER OF USE



## Effective & Ethical Self-Care for Clinicians:

*Ensuring Professional Longevity Post Pandemic Through Today*



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# Training Agenda



1. The Wellness – Self-Acceptance Connection
2. Self-Care – selfish or ethical?
3. Recognizing Professional Impairment
4. Wellness Ethics
5. Recognizing Compassion Fatigue
6. Honestly Evaluating Ourselves
7. Health-Orientation
8. Resiliency Resources & Planning for Health
9. Holding Peers Accountable

## Working in ZOOM Today

1. Handouts
2. Mute/Unmute
3. Use of Chat for asking questions  
*(for discussion following each segment)*



## Wellness Starts with Self-Acceptance

1. Introduce yourself
2. Share your answers to the prompts on the next slide
3. ...



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## Wellness Starts with Self-Acceptance

1. Hi, my name is \_\_\_\_\_;
2. I am \_\_\_\_\_;
3. Two things I really like about me are \_\_\_\_\_;
4. One thing I do well in my work is \_\_\_\_\_;
5. One thing I contribute to a loving, caring relationship is \_\_\_\_\_.



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## Wellness Starts with Self-Acceptance

1. Introduce yourself
2. Share your answers to the prompts on the next slide
3. Compare your answers with one another

➤ *Start with the first, then move on as a group to each consecutive prompt until everyone has shared their affirmations*



Tubeling, N. L., & Tubeling, D. A. (1994). *Structured exercises in wellness promotion* (2nd ed.). Whole Person Associates.

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## Wellness Starts with Self-Acceptance



(Cascio et al., 2016)

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## What Stressors Get in the way of Your Self-care?



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## Post COVID-19 Fatigue

- After COVID-19 infection some people have new or ongoing signs and symptoms that continue 12 weeks or longer
- This has been termed “Long COVID” or **Post Acute Sequelae of COVID-19 (PASC)** or **Post-Acute COVID-19 Syndrome (PACS)**
- There are many possible symptoms, but this presentation focuses on one symptom – **Fatigue**



(Provincial Health Services Authority, 2021; Mayo Clinic, 2021)

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# Post COVID-19 Fatigue

## What is Fatigue?

- An overwhelming sense of exhaustion that can make it harder for you to do everything you would like to do and does not get better when you rest



**Post COVID-19**  
Interdisciplinary Clinical Care Network  
Recovery | Care | Research | Education

(Provincial Health Services Authority, 2021)

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## Professional Impairment

— — — — —  
**Ethical Practice & Personal Needs**



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## Personal Needs & Ethical Practice

### Professional Impairment

American Counseling Association (2014)

C.2 – Professional Competence

➤ C.2.g - Impairment

*“Clinicians monitor themselves for signs of impairment from their own physical, mental, or emotional problems and refrain from offering or providing professional services when impaired. They seek assistance for problems that reach the level of professional impairment, and, if necessary, they limit, suspend, or terminate their professional responsibilities until it is determined that they may safely resume their work...”*



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## Personal Needs & Ethical Practice

### Professional Impairment

National Association of Social Workers (2018)

✓ 4.05 – Impairment

➤ (a) *Social workers should not allow their own personal problems, psychosocial distress, legal problems, substance abuse, or mental health difficulties to interfere with their professional judgment and performance or to jeopardize the best interests of people for whom they have a professional responsibility*



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## Personal Needs & Ethical Practice

### Professional Impairment

American Association for Marriage & Family Therapy (2015)

#### 3.3 – Seek Assistance

- *Marriage and family therapists seek appropriate professional assistance for issues that may impair work performance or clinical judgment.*

#### 3.12(f) – Professional Misconduct

- *Marriage and family therapists may be in violation of this Code and subject to termination of membership or other appropriate action if they continue to practice marriage and family therapy while no longer competent to do so because they are impaired by physical or mental causes or the abuse of alcohol or other substances*



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## Personal Needs & Ethical Practice

### Professional Impairment

NAADAC / NCC AP (2016)

#### Principle III: Professional Responsibilities and Workplace Standards

##### ➤ III.18 - Self-Monitoring

- ✓ *“Addiction Professionals are continuously self-monitoring in order to meet their professional obligations. Providers shall engage in self-care activities that promote and maintain their physical, psychological, emotional, and spiritual well-being..”*



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## Personal Needs & Ethical Practice

### Professional Impairment

NAADAC / NCC AP (2016)

Principle III: Professional Responsibilities and Workplace Standards

#### ➤ III.41 - Impairment

*“Addiction Professionals shall recognize the effect of impairment on professional performance and shall seek appropriate professional assistance for any personal problems or conflicts that may impair work performance or clinical judgment. Providers shall continuously monitor themselves for signs of impairment physically, psychologically, socially, and emotionally. Providers, with the guidance of supervision or consultation, shall seek appropriate assistance in the event they are professionally impaired. Providers shall abide by statutory mandates specific to professional impairment when addressing one’s own impairment.”*

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## Personal Needs & Ethical Practice

### Professional Impairment

✓ NAADAC / NCC AP (2016)

✓ Principle III: Professional Responsibilities and Workplace Standards

➤ III.42 - Impairment - *“Addiction Professionals shall offer and provide assistance and consultation as needed to peers, coworkers, and supervisors who are demonstrating professional impairment, and intervene to prevent harm to clients. Providers shall abide by statutory mandates specific to reporting the professional impairment of peers, coworkers, and supervisors.”*



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## The Clinician as Person & Professional

### How will I know when my choice to ignore my personal life is happening at the expense of my clients?

A [clinician's] personal life, needs, and qualities impact their professional behavior. Corey et al., (2015) discusses self-awareness in the following areas:

- ✓ Influence of a clinicians' personality traits
- ✓ Goals/motivation
- ✓ Personal needs
- ✓ Cultural considerations
- ✓ Transference / countertransference
- ✓ Personal dynamics
- ✓ Job stress
- ✓ Balancing life roles
- ✓ Therapist self-care



## The Clinician as Person & Professional

### How might the answers to these questions pose ethical dilemmas for clinicians?

- ✓ Balancing life roles
- ✓ Therapist self-care
- ✓ Do I have healthy boundaries in place and set limits for myself both personally and professionally?
- ✓ How much do I depend on being appreciated by others in my own life?
- ✓ Am I getting my needs for nurturance, recognition and support met from those who are significant in my life?
- ✓ Do I feel inadequate when client's don't make progress? If so, how might this inadequacy adversely affect my work with these clients?
- ✓ How can I work to be objective enough to relate professionally to clients who have problems that I also have personal experience with?



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The logo for Legacy Changers Training Institute is positioned at the top right. It features the text "LEGACY CHANGERS TRAINING INSTITUTE" in green, with "for Mental Health Equity and Justice" in purple below it. To the right is a stylized head profile containing a scale of justice and a tree. Below the logo, a row of ten diverse hands is raised against a white background.

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A graphic for a case study. It features two circular portraits: one of a woman (Emiko) on the left and one of a man (Kasim) on the right. In the center, a magnifying glass with a red lens is focused on the words "CASE STUDY" in yellow, bold, sans-serif font. The background is white.

**Emiko  
&  
Kasim**

**CASE  
STUDY**

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## Clinician Professional Impairment:

### Case Study – Emiko – What can we see?

Emiko is a 45 year-old 3<sup>rd</sup> generation Asian-American therapist living and working in Indianapolis. In the last 12 months she has maintained a client caseload of about 35 clients she sees either weekly or bi-weekly. She realizes this is in large part due to the COVID-19 and racial pandemics of 2020-2021. About 60% of her caseload are now AAPI clients, and the remainder are a mix of Black and Caucasian. Other than when she was sick herself with COVID for 2 weeks, she has not taken any time off.

Emiko is struggling significantly with a biracial female client (African-American and white who “passes” as white). Emiko’s “inner turmoil and resentment” shows up whenever her client discusses how difficult it is for her because of the impact of the racial unrest in the country. The client has male cousins for whom she has anxiety about their safety. Emiko does not believe her client’s level of distress is nearly as significant as her client makes it out to be. Emiko sometimes feels that her client really does not have that much to complain about.

The majority of Emiko’s client load includes 2<sup>nd</sup> and 3<sup>rd</sup> generation immigrants from China, Japan, Vietnam, and Taiwan. She notes that she has never had this many “people liker her” calling for help, especially because “therapy” is not a traditionally accepted place of healing within these cultures.



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## Clinician Professional Impairment:

### Case Study – Emiko – What can we see?

Many of her AA clients are describing post-traumatic stress-related symptoms and the related impacts to their daily functioning. Many of them recount being direct targets of racial microaggressions that have intensified since COVID-19 began. She is glad she is trained to help her community.

Emiko’s family hails from China. Her paternal grandparents were Chinese immigrants. Emiko and her family live in Indianapolis. Her grandparents live in the home with her parents and help to run very successful a Nail Salon, produce market, and restaurant. Emiko’s family has always remained true to traditional Chinese Buddhist spiritual practices. During the pandemic, many things changed for their family and they leaned even more heavily on each other and on these spiritual beliefs to help them remain hopeful after watching all three of their businesses face and sustain unrecoverable ruin. They also faced a long period of grief after losing both grandparents to COVID-19. They were in their mid-70s.

Emiko feels her increased income because of more clients is good because it helps the family. She knows they are depending on her and believes she must continue to provide this assistance to them.

Even though her family and friends have not always understood her choice in career, they have lately indicated how proud they are of her to learn that lately she is helping so many more of “her people”. They’ve indicated happiness that she is embracing responsibility for her communities.



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# Emiko



- Discuss this case study with your group.
- If you look at her through the lens of the next 4 slides, what impairment do you see?
- Use this worksheet to document your assessment.
- Choose a reporter for your group.



## The Clinician as Person & Professional

Emiko



➤ Influence of a clinicians' personality traits	
➤ Goals/Motivation	
➤ Personal Needs	
➤ Cultural Considerations	
➤ Transference / Countertransference	
➤ Personal Dynamics	
➤ Job Stress	

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# Emiko



- Discuss this case study with your group.
- If you look at her through the lens of the next 4 slides, what impairment do you see?
- Use this worksheet to document your assessment.
- Choose a reporter for your group.



## The Clinician as Person & Professional

Emiko



➤ Influence of a clinicians' personality traits	
➤ Goals/Motivation	
➤ Personal Needs	
➤ Cultural Considerations	
➤ Transference / Countertransference	
➤ Personal Dynamics	
➤ Job Stress	

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## Clinician Professional Impairment:

### Case Study – Kasim – What can we see?

Kasim is a biracial clinician (Native American & Black) who has worked for 15 years at Great Plains Treatment Center, located in South Dakota. The facility serves Native American youth and adults. He is one of 5 clinicians on staff. For the last three years Kasim and his colleagues have requested additional funding for two - three more clinicians because of higher client loads. However, those requests were never filled because of poor funding. Then the COVID-19 pandemic hit.

Kasim describes the last two years as “horrifying” because of the deaths of a “staggering” number of community members that he personally knew, both directly related or communally related. The impact of heightened levels of isolation, illness, and lack of access to basic needs and services because of geographical distance and quarantine exacerbated the already significant historical inequities experienced by the tribal community. The loss of elders and culture keepers to COVID-19 has been heavily felt in the community. Now 2 years later, the community continues to struggle to address the sudden and precipitous added stresses created by the pandemic. These have included unrelenting increases in work and financial stressors, significant increases in depression, anxiety, and post traumatic stress disorder, and a heightened sense of pain, helplessness and hopelessness.

Commensurately, Kasim has seen a much higher demand for behavioral health services, including addiction treatment. Kasim is working 50+ hour weeks and is barely keeping up with the workload. Because of the increasing client load to be seen each week, Kasim has taken less down-time between sessions, so that he ...



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## Clinician Professional Impairment:

### Case Study – Kasim – What can we see?

...can try to squeeze in a few more clients. When he comes home, he tends to spend more time behind closed doors than with his family or community. Kasim has not been sleeping well and wakes up frequently, sometimes unable to get back to sleep.

Kasim’s wife and step-son are African-American, and they do not live on the reservation. They have had a somewhat different experience of the pandemic in that they were not cut off from basic needs, had better access to care through his wife’s income and insurance, and lived in their own home rather than sharing with multiple extended family members, as was the case for many on the reservation.

Kasim is counseling Henry, a 56 yo Native American man struggling with substance dependence and trauma related to his reservation experiences during the pandemic. Henry has been unwilling to build rapport with Kasim, frequently saying that he is not “a real Native American”. Henry points to the bookcase picture of Kasim with his family sitting on the porch in front of their home. In one session he makes derogatory comments calling African-Americans “deviant”. In that session, Kasim couldn’t take it anymore and got so angry with Henry that he began raising his voice in defense of his wife and stepson, and ended the session abruptly when he could not refocus his mind on Henry. For the last two years has increasingly been questioning whether the world is safe for his family and feels helpless about ways to protect them from possible harm.



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# Kasim



- Discuss this case study with your group.
- If you look at him through the lens of the next 4 slides, what impairment do you see?
- Use this worksheet to document your assessment.
- Choose a reporter for your group.



## The Clinician as Person & Professional

Kasim



➤ Influence of a clinician's personality traits	
➤ Goals/Motivation	
➤ Personal Needs	
➤ Cultural Considerations	
➤ Transference / Countertransference	
➤ Personal Dynamics	
➤ Job Stress	
➤ Balancing Life Roles	

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# Kasim



- Discuss this case study with your group.
- If you look at him through the lens of the next 4 slides, what impairment do you see?
- Use this worksheet to document your assessment.
- Choose a reporter for your group.



## The Clinician as Person & Professional

Kasim



➤ Influence of a clinician's personality traits	
➤ Goals/Motivation	
➤ Personal Needs	
➤ Cultural Considerations	
➤ Transference / Countertransference	
➤ Personal Dynamics	
➤ Job Stress	
➤ Balancing Life Roles	

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## The Clinician as Person & Professional: Therapist's Personal Needs & Ethical Practice

- ✓ Influence of a clinicians' personality traits
- ✓ Goals/motivation
  - *Help others like you were helped*
  - *Help others because there is such a great need*
- ✓ Personal needs
  - *To be appreciated by others*
  - *Exaggerated need to nurture*
  - *To feel powerful or important*
  - *For acceptance or admiration*



## The Clinician as Person & Professional: Therapist's Personal Needs & Ethical Practice

- ✓ Influence of a clinicians' personality traits
- ✓ Goals/motivation
- ✓ Personal needs
- ✓ Cultural considerations / axiology
  - *Member-member worldview?*
  - *Member-community worldview?*
  - *Member-object worldview?*





## The Clinician as Person & Professional: Therapist's Personal Needs & Ethical Practice

- ✓ Influence of a clinicians' personality traits
- ✓ Goals/motivation
- ✓ Personal needs
- ✓ Cultural considerations
- ✓ **Transference / countertransference**
  - *Being overprotective*
  - *Rejecting clients*
  - *Seeing ourselves in clients*
  - *Developing sexual or romantic feelings*
  - *Giving advice*
  - *Developing social relationships*



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## The Clinician as Person & Professional: Therapist's Personal Needs & Ethical Practice

- ✓ **Management of Transference / countertransference,**
  - *Source of Understanding*
  - *Establishing boundaries*
  - *Personal therapy*
  - *Clinical supervision*



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## The Clinician as Person & Professional: Therapist's Personal Needs & Ethical Practice

- ✓ Transference / countertransference,
- ✓ Personal dynamics,
- ✓ Job stress
  - Pressure from above
  - Employment security
  - Paperwork
  - Clinically intense clients
  - Empathy fatigue



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## Emiko

## Kasim

The Clinician as Person & Professional

Emiko



➤ Influence of a clinician's personality traits	
➤ Goals/Motivation	
➤ Personal Needs	
➤ Cultural Considerations	
➤ Transference / Countertransference	
➤ Personal Dynamics	
➤ Job Stress	



The Clinician as Person & Professional

Kasim



➤ Influence of a clinician's personality traits	
➤ Goals/Motivation	
➤ Personal Needs	
➤ Cultural Considerations	
➤ Transference / Countertransference	
➤ Personal Dynamics	
➤ Job Stress	
➤ Balancing Life Roles	

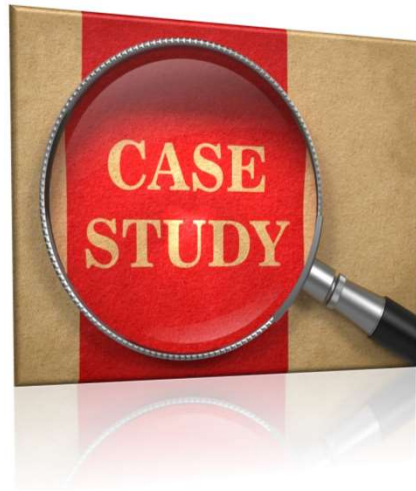
- Discuss only the ONE case study assigned to your group.
- If you look at your assigned clinician through the lens of the 4 slides you just saw, what impairment do you see?
- Use the worksheet to document your assessment.
- Choose a reporter for your group.



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## EMIKO & KASIM



As you reviewed your assigned case study, what did you see?

## The Clinician as Person & Professional

How might the answers to these questions pose ethical dilemmas for clinicians?

- ✓ Balancing life roles
- ✓ Therapist self-care

- Do I have healthy boundaries in place and set limits for myself both personally and professionally?
  - Do I truly know what healthy limits look like?
- If I'm honest with myself, how much do I depend on being appreciated by others in my own life?
  - Am I getting my needs for nurturance, recognition and support met from those who are significant in my life? Or am I really getting this from my clients?
- Do I feel inadequate when clients don't make progress? If so, how might this inadequacy adversely affect my work with these clients?
- How can I work to be objective enough to relate professionally to clients who have problems that I also have personal experience with?

## The Clinician as Person & Professional in the last 6 - 12 months

If we think about how events in our society and across the world have evolved in the last 6 – 12 months, what kinds of therapist self-care questions would you say are missing from this list?

✓ Balancing life roles

✓ Therapist self-care

- Do I have healthy boundaries in place and set limits for myself both personally and professionally? Do I truly know what healthy limits look like?
- If I'm honest with myself, how much do I depend on being appreciated by others in my own life? Am I getting my needs for nurturance, recognition and support met from those who are significant in my life? Or am I really getting this from my clients?
- Do I feel inadequate when clients don't make progress? If so, how might this inadequacy adversely affect my work with these clients?
- How can I work to be objective enough to relate professionally to clients who have problems that I also have personal experience with?
- ?
- ?
- ?

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QUESTIONS?

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# Clinician Survival Strategies



## Clinician Survival Strategies

### Clinician Surviving

- Knowledge of the tolls of working with the suffering
- Knowing Our Own Risk Factors



## Wheel of Wellness:

### Knowing Our Own Risk Factors

- Personal Wellness Wheel
  - Observations
- My Personal Risk Factors
  - 1 year
  - 10 years



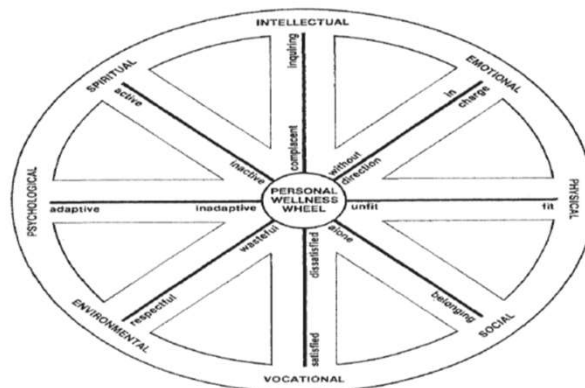
## Wheel of Wellness:

### Knowing Our Own Risk Factors

#### PERSONAL WELLNESS WHEEL a dot-to-dot activity

**Directions:**

1. Place a dot on each spoke (line) on the Personal Wellness Wheel indicating where you feel you are now.
2. Connect the dots.
3. The distance between your spoke and the rim — the wellness "ideal" — indicates opportunities for personal growth and development.



*This activity has been adapted from Wellness Series 1 (Gordon IN: Menorah Mutual Aid, 1983).*

# Wheel of Wellness:

## Knowing Our Own Risk Factors

### PERSONAL WELLNESS WHEEL: OBSERVATIONS

In which dimensions of life are you most well?

In which are you least well?

Comment on the pattern you see in your well-being profile. Is your Wheel round? Lopsided? Would your Wheel roll?

How do you feel about what you see?

How well do the patterns you see correspond to what you expected to see?

What improvements, if any, would you like to see in your Wheel profile?

List two or three immediate steps you could take to round out your Wheel and make these improvements.



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# Wheel of Wellness:

## Knowing Our Own Risk Factors

### MY PERSONAL RISK FACTORS

What factors in your current health picture and self-care pattern are presently causing difficulty in your life or are likely to cause you some problems in the future?  
What patterns, if continued, will diminish the quality of your life one year from now? Ten years from now?

Physical



Mental



Emotional



Social



Spiritual



Lifestyle



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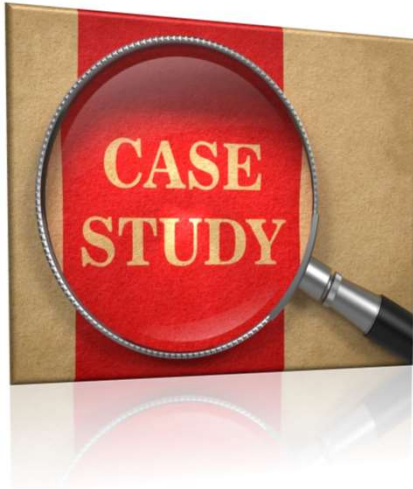
## What is it like to consider the advancement of your risk factors... ...10 years down the road?

- Personal Wellness Wheel
  - Observations
- My Personal Risk Factors
  - 1 year
  - 10 years



A graphic for a case study. On the left, a green background shows hands holding puzzle pieces, with the text 'Emiko & Kasim' in yellow. On the right, a white background features circular portraits of a man and a woman. A magnifying glass with a red handle is positioned over the text 'CASE STUDY' in gold letters. The Legacy Changers Training Institute logo is in the bottom right corner.

## Emiko & Kasim



1. If you look at your assigned clinician through the lens of the *next several slides*, what impairment do you see?
2. As we go through, type your thoughts in the chat (*about what you see in them – Name your clinician so it's clear for others which one you're referencing*)
3. Also think on how many of these may represent your own compassion fatigue signs.

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## Compassion Fatigue



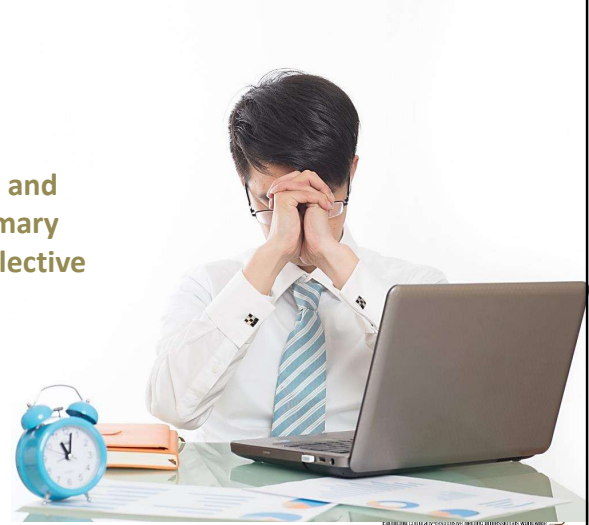
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## Shared Trauma

- ✓ Affective, behavioral, cognitive, spiritual and multi-modal responses as a result of primary and secondary exposure to the same collective trauma as their clients.



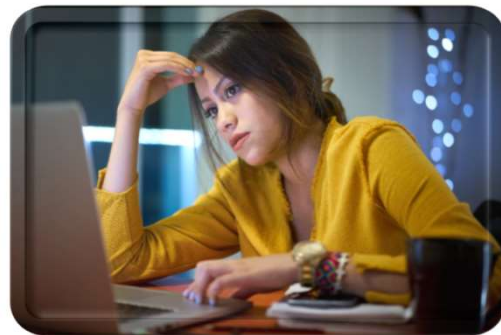
(Figley, 2012, p. 5)

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## Secondary Stress Injuries

- ✓ Vicarious Trauma
- ✓ Secondary Traumatic Stress



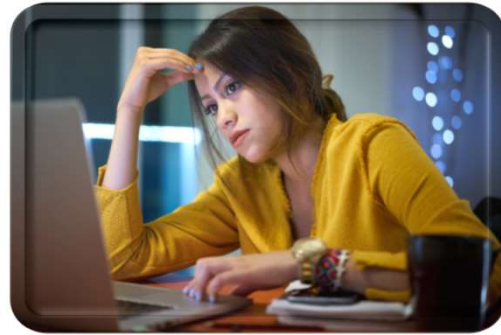
(Figley, 2012, p. 4)

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## Secondary Stress Injuries

- ✓ Vicarious Trauma
- ✓ Secondary Traumatic Stress
- ✓ Compassion Fatigue

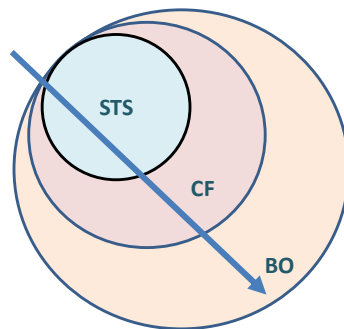


(Figley, 2012, p. 4)

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## The Trajectory of Severity



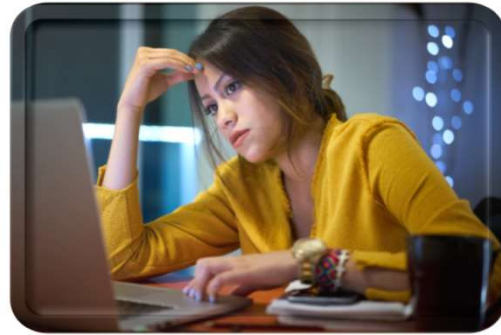
Sartor & Snyder ,2020

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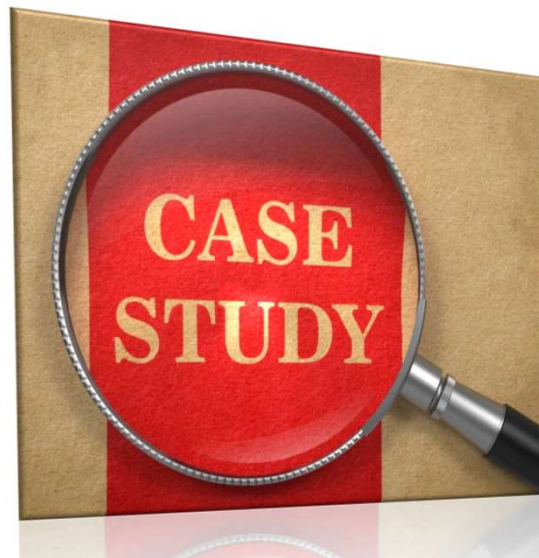
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## Compassion Fatigue

- ✓ Double edged sword
- ✓ Caring deeply for others, allows us to get close; puts us at risk



## Emiko & Kasim – What do you see?



## Symptoms of Compassion Fatigue

- ✓ Emotional exhaustion
- ✓ Physical exhaustion
- ✓ Nervous system arousal (Sleep disturbance)
- ✓ Emotional intensity increases
- ✓ Cognitive ability decreases
- ✓ Poor bedside-manner
- ✓ Behavior and judgment impaired
- ✓ Isolation and loss of morale
- ✓ Depression and PTSD (potential)
- ✓ Anxiety
- ✓ Disconnection from friends & loved ones
- ✓ Social isolation
- ✓ Loss of self-worth and emotional modulation
- ✓ Desensitization
- ✓ Identity, worldview, and spirituality impacted
- ✓ Beliefs and psychological needs—safety, trust, esteem, intimacy, and control
- ✓ Loss of hope and meaning=existential despair
- ✓ Anger toward perpetrators or causal events

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## Key CF Risk Factors: Where Do You See Yourself?

- ✓ Highly dedicated providers
- ✓ High demand for personal competence
- ✓ Low self-compassion
- ✓ Personal History
- ✓ Large case load
- ✓ Lack trauma & CF training
- ✓ Identify with victims
- ✓ Workplace unsupportive
- ✓ Family/Friends unsupportive

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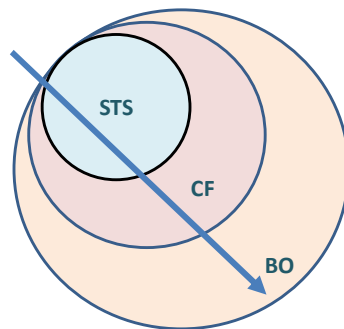
## What symptoms of compassion fatigue are you experiencing?

- ✓ Emotional exhaustion
- ✓ Physical exhaustion
- ✓ Nervous system arousal (Sleep disturbance)
- ✓ Emotional intensity increases
- ✓ Cognitive ability decreases
- ✓ Poor bedside-manner
- ✓ Behavior and judgment impaired
- ✓ Isolation and loss of morale
- ✓ Depression and PTSD (potential)
- ✓ Anxiety
- ✓ Disconnection from friends & loved ones
- ✓ Social isolation
- ✓ Loss of self-worth and emotional modulation
- ✓ Desensitization
- ✓ Identity, worldview, and spirituality impacted
- ✓ Beliefs and psychological needs—safety, trust, esteem, intimacy, and control
- ✓ Loss of hope and meaning=existential despair
- ✓ Anger toward perpetrators or causal events

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## The Trajectory of Severity



Sartor & Snyder ,2020

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**Burnout**


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## A 5-Stage Model of Burnout

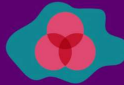
### The 5 Stages of Burnout

- 

**1. Honeymoon Phase**  
High job satisfaction, commitment, energy, and creativity...
- 

**2. Onset of Stress**  
Optimism waning, common stress symptoms affecting you...
- 

**3. Chronic Stress**  
A marked change in your stress levels, more intense symptoms...
- 

**4. Burnout**  
Symptoms become critical, increasingly difficult to cope...
- 

**5. Habitual Burnout**  
Significant ongoing mental, physical or emotional problems...

CALMER

<https://www.thisiscalmer.com/blog/5-stages-of-burnout>

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# A 5-Stage Model of Burnout

## The 5 Stages of Burnout



1. Honeymoon Phase  
High job satisfaction, commitment, energy, and creativity...

# A 5-Stage Model of Burnout

## The 5 Stages of Burnout

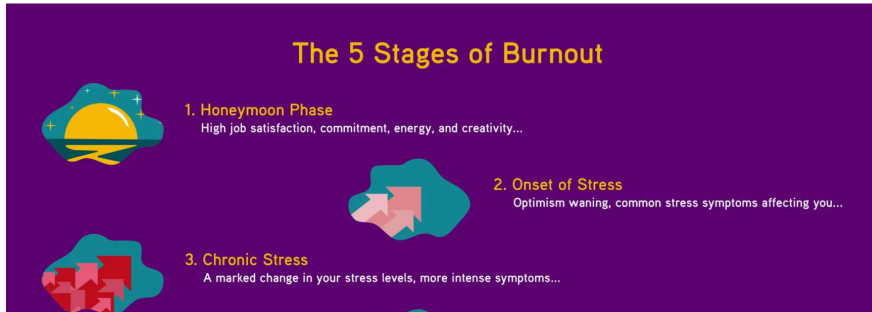


1. Honeymoon Phase  
High job satisfaction, commitment, energy, and creativity...



2. Onset of Stress  
Optimism waning, common stress symptoms affecting you...

# A 5-Stage Model of Burnout

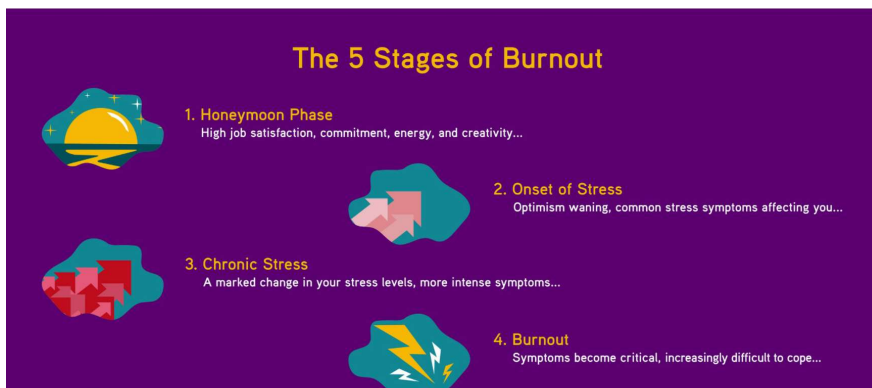


129

<https://www.thisiscalmer.com/blog/5-stages-of-burnout>

129

# A 5-Stage Model of Burnout

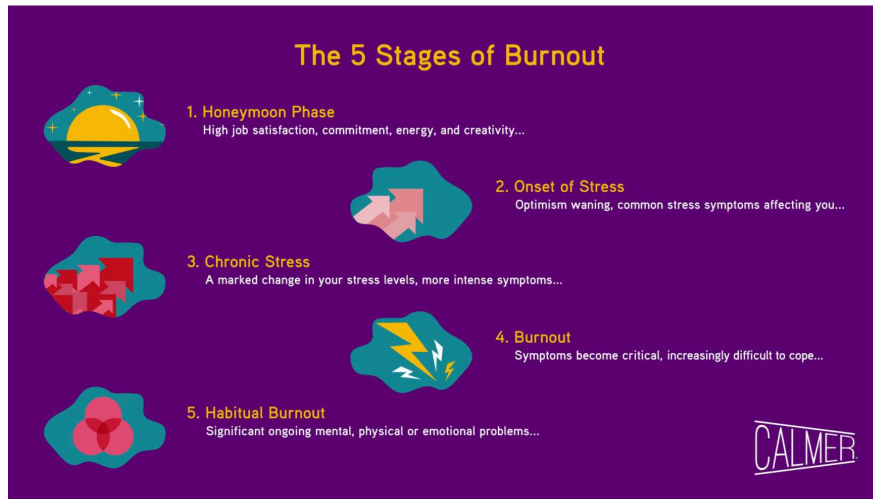


130

<https://www.thisiscalmer.com/blog/5-stages-of-burnout>

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## A 5-Stage Model of Burnout



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<https://www.thisiscalmer.com/blog/5-stages-of-burnout>

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## A 12-Stage Model of Burnout

1. The Compulsion to Prove Oneself
2. Working Harder
3. Neglecting Needs
4. Displacement of Conflicts
5. Revision of Values
6. Denial of Emerging Problems
7. Withdrawal
8. Odd Behavioral Changes
9. Depersonalization
10. Inner Emptiness
11. Depression
12. Burnout Syndrome



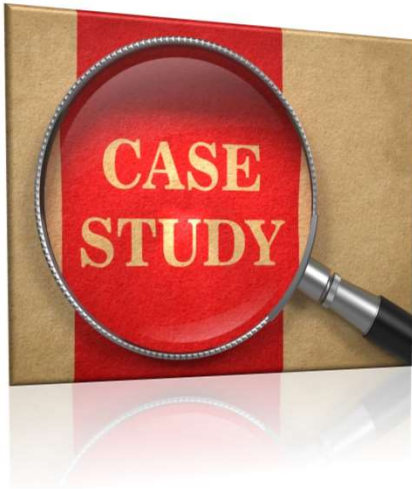
132

Kraft, U. (2006). Burned out. *Scientific American Mind*, 17(3), 28–33.

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## Kasim & Emiko



As we think about Kasim's and Emiko's case studies and the models of burnout, we can see how burnout was creeping up or already present.

- How many of these represented signs of your own compassion fatigue or burnout?
- Anonymously choose your signs on the poll. You may find you're not alone.

## Clinician Professional Impairment:

### Case Study – Kasim – What can we see?

What would have been the ethical course of action for Kasim to take?

- Tell Henry how he is affecting him? If he does not, would it be ethical for him to continue to work with him?





## Clinician Professional Impairment:

### Case Study – Kasim – What can we see?

#### What would have been the ethical course of action for Kasim to take?

- Tell Henry how he is affecting him? If he does not, would it be ethical for him to continue to work with him?
- Talk to a colleague to process his feelings, but not tell Henry that he's having difficulty working with Henry and why?



## Clinician Professional Impairment:

### Case Study – Kasim – What can we see?

#### What would have been the ethical course of action for Kasim to take?

- Tell Henry how he is affecting him and let him know he is married to a black man and has a son who is black. If he does not, would it be ethical for him to continue to work with him?
- Talk to a colleague to process his feelings, but not tell Henry that he's having difficulty working with Henry and why?
- Tell Henry he is bothered by his prejudice but not discuss his family during the discussion?

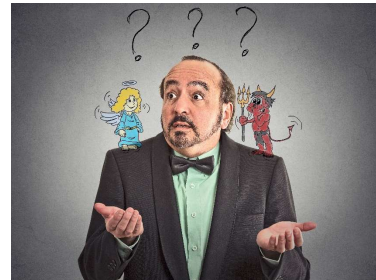


## Clinician Professional Impairment:

### Case Study – Kasim – What can we see?

#### What would have been the ethical course of action for Kasim to take?

- Tell Henry how he is affecting him and let him know he is married to a black man and has a son who is black. If he does not, would it be ethical for him to continue to work with him?
- Talk to a colleague to process his feelings, but not tell Henry that he's having difficulty working with Henry and why?
- Tell Henry he is bothered by his prejudice but not discuss his family during the discussion?
- **Refer Henry without telling him the reason he is having trouble working with him? Would this be ethical?**



## Clinician Professional Impairment:

### Case Study – Kasim – What can we see?

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- Tell Henry how he is affecting him and let him know he is married to a black man and has a son who is black. If he does not, would it be ethical for him to continue to work with him?
- Talk to a colleague to process his feelings, but not tell Henry that he's having difficulty working with Henry and why?
- Tell Henry he is bothered by his prejudice but not discuss his family during the discussion?
- **Refer Henry without telling him the reason he is having trouble working with him? Would this be ethical?**





# QUESTIONS?

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A photograph of several diverse hands raised in the air, symbolizing participation and support.

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# Wellness Ethics

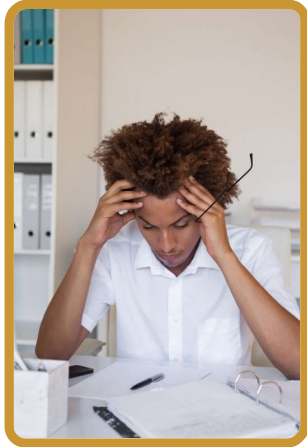
180

A circular inset image showing a green smoothie in a glass on a wooden table. Next to it is a white napkin with the handwritten text "TAKE CARE OF YOURSELF" in blue ink. A pen is also visible on the table.

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## Practitioner Standards of SELF-Care



Adopted by the



It is an ethical violation  
to neglect your self care

**Strong ethics = strong self care**

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<http://greencross.org/wp-content/uploads/2017/11/Standards-of-Self-Care-Guidelines.pdf>



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## SoSC-I. Purpose of the Guidelines

**Do no harm to self in line of duty.**

**Attend to needs:**

- ✓ Physical
- ✓ Social
- ✓ Emotional
- ✓ Spiritual



(c) Figley Institute 2013

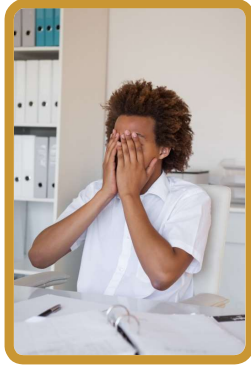
182

<http://greencross.org/wp-content/uploads/2017/11/Standards-of-Self-Care-Guidelines.pdf>



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## SoSC-II. Ethical Principles



- ✓ Do no harm to others!
- ✓ Compassion Fatigue has been linked to ethical errors therefore
- ✓ It is unethical to neglect self care

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<http://greencross.org/wp-content/uploads/2017/11/Standards-of-Self-Care-Guidelines.pdf>

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## SoSC-III. Humane Practice of Self-Care

- ✓ Wellness
- ✓ Physical rest and nourishment
- ✓ Emotional rest and nourishment
- ✓ Sustenance modulation



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<http://greencross.org/wp-content/uploads/2017/11/Standards-of-Self-Care-Guidelines.pdf>

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## SoSC-IV. Establishing & Maintaining Wellness

- ✓ Commitment to self care
- ✓ Strategies for letting go of work
- ✓ Strategies for gaining a sense of achievement



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<http://greencross.org/wp-content/uploads/2017/11/Standards-of-Self-Care-Guidelines.pdf>

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## SIX DIMENSIONS OF WELLNESS



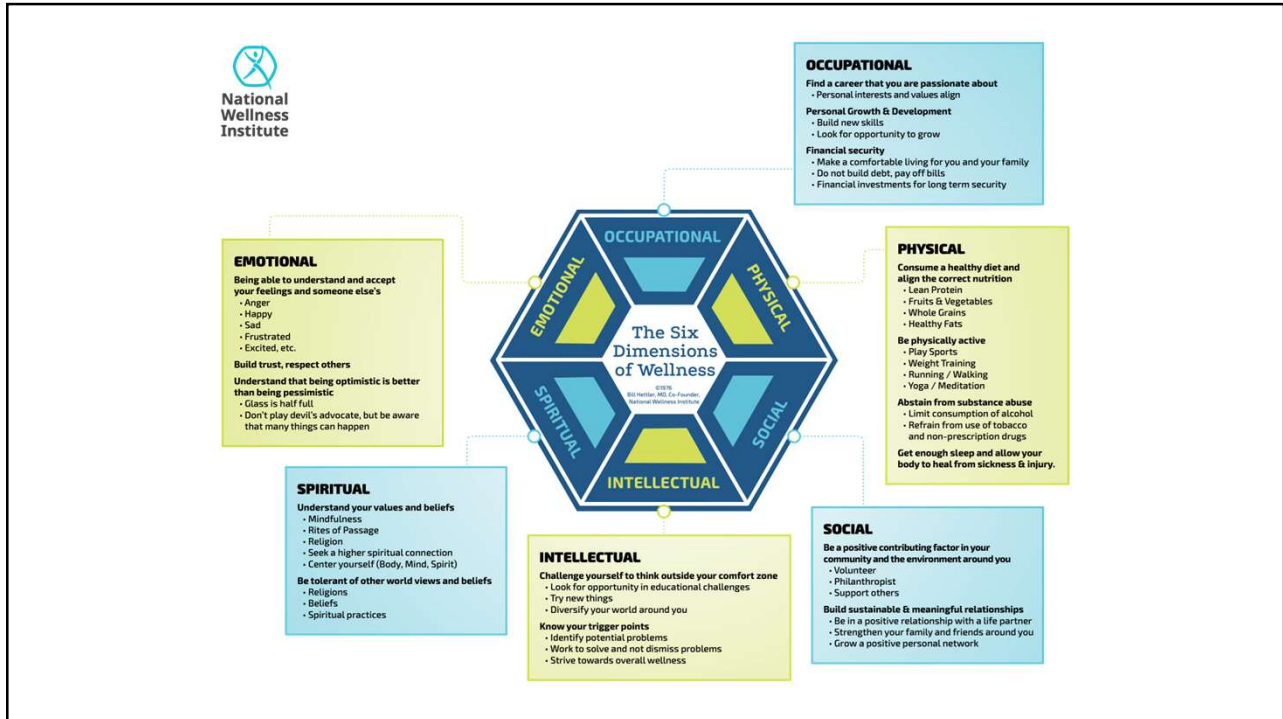
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**QUESTIONS?**

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Where Am  
I Now?



## Self-Care Battery:

How vulnerable are you to stress?

### DIRECTIONS:

Complete the scales in your  
[In-Class Self-Care Battery](#)  
and calculate your scores.

➤ *3 Activities*



## Self-Care Battery:

How vulnerable are you to stress?

### In-Class Self-Care Battery

3 Activities

1. Social Readjustment Scale
2. ProQOL 5
3. Score Pattern Analysis



## Self-Care Battery:

How vulnerable are you to stress?



SELF-CARE  
IN-WORKSHOP BATTERY



# 1. Social Readjustment Rating Scale (SRRS)

Are stressful major life events impacting your functioning?

- Complete the scale.
- Calculate your score.



# 1. Social Readjustment Rating Scale (SRRS)

## Social Readjustment Rating Scale

Directions: If an event mentioned has occurred in the past year, or is expected in the near future, copy the number in the score column. If the event has occurred or is expected to occur more than once, multiple this number by the frequency of the event.

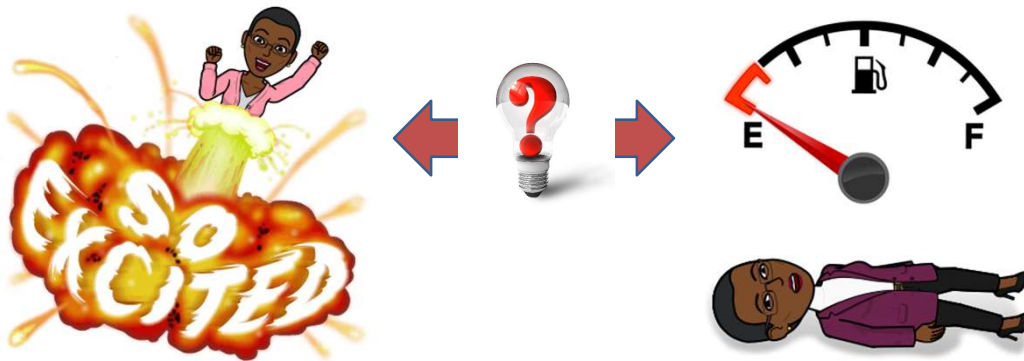
	Impact score	My score
Death of spouse	100	
Divorce	76	
Marital Separation	65	
Jail Term	63	
Death of close family member	63	
Personal injury or illness	53	
Marriage	50	
Fired at work	47	
Marital reconciliation	45	
Retirement	45	





# 1. Social Readjustment Rating Scale (SRRS)

## Dr. Sutherland's Results



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# 1. Social Readjustment Rating Scale (SRRS)

## Social Readjustment Rating Scale

Directions: If an event mentioned has occurred in the past year, or is expected in the near future, copy the number in the score column. If the event has occurred or is expected to occur more than once, multiple this

	Impact score	My score
Son or daughter leaving home	29	29
Trouble with in laws	29	0
Outstanding personal achievement	28	28
Spouse begins or stop work	26	0
Begin or end school	26	0
Change in living conditions	25	25
Revisions of personal habits	24	24
Trouble with boss	23	23
Change in work hours or conditions	20	20

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## 1. Social Readjustment Rating Scale (SRRS)

Change in social activities	19	38
Mortgage or loan less than \$20,000	17	0
Change in sleeping habits	16	32
Change in number of family get-togethers	15	15
Change in eating habits	15	15
Vacation	13	0
Christmas approaching	12	0
Minor violation of the law	11	0
<b>TOTAL SCORE:</b>		<b>436</b>

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## 2. ProQOL-5: Professional Quality of Life Scale

How has helping others impacted you?

- *Compassion Satisfaction,*
  - *Compassion Fatigue,*
  - *Burnout*
- Complete the scale.
  - Calculate your score.



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## 2. ProQOL-5: Professional Quality of Life Scale

### PROFESSIONAL QUALITY OF LIFE SCALE (PROQOL) COMPASSION SATISFACTION AND COMPASSION FATIGUE (PROQOL) VERSION 5 (2009)

When you [help] people you have direct contact with their lives. As you may have found, your compassion for those you [help] can affect you in positive and negative ways. Below are some questions about your experiences, both positive and negative, as a [helper]. Consider each of the following questions about you and your current work situation. Select the number that honestly reflects how frequently you experienced these things in the last 30 days.

1=Never      2=Rarely      3=Sometimes      4=Often      5=Very Often

- \_\_\_ 1. I am happy
- \_\_\_ 2. I am preoccupied with more than one person I [help].
- \_\_\_ 3. I get satisfaction from being able to [help] people.
- \_\_\_ 4. I feel connected to others.
- \_\_\_ 5. I jump or am startled by unexpected sounds.
- \_\_\_ 6. I feel invigorated after working with those I [help].
- \_\_\_ 7. I find it difficult to separate my personal life from my life as a [helper].
- \_\_\_ 8. I am not as productive at work because I am losing sleep over traumatic experiences of a person I [help].
- \_\_\_ 9. I think that I might have been affected by the traumatic stress of those I [help].
- \_\_\_ 10. I feel trapped by my job as a [helper].
- \_\_\_ 11. Because of my [helping], I have felt "on edge" about various things.
- \_\_\_ 12. I like my work as a [helper].



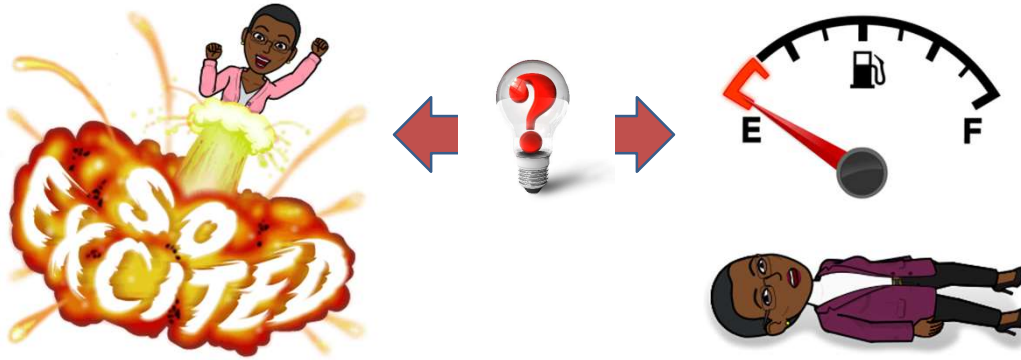
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## 2. ProQOL-5: Professional Quality of Life Scale

### Dr. Sutherland's Results



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## 2. ProQOL-5: Initial Scoring

### PROFESSIONAL QUALITY OF LIFE SCALE (PROQOL) COMPASSION SATISFACTION AND COMPASSION FATIGUE (PROQOL) VERSION 5 (2009)

When you [help] people you have direct contact with their lives. As you may have found, your compassion for those you [help] can affect you in positive and negative ways. Below are some questions about your experiences, both positive and negative, as a [helper]. Consider each of the following questions about you and your current work situation. Select the number that honestly reflects how frequently you experienced these things in the last 30 days.

1=Never      2=Rarely      3=Sometimes      4=Often      5=Very Often

- |   |     |   |
|---|-----|---|
| 4 | 1.  | I am happy  |
| 2 | 2.  | I am preoccupied with more than one person I [help].  |
| 4 | 3.  | I get satisfaction from being able to [help] people.  |
| 3 | 4.  | I feel connected to others.   |
| 2 | 5.  | I jump or am startled by unexpected sounds.   |
| 3 | 6.  | I feel invigorated after working with those I [help].   |
| 3 | 7.  | I find it difficult to separate my personal life from my life as a [helper].                              |
| 3 | 8.  | I am not as productive at work because I am losing sleep over traumatic experiences of a person I [help]. |
| 3 | 9.  | I think that I might have been affected by the traumatic stress of those I [help].                        |
| 1 | 10. | I feel trapped by my job as a [helper].   |
| 2 | 11. | Because of my [helping], I have felt "on edge" about various things.                                      |
| 4 | 12. | I like my work as a [helper].   |
| 3 | 13. | I feel depressed because of the traumatic experiences of the people I [help].                             |
| 1 | 14. | I feel as though I am experiencing the trauma of someone I have [helped].                                 |
| 4 | 15. | I have beliefs that sustain me.   |

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## 2. ProQOL-5: Compassion Satisfaction

### WHAT IS MY SCORE AND WHAT DOES IT MEAN?

In this section, you will score your test so you understand the interpretation for you. To find your score on each section, total the questions listed on the left and then find your score in the table on the right of the section.

#### Compassion Satisfaction Scale

Copy your rating on each of these Questions on to this table and add Them up. When you have added them Up you can find your score on the Table to the right.

3. 4  
6. 3  
12. 4  
16. 3  
18. 4  
20. 3  
22. 4  
24. 4  
27. 4  
30. 4

Total: 37

The sum of my Compassion Satisfaction questions is	So my Score Equals	And my Compassion Satisfaction level is
22 or less	43 or less	Low
Between 23 and 41	Around 50	Average
42 or more	57 or more	High

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## 2. ProQOL-5: Compassion Satisfaction

### YOUR SCORES ON THE PROQOL: PROFESSIONAL QUALITY OF LIFE SCREENING

Based on your responses, place your personal scores below. If you have any concerns, you should discuss them with a physical or mental health care professional.

**Compassion Satisfaction** 37

Compassion satisfaction is about the pleasure you derive from being able to do your work well. For example, you may feel like it is a pleasure to help others through your work. You may feel positively about your colleagues or your ability to contribute to the work setting or even the greater good of society. Higher scores on this scale represent a greater satisfaction related to your ability to be an effective caregiver in your job.

The average score is 50 (SD 10; alpha scale reliability .88). About 25% of people score higher than 57 and about 25% of people score below 43. If you are in the higher range, you probably derive a good deal of professional satisfaction from your position. If your scores are below 40, you may either find problems with your job, or there may be some other reason—for example, you might derive your satisfaction from activities other than your job.

## 2. ProQOL-5: Burnout

### Burnout Scale

On the burnout scale you will need to take an extra step. Starred items are "reverse scored." If you scored the Item 1, write a 5 beside it. The reason we ask you to reverse the scores is because scientifically the measure works better when these questions are asked in a positive way through they can tell us more about their negative form. For example, question 1, "I am happy" tells us more about

You Wrote	Change to
	5
2	4
3	3
4	2
5	1

\*1.  $\frac{4}{5} = 2$   
 \*4.  $\frac{3}{5} = 3$   
 8.  $\frac{3}{5}$   
 10.  $\frac{1}{5}$   
 \*15.  $\frac{4}{5} = 2$   
 \*17.  $\frac{4}{5} = 2$   
 19.  $\frac{3}{5}$   
 21.  $\frac{4}{5}$   
 26.  $\frac{3}{5}$   
 \*29.  $\frac{4}{5} = 2$   
**Total: 25**

The sum of my Burnout Questions is	So my score equals	And my Burnout level is
22 or less	43 or less	Low
Between 23 and 41	Around 50	Average
42 or more	57 or more	High



## 2. ProQOL-5: Burnout

### Burnout Scale

On the burnout scale you will need to take an extra step. Starred items are "reverse scored." If you scored the Item 1, write a 5 beside it. The reason we ask you to reverse the scores is because scientifically the measure works better when these questions are asked in a positive way through they can tell us more about their negative form. For example, question 1. "I am happy" tells us more about

You Wrote	Change to
	5
2	4
3	3
4	2
5	1

the effects of helping when you are not happy so you reverse the score

\*1.  $\frac{4}{5} = 2$   
 \*4.  $\frac{3}{3} = 3$   
 8.  $\frac{3}{3}$   
 10.  $\frac{1}{1}$   
 \*15.  $\frac{4}{2} = 2$   
 \*17.  $\frac{4}{2} = 2$   
 19.  $\frac{3}{3}$   
 21.  $\frac{4}{4}$   
 26.  $\frac{3}{3}$   
 \*29.  $\frac{4}{2} = 2$   
**Total: 25**

The sum of my Burnout Questions is	So my score equals	And my Burnout level is
22 or less	43 or less	Low
Between 23 and 41	Around 50	Average
42 or more	57 or more	High

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## 2. ProQOL-5: Burnout

Burnout 25

Most people have an intuitive idea of what burnout is. From the research perspective, burnout is one of the elements of Compassion Fatigue (CF). It is associated with feelings of hopelessness and difficulties in dealing with work or in doing your job effectively. These negative feelings usually have a gradual onset. They can reflect the feeling that your efforts make no difference, or they can be associated with a very high workload or a non-supportive work environment. Higher scores on this scale mean that you are at higher risk for burnout.

The average score on the burnout scale is 50 (SD 10; alpha scale reliability .75). About 25% of people score above 57 and about 25% of people score below 43. If your score is below 43, this probably reflects positive feelings about your ability to be effective in your work. If you score above 57 you may wish to think about what at work makes you feel like you are not effective in your position. Your score may reflect your mood; perhaps you were having a "bad day" or are in need of some time off. If the high score persists or if it is reflective of other worries, it may be a cause for concern.

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## 2. ProQOL-5: Secondary Traumatic Stress

### Secondary Traumatic Stress Scale

Just like you did on Compassion

Satisfaction, copy your rating on each of these questions on to this table and add them up. When you have added them up the right.

2. 2  
5. 2  
7. 3  
9. 3  
11. 2  
13. 3  
14. 1  
23. 1  
25. 1  
28. 1

Total: 19

The sum of my Secondary Trauma question is	So my Score Equals	And my Secondary Traumatic Stress level is
22 or less	43 or less	Low
Between 22 and 41	Around 50	Average
42 or more	57 or more	High

## 2. ProQOL-5: Secondary Traumatic Stress

### Secondary Traumatic Stress 19

The second component of Compassion Fatigue (CF) is secondary traumatic stress (STS). It is about your work related, secondary exposure to extremely or traumatically stressful events. Developing problems due to exposure to other's trauma is somewhat rare but does happen to many people who care for those who have experienced extremely or traumatically stressful events. For example, you may repeatedly hear stories about the traumatic things that happen to other people, commonly called Vicarious Traumatization. If your work puts you directly in the path of danger, for example, field work in a war or area of civil violence, this is not secondary exposure; your exposure is primary. However, if you are exposed to others' traumatic events as a result of your work, for example, as a therapist or an emergency worker, this is secondary exposure. The symptoms of STS are usually rapid in onset and associated with a particular event. They may include being afraid, having difficulty sleeping, having images of the upsetting event pop into your mind, or avoiding things that remind you of the event.

The average score on this scale is 50 (SD 10; alpha scale reliability .81). About 25% of people score below 43 and about 25% of people score above 57. If your score is above 57, you may want to take some time to think about what at work may be frightening to you or if there is some other reason for the elevated score. While higher scores do not mean that you do have a problem, they are an indication that you may want to examine how you feel about your work and your work environment. You may wish to discuss this with your supervisor, a colleague, or a health care professional.



### 3. Score Pattern Analysis

Complete the Score Pattern Analysis.

- Transfer scores from scales.
- Interpret what it means for you.



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### 3. Score Pattern Analysis

#### Score Pattern Analysis: Life Stress, Resilience & Coping

(Abbreviated)

Updated 5.13.19-DSS

Instructions: Record your score for each self-assessment in the section below, and circle the rating into which your score falls.

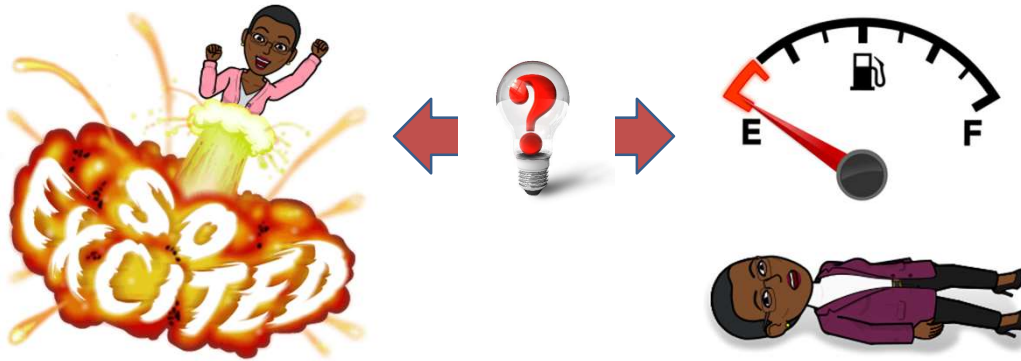


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### 3. Score Pattern Analysis

#### Dr. Sutherland's Results



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### Transfer to Score Pattern Analysis

Score Pattern Analysis: Life Stress, Resilience & Coping  
 (Abbreviated)  
 Updated 5.13.19-DSS

Instructions: Record your score for each self-assessment in the section below, and circle the rating into which your score falls.

#### Social Readjustment Scale

	0 – 150 <i>&lt; 37% Chance of stress related disorder occurring</i>	151 – 299 <i>50% chance of stress related disorder occurring</i>	300+ <i>80% chance of stress related disorder occurring</i>
Enter Your Score Here			436



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# Surprised?



## 3. Score Pattern Analysis


### Professional Quality of Life (ProQOL-5)

	High (57 or more)	Moderate (around 50)	Low 43 or less, <b>37</b>
<b>Compassion Satisfaction Score</b>	You probably derive a great deal of professional satisfaction from your position		You may either find problems with your job, or maybe you derive satisfaction from non-job related activities
<b>Burnout Score</b>	You have positive feelings about your ability to be effective in your work		You may wish to think about what at work makes you feel like you are not effective in your position
<b>Secondary Traumatic Stress Score (Compassion Fatigue)</b>			You may want to take some time to think about what at work may be frightening you



### 3. Score Pattern Analysis

Professional Quality of Life (ProQOL-5)			
Compassion Satisfaction Score	<b>High</b> (57 or more) <i>You probably derive a great deal of professional satisfaction from your position</i>	Moderate (around 50)	<b>Low</b> 43 or less, <b>37</b> <i>You may either find problems with your job, or maybe you derive satisfaction from non-job related activities</i>
Burnout Score	<b>Low</b> (43 or less) <i>You have positive feelings about your ability to be effective in your work</i> <b>25</b>	Moderate (around 50)	<b>High</b> (57 or more) <i>You may wish to think about what at work makes you feel like you are not effective in your position</i>
Secondary Traumatic Stress Score (Compassion Fatigue)	<b>Low</b> (43 or less)	Moderate (around 50)	<b>High</b> (57 or more) <i>You may want to take some time to think about what at work may be frightening you</i>




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### 3. Score Pattern Analysis

Professional Quality of Life (ProQOL-5)			
Compassion Satisfaction Score	<b>High</b> (57 or more) <i>You probably derive a great deal of professional satisfaction from your position</i>	Moderate (around 50)	<b>Low</b> 43 or less, <b>37</b> <i>You may either find problems with your job, or maybe you derive satisfaction from non-job related activities</i>
Burnout Score	<b>Low</b> (43 or less) <i>You have positive feelings about your ability to be effective in your work</i>	Moderate (around 50)	<b>High</b> (57 or more) <i>You may wish to think about what at work makes you feel like you are not effective in your position</i>
Secondary Traumatic Stress Score (Compassion Fatigue)	<b>Low</b> (43 or less) <b>19</b>	Moderate (around 50)	<b>High</b> (57 or more) <i>You may want to take some time to think about what at work may be frightening you</i>



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## What Might it Mean?

Social Readjustment Scale			
	0 – 150 <i>&lt; 37% Chance of stress related disorder occurring</i>	151 – 299 <i>50% chance of stress related disorder occurring</i>	300+ <i>80% chance of stress related disorder occurring</i>
Enter Your Score Here			436
Professional Quality of Life (ProQOL-5)			
Compassion Satisfaction Score	<b>High</b> (57 or more) <i>You probably derive a great deal of professional satisfaction from your position</i>	Moderate (around 50)	<b>Low</b> (43 or less) 37 <i>You may either find problems with your job, or maybe you derive satisfaction from non-job related activities</i>
Burnout Score	<b>Low</b> (43 or less) <i>You have positive feelings about your ability to be effective in your work</i> 25	Moderate (around 50)	<b>High</b> (57 or more) <i>You may wish to think about what at work makes you feel like you are not effective in your position</i>
Secondary Traumatic Stress Score (Compassion Fatigue)	<b>Low</b> (43 or less) 19	Moderate (around 50)	<b>High</b> (57 or more) <i>You may want to take some time to think about what at work may be frightening you</i>
How vulnerable are you to stress?	Excellent Resistance	Some Vulnerability	Serious Vulnerability

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## Surprised?



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## Self-Care Battery:

### How vulnerable are you to stress?

#### DIRECTIONS:

Complete the scales in your  
[In-Class Self-Care Battery](#)  
and calculate your scores.

➤ *3 Activities*



## Self-Care Battery:

### How vulnerable are you to stress?

#### [In-Class Self-Care Battery](#)

*3 Activities*

1. *Social Readjustment Scale*
2. *ProQOL 5*
3. *Score Pattern Analysis*





## Self-Care Battery:

How vulnerable are you to stress?



SELF-CARE  
IN-WORKSHOP BATTERY

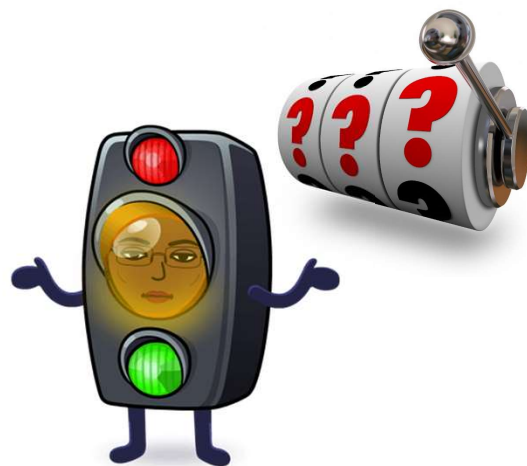


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## Group Discussion

- Were you surprised by what the combined **In-Class Self-Care Battery** suggests about your overall current vulnerability to stress and stress-related illnesses?
- What do you interpret this might mean?



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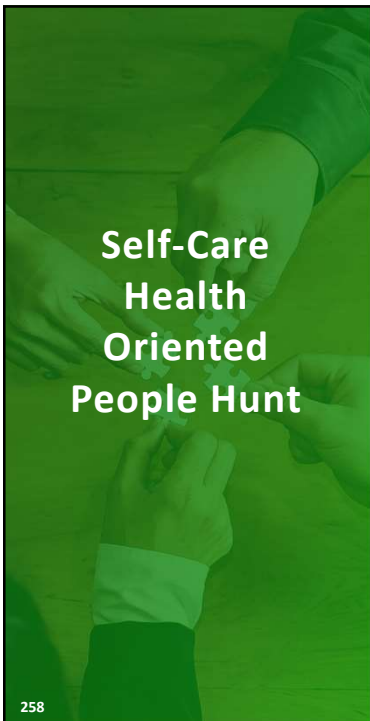
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QUESTIONS?

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Self-Care  
Health  
Oriented  
People Hunt

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- ✓ Introduce yourself.
- ✓ Find 1 person for whom each item is true.
- ✓ Get their “signature” and ask the related bonus question.
- ✓ Try to find a different person for each question.



## Health Oriented People Hunt

### HEALTH-ORIENTED PEOPLE HUNT CONTEST

Circulate around the group introducing yourself and looking for people who fit these descriptions. Discuss the appropriate contest items and answer the related **bonus questions**, then exchange signatures. FIND SOMEONE WHO . . .

- |   |   |
|---|---|
| <p>1) Follows a balanced diet and eats meals regularly. _____<br/> <b>Bonus:</b> <i>Where did you learn this habit and how long has it been a part of your lifestyle?</i></p> <p>2) Quit smoking within the past year and remained a non-smoker for at least three months _____<br/> <b>Bonus:</b> <i>Where do you still feel the urge for a smoke and how do you deal with it?</i></p> <p>3) Reduced consumption of caffeine or alcohol within the past year. _____<br/> <b>Bonus:</b> <i>What influenced you to cut down?</i></p> <p>4) Lost (and kept off) at least 10 pounds within the past year. _____<br/> <b>Bonus:</b> <i>How did you accomplish this feat?</i></p> <p>5) Gets adequate amount of restful sleep at least six nights a week. _____<br/> <b>Bonus:</b> <i>What happens when you don't get enough rest?</i></p> | <p>10) Uses seat belts whenever possible. _____<br/> <b>Bonus:</b> <i>What convinced you to use seat belts?</i></p> <p>11) Operates vehicles only when not under the influence of alcohol or other drugs. _____<br/> <b>Bonus:</b> <i>How do you manage situations where the driver (you or someone else) has indulged in alcohol or drugs?</i></p> <p>12) Finds it easy to laugh at self. _____<br/> <b>Bonus:</b> <i>What helps you to keep life in perspective?</i></p> <p>13) Manages the stress in his/her life well. _____<br/> <b>Bonus:</b> <i>What coping strategies are the most successful for you?</i></p> <p>14) Has experienced a dramatic life-changing event. _____<br/> <b>Bonus:</b> <i>What did you learn from the experience and how has it affected your well-being?</i></p> <p>15) Regularly finds an outlet for his/her creativity. _____<br/> <b>Bonus:</b> <i>What is the outlet and what special benefits do you receive from this creative expression?</i></p> |
|---|---|

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## Health Oriented People Hunt



- ✓ Introduce yourself.
- ✓ Find 1 person for whom each item is true.
- ✓ Get their “signature” and ask the related bonus question.
- ✓ Try to find a different person for each question.

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What did you find most interesting about the people you met?



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Creating a  
Self-Care  
Plan



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## Clinician Thriving Strategies

### Clinician Surviving

- Knowledge of the tolls of working with the suffering
- Knowing Our Own Risk Factors

### Clinician Thriving Involves

- Self Care Awareness
- Self Care Practice



## Self-Care - Prevention Plan Development

1. Take the next 10 minutes to individually complete the Self-Care Assessments.

2. ...



# Self-Care - Prevention Plan Development

## CREATING MY PERSONAL SELF-CARE PLAN

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# Self-Care - Prevention Plan Development

## Self-Care Assessment

Adapted from Saakvitne, Pearlman, & Staff of TSI/CAAP (1996). *Transforming the pain: A workbook on vicarious traumatization*. Norton.

The following worksheet for assessing self-care is not exhaustive, merely suggestive. Feel free to add areas of self-care that are relevant for you and rate yourself on how often and how well you are taking care of yourself these days.

When you are finished, look for patterns in your responses. Are you more active in some areas of self-care but ignore others? Are there items on the list that make you think, "I would never do that"? Listen to your inner responses, your internal dialogue about self-care and making yourself a priority. Take particular note of anything you would like to include more in your life.

Rate the following areas according to how well you think you are doing:

- 3 = I do this well (e.g., frequently)
- 2 = I do this OK (e.g., occasionally)
- 1 = I barely or rarely do this
- 0 = I never do this
- ? = This never occurred to me

### Physical Self-Care

- \_\_\_ Eat regularly (e.g. breakfast, lunch, and dinner)
- \_\_\_ Eat healthily
- \_\_\_ Exercise
- \_\_\_ Get regular medical care for prevention
- \_\_\_ Get medical care when needed
- \_\_\_ Take time off when sick



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## Self-Care - Prevention Plan Development

1. Take the next 10 minutes to individually complete the Self-Care Assessments.
2. Identify any area(s) you feel might be important for you to focus on.
3. Develop/Select a goal for each category you chose.



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## Group Discussion

- *Were you surprised by what you saw was true for you in your Self-Care Assessment?*
- *Based on what you saw, what goals would you select for yourself and why?*



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## Prevention Plan Development

### 4. Based on your review of your current self-care and prevention functioning...

- Select one goal from each category (e.g., physical, psychological, etc.)

*You can focus on the rest on your own later.*



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## Self-Care Prevention Plan Development...cont'd

### 5. Use the Maintenance Worksheet to

- analyze the resources and resistances to achieving your goal
- Identify new, more effective practices

### 6. ...



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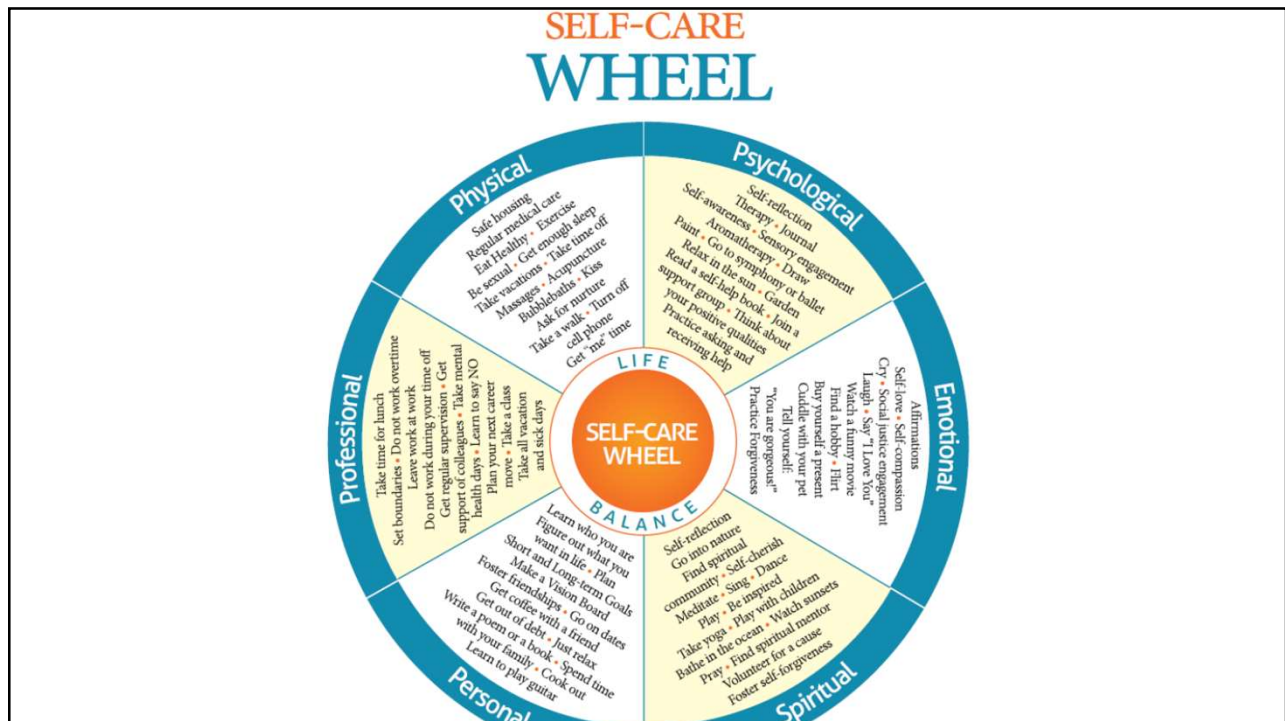
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## My Maintenance Self-Care Worksheet

Review the Self-Care Assessment that you just completed, which includes what you are doing now for self-care. On this maintenance self-care worksheet, list those activities that you engage in regularly (like every day or week) under “current practice” within each domain. Identify new strategies that you would like to begin to incorporate as part of your ongoing maintenance self-care— pay particular attention to domains that you have not been addressing in the past. On the last page identify barriers that might interfere with ongoing self-care, how you will address them, and any negative coping strategies you would like to target for change and how you will change them.

<p style="text-align: center;"><b>MIND</b></p> <p>Current practice</p>  <p>New practice</p>	<p style="text-align: center;"><b>BODY</b></p> <p>Current practice</p>  <p>New practice</p>
<p style="text-align: center;"><b>EMOTIONS</b></p> <p>Current practice</p>	<p style="text-align: center;"><b>SPIRIT</b></p> <p>Current practice</p>

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## Self-Care Prevention Plan Development...cont'd

5. Use the Maintenance Worksheet to
  - analyze the resources and resistances to achieving your goal
  - Identify new, more effective practices

6. Discuss your goal and implementation plan with support person



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## Self-Care Prevention Plan Development...cont'd

7. Activate plan
8. Evaluate plan weekly, monthly, yearly with support person
9. Notice and appreciate the changes
10. Repeat as needed



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A smaller version of the Legacy Changers Training Institute logo, featuring the scales of justice, the leafy branch, and the head profile, positioned to the right of the text.



## Personal Needs & Ethical Practice

### Professional Impairment

American Counseling Association (2014)

C.2 – Professional Competence

➤ C.2.g - Impairment

*“Clinicians monitor themselves... and ... assist colleagues or supervisors in recognizing their own professional impairment and provide consultation and assistance when warranted with colleagues or supervisors showing signs of impairment and intervene as appropriate.”*



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## Personal Needs & Ethical Practice

### Professional Impairment

National Association of Social Workers (2018)

2.08 – Impairment of Colleagues

- (a) *Social workers who have direct knowledge of a social work colleague’s impairment...that interferes with practice effectiveness should consult with that colleague when feasible and assist the colleague in taking remedial action.*
- (b) *Social workers who believe that ...the colleague has not taken adequate steps to address the impairment should take action through appropriate channels...”*



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## Personal Needs & Ethical Practice

### Professional Impairment

NAADAC / NCC AP (2016)

Principle III: Professional Responsibilities and Workplace Standards

- III.42 - Impairment - *“Addiction Professionals shall offer and provide assistance and consultation as needed to peers, coworkers, and supervisors who are demonstrating professional impairment, and intervene to prevent harm to clients. Providers shall abide by statutory mandates specific to reporting the professional impairment of peers, coworkers, and supervisors.”*

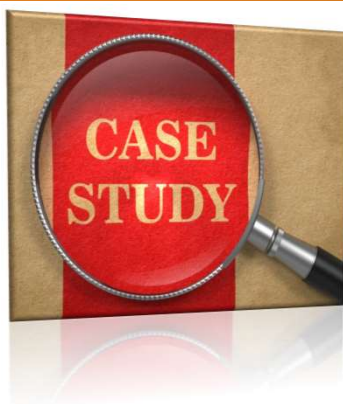


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## Reconsider Emiko & Kasim



EMIKO / KASIM  
SELF-CARE BATTERY



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## Revisiting Emiko & Kasim

In your group,

- ✓ Review the signs of impairment / compassion fatigue/burnout for your assigned colleague (Emiko/Kasim).
- ✓ Divide and conquer to complete a Self-Care Battery for Emiko/Kasim.
- ✓ What would your group recommend in order to move her/his self-care needle in a positive direction if she/he were:
  - Your colleague?
  - Your supervisee?
  - Your client?
- ✓ Choose two of your group members to be involved in a role-play when we return to the larger group (*Confronting Emiko/Kasim about his/her possible compassion fatigue/burnout signs*).



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## Assisting Emiko & Kasim



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# QUESTIONS?

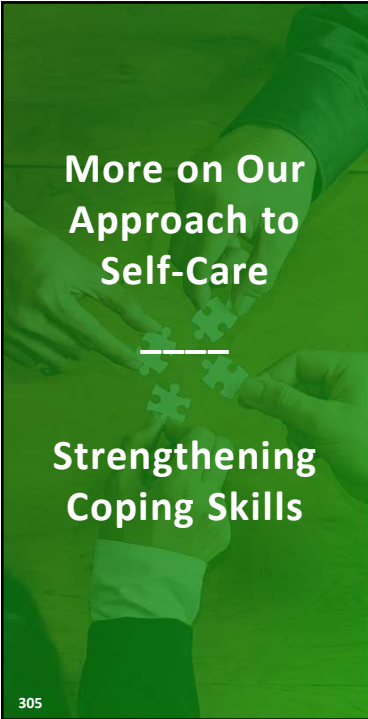
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The logo for Legacy Changers Training Institute features a stylized profile of a human head in gold. Inside the head, there are green leaves at the top, a pair of scales of justice in the center, and a small figure of a person. Below the head, the text reads "LEGACY CHANGERS TRAINING INSTITUTE" in green, followed by "for Mental Health Equity and Justice" in purple, and "Equipping culturally-responsive helping professionals worldwide" in black.

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# More on Our Approach to Self-Care

## Strengthening Coping Skills

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A circular image showing a glass of green juice, a pen, and a white napkin with the handwritten text "TAKE CARE OF YOURSELF" in blue ink, resting on a wooden surface.

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## SoSC-IV. Establishing & Maintaining Wellness

- ✓ Commitment to self care
- ✓ Strategies for letting go of work
- ✓ Strategies for gaining a sense of achievement



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<http://greencross.org/wp-content/uploads/2017/11/Standards-of-Self-Care-Guidelines.pdf>

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## Emergency Self-Care



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# Emergency Self-Care

## Emergency Self-Care Worksheet

*Why do I need to do this?* It is very hard to think of what to do for yourself when things get tough. It is best to have a plan ready for when you need it.

*What should be in it?* You need to consider 3 general areas: what to do, what to think, and what to avoid.

1. Make a list of what you can do when you are upset that will be good for you.

a. What will help me relax? \_\_\_\_\_

For example,

- Breathing, Muscle relaxation, Music
- Reading for fun, watching a movie
- Exercising, Taking a walk

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# Compassion Stress Management Techniques: Self Directed

- ✓ Breath Work
- ✓ Breathing Meditation



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## Compassion Stress Management Techniques: Self Directed

### ✓ Visualization



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## Tips for Managing Compassion Fatigue & Burnout

### Do:

- Find someone to talk to.
- Understand that the pain you feel is normal.
- Exercise and eat properly.
- Get enough sleep.
- Take some time off.
- Develop interests outside of counseling.
- Identify what's important to you.



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## Tips for Managing Compassion Fatigue & Burnout

### Don't:

- Blame others.
- Look for a new job, buy a new car, get a divorce or have an affair.
- Fall into the habit of complaining with your colleagues.
- Hire a lawyer.
- Work harder and longer.
- Self-medicate.
- Neglect your own needs and interests.

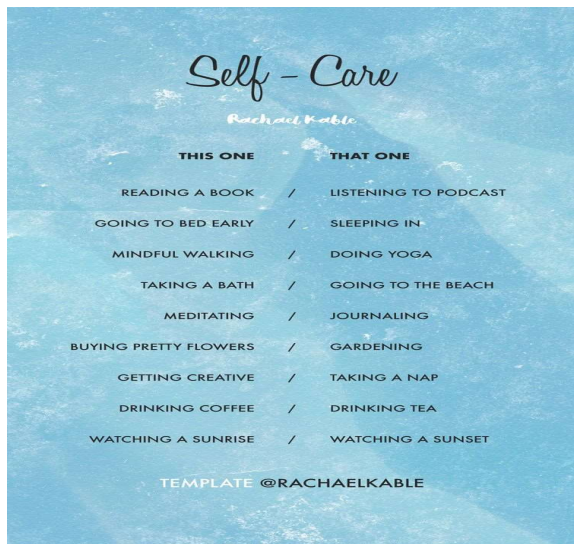


## Tips for Managing Compassion Fatigue & Burnout

- ✓ Journaling
- ✓ Art Therapy
- ✓ Poetry Therapy
- ✓ Music and Other Creative Therapies
- ✓ Dance and Other Kinesthetic Treatments



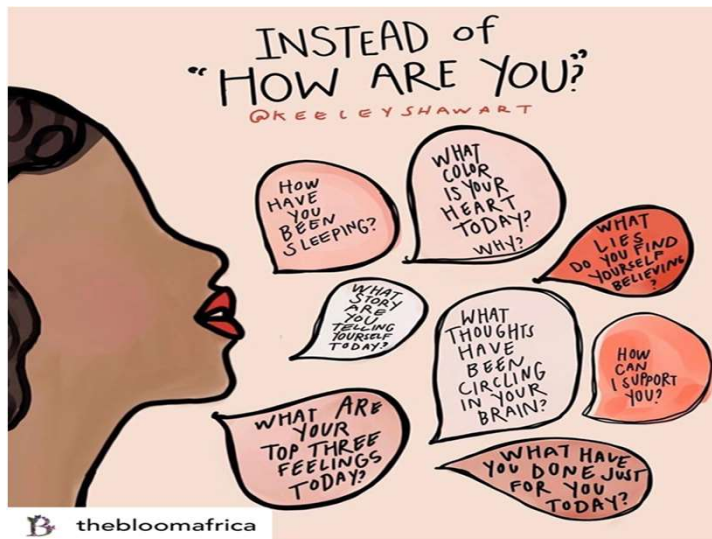
## Tips for Managing Compassion Fatigue & Burnout



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## Tips for Managing Compassion Fatigue & Burnout



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3. **TeleMental Health in 2021: Breaking Geographical Boundaries – 6 CE Hrs**
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Be Well Everyone!



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