

SESSION III

Become a **VCU** Gerontologist

BE OLD BE BOLD BE BLACK AND GOLD

GRTY 692 Compassion Fatigue

A Five-week Course

Instructor: E. Ayn Welleford, MS (Gerontology), PhD, AGHEF

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MIND DUMP

PARKING LOT BE HERE NOW

Before we get started please take out a piece of paper. Draw a line down the center. On the left side write Parking Lot. On the right side write Be Here Now. On the **Parking Lot** side write down all the things swirling in your mind that you need to remember to do but not right now (shopping list, friends to reach out to). On the **Be Here Now** side write down the things that are on your mind about today's session (topics of interest, questions you have, ideas to share).

Take this moment to come into this learning space.

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Course Description

The purpose of this seminar course is to **explore Compassion Fatigue** including *definitions, multidimensional risk factors and interventions* currently discussed in the literature.

We will take a strengths-based approach to developing practices to build **Compassion Satisfaction** in response to personal, professional and organizational risk factors.

The **4D Appreciative Inquiry process** to Discover, Dream, Design, and Deliver will serve as a lens for this course.

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COURSE INSTRUCTOR



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Gerontologist for Community Voice
Co-Lead, Longevity Project for a Greater Richmond (formerly Greater Richmond Age Wave Coalition)
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Course Objectives

1 Week 1 Compassion Fatigue: What is it? What does it look like? Why does it matter?	2 Week 2 Compassion Fatigue: Risk Factors: Personal, Professional, Organizational	3 Week 3 Building Compassion Satisfaction: Honoring Self through Awareness and Connection	4 Week 4 Building Compassion Satisfaction: Honoring the Work through Meaning & Purpose	5 Week 5 Building Compassion Satisfaction: Honoring Others through Appreciative and Compassionate Communities
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WEEK 3 AGENDA

Parking Lot/Mind Dump

Welcome & Review

Building Compassion Satisfaction through Self Honoring Practices

Practice Pause

Discussion—**4Ds Appreciative Approach to Compassion Satisfaction**

Wrap up

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Compassion Satisfaction

What is it?

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**From Session 1: Compassion Fatigue:
What is it? What does it look like? Why does it matter?**


BO and STS lead to CF if the symptoms are not mediated by a third, equally important part of the picture:
Compassion Satisfaction (CS)

COMPASSION SATISFACTION (CS)	CS and CF	RESILIENCE
CS is the joy, purpose, and meaning derived from one's work (Fianly, 2016)	CS and CF can be seen as the positive and negative consequences of working with individuals who have experienced or are currently experiencing trauma or suffering (Stamm, 2010)	Because of the important mediating role of CS in reducing or preventing CF, building resilience, self efficacy and meaning making are essential to the transformation from negative to positive aspects (Stamm, 2010, Jones-Fairnie 2008, Caring, Peariman, 2009, Cocker, 2016). Resiliency is an individual's strengths and resources, both internal and external protective factors that help a person to recover from, or succeed despite adverse circumstances (Gentry et al., 2010)

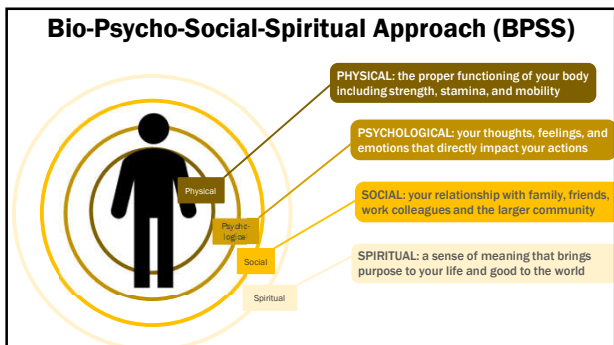
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Building Compassion Satisfaction: Honoring Self through Awareness and Connection

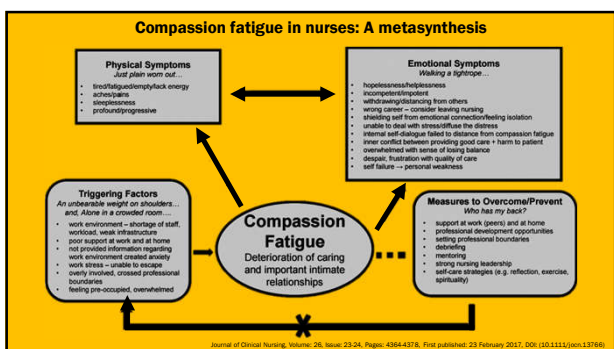
4Ds: **Discover**, Dream, Design, Deliver



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Building Compassion Satisfaction: Honoring Self through Awareness and Connection

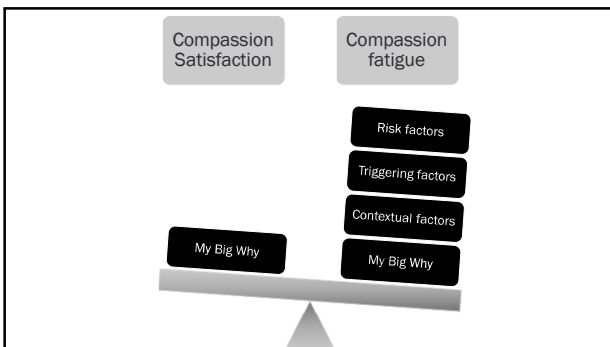
Appreciative Mindset:
Growth mindset, Strengthening strengths, Sense of Belonging



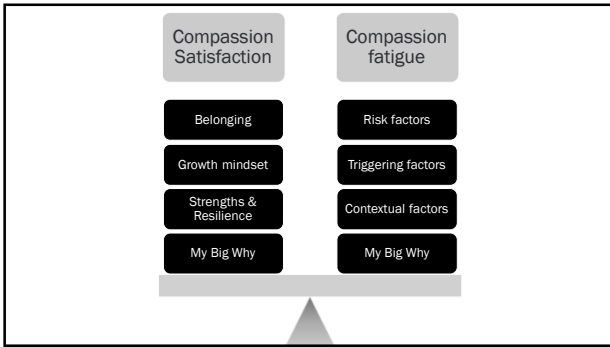
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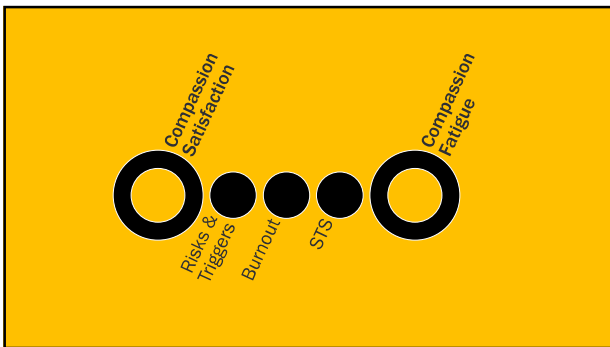
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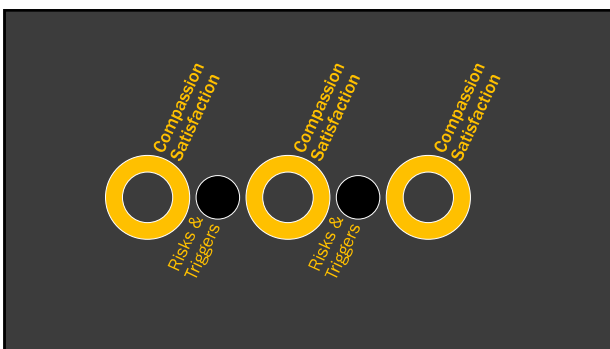
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Building Compassion Satisfaction:
Honoring Self through Awareness and Connection

**Measures to Overcome/
Prevent**

Who has my back?
(Nolte, et al. 2017)

Support at work (peers) and at home (self & organizational measure)

Professional development opportunities (organizational measure)

Setting professional boundaries (self and professional measure)

Debriefing (self, professional, organizational measure)
Mentoring (professional & organizational measure)

Strong leadership (organizational measure)

Self-care strategies **Self Honoring Practices** (self measure)

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Building Compassion Satisfaction:
Honoring Self through Awareness and Connection

**Measures to Overcome/
Prevent**

Who has my back?

Support at work (peers) and at home

Setting professional boundaries

Debriefing

Self-care strategies Self Honoring Practices

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Building Compassion Satisfaction:
Honoring Self through Awareness and Connection

**Measures to Overcome/
Prevent**

Who has my back?

Support at work (peers) and at home

Setting professional boundaries

Debriefing

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Compassion Fatigue: An Appreciative Approach to Building Compassion Satisfaction

ONE WORD:
DREAM(team)!

What does Compassion Satisfaction look like for **YOU**?

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Building Compassion Satisfaction:
Honoring Self through Awareness and Connection

Measures to Overcome/
Prevent
Who has my back?
You're gonna need a village or a
"Dream Team"



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Building Compassion Satisfaction:
Honoring Self through Awareness and Connection

Measures to Overcome/
Prevent
Who has my back?
MY village



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Building Compassion Satisfaction:
Honoring Self through Awareness and Connection

Who's in your village?



**Measures to Overcome/
Prevent**
Who has my back?

**Who's in your village?
Who's on your DREAMteam?**

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Building Compassion Satisfaction:
Honoring Self through Awareness and Connection


Practice Pause

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Building Compassion Satisfaction:
Honoring Self through Awareness and Connection

**Measures to Overcome/
Prevent Compassion
Fatigue**
Who has my back?

**Self-care strategies
Self Honoring Practices**



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Building Compassion Satisfaction:
Honoring Self through Awareness and Connection

**Measures to Overcome/
Prevent Compassion
Fatigue**
Who has my back?

Ask yourself: Am I "fit for duty"?

When do I need to **HALT**?
I know I am "give out" when I allow myself to become too:

- o Hungry
- o Angry
- o Lonely
- o Tired

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Building Compassion Satisfaction:
Honoring Self through Awareness and Connection


**Measures to Overcome/
Prevent Compassion
Fatigue**
Who has my back?

*"There were feelings... of not being able to identify options to deal with stress related to their work. Many were unable to diffuse the distress they experienced at work through use of internal dialogue with self or verbalization with others... Those who were unable to internally dialogue regarding care provided, diffuse stress and maintain perspective faced significant inner conflict to "opt out" with struggle in determining if practice was caring or harmful further described a feeling of isolation, where the lack of support from work colleagues accentuated the helplessness felt in asking for support. Such isolation engendered a sense of failure towards self and was perceived as an indication of weakness."
(Noite, 2017)*

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Building Compassion Satisfaction:
Honoring Self through Awareness and Connection

Who's in your village?



**Measures to Overcome/
Prevent Compassion
Fatigue**
*Who has my back?
Who's in your village?
Who's on your DREAMteam?*

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Building Compassion Satisfaction:
Honoring Self through Awareness and Connection

**Measures to Overcome/
Prevent Compassion
Fatigue**
Who has my back?
You're gonna need a village or a
"Dream Team"



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**Compassion Fatigue: An Appreciative Approach
to Building Compassion Satisfaction**

**ONE WORD:
DESIGN!**

What does Compassion Satisfaction look like for **YOU**?

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Building Compassion Satisfaction:
Honoring Self through Awareness and Connection

**Measures to Overcome/
Prevent**
Who has my back?

**Self Honoring Practices:
BIG 6 Basic Health Practices**

- Sleep/Rest
- Diet/Nutrition
- Elimination
- Hygiene
- Exercise/Mobility
- Social/Emotional Engagement

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Building Compassion Satisfaction:
Honoring Self through Awareness and Connection

**Measures to Overcome/
Prevent**
Who has my back?

STRENGTHENING OUR STRENGTHS

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**Compassion Fatigue: An Appreciative Approach
to Building Compassion Satisfaction**

ONE WORD:
DELIVER!

What does Compassion Satisfaction look like for **YOU**?

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Building Compassion Satisfaction:
Honoring Self through Awareness and Connection

**Measures to Overcome/
Prevent**
Who has my back?

STOP

START →

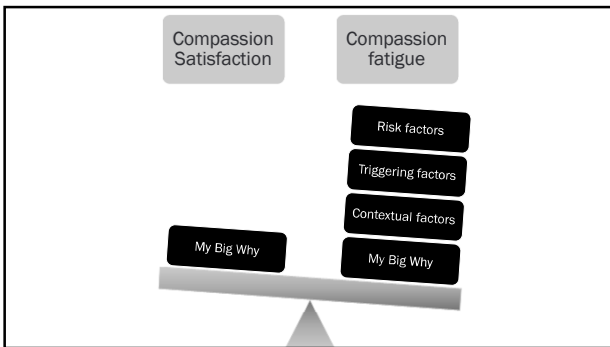
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Building Compassion Satisfaction: Honoring Self through Awareness and Connection

Practice Pause

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Building Compassion Satisfaction: Honoring Self through Awareness and Connection

Wrap-up/Take-away Points

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**Compassion Fatigue:
What is it? What does it look like? Why does it matter?**

1	2	3	4	5
Week 1 Compassion Fatigue: What is it? What does it look like? Why does it matter?	Week 2 Compassion Fatigue: Risk Factors: Personal, Professional, Organizational	Week 3 Building Compassion Satisfaction: Honoring Self through Awareness and Connection	Week 4 Building Compassion Satisfaction: Honoring the Work through Meaning & Purpose	Week 5 Building Compassion Satisfaction: Honoring Others through Appreciative and Compassionate Communities

Questions: Email me at ewellefo@vcu.edu

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