

SESSION IV

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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<h2>Course Description</h2>	<p>The purpose of this seminar course is to explore Compassion Fatigue including <i>definitions, multidimensional risk factors and interventions</i> currently discussed in the literature.</p> <p>We will take a strengths-based approach to developing practices to build Compassion Satisfaction in response to personal, professional and organizational risk factors.</p> <p>The 4D Appreciative Inquiry process to Discover, Dream, Design, and Deliver will serve as a lens for this course.</p>
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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 4 AGENDA

Parking Lot/Mind Dump

Welcome & Review

Building Compassion Satisfaction: Honoring the Work through Meaning & Purpose

Practice Pause

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

Wrap up

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POLL

Compassion Fatigue is caused by lack of resources in our environment.

- True
- False
- Somewhat

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POLL

Nolte's research recommends a mix of self care strategies and support from others and our environment to reduce Compassion Fatigue.

- True
- False
- Not sure

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Compassion Satisfaction

What is it?

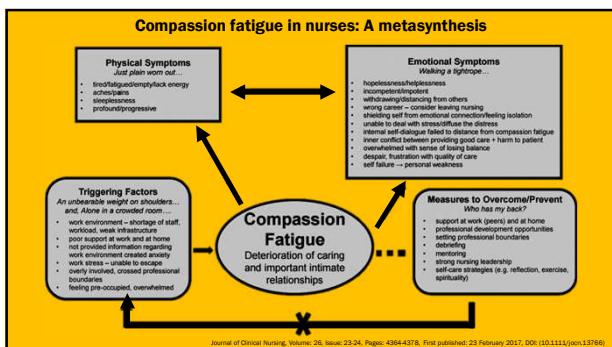
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From Session 1: Compassion Fatigue: What is it? What does it look like? Why does it matter?

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 (Flarity, 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-Fairlie 2008, Caring, Pearlman, 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 the Work through Meaning and Purpose*

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 the Work through Meaning and Purpose

Intervention Strategies
(Cocker & Joss, 2016)

Effective Strategies resulting in significant decrease in Burn Out

- Structured meditation using an audio CDs
- Interactive group seminars followed by individual and group exercises such as guided imagery
- Multimedia resources (printed handouts, DVD, guided imaging/music CD, a website with CF and CS
- Resiliency educational resources and publications

The most promising trend was for the effectiveness of interventions involving an element focused on teaching and/or bolstering resilience, such as Gentry et al's *Accelerated Program for Compassion Fatigue* (Gentry, et al. 2002).

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Building Compassion Satisfaction:
Honoring the Work through Meaning and Purpose

Intervention Strategies
(Cocker & Joss, 2016)

Accelerated Program for Compassion Fatigue focuses on the restorative quality of personal self-awareness:

- Sharing of stories** and debriefing to assist those experiencing CF in rebuilding their professional and personal life quality.
- Advocates the promotion of **self-compassion** in order to encourage individuals to **challenge a negative internal dialogue**.
- Focuses on **shifting automatic thoughts** and beliefs to reflect a more **positive outlook**.
- Promotes the development of a combination of **"Resiliency Skills"** of "Antibodies" which, have been shown to be correlated with lessened CF, greater job satisfaction, better quality of life and lessened anxiety (*Accelerated Program for Compassion Fatigue*, Gentry et al. 2002)

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Building Compassion Satisfaction:
Honoring the Work through Meaning and Purpose

Intervention Strategies
(Cocker & Joss, 2016)

Resiliency Skills:

- "Self-care** and revitalization
- Connection and support**
- Intentionality**, or eradicating stress and shifting from reactive to intentional behavior
- Self-regulation**, which involves developing the ability to intentionally control the activity and lessen the energy of the Autonomic Nervous System while engaged in the activities of daily living.
- Perceptual maturation**, which is a cognitive skill and involves maturing the perceptions of self towards resiliency and the perceptions of the workplace, to render them less toxic." (Cocker & Joss, 2016, p 12)

(*Accelerated Program for Compassion Fatigue*, Gentry et al. 2002)

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What Compassion Satisfaction means to YOU!

Energy, enthusiasm and big ears to discover, dream, and design with people.	Compassion satisfaction behavior can be contagious!
Moments where I can see myself, in the moment, truly enveloped with what I am doing, focused on work or care I am providing, not just thinking of myself and how it is effecting me, but also effecting the person I am providing the care to.	Making a difference every day.
A client's problem brought to a solution leaving the client whole and not just patched up.	Feeling positive and pride in knowing I have made a difference in the life of someone in a good way.
Watching progress from start of care to end of care with complete satisfaction	Knowing I have positively affected someone's life or situation
Beginning my art projects	Being able to plant seeds of kindness and compassion, even though it may not solve or resolve another's trauma/grief.
To use my life to make a difference in the life of others who are facing struggle	Giving my all, giving of myself, to be a ray of sunshine in another's day.
Compassion Satisfaction comes to me when someone says, "Thank you!", when someone recognizes something I have done; seeing an improvement in a situation that I have addressed.	Guide residents in our community to create uplifting cards and mail them to others who need encouragement.
Teaching other people how to care for themselves.	Positive outcomes.
Just as compassion fatigue can be "contagious," compassion satisfaction can be, as well.	Peace
Smiling clients	Being able to create positive spaces where individuals can feel comfortable expressing themselves and their stories
Engaging without ruminating over my own issues/problems. Be in the moment not in the problem and see myself outside of it whole and caring but not immersed.	Empowering people and teaching them how to be problem solvers rather than trying to solve their problem for them.
	Satisfying me and others in a very optimistic view
	Hearing that (something I have done) has caused ease or brought joy to someone's life
	Seeing a positive outcome for my clients
	A change

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What Compassion Satisfaction means to YOU!

After providing and giving care to others I feel joy and refreshed rather than exhaustion and drain.	
Help the community to take care of each other	
Our community is vibrant and joyful and peaceful. Our staff feel purposeful. Our Residents feel seen and valued. Our Residents participate and plan with staff side by side.	
I can help others while not giving everything that I have. Balance.	
Accomplishing goals set forth with my clients. Going home feeling like I helped someone achieve a goal.	
Being open for any changes by having pleasure!	
It feels good when I'm kind and conscientious	
The ability to really help my patients either to get better or to ease their suffering.	
Our community is vibrant and joyful and peaceful. Our staff feel purposeful. Our Residents feel seen and valued. Our Residents participate and plan with staff side by side.	
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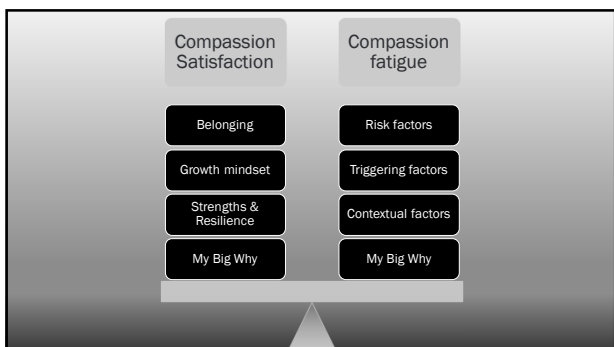
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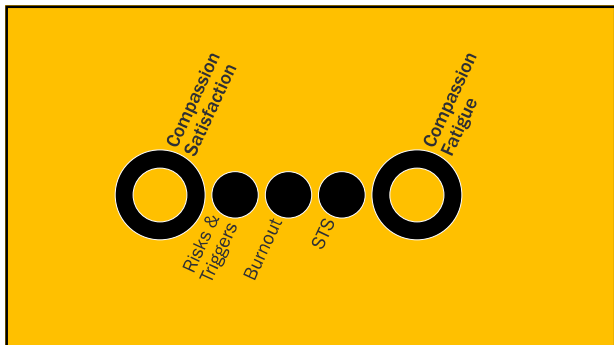
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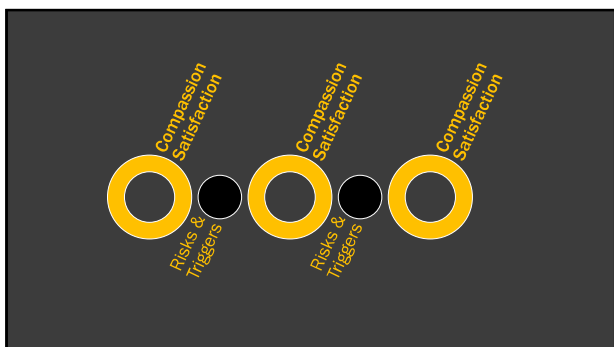
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**Building Compassion Satisfaction:
Honoring the Work through
Meaning & Purpose**

What is "the Work"?

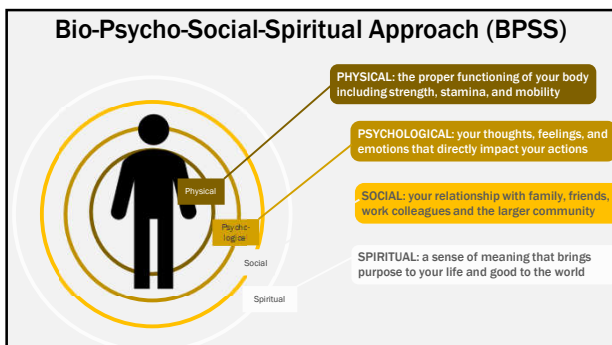
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Building Compassion Satisfaction:
Honoring the Work through Meaning and Purpose

What is “the Work”

“Each person bears a uniqueness that asks to be lived just as the oak’s destiny is contained in a tiny acorn.”
–James Hillman

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Compassion Satisfaction: Honoring the Work through Meaning & Purpose

ONE WORD:

DISCOVER!

Your Flow Strategy?

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Compassion Satisfaction: Honoring the Work through Meaning & Purpose

DISCOVER!

What is your Flow Strategy?
https://www.youtube.com/watch?time_continue=358&v=okkfdGMHeM&feature=emb_logo

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**Building Compassion Satisfaction:
Honoring the Work through Meaning and Purpose**

Practice Pause

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Compassion Satisfaction: Honoring the Work through Meaning & Purpose

ONE WORD:

DISCOVER!

What is your Flow Strategy? How do you shift into your flow strategy on purpose and with purpose (intention)?

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**Building Compassion Satisfaction:
Honoring the Work through Meaning & Purpose**

4Ds: Discover, Dream, Design, Deliver



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**Building Compassion Satisfaction:
Honoring the Work through Meaning & Purpose**

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



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**Compassion Satisfaction: Honoring the
Work through Meaning & Purpose**

ONE WORD:
DREAM

YOUR ACORN?

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Compassion Fatigue: An Appreciative Approach to Building Compassion Satisfaction

ONE WORD:
DESIGN!

YOUR ACORN?

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Compassion Fatigue: An Appreciative Approach to Building Compassion Satisfaction

“Anyone who wants to make change is a leader”
David Cooperrider

YOUR ACORN?

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Building Compassion Satisfaction:
Honoring the Work through Meaning and Purpose

Maggie Kuhn’s Big Five:

Ways that Elders will Save the World

Mentors
Mediators
Monitors
Mobilizers
Motivators

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Building Compassion Satisfaction:
Honoring the Work through Meaning and Purpose

An Appreciative Mindset

*STRENGTHENING OUR STRENGTHS
SENSE OF BELONGING
GROWTH MINDSET*

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

ONE WORD:
DELIVER!

YOUR ACORN?

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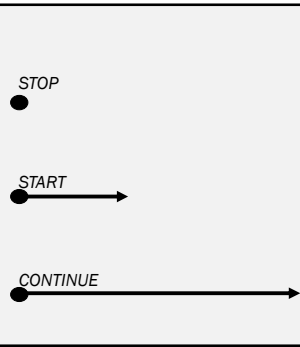
Building Compassion Satisfaction:
Honoring the Work through Meaning & Purpose

Practice Pause

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Building Compassion Satisfaction:
Honoring the Work through Meaning & Purpose

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



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**Building Compassion Satisfaction:
Honoring the Work through Meaning &
Purpose**

Wrap-up/Take-away Points

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Compassion Fatigue: An Appreciative Approach to Building Compassion Satisfaction

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Questions: Email me at ewellefo@vcu.edu

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