

Canadian Mental Health Association
Mental health for all

Association canadienne pour la santé mentale
La santé mentale pour tous

Compassion Fatigue

Presented by:
Lucette Wesley
Canadian Mental Health Association

1

About CMHA

- One of Canada's most established charities, now 100
- Our policies and programs anchored in evidence and informed by people's personal experience.
- We work towards mental health for all, including people with addictions.
- Over 120 locations throughout Canada; 14 in BC



Canadian Mental Health Association
British Columbia
Mental health for all




100 years of community

2

Content

- What is compassion fatigue
- ABCs
- Workplace strategies for yourselves and each other
- Resources




Canadian Mental Health Association
Mental health for all

Association canadienne pour la santé mentale
La santé mentale pour tous

3

Compassion Fatigue


C.Figley, 1995-
 "We feel the feelings of our clients.
 We experience their fears, We dream their dreams.
 Eventually, we lose a certain spark of optimism,
 humor and hope.
 We tire. We aren't sick, but we aren't ourselves."



4

Compassion Fatigue

Physical and mental exhaustion and emotional withdrawal
 Emotional exhaustion and a profound decrease in the ability to empathize- "becoming jaded"
 Stress that occurs as a result of trying to help others in need-often referred to as the "cost of caring"
 Emotional Blunting




5

Compassion Fatigue

The negative aspects of helping/caring

- The negative aspects of working in helping systems.
- May be related to:
 - Providing care
 - To the system
 - Work with colleagues
 - Beliefs about self
- Burnout
- Work-related trauma

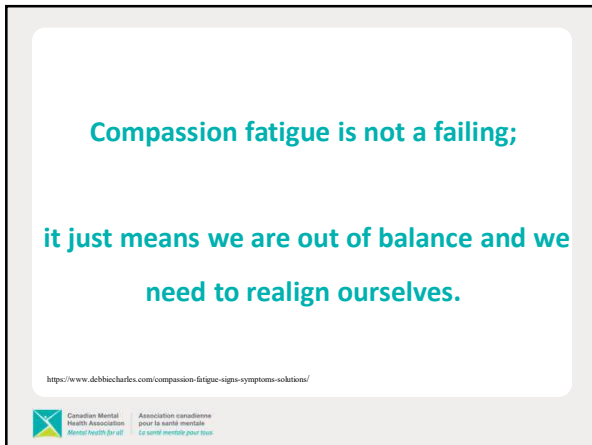
© Beth Hudnall Stamm, 2009. www.ProQOL.org



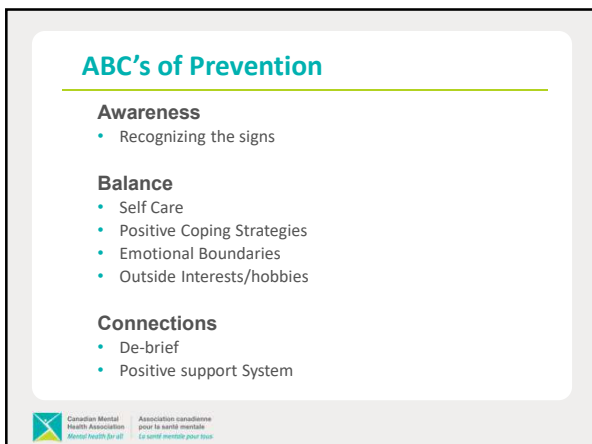
6



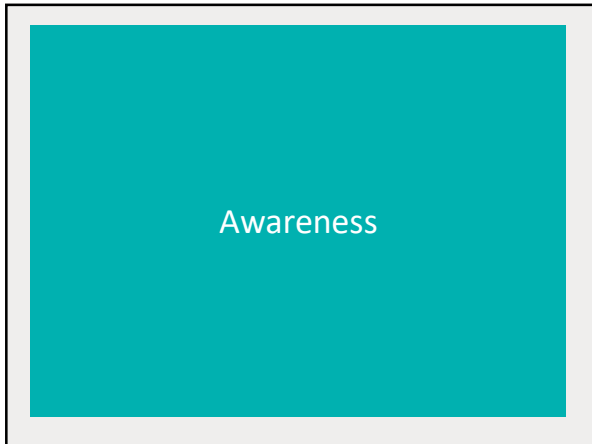
7



8



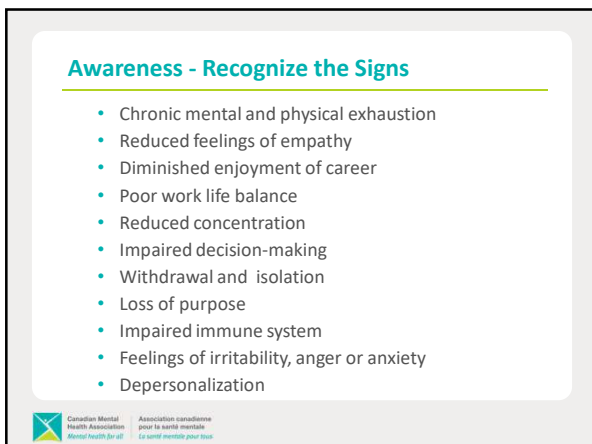
9



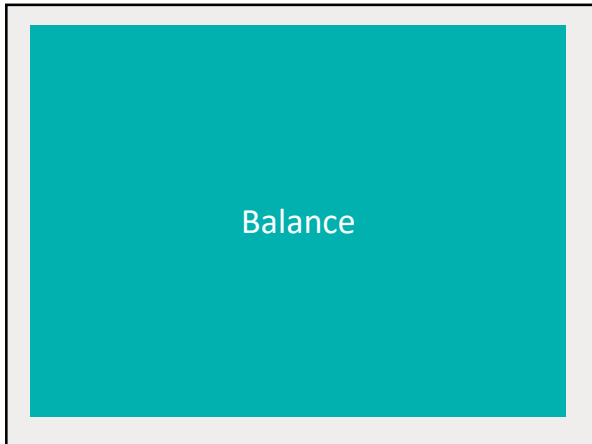
10



11



12



13

Balance

- Honor your emotional needs/**Self Compassion**
- Set emotional boundaries
- Outside interests/hobbies
- Positive Coping Strategies
- Seek Personal Therapy

Canadian Mental Health Association / Mental health for all / Association canadienne pour la santé mentale / La santé mentale pour tous

14

Balance / Self Care

- Practice healthy nutrition
- Breathe
- Practice work-life balance
- Seek and give support (co-workers, family, community)
- Take a break
- Relax
- Walk
- Debrief difficult situations
- Treat yourself
- Mindfulness/ Meditation
- Mental Fitness

Canadian Mental Health Association / Mental health for all / Association canadienne pour la santé mentale / La santé mentale pour tous

15

Mindfulness

Jon Kabat-Zinn defines it as:

Awareness and paying attention in the present moment non judgementally

Canadian Mental Health Association / Association canadienne pour la santé mentale / Mental health for all / La santé mentale pour tous

16

Connections

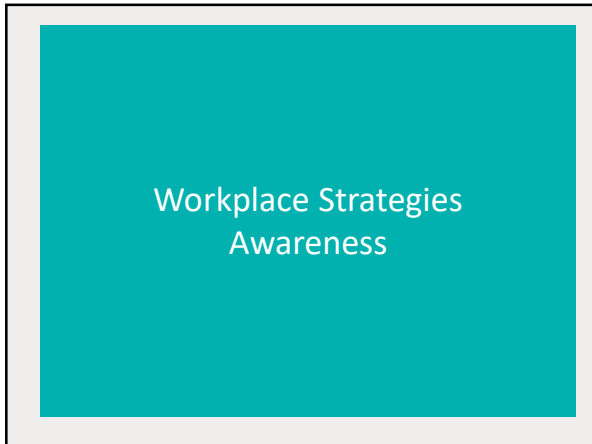
17

Connections

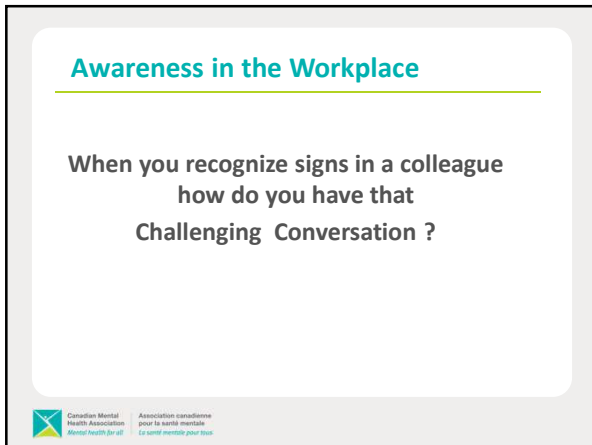
- Talk out your stress
- Cultivate healthy friendships outside of work
- Build a positive support system
- Pets

Canadian Mental Health Association / Association canadienne pour la santé mentale / Mental health for all / La santé mentale pour tous

18



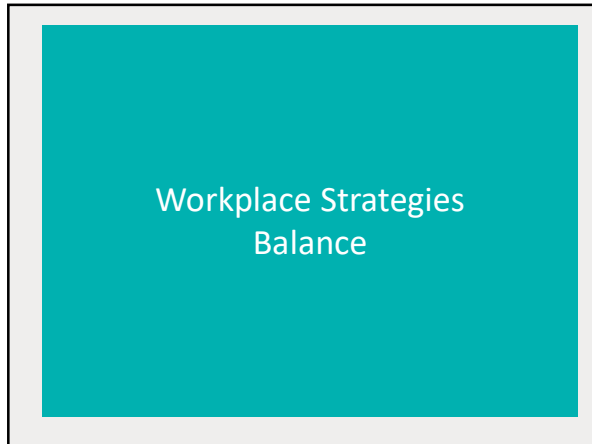
19



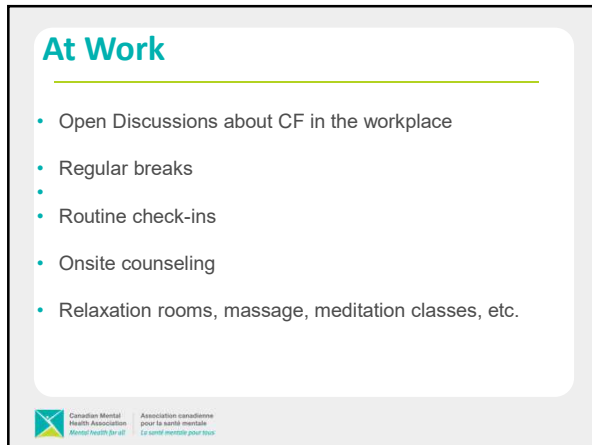
20



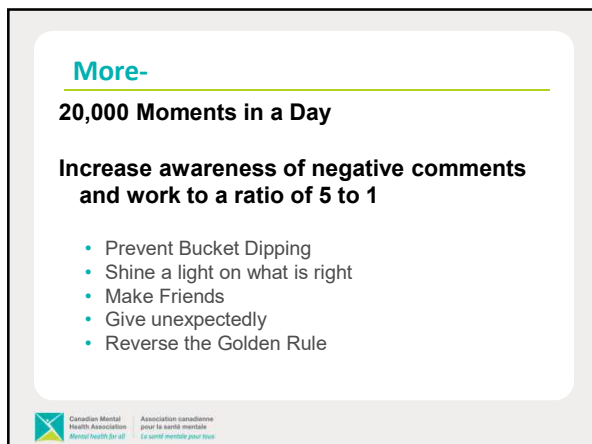
21



22



23




24

Balance- Positivity

Positive traits and experiences that help us to thrive

- Micro moments
- Upward spiral
- Gratitude
- Kindness
- Awe
- Optimism




25

Balance - Nourishing Activities


Balance nourishing and depleting Activities:

- Physical,
- Emotional
- Mental
- Spiritual

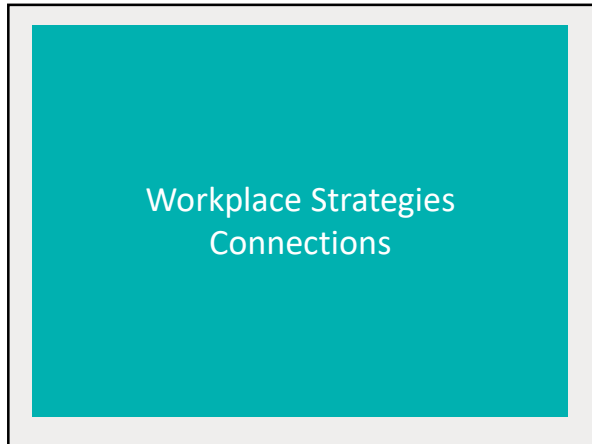


26

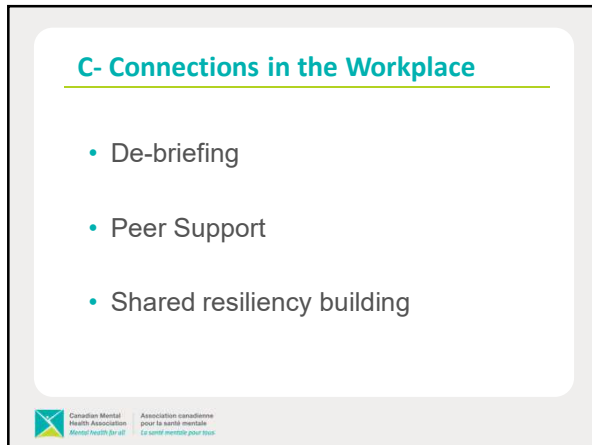
Physical	Emotional	Mental	Spiritual
To regularly renew and recharge	To feel valued and appreciated for our contributions	The opportunity to focus in an absorbed way on our most important tasks and define when and where we get our work done	To do more of what we do best and enjoy most



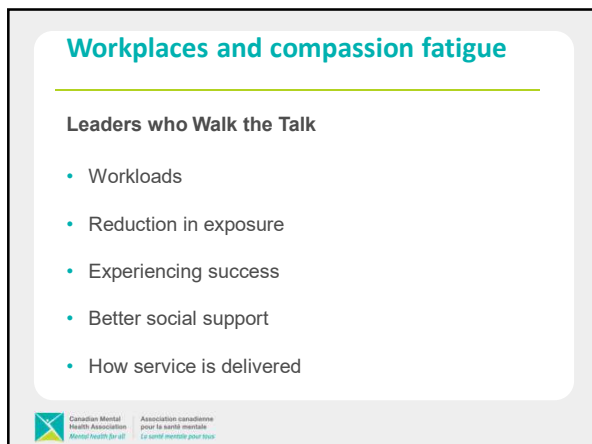
27



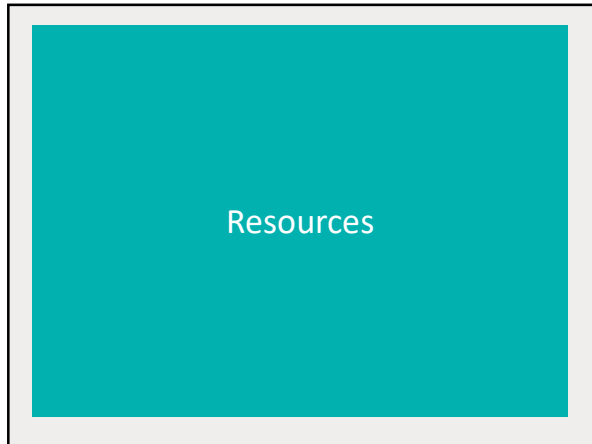
28



29



30



31

Compassion Fatigue Resources

The Compassion Fatigue Workbook

<http://www.tendacademy.ca/books/>

Creative Tools for Transforming Compassion Fatigue & Vicarious Traumatization

Canadian Mental Health Association / Association canadienne pour la santé mentale

32

Getting help for yourself

- Family doctor best first point of contact
- Employee & Family Assistance Program
- Benefits plan may offer psychological services
- Supervisor, Manager, HR or Union
- Crisis Line: **310-6789**
- Canadian Mental Health Association

Canadian Mental Health Association / Association canadienne pour la santé mentale

33

Workplace Health Resources

Canadian Mental Health Association
www.cmha.bc.ca
www.cmha.ca

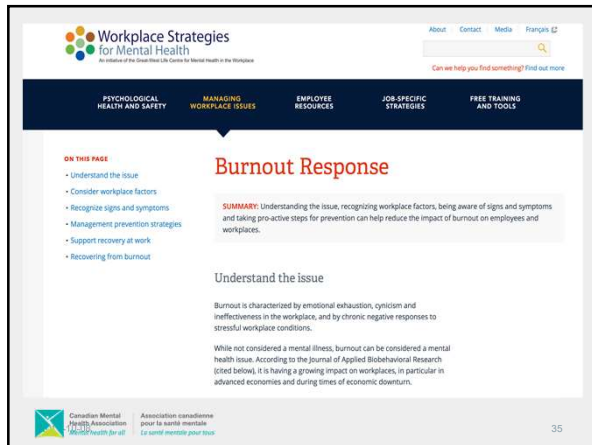
• Here to Help
www.heretohelp.bc.ca

Workplace Strategies for Mental Health
www.workplacestrategiesformentalhealth.ca



Canadian Mental Health Association / Association canadienne pour la santé mentale

34



Workplace Strategies for Mental Health

Burnout Response

ON THIS PAGE

- Understand the issue
- Consider workplace factors
- Recognize signs and symptoms
- Management prevention strategies
- Support recovery at work
- Recovering from burnout

SUMMARY: Understanding the issue, recognizing workplace factors, being aware of signs and symptoms and taking pro-active steps for prevention can help reduce the impact of burnout on employees and workplaces.

Understand the issue

Burnout is characterized by emotional exhaustion, cynicism and ineffectiveness in the workplace, and by chronic negative responses to stressful workplace conditions.

While not considered a mental illness, burnout can be considered a mental health issue. According to the Journal of Applied Biobehavioral Research (cited below), it is having a growing impact on workplaces, in particular in advanced economies and during times of economic downturn.

35

CMHA resources

CMHA offers a number of resources for coworkers, friends, family members or yourself.

LIVING LIFE TO THE FULL
helping you to help yourself

BounceBack
reclaim your health

Confident Parents
Thriving Kids

Canadian Mental Health Association / Association canadienne pour la santé mentale

36

heretohelp
Mental health and substance use information you can trust

GET HELP NOW
24/7/365 | 1-877-870-8388

Home Personal Stories Self-Help Resources Get Help Ask Us About Us

Stressed? Down? Screening can help
beyond the blues
Check in on your mood, anxiety and well-being

Read the Wellness Modules:

- Mental Health Matters
- Stress and Well-Being
- Social Support
- Problem-Solving
- Anger Management
- Getting a Good Night's Sleep
- Eating and Living Well
- Healthy Thinking
- Finding Balance
- Staying Mentally Healthy with Technology
- Mindfulness

Canadian Mental Health Association / Association canadienne pour la santé mentale

37

CMHA in your Community

- Vancouver-Fraser
- Victoria
- Cariboo Chilcotin
- Cowichan Valley
- Kamloops Kelowna
- Kootenays
- Mid-Island
- North & West Vancouver
- Port Alberni
- Prince George
- Shuswap/Revelstoke
- South Cariboo
- South Okanagan Similkameen
- Vernon & District

Canadian Mental Health Association / Association canadienne pour la santé mentale

38

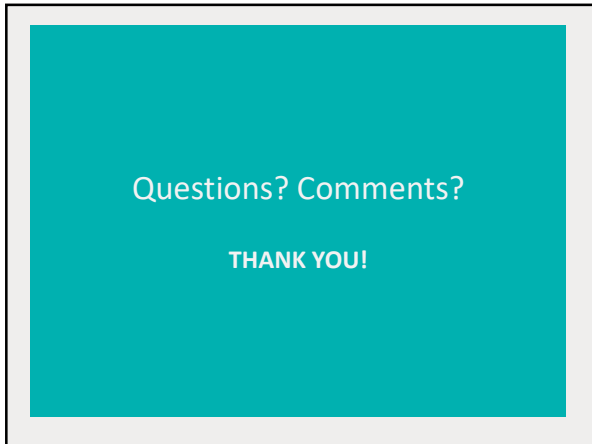
CMHA and BCMSA working together

CMHA and BCMSA are offering three courses:

- Awareness of Mental Health at Work
- Responding with Respect On the Front Line
- Safe and Sound: Creating a Psychologically Healthy and Safe Workplace

Canadian Mental Health Association / Association canadienne pour la santé mentale

39



40

Keep in touch!

Ashley Rinas Manager, Workplace Programs CMHA BC 604-688-3234 www.cmha.bc.ca workplaces@cmha.bc.ca	Justin Chouhan Manager of Audit and Training Services BC Municipal Safety Association 778-278-3436 jchouhan@bcmsa.ca
---	--

Canadian Mental Health Association / Association canadienne pour la santé mentale / Mental health for all / La santé mentale pour tous

41
