

Compassion Fatigue: Cultivating Work Life Balance to Avoid Burn-Out

Ruben Rivera-Jackman, MNPL

ruben.riverajackman@humandgood.org

human good

Facts

- Stress is a natural and manageable part of life.
- Constant demands of professional and personal life can lead to stress overload.

Facts

- 55% of Americans report feeling stressed during the day.
- 83% of Americans experience workplace stress.
- 76% of Americans reported that stress affected their relationships.

Facts

- Women appear more prone to stress than men. This doesn't mean that men don't experience stress. Instead, men are more likely to try to escape from the stress and not exhibit any signs.
- Long-term stress can increase your risk of mental health disabilities.

Facts

- Frequent stress decreases your immune system.
- Chronic stress can cause substance abuse.
- Stress increases your risk for type 2 diabetes.

Facts

- Past experiences can cause stress later in life.
- Your genes can dictate the way you handle stress.
- Relationships play a key role in your daily stress levels.

Stress Defined

Mental, physical, emotional,
and behavioral reactions to
any perceived demands or
threats.

Stress = P > R

**Stress occurs when the
Pressure is greater than
the Resource**

Self-Awareness

- What stresses you out?
- How do you respond to stress in your life?
- What are your triggers?
- Identify cues that it is time to take action?

Why Do We "Stress Out"?

Two Major Reasons:

1. We perceive a situation as dangerous, difficult or painful.
2. We don't believe we have the resources to cope.

Why Do We "Stress Out"?

- When situations seem threatening to us, our bodies react quickly to supply protection by preparing to act.
- This physiological reaction is known as the "fight or flight" response.

Feelings Associated with Stress

- Worried
- Tensed
- Tired
- Frightened
- Hopelessness
- Depressed
- Anxious
- Anger

Stressful Situations

- Deviation from the “norm,” timing
- Fear of ambiguity, change
- Lack of controllability

Accept the Things You Can't Change

- Don't try to control the uncontrollable.
- Look for upside.
- Learn to forgive.
- Share your feelings.

Stressful Situations

- Situations that have strong demands
- Situations that are imminent
- Life transitions

External Stressors

1. Physical Environment
2. Social Interactions
3. Organizational
4. Major Life Events

Physical Environment

- ✓ Noise
- ✓ Bright Lights
- ✓ Heat/Cold
- ✓ Confined Spaces

Social Interactions

- ✓ Rudeness
- ✓ Bossiness
- ✓ Aggressiveness by others
- ✓ Bullying

Organizational

✓ Rules

✓ Regulations

✓ Deadlines

Life Transitions

- ✓ Birth/Death
- ✓ New/Lost job
- ✓ Demotion/Promotion
- ✓ Marital status change
- ✓ Illness/Pandemic

Not All Stress is Bad

Eustress is the other form of stress that is positive and beneficial.

- We may feel challenged, but the sources of the stress are opportunities that are meaningful to us.
- Helps provide us with energy and motivation to meet our responsibilities and achieve our goals.
- **Examples:** graduating from college, getting married, receiving a promotion, or changing jobs.

Not All Stress is Bad

Distress is a continuous experience of feeling overwhelmed, oppressed, and behind in our responsibilities.

- All encompassing sense of being imposed upon by difficulties with no light at the end of the tunnel.
- **Examples:** financial difficulties, conflicts in relationships, excessive obligations, managing a chronic illness, or experiencing a trauma.

Internal Stressors

- Lifestyle choices
- Negative self-talk
- Mind traps
- Personality traits

Lifestyle Choices

- Caffeine and other stimulants (moderation)
- Insufficient sleep
- Overloaded schedule

Negative Self-Talk

- Pessimistic thinking
- Self-criticism
- Over-analytical

Mind Traps

- Unrealistic expectations
- Taking things personally
- All or nothing thinking
- Rigid thinking

Personality Traits

- Borderline Personality
- Perfectionist – A Type
- Workaholic

Tip: Be Gentle with yourself

Stress Response

- Kicks in when we face dangerous situations, such as a possible animal attack or car crash.
- Nervous system releases adrenaline and cortisol which helps us to physically step into action in an emergency.
- Physiological reaction; "fight or flight" response.

Self-Awareness

- What physical symptoms do you notice when you experience stress?
- How does stressful events and situations affect your body?

Example

A good example of a stressful situation for many people is taking a test. If you find testing to be stressful, you might notice certain physical, behavioral, mental, and emotional responses.

- Physical Response?
- Behavioral Response?
- Mental Response?
- Emotional Response?

Stress Responses

- Pay attention to how your body responds to stressful situations.
- When we are stressed, our bodies respond in specific ways.
- Physical, cognitive (thinking), emotional (feeling), behavioral (acting) responses

Stress Responses

- Stress response controlled by the Endocrine System.
- Demands on the physical or mental systems of the body result in hormone secretion, cortisol and testosterone.

Stress Responses

- Release of a hormone's adrenaline in the body.
- Adrenaline causes an increase in heart rate, breathing and in blood sugar levels.
- Diverts the blood flow from your digestive system to your muscles (e.g., leg muscles cramps)

Physical Symptoms

- Increased pupil dilatation
- Perspiration
- Increased heart rate and blood pressure
- Rapid breathing
- Muscle tenseness

Physical Symptoms

- Decreased mental alertness
- Pounding heart rate
- Shaking, tremors
- Lowered immune system
- GI Tract issues

Physical Symptoms

- Sleep pattern changes
- Ulcers and hernias
- Psoriasis and other skin issues
- Headaches and migraines
- Premenstrual syndrome

Physical Symptoms

- Dizziness
- Fainting
- Sweating and trembling
- Breathlessness
- Loss of sexual drive

Physical Symptoms

- Fatigue
- Digestive changes
- Heart palpitations
- Arrhythmia, missed heart beats
- Body aches and pain

Temporomandibular Joint Syndrome (TMJ)

- Causes pain in your jaw joint and in the muscles that control jaw movement.
- Increase risk for infections and medical and mental health conditions.

Stress Related Illnesses

- Asthma
- Cardiovascular disease
- Depression
- Diabetes
- Suicide

Emotional Symptoms

- Difficulty focusing and concentrating
- Panic attacks
- Inability to act
- Tearfulness

Emotional Symptoms

- Hyperactivity
- Mood changes
- Impatience
- Deterioration of personal hygiene and appearance

Mental Symptoms

- Lack of concentration (brain fog)
- Memory lapses
- Difficulty making decisions
- Confusion, disorientation
- Panic attacks

Psychological Symptoms

- Feeling cranky and unable to deal with even small problems.
- Feeling frustrated, lose your temper more often, and yell at others for no reason.
- Feeling jumpy or tired all the time.
- Finding it hard to focus on tasks.

Psychological Symptoms

- Worrying too much about small things.
- Feeling that you are missing out on things because you can't act quickly.
- Imagining that bad things are happening or about to happen.

How Stress Affects your Thoughts and Emotions

- Feel cranky and unable to deal with even small problems.
- Feel frustrated, lose your temper more often, and yell at others for no reason.
- Feel jumpy or tired all the time.

How Stress Affects your Thoughts and Emotions

- Find it hard to focus on tasks.
- Worry too much about small things.
- Feel that you are missing out on things because you can't act quickly.
- Imagine that bad things are happening or about to happen.

Behavioral Symptoms

- Eating too much or not enough
- Eating disorders Anorexia, Bulimia
- Increase intake of alcohol and illicit drugs
- Increased smoking
- Restlessness, fidgeting
- Nail biting
- Hypochondria

Hypochondria

- Develops during adulthood.
- Obsession with the idea of having a serious but undiagnosed medical condition.
- Long term intense fear of having a serious condition; worry that minor symptoms indicate something serious.
- Frequently visiting or switching their doctor.

Compassion Fatigue

Defined

- Natural consequence of stress resulting from caring and helping traumatized children/people.
- Secondary traumatic stress disorder.
- Set of symptoms not a disease.

Compassion Fatigue

Stress resulting from helping or wanting to help people who are experiencing trauma or pain.

(Example: American Red Cross Employees and Volunteers)

Compassion Fatigue

- Occupational hazard for those working in the helping professions.
- Constant exposure to others' suffering and trauma starts to overwhelm one's capacity for empathy and compassion.
- Not a reflection of the helper's inadequacy.

Compassion Fatigue

- Thoughts and images associated with the resident's problems and pain.
- Obsessive or compulsive desire to help certain residents.
- Inability to let go or disconnect from work-related matters.
- Perception that residents are fragile and needing your assistance.

Work Life Balance

- Refers to the equilibrium or harmony between the demands of work and the various aspects of personal life, such as family, health, leisure, and social activities.
- Involves effectively managing time and energy to meet both professional responsibilities and personal needs without allowing one to overshadow the other.

Work Life Balance

Achieving work-life balance often leads to greater overall well-being, reduced stress, improved relationships, and increased job satisfaction.

10 Ways to Address CF

1. Self-care practices
2. Peer support groups
3. Professional counseling
4. Training and education
5. Delegate or rotate responsibilities

10 Ways to Address CF

6. Set boundaries and limits
7. Promote meaning and purpose
8. Cultivate resilience
9. Seek regular supervision and check ins
10. Normalize help seeking behaviors

Stress Management

- We all experience stress.
- Learning how to cope with its effects is something everyone needs to master for their own physical and psychological

Importance of Stress Management

Those who don't learn and use appropriate stress-management techniques can experience a variety of negative effects, including physical illness, psychological illness, damaged personal relationships, poor productivity and more.

Importance of Stress Management

- Ignoring problems or pretending that things are fine when they are not only leads to greater stress in the long run.
- Engaging in avoidance behavior is not an effective technique for stress management.

ABC Strategy

Awareness

- What causes you stress?
- How do you react?
-

When stuff happens, how do you deal with it

ABC Strategy

Balance

- There is a fine line between positive and negative stress.
- How much can you cope with before it becomes negative?

ABC Strategy

Control

- What can you do to help yourself combat the negative effects of stress?
- Let go of what you can't control.

Stay in the Present

- Yesterday is history.
- Tomorrow is a mystery.
- Today is a gift that is why it is called the “Present.”

Stress Relief Techniques

1. Nurture your garden of friends.
 - Find someone to talk to about your feelings and experiences.
 - Seek a coach or mentor

Ventilation

- A problem shared is a problem halved.
- Develop a robust social support network.

2. Change your attitude

- Find other ways to think about stressful situations.
- Life is 10% what happens to us, and 90% how we react to it.

3. Take charge. Get Organized.

- Being unorganized or engaging in poor planning leads to frustration or crisis situations which may lead to feeling stressed.
- Plan your time, make a schedule, establish your priorities.

4. Take Relaxation Breaks

Give yourself some “ME” time.

- Taking time to yourself for rejuvenation and relaxation is just as important as giving time to other activities.

Self Awareness

When are you at your mental peak? Personal Prime Time

- Very early morning?
- Morning?
- Noon?
- Evening?
- Late at night? Night owl?

5. Take care of yourself

- Eat a well-balanced meal.
- Get regular rest
- Keep a routine.
- Allow yourself to do something you enjoy each day.

Find Your Safe Place

- This is where you go to escape
- Helps you to reduce the chance of being distracted by other duties or interrupted by people.

Celebrate Your Successes

- Celebrate the achievement of your goals to maintain a health balance in life between work and play.
- Reward yourself when you complete a task or finish a project.

Its OK to seek Professional Help

- Talk Therapy (CBT/DBT)
- Seeking professional assistance when needed is a sign of strength.
- Working with a qualified MH professional can be one of the best ways to learn how to deal with stress.

6. Learn to say No

- Learn to pick and choose which things you will say “Yes” to and which things you will not.
- Protect yourself by not allowing yourself to take on every request or opportunity that comes your

7. Exercise regularly

- Help relieve some symptoms of depression and stress and help us to maintain our physical and mental health.
- Releases dopamine and endorphins.

Exercise Regularly

Aerobic Activities Anaerobic Activities

- Running
- Swimming
- Zumba,
Dancing
- Walking
- Stretching
- Yoga

8. Engage in a hobby

- For a balanced lifestyle play is as important as work.
- When was the last time you engage in your favorite activity?
- When was the last time you did something for the first time?

Goal Setting

- Be realistic about what you can accomplish effectively each day.
- Monitor your pace. Rushing through things can lead to mistakes or poor performance. Take the time you need to do a good job.
- Poorly done tasks can lead to added stress.

Goal Setting

- Break major projects/tasks down to achievable goals.
- Set milestones for goal achievement.
- Track your progress toward goal accomplishment.
- Reward yourself for your progress.

10. Develop a Sense of Humor

- Don't take yourself seriously all the time.
- Do something fun and enjoyable such as watching a funny movie, laughing with friends, reading a humorous book or going to a comedy show.

Laughter Therapy

- Great stress reducer
- Relieves muscular tension
- Improves breathing
- Pumps endorphins into the bloodstream, the body's natural painkillers

11. Learn to Relax

- Develop a regular relaxation routine.
- Try yoga, meditation, deep breathing, aromatherapy, massage or some quiet time.

Relaxation Exercises

- Deep Breathing
- Visualization is a nice way of giving our minds and bodies a mini vacation.
- Use mantras.

Benefits of Relaxation

- Lowers blood pressure
- Combats fatigue
- Promotes sleep
- Reduces pain

Benefits of Relaxation

- Decreases mental worries
- Increases concentration
- Increases productivity
- Increases clear thinking

12. Sleep it Off

- Strive for quality of sleep
- Most adults require 7-9 hours of sleep per night
- Take power naps

12. Nutrition

- Eat a balanced diet.
- Stay hydrated, drink 4+ liters daily.
- Avoid eating processed foods.

Nutrition

- Reduce caffeine consumption.
- Avoid or limit alcohol consumption.
- Take appropriate nutritional supplements.
(Consult your doctor)

14. Journaling

- Good way to keep stressors from building up inside yourself.
- Writing down stressors can be a great step toward learning how to manage them effectively.

14. Journaling

- Provides a way to make it easier to recognize circumstances, patterns and trigger that lead to stress reactions.

15. Proactive Communication

- Express your feelings to those who are involved in the stressful circumstances in your life.
- Discuss the circumstances you are facing with trusted friends.

Seek Support

- Our work can take a huge toll on our mental and physical health.
- Talk therapy or speaking with a trusted individual can help us feel more balanced, provide emotional support and improve overall health.
- Employee Assistance Program (EAP)

Supervision & Consultation

- Consult with your supervisor to determine appropriate professional boundaries in challenging situations.
- Maintain an ongoing dialogue with your supervisor about your workload.
- Inform your supervisor about challenging residents and any issues and concerns.

Self-Care

- Set aside time for extra sleep.
- Attend a peer support group.
- Watch a funny movie or comedy show.
- Take your pet out for a walk.

Self-Care

- Spend time in nature, go take a hike.
- Write in a journal.
- Volunteer for your favorite organization.
- Help someone else.

S

Stand back: Remove yourself from the stressful situation.

T

Take a deep breath: Count to 5, and think about the choice that's best for you.

R

Relax: Do something that relaxes you— take a bath, read a book, listen to music, etc.

E

Exercise: Get that stressful energy out in a way that works for you.

S

Sleep, take a nap or just rest up for awhile

S

Speak: Talk to someone about it and share your emotions.

Homework

- Think about a current situation that is particularly stressful to you.
- Develop a plan for handling this situation using the information that you have gained from today's presentation.



U.S.

STRESS AWARENESS MONTH – APRIL 2020

Awareness, Health, Mental Health



APRIL

Alert | Coronavirus and heart health – information for all

Read more



+ Heart Attack And Stroke Symptoms

Volunteer

SHOP

Donate Now



Healthy Living

Health Topics

Professionals

Get Involved

Ways to Give

About Us

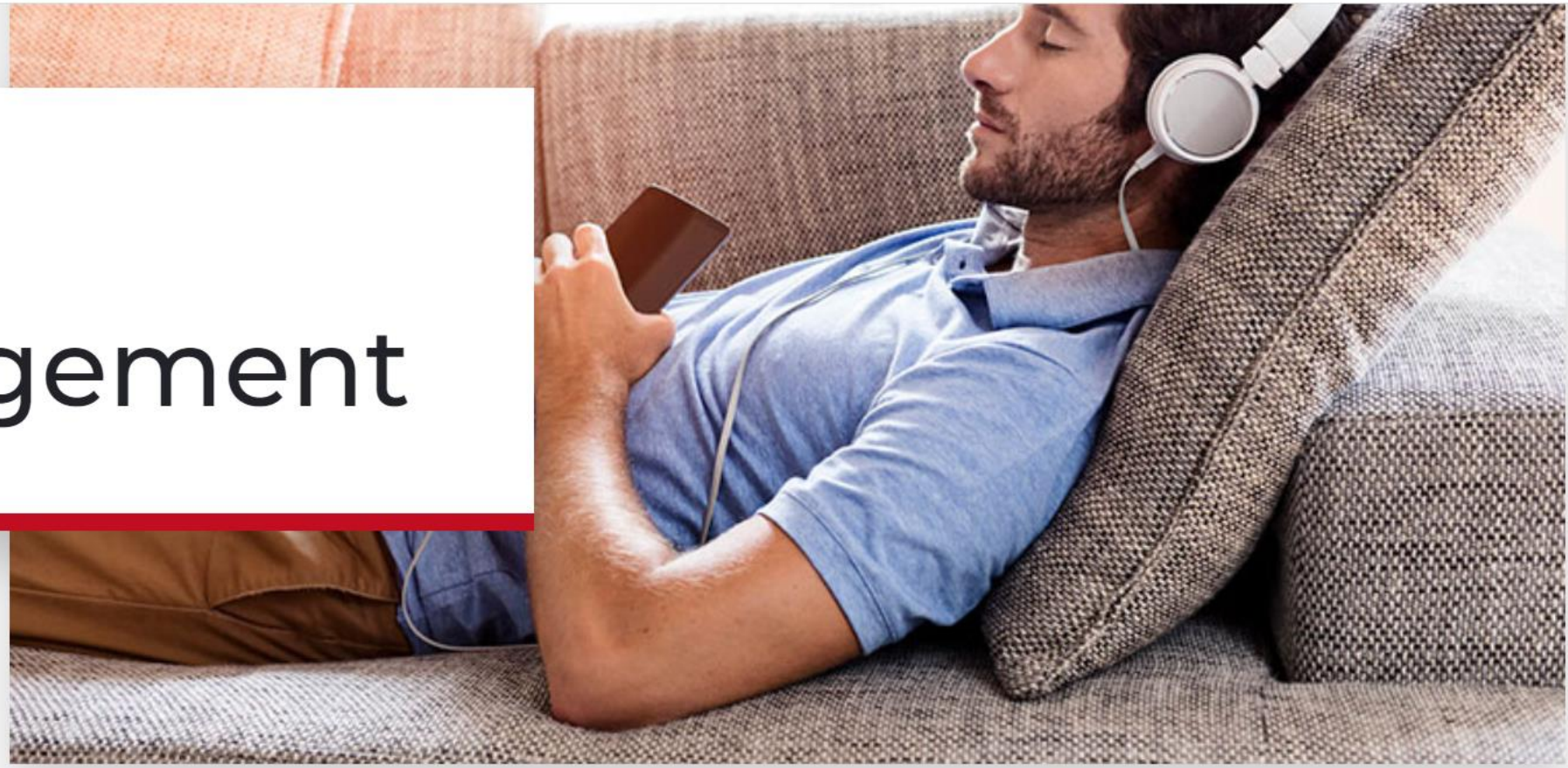
CPR

Find Your Local Office

Home / Healthy Living / Healthy Lifestyle / Stress Management



Stress Management



Healthy for Good Topics ▾

or

ex: healthy diet

Search

Workplace Health Promotion

CDC



🏠 Workplace Health Promotion home

Workplace Health Initiatives +

Workplace Health Model +

Workplace Health Strategies +

Data & Surveillance +

Strategies for Managing Mental Health and Stress in the Workplace

[Download this Infographic](#) [PDF - 29 KB]

ASSESSMENT





Managing Stress

Everyone experiences stress. Sometimes it can help you focus and get the task at hand done. But when stress is frequent and intense, it can strain your body and make it impossible to function. Finding effective ways to deal is crucial to living well.

How Stress Affects You

Stress affects your entire body, mentally as well as physically. Some common signs include:

- Headaches
- Trouble sleeping
- Jaw pain
- Changes in appetite

FIND YOUR LOCAL NAMI

Your State ▾

GO

CALL THE NAMI HELPLINE

800-950-NAMI

info@nami.org

M-F, 10 AM - 6 PM ET

FIND HELP IN A CRISIS OR

TEXT "NAMI" TO 741741



Transforming the understanding and treatment of mental illnesses.

Search the NIMH website Search

- Home
- MENTAL HEALTH INFORMATION**
- OUTREACH
- RESEARCH
- FUNDING
- NEWS & EVENTS
- ABOUT US

- Health Topics
- Statistics
- Brochures and Fact Sheets
- Help for Mental Illnesses
- Clinical Trials
- Education and Awareness

COVID-19 is an emerging, rapidly evolving situation.

Get the latest public health information from CDC: <https://www.coronavirus.gov>
 Get the latest research information from NIH: <https://www.nih.gov/coronavirus>

Home > Mental Health Information > Brochures and Fact Sheets

1. Stress affects everyone.
2. Not all stress is bad.
3. Long-term stress can harm your

5 Things You Should Know About Stress

Everyone feels stressed from time to time, but what is stress?

Share



HEALTH
A-Z

DRUGS &
SUPPLEMENTS

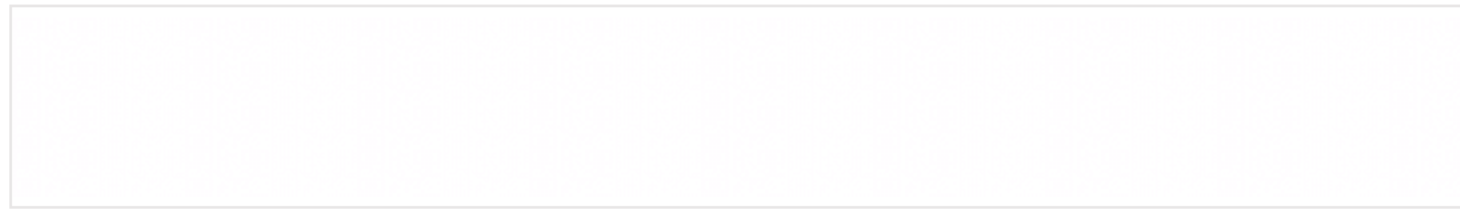
LIVING
HEALTHY

FAMILY &
PREGNANCY

NEWS &
EXPERTS

SEARCH

ADVERTISEMENT



MENU

[Health & Balance](#) > [Guide](#) >

10 Relaxation Techniques That Zap Stress Fast

By Jeannette Moninger



Waiting for t.teads.tv...

California Department of Industrial Relations • Cal/OSHA Consultation Service • September 1998

MANAGING **STRESS** ARISING FROM WORK

