

Building Resilience

*Real-Life Strategies to
Manage Compassion
Fatigue, Burnout, and Stress*



IPVAC Western Slope Conference



KNUTSON

SPEAKS

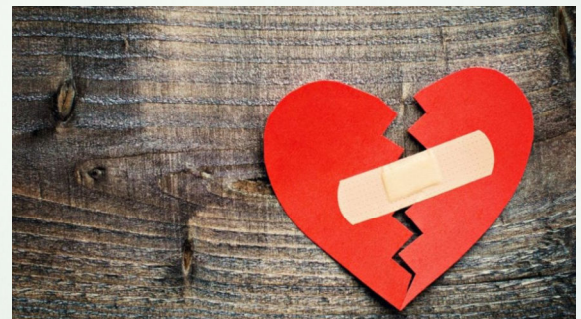
EDUCATE • TRAIN • INSPIRE

Dealing With Life's Challenges



Minimizes the legitimacy of our feelings.

There is no hierarchy of suffering.

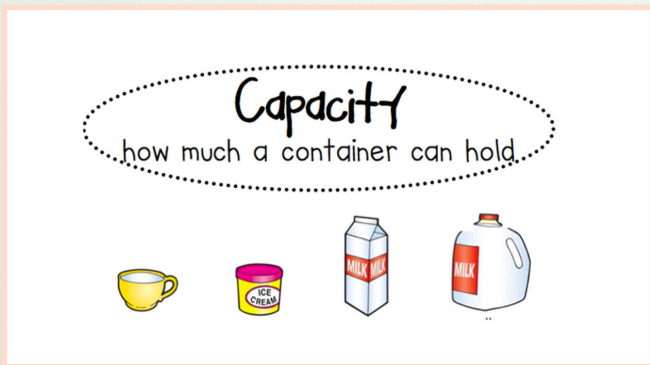


Resilience



The capacity to
recover from
difficulties.

A skill you can
learn and develop.



Made up of:
Behaviors
Thoughts
Actions

Coping

What We Believe

The stress of this job won't get to me because I am a "trained professional."

I'm mentally tough.

I have an unlimited reserve of empathy, compassion and inner strength that I can call on anytime there is a crisis.

The symptoms of compassion fatigue, stress, and burnout will disappear if I ignore them.

It is impossible to care for myself while caring for others.

Understand the work you do is intense



The Reality

You are NOT a superhero.

You are a person, doing a JOB,
providing a service.

You can be amazing at what you
do AND you will always be human.

Coping

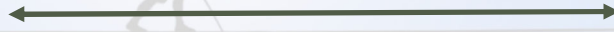
Walking a tightrope

Calloused



Overly emotional

Closed off



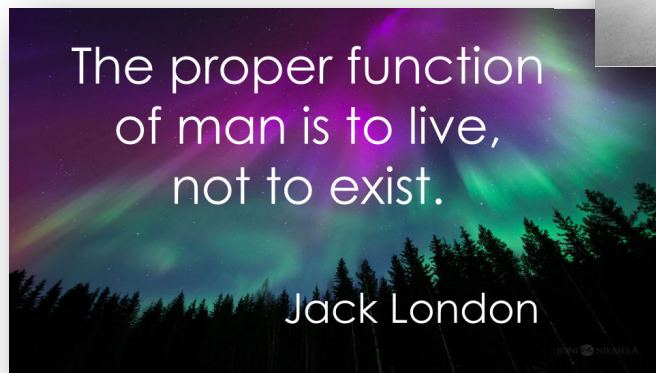
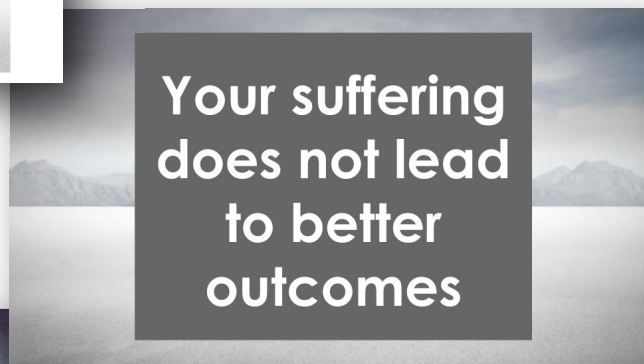
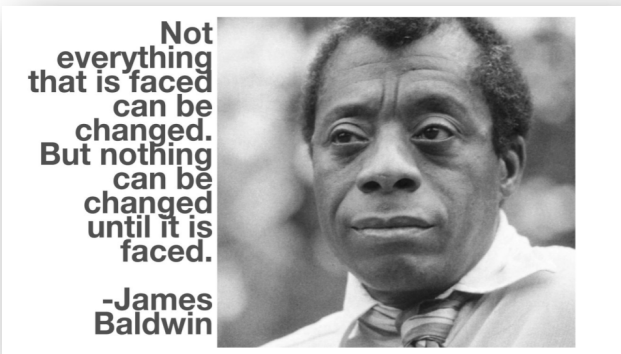
Over-extended

Robot



Hot mess

The Reality



Compassion Fatigue

Compassion Fatigue has been described as the “cost of caring” for others in emotional and physical pain. (Figley, 1982) It is characterized by deep physical and emotional exhaustion and a pronounced change in the helper’s ability to feel empathy for their patients, their loved ones and their co-workers. It is marked by increased cynicism at work, a loss of enjoyment of our career, and eventually can transform into depression, secondary traumatic stress and stress-related illnesses. The most insidious aspect of compassion fatigue is that it attacks the very core of what brought us into this work: our empathy and compassion for others.

By Françoise Mathieu, M.Ed.

**Set of symptoms
Not a disease**

**Symptoms are
normal displays of
chronic stress**



Common Symptoms

- Constant stress and anxiety
- Impulse to rescue anyone in need
- Hyper-arousal
- A decrease in experiences of pleasure
- Isolation

Burnout

Burnout

A depletion of mental, physical, and emotional energy

Cumulative process marked by exhaustion and withdrawal

Burnout is a normal response to giving too much effort without getting what you need to balance and restore yourself

Sometimes it's not the job itself, it is the WAY you have to do the job

Symptoms



- Exhaustion
- Loss of purpose
- Feeling helpless or trapped
- Withdrawal from family and friends or activities and hobbies
- Low morale

Stress

Stress is your body's reaction to a challenge or demand



Causes



- Chronic need to prove yourself
- Constantly working against deadlines
- Involvement in dysfunctional relationships
- Inability to say "NO"
- Lack of support from others
- Real life: news, family, social media, finances, health, politics
- How we do our jobs now
- How we live our lives

The Power of the Mind

**In order to harness the power of your mind
you must first **train your mind.****

Ideals

Patience

Kindness

Curiosity

Determination

Forgiveness

*Which of these ideals would
help you become more resilient?*

*Knowing yourself is the
beginning of all wisdom.*

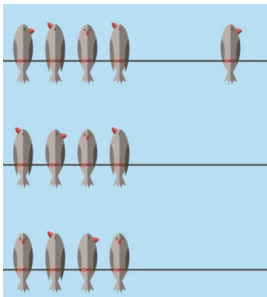
Aristotle

Metacognition

Consciously think
about your
thinking



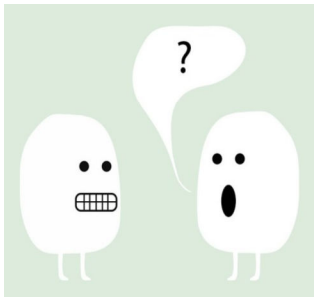
Ideas for Building Resilience



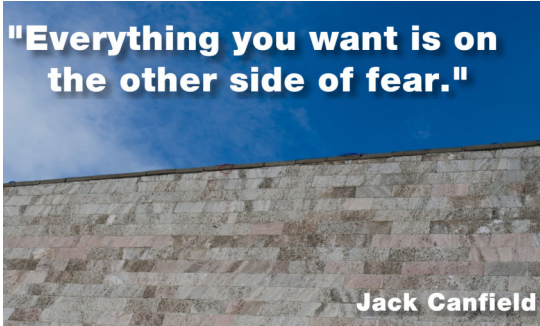
Connect with others



Embrace your vulnerability



Ask for help



Extend your comfort zone

Ideas for Building Resilience



What is a value that helps guide you?



Recognize your skills, abilities, assets, and strengths

“One never notices what has been done; one can only see what remains to be done.”

Marie Curie

Recognize what you have achieved

Core Values

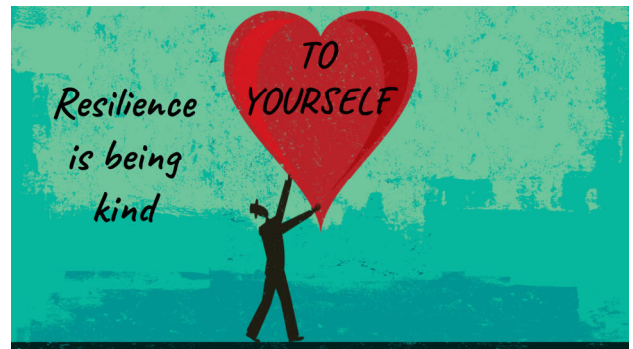
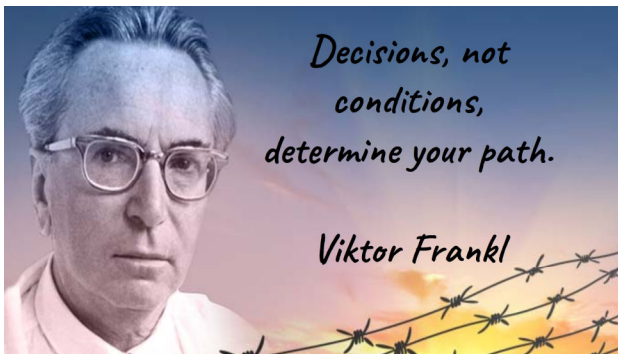
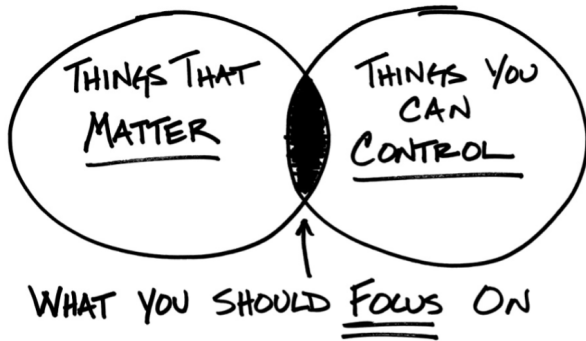


Integrity • Honesty • Respect • Excellence
Creativity • Community • Fairness • Reliable
Helpful • Relationships • Learning • Adaptability
Compassion • Kindness • Trust • Initiative

What is a value that helps guide you?



Coping Skills



Making It Happen



Who am I to _____?

Who am I not to _____?



Get Big Out Loud Podcast

