



COMPASSION FATIGUE

It's a REAL thing....

What is Compassion Fatigue?

- Indifference to charitable appeals on behalf of those who are suffering, experienced as a result of the frequency or number of such appeals.

RECOGNIZING COMPASSION FATIGUE

Normal

~~Disruptive~~

~~Irritating~~

~~Depressive~~

Individual Symptoms of Compassion Fatigue

Feelings	Actions
Bottling Up Emotions	Excessive Blaming
Nightmares / Flashbacks	Isolating Self From Others
Chronic Physical Ailments	Complaining / Negative Focus
Apathy / Sadness	Others Notice & Often Comment
Difficulty Concentrating	Compulsive Behaviors
Tired – Mentally & Physically	Poor Self-Care
Preoccupied	Legal Problems or Indebtedness
Denial	Substance Abuse

Organizational Symptoms of Compassion Fatigue

Relational/Emotional	Organizational Efficiency
Unstable Relationships Among Staff	High Absenteeism
Lack of Respect for Rules/Policies	Decreased Productivity
Aggressive Behavior Between Staff	Missed or Disregarded Deadlines
Negativity Toward Management	Lack of Ability to Create/Motivate Teams
Lack of Flexibility Among Staff	Lack of Vision for the Future
Staff Doubts Improvement Potential	Strong Reluctance to Change

Are We Caregivers?

YES!

WE ARE!!!



The Path To Wellness



- Strive to be kind to yourself and others
- Enhance your awareness through education
- Accept where you are on your path
- Have patience with those closest to you
 - They may not understand your challenges
- Exchange emotions & feelings
 - Especially with those who can validate you
- Practice active listening with others
- Clarify your boundaries
- Express your needs verbally
- Take positive action to change your environment

Authentic
And
Sustainable
Self-Care
Begins with
YOU



10

Ways to
Managing
Stress at Work

Continue with Positivity

- In addition to these steps, consider:
 - Health-building activities (yoga, exercise, massage, and meditation)
 - Eating a healthy diet
 - Drinking plenty of fluids
 - Practice self-management – Learn to say ‘No’
 - Surround yourself with positive people
 - Be proactive, not reactive
 - Choose your battles
 - Get reacquainted with quiet time – turn off your screens / increase quality time
 - Remember that YOU are in control of YOU

Compassion Fatigue Awareness Project

Patricia Smith, Founder

www.compassionfatigue.org
patricia@compassionfatigue.org



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