



Compassion Fatigue – Understanding the Cycle and What We Can Do About it

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Mindful Moment



Goals for Today

1. High level overview of the Compassion Resilience Toolkit
2. Begin to explore the Compassion Fatigue Cycle and what tools we can implement to combat fatigue
3. Experience activities from the toolkit that you can begin to use today.



Foundation of the toolkit

- 12 section toolkit that has focused activities and conversation to build and support a compassionate culture
 - Approach from a system/organization, team, and individual lens
 - Intersection of equity and trauma informed practices
 - Belief of human behavior – humans do well if they have the skills to do so



Driver of Fatigue That Led To This Work

The trauma sensitive care movement has had an unintended consequence for many – an open and unprotected heart.

The toolkit builds the skills to maintain open and protected hearts.



What Does Compassion Resilience Mean?

Compassion resilience is the power to return to a position of empathy, strength, and hope after the daily experience of the challenges our children face and those we face as their caregivers.

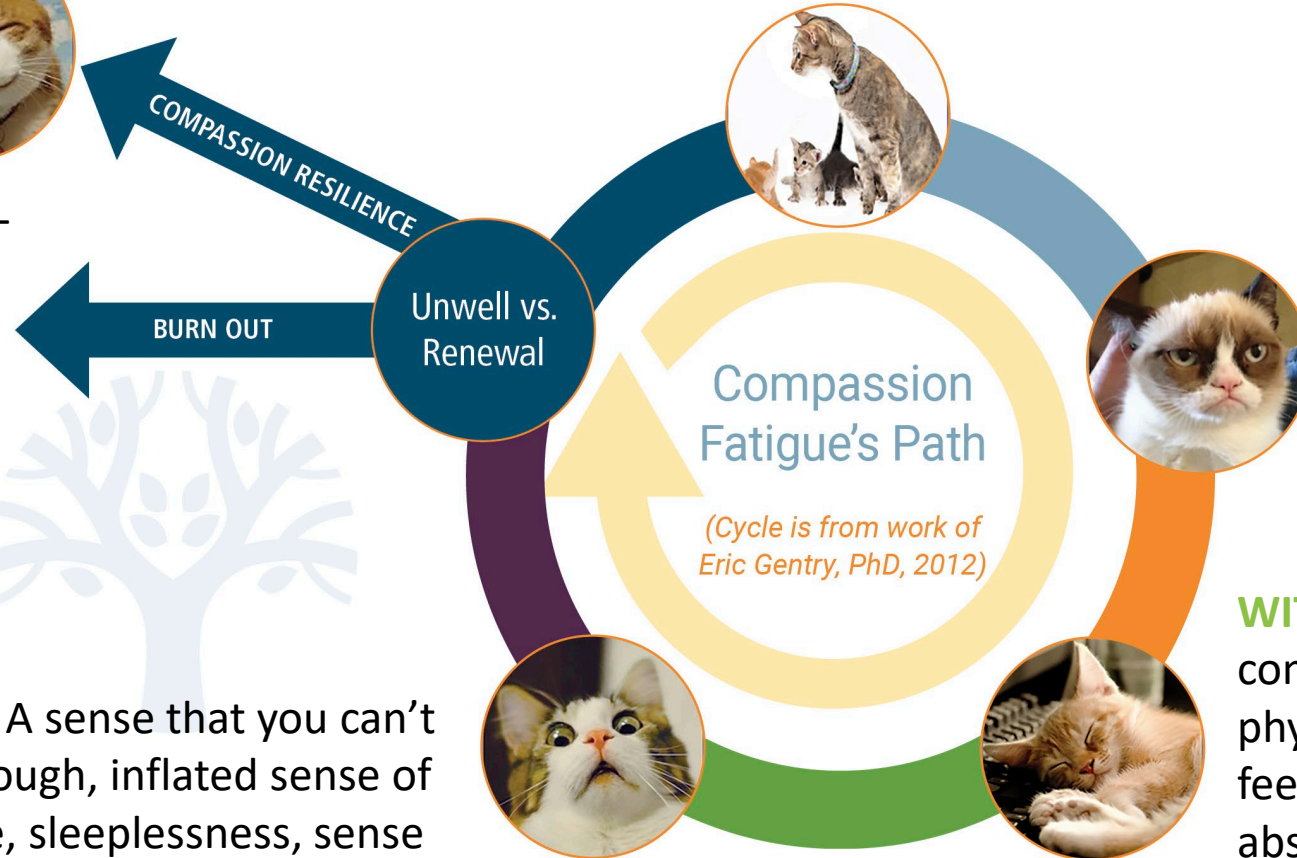
It requires us to be able to find optimism in an imperfect world.

ZEALOT — We are committed, involved, and available, ready to problem solve and to make a difference. We are willing to go the extra mile.



UNWELL vs. RENEWAL — A place of illness, fatigue and state of overwhelm or hardiness, resiliency, and transformation.

ZOMBIE — A sense that you can't ever do enough, inflated sense of importance, sleeplessness, sense of persecution.



IRRITABILITY — Anger and cynicism, diminished creativity, sadness, feeling helpless or hopeless.

WITHDRAWAL — Overwhelmed by complexity, chronic exhaustion, physical illness, difficulty empathizing, feeling numb to other's pain, absenteeism.



Compassion fatigue is a **NORMAL** response to complex and overwhelming circumstances.

And we can prevent and intervene early to lessen the impact.

Self Compassion



Self-Kindness

Be loving towards ourselves
instead of self-critical.



Common Humanity

Everyone suffers. You are
not perfect. No one is.
You are not alone.



Mindfulness

Notice our struggle. Feel it,
Instead of being reactive.
Be with it, avoiding
Self-judgment or overreaction.

Expectations

Expectations – paint a picture of how we think things “should” be

- Realistic/unrealistic
- Clear/unclear
- Stated/unstated
- Aspirational/a barrier to growth
- Unrecognized

Impact on Relationships

Need for awareness and transparency → supports accountability of self and others







Tips for Setting Compassionate Boundaries

1. Know what you want to say “Yes” to in your life (values and priorities).
2. Be proactive. Have “meetings” to discuss boundaries. Structure offers safety for both sides.
3. Just say it! Don’t make them guess. Use simple and direct language.
4. Reinforce by pointing out the violations IN THE MOMENT.
5. Give explanations that are specific, relevant to the other person, and offer shared solutions.
6. Back up your boundary with action. If you give in, you invite people to ignore your needs.
7. Remember your locus of control. Boundaries aren’t about perfection. When you must say “yes,” look for where you have control.

Boundaries Reflections

- What is one of your priorities or values (your Yeses!) in your life that strongly connects with your personal sense of purpose?
- With this Yes in mind, what is one boundary you plan to begin or continue to uphold to keep you out of a place of resentment?

A Break for our SPIRIT

From Section 9 of the Toolkit



When do you feel most alive, most like yourself? What are you doing?

What or with whom are you surrounded?



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Thank you for the relationships you build and the strategies you implement that improve the present and future lives of our community members and each other!