Compassion Fatigue & Self-Care for Individuals & Organizations

Wednesday, November 16, 2016

We will start at:

9:30 a.m. – 11:00 a.m. Pacific / 12:30 p.m. – 2:00 p.m. Eastern

Welcome to the Webinar

Presenters:
Jillene Joseph, Executive Director/Founder, Native Wellness Institute
Beckie Masaki, MSW
Father Jeff Putthoff, SJ

Facilitator: Jennifer White, Futures Without Violence

The audio will be broadcast over the Internet to your computer. Please ensure your computer speakers are connected, turned on, and the volume is set.

Your line has been muted to prevent interference.
Compassion Fatigue & Self-care for Individuals And Organizations

Presented by Futures Without Violence in partnership with the U. S. Department of Justice, Office on Violence Against Women

This webinar is part of a project entitled SOS Institute (Supporting Organizational Sustainability Institute) supported by the Department of Justice, Office on Violence Against Women. This webinar presentation was developed in collaboration with presenters.

This project is supported by Grant No. 2015-TA-AX-K047, awarded by the Office on Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed in this publication/program/exhibition are those of the author(s) and do not necessarily reflect the views of the Department of Justice, Office on Violence Against Women.
Presenters

**Jillene Joseph** (Gros Ventre), Executive Director/Founder, Native Wellness Institute. Jillene is an enrolled member of the Gros Ventre or Aaniiih people from Fort Belknap, Montana. She has served Indian Country for 30 years. Whether she is providing youth leadership training, assisting women to heal from childhood trauma or helping to bring wellness to the workplace, Jillene shares her passion for being positive, productive and proactive.

**Beckie Masaki**, MSW, is the Senior Program Director of the Asian Pacific Institute on Gender-Based Violence. She co-founded Asian Women’s Shelter (AWS) in San Francisco, and served as the founding executive director for over twenty-eight years. Beckie has extensive experience in providing multilingual, multicultural services to domestic violence and trafficking survivors and their children, innovative program development, prevention, community building, policy-making and institutional advocacy.

**Father Jeff Putthoff**, SJ is a Jesuit priest. Having spent the last 19 years in Camden, NJ where he founded the nonprofit Hopeworks, working with youth 14-23 who were not in school. He has recently become the President of St. John’s Jesuit High School and Academy in Toledo, OH. He is deeply interested in brain health, and creating communities of healing. He enjoys speaking nationally on trauma informed care and organizational life.
As a result of this webinar, you will be better able to:

• Identify how individual, organizational and work-related factors contribute to an individual’s experience of secondary trauma or compassion fatigue and ability to heal from it;

• Discuss the reasons organizations benefit from supporting an environment where employees practice self-care; and

• Share ideas for how to support self-care at work and create an organizational climate that prioritizes individual health and wellness.
Compassion Fatigue

“…the cumulative physical, emotional, and psychological effect of exposure to traumatic stories or events when working in a helping capacity, combined with the strain and stress of everyday life.”

American Bar Association 2014

Symptoms of compassion fatigue can be similar to vicarious trauma, secondary traumatic stress, and burnout.
# Possible Signs of Compassion Fatigue

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<thead>
<tr>
<th><strong>Individual</strong></th>
<th><strong>Organization</strong></th>
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<tr>
<td>Emotional exhaustion</td>
<td>High absenteeism</td>
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<td>Reduced sense of personal accomplishment or meaning in work</td>
<td>Inability for teams to work well together</td>
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<td>Mental exhaustion</td>
<td>Outbreaks of aggressive behaviors among staff</td>
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<td>Decreased interactions with others (isolation)</td>
<td>Inability of staff to complete assignments and tasks</td>
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<td>Depersonalization (symptoms disconnected from real causes)</td>
<td>Negativism towards management</td>
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<td>Physical exhaustion</td>
<td>Inability of staff to believe improvement is possible</td>
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<td>Lack of a vision for the future</td>
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The American Institute of Stress

Compassion Fatigue Awareness Project
Perspectives
The Reactor Of Trauma
ACEs: The Story

Felitti Story
Patti: Where is the safety?
ACEs: What Happened?
Poll Questions

- I know what is the ACE study
- I took the ACE survey that was sent
- I know my ACE score

Link to ACE quiz:
http://apps.npr.org/dailygraphics/graphics/quiz-ace/child.html?initialWidth=725&childId=responsive-embed-quiz-ace#
Three Types of ACEs

**ABUSE**
- Physical
- Emotional
- Sexual

**NEGLECT**
- Physical
- Emotional

**HOUSEHOLD DYSFUNCTION**
- Mental Illness
- Incarcerated Relative
- Mother treated violently
- Substance Abuse
- Divorce

Source: Centers for Disease Control and Prevention
Prevalence of ACEs

Of 17,000 ACE study participants:
- 26% have experienced 1 ACE
- 16% have experienced 2 ACEs
- 9.5% have experienced 3 ACEs
- 12.4% have experienced 4+ ACEs
- 64% have at least 1 ACE
- 36% have experienced 0 ACEs

HOW PREVALENT ARE ACEs?

The ACE study* revealed the following estimates:

**ABUSE**
- Physical Abuse: 28.3%
- Sexual Abuse: 20.7%
- Emotional Abuse: 10.6%

**NEGLECT**
- Emotional Neglect: 14.8%
- Physical Neglect: 9.9%

**HOUSEHOLD DYSFUNCTION**
- Household Substance Abuse: 26.9%
- Parental Divorce: 23.3%
- Household Mental Illness: 19.4%
- Mother Treated Violently: 12.7%
- Incarcerated Household Member: 4.7%
Impact of ACEs

Perspective Shift: Context
Zebras Have No Ulcers
Traveling History
Brain Health
Vicarious Trauma

Why?????

What happened?
Self-Care
Keeping Your Tire Inflated
Time
- Blob time
- Robe
- vacation
- change of pace
- friends

Inquisitive, thinking
- Cool Conversations
- Stimulating Books
- Connecting, networking
- Making Links To Think
- Once a week phone call significant friend

Prayer
- Night Prayer
- Gratitude list
- Retreat
- Candles
- Breathing 5 minutes a day

Sleep
- Clean sheets
- Rest well
- Lay in bed for 5 minutes before getting out in morning

Exercise
- Bike
- Steps
- Outside—sun!
Self-Care: Supervision At Work, Our Tires
Let’s Practice

Alternate Nostril Breathing (nadi shodhana)
Conclusion

1. ACEs allow us to understand INJURY (what has happened to brain) from toxic-stress so that we can get to HEALING (resilience).


3. Awareness of brain health allows for healing approach focusing on ecology of toxic-stress and ability and need to retrain the brain.
Strategies for Self-care Practices
Native Wellness

Self care is taking care of ourselves physically, mentally, emotionally and spiritually so that we can better live in balance.

Self care is critical to any “healer or helper” because we can only give what we have.
Native Wellness...

- Is a cultural and traditional model of lifestyle.
- Is a holistic approach to living one's life in a good way.
- Has 4 "Directions." These directions are interdependent.
- Is about making good choices and having pride in your culture.

Emotional (Feel)
- Like yourself
- Good attitude
- Control anger
- Share problems
- Healthy relationships
- Express affection

Mental (Thinking)
- Learn from mistakes
- Think about the future
- Good decision making skills
- Don't give into peer pressure
- Like to learn
- Creative
- Vision

Connection (Spiritual)
- Proud to be Native
- Pray everyday
- Respect all things
- Don't hit or yell at others
- Always try to do your best

Movement (Physical)
- Non-smoker
- Non-drinker
- Don't eat fast food/sodas everyday
- Practice safe sex
- Body image acceptance
In each direction, write the things you do well in the inner circle and the things that need improvement in the outer circle.
Examples of Self Care in the Workplace

• Regular stretching and movement throughout the day
  - Especially neck, arms, shoulders and fingers if you do computer work
• Getting outside for a walk or fresh air
• Smudging and praying
• Healthy snacks on hand
• A good friend and confidante
• Laughter
• Eating together
• Positive affirmation
• Breathing/meditation
Examples of Self Care at Home

- Exercise
- Eating good food
- Bath time
- Ceremony
- Alone time
- Being grateful
- Good sleep
- Taking time for family, community, culture, hobbies
- Getting outdoors
# Healing Plan

## MY PERSONAL HEALING JOURNEY!

You wouldn't go on a trip to a new destination without a map, would you? Well, a Healing Plan is your map to your Healing Journey. What are you going to do this month on the path to your own Wellness?

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<tr>
<th>Spiritual</th>
<th>Emotional</th>
<th>Mental</th>
<th>Physical</th>
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<td>Example</td>
<td>Pray for my healing and my families healing every morning before I go to work.</td>
<td>Go to weekly talking circles and share what I am feeling about my healing.</td>
<td>Make a digital story about my healing journey.</td>
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<td>Week 1</td>
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Remember: Healing is a journey, not a destination! Happy Travels!

Native Wellness Institute
Poll Questions

☐ I have used tools to assist with my self-care practice in the past

☐ I would consider using a tool to assist with my practice of self-care in the future

☐ I would not use a tool to assist with the practice of self-care
Self-Care
Beckie Masaki’s Experience
I have come to believe that caring for myself is not self-indulgent. Caring for myself is an act of survival.

-Audre Lorde
FORWARD STANCE

PRINCIPLES:

Four Key Elements of Forward Stance
Building a Culture of Self-care for your Organization

Organizations can influence and support through:

- Wellness planning team
- Work environment
- Support and supervision
- Communication
- Community building
- Education and training
Simple Steps to Organizational Self Care

• Weekly (if possible) staff check in
• Staff check in that begins with ALL staff writing down three positive things about clients and colleagues
• Share a few positives before debrief of difficult cases
• Share a few more positives after the difficult cases
• It’s all about how it ends!
• Provides space for reflection
Let’s Practice
Questions?
Self-care Commitment

What can I integrate into my work day/week?
Who could be my support buddy?

• Time
• Inquisitiveness/Thinking
• Spiritual
• Sleep
• Exercise

What steps can I take to create and sustain a culture of self-care for my organization or workplace?
Who can support on this?

• Training and Education
• Support and Supervision
• Employee Input
• Communication
• Work Environment
# Self-Care for Individuals and Organizations

## Commitment Plan

### Personal Self-care

**What I can integrate into my work day/week?**

- **Time**
- **Inquisitiveness/Thinking**
- **Spiritual/Rituals**
- **Sleep**
- **Exercise**
- **Communication**
- **Activities**

**My goal**

**Who could be my support buddy?**
Self-care in the Workplace

What steps can I take to create and sustain a culture of self-care for my organization or workplace?

✓ Training and Education

✓ Support and Supervision

✓ Employee Input

✓ Communication

✓ Work Environment

✓ Other:

Who can support on this?

What resources do we need?

Next steps:

Progress check-up:
• **Secondary Traumatic Stress Webinar**  

• **Self & Organization care Checklist**  

• **A Parents Self-care and Self-reflection**  

• **What About You? A Workbook for Those that Work with Others**  
  [http://508.center4si.com/SelfCareforCareGivers.pdf](http://508.center4si.com/SelfCareforCareGivers.pdf)

• **Strategies for Preventing Compassion Fatigue and Burnout**  

• **Building a Culture of Care: A Guide for Sexual Assault Programs**  
  [National SA Coalition](http://www.nsvrc.org/sites/default/files/publications_nsvrc_guides_building-cultures-of-care.pdf)

• **Compassion Fatigue Awareness Project**  
  [http://www.compassionfatigue.org/index.html](http://www.compassionfatigue.org/index.html)

• **21-Day Challenge: Self-Care for Sustainability & Impact**  

• **Forward Stance**  

• **Poster**  
Please take a moment to take a short evaluation regarding today’s webinar, future webinars and submit any questions: https://www.surveymonkey.com/r/self-care-eval

The recording of the webinar will be posted on the FUTURES website in the next few days: https://www.futureswithoutviolence.org/resources-events/webinars/

For questions or additional information, please contact Monica Arenas: marenas@futureswithoutviolence.org