

# Compassion Fatigue:

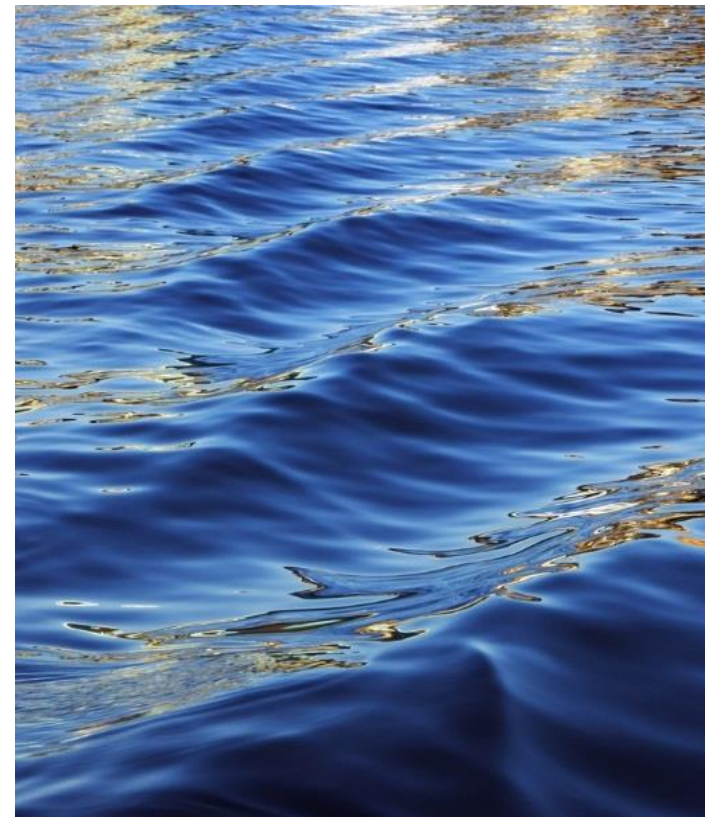
Getting to Blossoming and  
Flourishing Continually as an  
Individual and Professional

10/27/2020

Karen Tyler, M.S.W

Statewide Diversity, Equity, & Inclusion Conference

Human and Public Services Workers:  
Healing emotional and mental wounds as a result  
to my professional role and serving others



## A Journey to.....

- Mitigate Compassion Fatigue on individuals, teams, organizations, and experience enhanced outcomes within communities.
- Return to my sphere of influence and implement a strategic plan to address Compassion Fatigue.
- Construct safe environments where individuals and leaders will discuss the importance of neuroscience and how it drives the stress response.
- Build Compassions Satisfaction within the organization while incorporating input from everyone.
- Incorporate resiliency, well-being and work-life balance for individuals, teams and systems on a day to day basis.

# Human Service and Public Service

## First Responders

Department of Corrections

Family, Child, Youth and Elderly Services

Transportation, Administration, Education

Department of Street and Sanitation

Mental Health

Government Positions & Human Resource



## Medical First Responders



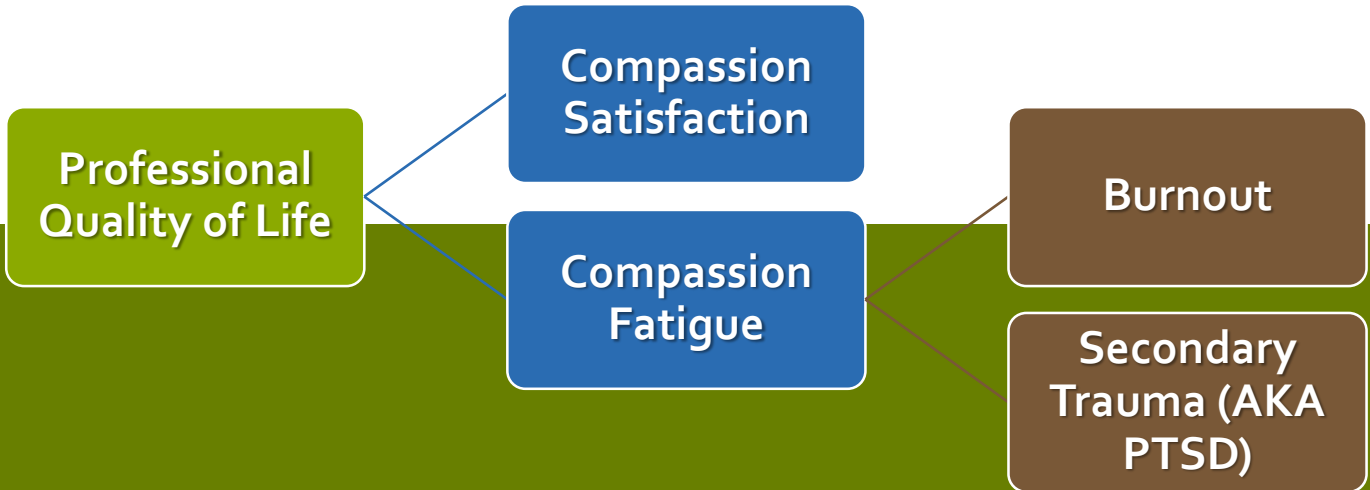
*Emergency Medical Team*

*Doctors*

*Nurses*

*Fire*

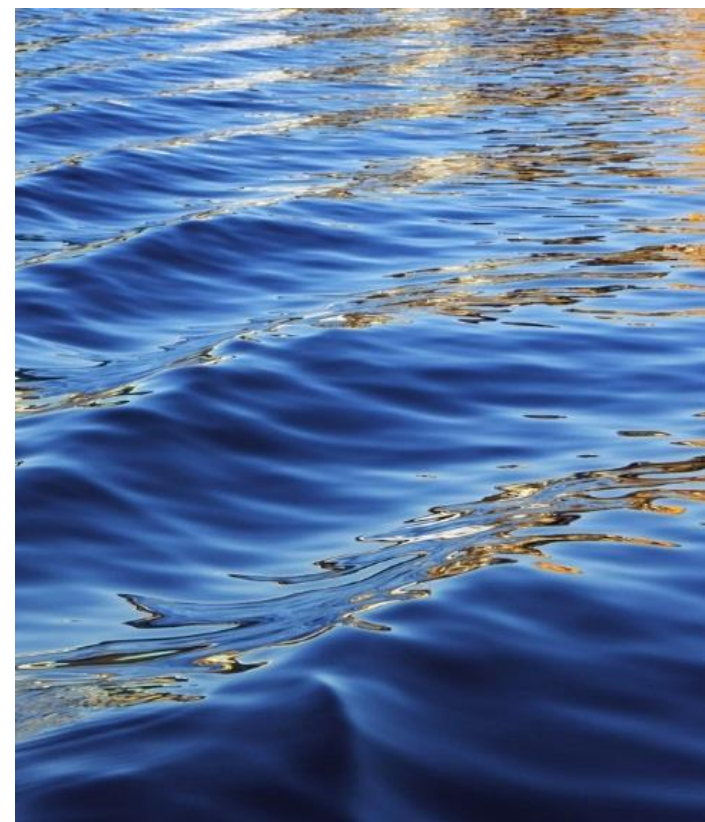
*Police*



# Professional Quality of Life

Understanding Compassion Satisfaction and  
Compassion Fatigue

Source: [tps://proqol.org/Compassion\\_Satisfaction.html](https://proqol.org/Compassion_Satisfaction.html)



# Experiences Related to Cultural Trauma

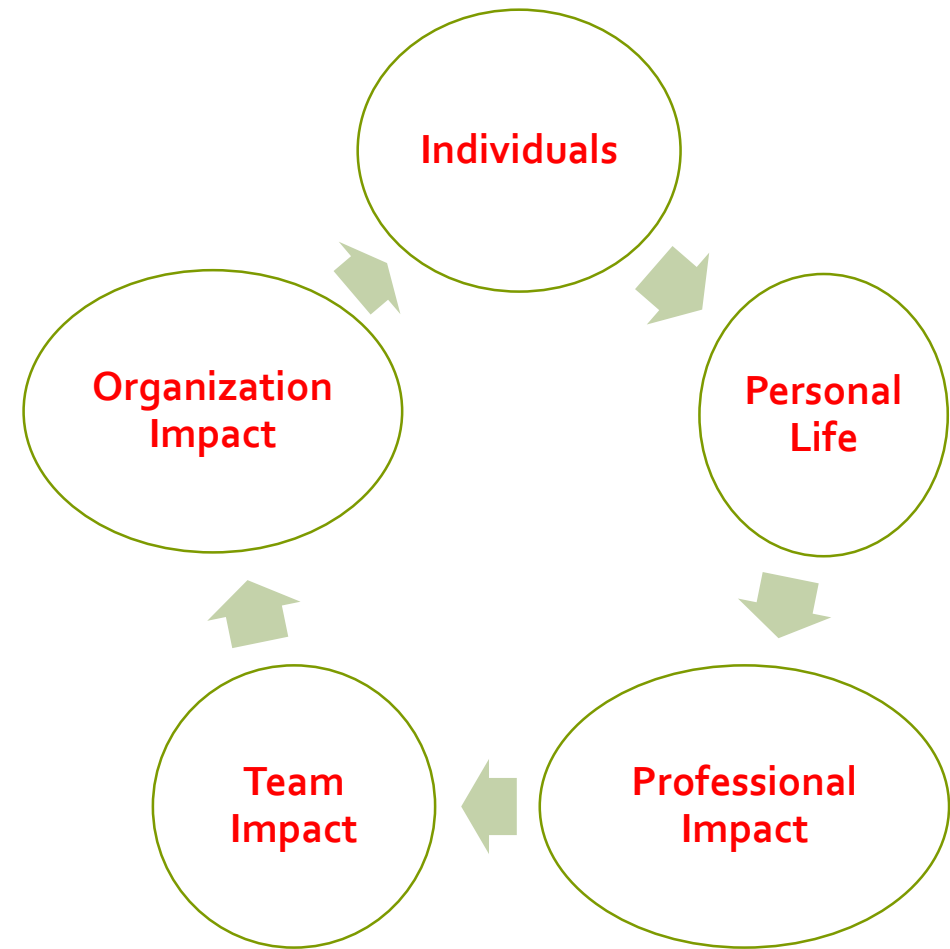


Social Injustice  
Cultural Oppression  
Historical Trauma  
Inequities

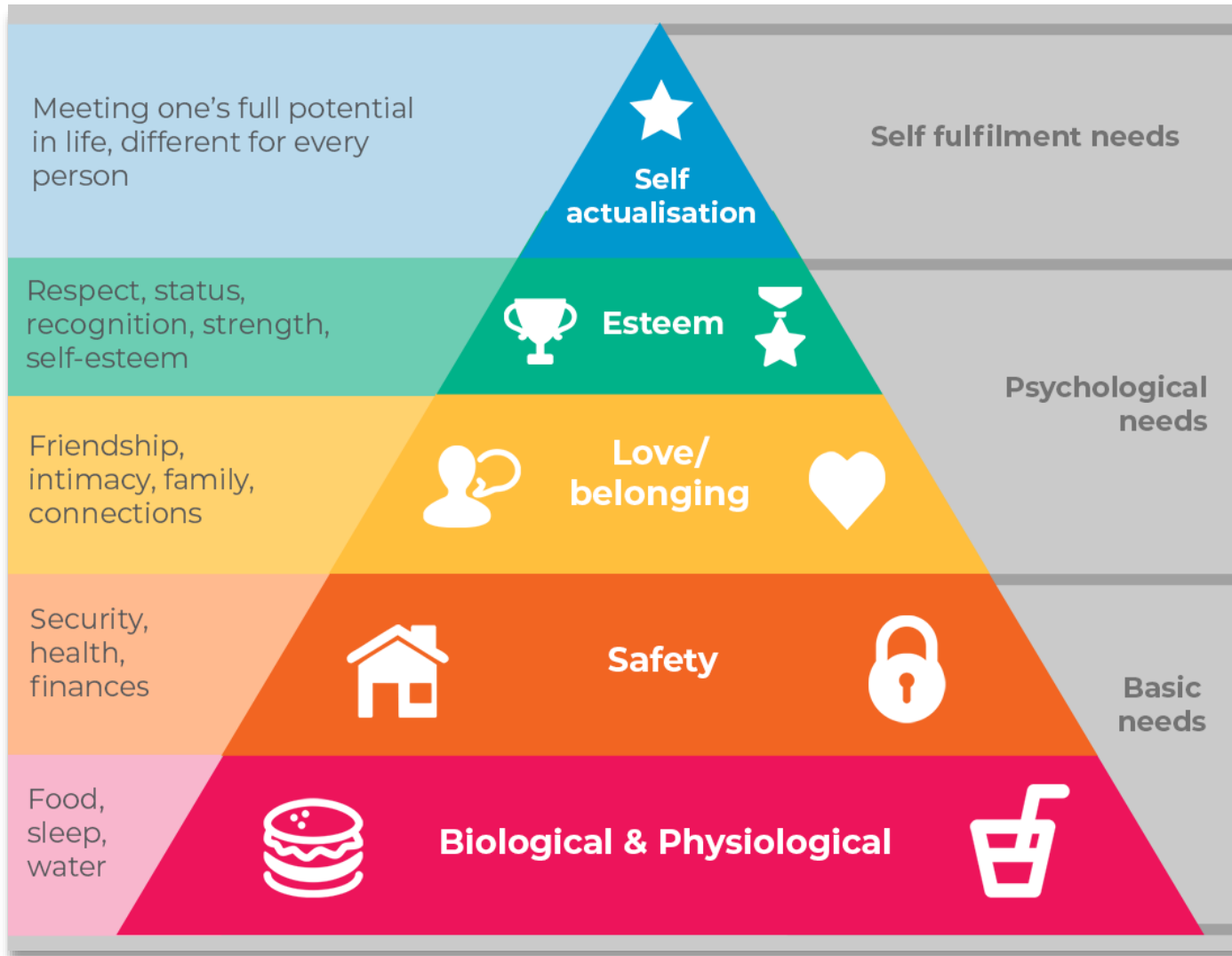
# Compassion Fatigue has a Systemic Impact:

- **Costs to Organizations:**

- Service Delivery
- Funding
- High Staff Turnover
- Low Morale
- Absenteeism
- Job Dissatisfaction
- Sensitive Emotional Work Environment
- Lack of Trust of Leadership, Peers and Processes
- Increase in Disability Claims



# All Behavior Has Meaning



## Maslow's Hierarchy of Needs

Other Theories to Describe Behavior:

Conflict Theory

Social Construction Theory

Empowerment Theory

Workforce Development Theory

# Understanding The Brain The Emotional Response

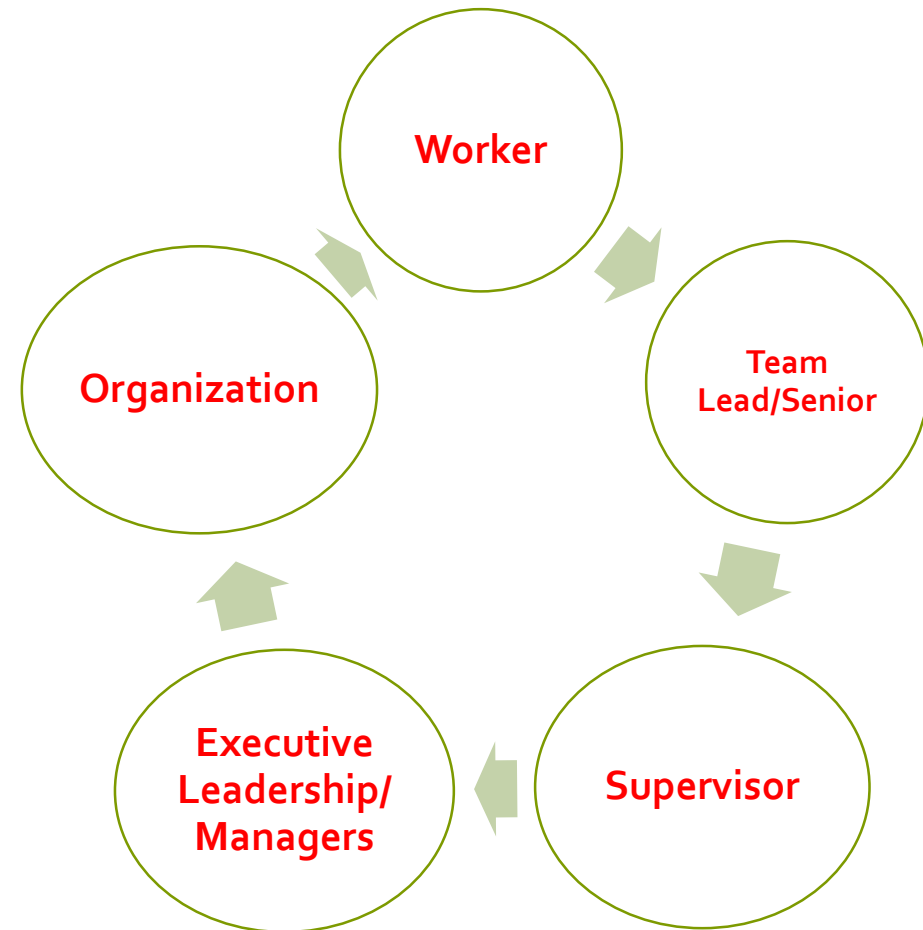




# Mitigating Compassion Fatigue is a Systematic Approach

## Organization Response

- Adequate Supervision
- Process Feelings
- Enhance Morale and Trust
- Work Place Support
- STS Training for Organizational Leaders
- Work Life Balance
- Eradicate Oppression
- Social and Cultural Oppression
- Diversity, Inequity and Inclusion



## Work Life Balance

What have you “not had the time or energy to do?”

How do you need to allot your time to live a balanced life?

What balance do you need to create in your life?



# Resources

[https://proqol.org/Compassion\\_Satisfaction.html](https://proqol.org/Compassion_Satisfaction.html)

<https://www.tandfonline.com/>

<https://www.nctsn.org/>

<https://www.tendacademy.ca/>