Overcome Compassion Fatigue and Burnout

Linda Sage MA Psychology, BA Ed(Hons)

Statement of the Problem: Compassion fatigue; puts healthcare workers & patients at risk. Everyday careworkers struggle to function in care giving environments that present heart wrenching emotional challenges.

Compassion Fatigue (CF) the profound emotional & physical erosion takes place when helpers cannot refuel & regenerate.

Helping professionals open their hearts & minds to clients/patients; this empathy makes helpers vulnerable to be profoundly affected & possibly damaged.

Burnout physical & emotional exhaustion; experienced when there is low job satisfaction, feeling powerless & overwhelmed.

Signs of CF & Burnout

overtaxed by work, showing similar symptoms to traumatized clients; difficulty concentrating, intrusive imagery, feeling discouraged, hopelessness, exhaustion, irritability, high attrition (helpers leaving) & negative, dispirited, cynical workers remaining in the field, boundary violations which affect the workplace & create a toxic environment.

Factors in CF & Burnout?

The individual: Life circumstances, coping style, personality type. Life stressors ie; taking care of both young children and aging parents, in addition to managing a heavy & complex workload. Helpers are not immune to pain in their own lives; they can be vulnerable to life changes such as divorce & addictions.

The Situation: Helpers often do work, others don't want to hear about; spend time caring for people who are not valued or understood in society, homeless, abused, incarcerated or chronically ill. The working environment is often stressful & fraught. The work is very stressful, clients/patients who are experiencing chronic crises, difficulty controlling their emotions, or who may not get better.

What can be done? Working in a healthy organization. Access to supportive, flexible management, reduction of trauma exposure, ongoing staff education. Timely, good quality supervision; reducing hours working directly with traumatized individuals. Personal strategies: strong social support, home & work; increased self-awareness regular self care.. Making life changes, prioritize personal health/wellness Develop stress resiliency skills





Recent Publications

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Biography

Linda Sage has her expertise & passion in improving personal psychological health &wellbeing. Her significant list of global clients, range from hospitals, educational institutions, prisons and corporate entities; throughout the UK, US, Europe & Middle East. In all caring environments the professionals are less likely to care for themselves; changing that mindset is at the core of Linda's message. It is possible to be, do & have everything you want, by helping others and looking after yourself. An international speaker, author, trainer & mentor, with decades of experience & knowledge, energize any event and attendees. Her simplified message of self-worth, instantly effects all levels of personnel, to achieve, do and be more with a positive frame of mind; demolishing the irrational fears, phobias, beliefs & habits that Compassion Fatigue can compound. Building a more resilient person provides the individual, employer and patient/client a much more competent and confident professional.

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Overcome Compassion Fatigue and Burnout
Linda Sage MA Psychology, BA Ed(Hons)

- **Statement of the Problem**: Compassion fatigue; puts educational workers & students at risk. Everyday educationalist struggle to function in educational environments that present multitudes of practical, cultural, emotional & often heart wrenching challenges.
- **Compassion Fatigue** (CF) the profound emotional & physical erosion takes place when educators cannot refuel & regenerate.
- Educational professionals open their hearts & minds to students; this empathy makes them vulnerable to be profoundly affected & possibly damaged.
- **Burnout** physical & emotional exhaustion; experienced when there is low job satisfaction, feeling powerless & overwhelmed.
- **Signs of CF & Burnout**
- overtaxed by work, showing similar symptoms to traumatized individuals; difficulty concentrating, intrusive imagery, feeling discouraged, hopelessness, exhaustion, irritability, high attrition (personnel leaving) & negative, dispirited, cynical workers remaining in the field, boundary violations which affect the workplace & create a toxic environment.
- **Factors in CF & Burnout?**
- **The individual**: Life circumstances, coping style, personality type. Life stressors ie; taking care of both young children and aging parents, in addition to managing a heavy & complex workload. Educators are not immune to pain in their own lives; they can be vulnerable to life changes such as divorce & addictions.
- **The Situation:** Educators often do work, others don't want to hear about; spend time caring for people who are not valued or understood in society, culturally suppressed, abused, incarcerated or chronically ill. The working environment is often stressful & fraught. The work is very stressful, students who are experiencing chronic crises, difficulty controlling their emotions, working hours/load affected by others.
- **What can be done?** Working in a healthy organization. Access to supportive, flexible management, reduction of trauma exposure, ongoing staff education. Timely, good quality supervision; reducing hours working directly with traumatized individuals. Personal strategies: strong social support, home & work; increased self- awareness, regular self care.. Making life changes, prioritize personal health/wellness Develop stress resiliency skills





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3. Reset Your Mindset for Success, (2017), E-Book, bit.ly/LSebook
4. Sol Times, (2005-2012) Weekly Newspaper Column, self development
5. Quesada 4 Quesada, (2005-2012), monthly magazine column, self development & effective communication

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