



## WSSFC 2022

### Quality of Life/Ethics Track – Session 4

# Compassion Fatigue

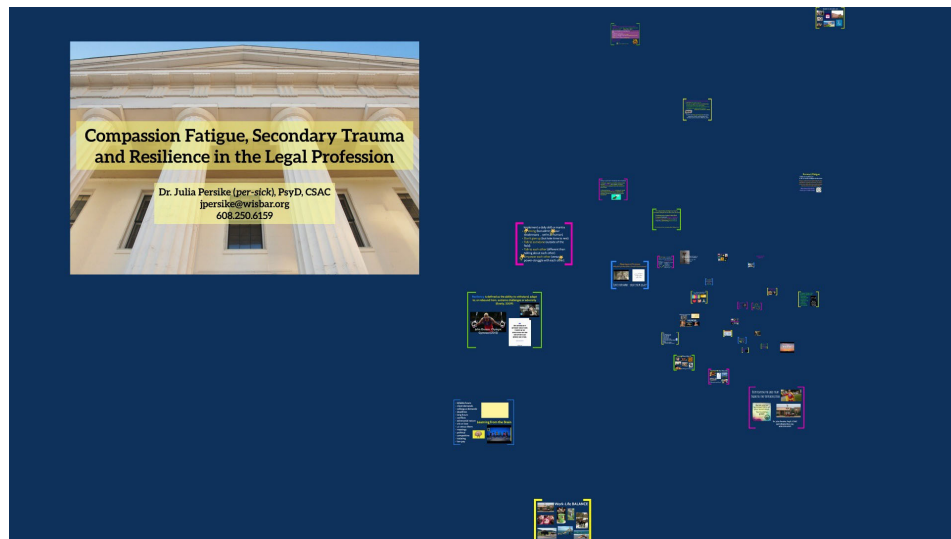
*Dr. Julia Persike*

**Materials were not submitted for this presentation in advance. Additional materials will be posted as handouts.**

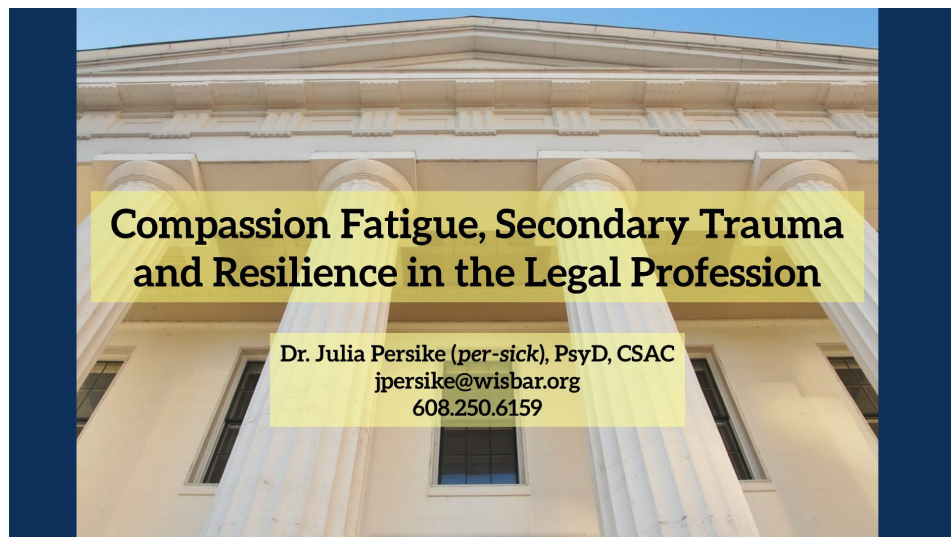
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## About the Presenter...

**Julia Persike** holds a doctorate degree in Psychology, a master's degree in Community Mental Health and Substance Use Disorders, and a bachelor's degree in Health and Wellness. She is also a licensed clinical substance abuse counselor. Her professional experiences include work as a case manager, adjunct instructor, psychologist-clinician, program coordinator, group facilitator, supervisor, and professional consultant. Julia conducted research on compassion fatigue and burnout while completing her doctorate dissertation. Julia is currently the senior lead instructor for Madison College in the State's Impaired Driving Program, a national presenter, and the Lawyers Assistance Program Manager for the Wisconsin State Bar.



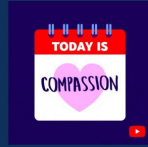
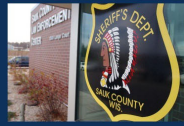
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1.

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2.

## JOURNEY TO THE DARK SIDE ...



3.

- billable hours
- client demands
- colleague demands
- deadlines
- long hours
- conflicts
- adversarial nature
- win or lose
- us versus them
- meetings
- political
- competitive
- isolating
- low pay

## Learning from the Brain



4.

Professional Burnout  
 Secondary Trauma (ST)  
 Vicarious Trauma (VT)  
 Compassion Fatigue (CF)  
 PTSD  
 Correctional Fatigue  
 Decision Fatigue  
 Pandemic Fatigue

5.

**Burnout ...**  
 a state of physical, emotional or mental exhaustion  
 combined with doubts about your competence and the  
 value of your work. (Mayo Clinic, 2017)

World Health Organization declared burnout a medical phenomenon (2019).

3 components to meet criteria:

1. feelings of energy depletion or **exhaustion**;
2. increased mental distance from one's job, **negativism or cynicism** related to one's job; and
3. **reduced** professional efficacy/**effectiveness**.

41% - unfair compensation  
 32% - unreasonable workload  
 32% - too much overtime  
 (Forbes, 2018)



Profession with Highest Burnout Rate?



6.

### Vicarious (experienced through others) Trauma ...

- similar to Secondary Trauma
- focuses on cognitive shifts in a professionals beliefs about humanity, safety, and relationships of empathetic engagement with individuals who experience life events

(Pearlman and McCann, 2005)

Stressed.

40-85% of helping professionals (therapists, counselors, nurses, social workers, etc.) develop trauma symptoms (Mathieu, 2012)

7.

Secondary Trauma Stress (STS) - also termed Compassion Fatigue - occurs when professionals begin to experience trauma symptoms as a result of their exposure to the pain and suffering of others ( Figley, 2002).



And we  our jobs!

8.

## Signs & Symptoms: PTSD

- Efforts to avoid thoughts
- Avoids activities
- Poor memory
- Anhedonia
- Feeling detached
- Feeling 'flat'
- Sense of a foreshortened future
- Flash-backs
- Difficulty with sleep
- Irritability
- Outbursts of anger
- Hypervigilance
- Difficulty concentrating
- Exaggerated startle response
- Intrusive thoughts



9.

## **CORRECTIONAL FATIGUE (SPINARIS, 2012)**

1. Correctional professionals work with involuntary clients.
2. Repeated exposure to a variety of potentially traumatic incidents.
3. Must maintain heightened levels of mental vigilance.
4. Have dual (and at times) conflicting responsibility for both offender rehabilitation and control.



10.

**Decision Fatigue** - the emotional and mental strain resulting from a burden of choices (Baumeister, social psychologist)

Symptoms:

1. Procrastination
2. Impulsivity
3. Avoidance
4. Indecision

**35,000 decisions/day**

Left unaddressed, can lead to

1. Irritability
2. Increased anxiety
3. Depression
4. Physical effects (headaches, muscle aches, and digestive issues)



11.

Doing our job well = increased risk of burnout

1. Evidence suggests we need to communicate/ act with **EMPATHY** when talking to clients/ colleagues (non-judgemental, put ourselves in their shoes)

2. Demonstrating **empathy** increases our risk of developing burnout because empathy is the pathway through which trauma is vicariously transferred.



12.



In the past 30 days, have you  
felt or experienced:

1. Apathy
2. "I don't care"
3. Indifference
4. Lack of interest
5. Boredom
6. Detachment
7. Passivity

Anyway

13.

In the past 30 days, have  
you felt or experienced:

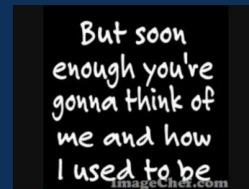
1. Anger
2. Rage
3. Frustration
4. Agitation
5. Disgruntlement
6. Dissatisfaction
7. Discontent

WE'RE NOT GONNA TAKE IT,  
NO, WE AIN'T GONNA TAKE  
IT!  
WE'RE NOT GONNA TAKE IT,  
ANYMORE!

14.

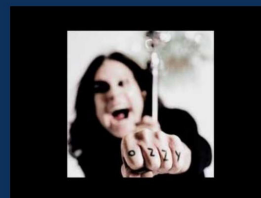
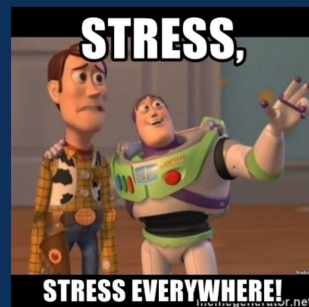
In the past 30 days, have you felt or experienced:

1. Exhaustion
2. Disconnected
3. Loneliness
4. Hopelessness
5. Isolation
6. Emptiness
7. Uncertainty



15.

In the past 30 days, have you felt so stressed that you couldn't keep up?



16.



17.



18.

→ Full Throttle



A little more can't hurt

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19.

Defensive Pessimism



THE WISDOM OF PESSIMISM



# HUMOR

WHEN YOU'RE AT WORK



I AM PRESENTLY EXPERIENCING LIFE AT A RATE OF SEVERAL WTF'S PER HOUR








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

20.

**gratitude:** count your blessings; the wins and the losses (builds strength)



**5 senses of gratitude**

				
SIGHT	HEARING	TOUCH	SMELL	TASTE

**The Power of Gratitude**


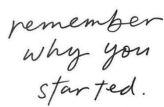



**THANK YOU!**

21.

**Meaning and Purpose:**  
Why did you become a Court Commissioner?

**LEAVE YOUR MARK - CREATE YOUR LEGACY**

22.

Resiliency is defined as the ability to withstand, adapt to, or rebound from, extreme challenges or adversity (Everly, 2009)



GRIT DEPENDS ON A DIFFERENT KIND OF HOPE. IT RESTS ON THE EXPECTATION THAT OUR OWN EFFORTS CAN IMPROVE OUR FUTURE.

Angela Duckworth, Grit





rekingz.com

23.



24.

Implement a daily skill or mantra

-  **Be strong** (but admit to  your weaknesses ... we're all human).
- **Don't give up** (but take time to rest).
- **Talk to someone** (outside of the field).
- **Talk to each other** (different than talking about each other).
-  **Empower each other** (versus  power-struggle with each other).

25.

**RECAP ...**

1. SELF-CARE STARTS WITH YOU.
2. CREATE A WELL-BEING PLAN.
3. PRACTICE GRATITUDE.
4. DEVELOP RESILIENCE.
5. MAINTAIN A SENSE OF HUMOR.
6. CREATE REALISTIC EXPECTATIONS (DEFENSIVE PESSIMISM).
7. REMEMBER WHY YOU STARTED.
8. CALL DR. JULIA AT WISLAP 608-250-6159



26.

KEEP FIGHTING THE GOOD FIGHT  
THANK YOU FOR YOUR DEDICATION



So far you've  
survived 100% of  
your worst days.  
You're doing  
great!



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