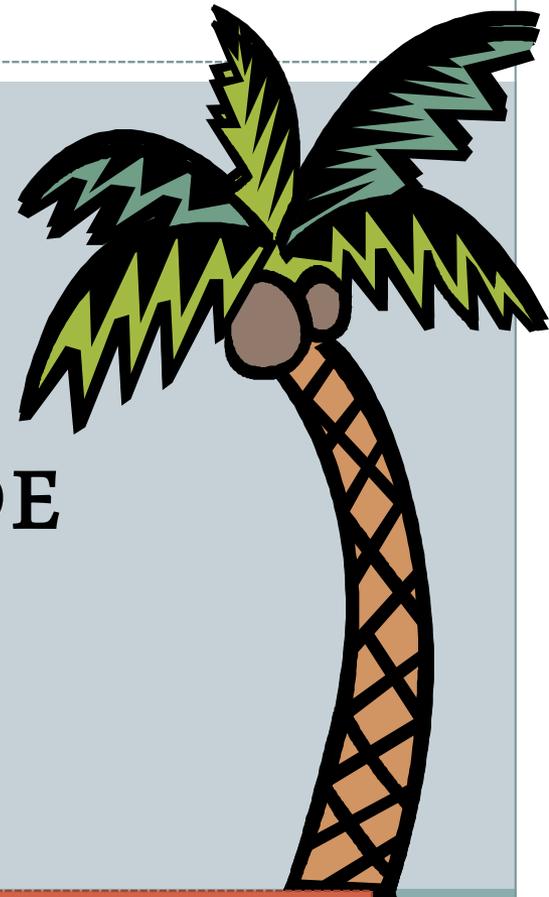
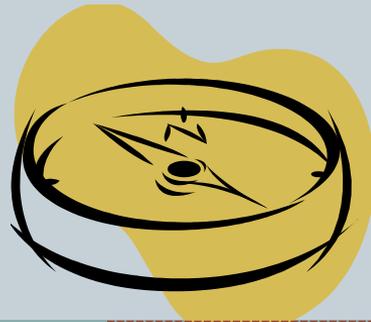


Emotional Self Care in the Workplace



A SURVIVOR'S GUIDE



Karen "Robbie" DeSantis MSW CRT CFT



Disclosure Statement of Financial Interest



I, Karen DeSantis Msw CRT DO NOT have a financial interest/arrangement or affiliation with one or more organizations that could be perceived as a real or apparent conflict of interest in the context of the subject of this presentation.

sympathy
suffering
another
empathy
feeling
pain
person
alleviate
state
desire
another
sense
interconnectedness
social
lessen
clarity
empathy
possible
awareness
feeling

heart
others
necessary
reduce
without
cornerstone
need
appreciation
lead
often
toward
sustained
feel
accompany
non-judgment
sharp
total
eliminate
strive
deep
simply
also
strong
help
confused
oneself
capacities
determination
possible
awareness
feeling

humanism
emotional
state
oneself
capacities
determination
possible
awareness
feeling

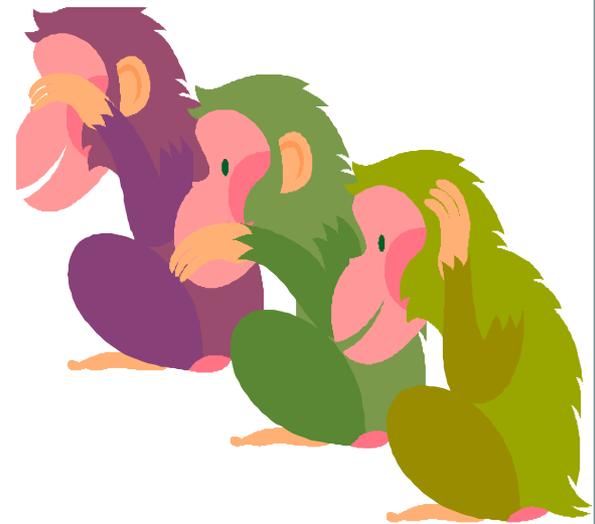
misfortune
interconnectedness
whatever
regarded
social
lessen
clarity
empathy
possible
awareness
feeling



Compassion Fatigue Burn Out

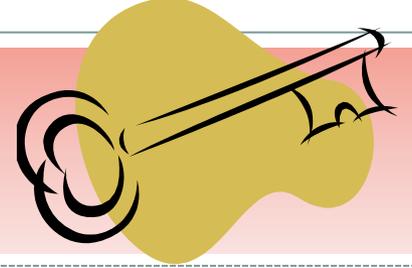
10,000 EMPLOYEES =
3200

1 OUT OF 3
IN THIS ROOM
X



- 
1. Describe Compassion Fatigue and Burn Out
 2. Recognize Symptoms
 3. Self Care Plan

Key Terms



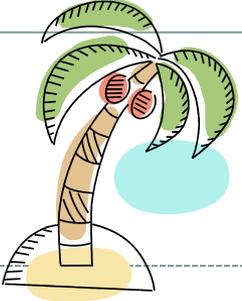
Compassion Fatigue

- Caregiver effects following exposure to another's trauma
- Acutely victimizes empathetic caregivers.
- Unchecked, caregivers become vulnerable to a variety of stress related disorders

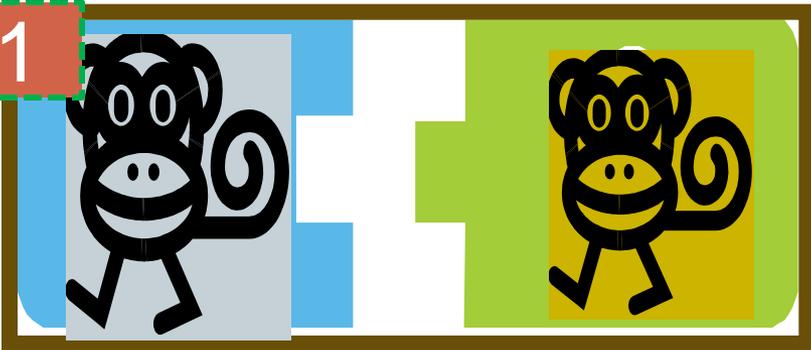
Burnout

- Prolonged primary contact with others' emotional and/or physical trauma constitutes the major part of one's responsibilities.
- Develops gradually, persists over a long period of time

Four Possibilities

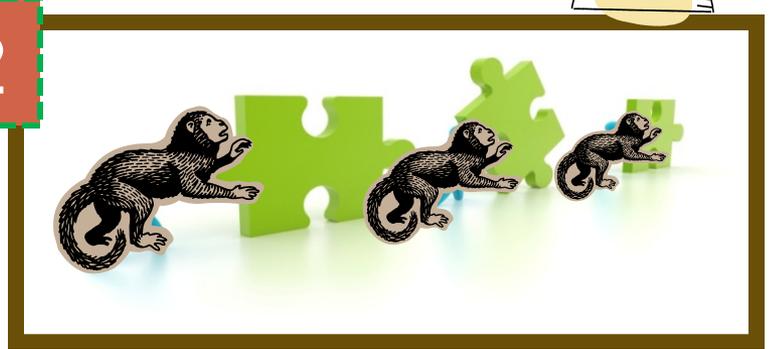


1



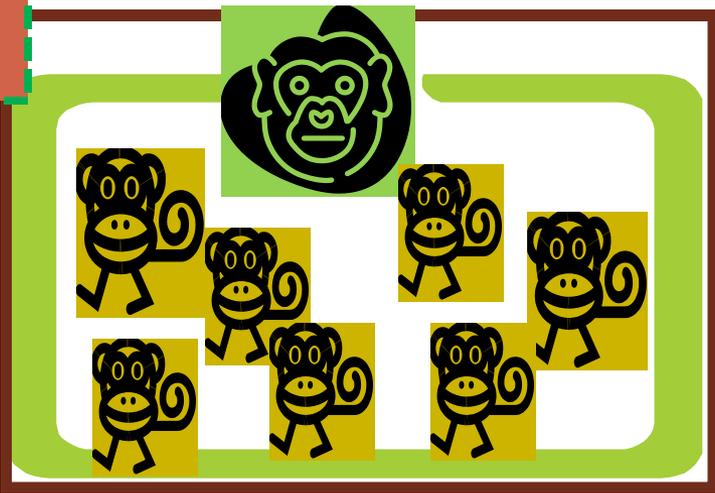
You Don't Have It

2



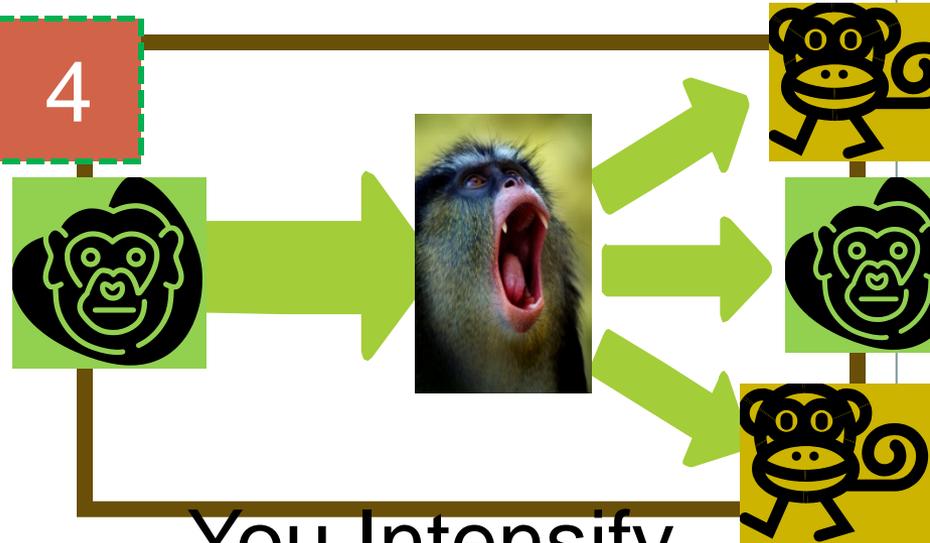
Headed there

3



You Have It

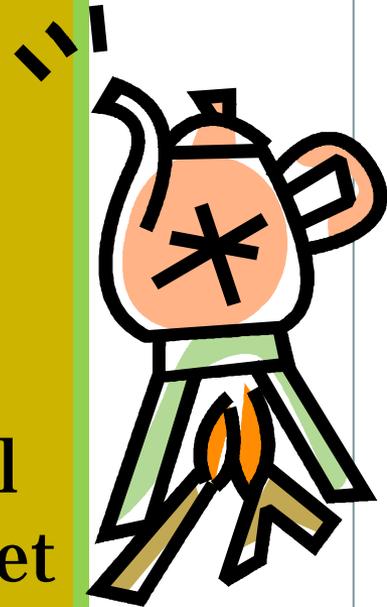
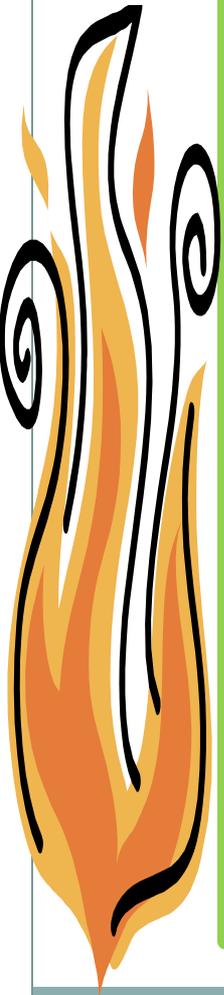
4



You Intensify

When I try to describe my experience to someone else, I use the analogy of a teapot.....

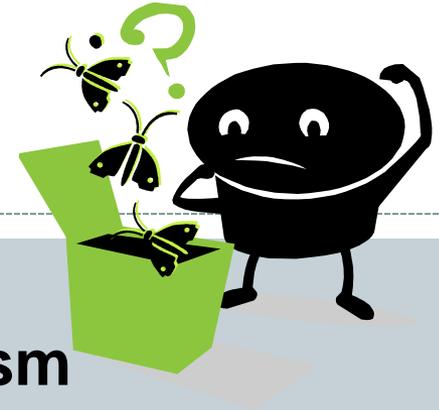
Just like a teapot, I was on fire, with water boiling-working hard to handle problems and do good. But after several years, the water had boiled away, and yet I was still on the fire—a burned out teapot in danger of cracking.







Signs & Symptoms

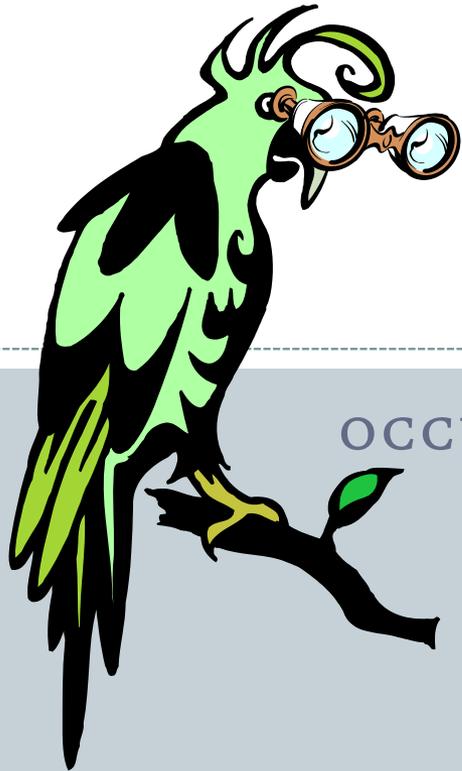


- Low morale
- Low motivation
- Mistakes
- Avoiding tasks
- Obsession about details
- Apathy
- Negativity
- Lack of appreciation
- Poor work commitments
- Staff conflicts



- Tardiness
- Absenteeism
- Exhaustion
- Irritability
- Withdrawn from colleagues
- Resist change
- Disruptive
- Toxic gossip
- Hostile
- FMLA

What's Happened in Healthcare?



OCCUPATIONAL HEALTH AND SAFETY ACT

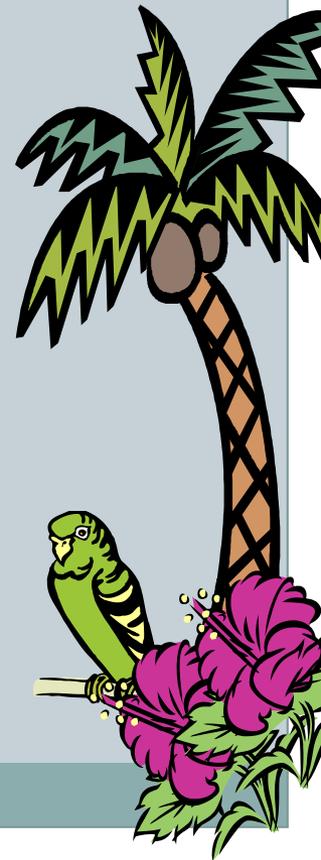
1970

APA TASK FORCE (1976)



INSURANCE DRDG

MEDICAID REIMBURSEMENT



Managing Your R(response) Factor



Managing the R Factor



Skills

that give you
the ability to deal more
effectively with events that
deplete you.





Manage the **R**
Factor

Life is a constant flow of events. But success is not determined by the events you experience but rather by how you respond.



$$E + R = O$$

(event)

(response)

(outcome)

You don't control
events,
just your response.

The Power of Focus: the R Factor



Stories
Mental
images
Self-talk



Emotional response



What you say
What you do

YOU ARE THE AUTHOR OF THE STORIES AND
MENTAL IMAGES THAT CREATE YOUR FEELINGS.

WHEN YOU CHOOSE YOUR FOCUS,
YOU CHOOSE YOUR FEELINGS.



"The One I Feed"



A Native American grandfather was talking to his grandson about self-control.

"I feel as if I have two wolves fighting in my heart. One wolf is the vengeful, angry, violent one. The other wolf is the loving, compassionate one."

The grandson asked him, "Which wolf will win the fight in your heart?" The grandfather answered, "The one I feed."



Wellness

Body



Mind



Others



Spirit



You Cannot Give What You Do Not Have

Compassion
Fatigue

