

CMHA Waterloo Wellington Dufferin

Compassion Satisfaction

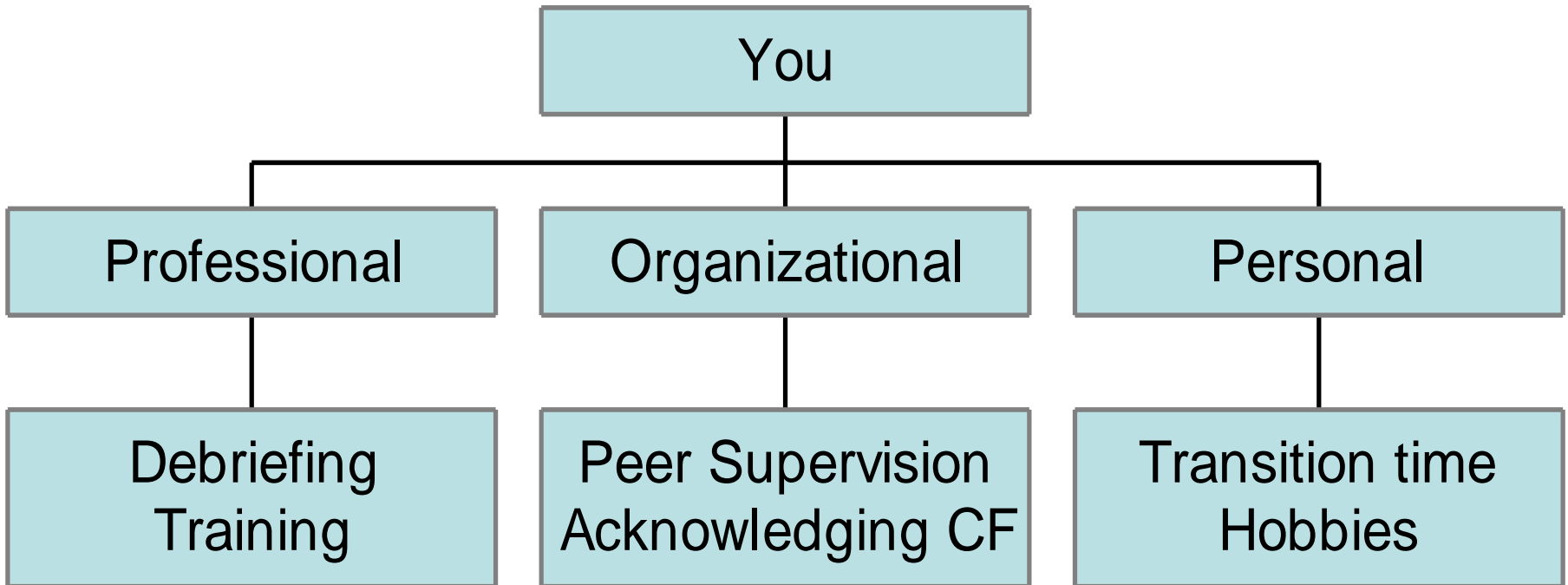
Presenter: Sandra Parkinson

Compassion Satisfaction is about...

- **Deriving pleasure from being able to do your work well**
- **Feeling good about helping others through what you do**
- **Feeling positive about your colleagues and your work setting**
- **Your ability to contribute to the greater good of society**

From the ProQOL screening tool

Addressing CF: Strategies



What works to address Compassion Fatigue?

- 1) Resiliency Skills**
- 2) Skills Acquisition**
- 3) Self Care**
- 4) Internal Conflicts**
- 5) Connection with Others**

Source: Baranowsky and Gentry

Resiliency is about...

- **A combination of skills and positive attributes that people gain from their life experiences and relationships**
- **Attributes that help solve problems, cope with challenges and support us to bounce back from disappointments and challenges**

Workplace Resiliency

- ✓ **Relationships**
- ✓ **Emotional Intelligence**
 - ✓ **Competence**
 - ✓ **Optimism**
 - ✓ **Coping Skills**

The Resiliency Quiz

Resilience has been identified as one of the key areas to help support compassion satisfaction.

Building resilience is a process, not a trait and we can learn how to strengthen our own.

Source: Nan Henderson www.resiliency.com

Resiliency-building Activities

Regulating your internal levels of stress through:

- ✓ **Daily meditation**
- ✓ **Relaxation training**
- ✓ **Controlled breathing**
 - ✓ **Visualization**
 - ✓ **Body awareness**

Visualization



www.womentowomen.com/fatigueandstress/deepbreathing.aspx

Practicing Self Compassion

- **Cultivate mindful awareness**
- **Pay attention to the present**
- **Notice when your thoughts drift into criticism**
- **Being less self judgemental**
- **Recognize that life can be difficult sometimes...**
- **Repeat positive affirmations**

Self Compassion Resources

- **Dr. Kristen Neff**
www.mindfulcompassion.org
- **Dr. Christopher Germer**
www.mindfulselfcompassion.org
- **Dr. Paul Gilbert**
www.compassionatemind.co.uk

Creating an Atmosphere for Organizational Self-Care

Three Essential Requirements:

- 1) Value People**
- 2) Reward New Ideas**
- 3) Foster Leadership**

Source: Clarissa Chandler workshop 'Healing Organizations'



The antidote to despair is when each of us can construct something meaningful in our lives personally and professionally.

What does that look like for you?

Optimism & Inspiration

To counter balance things in our day that deplete our energy.

Words that inspire...



What keeps you going and sustains you as a person and a professional, given the challenges of the work?

Source of Risk / Promotes Resiliency



- **Workload**
- **Nature of the work**
- **Nature of the group**
- **Exposure to trauma material**
- **Supervision**
- **Supportive working environment**
- **Training and professional history**

Reconnecting with the Rewards of your Work



Those who experience their work as valuable and rewarding gain protection from the effects of compassion fatigue.

Daily Reminder Tool

**To strengthen
your resiliency
and increase the
positive aspects
of helping**



www.proqol.org/Helper_Pocket_Card

Supporting Compassion Satisfaction

“A Personal Testimonial”

- **My employer engages in...**
- **I am personally responsible for...**
- **My own pledge...**

Making a Commitment to Change



**Can you
think of one
thing you
could do
differently?**

A Final Thought to Share...



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Any Questions?

Need more information?