



Managing Compassion Fatigue: The Power of Mindfulness with Purpose, Presence and Peace

Pittsburgh Association for the Education of Young Children

Unconference October 10, 2017

Pittsburgh, PA

+ Today's Theme



*Managing Compassion Fatigue: The
Power of Mindfulness with Purpose,
Presence and Peace*

+ Today's Theme



Definition of Mindfulness: the quality or state of being mindful; the practice of maintaining a nonjudgmental state of heightened or complete awareness of one's thoughts, emotions, or experiences on a moment-to-moment basis



PURPOSE



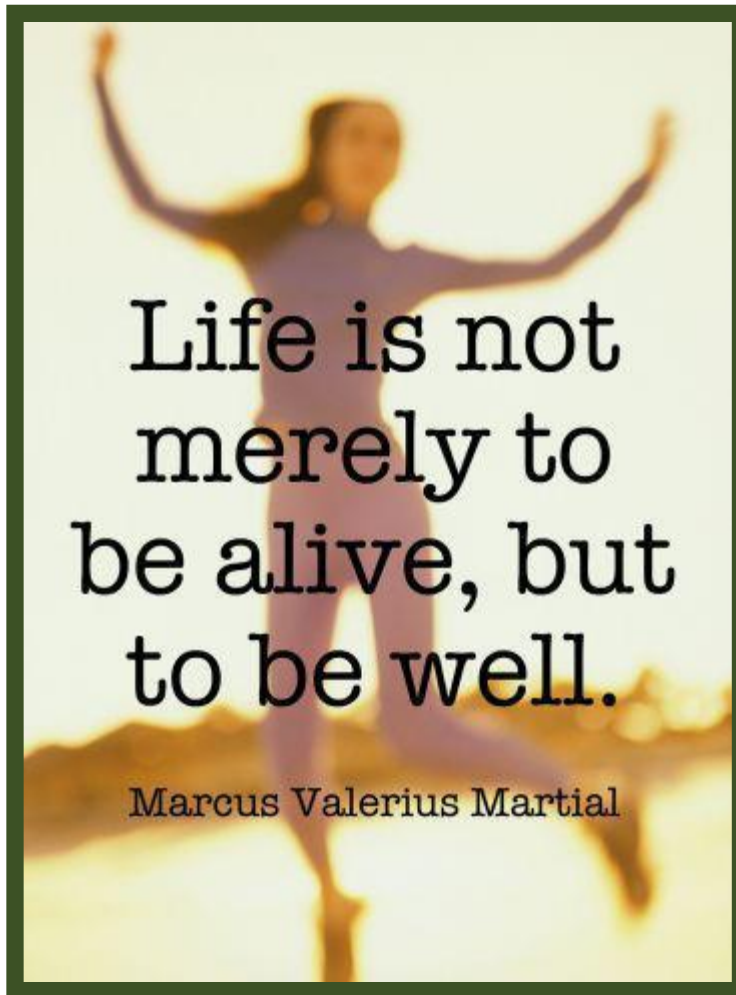
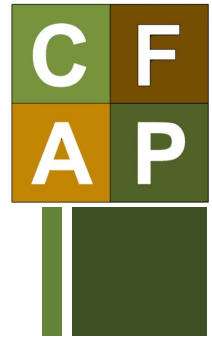
Purpose: An intended or desired result, determination, resolve, goal. *Webster's Dictionary*



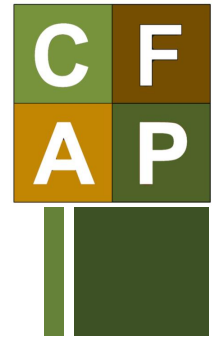
+ Having a Rough Day?

Place your hand over your heart.
Feel that?
That's called Purpose.
You're alive for a reason.
Don't ever give up.

+ What is the Purpose?



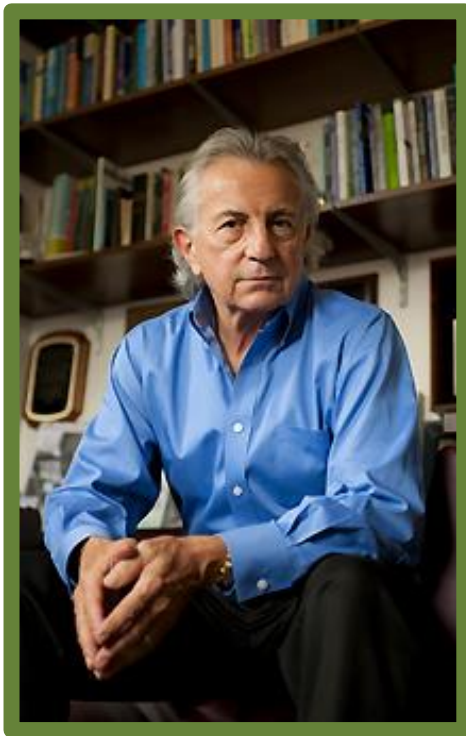
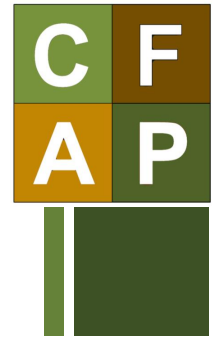
+ What is the Purpose?



The ultimate purpose in creating **healthy caregivers** is so we can master the art of resiliency and return quickly to high-functioning behaviors after enduring a traumatic event or incident.



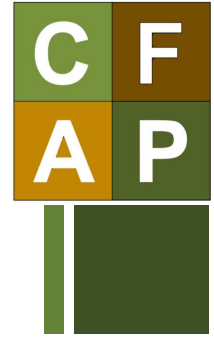
What is Compassion Fatigue?



“Compassion Fatigue is a state experienced by those helping people or animals in distress; it is an extreme state of tension and preoccupation with the suffering of those being helped to the degree that it can create a secondary traumatic stress for the helper.”

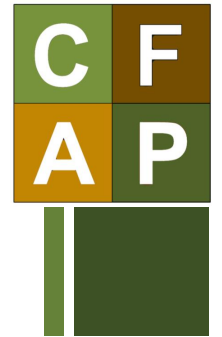
Dr. Charles Figley
Professor, Paul Henry Kurzweg Distinguished Chair
Director, Tulane Traumatology Institute
Tulane University, New Orleans

+ What is Compassion Fatigue?



Compassion Fatigue is a combination of physical, emotional, and spiritual depletion associated with the trauma-related work we do where people are in significant emotional pain and/or physical distress.

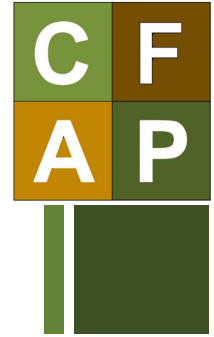
+ What is Compassion Fatigue?



“I just want to be left alone. There is always someone wanting something from me and I have nothing left to give.”

- Carole M. / Social Worker

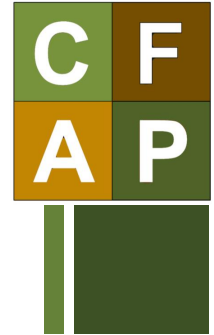
+ What is Compassion Fatigue?



“Every time I hear the bell go off, my pulse races, my heart beats so fast I think it’s going to jump out of my chest. I try to breathe deeply to calm myself down, but I can’t even catch my breath.”

- Ken W. / 30-Year Firefighter Veteran

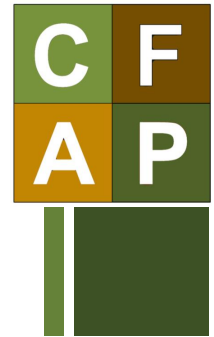
+ What is Compassion Fatigue?



“I’m getting to the point where I don’t even want to go to sleep at night. I see images of the day that both frighten and upset me – almost every night.”

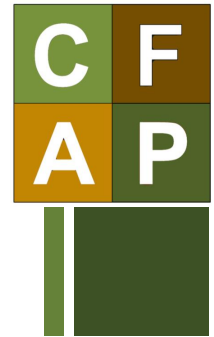
- Graciela V. / ER Nurse

+ What are the Symptoms?



- Isolation
- Emotional outbursts
- Sadness, apathy
- Impulse to rescue anyone in need
- Persistent physical ailments
- Substance abuse
- Hypervigilance, hyperarousal
- Recurring nightmares or flashbacks
- Excessive complaints about colleagues, management, and/or those being helped

+ What are the Causes?



Other-Directedness: Putting the needs of others before our own

Providing service to others w/stress & work-related trauma

Lack of personal and/or professional coping skills

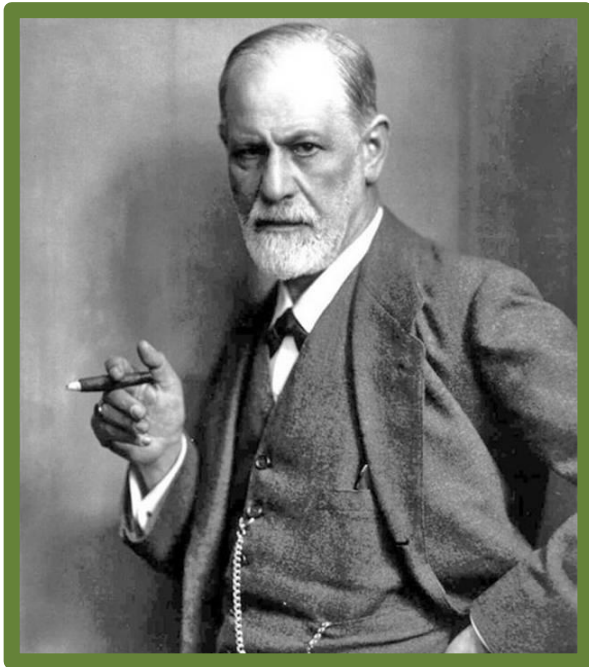
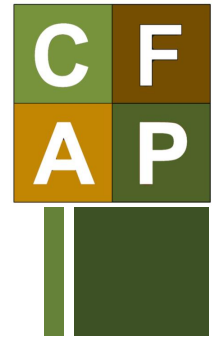
Lack of personal boundaries

Overdeveloped sense of responsibility

Practice of minimizing traumatic events

History of unresolved childhood trauma

+ What is the Outcome?



“Unexpressed emotions will never die.

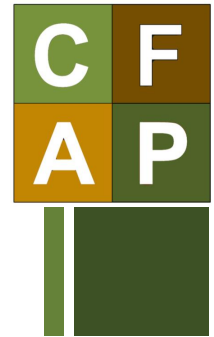
They are buried alive and will come forth later in uglier ways.”

Sigmund Freud

+ One Outcome of Stress



+ On the Job Stresses



<p>Stress is about being anxious: work-related overload, too much</p>	<p>Burnout is about being worn out: work-related hopelessness and feelings of inefficacy, too little</p>
<p>PTSD is a primary stress disorder: work-related exposure to extreme or traumatic events</p>	<p>STS is a secondary stress disorder: Work-related secondary exposure to extreme or traumatic events involving people or animals</p>



Stresses in Early Education Today



- Job requires high level of aptitude, sacrifice, education
- High levels of responsibility
- No room for mistakes
- Inability of early childhood educators to seek help
- Public perception – glorified babysitters
- Ever changing societal directives
- Long hours
- High parent demands
- Chronic emotional trauma on the job
- Severity of caseload
- Working with the public
- Providing care with burnout

Source: Mental Health Daily

+ Factors in Job Burnout



- Lack of control
- Unclear job expectations
- Dysfunctional workplace dynamics
- Poor job fit
- Extremes in activity
- Lack of public's support
- Work-Life imbalance
- Inability to transition in a healthy manner

Source: Mayo Clinic



Outcomes of Early Childhood Education Stress



- ✓ High levels of Compassion Fatigue
- ✓ Low levels of Compassion Satisfaction
- ✓ High incidents of depression and job burnout
- ✓ Highly trained professionals leave the field
- ✓ Poor outcomes due to lack of motivation and loss of interest
- ✓ Inability to create a work/life balance
- ✓ Lack of a healthy support system



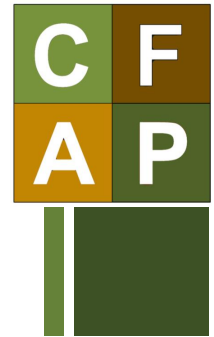
PRESENCE



- Presence: The fact or state of being present; self-assured confidence, poise, awareness. *Webster's Dictionary*



+ What is Presence?



Managing Your Stress

- ✓ Identify your source(s) of stress
- ✓ Educate yourself about the effects of stress on YOUR body, mind and spirit
- ✓ Identify unhealthy coping methods
- ✓ Adopt healthy coping mechanisms
- ✓ Tighten your personal boundaries
- ✓ Practice empathic discernment

+ What is Presence?

Learn to protect yourself on and off the job...



+ What is Presence?



**Increasing your capacity for
vulnerability.**

+ What is Presence?



“I define vulnerability as uncertainty, risk and emotional exposure.”

- Dr. Brené Brown

Source: *Daring Greatly* by Brené Brown, Ph.D.



What does Presence bring to the Workplace?



- Builds trust & transparency
- Allows a full range of human emotions
- Encourages productive team building
- Leads to solutions to challenges
- Promotes healing
- Increases authentic interactions with the children in your care
- Raises Compassion Satisfaction levels

+ Presence and Compassion Satisfaction



“Compassion Satisfaction is the pleasure we derive from doing the caregiving work we do. Higher levels of Compassion Satisfaction lead to becoming healthier, more resilient caregivers.”

Source: Dr. Beth Hudnall Stamm

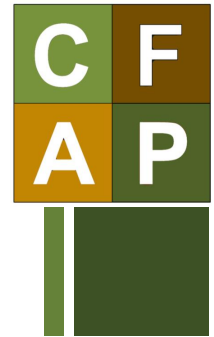


What is Compassion Satisfaction?



- Pleasure & satisfaction derived from working in an early childhood environment
- Compassion Satisfaction may be related to:
 - Creating a loving and caring environment for the children
 - Working for your organization
 - Working with dedicated colleagues
 - Working as an effective team
 - Supervising and directing positive outcomes
 - Developing high levels of staff and community satisfaction

+ What is Organizational CF?



Organizational Compassion Fatigue exists when a high percentage of staff exhibit elevated levels of Compassion Fatigue. This leads to a loss of meaning of the organization's mission. Dysfunction seeps into the processes and procedures that keep the organization focused, productive and healthy.



What are the Symptoms of Organizational CF?



- High absenteeism
- Elevated rate of Workers Comp Claims
- Lack of flexibility
- Tendency to break rules
- “Us versus Them” mentality
- Strong reluctance to change
- Lack of vision for the future
- Undermining the mission of the organization

+ PAEYC Mission Statement



- The Pittsburgh Association for the Education of Young Children works to support high-quality care and education for young children from birth until age nine across 10 counties in southwestern Pennsylvania. PAEYC provides professional development, community resources and **advocacy** for the needs and rights of children, their families and the individuals who work with them.



3 Steps to Advocacy – Communicating the Value of Early Childhood Education



- Seek out positive press – assign a staff member to connect with local newspaper and social media sites and tell your stories.
- Be visible in your community – march in parades, write letters to the editor, set up a booth in your local, county and state activities. Write legislators in support of funding.
- Empower yourselves – speak up about what you do among family/friends/neighbors, present a positive image of the early childhood profession, continue to grow your education.

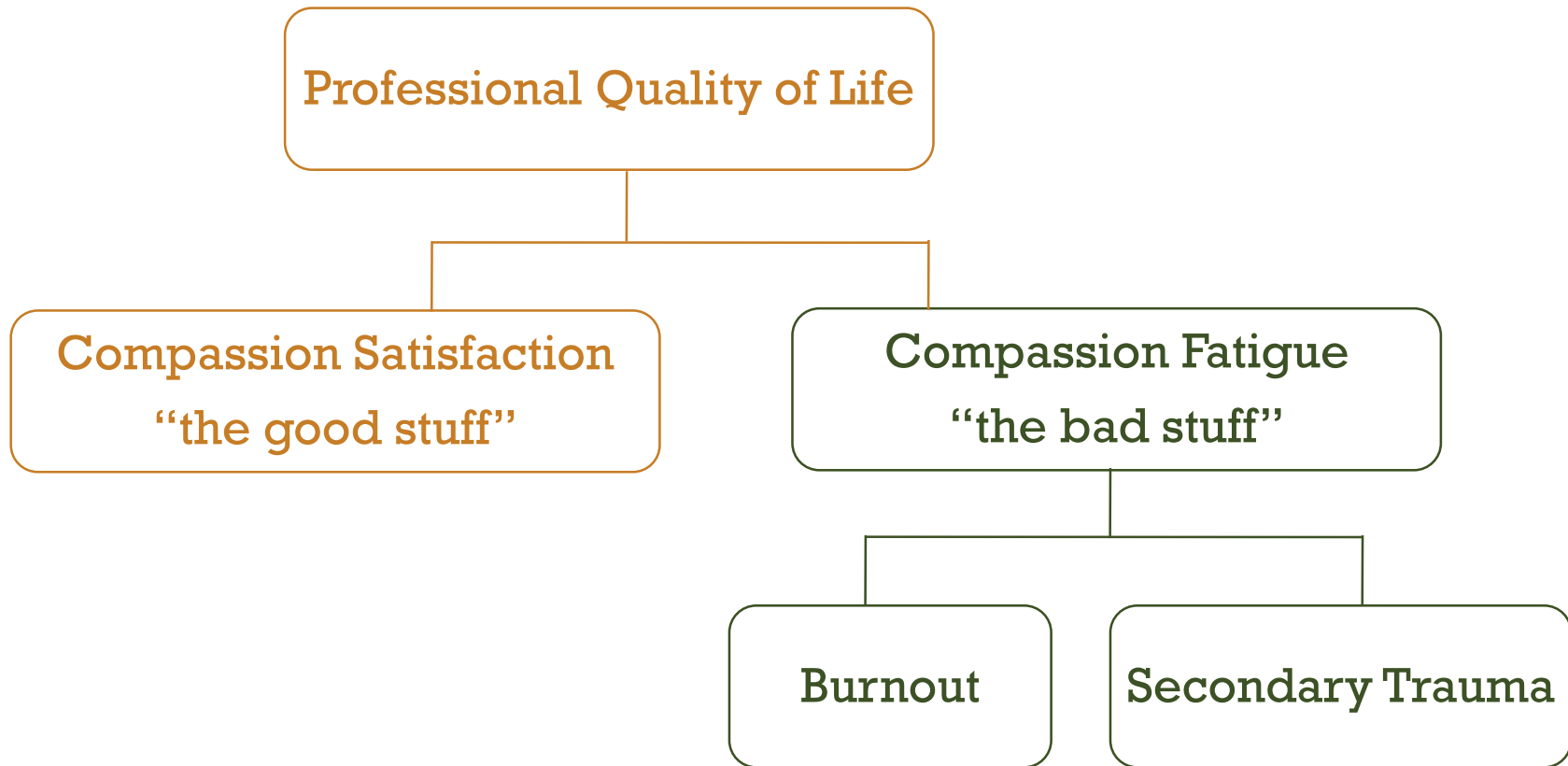
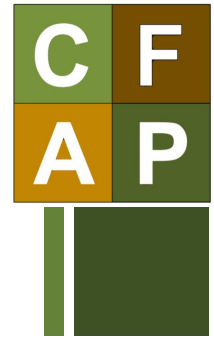


Staff Presence in the Workplace



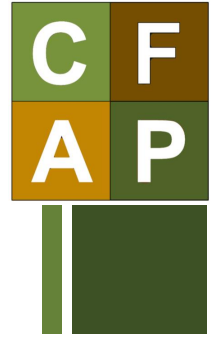
- ✓ Create balance between work, relationships & “me-time”
- ✓ Practice authentic, sustainable self-care daily
- ✓ Build a healthy support system
- ✓ Stay in the complexity of the crisis situation – practice mindfulness
- ✓ Simplify your life
- ✓ Strengthen resiliency coping skills
- ✓ Create a Personal Mission Statement & Self-Care Plan (DOT)
- Take the Professional Quality of Life Self-Test regularly

+ Professional Quality of Life





PEACE



Peace: A state of harmony, the absence of hostility, freedom from disquieting feelings and thoughts, serenity. *Webster's Dictionary*



+ Creating a Self-Care Plan

- Get to know YOU
- Write a Personal Mission Statement
- Write ONE measurable, accountable goal**

**DOT

+ Personal Mission Statement



Your Words to Live By:

- Love is all I need
- Humor will see me through
- Wake up daily with a grateful heart
- I will live my life with grace and ease
- Start slow and taper off

+ Set One Measurable, Accountable Goal



- I will go to the gym Monday, Wednesday and Friday for 45 minutes
- I will take a nutrition class this spring and apply what I learn to my daily diet
- I will lose 10 lbs in 3 months by keeping my calorie intake at 1500 calories daily

Hold yourself accountable!



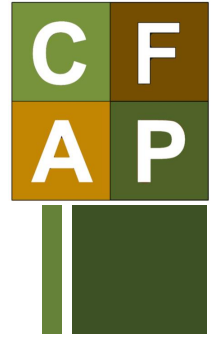
On-the-Spot Self Care Practices



- Breathe deeply
- Laugh
- Journal
- Take a brisk walk
- Stretch
- Strike a Yoga pose
- Doodle
- Eat a nutritious snack
- Practice Letting Go ritual
- Meditate/pray
- Read a favorite quote or Mission statement
- Listen to music
- Use technology to your benefit



Six Steps to Creating a Culture of Peace



1. Build Resiliency

2. Cultivate Compassion

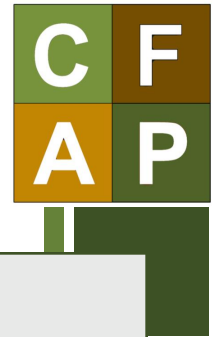
3. Improve Coping &
Communication Skills

4. Support Your Colleagues


5. Embrace Self-Confidence

6. Manage Change

+ Ten Words to Live By



Mindfulness	The ability to be fully present
Purpose	Intended, desired result; determination, goal
Presence	Self-assured confidence, poise, awareness
Compassion Fatigue	Secondary traumatic stress
Compassion Satisfaction	The pleasure we derive from caregiving work
Resiliency	Ability to bounce back after a traumatic event
Vulnerability	Being fully open to a wide range of emotions
Empathy	Opening our hearts to the pain & suffering of others
Compassion	Upon seeing suffering we are moved to act
Peace	Lack of hostility, state of harmony & serenity



“Hello babies. Welcome to Earth. It’s hot in the summer and cold in the winter. It’s round and wet and crowded. At the outside, babies, you’ve got about a hundred years here. There’s only one rule that I know of, babies – God damn it, you’ve got to be kind.”

Kurt Vonnegut
God Bless You, Mr. Rosewater

+ What Kindness Doesn't Look Like...



+ What Kindness Does Look Like...



+ And this...



+ And this...



+ And this...



+ And this...



+ And this...



+ And this...

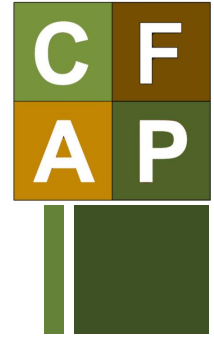


+ And this...



**I admire people
Who barely have anything but share it nevertheless.**

+ True Heroism...



“True heroism is remarkably sober, very undramatic. It is not the urge to surpass all others at whatever cost, but the urge to serve others at whatever cost.”

- Arthur Ashe



RESOURCES

- www.compassionfatigue.org
- www.healthycaregiving.com
- www.facebook.com/compassionfatigue
- www.tedxsanjuanisland.com/2016/
- www.proqol.org
- www.judithorloff.com
- www.brenebrown.com
- www.greatergood.berkeley.edu





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