

# STAFF WELLNESS & HEALTH BOOSTER SESSION

## COMPASSION: KINDNESS TO SELF & OTHERS

May 2022



be resilient.

COMPASSION

COMPASSION



# COMPASSION FATIGUE

## What is it?

“Compassion fatigue is the cost of caring for others or for their emotional pain, resulting from the desire to help relieve the suffering of others. It is also known as vicarious or secondary trauma, referencing the way that other people’s trauma can become their own”

<https://www.cma.ca/physician-wellness-hub/content/compassion-fatigue#:~:text=What%20is%20compassion%20fatigue%3F,trauma%20can%20become%20their%20own.>

- **feelings of helplessness and powerlessness in the face of human suffering**
- **reduced feelings of empathy and sensitivity**
- **feeling overwhelmed and exhausted by work demands**
- **feeling detached, numb and emotionally disconnected**
- **loss of interest in activities you used to enjoy**
- **increased anxiety, sadness, anger and irritability**
- **difficulty concentrating and making decisions**
- **difficulty sleeping and sleep disturbances like nightmares**
- **physical symptoms like headaches, nausea, upset stomach and dizziness**
- **increased conflict in personal relationships**
- **neglect of your own self-care**
- **withdrawal and self-isolation**
- **an increase in substance use as a form of self-medication**

# COMPASSION FATIGUE VS. BURNOUT

## Differences between compassion fatigue and burnout

There are four major differences between compassion fatigue and burnout.

- 1 Compassion fatigue is caused by the exposure of traumatic material. Burnout is caused by work-related attributes such as the job, coworkers, one's supervisor and poor work culture.
- 2 Compassion fatigue has a rapid onset and can be felt after the first experience of absorbing one's traumatic material. Burnout emerges gradually over time as the work-related attributes such as too much paperwork, lack of resources, and long shifts, pile up.
- 3 Compassion fatigue is a term that describes the impact of helping others. Burnout is a term that describes the impact of a stressful workplace.
- 4 Compassion fatigue has a quicker recovery time than burnout, if managed early. Burnout has a longer recovery time.

# FUNCTIONING – WARNING CUES

## ATTENDANCE – CUES

- Tardiness
- Extended Lunchtime
- Misuse of Leave
- Absenteeism Patterns (e.g., Monday, Fridays)
- Absenteeism ‘on the job’
- Unscheduled Leave
- Punctuality (-)

## PERFORMANCE - CUES

- Missing Deadlines, Needing Excess Time
- Quality of Work is Inconsistent
- Work Quality Below Expectations/Norm
- Difficulty Following Instructions, Procedures
- Forgetful, Absent-minded, Concentration (-)
- Excessive Job Accidents
- Unable to Learn From Mistakes
- Unable to Care About Job Quality
- Losing Temper

## BEHAVIOUR – CUES

- Verbal and Physical Threats
- Uncooperative, Defensive, Suspicious
- Disrespectful, Insubordinate
- Mood Swings, Irritable
- Using/Possessing Substances at Work
- Sleeping on the Job
- Altering Records
- Harassment of Others
- Complaints From Co-workers
- Isolation From Others

## PHYSICAL – CUES

- Fatigued, Exhaustion
- Untidy
- Changes in Appearance
- Sleepiness
- Frequent Illness
- Inflamed Eyes, Flushed Face
- Intoxicated/Hungover
- Shakiness/Tremors

## YOUR COMPASS – SELF COMPASSION



All the things that are important to you; your values, priorities, vision, passion, motivations, joy, love.

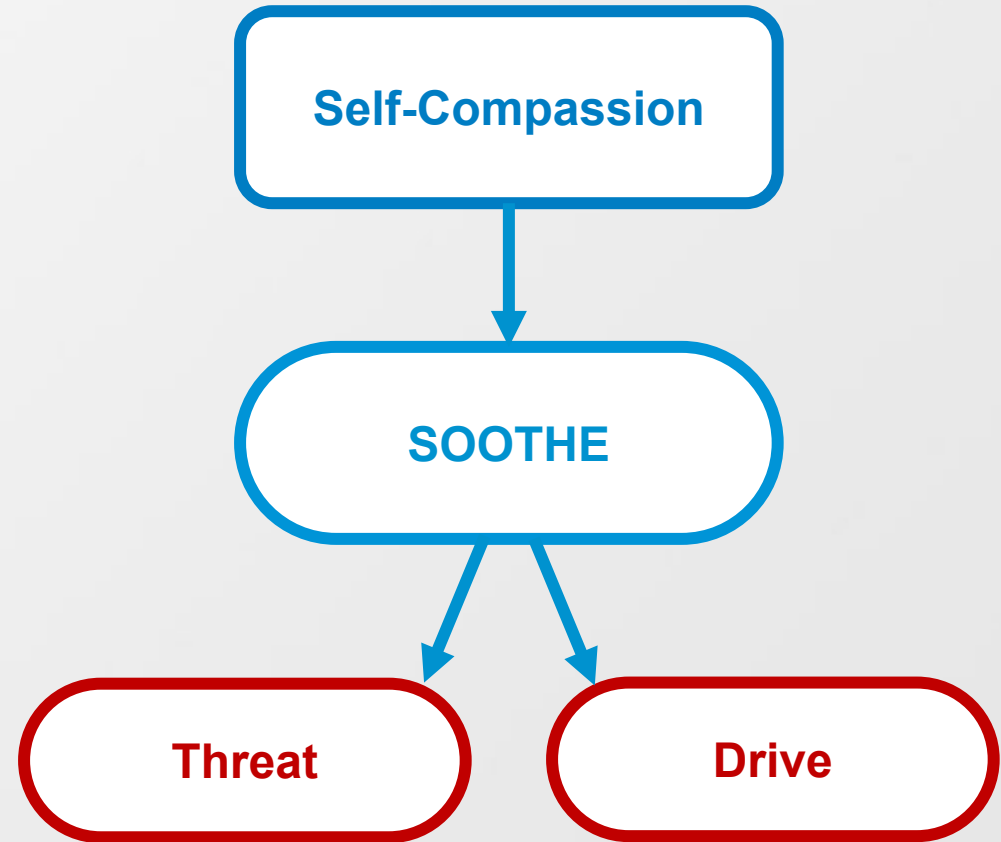
Your internal compass guides you through life. It is based on all that matters to you; what you cherish most. It attends to your physical, emotional, intellectual, spiritual and social needs.

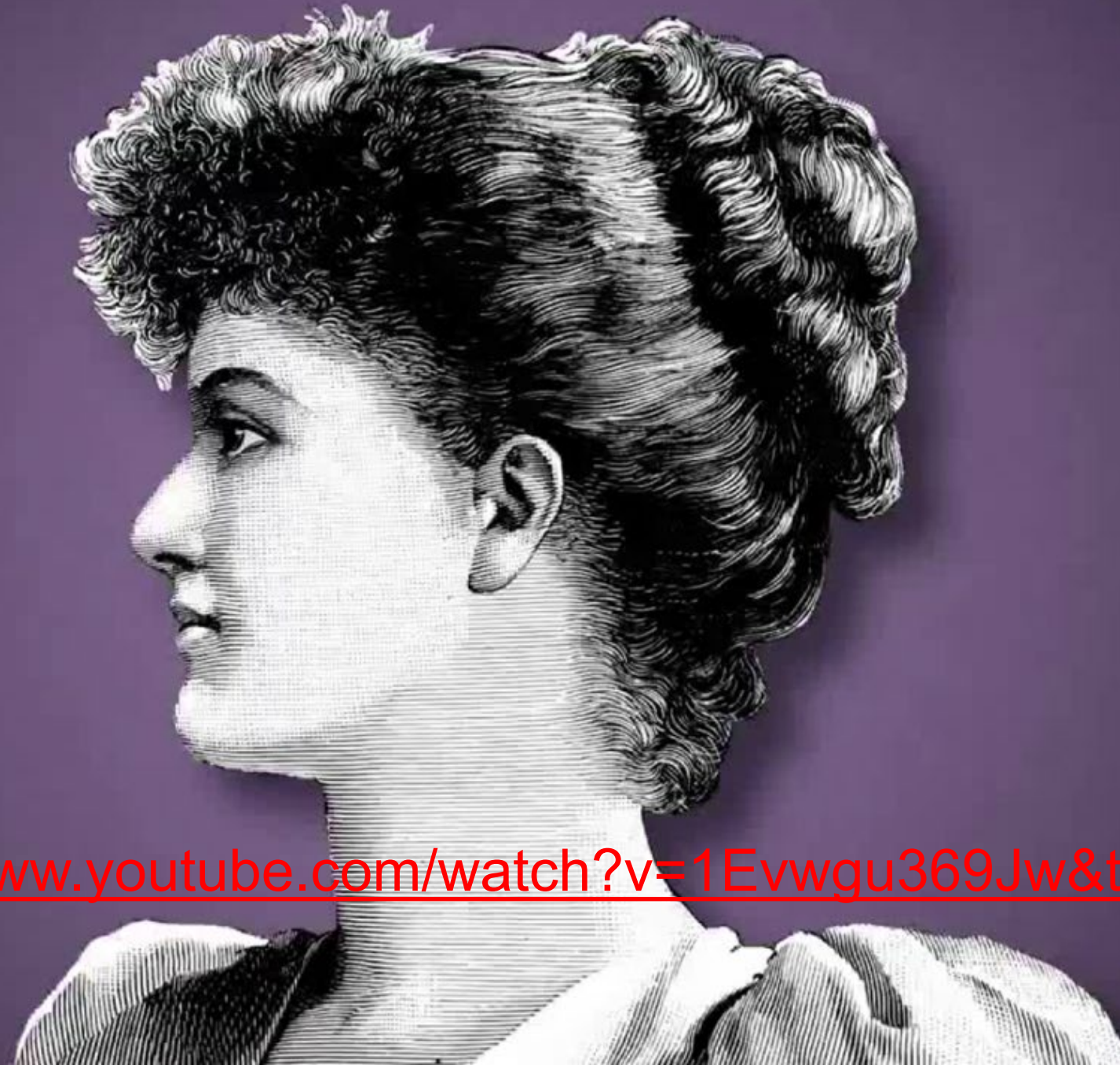
Compassion is the act of making space.

# SELF COMPASSION

“Self-compassion can activate our soothe system, which calms our threat system (the system responsible for detecting potential dangers in order to protect ourselves) and our drive system (the system that spurs us on to get things done and be active in life). This is important, as without our soothe system, our threat and drive systems become overactive and can lead to difficult emotions such as anxiety, anger, and depression”.

<https://www.cci.health.wa.gov.au/-/media/CCI/Mental-Health-Professionals/Self-Compassion/Information-Sheets/Info-What-is-Self-Compassion.pdf>



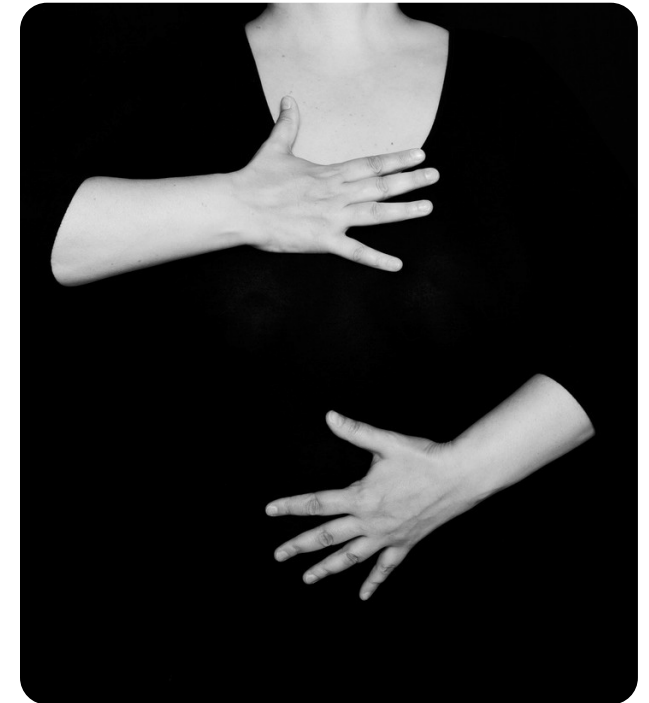


<https://www.youtube.com/watch?v=1Evwgu369Jw&t=4s>



# INTENTIONAL BREATHING

- Place one hand over their chest and one over their belly.
- While sitting in a comfortable position, with feet flat on the floor, take a slow breath that starts by inflating your abdomen then slowly filling your chest and ending with your shoulders lifting slightly as your torso becomes full of air.
- Then let the breath out slowly by relaxing your shoulders, emptying your chest, and allowing your abdomen to deflate completely.
- Continue this for 10 slow breaths, or as long as you like.



# GROUNDING MEDITATION

'Grounding' refers to **the ability to return to the present moment with sustained attention.**

For example, while practicing a grounding meditation, you can focus only on your breath or on a guide for a comfortable period of time.

Let's try!



# P.R.E.S.E.N.C.E.

- P** – Pause
- R** – Relax into this moment: Body and Breath
- E** – Enhance awareness of your breath
- S** – Sense your inner body with compassion
- E** – Expand awareness outwards
- N** – Notice what is true inside and around
- C** – Center and ground
- E** – Extend and make contact



## YOGA & MEDITATION

In difficult times, it may feel like challenges are constant. The emotions, the thoughts and the stress often feel overwhelming and you might not know where to turn to find relief. In partnership with Ashley Voth Yoga, we want to help you find a sense of peace and calmness. This Soul Nourishment program includes a series of yoga, meditation and mudras to bring you support whenever you need it.

Each topic includes yoga and mudra videos and an audio meditation that you can do on your own time – anywhere from 4 to 20 minutes.

Yoga and meditation will help bring you to rest at any time, wherever you are. While mudras will help to bring your awareness inward, with each hand gesture having a unique effect on the energy channels within the body. Practicing these hand gestures gives you a tool you can use anywhere to nourish your soul.



# YOGA & MEDITATION



## Part 1: Empowerment to resilience

Building resilience fosters the strength to adapt and go with the flow. Through these difficult situations, mindfully strengthening the body, mind and soul reinforces the empowerment within.



## Part 2: Grounding through uncertainty

Uncertainty can build anxiety, stress and worry into our days, which can often have a snowball effect and lead to days filled with questioning thoughts and racing minds.



## Part 3: Relaxing the mind, body and soul

This yoga practice is soothing, bringing stillness to the body with gentle movement, the meditation (audio experience) will invite you to have compassion for your own body as you rest, and the mudra will create a connection to a quiet moment.



## Part 4: Releasing the fear

This yoga practice will invite you to be emotionally present while mindfully releasing fear, the meditation (audio experience) will inspire a feeling of safety and security, and the mudra will provide insight to bring a peaceful calmness.



<https://www2.mb.bluecross.ca/wellness-library-category/yoga-meditation>

# SELF CARE WHEEL

The Self-Care Wheel represents the various aspects of self care. These areas include:

- **Psychological**
- **Emotional**
- **Spiritual**
- **Personal**
- **Professional**
- **Physical**

The wheel is intended to be used to create a self care plan specific to you.



# OUR VISION

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EAP helps bridge the gap between mental health and physical health resources to build the future where all aspects of an individual's health and wellbeing are treated as equally important.



THANK YOU



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