The Cost of Caring

Strategies for Promoting Resilience

The webinar will begin promptly at 12:00PM

Audio has been muted to prevent feedback

Say “Hello” and where you are from in the chat

Got questions? Use the Q&A to submit your questions

The Cost of Caring

Strategies for Promoting Resilience

Our Acknowledgement to the Audience

Today, we are honored to spend this time with you. We see you and thank you for your role as a helping professional. We are humbled by this opportunity to share our experiences and our work with you. We acknowledge that there may be content we will discuss, that may be familiar to you and so, we invite you to share in this learning experience with us.

Our Acknowledgement to the Audience

Our desire and goal for today's webinar is to leave you better than we found you; to support your work of supporting and serving individuals impacted by trauma, while helping you to prioritize the self-care and wellness needs of self and of those you have been entrusted to lead and support.

Learning Objectives

1. Identify and (Re)-establish our “Why” in this work.
2. Explore the Benefits and the Emotional Price of Caring.
3. Define, Identify and explore strategies to address Compassion Fatigue, Vicarious Trauma, and Burnout.
4. Define the Power of Resilience and explore strategies that Promote Resilience.
5. Introduce a Trauma Informed Framework to approach those who we care for and how to support our “serve.”
6. Discuss Strategies to support Self-Care.

Collaborative Check in

QUESTION: How challenging has it been to maintain and continue your work with efficacy?

A. **Not Challenging At All**
B. **Umm… I have been doing pretty good**
C. **I'm Okay, just keeping my head above the water**
D. **Help! The Struggle is Real!**

The expectation that we can be immersed in suffering and loss daily and not be touched by it is as unrealistic as expecting to be able to walk through water without getting wet.

-Naomi Rachel Remen, MD

What is the emotional price of caring?

American Psychological Association 2021- Work and Well Being Survey

- 79% of employees in the helping profession had experienced work-related stress.
- Nearly 3 in 5 employees reported negative impacts of work-related stress, including lack of interest, motivation, or energy (26%) and lack of effort at work (19%).
- 36% reported cognitive weariness, 32% reported emotional exhaustion, and an astounding 44% reported physical fatigue—a 38% increase since 2019.

What is the emotional price of caring?

Compassion Fatigue

A deep erosion of our compassion, of our ability to tolerate strong emotions/ difficult stories in others.

Burnout

Physical & eomtional exhaustion as a result of prolonged stress and frustation in workplace.

Vicarious Trauma

Repeated exposure to difficult stories changes our view of the world.

Compassion Fatigue

- Sometimes described as having *"nothing left to give"* or *"the cost of caring"*
- Symptoms are a result of deep emotional exhaustion after repeated exposure to traumatic situations and/or stories
  - Lower empathy for clients
  - Lower empathy or care for loved ones and co-workers
- Empathetic people may experience this more frequently and intensely!

Signs of Compassion Fatigue

- Feeling burdened by the suffering of others
- Blaming others for their suffering
- Isolating yourself
- Loss of pleasure in life
- Difficulty concentrating
- Insomnia
- Physical and mental fatigue
- Receive a lot of complaints about your work or attitude
- Bottling up your emotions
- Increased nightmares
- Feelings of hopelessness or powerlessness
- Frequent complaining about your work or your life
- Overeating
- Excessive use of drugs or alcohol
- Poor self-care
- Denial

Burnout

Physical and emotional "erosion" that one experiences when unsatisfied, powerless, and overwhelmed at work or within systems.

- Symptoms are a result of **deep emotional exhaustion**, and **disconnection** from self and purpose, *rather than* interactions with people who have experienced trauma.
  - Increased anxiety, depression
  - Reduced investment in accomplishing work goals
  - Increased conflict with co-workers
  - Hardened, numb, jaded

Vicarious Trauma

Stems from exposure to the pain, fear, terror and trauma of others.

Symptoms may mirror those of traumatized clients:

- Behaviors including exhaustion, anger, and irritability.
- Addictive or compulsive behaviors are common, as is hypervigilance or hypoarousal
- Worldview and sense of purpose may be compromised

Vicarious Trauma

Symptoms (continued)

- Interpersonal relationship difficulties including blame of self/others, and withdrawal from rewarding relationships.

- Job performance may suffer through tardiness, decreased work quality, and avoidance of work with traumatized clients.

- Personal values and beliefs may be impacted by the development of feelings of apathy, detachment or hopelessness.

What is the emotional price of caring?

Addressing Vicarious Trauma

https://www.youtube.com/watch?v=XHewhs_4YMM

What is the emotional price of caring?

Addressing Vicarious Trauma

We can address the
Emotional Price of Caring
through

THE POWER OF

RESILIENCE

The Power of Resilience

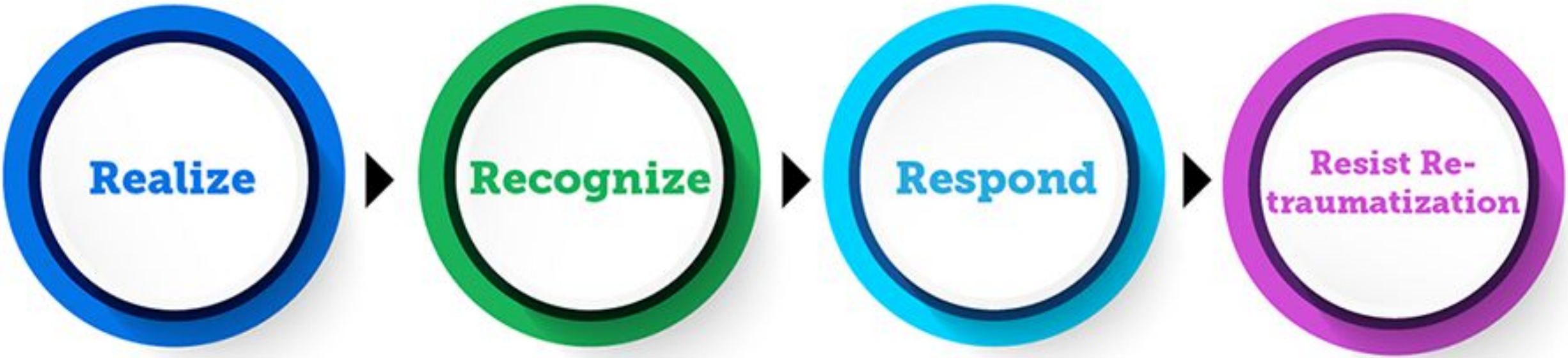
Resilience is the ability to bounce back from stress, adversity, failure, challenges, or even trauma.

Collaborative Check in

QUESTION: I/My organization has a plan in place to promote Resilience in the workplace and to address Compassion Fatigue, Burnout and/or Vicarious Trauma?

Utilizing a Trauma-Informed Framework to Care

The Four Rs of Trauma-Informed Care



Realize the widespread impact of trauma and understand potential paths for recovery

Recognize the signs and symptoms of trauma in clients, families, staff, and others involved with the system

Respond by fully integrating knowledge about trauma into policies, procedures, and practices

Resist re-traumatization of children, as well as the adults who care for them

The ~~Four~~ Five Rs of Trauma-Informed Care

REFRESH

To prioritize making space for those in the helping work to reflect and replenish in order to continue to serve.

Creating a Trauma-Informed Framework

Collaborative Check in

Checking our Health
QUESTION: Self-care and wellness is important to me and is prioritized by my organization.

A. **Always**
B. **Sometimes**
C. **Rarely**
D. **Never**

IN ORDER TO TAKE CARE OF OTHERS YOU MUST TAKE CARE OF SELF

The Importance of Self-Care

"When we care for ourselves as our very beloved - with naps, healthy food, clean sheets, a lovely up of tea - we can begin to give in wildly generous ways to the world, from abundance."

- **Anne Lamott, Author**

WHAT IS SELF-CARE?

Self-care is the practice of taking action to preserve or improve one's own health.

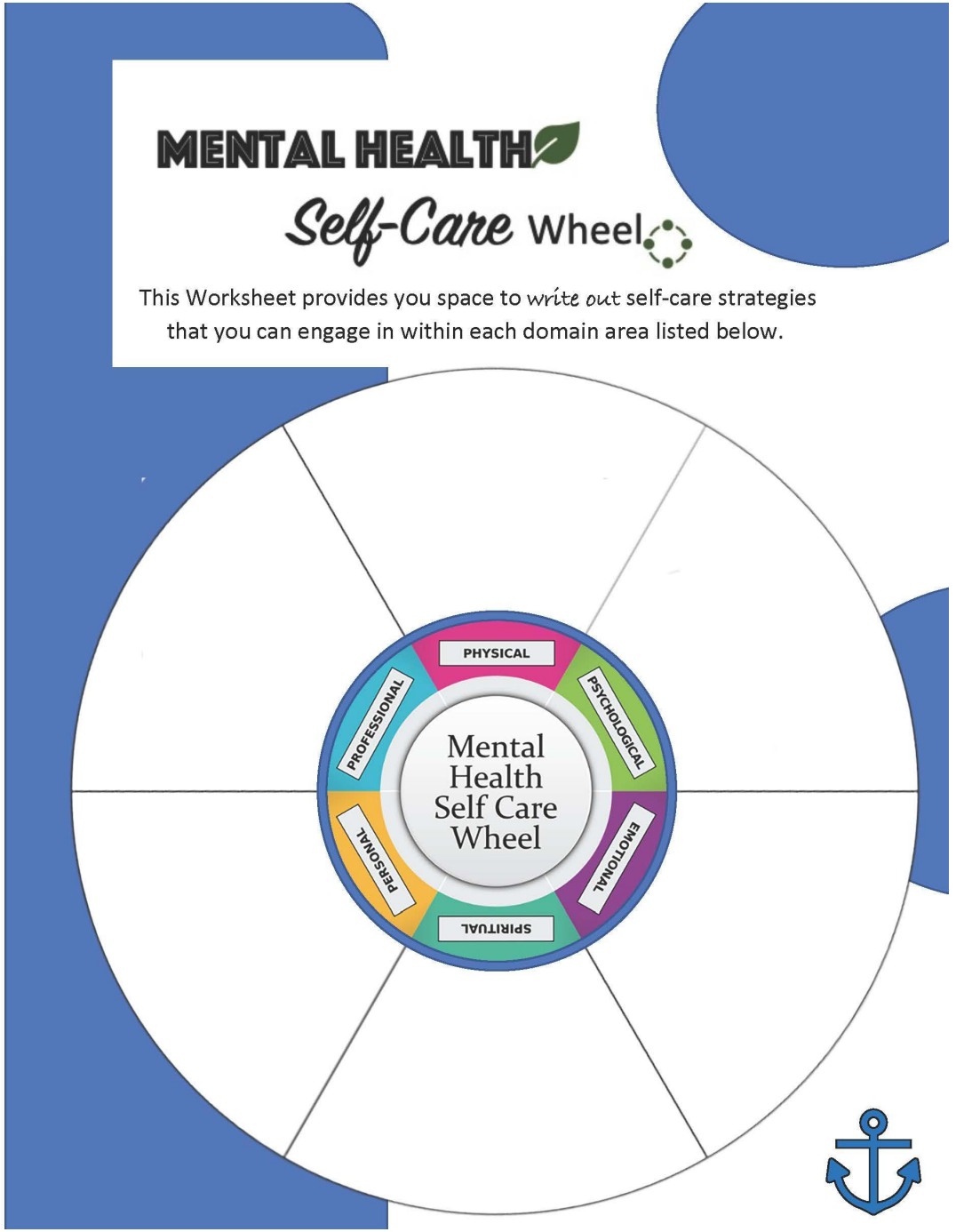
SELF-CARE AND SUPPORT

SELF-CARE AND SUPPORT Handout

Additional SELF-CARE Ideas

That we may not think of as self-care

- Social Supports and Networks
- Spiritual, religious, and Community oriented Guides
- Local Resources
- Employee Assistance Program (EAP)*
- Therapy/Medication Management
- Utilizing Time off or FMLA
- Change jobs or switch careers



Handouts & Self-Care Tools for your

Handouts & My Self-Care Toolkit

Use your Smartphone and Scan the QR CODE

Or Visit www.theJourney2Well.com

Contact Info

Again, **THANK YOU** for all that you do!

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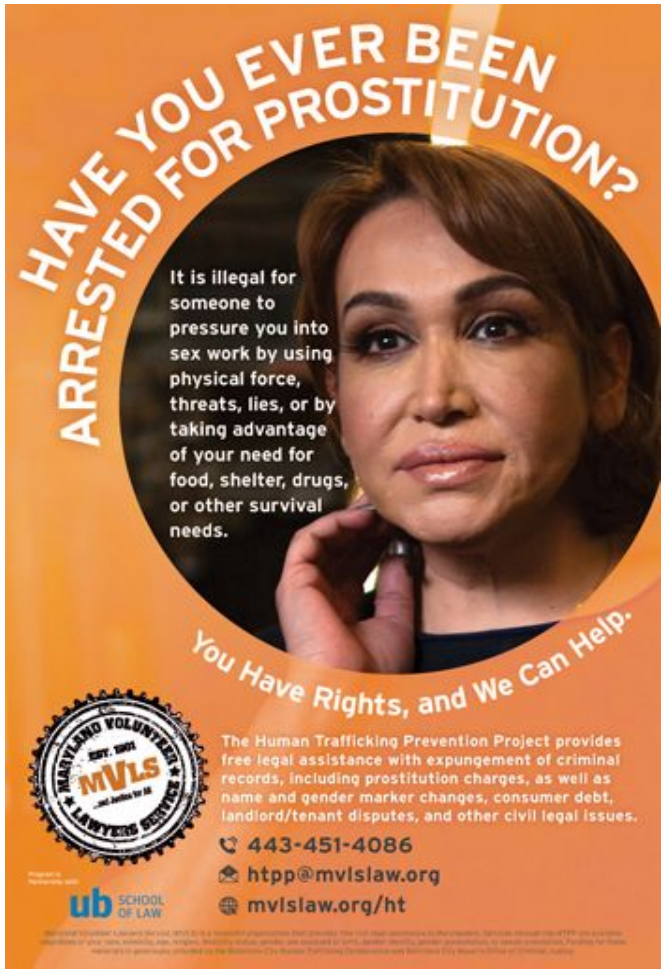
Visit the HTPP Website to Make Referrals and Request Outreach Materials



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Human Trafficking Prevention Project

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