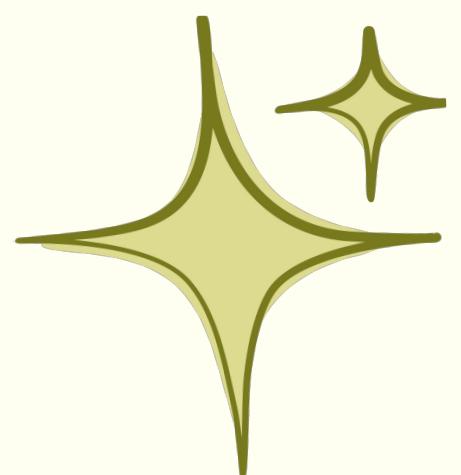
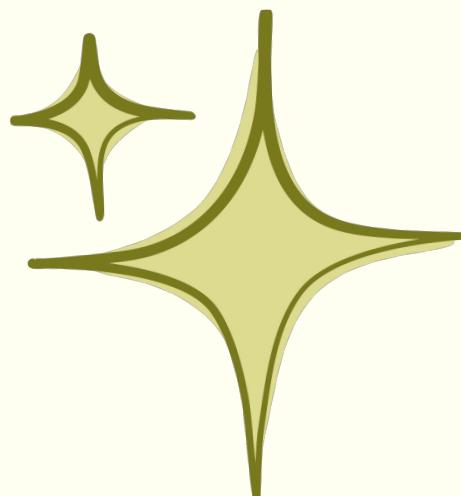


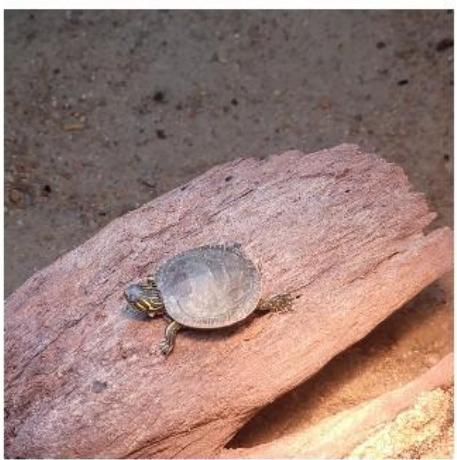


REAL SELF-CARE



Sarah Thomas, EdD, MSW, LCSW

INTRODUCTION





AGENDA

- Define burnout and compassion fatigue.
- Discuss the detrimental effects of burnout and compassion fatigue on mental health care professionals.
- Describe key strategies for mindfulness and flow state.
- Identify a personalized essential self-care plan to prevent and work-related distress.
- Utilize tools to advocate for wellbeing in your workplace.

BURNOUT

BURN-OUT IS DEFINED IN ICD-II AS FOLLOWS:

BURN-OUT IS A SYNDROME CONCEPTUALIZED AS RESULTING FROM CHRONIC WORKPLACE STRESS THAT HAS NOT BEEN SUCCESSFULLY MANAGED.

3 DIMENSIONS

- FEELINGS OF ENERGY DEPLETION OR EXHAUSTION;
- INCREASED MENTAL DISTANCE FROM ONE'S JOB, OR FEELINGS OF NEGATIVISM OR CYNICISM RELATED TO ONE'S JOB; AND
- REDUCED PROFESSIONAL EFFICACY.

BURNOUT

The therapist: self care is important. It can help manage stress levels

Also the therapist: *overbooks sessions, behind on notes and on her 4th cup of coffee



Akilah Hughes 
@AkilahObviously

My burnout has burnout.



BURNOUT

SAMSHA

AN ESTIMATED 50 PERCENT OF
BEHAVIORAL HEALTH PROVIDERS
REPORT FEELING
OVERBURDENED DUE TO HIGH
LEVELS OF STRESS, LOW SALARIES,
PERCEIVED LACK OF CAREER
ADVANCEMENT OPPORTUNITIES,
AND INCREASED CASELOADS

VA STUDY
ATKINSON ET. AL, (2017)

SELF-COMPASSION MAY BE
ASSOCIATED WITH RESILIENCE TO
BURNOUT.

COMPASSION FATIGUE

Overview

- Compassion Fatigue is chronic stress resulting from care giving
 - Motive may be strong identification with helpless, suffering, or traumatized people or animal

Proponents

Common for these people to have a tradition of other-directed care giving

- People who were taught at an early age to care for the needs of others before caring for their own.
- Authentic, ongoing self-care practices are absent from their lives.

COMPASSION FATIGUE

COMPASSION FATIGUE

"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."

— Dr. Naomi Rachel Remen

• EMPOWER SOCIAL WORKER •

COMPASSION



1

According to Psychology Today, “Compassion is an empathic understanding of a person's feelings, accompanied by altruism, or a desire to act on that person's behalf.”

2

Compassion= Empathy + Action

Dr. Steven Trzciak

COMPASSION



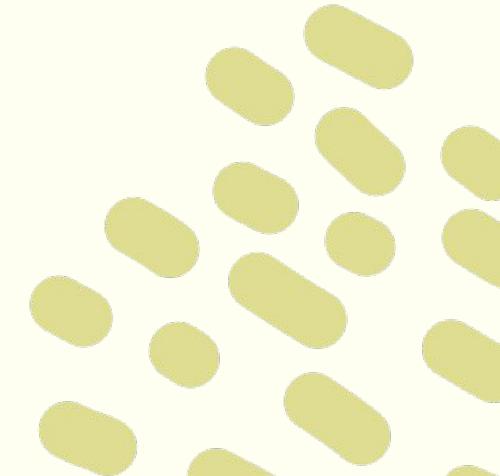
PAIR AND SHARE

1

How can mental health professionals show more compassion?

2

What challenges make showing compassion difficult?



WHAT REAL SELF CARE MEANS

REAL SELF-CARE INVOLVES ...

- SETTING BOUNDARIES
- LEARNING TO TREAT YOURSELF WITH COMPASSION
- MAKING CHOICES THAT BRING YOU CLOSER TO YOUR TRUE SELF
- LIVING A LIFE ALIGNED WITH OUR VALUES
- TIME MANAGEMENT
- PLACING PRIORITIES ON NON-NEGOTIABLES IN YOUR LIFE



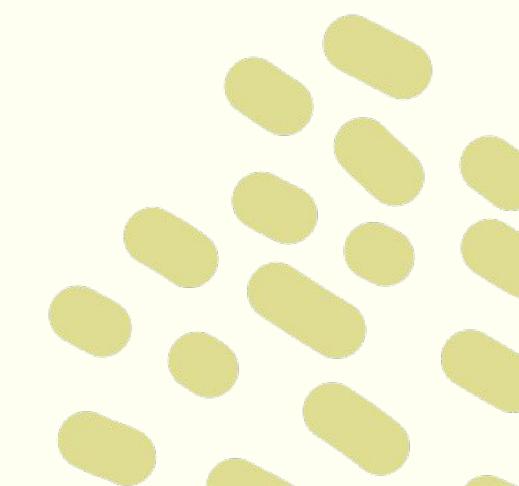
SELF-CARE CHECK-IN

1

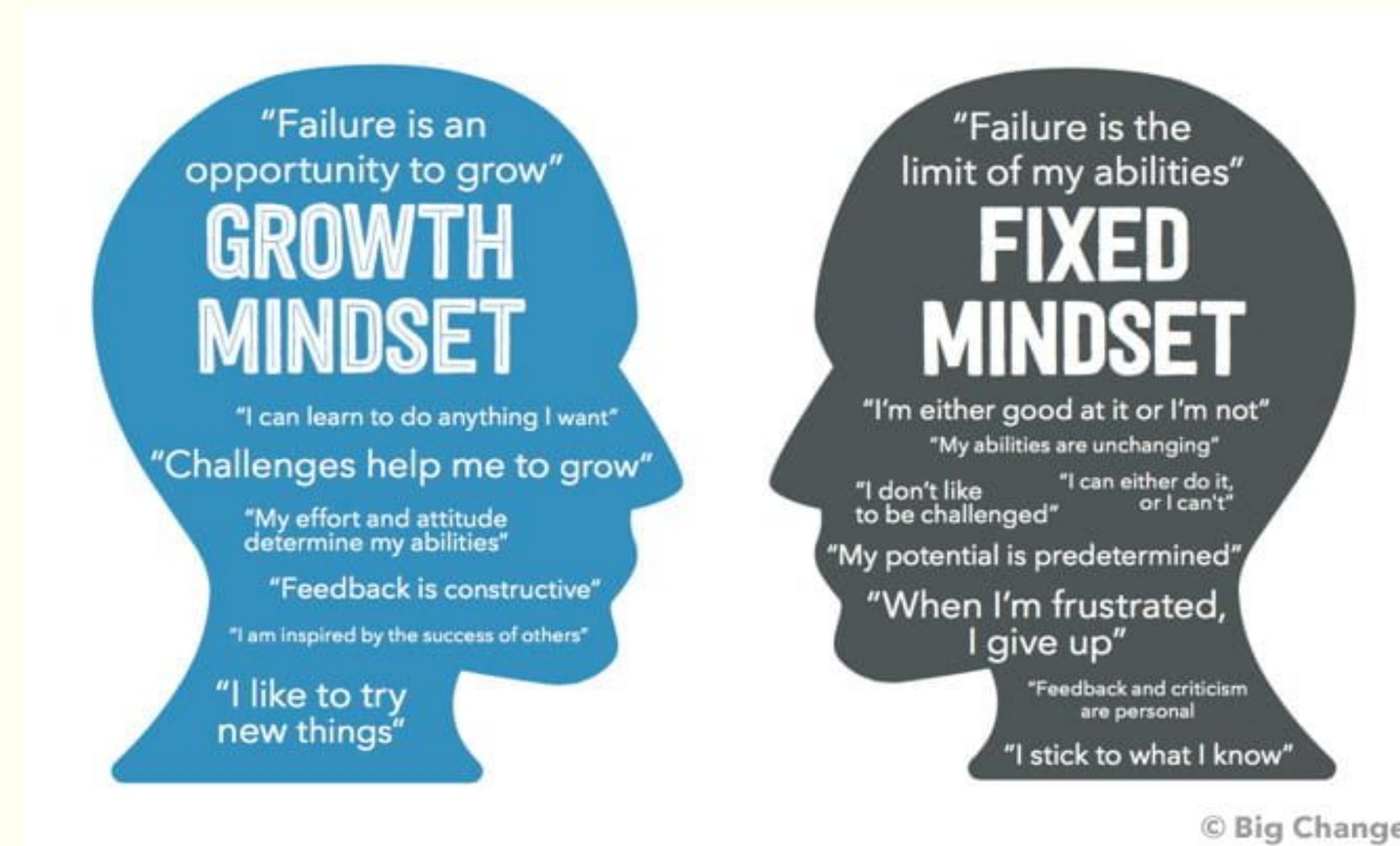
How are you feeling today?

2

Do you feel that you are in a okay place with your self care and wellbeing?



WHAT REAL SELF CARE MEANS





Mindfulness

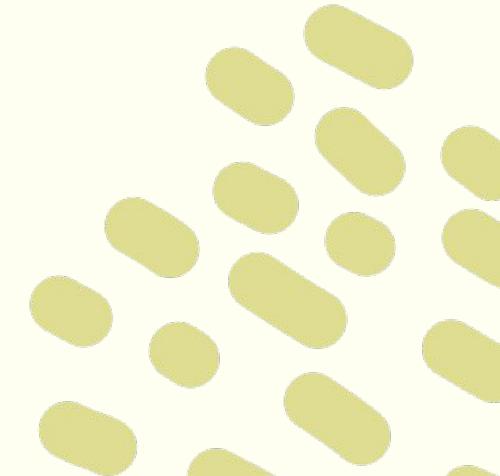
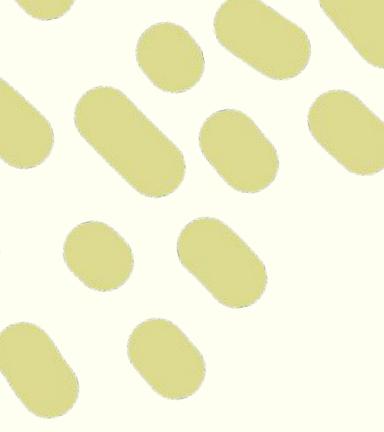


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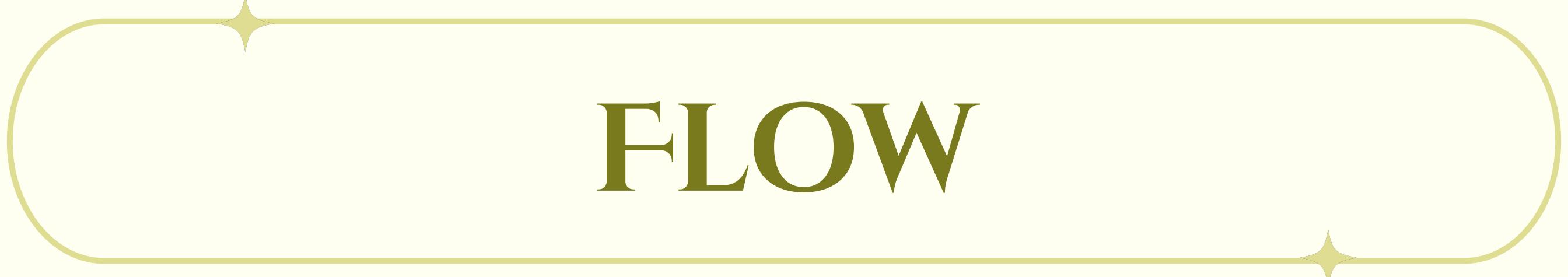
What comes to mind when you think of your own
mindfulness?

2

How can you be mindful at work?



FLOW



- POPULARIZED BY POSITIVE PSYCHOLOGISTS MIHALY CSIKSZENTMIHALYI AND JEANNE NAKAMURA
- “THERE’S THIS FOCUS THAT, ONCE IT BECOMES INTENSE, LEADS TO A SENSE OF ECSTASY, A SENSE OF CLARITY: YOU KNOW EXACTLY WHAT YOU WANT TO DO FROM ONE MOMENT TO THE OTHER; YOU GET IMMEDIATE FEEDBACK,” CSIKSZENTMIHALYI
- THE FLOW MENTAL STATE IS GENERALLY LESS COMMON DURING PERIODS OF RELAXATION AND MAKES ITSELF PRESENT DURING CHALLENGING AND ENGAGING ACTIVITIES. ACCORDING TO CSIKSZENTMIHALYI, “THE BEST MOMENTS IN OUR LIVES ARE NOT THE PASSIVE, RECEPTIVE, RELAXING TIMES... THE BEST MOMENTS USUALLY OCCUR IF A PERSON’S BODY OR MIND IS STRETCHED TO ITS LIMITS IN A VOLUNTARY EFFORT TO ACCOMPLISH SOMETHING DIFFICULT AND WORTHWHILE.” TO THAT END, ENGAGEMENT AND CONCENTRATION ARE KEY IN ACHIEVING FLOW STATE.

FAUX SELF-CARE VERSUS REAL SELF-CARE

- WHAT IS REAL SELF-CARE? IT'S A VERB, NOT A NOUN.
- CONNECTED TO YOUR INTERNAL DECISION MAKING AND THE CHOICES YOU CHOOSE TO MAKE IN YOUR LIFE.
- ALLOWS YOU TO GET YOUR NEEDS MET- IN YOUR RELATIONSHIPS, IN YOUR FAMILY AND IN YOUR WORK.
- BRINGS YOU CLOSER TO YOURSELF AND WHAT IS MOST IMPORTANT TO YOU.

DR. LAKSHMIN SAYS “REAL SELF-CARE...IS NOT A ONE -STOP SHOP LIKE A FANCY SPA RETREAT OR A JOURNALING APP, IT'S AN INTERNAL PROCESS THAT INVOLVES MAKING DIFFICULT DECISIONS THAT WILL PAY OFF TENFOLD IN THE LONG RUN AS A LIFE BUILT AROUND THE RELATIONSHIPS AND ACTIVITIES THAT MATTER MOST TO YOU.”

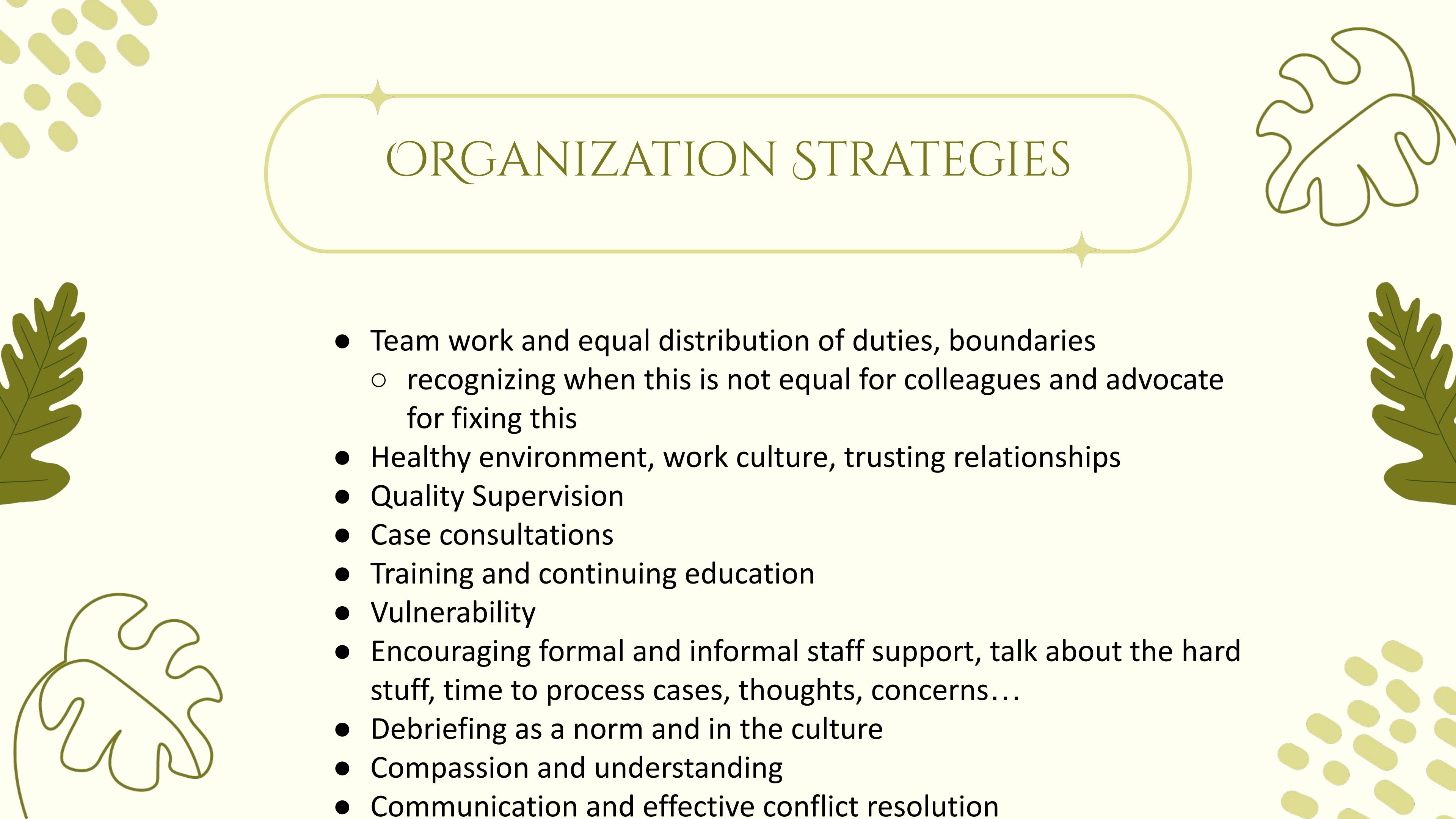


Shematologist, MD @acweyand

A friend of mine who is a full time physician with 3 kids and an employed often traveling spouse, was required to come in on a day off for an 8 hour team retreat to help with burnout.

When “wellness” is truly unwell.

@doctauravater



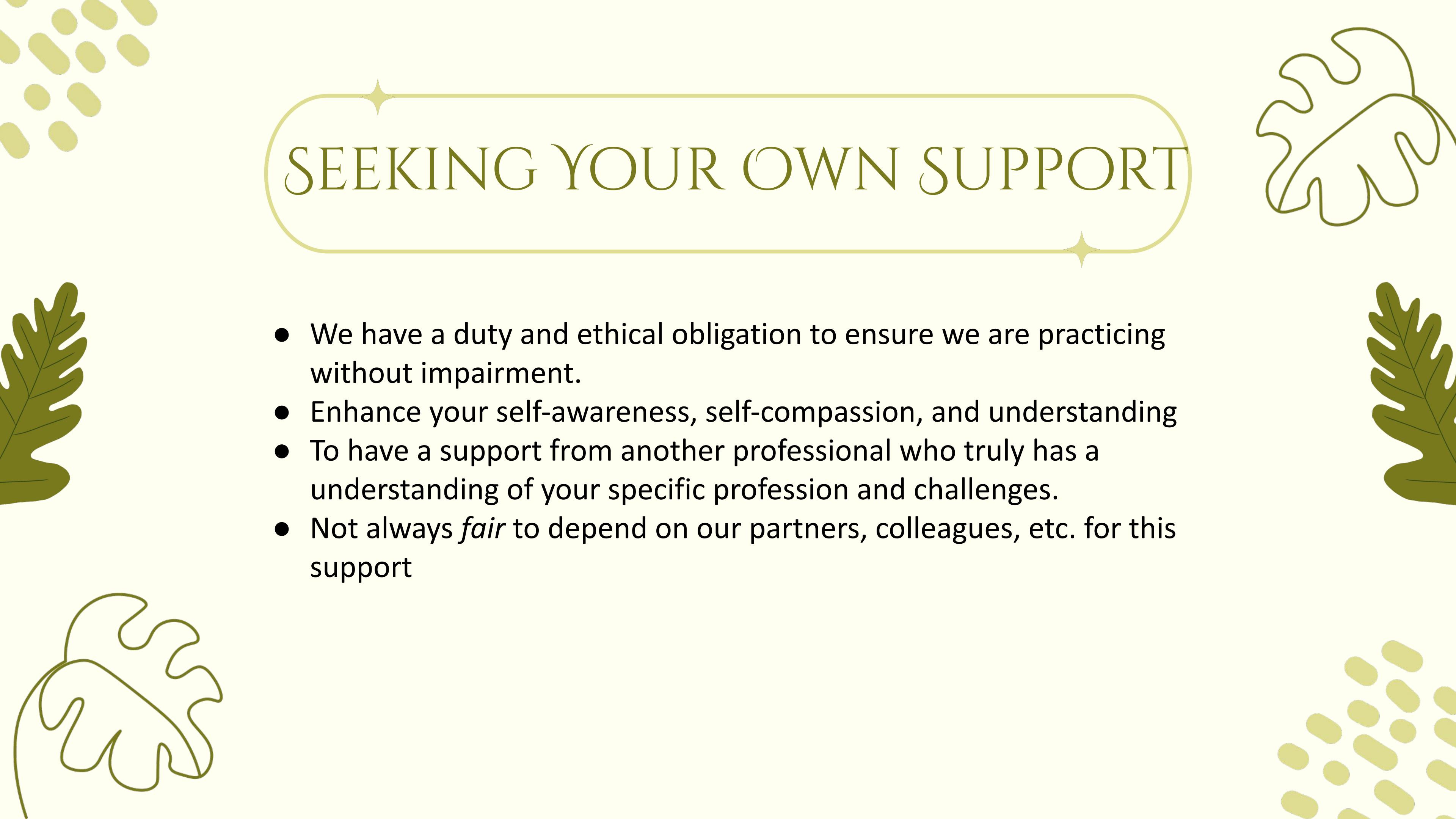
ORGANIZATION STRATEGIES

- Team work and equal distribution of duties, boundaries
 - recognizing when this is not equal for colleagues and advocate for fixing this
- Healthy environment, work culture, trusting relationships
- Quality Supervision
- Case consultations
- Training and continuing education
- Vulnerability
- Encouraging formal and informal staff support, talk about the hard stuff, time to process cases, thoughts, concerns...
- Debriefing as a norm and in the culture
- Compassion and understanding
- Communication and effective conflict resolution



PAIR AND SHARE

- WHAT HELPS YOU?
- WHAT WOULD YOU LIKE TO SEE MORE OF IN YOUR ORGANIZATION?
- HOW CAN YOU GO ABOUT INFLUENCING THIS CHANGE?



SEEKING YOUR OWN SUPPORT

- We have a duty and ethical obligation to ensure we are practicing without impairment.
- Enhance your self-awareness, self-compassion, and understanding
- To have a support from another professional who truly has a understanding of your specific profession and challenges.
- Not always *fair* to depend on our partners, colleagues, etc. for this support



Adapted from Swarbrick, M. (2006).
A Wellness Approach. *Psychiatric Rehabilitation Journal*, 29(4), 311-314.





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