



# Compassion Resilience - Self Care Snapshot Series: Recognizing Fatigue

Toolkit url: [Compassionresiliencetoolkit.org](https://Compassionresiliencetoolkit.org)  
For ongoing support: [WISE@wisewisconsin.org](mailto:WISE@wisewisconsin.org)

Developed in partnership with:



# Toolkit Introduction



Facilitator resources to build the capacity of helping professionals, caregivers, and the systems in which they serve.



A Toolkit For Schools



A Toolkit For Health and Human Services



A Toolkit For Parents and Caregivers

[compassionresilencetoolkit.org](https://compassionresilencetoolkit.org)

- A tier one approach to build compassion resilience and address compassion fatigue

**The ONLINE toolkit is free, flexible and available to you at any time.**

# Building Our Compassion Resilience



- The power to return to a position of **empathy, strength, and hope** after the daily witnessing of the challenges others face in our community and in our homes.
- To be **optimistic in an imperfect world**.



# A Driver of Compassion Fatigue

## False beliefs about behavior



Students/parents/colleagues do well if they *want to* ...

1. Manipulative
2. Just wants attention
3. Not motivated
4. Doesn't care



Students/parents/colleagues do well if they *can* ...

1. Coping in the way they know how
2. Lack skills required
3. Something in their way
4. Together we can figure

<https://www.livesinthebalance.org/>

*And Toolkit Appendix*

How do you think about *your* behavior?



A matter of motivation



A matter of ability  
and supports



Belief that all behavior is externally motivated  
impacts how we see others, others see themselves  
**AND how we see ourselves**

## Blame and Shame



# Another Driver of Compassion Fatigue

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The trauma movement has had an unintended consequence for many – an open and unprotected heart. Compassion resilience builds the skills to maintain open and protected hearts.



# Compassion Fatigue and COVID-19

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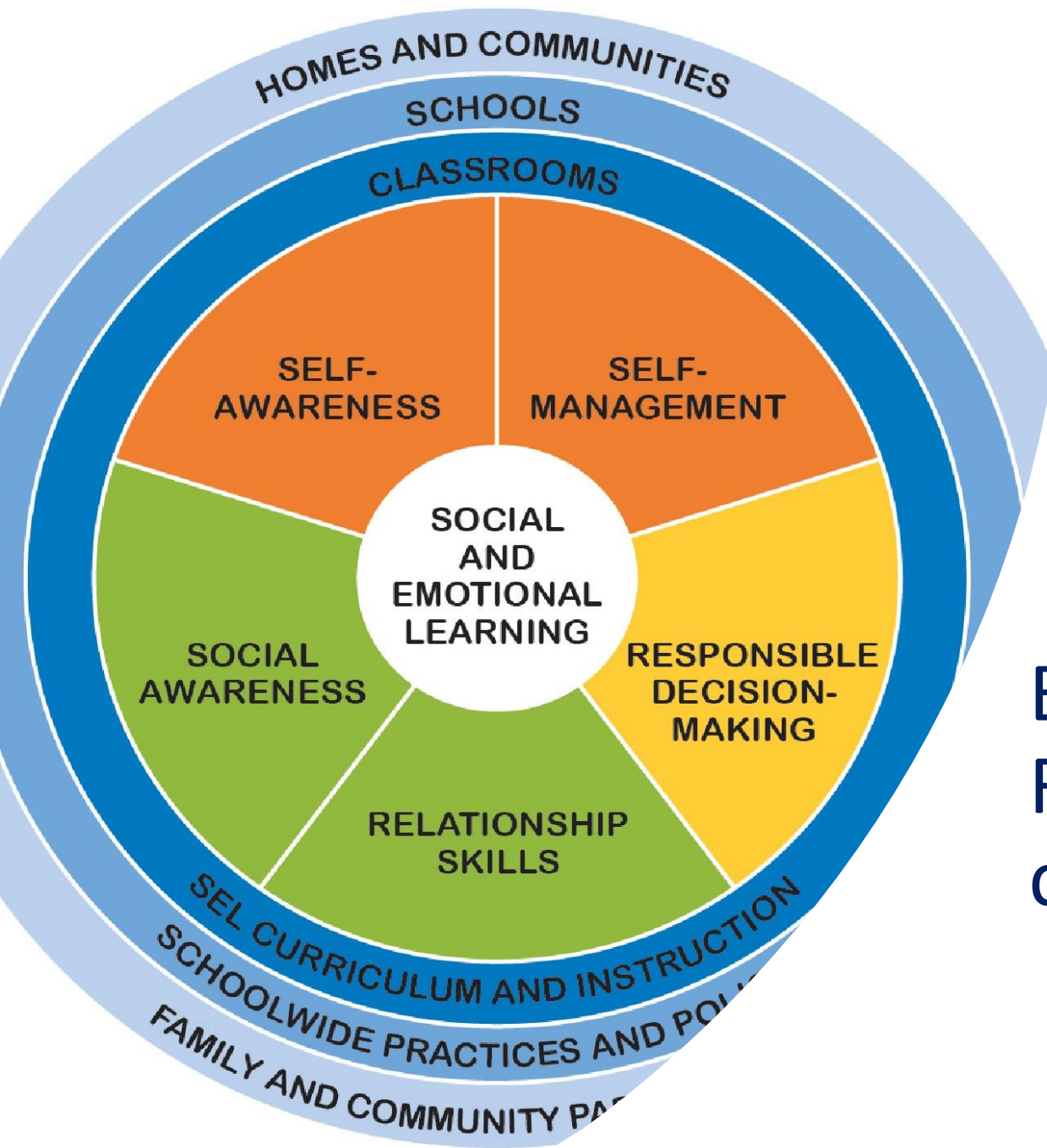
COVID-19 crisis has also exacerbated existing social disparities the most vulnerable the hardest.

- Job loss.
- Financial difficulties.
- Social Isolation.
- Unsafe living conditions.
- Fear.
- Death.
- Community trauma.
- Grief.
- Social and political tension and violence.
- Barriers to access to health care.

Breeding ground for behavioral health challenges and suicide risk...

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Building our Compassion Resilience invites us to consider SEL for adults!

# Compassion Fatigue



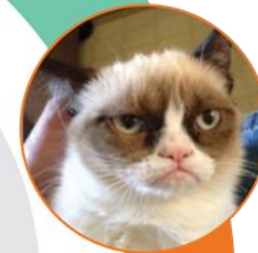
- Secondary trauma, burnout, and compassion satisfaction - ProQOL
- Gradual lessening of compassion over time
- Avoid trying to understand what people face
- Become less effective in our roles
- Life satisfaction decreases



**ZEALOT** — We are committed, involved, and available, ready to problem solve and to make a difference. We are willing to go the extra mile.



**IRRITABILITY** — Anger and cynicism, diminished creativity, sadness, feeling helpless or hopeless.



**WITHDRAWAL** — Overwhelmed by complexity, chronic exhaustion, physical illness, difficulty empathizing, feeling numb to other's pain, absenteeism.



**ZOMBIE** — A sense that you can't ever do enough, inflated sense of importance, sleeplessness, sense of persecution.



**RENEWAL vs. PATHOLOGY** — Leaving the profession, physical and mental illness, chronic symptoms or hardiness, resiliency, transformation.

Renewal vs. Pathology

## Compassion Fatigue's Path


*(Cycle is from work of Eric Gentry, PhD, 2012)*

COMPASSION RESILIENCE

LEAVE PROFESSION

A yellow sticky note with a slight shadow, tilted slightly to the right. It contains the text "IMPORTANT REMINDER!" in a dark blue, hand-drawn font.

IMPORTANT  
REMINDER!

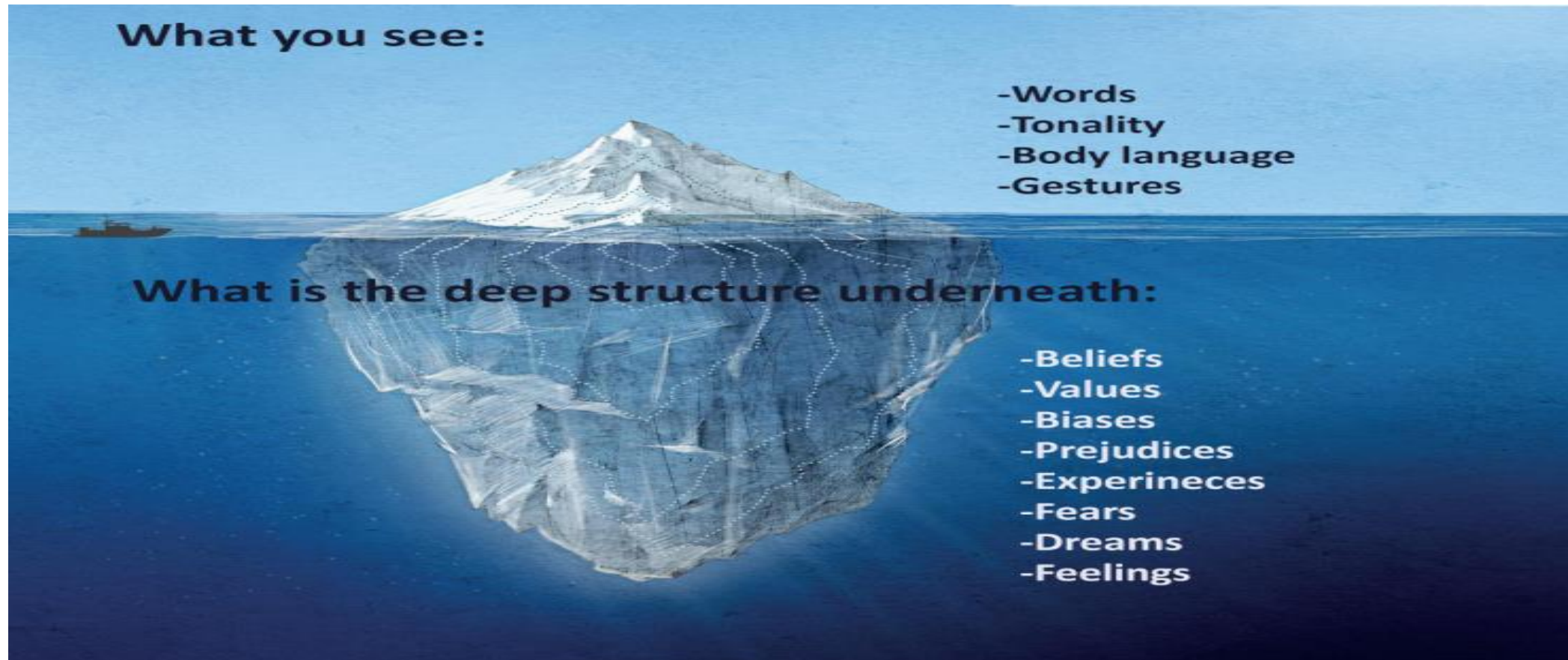
A light green compass rose with a four-pointed star in the center and small triangles at the ends of the points.

Compassion fatigue is a  
NORMAL response to  
complex and overwhelming  
circumstances.

For ourselves and for others!



# Compassion Fatigue in the time of COVID





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