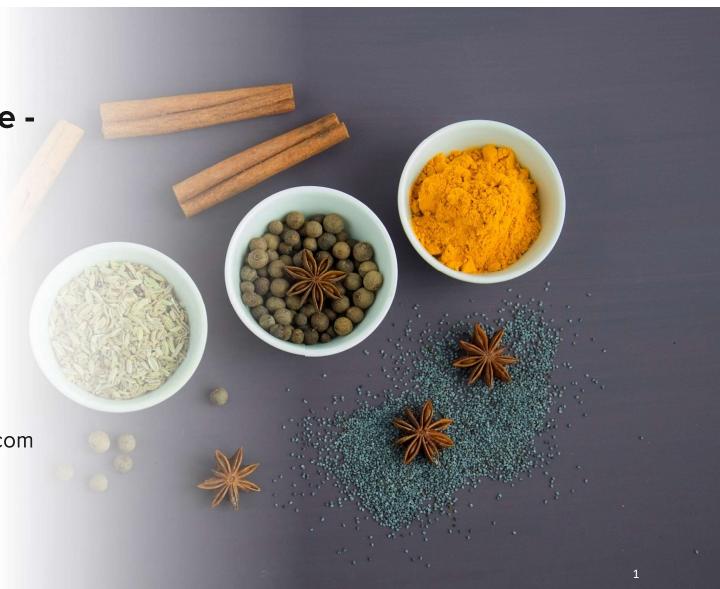
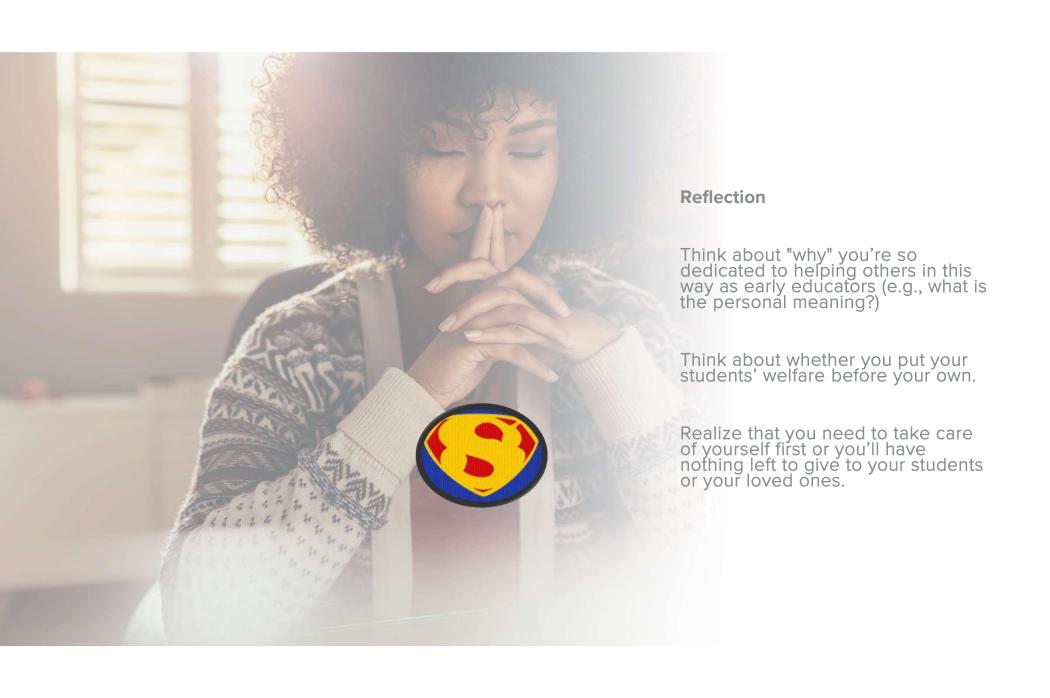
Top Ingredient for Making a Difference -Your Well-Being!

September 9, 2023

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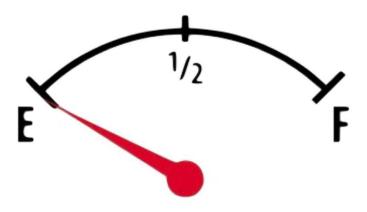




Compassion Satisfaction: What is it?

- ■Positive Feelings derived from competent work as an early education professional
- ■Positive relationships with children, their families, and colleagues
- ■Conviction that one's work makes a meaningful contribution

Compassion Fatigue



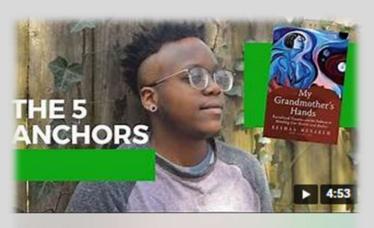
What is Compassion Fatigue (CF)?

- Weariness because of repetitive, empathic responses to adversity, pain, or continual neediness
- Taking on others' suffering/neediness
- Inadequate self-care resources or simply not prioritizing self
- Gradual lessening of compassion



What is Burnout?

- Burnout is a state of emotional, mental, and often physical exhaustion brought on by prolonged or repeated <u>stress</u>. It's most often caused by problems at work.
- Burnout most often occurs when a person is not in control of how a job is carried out or is asked to complete tasks that conflict with their sense of self or values.
- Exhaustion, a sense of dread about work, and frequent feelings of cynicism, anger, or irritability are key signs of burnout.



5 Anchors

1K views · Apr 30, 2020 YouTube › Charlie the Prophet

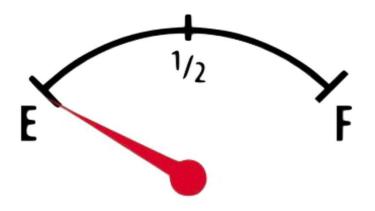
5 Steps for Anchoring your Body*

- 1. Settle, calm, soothe the mind heart body
- 2. Notice the sensations
- 3. Accept the discomfort and sit with it rather than trying to flee it
- 4. Stay present, feel the ambiguity, and experience the uncertainty. Respond from the best part of yourself.
- 5. Safely discharge any energy that remains (walk, exercise, dance, play drums, etc.)

*Resmaa Menakem: My Grandmother's Hands

Compassion

Fatigue



What fuels Compassion Fatigue (CF) or Burnout?

Continuing to care for others from an empty tank

Ignoring yourself

Expecting too much from yourself

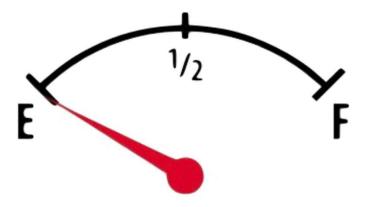
Misperceptions

- "I will 'fix' the problem...make everything OK...save this child/family."
- "I am responsible for outcomes."
- "If I care enough, everything will be OK."
- "The persons I help will appreciate everything I do for them."
- "I will be fair and equitable to all."
- "If we just provide enough support and coaching..... things will change"





Compassion Fatigue



What fuels Compassion Fatigue (CF) and Burnout?

Continuing to care for others from an empty tank

Ignoring yourself

Expecting too much from yourself

Neglecting your values & priorities

Your Values and Priorities: The Big Rocks



E F

What Mitigates Compassion Fatigue and Fuels Compassion Satisfaction?

- Attending to Your Values/Priorities/Daily Needs
- Intentional Self Care Practice
- Compassion for self and others
- How we Think (Optimism)
- Gratitude
- Support

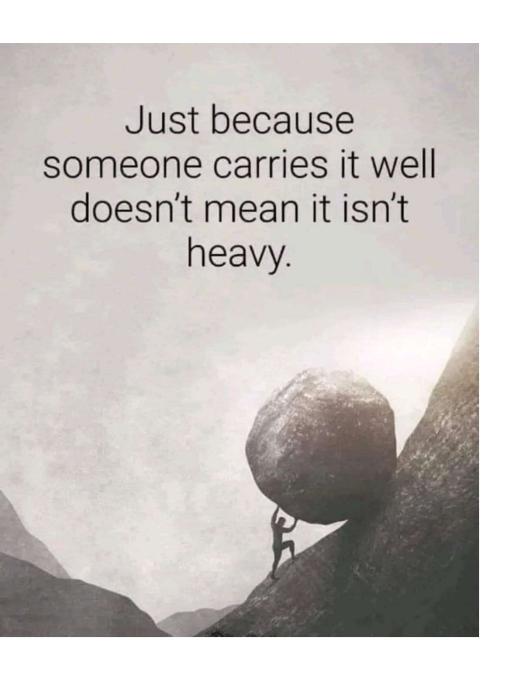


My Story









- Even resilient people have difficult seasons in their lives
- We are human; we all have our limits and our unique reminders of loss and adversity that can present as "hot spots" (reactivity) or drive us into anxiety or depression

How does Stress/CF impact us?

- Physical needs
- Mental/Emotional needs
- Occupational needs
- Relational needs
- Spiritual needs







Cultivate Friendships

Eat 5 Fruits Vegetables daily

Embrace an Optimistic Outlook

ABC's

Live according to your Values

Get 7-8 hours

of sleep



Give and Receive Affection

Exercise 30

minutes

daily

Take Quiet Time

Find balance in your life





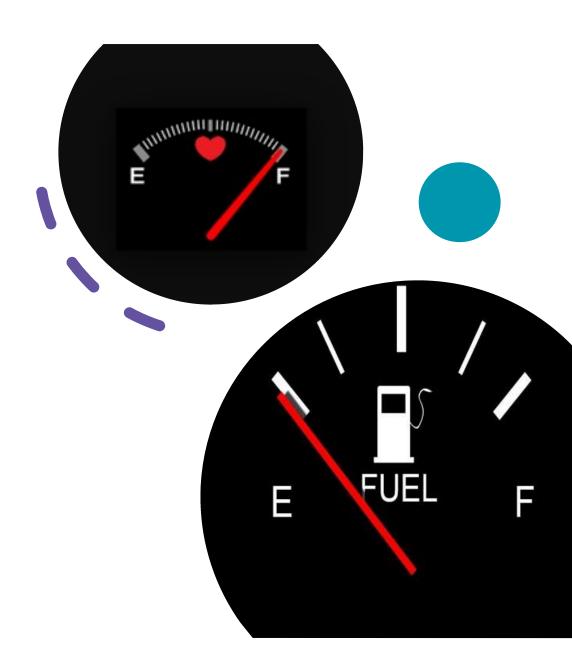




What You Can Do About This

Start Close In

- Recognize the symptoms
- Recognize contributors
 - Prolonged exposure?
 - Working long hours?
 - Excess personal demands?
 - Personal isolation?
 - Neglected wellness habits?



Daily Routine: My "Wellness Class" Schedule

As a Foundation:

- Healthy Diet & Hydration
- Healthy Sleep Routine
- Healthy Exercise Routine
- Healthy Support System
- Play, Laughter, Fun





Prefrontal Cortex

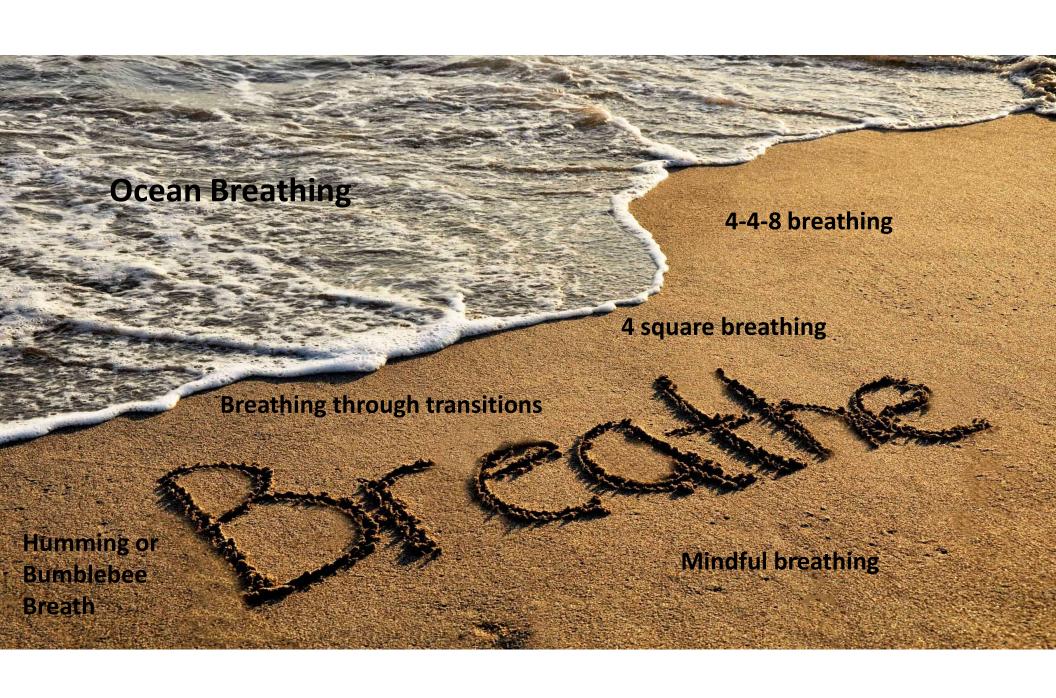
9 Functions of the Prefrontal Cortex

- 1. Empathy
- 2. Insight
- 3. Response Flexibility
- 4. Emotion Regulation
- 5. Body Regulation
- 6. Morality
- 7. Intuition
- 8. Attuned Communication
- 9. Fear Modulation



Limbic Brain

- 1. Fight, flight, freeze stress response
- 2. Thinks, "Am I safe? Do people want me?"
- 3. Emotions live here





Navy Seals

Fire Your Inner Critic!

- Reframing : "failures" = learning opportunities
- Rethinking: is the glass half empty or half full?



Reframing/Rethinking

- Recognize that you are doing some of the most difficult and most important work out there.
- Honor yourself and feel proud of the difference you are making.
- Know and recognize that you are an active part of the solution.
- Think: Am I growing? What am I learning?

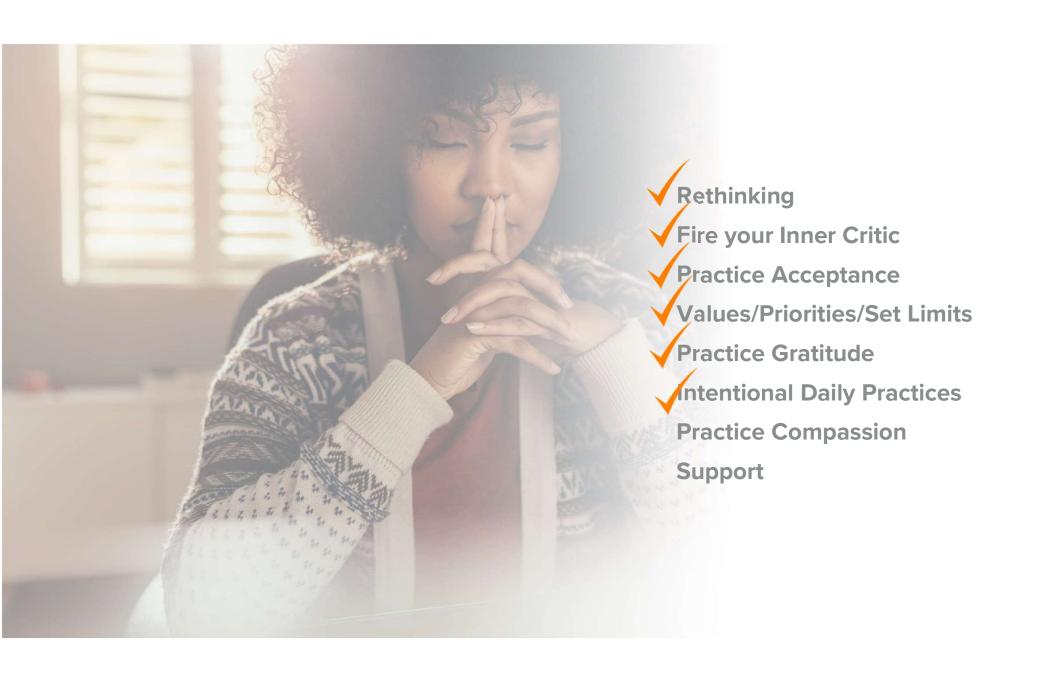
For one day, commit to paying attention to the running commentary in your mind. Is your mind in the habit of seeing the glass as half-empty or half-full? Are you able to reframe things as half-full, or do you feel an investment in seeing things as half-empty?

The Sixty Second Reality Check1

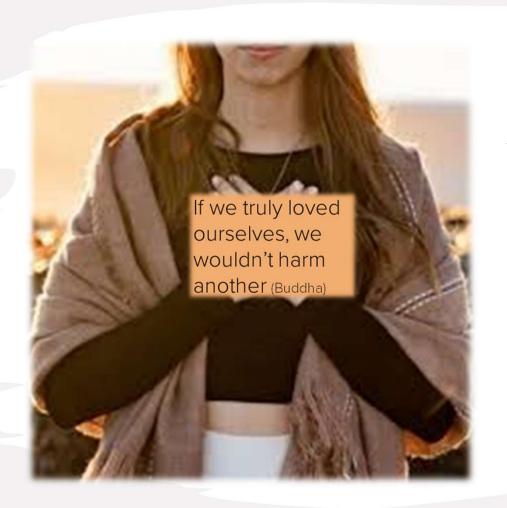
- 1. Take a deep breath, exhale, and silently count to 10.
- Next, acknowledge that something upsetting has just happened and it probably touched an emotional chord. Say to yourself, "I want to get clear about this and keep a realistic perspective".
- 3. Then, ask yourself the following questions:
 - a. Does this (what's just happened) really matter to me?
 - b. In the grand scheme of things, how big a deal is it?
 - i. Is it a true catastrophe?
 - ii. Is it likely to seem like a big deal in 24 hours?
 - iii. Is it likely to seem like a big deal in a week?
 - c. Am I taking it personally?
 - d. If I react now, will it:
 - i. Probably be helpful?
 - ii. Probably make things worse?
 - e. Would it make sense to take more time to think through the situation and then decide how to react?
 - f. Are my thoughts and actions helping me or hurting me? What I am thinking or telling myself right now—is it helpful or is it hurtful?



¹ From Every Session Counts: Making the Most of your Brief Therapy (copyright 1995) by John Preston, Nicolette <u>Varzos</u> and Douglas Liebert. Reproduced for New Harbinger by permission of Impact Publishers, Inc, P.O. Box 1094, San Luis Obispo, CA.







Self Compassion



Be Kind to You

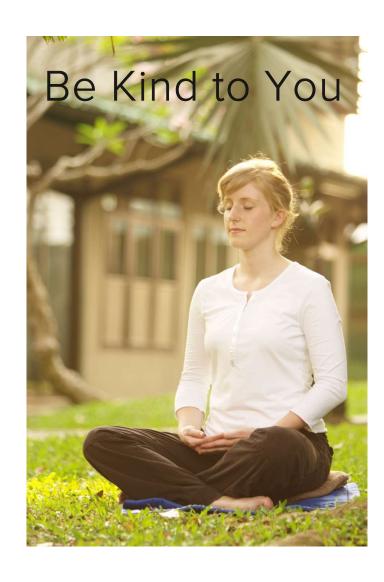
- Designate a day of rest
- Allot time daily when you don't obligate yourself to anything; instead give yourself freedom to delight in one of your favorite states of being.
- At the end of your day, before sleep overtakes you, ask yourself, What can I put down? What am I ready to be done with? What don't I need to carry with me for another day? Put it down and don't pick it up again the next day.





The Best Friend Question

If your best friend had the problem you're having, what would you tell her?



BRAVE TODAY



Breathe

- FILL YOUR WHOLE BODY WITH AIR.
- SLOWLY RELEASE THE AIR (TAME IT).



Relax

- RELAX
- LET GO OF THE TENSION THROUGHOUT YOUR BODY.



Ask

- WHAT ARE THE FACTS?
- WHAT AM I FEELING?



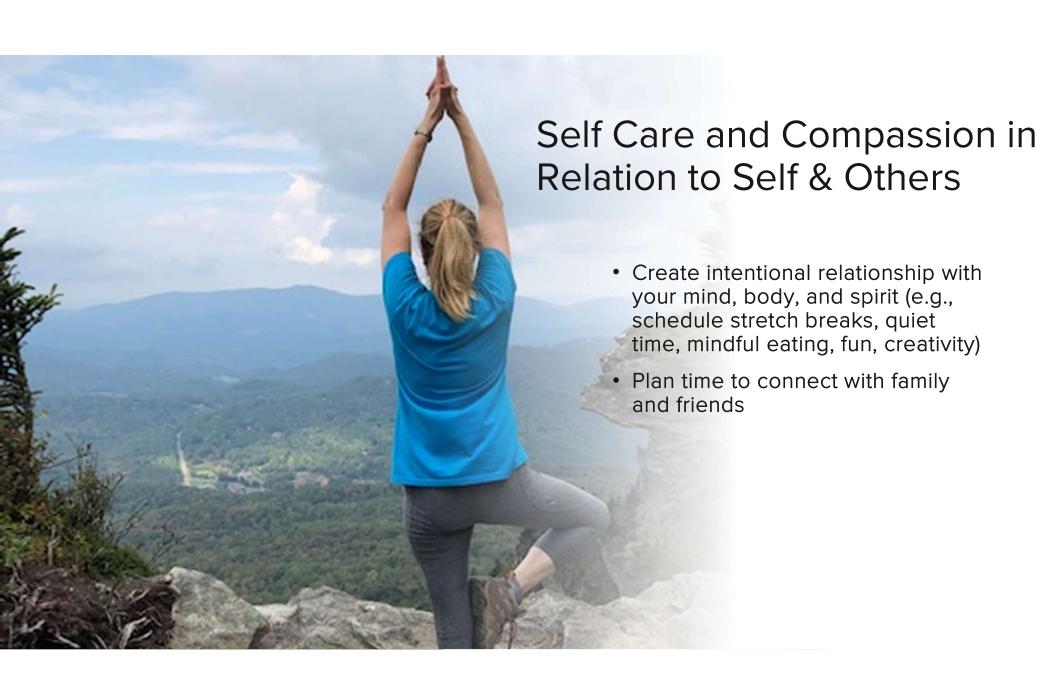
Validate

- CONFIRM YOUR EMOTIONS.
- IDENTIFY YOUR EXPERIENCE.



Engage

- WHAT ARE MY NEXT STEPS?
- WHO CAN SUPPORT ME?





Self Care and Compassion at Work

 Identify one thing you'd love to incorporate into your workday but are certain you couldn't. Try all in your power to make that aspiration a reality.

Write down all your vacation time and plan ahead!

Are you using your strengths on the job?

What can your organization do to support you?

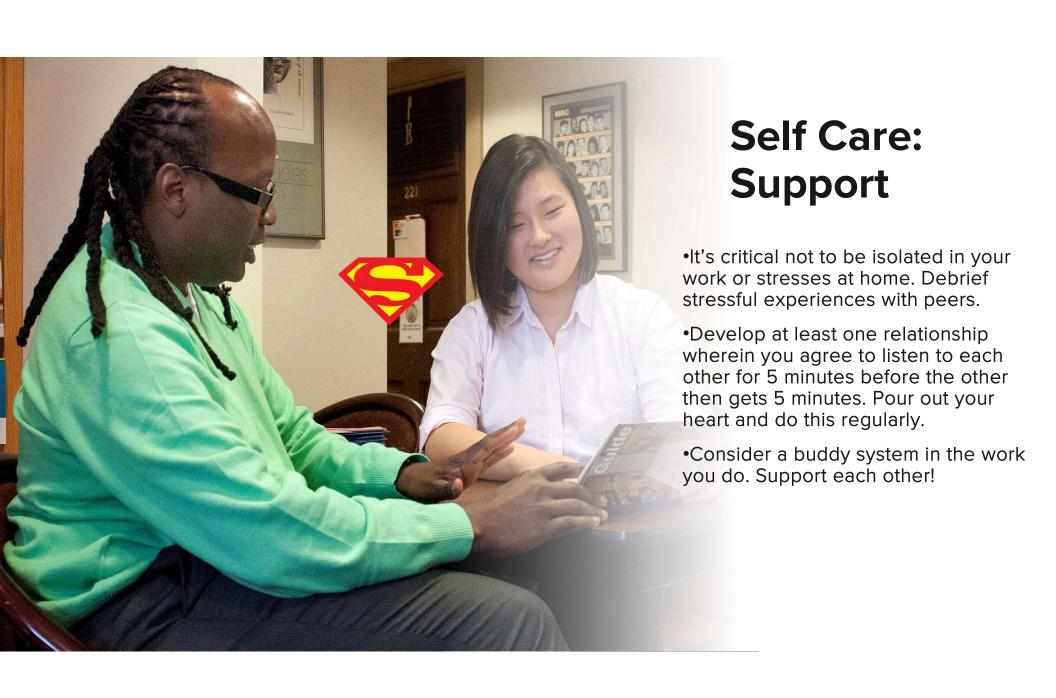
van Dernoot Lipsky, <u>Trauma Stewardship</u>, 2009



Self Care: Support

- Think of someone from your early life who showed you remarkable compassion. Hold them in your thoughts and remember what it felt like to be in their presence.
- Every single day, think of one person you are grateful to and tell that person so.
- Identify the members of your microculture. To what degree do they nurture hopefulness, accountability, and integrity? Think about whether you could use stronger role models in any of these areas.

van Dernoot Lipsky, Trauma Stewardship, 2009







Questions to Ponder

- Do you recognize any warning signs of compassion fatigue or burnout in your life?
- What areas of your life are causing you to feel fatigued?
- What steps can you to take to avoid and overcome burnout or compassion fatigue?
- Do you need to consider professional mental health support as part of your plan?

NCTSN.org (search PRN)

NCTSN/



Pause - Reset - Nourish (PRN)* to Promote Wellbeing Use as Needed to Care for Your Wellness!

All of us face a variety of stresses daily. Currently, you may be dealing with additional responsibilities at work and new challenges with parenting. Consider your level of distress before deciding what approach you'd like to take to address it. Gauging your level of distress is as important as practicing self-care strategies. The PRN framework is one such strategy and reminds us of the types of practices that help promote wellbeing and enhance resilience. Just like you would take a medication PRN, or as needed, to address unwanted symptoms, you can Pause-Reset. Nourish to help replenish yourself when needed. These practices can help to reset and rebalance your nervous systems, and can be done frequently throughout each day in just a few minutes. Consider these simple steps:

Check in with your internal experiences or how your body is feeling at the pres-

By taking a slow conscious (diaphragmatic) breath you can pause to check on how you are feeling inside. Repeat this at least 3 times. As you become more aware of what is happening inside your body, you might realize that you are anxiously ruminating over something. holding stress or tension in different parts of the body, feeling that your mind is cluttered, having intense emotions (e.g., frustration, anger, anxiety) or grieving the loss of a loved one, patient, or the loss of routines due to COVID-19. It may be more than one thing, making the need to pause all the more import-

There are many ways to do slow conscious breathing, click to watch a demonstration of the 4-7-8 technique

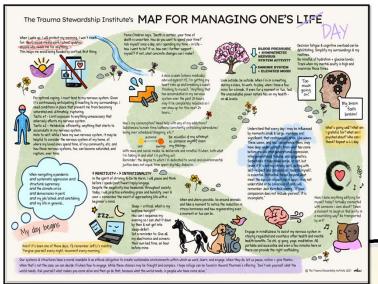
*The PRN Framework was created by Diana Tikasz, Hamilton Health Sciences, 2020.

Actively do something to help you feel Soak in something positive that replen steadier, more calm, confident or focused on your next task. Be kind to it. Turn your focus towards something yourself and remember that these are

- When you sense you are ruminating or your mind is full, try to reset by having a quiet moment. Consider con tinuing slow breathing (e.g., 3 minute breathing space), meditation, practicing mindfulness, petting an animal, taking a brief walk outside, or looking at a photo that puts a smile on your
- · When negative experiences are over whelming you, try to reset by focus-ing on a positive thing that happened or an affirmation, sharing gratitude, watching a short funny video or meme, talking with a colleague, or practicing grounding.
- When unsure of how you are feeling but recognize you are uncentered, try to reset by observing the feeling, acknowledging it, and letting it pass through your mind like it is on a con-veyor belt. Accepting the current situation allows us to acknowledge our desire for things to be different than
- When you become critical of your-self, try to reset by interrupting those thoughts with self-compassion or talking to yourself as if you were a caring supportive friend.

ishes your mind-body-heart-soul-or spir strength and resilience, or reminds you to take time to tend to yourself. You may ask yourself, "What do I need to nourish myself right now?"

- Think about something that has been rewarding or meaningful at work or at home. You might remind yourself of why you got into this profession, how you helped someone, or a meaning-ful moment with your family or loved
- positive memory you have of them, contributing to a cause they found important, or doing a kind act in their
- Consider affirmations or reminders that help you feel prepared to deal with the stress or challenges you are facing; this may help you harness your own strength and resilience.
- playfulness, light-heartedness, and creating meaningful social connec-tion with others. This might include enjoying a family activity; laughing, singing or chanting; dancing, or oth-er ways that bring you joy; engaging in meaningful cultural practices or rituals; connecting with a significant other or a beloved pet; celebrating a success at work or with loved ones; or doing something for others in need (donating time for charity, baking for a neighbor).



traumastewardship.com



PROTECT YOUR MORNINGS

[or whenever you wake up] less cortisol, more intentionality.

GO OUTSIDE

perspective, context + something larger than this.

> BE ACTIVE [avoid stagnation] in body, mind, spirit.

CULTIVATE RELATIONSHIPS those that are edifying + healthy

NURTURE GRATITUDE what is one thing, right now,

that is going well?

if navigating addictions, limit news + social media.

SPEND TIME WITH ANIMALS

system.

↓ stress hormones, ↑ comfort.

METABOLIZE ~~~~ EXPERIENCING re-regulate your nervous

LAUGH pure numor = a sustaining force. FOSTER HUMILITY

SIMPLIFY STE

[less is more] be aware of decision

fatique + cognitive overload.

ADMIRE ART

the gift of feeling transported.

& EXTEND GRACE self-righteousness

+ hubris = unhelpful SLEEP

to cleanse + repair brain + body.

CLARIFY INTENTIONS how can i refrain from causing harm,

how can i contribute meaningfully?

BE REALISTIC . COMPASSIONATE

be mindful of the quality of your presence. it means so much to others.







Remember...

- Breathe
- Serenity
- Gratitude
- Support



