Compassion is not a relationship between the healer and the wounded. It is a covenant between equals.
-Gregory Boyle
**Stress and Trauma Experienced In Your Work**

<table>
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<tr>
<th>What my friends think (non-coworker)</th>
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<td>What potential funders think</td>
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<td>What I actually experience</td>
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**Vicarious Trauma:**
Transformation in the self of a trauma worker that results from empathic engagement with the traumatized and their reports of traumatic experiences

**Burn Out:**
Fatigue, frustration, or apathy resulting from prolonged stress, overwork, or intense activity

**Compassion Fatigue:**
Inability to react emphatically to a crisis, disaster, etc because of over exposure to previous crises, disasters, etc
How does your agency influence you?

Is it dedicated to service population?

*Is this group of people important to the agency’s mission?*

If upper management are disenfranchised and burnt-out, then there is a staff trickle down effect.
Staff Harming

- Daily Increment Logs
- 5+ Day Advance Request for Time Off
- Introductory Periods for Time Off
- Salaried Time Exploitation
- No Break/Meal Place Beyond Desk or Office
- Supervisors with Closed Doors or No Unscheduled Consultation

Staff Helping

- Small Increment/Short Notice Time Off
- Separate Leave Banks
- Written Policy on How to Support Staff with Personal Crisis
- Flexible Schedules
- Time During Staff Meeting for Team Building/Problem Solving
## Stress and Trauma Experienced In Your Work

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Neurobiology of Trauma

Trauma has the ability to change the structure and function of the brain in response to the experience.

These changes can result in behaviors and emotions that serve as adaptations for the individual.
Collateral Damage of Trauma

- Intrusive Thoughts
- Increased Startle Response
- Avoidance
- Short Term Memory Difficulties
- Flat Affect or Emotional Outburst
- Difficulty Making Good Decisions
- Problems in Relationships
- Difficulty Feeling Connected
- Problems Developing Boundaries
“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” - Remen
NWA AFP: Compassion Fatigue, Balance, and So Much More
Jen Brockman, University of Kansas
Sexual Assault Prevention and Education Center
University of Kansas
Why is self-care important?

The work is hard.

Our home lives are full of responsibilities.

Stress is not vacuum sealed.

Turn over is expensive to the agency or program.
Beware Of The Toxic Workplace

Ask and Self-Advocate  

BMW Response
Systemic Response

- Role Model Wellness
- Utilize "Mental Health Days/Hours"
- Flex-time
- Culture of acceptable "No" response
- Learning to Live with a Waitlist
- Resilience Questions/Training
- Written Policies for Self-Care and Trauma Response
How do I supervise self-care?

You can't monitor your team's daily lives.
  • You can monitor their paid time off banks
  • Send them home when they are sick

You can't demand to know about their families.
  • You can listen to them talk about their home lives at lunch

You can't micro manage every project they are assigned.
  • You can read their paperwork, have an open door consultation, and help problem solve
How will I know if everything is okay?

- *Listen to statements they make about themselves, projects, coworkers*

- *Watch openness to constructive negative feedback*

- *Assess engagement with agency, projects, and staff culture*

- *Collaboration vs. Lone Wolf Behavior*

- *C.A.V.E. Dweller*
Individual Response

Rest • Play • Escape

It's Not Organic: Intentionality!
Evaluate Your Own Chart
Access Professional Resources
Self-Care Assessment
Reality of Sustainability
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