

Organizational Compassion Fatigue Risk and Resiliency Factors

Stage	1-5	Process	Strategies
Awareness		Do staff understand the need for change?	Education about risks of compassion fatigue. Make safe space to discuss. Normalize.
Biz Need		Does leadership understand the need for change?	Education about the impact of CF on org (staffing, performance). Link change (CF resiliency factors) to org goals and improved outcomes for pain points. Find your allies.
Desire		Does staff have a desire to (change)?	The positives of addressing CF. The negatives of not addressing CF. Acknowledge the effort change requires. Bring staff in on the design of the pilot.
Concepts and Design		Do you have a plan based on your concept of what is happening why you want to change? Is your pilot designed/planned?	Propose pilot for implementing compassion fatigue resiliency skills/factors. Steps to be taken, ways to measure change, ways to adapt as needed, timelines for review.
Knowledge		Does staff know how to change and what it will look like?	Provide any training/skill development needed to implement pilot. Plan to check in at regular intervals to answer questions as they come up.
Ability		Does staff have what they need for change on an ongoing basis?	Provide any resources necessary including time to implement pilot. If adding something, what are you taking away?
Implementation		Is the org providing what is needed to implement the pilot?	Get creative on ways to meet needs. Assess what is currently happening, what can be modified/let go of? Who else can meet needs to free up resources? How are you collecting data on change?
Reinforce		Is staff being reinforced to keep the new behavior?	Who can support staff in ongoing process? Clinical supervisor? Who is checking in regularly to modify/support. Bring staff together to check in on process – do they have suggestions for improvement. Celebrate successes and failures.
Post-Implementation		Are you able to check in on implementation and adapt as needed?	Review data (qualitative and quantitative). Do you keep pilot? If not, do you adapt it or try something new?