

Caring Safely Module 7-1

Organizational Health The Compassion Satisfaction – Compassion Fatigue Model

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In This Module

- Organizational Health – Caring Safely focus
- Compassion Satisfaction - Compassion Fatigue Model
- How to interpret different variations of the Professional Quality of Life Scale
- The Stress Curve

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Organizational Health

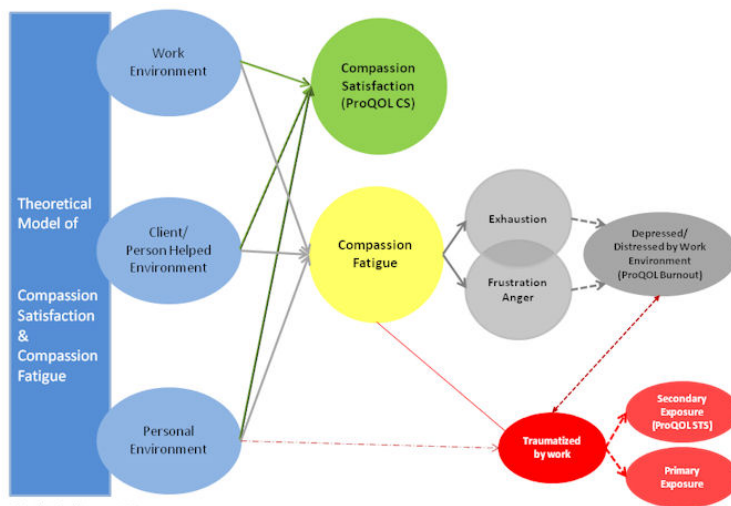
Include the structure of the organization and the humans who work within it.

Structure: Infrastructure, policies/procedures, finances, resources, staffing model, legislative mandate, vision/mission.

Humans: Employee Health – the link between physiology, psychology and behavior.

Caring Safely will focus on the role of **leadership** and **employee health** in reducing and preventing compassion fatigue.

CS - CF Model



Compassion Fatigue and Compassion Satisfaction are impacted by all three factors: Work Environment, Client/Personal Helped Environment and Personal Environment.

Need to address all contributors.

Professional Quality of Life

Free Scale

Compassion Satisfaction

Burnout

Secondary Traumatic Stress

[Professional Quality of Life Scale](#)

Interpreting Scale Scores

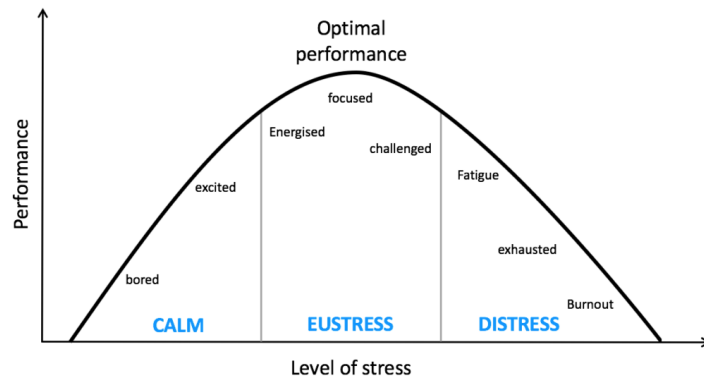
- High Compassion Satisfaction with moderate to low Burnout and Secondary Traumatic Stress
- High Burnout with moderate to low Compassion Satisfaction and Secondary Traumatic Stress
- High Secondary Traumatic Stress with low Burnout and low Compassion Satisfaction
- High Secondary Traumatic Stress with high Compassion Satisfaction and low Burnout
- High Secondary Traumatic Stress and high Burnout with low Compassion Satisfaction
- Compassion Fatigue is not diagnosable, may need to screen for psychiatric disorders

The Stress Curve

No Stress

Eustress– Body’s normal and natural response to a tense situation/event – body returns to normal after brief period of time. Helps us perform.

Distress – Prolonged activation of the body's stress response. Excessive demand without resources to adapt.



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