

Caring Safely®

The Process for Sustainable Caring
Self-Care and Creating Community

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The Process for Sustainable Caring

So far:

- Understand the concepts and stages of compassion fatigue.
- Developing self-awareness including; current symptoms, stage of compassion fatigue, level of wellness, your input and output, your values and why you want to reduce compassion fatigue while increasing compassion satisfaction.
- Learned new frameworks for monitoring your wellness and making decisions throughout the day that have a direct impact on your wellness and your ability to live your values.

The Process for Sustainable Caring

Next:

- Try strategies to increase input (nourishment and compassion satisfaction) and decrease/mitigate output (drains and compassion fatigue).
- Two things to focus on:
 1. The strategies you try to increase input and decrease output, the barriers that will come up as you try these strategies and the way you will overcome these barriers for long-term change.
 2. The process you have for intentionally using these strategies (goals) and tracking the use/impact of these strategies
- Strategies will include personal and professional strategies to be used alone and interpersonally.

The Process for Sustainable Caring

The process you have for intentionally using these strategies (goals) and tracking the use/impact of these strategies:

1. Caring Safely® week sheets and day sheets
2. Keeping your wellness gauge and/or your input and output handout with you during the day.
3. Making note of certain strategies you want to do in a day, on your current day planner or on a post-it note.
4. Other – whatever works best for you

Set yourself up for success: Start small with your intentions/goals for use of strategies and be consistent. Experiment with certain strategies and see how they work for you.

Reverse Engineer your Input and Output

- To reverse engineer something, you look at the outcome and then trace your steps back to see what led to that outcome.
- By taking time to reverse engineer your input, you can see what led to increasing your nourishment and/or compassion satisfaction. This will allow you to continue those behaviors and to build on them.
- By reverse engineering your output, you can see what led to excessive output, thereby draining the well and becoming a barrier to sustainable caring.
- Both are equally helpful in creating a sustainable caring practice. Overtime you want to both reduce the drains and increase the nourishment. It doesn't matter which you begin with, continuing to take small, but intentional steps, will help you achieve sustainable caring.
- Expect many ups and downs as you watch yourself try new strategies/behaviors and you reflect on the outcome. "It's going to get weird before it gets better".

Reverse Engineer your Input and Output

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Reverse Engineer Your Input and Output

Track your inner experiences that lead to either input or output and work backwards to see what led to them. Do more of the things that increase your input and find ways to change the things that lead to output.

How to reverse engineer your input and output.

(Handouts)

Leading Events: where you were, what you were doing, who was around	Thoughts/Feelings/Urges/behaviours	Outcomes: Input or Output	Short term Impact Long term Impact
<ul style="list-style-type: none"> • A regular morning with a full workload that seemed a bit overwhelming when I first got in. • I was alone in my office as I looked at my full day and noticed a sense of stress beginning in my body and my thoughts began to race. • Instead of focusing on all I had to do all day and all week, I set a plan to stay focused all morning, with some flexi-self-care, so that I could do a 20 minute walk at lunch. 	<ul style="list-style-type: none"> • It's a nice day and I'd love to get outside • To ensure I have enough time for a break at lunch I am going to limit my contact with colleagues and email/social media. • I will stay very focused on my work with some flexi-self-care sprinkled into my morning. • Even though I know there are more tasks that I could be doing over my lunch hour, I am prioritizing this walk because it fits with my values of health and sustainable caring. 	<p>INPUT: I went for a 20 minute walk on my lunch and spent time mindfully enjoying my surroundings.</p>	<p>Short term: felt great in the afternoon, more compassion satisfaction. Made plans to meet friend for art class in evening.</p> <p>Long term: support my values and sustainable caring</p>
<ul style="list-style-type: none"> • A regular morning with a full workload that seemed a bit overwhelming when I first got in. • I was alone in my office as I looked at my full day and noticed a sense of stress beginning in my body and my thoughts began to race. • I started to review all I had to get done today, then I checked my email, which added more stress and I decided to go get more coffee so I could get it all done. 	<ul style="list-style-type: none"> • It's a nice day and I'd love to get outside. • I doubt I'll have the time with all this work. • Urge to go chat with colleague because feeling unhappy about amount of work. • Spent time reading both important and non-important emails. More coffee and sweets. • Did clinical work and let administrative pile up. • Now I have to work through lunch to get the administrative work done so I'm not stressed all afternoon. 	<p>OUTPUT: I worked through lunch. Longer-term impact: moody in afternoon, physically drained by end of workday, don't feel like doing anything nourishing in evening.</p>	<p>Short term: tired and unhappy in afternoon. Physically drained by end of day. Didn't feel like doing anything nourishing in evening.</p> <p>Long term: doesn't support my values of health, my family or sustainable caring.</p>

Subjective Units of Nourishment

- Like SUDs (Subjective Units of Distress) but for wellness!
- Think about activities that fill your well. From quick (under a minutes) to longer (up to an hour or longer) that nourishes your heart, body, mind and soul. Put as many as you like for each.

Personalize and Integrate with Handout

Flexi-Self-Care

“Sprinkling nourishment throughout your day, in small or large portions”

- Letting go of rigid thoughts/beliefs about what self-care should be
- Getting creative with ways to continuously fill your well
- Think of 1 minute, 5 minute, 15 minute, 30 minute, 60 minute nourishing activities
- Add these to your Subjective Units of Nourishment list

Non-Negotiable Self-Care

To act with discipline as a form of self-love. Think about the things that show health benefits both physically and emotionally. Personalize these categories to create your own non-negotiable self-care plan.

- Body Movement (30 Minutes)
- Breath Work
- Nutrition
- Connection
- Fresh 20 (Nature)

Personalize and Integrate with Handout

Creating Community

- Community is a protective factor for Compassion Fatigue
- How can you create more community at work?
 - Peer Group Consultation – same field or multidisciplinary
 - Sharing gratitude for colleagues
 - Pointing out colleagues strengths
 - Connecting outside of work to celebrate or
 - Having a buddy system – meetings or phone/text
 - Setting up events that bring staff and clients together in a non-traditional way
 - Setting up a committee at work to discuss the concepts of Caring Safely

Your Resources and Community

Know your resources both personally and professionally.

Strategy #4: Stress-Management Plan and Resources

Stress-Management Plan and Resources		
PHYSICIAN/SPECIALIST medication specialized treatment 	LIFESTYLE FACTORS sleep hygiene nutrition exercise 	MULTIDISCIPLINARY TEAM nurse/dietitian counselor/social worker
GROUPS AND COMMUNITY SUPPORT healthy living groups church/spirituality pain clinic/cancer care 	PERSONAL CONNECTIONS AND SUPPORT family/friends 	COMMUNITY HEALTH PRACTITIONERS chiropractor registered massage therapist

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