COMPASSION SATISFACTION AND COMPASSION FATIGUE
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OBJECTIVES

- Participants will assess their level of compassion satisfaction.
- Participants will define the terms compassion fatigue, burnout, and secondary traumatic stress, and explain their relationship to environmental factors.
VOCABULARY

- Compassion Satisfaction
  Positive aspects of working as a helper
- Compassion Fatigue
  Negative aspects of working as a helper
- Burnout
  Inefficacy and feeling overwhelmed
- Work-related traumatic stress
  - Primary traumatic stress direct target of event
  - Secondary traumatic exposure to event due to a relationship with the primary person

PROFESSIONAL QUALITY OF LIFE

Compassion Satisfaction

- The positive aspects of helping
- “The good stuff”

Compassion Fatigue

- The negative aspects of helping
- “The bad stuff”
COMPASSION SATISFACTION

- The positive aspects of helping
  Pleasure and satisfaction derived from working in helping, care giving systems
- May be related to
  - Providing care
  - To the system
  - Work with colleagues
  - Beliefs about self
  - Altruism
COMPASSION FATIGUE

- The negative aspects of helping
- May be related to
  - Providing care
  - To the system
  - Work with colleagues
  - Beliefs about self
- Burnout
- Work-related trauma

BURNOUT AND STS: CO-TRAVELERS

- Burnout
  - Work-related hopelessness and feelings of inefficacy
  - Emotional exhaustion, depersonalization, and a feeling of low personal accomplishment
- STS
  - Work-related secondary exposure to extremely or traumatically stressful events
- Both share negative affect
  - Burnout is about being worn out
  - STS is about being anxious or afraid
RESEARCH ON BURNOUT PREVALENCE AMONG PHYSICIANS

- 2018 JAMA systematic review
  - 182 studies published between 1991 and 2018
  - 109,628 individuals in 45 countries
- Findings:
  - Prevalence rates ranged from 0% to 80.5%
  - Associations to sex, age, geography, time, specialty, and depressive symptoms could not be reliably determined
- Why?
  - 142 unique definitions for meeting overall burnout or burnout subscale criteria
  - No standardized assessment method
  - 85% used some version of the Maslach Burnout Inventory (MBI)
  - Variable study quality
    - N ranged from 4 to 7830

RELATIONSHIPS ARE COMPLEX

- Multiple spheres
  - Work environment
  - “People being helped” environment
  - Personal environment
- Positive (CS) & negative (CF)
- **Altruism** CS can override CF
- Compassion Fatigue two parts
  - Worn out (BO) common
  - Frightened, traumatized (STS) rarer but powerful
PEOPLE BRING THEMSELVES

People bring a past and a present to anything they do

- Their schemas and beliefs
- Their stigma beliefs
- Their social support systems
  - Positive support
  - Negative support
- Their history of trauma and illness
- Their families and close others
- Their economic situation
**RESILIENCE**

Resilience

1. the capacity to recover quickly from difficulties; toughness.
   "the often remarkable resilience of so many British institutions"

2. the ability of a substance or object to spring back into shape; elasticity.
   "nylon is excellent in wearability and resilience"

*synonyms: flexibility, pliability, suppleness, plasticity, elasticity, springiness, spring, give;*
FACTORS THAT CONTRIBUTE TO RESILIENCE

- Relationships
- Reframing
- Reflection
- Routines and rituals
- Spirituality and beliefs
- Communicate
- Focus on what you can control

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