

# COMPASSION SATISFACTION AND COMPASSION FATIGUE

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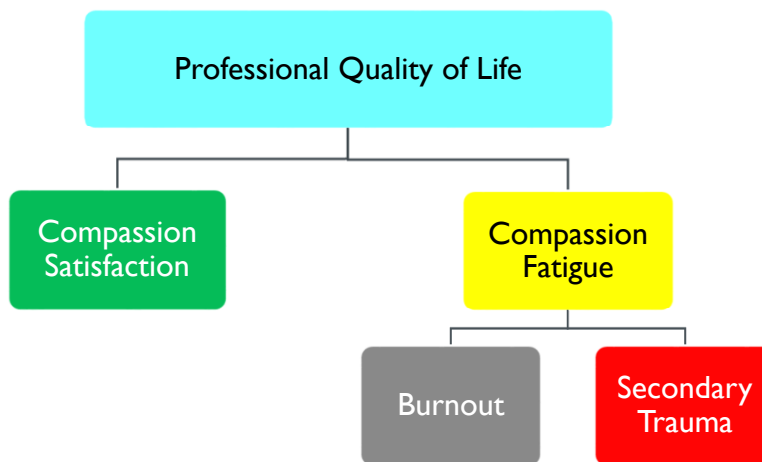
## OBJECTIVES

- 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.

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## CS-CF MODEL



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## 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



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## 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



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## 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



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## 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

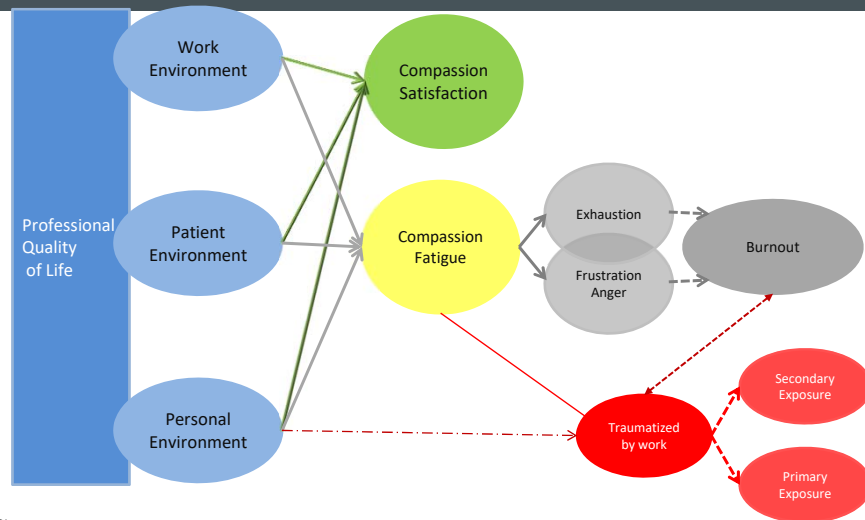
Rotenstein et al., 2018

## 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



## COMPLEX RELATIONSHIPS



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## 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



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re·sil·ience

/rəˈzɪljəns/

*noun*

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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