SELF CARE

What It Is & Why All School Staff Should Practice It

(a.k.a. “How White Castle Saved My Life”)
About me...

Tim Welsh LCSW

• Social Worker
• Mental Health at Phoenix Health Center
• Modest
• Genius

Phoenix Health Center
Health Care for the Homeless Site
What is Self-Care?

Taking care of yourself in order to continue to take good care of others.

... the mask will drop down. Please put your own mask on and pay for your oxygen with a major credit card before assisting others with their transaction.
Why Self Care?

“Teacher burnout is almost epidemic in this country and is one of the causes of the 17% annual attrition rate amongst educators.”

Article: How Self-Compassion Can Help Prevent Teacher burn out. Website: Greater Good. By Vicki Zakrzewski
Possible Impact of This Work

- Burnout
- Compassion Fatigue
Burn Out

“is characterized by **exhaustion**, lack of enthusiasm and motivation, feelings of ineffectiveness, and also may have the dimension of **frustration or cynicism**, and as a result reduced **efficacy** within the workplace."[1]"

“Gradual lessening of compassion over time. Sufferers can exhibit several symptoms including hopelessness, a decrease in experiences of pleasure, constant stress and anxiety, sleeplessness or nightmares, and a pervasive negative attitude.”

https://en.wikipedia.org/wiki/Compassion_fatigue
Impact of Trauma Work

- Can alter your view of the world and other people. May lead to pessimism and cynicism.
- Decreased sense of hope.
- Physical and emotional exhaustion.

(Harris & Fallot, 2001)
Possible Work Factors that Increase the Impact of Trauma Work

- Work with students where concrete signs of success may be few
- Students with few resources and multiple problems
- Exposure to complex students situations
- Students who are difficult to engage
- Lack of community and organizational resources
- Not enough recovery time between patients
- Lack of recognition of the impact of trauma work as occupation risk of the type of work being done
- Poor recognition of the value of the work being done
- Time pressures and paper workload
- Exposure to possible unsafe work situations

(Rose, 2007)
Possible Individual Factors that Increase the Impact of Trauma Work

- Personal history
- Personality
- Current personal circumstances
- Level of professional development
- Working without supervision and/or consultation
- Poor support network
- Personal style of coping

(Figley, 1995; Rose, 2007)
Possible Outcomes:

JADED Staff vs. MARTYR Staff
Possible Outcomes:

**JADED STAFF**

- Burned out
- Pessimistic
- People avoid talking to them
  - Patients avoid
  - Co-workers avoid
    - Lack of Chi-Chi’s invitations
    - Management avoid
- Hurt brand/image in the community
- Absences
  - Physical Ailments
  - Mental Health Issues
Possible Outcomes:

MARTYR STAFF

- Over-Work
- Poor Boundaries
- Self Worth Tied to Job Outcomes
- Loved by Students
- Loved by Colleagues
- Loved by Administration
- Health (emotional and physical health risk)
- Risk to emotional health of client (enmeshment, disappointment)
- Unrealistic expectations of self, coworkers, system & students
- Absences
  - Physical Ailments
  - Mental Health Issues
KEYS to SELF CARE

Insight:

Into your:
A. Mood
B. Home Life
C. Past
D. Which situations/types of students trigger you?
KEYS to SELF CARE

Learn:
- Learn what **YOU** need:
  - Movement
    - Exercise
    - Walking at lunch
    - YMCA
    - Tai chi & Yoga
  - Medication
  - Meditation
  - Sleep: How much / Naps
  - Space
    - Time away from
      - Work
      - Loved ones
  - Creative Outlets
  - THERAPY-HIGHLY RECOMMENDED
KEYS to SELF CARE

To Do:

- Get: Coworker/friend(s) who “get” you and your work, who you can process with
- Make: Time for self care (Unlike Santa, the Tooth Fairy or Brigadoon, it will not magically appear)
- Make Energy: The Field of Dreams Paradox®
  i.e. exercise and you will have more energy
THERAPY/EAP Employee Assistance Program

- Highly Recommended
- Can be brief
- Specific to one certain issue
- More General: When dealing with more pervasive feelings of hopelessness, sadness.
- Learn Coping skills
- Having a third party who doesn’t know you can be freeing allowing you think talk about things you may not even allow yourself to think about in your daily life.
KEYS to SELF CARE

Educate

- Educating those around you about what you need regarding:
  
  A. Space
  
  B. Emotional Support
  
  C. Chocolate Chip Cookie Support &/or White Castle Support
KEYS to SELF CARE

Dealing with seemingly unsolvable situations

- Check in with others for their input
- Learn to live with: Ambiguity
  - The uncomfortable knowledge that you have done everything you can even though it is not enough…
Agency Structure

- How can teachers / staff be better supported?
- What do teachers / staff need to be better able to do self care?
  - Trainings
  - Supervision
- How can staff better use available resources?
  - Ensure time off is not only available & encouraged & used by staff
  - Policies that may discourage taking time off
  - Employee Assistance Programs EAP
Professional Quality of Life Scale

http://www.proqol.org/uploads/ProQOL_5_English_Self-Score_3-2012.pdf

Compassion Satisfaction & Compassion Fatigue
PROFESSIONAL QUALITY OF LIFE SCALE (PROQOL)

COMPASSION SATISFACTION AND COMPASSION FATIGUE

(PROQOL) VERSION 5 (2009)

When you [help] people you have direct contact with their lives. As you may have found, your compassion for those you [help] can affect you in positive and negative ways. Below are some questions about your experiences, both positive and negative, as a [helper]. Consider each of the following questions about you and your current work situation. Select the number that honestly reflects how frequently you experienced these things in the last 30 days.

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<td>7.</td>
<td>I find it difficult to separate my personal life from my life as a [helper].</td>
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<td>8.</td>
<td>I am not as productive at work because I am losing sleep over traumatic experiences of a person I [help].</td>
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<td>9.</td>
<td>I think that I might have been affected by the traumatic stress of those I [help].</td>
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<td>10.</td>
<td>I feel trapped by my job as a [helper].</td>
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<td>11.</td>
<td>Because of my [helping], I have felt &quot;on edge&quot; about various things.</td>
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<td>12.</td>
<td>I like my work as a [helper].</td>
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<td>13.</td>
<td>I feel depressed because of the traumatic experiences of the people I [help].</td>
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<td>14.</td>
<td>I feel as though I am experiencing the trauma of someone I have [helped].</td>
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<td>15.</td>
<td>I have beliefs that sustain me.</td>
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<td>16.</td>
<td>I am pleased with how I am able to keep up with [helping] techniques and protocols.</td>
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<tr>
<td>17.</td>
<td>I am the person I always wanted to be.</td>
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<td>18.</td>
<td>My work makes me feel satisfied.</td>
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<td>19.</td>
<td>I feel worn out because of my work as a [helper].</td>
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<td>20.</td>
<td>I have happy thoughts and feelings about those I [help] and how I could help them.</td>
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<tr>
<td>22.</td>
<td>I believe I can make a difference through my work.</td>
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<tr>
<td>23.</td>
<td>I avoid certain activities or situations because they remind me of frightening experiences of the people I [help].</td>
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<td>24.</td>
<td>I am proud of what I can do to [help].</td>
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<td>25.</td>
<td>As a result of my [helping], I have intrusive, frightening thoughts.</td>
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<tr>
<td>26.</td>
<td>I feel &quot;bogged down&quot; by the system.</td>
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<tr>
<td>27.</td>
<td>I have thoughts that I am a &quot;success&quot; as a [helper].</td>
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<td>28.</td>
<td>I can't recall important parts of my work with trauma victims.</td>
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<td>29.</td>
<td>I am a very caring person.</td>
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<td></td>
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<tr>
<td>30.</td>
<td>I am happy that I chose to do this work.</td>
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</table>
YOUR SCORES ON THE PROQOL: PROFESSIONAL QUALITY OF LIFE SCREENING

Based on your responses, place your personal scores below. If you have any concerns, you should discuss them with a physical or mental health care professional.

Compassion Satisfaction

Compassion satisfaction is about the pleasure you derive from being able to do your work well. For example, you may feel like it is a pleasure to help others through your work. You may feel positively about your colleagues or your ability to contribute to the work setting or even the greater good of society. Higher scores on this scale represent a greater satisfaction related to your ability to be an effective caregiver in your job.

The average score is 50 (SD 10; alpha scale reliability .88). About 25% of people score higher than 57 and about 25% of people score below 43. If you are in the higher range, you probably derive a good deal of professional satisfaction from your position. If your scores are below 40, you may either find problems with your job, or there may be some other reason—for example, you might derive your satisfaction from activities other than your job.

Burnout

Most people have an intuitive idea of what burnout is. From the research perspective, burnout is one of the elements of Compassion Fatigue (CF). It is associated with feelings of hopelessness and difficulties in dealing with work or in doing your job effectively. These negative feelings usually have a gradual onset. They can reflect the feeling that your efforts make no difference, or they can be associated with a very high workload or a non-supportive work environment. Higher scores on this scale mean that you are at higher risk for burnout.

The average score on the burnout scale is 50 (SD 10; alpha scale reliability .75). About 25% of people score above 57 and about 25% of people score below 43. If your score is below 43, this probably reflects positive feelings about your ability to be effective in your work. If you score above 57 you may wish to think about what at work makes you feel like you are not effective in your position. Your score may reflect your mood; perhaps you were having a “bad day” or are in need of some time off. If the high score persists or if it is reflective of other worries, it may be a cause for concern.

Secondary Traumatic Stress

The second component of Compassion Fatigue (CF) is secondary traumatic stress (STS). It is about your work related, secondary exposure to extremely or traumatically stressful events. Developing problems due to exposure to other’s trauma is somewhat rare but does happen to many people who care for those who have experienced extremely or traumatically stressful events. For example, you may repeatedly hear stories about the traumatic things that happen to other people, commonly called Vicarious Traumatization. If your work puts you directly in the path of danger, for example, field work in a war or area of civil violence, this is not secondary exposure; your exposure is primary. However, if you are exposed to others’ traumatic events as a result of your work, for example, as a therapist or an emergency worker, this is secondary exposure. The symptoms of STS are usually rapid in onset and associated with a particular event. They may include being afraid, having difficulty sleeping, having images of the upsetting event pop into your mind, or avoiding things that remind you of the event.

The average score on this scale is 50 (SD 10; alpha scale reliability .81). About 25% of people score below 43 and about 25% of people score above 57. If your score is above 57, you may want to take some time to think about what at work may be frightening to you or if there is some other reason for the elevated score. While higher scores may be frightening to you or if there is some other reason for the elevated score, they are an indication that you may want to examine how you feel about your work and your work environment. You may wish to discuss this with your supervisor, a colleague, or a health care professional.
**WHAT IS MY SCORE AND WHAT DOES IT MEAN?**

In this section, you will score your test so you understand the interpretation for you. To find your score on each section, total the questions listed on the left and then find your score in the table on the right of the section.

### Compassion Satisfaction Scale

Copy your rating on each of these questions on to this table and add them up. When you have added them up you can find your score on the table to the right.

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<table>
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<tr>
<td>3.</td>
<td></td>
<td></td>
<td>The sum of my Compassion Satisfaction questions is</td>
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<td>6.</td>
<td></td>
<td></td>
<td>So My Score Equals</td>
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<tr>
<td>12.</td>
<td></td>
<td></td>
<td>And my Compassion Satisfaction level is</td>
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<td>16.</td>
<td></td>
<td></td>
<td>22 or less</td>
<td>43 or less</td>
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<tr>
<td>18.</td>
<td></td>
<td></td>
<td>Between 23 and 41</td>
<td>Around 50</td>
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<tr>
<td>20.</td>
<td></td>
<td></td>
<td>42 or more</td>
<td>57 or more</td>
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</table>

**Total:** ___

### Burnout Scale

On the burnout scale you will need to take an extra step. Starred items are “reverse scored.” If you scored the item 1, write a 5 beside it. The reason we ask you to reverse the scores is because scientifically the measure works better when these questions are asked in a positive way though they can tell us more about their negative form. For example, question 1. “I am happy” tells us more about the effects of helping when you are not happy so you reverse the score.

<table>
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<th>Change to</th>
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<tbody>
<tr>
<td>1</td>
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</table>

**Total:** ___

### Secondary Traumatic Stress Scale

Just like you did on Compassion Satisfaction, copy your rating on each of these questions on to this table and add them up. When you have added them up you can find your score on the table to the right.

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<td>2.</td>
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<td>The sum of my Secondary Trauma questions is</td>
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**Total:** ___
Teacher Pop: 10 Self Care Techniques

1. **DO SOME DEEP BREATHING.** Did you know you can trick your brain into thinking everything is fine (no need for those stress hormones, thank you very much!) with slow, deliberate breathing?

2. **REACH OUT TO YOUR FELLOW TEACHERS.** Vent with your coworkers and hold each other accountable for your self-care contract.

3. **TAKE A 15-MINUTE TIMEOUT.** Schedule your timeouts as periods during the day when you have no interruptions. Soon you’ll look forward to this mini-recharge.

4. **NUITRE YOUR ARTSY SIDE.** Artistic expression is one of the most therapeutic techniques for relieving stress. You might try drawing, painting, photography, or crafting.

5. **CREATE A COMFORT KIT.** For those days when you’re feeling particularly defeated, a comfort kit reminds you that everything will be okay. It can include anything you love, from your favorite tea to a note from your BFF.

6. **PAMPER YOURSELF.** Set aside some time during the school year for something special. It could be a nice dinner, a manicure, or a weekend daytrip. Experiences that will help you refuel and recharge for the school days ahead.
Self Care Plan

Self Care

Before Work:
(Example: Get up before the kids)
(Example: Coffee & Newspaper)
(Example: Meditation)
1.
2.
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16.

Self Care

During the work day:
(Example: Scheduled bathroom break)
(Example: Secret M&M Stash)
(Example: Mantra/Quote/Serenity Prayer)
1.
2.
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16.

Self Care

After Work:
(Example: Half Hour Quiet time)
(Example: Pick up kids from daycare later)
(Example: Listen to music during chores)
1.
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16.
Additional Resources

• http://www.mindfulteachers.org

• http://www.edutopia.org
  http://www.edutopia.org/blog/12-choices-step-back-from-burnout-vicki-davis

• http://www.theguardian.com/teacher-network/2014/dec/10/ten-tips-teachers-worklife-balance

• Self-Compassion (A Guide for Educators) By Kristin Neff
Wisdom for the Journey

Take good care of yourself, encourage others to do the same.
Lead by example.
Self Care

After Work:

(Example: Half Hour Quiet time)

(Example: Pick up kids from daycare later)

(Example: Listen to music during chores)

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# Self Care

**During the work day:**

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- (Example: Secret M&M Stash)
- (Example: Mantra / Quote / Serenity Prayer)

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2. 
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15. 
16. 
# PROFESSIONAL QUALITY OF LIFE SCALE (PROQOL)

**COMPASSION SATISFACTION AND COMPASSION FATIGUE**

(PROQOL) VERSION 5 (2009)

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<td>7. I find it difficult to separate my personal life from my life as a [helper].</td>
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<tr>
<td>8. I am not as productive at work because I am losing sleep over traumatic experiences of a person I [help].</td>
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<tr>
<td>9. I think that I might have been affected by the traumatic stress of those I [help].</td>
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<tr>
<td>10. I feel trapped by my job as a [helper].</td>
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<tr>
<td>11. Because of my [helping], I have felt &quot;on edge&quot; about various things.</td>
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<tr>
<td>12. I like my work as a [helper].</td>
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<tr>
<td>13. I feel depressed because of the traumatic experiences of the people I [help].</td>
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<tr>
<td>14. I feel as though I am experiencing the trauma of someone I have [helped].</td>
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<tr>
<td>15. I have beliefs that sustain me.</td>
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<tr>
<td>16. I am pleased with how I am able to keep up with [helping] techniques and protocols.</td>
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<tr>
<td>17. I am the person I always wanted to be.</td>
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<tr>
<td>18. My work makes me feel satisfied.</td>
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<tr>
<td>19. I feel worn out because of my work as a [helper].</td>
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<tr>
<td>20. I have happy thoughts and feelings about those I [help] and how I could help them.</td>
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<tr>
<td>22. I believe I can make a difference through my work.</td>
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<tr>
<td>23. I avoid certain activities or situations because they remind me of frightening experiences of the people I [help].</td>
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<tr>
<td>24. I am proud of what I can do to [help].</td>
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<tr>
<td>25. As a result of my [helping], I have intrusive, frightening thoughts.</td>
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<tr>
<td>26. I feel &quot;bogged down&quot; by the system.</td>
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<tr>
<td>27. I have thoughts that I am a &quot;success&quot; as a [helper].</td>
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<tr>
<td>28. I can't recall important parts of my work with trauma victims.</td>
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<td>29. I am a very caring person.</td>
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<tr>
<td>30. I am happy that I chose to do this work.</td>
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</tbody>
</table>

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YOUR SCORES ON THE PROQOL: PROFESSIONAL QUALITY OF LIFE SCREENING

Based on your responses, place your personal scores below. If you have any concerns, you should discuss them with a physical or mental health care professional.

Compassion Satisfaction

Compassion satisfaction is about the pleasure you derive from being able to do your work well. For example, you may feel like it is a pleasure to help others through your work. You may feel positively about your colleagues or your ability to contribute to the work setting or even the greater good of society. Higher scores on this scale represent a greater satisfaction related to your ability to be an effective caregiver in your job.

The average score is 50 (SD 10; alpha scale reliability .88). About 25% of people score higher than 57 and about 25% of people score below 43. If you are in the higher range, you probably derive a good deal of professional satisfaction from your position. If your scores are below 40, you may either find problems with your job, or there may be some other reason—for example, you might derive your satisfaction from activities other than your job.

Burnout

Most people have an intuitive idea of what burnout is. From the research perspective, burnout is one of the elements of Compassion Fatigue (CF). It is associated with feelings of hopelessness and difficulties in dealing with work or in doing your job effectively. These negative feelings usually have a gradual onset. They can reflect the feeling that your efforts make no difference, or they can be associated with a very high workload or a non-supportive work environment. Higher scores on this scale mean that you are at higher risk for burnout.

The average score on the burnout scale is 50 (SD 10; alpha scale reliability .75). About 25% of people score above 57 and about 25% of people score below 43. If your score is below 43, this probably reflects positive feelings about your ability to be effective in your work. If you score above 57 you may wish to think about what at work makes you feel like you are not effective in your position. Your score may reflect your mood; perhaps you were having a “bad day” or are in need of some time off. If the high score persists or if it is reflective of other worries, it may be a cause for concern.

Secondary Traumatic Stress

The second component of Compassion Fatigue (CF) is secondary traumatic stress (STS). It is about your work related, secondary exposure to extremely or traumatically stressful events. Developing problems due to exposure to other’s trauma is somewhat rare but does happen to many people who care for those who have experienced extremely or traumatically stressful events. For example, you may repeatedly hear stories about the traumatic things that happen to other people, commonly called Vicarious Traumatization. If your work puts you directly in the path of danger, for example, field work in a war or area of civil violence, this is not secondary exposure; your exposure is primary. However, if you are exposed to others’ traumatic events as a result of your work, for example, as a therapist or an emergency worker, this is secondary exposure. The symptoms of STS are usually rapid in onset and associated with a particular event. They may include being afraid, having difficulty sleeping, having images of the upsetting event pop into your mind, or avoiding things that remind you of the event.

The average score on this scale is 50 (SD 10; alpha scale reliability .81). About 25% of people score below 43 and about 25% of people score above 57. If your score is above 57, you may want to take some time to think about what at work may be frightening to you or if there is some other reason for the elevated score. While higher scores do not mean that you do have a problem, they are an indication that you may want to examine how you feel about your work and your work environment. You may wish to discuss this with your supervisor, a colleague, or a health care professional.
WHAT IS MY SCORE AND WHAT DOES IT MEAN?

In this section, you will score your test so you understand the interpretation for you. To find your score on each section, total the questions listed on the left and then find your score in the table on the right of the section.

Compassion Satisfaction Scale

Copy your rating on each of these questions on to this table and add them up. When you have added them up you can find your score on the table to the right.

<table>
<thead>
<tr>
<th>Question</th>
<th>Rating</th>
<th>Total</th>
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<tbody>
<tr>
<td>3.</td>
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<td>6.</td>
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<td>12.</td>
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<tr>
<td><strong>Total:</strong></td>
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</table>

The sum of my Compassion Satisfaction questions is [22 - 43] or less. So My Score Equals [22 - 43] or less. And my Compassion Satisfaction level is Low or Medium or High.

Burnout Scale

On the burnout scale you will need to take an extra step. Starred items are “reverse scored.” If you scored the item 1, write a 5 beside it. The reason we ask you to reverse the scores is because scientifically the measure works better when these questions are asked in a positive way though they can tell us more about their negative form. For example, question 1. “I am happy” tells us more about the effects of helping when you are not happy so you reverse the score.

<table>
<thead>
<tr>
<th>You Wrote</th>
<th>Change to</th>
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<tbody>
<tr>
<td>5</td>
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<td>2</td>
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<td>4</td>
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*1. = ______

*4. = ______

8. ______

10. ______

*15. = ______

*17. = ______

19. ______

21. ______

26. ______

*29. = ______

**Total:** ______

The sum of my Burnout Questions is [22 - 57] or less. So My Score Equals [22 - 57] or less. And my Burnout level is Low or Medium or High.

Secondary Traumatic Stress Scale

Just like you did on Compassion Satisfaction, copy your rating on each of these questions on to this table and add them up. When you have added them up you can find your score on the table to the right.

<table>
<thead>
<tr>
<th>Question</th>
<th>Rating</th>
<th>Total</th>
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<td>2.</td>
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<td>25.</td>
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<td>28.</td>
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<tr>
<td><strong>Total:</strong></td>
<td>______</td>
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</tbody>
</table>

The sum of my Secondary Trauma questions is [22 - 57] or less. So My Score Equals [22 - 57] or less. And my Secondary Traumatic Stress level is Low or Medium or High.