Practical Tools for
Foster Parents to
Increase Compassion
Satisfaction and Ward
off Compassion
Fatigue

Robin J. Landwehr, DBH, LPCC, NCC

"Compassion is the antitoxin of the soul; where there is compassion even the most poisonous impulses remain relatively harmless."

Eric Hoffer





Objectives

- Dr. Charles Figley and Compassion Fatigue
- What is Compassion Fatigue v. Compassion Satisfaction
- Risk factors
- What foster parents care about
- Professional Quality of Life Scale
- Personal Values Your Personal Compass
- Art of Self-Compassion
- Learn to Be Present, Open Up, Do What Matters
- Tips!



Dr. Charles Figley

Marine during the Vietnam War

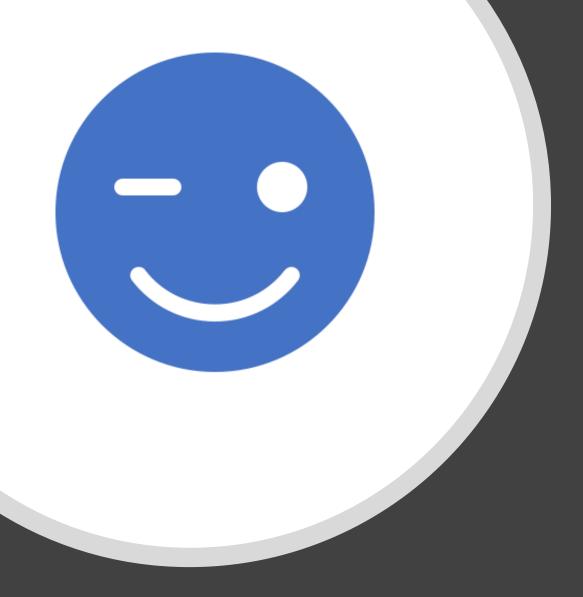
Created the term "Compassion Fatigue" through personal experience

- Credits CF for costing him his first marriage
- Noticed it in other professionals

"The demand to be compassionate with people that you try to help and understand by seeing the world from their perspective....in the process of doing that, you let yourself into their world."

Vocabulary





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. Experienced by caregivers of people and animals. Can lead to preoccupation with suffering of others and can lead to apathy, anger, depression, grief, and even substance use have occurred.

The negative aspects of working in helping systems may be related to:

- Providing care
- To the system
- Work with colleagues
- Beliefs about self

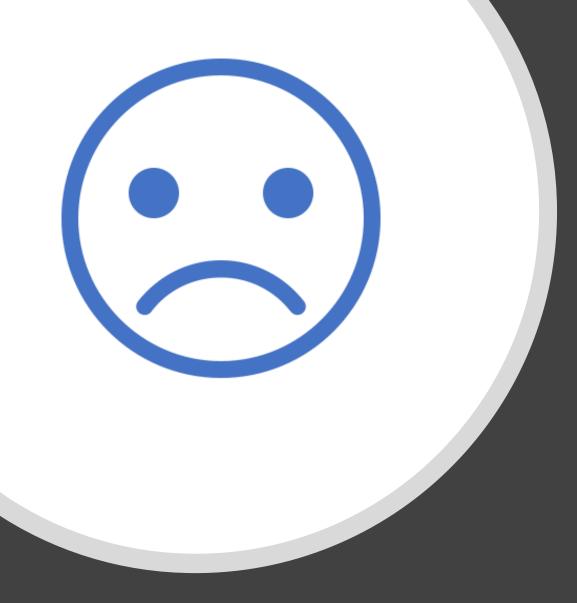
Burnout

Work-related trauma



Relationships Are Complex

- Multiple spheres
 - Work environment
 - Personal environment
 - Previous situations
 - Personality traits (Caregivers gonna care)
- Positive (CS) & negative (CF)
- Altruism CS can override CF
- Compassion Fatigue two parts
 - Worn out (BO) common
 - Frightened, traumatized (STS) rarer but powerful



Burnout and STS: Co-Travelers

- Burnout
 - Work-related hopelessness and feelings of inefficacy
- 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 afraid

What Foster Parents Care About



Behavioral health challenges of children (substance abuse, mental illness, preventing pregnancy and STIs, ages and stages of child development, and dealing with aggression).



Better communication between all parties



Their own families and personal obligations and how fostering impacts them



Birth parents



The challenge of "letting go"



And so much more....

How Do I Deal With..?

- Everything is a crisis around here!
- Self-care, Schmelf Care. Who has time?
- No appreciation



Measuring CS & CF:

The Professional Quality of Life Scale (ProQOL)

Compassion Fatigue has two subscales

- Burnout
- Secondary Trauma

The ProQOL is free

The ProQOL
measures
Compassion
Satisfaction and
Compassion Fatigue

A 30 item self report measure of the positive and negative aspects of caring

The ProQOL Scales

- Compassion Satisfaction-average score is 50. Scoring below 40, you may have a problem with your job.
- Burn-Out-average score is 50. Scoring above 57 you may be feeling you're not effective in your position
- Secondary Traumatic Stress (STS)-average score is 50. Scoring above 57 may mean something is frightening to you at work

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.

I=Neve	r 2=Rarely	3=Sometimes	4=Often	5=Very Ofte
1.	I am happy.			
2.	I am preoccupied with more than one person I [help].			
3.	I get satisfaction from being able to [help] people.			
4. 5. 6. 7.	I feel connected to others.			
5.	I jump or am startled by unexpected sounds.			
6.	I feel invigorated after working with those I [help].			
7.	I find it difficult to separate my personal life from my life as a [helper].			
8.	I am not as productive at work because I am losing sleep over traumatic experiences of a perso [help].			
9.	I think that I might have been affected by the traumatic stress of those I [help].			
10.	I feel trapped by my job as a [helper].			
11.	Because of my [helping], I have felt "on edge" about various things.			
12.	I like my work as a [helper].			
13.	I feel depressed because of the traumatic experiences of the people I [help].			
14.	I feel as though I am experiencing the trauma of someone I have [helped].			
15.	I have beliefs that sustain me.			
11. 12. 13. 14. 15.	I am pleased with how I am able to keep up with [helping] techniques and protocols.			
17.	I am the person I always wanted to be.			
18.	My work makes me feel satisfied.			
19.	I feel worn out because of my work as a [helper].			
20.	I have happy thoughts and feelings about those I [help] and how I could help them.			
21.	I feel overwhelmed because my case [work] load seems endless.			
22.	I believe I can make a difference through my work.			
23.	I avoid certain activities or situations because they remind me of frightening experiences of the people I [help].			
24.	I am proud of what I can do to [help].			
25.	As a result of my [helping], I have intrusive, frightening thoughts.			
26.	I feel "bogged down" by the system.			
27.	I have thoughts that I am a "success" as a [helper].			
28.	I can't recall important parts of my work with trauma victims.			
29.	I am a very caring person.			
30.	I am happy that I chose to d	do this work.		

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Family Values – Your True North



Who do I (we) want to be about deep in my (our) heart(s)?



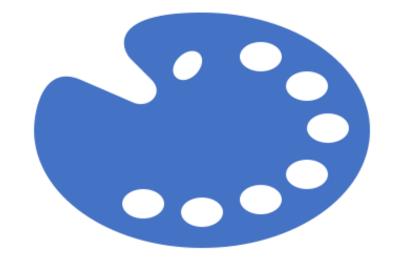
When people describe me (us), I want them to say...



When I (we) feel challenged and pushed to my (our) limit, I (we) want to be found doing what?



Why is this important? Because if you don't know YOU, you won't know when you are in trouble.



The Art of Self-Compassion

Acknowledging your own suffering and responding kindly Dr. Russ Harris' Six Elements of Self-Compassion

- 1. Acknowledging the Pain
- Defusing from Self-Judgement (unhooking)
- 3. Acting with Kindness (Self-talk, Imagery, Self-touch, Deeds)
- 4. Acceptance (Does not mean suck it up)
- 5. Validation
- 6. Connectedness (From thoughts of being alone, Engage with others)

Be Present, Open Up, Do What Matters

Learning STOP!

- S (Slow Your Breathing)
- T (Take Note)
- O (Open Up)
- P (Pursue Your Values)



MORE TIPS



SEE A PROFESSIONAL ...
THE SOONER THE BETTER!

Love, Work, Play, Health

Eat well

Sleep!

Exercise

Do fun things

Nurture your primary relationships

Find/Create Foster Support Groups

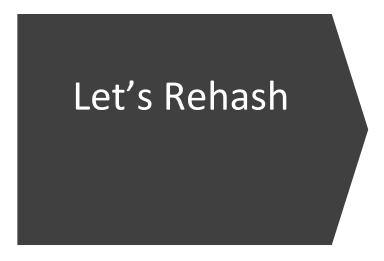
Find/utilize respite services

Seek reassurance

Develop a routine

Values-guided work

Set boundaries as necessary



Compassion Satisfaction good. Compassion Fatigue bad.

Values-guided self-compassion

Use the recommended tips

The ProQOL is a tool that can help you determine if you may have CF

Resources

- B. Hudnall Stamm, 2009-2012. Professional Quality of Life: Compassion Satisfaction and Fatigue Version 5 (ProQOL).
 www.proqol.org
- Geiger, J.M., Julien-Chinn, F.J., Lietz, C.A. (2014) Foster Parent Satisfaction Survey. Arizona State University: Phoenix, AZ
- Harris, R. (2015). How to develop self-compassion in just about anyone. Retrieved from <u>Www.lmlearningAct.com</u>.
- Strosahl, K., Robinson, P, & Gustavsson, T. (2012). Brief interventions for radical behavior change: Principles and practice of focused acceptance and commitment therapy. Oakland, CA: New Harbinger Publications