

UNDERSTANDING BURNOUT AND COMPASSION FATIGUE

WHAT IS BURNOUT?

Physical, emotional, and mental exhaustion caused by **prolonged workplace stress** when demands **exceed support or resources**

WHAT CONTRIBUTES TO BURNOUT?

- **Emotional labor:** Managing personal emotions while supporting children and families.
- **High workloads:** Long days and constant supervision.
- **Limited resources:** Staffing shortages or lack of materials.
- **Physical demands:** Lifting children and frequent movement.

SUPPORTING EDUCATOR WELLNESS

- Educator well-being supports **positive, safe** learning environments.
- Supported educators build **strong relationships** and **respond calmly** to challenges.
- Preventing burnout requires both **self-care** and **supportive workplaces**.



COMPASSION FATIGUE AND SECONDARY TRAUMATIC STRESS

- Educators **support children and families** experiencing trauma, which can lead to secondary traumatic stress (STS), or **emotional strain** from helping others.
- Also called compassion fatigue, it reflects the **impact of caring**, not a lack of dedication.

POSSIBLE SIGNS OF BURNOUT OR COMPASSION FATIGUE

- Emotional exhaustion or feeling drained
- Reduced job satisfaction
- Irritability or frustration
- Difficulty maintaining empathy
- Physical symptoms (fatigue, headaches, sleep issues)
- Feeling overwhelmed or disconnected