

COMPASSION FATIGUE

When caring starts to feel heavy.

You matter too ♥

Caring people. Sustainable workplaces. A brighter tomorrow.

1 What is compassion fatigue?

Compassion fatigue is the emotional and physical weariness that can develop when you care deeply for people who are hurting.

It can affect your energy, outlook, and sense of connection, making it harder to show up the way you want to — at work and in your personal life.



2 Common signs



Body

- Ongoing fatigue
- Frequent headaches or tension
- Aches, tightness or lowered immunity
- Feeling physically drained



Emotions

- Feeling numb or empty
- Increased irritability
- Sadness or hopelessness
- Feeling overwhelmed
- Reduced joy or motivation



Thinking

- Difficulty concentrating
- Negative or cynical thoughts
- Self-doubt
- Feeling helpless
- Trouble making decisions



Work life

- Feeling dread about work
- Lower sense of effectiveness
- Avoiding clients or situations
- Increased mistakes
- Reduced engagement or satisfaction

3 Why it happens

Compassion fatigue is often the result of:



Repeated exposure to others' distress, trauma or difficult stories



High empathy and a strong desire to help



Little recovery time between demanding interactions



Blurred boundaries between work and personal life



Carrying too much alone without enough support

*Deep care is a strength.
It also makes you more vulnerable.
That doesn't mean you're doing it wrong. ♥*

4 What helps

Practical strategies to protect your wellbeing:



Pause and notice.

Check in with yourself. Name what you're feeling. Be honest about your limits.



Debrief with safe people.

Talk with a trusted colleague, supervisor or professional. You don't have to hold it all alone.



Small recovery rituals.

Build in moments that replenish you — a walk, breath break, time in nature, music or something that brings you joy.



Limit over-functioning.

Notice when you're taking on more than your role. It's okay to say no.



Nourish your basic needs.

Prioritize sleep, nutrition, movement and time away from work.



Reconnect with meaning.

Remember why you do this work. Celebrate the positive impact you make, no matter how small.

Healthy helps help build healthier communities. ♥

5 When extra support may help

Consider reaching out for professional support if you notice:



Persistent feelings of numbness or detachment



Ongoing dread about work



Increased irritability or anger



Trouble sleeping



Feeling hopeless or like you "just can't do this anymore"



Reduced functioning at work or in daily life

Seeking support is a sign of wisdom and self-respect — not a weakness. ♥

6 For teams and leaders

Supportive workplaces prevent and reduce compassion fatigue. You can:



Normalize conversations about the emotional impact of the work.



Create regular debrief and reflection spaces.



Monitor workload and be mindful of competing demands.



Encourage and respect time off, breaks and boundaries.



Model self-care and help build a culture where support is part of the work, not an afterthought.

7 Important to remember

Compassion fatigue is not a failure of caring. It is a sign that care needs support too.



You are human. Feeling the weight of others' pain simply means you care. With awareness, support and intentional care, you can continue to do meaningful work and sustain your wellbeing.

Caring for yourself helps you continue to care for others. ♥

