

Compassion Stress Management for Practitioners' Self-Care

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Part I: Introduction: Compassion Management and Self-Care

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Course Goal (p.1)

To provide each participant with the knowledge and skills necessary to reduce the secondary impact of working with traumatized colleagues and the consequences of that work.

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Course Objectives (p.1)

Emphasis on:

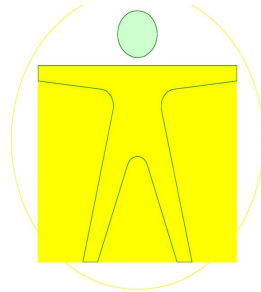
- Terminology (definitions)
- Symptomology
- Self-Assessment
- Self-Care Planning

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Before we begin

Let's take a few minutes to attend to ourselves.

Kathy will lead a body scan activity.



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Story about Self-Care: Green Cross Deployment - September 11 in New York City

- Kathy and I were invited to assist the 32BJ SEIU (Service Employees International Union) employees and members.
- Kathy led the response team.
- Our mission: to stabilize the workforce.
- Our equally important mission: to minimize the impact of processing employees' trauma.



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Taking Care of Them

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Taking Care of Us

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Benefits of self-care practice in the shadows of medical and clinical practice

Who here has a self-care plan?

On a scale of 1-5, how would rate your self-care?

Are you careful about following your plan?

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For your self-care and colleague-care

Self-care is a regular and reliable attention to your personally and specific needs, and areas of development.

We practitioners are expected to do the right thing.

The "right thing" is first a self-check of our own *self-care* status. Be honest. Are you forgetting about yourself?

Green [for good to go], **Yellow** [for CAUTION], **Red** [for STOP!]

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The Green Cross Academy's Ethical Principles of *Self-Care in Practice* (pp. 2-5)

- We were involved in the development of these principles of care.
- Green Cross Standards of Practice and Self-Care.
- The Standards have guided practitioners working with the traumatized.
- APAs, ISTSS and affiliated associations.



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Standards of Self-Care

The standards emphasize these critical elements of self-care:

- Do no** self-harm -- *Unethical* to neglect self-care;
- Take care of self and support another practitioner;
- Appreciation – Social Support;
- Commitment to self-care;
- Conduct Self-Assessment: Personal and professional life; and
- Implement a Self-Care Plan.

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Ethical Principles of Self-Care in Practice

Preamble:

It is **unethical to *not* attend to your self-care as a practitioner**, because sufficient self-care prevents harming those we serve and ourselves.

And we also owe our attention to our “fellow survivors” who do the work we do:

colleague care, our fellow treating colleagues deserve it.

But most of all we **owe our own family members our love, attention, and care.** So . . .

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Self-Care Pledge for:

- 1. Respect for the dignity and worth of self:** *A violation lowers your integrity and trust.*
- 2. Responsibility of self-care:** Ultimately it is your responsibility to take care of yourself—and no situation or person can justify neglecting this duty.
- 3. Self-care and duty to perform:** The duty to perform cannot be fulfilled if there is not, at the same time, a commitment to self-care.

And . . .

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4. Physical rest and nourishment: Every practitioner deserves restful sleep and physical separation from work that sustains their ability to perform their work role.

5. Emotional rest and nourishment: Every practitioner deserves emotional and spiritual renewal both in and outside the work context.

6. Sustenance modulation: Every practitioner deserves to possess self-restraint regarding substance use.

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Part II: A Model of Compassion Fatigue Resilience

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The Critical Role of Self-Care in Resilience (see p. 6)

- Self-Care impacts secondary trauma stress directly (by definition)
- But Self-care also indirectly affects *detachment*, *empathic response*, *sense of satisfaction*, *social support*, *traumatic memories*, and especially prolonged exposure to the suffering
- The overall impact of self-care is positive in the Model because all variables are working collaboratively.
- Coming up next is a model of key factor resulting in resilience
- Figure 1. A Model of Compassion Fatigue Resilience (Figley & Figley, 2017)

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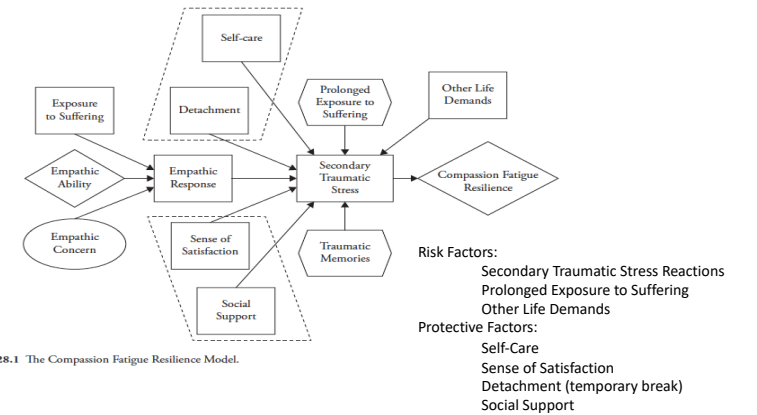


Figure 28.1 The Compassion Fatigue Resilience Model.

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Time for a break

15 minutes



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Building Resilience through Self-Assessment

Part III

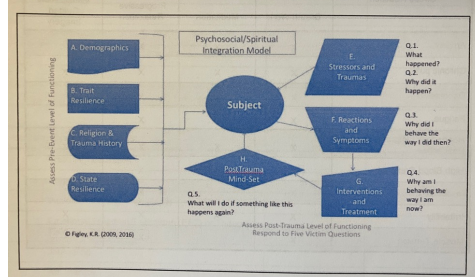


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Psychosocial/Spiritual Integration Model (p. 7)

Figure 2. Psychosocial/Spiritual Integration Model (Figley, K.R. 2009, 2016)



On page 7 you will see the measures which are associated with each area of this model.

For today's exercise, select the assessment(s) which you associate with current levels of stress, whether it be personal or professional.

Q.1. – Q. 5. – Healing Theory

- What happened?
- Why?
- Why did I behave the way I did then?
- Why am I behaving the way I am now?
- What will I do if something like this happens again?

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Compassion stress and fatigue interventions

Strategies for Inducing Relaxation Response: Examples of Stress Reactions and Effective Reduction Strategies.²

Stress Reaction	Strategies for Inducing Relaxation Response			
	Breath Work	Meditation	Progressive Relaxation	Visualization/ Guided Imagery
Anxiety	X	X	X	X
Chronic pain	X	X	X	X
Depression	X	X	X	
Fatigue	X		X	
Headaches/ Migraine	X	X	X	X
High Blood Pressure	X	X	X	
Insomnia	X		X	
Irritability	X	X	X	X
Muscle Tension	X		X	X

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Compassion Stress Management Techniques

Technique	Currently Use	Option for Self-Care Plan
When Working with Clients		
Breath-Work		
Self-talk		
Movement		
Between Sessions/After Work		
Breathing Meditation		
Prayer and Meditation		
Visualization (e.g., safe place)		
Emotional Freedom Technique (EFT) or Thought Field Therapy (TFT)		
Journaling		
Art Therapy		
Music Therapy		
Poetry Therapy		
All hobbies and absorbing activities		
Music and Other Creative Therapies		
Dance and Other Kinesthetic Treatments		

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Building Resilience through a Comprehensive Self-Care Plan

Part IV

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Developing Your Plan

- Select self-assessment measure(s) (see Appendix)
- Review self-assessment scores (score pattern analysis)
 - Focus on scores in red column as a starting point
- Develop your maintenance and growth goals (SMART)
- Analyze access to necessary resources
- Identify any obstacles/resistances
- Discuss with your self-care colleague and your personal accountability buddy
- Activate plan and monitor at regular intervals
- Celebrate accomplishments regularly

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Trait Resilience			
Ego Resiliency Scale (ER-89)	High-Very High Resiliency Trait	Undetermined Trait	Low-Very Low Resiliency Trait
Self-Compassion			
Self-Kindness	High	Moderate	Low
Common Humanity	High	Moderate	Low
Mindfulness	High	Moderate	Low
Overall Mean	High	Moderate	Low (R)
Spiritual Intelligence ^a			
Critical Existential Thinking (CET)	Satisfied with Score	Neither Satisfied nor Dissatisfied	Dissatisfied with Score
Personal Meaning Production (PMP)	Satisfied with Score	Neither Satisfied nor Dissatisfied	Dissatisfied with Score
Transcendental Awareness (TA)	Satisfied with Score	Neither Satisfied nor Dissatisfied	Dissatisfied with Score
Conscious State Expansion (CSE)	Satisfied with Score	Neither Satisfied nor Dissatisfied	Dissatisfied with Score

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Trauma History			
Posttraumatic Growth Inventory	Growth	Some Growth	Little/No Growth

State Resilience – Personal			
Social Readjustment Rating Scale	<37% chance	51% chance	79% chance
How vulnerable are you to stress?	Excellent resistance	Some Vulnerability	Serious Vulnerability

State Resilience – Professional			
Professional Quality of Life (ProQOL)			
Compassion Satisfaction	High	Moderate	Low
Burnout	Low	Moderate	High
Compassion Fatigue	Low	Moderate	High

Secondary Traumatic Stress Scale			
Intrusion	None - Mild	Moderate	High-Severe
Avoidance	None - Mild	Moderate	High-Severe
Arousal	None - Mild	Moderate	High-Severe

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Set your SMART Goals

S-M-A-R-T
Specific – Measurable – Attainable – Realistic – Time-Based

SMART Goals	Maintenance	Growth
1.		
2.		
3.		

Are there obstacles or resistances to achieving your goals?

() Yes () No

If yes, what are they? List here and share with your accountability buddy.

What strategies might you use to overcome the obstacles/resistances? List here and share with your accountability buddy.

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Choose your work-related colleagues/buddies

Identify Buddies	Meeting Date/Time
Personal:	
Professional:	

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Be gentle with yourself

- Honor the inner conflict of putting yourself first (oxygen mask)
 - Awareness
 - Gratitude
- Forgive yourself for backslides
 - Progress, not perfection
- Regard your self with the same high esteem you offer others
 - Self-compassion
 - Nurturing self-talk

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What did you learn
today that makes a
difference for you?



Wrapping up

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Our Gratitude

Charles' final
comments

Kathy's
poem

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The joy of your work
is tarnished by their stories
their pain is your pain

Flashes, images
still with you when you're sleeping
do not serve you well

You know what to do
to rejuvenate at depth
take care of yourself

- Kathleen Regan Figley

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